

SEIU LOCAL 1021 EXECUTIVE BOARD ZOOM MEETING
Saturday, March 25, 2023, 10:00am to 5:00pm
MINUTES

Executive Board Members Participating: President Theresa Rutherford, Secretary Mary Duncan, Treasurer Amos Eaton, VP of Organizing Brandon Dawkins, VP of Representation Sandra Lewis, VP of Region-A Akbar Bibb, VP of Region-C Yeon Park, VP of Region-D Kristin Hardy, Felipe Cuevas, Tina Tapia, Kasha Clarke, Maria Salazar Colón, Moises Vega, Angel Valdez, Greg Marro, Derrick Boutte, Evelyn Curiel, Nicole Christian, John Arantes, Tina Diep, Veronica Palacios, Richard Thoele, Alicia Ramirez, Todd Nosanow, Sandra Wall, Julie Beardsley, Lorraine Bowser, Desiree Collins, Elizabeth Harrison, Sandy Sigala, Tazamisha Alexander, Karla Faucett, Travis Balzarini, Rhea Davis, Cynthia Landry, Trevor Adams, Monique Baca

Executive Board Members Excused: Ramsés Teón-Nichols, Mary Sandberg, Taffie Walter, Lucretia Bolin, Patricia Orey, Charito Casanas, Geneva Haines

Staff in Attendance: David Canham, Robert Li, Josie Mooney, Joanne Cansicio, Emma Gerould, Andrea Zanetti, Peter Masiak, Oumar Fall, Lisa Morowitz, Carlos Rivera, Horacio Viveros, Caitlin Prendiville, Boyan Biandov, Karin Hendrickson, William Winfield, Ed Hanley

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Call the Meeting to Order:

President Theresa Rutherford called the meeting to order at 10:06 a.m. A quorum was established. Region-C Vice-President Yeon Park reviewed the Code of Conduct.

Review of the Agenda:

M/S/C (Park/Sigala) to approve the agenda with an addition under *Action Items* of a first reading of a letter to Liz Shuler, President of AFL-CIO, regarding Women’s Health.

President Rutherford shared comments on the upcoming Cesar Chavez holiday and the need to continue the fight for workers’ rights, housing rights, health rights, and civil rights.

RBC Wealth Management:

Catherine Chen with RBC Wealth Management spoke about the recent banking collapse with Silicon Valley Bank and Signature Bank. She spoke about recent events in the financial markets and how it impacts SEIU. The Local did not have any exposure with our investments. However, the market has been very rocky since. Core issues was over investment in long term government bonds, which were affected by the interest rate hikes by the federal government. The heart of the banking industry remains secure. We should expect more regulation in the banking industry, especially for the smaller banks. These recent events may also change the lending practices for banks as well. There is a potential for this to tip the economy into recession, and the volatility of the market will likely continue. Inflation is decreasing and is currently in the 6% range; and there’s no expectation of a quick fix or influx of investment from the government like we had in 2020.

Member Comments:

- Julia Rapkin, Sonoma County Chapter: Julia spoke about reproductive justice and the continuing attacks on women's health and gender affirming care; and supports an emergency nationwide labor conference to address these issues.

Executive Director Report:

Field Campaign Update:

David Canham reported on a recent contract win at San Lorenzo Unified School District (SLUSD). Steve Larsen (SLUSD Chapter President) and Andre Spearman (Field Representative) gave an overview of the wins, including a 15% increase, retro to July 2022, with an additional 5% to be added this year. There were also improvements in longevity pay and an increase in steps for the bus driver salary scale. The ratification vote will be held in the coming week. Steve shared that the coordination with the other unions in negotiating and joint actions was a big key in securing these wins.

Workforce Development:

David Canham reported that the Local was recently awarded a grant of \$10m, along with Local 521 for workforce development through *The Education Fund*. He gave an overview about the program. The grant runs through 2025. The program will allow the Local to assist members with career development focused in healthcare. This grant will allow us to expand the opportunities members can access. The program and infrastructure is in development.

Head of Operations and Labor Relations Report:

First Quarter updates in Operations was presented by Robert Li, Boyan Biandov, William Winfield, Karin Hendrickson and Ed Hanley.

