

**SEIU 1021 Executive Board Meeting  
Saturday, September 23, 2023  
MINUTES**

**Executive Board Members Participating:** President Theresa Rutherford, Secretary Mary Duncan, Treasurer Amos Eaton, VP of Organizing Brandon Dawkins, VP of Politics Ramses Teón-Nichols, VP of Representation Sandra Lewis, VP of Region-C Yeon Park, VP of Region-D Kristin Hardy, VP Region-E Taffie Walter, Felipe Cuevas, Tina Tapia, Maria Salazar-Colón, Angel Valdez, Norlissa Cooper, Greg Marro, Derrick Boutte, Nicole Christian, Tina Diep, Veronica Palacios, Richard Thoele, Alicia Ramirez, Todd Nosanow, Lorraine Bowser, Debbie Dobson, Geneva Haines, Sandy Sigala, Tazamisha Alexander, Travis Balzarini, Cynthia Landry, Trevor Adams, James Maher, Monique Baca

**Executive Board Members Excused:** Akbar Bibb, Mary Sandberg, Kasha Clarke, Evelyn Curiel, John Arantes, Patricia Orey, Sandra Wall, Julie Beardsley, Charito Casanas, Desiree Collins, Elizabeth Harrison, Karla Faucett, Rhea Davis

**Staff in Attendance:** David Canham, Robert Li, Nely Obligacion, Joanne Cansicio, Lisa Morowitz, Emma Gerould, Andrea Zanetti, Peter Masiak, Oumar Fall, Kaden Kratzer, Carlos Rivera, Horacio Viveros, James Chiong, Caitlin Prendiville

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**Call the Meeting to Order:**

President Theresa Rutherford called the meeting to order at 9:47am. A quorum was established. The Code of Conduct was reviewed by Vice President of Region-C Yeon Park.

President Rutherford spoke on the Latino Heritage Month. She also shared recent legislative wins in California, such as the passing AB1228 to support Fast Food workers raising the minimum wage to \$20.00/per hour and giving the workers a seat at the table. She also spoke about SB525 to support Healthcare Workers giving them a \$25 minimum wage, SB779 Data Transparency for Clinics, and AB 1484 Temp Worker Rights, which allows locals to immediately negotiate MOUs for temp workers. Vice President of Organizing Brandon Dawkins and James Chiong thanked all members and member leaders for their help and support in getting these issues passed.

**Review of the Agenda:**

M/S/C (Marro/Sigala) to approve the agenda with the following changes: pull the first reading of the Proposed Resolution to Protect Retiree Rights to Medicare, add Building Committee Report, add Appeals Committee Appointment to Action Items, add on-line political training and SB770 to Executive Board Reports, and add an item to be presented in Executive Session.

**Member Comments:**

There were no members comments.

**Executive Director Report:**

Executive Director David Canham shared an update on the Asian Health Services contract campaign. This Chapter represents over 300 members, who won a historic contract including wages and healthcare.

Bargaining team members Apple Lo and Joelaw Bi, along with Yeon Park, Peter Masiak and Saad Mohamad also spoke to the campaign and the contract wins. Alameda County Area Representative and chapter leader Tina Diep was instrumental in this win.

The campaign strategy included an incredible escalation plan and converted 69 members in one week. Nearly 100% showed up for actions and events, voted for a strike and attended the strike school. We were able to identify many new member leaders during this campaign. Tina spoke to the persistence of the members in this campaign. The members received significant support from the community as well. Peter Masiak also shared the wage wins in this contract.

**Ethics Presentation:**

Vice President of Region-C Yeon Park presented the report. She shared that there is an online Ethics Training that all Local Executive Board members and Local staff will be required to complete. She explained that a link will be sent, where individuals will need to create a log in to complete the training. The link will be sent to Board members by email, and will have until Nov. 30<sup>th</sup> to complete the training, sign the certification and review the 1021 Ethics policy. She also reviewed the core values, and how they relate to our organizational culture and the obligations of the Local. The current Ethics Liaisons for 1021 are Yeon Park and Vice President of Region-B Mary Sandberg.

