

SEIU LOCAL 1021 EXECUITVE BOARD ZOOM MEETING
Saturday, September 24, 2022, 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 Politics Ramsés Teón-Nichols, VP of Representation Sandra Lewis, VP of Region-A Akbar Bibb, VP of Region-B Mary Sandberg, VP of Region-C Yeon Park, VP of Region-D Kristin Hardy, VP of Region-E Taffie Walter, Felipe Cuevas, Tina Tapia, Kasha Clarke, Maria Salazar-Colón, Moises Vega, Angel Valdez, Lucretia Bolin, Greg Marro, Derrick Boutte, Evelyn Curiel, Nicole Christian, John Arantes, Tina Diep, Veronica Palacios, Richard Thoele, Patricia Orey, Todd Nosanow, Sandra Wall, Lorraine Bowser, Charito Casanas, Desiree Collins, Geneva Haines, Elizabeth Harrison, Sandy Sigala, Tazamisha Alexander, Karla Faucett, Travis Balzarini, Rhea Davis, Cynthia Landry, Trevor Adams, Harold Powell, Monique Baca

Executive Board Members Excused: Amanda Ayers

Staff in Attendance: David Canham, Robert Li, Josie Mooney, Joanne Cansicio, Nely Obligacion, Del Mallory, Andrea Zanetti, Peter Masiak, Oumar Fall, Bill Petrone, Kaden Kratzer, Carlos Rivera, Horacio Viveros, James Chiong, Caitlin Prendiville, Karin Hendrickson, Boyan Biandov, Ed Hanley

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Call the Meeting to Order:

President Theresa Rutherford called the meeting to order at 10:02am. A quorum was established. The *Code of Conduct* was reviewed by Vice President of Region C, Yeon Park.

President Rutherford spoke to the recent passing of Queen Elizabeth and how the British Empire and Commonwealth has affected the world.

Review of the Agenda:

M/S/C (Sigala/Powell) to approve the agenda as presented.

Member Comments:

- Martha Hawthorne, Co-chair Climate Justice Committee: Martha spoke in favor of the proposed Resolution in Support of AB 1314.
- Alex Morrison, Co-chair Climate Justice Committee: Alex spoke in favor of the proposed Resolution in Support of AB 1314.
- Eric Stern, DD Council Committee Chair: Eric spoke in favor of the proposed Resolution in Support of AB 1314. He also spoke about prioritization of DD Council agenda, and requesting support from the Local for scheduling lobby visits with legislature members.

Executive Director Report:

Field Campaigns Update:

David Canham spoke to recent successes. We have been successful in electing new leaders in local government/boards, which has resulted in significant gains in our contracts.

San Joaquin County:

Taffie Walter, Desiree Collins, Monique Baca and Bill Petrone spoke to the San Joaquin County contract campaign. This year's negotiations was the first time the chapter has not had to strike. The team established monthly Labor Management Committee meetings to address issues and develop a good working relationship. There were more new members that were involved in negotiations. Overall, the experience was positive and the team was able to ensure that every member was brought up. Negotiations were directly with management, instead of with an attorney. Some of the key wins included multiple raises over the next few years (total of 18%), bi-lingual pay for all units, funding for personal safety equipment and hazard pay. The team was also able to pass a minimum wage proposal that will increase pay for the entire classification when minimum wage increases.

Contra Costa County:

Sandra Wall, Angelene Musawwir and Emma Gerould spoke to the Contra Costa County contract campaign. This contract was bargaining with a coalition of 9 unions. Years of austerity had resulted in being 11% to 21% below market. The campaign focus was "Staff Up" to address significant unfilled positions and turnover due to low wages. Some of the key wins included wage increases of 20% over 4 years with a compensation study, improved dental coverage, increased bilingual pay, and a *Pandemic Service Relief* stipend. A re-opener will be held in 2023 to address results of the wage study.

Sonoma County Office of Education:

Karen Catalano, Abby Ward, Aaron Burton and Andrea Zanetti presented on the Sonoma County Office of Education contract campaign. Negotiations started off very confrontational and were negotiating with an attorney for the county. In addition to economic wins, the chapter also increased membership and participation in actions, including sharing their stories with the board. The bargaining team made sure that there was on-going communication with members regarding the progress of bargaining. The team was able to address many issues and concerns, such as lay off protections & compensation, hazard pay, and adding a dignity clause.

Tenderloin Housing Clinic:

Evan Oravec, Marissa Roarty, Nick Jenkins, Khalil Kaid and Oumar Fall spoke to the Tenderloin Housing Clinic (THC) contract campaign. Contract negotiations started last November. Management was only offering take-aways, including decreasing bargaining rights, eliminating Union orientations, and taking away health coverage. Management threatened to bring in a union-busting attorney. The team held an informational picket line and organized to bring the picket line into the negotiations. This action resulted in management dropping all take-away proposals. After months of no movement on bargaining unit proposals, the chapter held a strike vote. The successful strike vote resulted in movement on most proposals, except for wages. The team started to lobby the SFCC Board of Supervisors, since THC is city funded. When the city refused to move on funding for wages, members went on strike with significant media coverage. This resulted in significant increases in funding for THC. Some key wins include healthcare cost-controls, 3 paid mental health days in addition to current paid sick & vacation, 2 additional holidays, a floating holiday, longevity bonuses,

and an average raise of 21% this year. The team was also able to add the legal department to the bargaining unit.