In the IT department, a new systems coordinator was recently hired. A new phone system has been rolled out in Ukiah in Q1, and in early April in SF, Sacramento and Santa Rosa offices. We have also automated e-mail bounce back data into Unionware. The laptop fleet refresh project with 20 beta testers was also launched in Q1.

In the HR department, recruitment and retention efforts continued to be a focus in the department. We have been ramping up our hiring, that includes the employee referral program, which has been successful. We have also put in an intentional focus on turnover, including exit analysis. In Q1, we have also returned to an in-person environment in the Union offices.

In the Finance department, the LM2 report has been completed, which will be reviewed by President Rutherford and Treasurer Eaton. We are continuing professional development for our Accounting Specialists.

In the Membership department, started monthly meetings with Retiree Council Chair Greg Marro to develop recruitment of retirees. Development of Membership Specialists continues with a contract enforcement training. There has also been work on Unionware modifications to meet needs. Ed Hanley's contribution to the Local was recognized in light of his impending retirement.

The meeting was temporarily suspended at 12:03pm for a lunch break and resumed at 12:30pm.

Budget & Finance Committee (BFC) Report:

Treasurer Amos Eaton reviewed a summary report of motions passed by the BFC at its March 17, 2023 meeting.

The BFC approved the following proposals:

1. 2023 Development Disabilities (DD) Council Conference/Lobby Days:
The BFC approved a budget of up to \$8,000 for member travel related costs for 2023 DD Council meetings and lobby days (Apr. 16-17 in Sacramento, June 10 in San Jose and Sept. 9 in SF).
2. Regional Center of the East Bay (RCEB) Contract Campaign:
The BFC approved the Regional Center of the East Bay contract campaign budget at up to \$30,500. The current contract expires on 11/30/2023. The goals of the campaign include improving language in the contract, bringing up to market rate positions that are behind, changes of healthcare, strengthening solidarity within the chapter and develop leaders. The budget includes costs for items such as purple items, t-shirts, food for various meetings/actions, contract printing and communication needs.
3. Windows 11 – Universal Printing Licensing:
The BFC approved to fund an annual cost of \$9,000 for Universal Printing licensing that is needed for our new laptop fleet using Microsoft Windows 11. Our current office copiers and printers do not work with Windows 11.
4. Executive Board Team Building Event:
The BFC approved \$2,625 to purchase tickets for up to 35 E-Board members to the *Union Strong Day* event at the Oakland A's ballpark on April 15th. The event is being organized by the Alameda Building Trades Council.

The BFC approved the following Community/Allies Requests:

- Healthy California Now and Medicare 4 All Committee:
The BFC approved annual dues of \$5,000 to *Healthy California Now* (tier 1), and an additional \$100.00 to support the work of the Medicare 4 All Committee.
- San Francisco Jobs with Justice:
The BFC approved annual membership dues of \$20,000 to San Francisco Jobs w/ Justice (tier 1).

Action Items:

Alameda County Strike Sanction Request:

Yeon Park, Tina Tapia, Cynthia Landry and Peter Masiak presented. The contract expired in 12/20/2022; and the chapter has been in negotiations since July 2022. The chapter has scheduled education and training for members on strikes. The team has made some progress; however, there are still many

critical elements on the table and they want to be ready. The chapter is seeking the Board's approval to authorize a strike sanction. M/S/C (Park/Sigala) to approve the request.

Port of Oakland Strike Sanction Request:

Peter Masiak presented. The contract expired in July 2022. The main issues have been around egregious discipline of members. The employer wants to add a no strike clause and takeaways. Management is also refusing to negotiate over the settlement proposal resulting from the pandemic arbitration. The chapter is seeking the Board's approval to authorize a strike sanction. M/S/C (Sigala/Lewis) to approve.

Lost-Time Policy Exemption Request:

David Canham gave an overview of the request. The request is to authorize a one-time non-precedent setting exception to the General Lost Time Policy for one (1) approved 2023 Member Internship Program candidate, who is a permanent part-timer, the ability to be compensated for the difference between their current part-time work time and 8 hours per workday (Monday – Friday) for providing equivalent of full-time lost time work. Their hourly rate for these purposes shall be equivalent to their current hourly rate with their SEIU 1021 represented Employer. M/S/C (Diep/Landry) to approve the request, as presented.