**Action Items:**

**Lost-Time Policy Exemption:**

David Canham presented a request to approve an exemption to the Lost-Time policy around the 21-day submission deadline for reimbursement. M/S/C (Valdez/Sigala) to approve.

**E-Board Officer Full-Time Release:**

President Rutherford presented a proposal for Vice President of Region-D, Kristin Hardy, to be brought out as full-time lost-time Officer. M/S/C (Dawkins/Sigala) to approve the request. President Rutherford clarified that the full-time release is effective July 1, 2023. The makers of the motion (Dawkins/Sigala) agreed to amend the motion for full-time release to be retroactive to July 1, 2023. The amended motion passed.

**First Reading: Proposed Resolution to Defend Setbacks and Worker Rights by endorsing the Campaign for Healthy and Safe CA:**

Alex Morrison and Martha Hawthorne from the Climate Justice Committee presented the first reading of the proposed resolution. AB1137 was passed and immediately Oil & Gas moved a referendum to overturn this legislation. This resolution is also being recommended by SF COPE. The proposal will be brought back at the October meeting for approval.

**Building Committee Report:**

Yeon Park, Robert Li and William Winfield presented the report on behalf of the Building Committee. An update was brought regarding an update on the 29<sup>th</sup> St. office. Assessments of the condition of the building state that the building is not habitable. It's also estimated that updates and repairs will cost a minimum of \$2-4 million and may take up to two (2) years of repair. There was a decision to not repair the building. A search has been conducted and identified a potential new location. For now, the recommendation is to enter into a three (3) year lease agreement. The costs include space, maintenance and utilities. Parking costs will be extra. There will also be a one-time set up and move costs. The proposal is for a 3-year lease at a monthly lease amount of \$20,108.70, plus estimated parking costs at \$11,100.00 (for 37 spaces) for a total of \$31,118.70. M/S (Diep/Dawkins) to approve the request, as

presented. There was discussion on the motion. M/S/C (Boutte/Walter) to call the question. Discussion ended and the Board moved to a vote on the motion made by Diep/Dawkins. The motion passed.

**The meeting was temporarily suspended for a break at 12:53pm and resumed at 1:30pm.**

M/S/C (Marro/Nosanow) to extend the meeting to 2:30pm.

**Action Items (continued):**

**Arbitration Appeals Committee Appointment:**

Vice President of Representation and Arbitration Appeals Committee Chair, Sandra Lewis, shared the current make-up of the Committee. Current committee members include, Mary Duncan, Felipe Cuevas, Yeon Park, Kristin Hardy and Elizabeth Harrison. There is a need to fill a spot on the committee that was recently vacated due to a member, who is no longer on the E-Board. The recommendation is to appoint Maria Salazar-Colón to the Arbitration Appeals Committee. M/S/C (Park/Hardy) to approve.

**Budget & Finance Committee (BFC) Report:**

Treasurer Amos Eaton reviewed a summary report of motions passed by the Budget & Finance Committee (BFC) at its Sept. 13, 2023 meeting.

1. **SF Laguna Honda Member Engagement Event Budget Proposal:**

The BFC approved the SF Laguna Honda Member Engagement event budget proposal of up to \$23,300. This engagement is planned for October to celebrate the members' work in successfully regaining the recertification by the California Department of Health. The budget includes food, lanyards, and setup costs for three (3) shifts since it's a 24-hour worksite.

2. **Education Industry Council Summit Budget Proposal:**

The BFC approved the Education Summit budget proposal of up to \$29,586. The budget includes transportation, t-shirts, food, purple stuff, flyers, and a venue. The goal of the summit includes building membership within chapters, increasing in-person NEO engagement, converting non-members, increasing COPE participation, preparing/motivating members for upcoming political fights, providing education around Member Resource Center (MRC) tools & Union Intelligence, empowering members to effectively take on issues affecting our communities, and membership development.