Together We Rise (TWR):

Nely Obligacion presented the TWR membership campaign. The current membership density and new member density was shared. Goals are to focus on chapters that are in bargaining or who have recently settled good contracts to sign up new members. Currently, our *New Employee Orientation* (NEO) efforts include a 30-day outreach plan, the *CHASE* program and training for member leaders on conducting Zoom NEO's. Our plan to increase our density includes strengthening NEO's, including blitz campaigns for all areas with low density. The CallEvo program is continuing to move forward with increase in participations of member leaders, with a plan to target 8,000 non-members dating back to 2021. We are continuing to see improvements in density & NEO sign ups.

November Election:

VP of Politics Ramsés Teón-Nichols and James Chiong presented an overview of the current races, priorities and endorsements for each Region. Board members were encouraged to connect with priority campaigns in their area and to bring co-workers, family & friends. Our goal is to increase member involvement in these campaigns. On Oct. 8th, we will be holding a GOTV session for Board members, and we are asking Board members to identify and bring 2 members.

Approval of the August 27, 2022 Minutes:

M/S/C (Bibb/Sigala) to approve the August 27, 2022 minutes with a correction to attendance.

The meeting was temporarily suspended at 12:11pm and resumed at 12:42pm.

Organizing Report:

VP of Organizing Brandon Dawkins and Horacio Viveros presented. They shared a victory on AB 257 Fast Food Recovery Act. The next step is to collect 10,000+ worker signatures to form the Fast food Sector Council. Goal is to collect these signatures by the end of November. Counties can also develop councils. Fast food bosses are collecting signatures now to try to get a ballot measure in 2024, which would freeze AB 257 and put the referendum on the ballot. Our goal is to also get the Council up and running before this occurs to gather public support. A plan is being developed for a Fast Food Signature Blitz. The bill allows for the Council to negotiate wage increases up to \$23 per hour in the first year.

Budget & Finance Committee (BFC) Report:

Treasurer Amos Eaton reviewed a summary report of motions passed by the BFC at its September 16, 2022 meeting.

The BFC approved the following proposals:

1. **Fast Wood Workers Campaign:**

The BFC approved funding of \$50,000 to trigger the start of a campaign to implement the fast food sector council under the passage of AB 257. The funds to come of prior year unspent Organizing Reserves.

2. **Consultant Contract, Harold Moore:**

The BFC approved to increase the consultant contract max with Harold Moore by an additional \$2,700. The BFC previously approved a contract max of up to \$16,500. The scope of the work is on the *Gig Worker* campaign dashboard performance.

3. Digital Learning Translation Project:

The BFC approved to utilize up to \$21,500 of the already approved 2022 Member E-Learning budget for translation services of our current digital training classes, such as *Basic Steward*, *Intermediate Steward* and *Labor-Management Tips and Traps*.

The BFC approved the following community/allies requests:

- Sierra Club SF Bay Chapter:

The BFC approved a sponsorship of 1,000 to the Sierra Club 12th annual (virtual) awards event on Sept. 17, 2022 (tier 2).

Action Items:

Resolution in Support of SB 1314:

Ramsés Teón-Nichols & Cynthia Landry, BFC Region C, presented the proposed resolution. This is a second reading. SB 1314 has already been signed by Governor Newsom. M/S/C (Park/Duncan) to adopt the resolution.

Lost-Time Policy Exemption Request:

Robert Li presented a request for an exception to the Lost-Time policy around the 21-day rule for a lost-time request that was submitted past the timeline, per policy. M/S/C (Faucett/Arantes) to approve the exception.

Policy Committee Recommendations:

Ramsés Teón-Nichols and Robert Li presented the following recommendations from the Policy Committee. These proposals are temporary modifications to existing policies, and are short-term, which will help us yield on some of our priority campaigns this fall in organizing and in politics through November 8, 2022.

1. Reserve Organizing Corp (ROC) Stipend modification:
Recommendation is to temporarily increase the ROC daily stipend from \$100.00 to \$150.00.
2. Lost-Time Policy modifications (2 items below):
 - a. General reimbursement submission: temporarily allow lost-time reimbursements requests to be submitted within 30 calendar days.
 - b. Reimbursement for part-time work status: temporarily allow part-time workers carrying out full time lost-time work to be reimbursed 8 hours per day (at their pay rate), with a minimum daily amount of no less than \$150.00 per day.

M/S/C (Arantes/Curiel) to approve all three (3) temporary policy recommendations. A friendly amendment was made by Brandon Dawkins to extend the end date for the temporary provisions through December 4, 2022. The makers of the motion accepted the friendly amendment. The motion was carried.

Executive Board Member Reports:

Maria Salazar-Colòn, Education Industry Chair: Maria reported that the Education Summit is scheduled on Oct. 29th. All Board members are invited to attend. More information will be sent to the Board.

Good & Welfare:

Theresa Rutherford, Yeon Park and Veronica Palacios shared an incident affecting the members at the Alameda Health System chapter with the loss of life of 2 members. Grief counseling was brought in to help support members.

Felipe Cuevas shared that a long time City of Oakland chapter member Rochelle Brown is retiring.

The Board moved to closed session at 1:59pm.

Executive Session:

Temporary Employee Extension:

M/S/C (Curiel/Dawkins) to extend temporary employee Michael Tal through up to 1/6/2023.

The Board moved to open session at 2:25pm.

Secretary Mary Duncan announced the motion passed during Executive Session of the temporary employee extension.

Announcements:

Ramsés Teón-Nichols announced that the SF Jobs with Justice is having their annual gala on Oct. 7th in San Francisco. The Local has 30 tickets available. Those interested in attending should contact Ramsés.

Adjournment:

M/S/C (Sigala/Curiel) to adjourn with a moment of silence for Maria Tran, member from the Alameda Health System chapter (John George), and Dr. Jing Mai, member from sibling Local SEIU CIR. The meeting adjourned at 2:29pm.

Respectfully submitted by,

Mary Duncan
Secretary