Letter to Liz Shuler, President of the AFL-CIO:

Cynthia Landry presented a summary of the proposed letter in support of reproductive rights as a first reading. A copy of the letter was also emailed to the Board for review. A question was raised if a letter should be sent to the SEIU International instead. By consensus, the Board agreed to do a second reading for consideration at the April meeting.

Approval of the February 25, 2023 Minutes:

M/S/C (Park/Tapia) to approve the February 25, 2023 minutes, as presented.

Executive Board Member/Committee Reports:

Member Intern Program:

Sandra Lewis presented. Current member interns Solar El, Josiah Branaman and Alex Stewart were introduced. Debra Barrios is also a current member intern, but was unable to attend. The members shared their experiences as part of the Member Intern Program. Jonathan Nunez-Babb shared that there is growing interest in the program. The next cohort will start in September with applications being accepted in May.

Climate Justice Committee Report:

Alex Morrison presented the report on behalf of the Climate Justice Committee. The Committee meets every 3rd Wednesday of the month; and the team is also working on recruitment. The Committee is also available to present at chapter or worksite meetings. A video on the causes of climate change was shared. Climate change effects Black & Brown communities, union workers, poor & working class people, unhoused people and immigrants first. California has passed a bill, with support of our Local, to require a 3,200 foot buffer zone around oil and gas wells to protect neighborhoods. We continue to face opposition due to capitalism and corporate greed, PR/Union busting firms and government inaction.

Alex also spoke about what we can do collectively as community leaders and union workers that provided essential services. This includes industry lobbying firms' actions to try to overturn these gains. Other ways to address the issue includes continuing revitalization of the labor movement, building solidarity between workers and communities, and working to pass pro-worker and pro-climate legislation. A survey was shared with the Board to provided any feedback for the committee.

Organizing Report:

Brandon Dawkins presented the Organizing report. He introduced Starbucks workers from the 19th & J Street store in Sacramento. The workers shared their organizing efforts. Information was shared on an upcoming "adopt a Starbucks store" sticker visibility action on April 11th. Stickers will be allocated to Union offices for distribution to members. Brandon also provided an update on the Clinics Campaign. A hearing will be held on April 12th on SB 525, which would raise minimum wage for healthcare workers to \$25.00/per hour. He asked for workers to come to the State Capitol to support the action. A flyer will be shared with the Board.

Member Resource Center (MRC):

Sandra Lewis reported on an update on the MRC Portal. Improvements include having the ability to translate onto other languages; and additions to the resource button to have additional documents available for member leaders. Online trainings are now available in Spanish and Chinese languages. Other enhancements include chapter leaders being able to see the NEO non-members to assist with new member sign-ups.

Social & Economic Justice (SEJ) Committee Report:

Nicole Christian reported. The various Black History Month events were successful and have resulted in an increased interest in SEJ. The Committee is still looking for additional leaders for the different caucuses and committees. SEJ meetings are held the second Thursday of every month.

Announcements:

Tides Network Chapter Bylaws:

Joanne Cansicio announced that the Tides Network Chapter Bylaws were reviewed and have found to be in compliance. The chapter will now bring the bylaws to their membership for a vote.

April 2-day E-Board Training/Meeting:

President Rutherford shared that the previously scheduled 2-day E-Board on April 22-23 is being moved to May 20 and May 21. This is to allow more time for planning.

Good & Welfare:

Kristin Hardy shared the passing of retired member Timothy Price, who worked in the SF Region.

Tina Tapia invited Board members to join the Alameda County chapter informational picket action on March 30th. A flyer will be shared.

Yeon Park reminded Board members of the team building event on April 15 at the Oakland A's ballgame.

The Board moved to closed session at 2:32 p.m.

Executive Session

CWA 9410 Tentative Agreement:

M/S/C (Park/Curiel) to approve the Tentative Agreement reached with CWA 9410.

The Board moved to open session at 2:41 p.m.

Secretary Mary Duncan reported out the motion that was approved in Executive Session.

Adjournment:

A moment of silence was observed in honor of Timothy Pierce.

M/S/C (Tapia/Park) to adjourn the meeting. The meeting was adjourned at 2:45 p.m. in memory of Timothy Pierce.

Respectfully submitted by,

Mary Duncan
Secretary