3. **BOLD Center Agreement (via Poll):**

The BFC approved the request via poll to enter into a one (1) year SEIU BOLD Center Consultant Agreement with Durryle Brooks. The agreement costs up to \$47,800, which SEIU International will pay half of the amount. SEIU Local 1021 is responsible for up to \$23,900, plus applicable facilitator expenses. The agreement's objective is to support our Local Officers work in strengthening teamwork, including enhancing conflict resolution skills, and navigating effective collaboration in their roles as Local Officers.

4. **Lavender Committee - Oakland Pride (via Poll):**

The BFC approved via poll the request for funding additional resources to participate in the *Oakland Pride* event on September 10, 2023, of up to \$1,857.85. The funds are for booth decorations, t-shirts/tote bags for the 1021 volunteers/parade contingent and additional fees for the Pride organization, including booth/table rental and up to 12 additional entry tickets for the event.

5. Latino Caucus Budget Proposal (via Poll):

The BFC approved the Latino Caucus budget proposal via poll to fund the Latino Heritage Celebration on October 6, 2023, in Oakland of up to \$21,000. The budget includes costs for a venue, food/beverages, t-shirts, decorations/photo booth and entertainment (DJ and dance performers).

**The BFC approved the following Community/Allies Requests:**

- Common Ground:

The BFC approved a contribution of \$6,000 to cover member dues to Common Ground (tier 1).

- San Francisco Living Wage Coalition:

The BFC approved \$5,000 to sponsor the 17<sup>th</sup> Annual Living Wage Coalition (LWC) dinner on July 21, 2023 (tier 1).

- San Francisco LaborFest:

The BFC approved \$600 to sponsor the 30<sup>th</sup> Annual San Francisco LaborFest (tier 3).

- SF Building & Construction Trades Council:

The BFC approved up to \$7,000 to sponsor the San Francisco Building & Construction Trades Council Public Service Awards & 127<sup>th</sup> Anniversary Celebration on September 22, 2023, in San Francisco (tier 1).

- Vallejo Waterfront Weekend:

The BFC approved \$1,000 to sponsor the Vallejo Waterfront Weekend event on October 7-8, 2023, in Vallejo (tier 3).

- Larry Griffin Scholarship Fund:

The BFC approved a contribution of \$1,021 to the Larry Griffin Scholarship Fund (tier 3).

- EBASE (via Poll):

The BFC approved \$10,000 via poll to sponsor the 20<sup>th</sup> Anniversary event on September 13, 2023, in Oakland (tier 1).

- La Raza Centro Legal (via Poll):

The BFC approved \$1,000 via poll to purchase two (2) tickets to the 2023 La Raza Centro Legal SF Gala Celebration Awards event on September 8, 2023, in San Francisco (tier 2).

- California Alliance for Retired Americans (CARA) Convention (via Poll):

The BFC approved a contribution of \$500 to the California Alliance for Retired Americans via poll for a half-page ad in the program for the 20<sup>th</sup> Annual Convention on October 25, 2023, in Oakland.

**The BFC recommends to the Executive Board to approve the following proposals:**

A. Region A Small Chapters Contract Campaign:

The BFC recommends the Region A Small Chapter contract campaign proposal of up to \$111,064. The budget covers campaigns for 1,129 members working in Superior Courts, Cities, and Non-Profit and Private Sector bargaining units for ten (10) full contracts, two (2) of which are new contracts and one (1) re-opener. The goal includes building regional/chapter strength and political power, creating a Chase team, developing a diverse Contract Action Team (CAT), increasing COPE participation, enhancing contract language for better wages/benefits, improving Union security, developing new leaders/activists, education around principles and organizing skills, using actions to build power, and developing strike strategies for contracts beyond their expiration date.

**B. Unity Events:**

The BFC recommends an initial budget of \$160,000 for the 2023 Unity Events (this amount reflects the total allocation (cumulative) approved for all regions in 2022). In addition, the BFC also recommends a waiver of the \$15.00 per person food limit and alcohol prohibition (allowing for two (2) drink tickets per member/guest), and granting the President the authority to collaborate with officers between now and the September Executive Board meeting to determine the distribution of the \$160,000 amount the regions. After discussion with the President and Regional Vice Presidents, the request is for up to a total of \$219,623 with an exception of up to \$30.00 per person for food and waiving of the alcohol prohibition to allow alcohol of up to 2 drinks per person. M/S/C (Valdez/Hardy) to approve as presented.

**Approval of the July 22, 2023 Minutes:**

M/S/C (Nosanow/Walter) to approve the July 22, 2023 minutes, as presented.

**Executive Board Member/Committee Reports:**

Brandon Dawkins presented the report. Brandon shared that the Berkeley Camp Temporary Workers organizing faced challenges with one site being replaced by the City, and a camp was closed early due to COVID. We will work again next year to organize these workers. He also spoke about the successes on the state bills. The Governor is expected to sign these bills. Brandon provided a recap on the Adopt a Store for Starbucks, where we were able to get hundred signatures. He gave an update on the Felton campaign to go hard on the boss. An action is planned for Wednesday. Additional information will be sent out. In the Clinics Campaign, we have 2 members out on Lost Time helping to support this campaign. Additional support is needed from any healthcare worker from any region to bring these workers into the Union.

**Social & Economic Justice (SEJ) Committee Report:**

Nicole Christian presented the report. Work continues on outreach and recruitment for the committees and caucuses. Latino Caucus is newly formed with chairs Judy Martinez and Angel Valdez. The Latino Heritage Celebration is scheduled for Friday Oct 6. AFRAM is meeting monthly. Working on Cease Fire, Youth Development, Reparations, Advocacy for Homelessness, Community & Workplace Safety, Discrimination in the Workplace, & Mental Health Awareness. Asian Pacific Islander Caucus attended the SEIU AAPI Summit Caucus. There was an emphasis on multiracial solidarity. Climate Justice will be holding a Summit November 4<sup>th</sup>. The committee continues to address just transition for fossil fuels. Lavender Caucus organized a great event during Oakland Pride. Workers with Disabilities continue to meet monthly to address discrimination and bullying in the workplace. Women's Committee meets every other month. Working on chairs for the following committees: Men's Committee, Peace & Solidarity & Native American Caucus. Working on fighting back against school closures in San Francisco.

**M/S/C (Park/Boutte) to extend the meeting to 3:45pm.**

Political Online Training

Ramsés Teón-Nichols shared the new on-line training being used in the Political Department. This training is available through the MRC Portal. This is an introduction to COPE and shows how to make the ask. The team would like to get this training out to members.

SB770:

Cynthia Landry shared that the State Council agreed to support this bill. Local 1021 had passed a resolution to also support this bill. This bill is a path towards single payer insurance. The bill has been passed through the Assembly & Senate. The Governor is developing a waiver to submit to the Federal government. The bill is pending Governor's signature.

**Announcements:**

Oakland Unified School District Chapter Bylaws:

It was announced that these bylaws were reviewed and found to be in alignment with the Local's bylaws template.

Latino Heritage Celebration:

Angel Valdez and Tina Tapia shared information on the upcoming Celebration. This is the first Latino Heritage Celebration for our Local. The event is scheduled for October 6<sup>th</sup>.

**The meeting moved to closed session at 2:53pm.**

**Executive Session:**

Head of Operations & Labor Relations Agreement:

M/S (Teón-Nichols/Boutte) to approve the Tentative Agreement reached with Robert Li, Head of Operations & Labor Relations Agreement. Discussion followed. M/S/C (Thoele/Walter) to call the question. The discussion ended and the Board moved to a vote on the motion made by Teón-Nichols/Boutte. The motion was carried.

**The Board moved to open session at 3:27pm.**

There were no members waiting. Therefore, the motion that passed in closed session was not read.

**Adjournment:**

M/S/C (Walter/Nosanow) to adjourn the meeting. The meeting was adjourned at 3:28pm.

**Respectfully submitted by,**

Mary Duncan  
Secretary