

**SEIU LOCAL 1021 EXECUTIVE BOARD ZOOM MEETING**  
**Saturday, October 28, 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 Politics Ramsés Teón-Nichols, VP of Region-A Akbar Bibb, VP of Region-C Yeon Park, VP of Region-D Kristin Hardy, Felipe Cuevas, Tina Tapia, Maria Salazar-Colón, Angel Valdez, Greg Marro, Derrick Boutte, Evelyn Curiel, Nicole Christian, Tina Diep, Veronica Palacios, Richard Thoele, Patricia Orey, Alicia Ramirez, Todd Nosanow, Sandra Wall, Lorraine Bowser, Charito Casanas, Debbie Dobson, Desiree Collins, Geneva Haines, Elizabeth Harrison, Sandy Sigala, Tazamisha Alexander, Karla Faucett, Travis Balzarini, Cynthia Landry, Trevor Adams, Monique Baca

**Executive Board Members Excused:** Sandra Lewis, Mary Sandberg, Taffie Walter, Kasha Clarke, John Arantes, Rhea Davis, James Maher

**Executive Board Members Absent:** Julie Beardsley

**Staff in Attendance:** David Canham, Robert Li, Josie Mooney, Nely Obligacion, Joanne Cansicio, Emma Gerould, Andrea Zanetti, Oumar Fall, Horacio Viveros, Caitlin Prendiville, James Chiong, Boyan Biandov, Karin Hendrickson, William Winfield

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**Call the Meeting to Order:**

President Theresa Rutherford called the meeting to order at 10:07 am. The Code of Conduct was reviewed by President Rutherford. A quorum was established

President Rutherford reflected on where we are as a Union and as an organization operating in a world environment, including during the current conflicts. She spoke to remembering our humanity during these times. SEIU International President Mary Kay Henry’s statement on the Crisis in Gaza and Attack on Israel was shared. The floor was open to the E-Board for comments.

**Review of the Agenda:**

M/S/C (Sigala/Hardy) to approve the agenda with the addition to Officer’s Report by Cynthia Landry and Karla Faucet, First Reading of a Resolution on Israel/Palestine, an item in Executive Session by Lorraine Bowser, and for a moment of silence be held for Al Haggett and JoAnn Jones.

**Member Comments:**

- Jan Gilbert, SF Mental Health Chapter:  
Jan spoke in support of a proposed resolution to oppose APEC.
  
- Rita Barouch, Retiree, Contra Costa COPE Delegate:  
Rita spoke in support of the resolution drafted in support of Palestinian people, which includes a cease fire.
  
- Trish Belenson, Oakland USD:

Trish spoke in support of the resolution in support of the Palestinian people.

- Martha Hawthorne, Retiree and Climate Justice Committee Member:  
Martha spoke in support of the resolution in support of Set Backs.
- Tatiana Chaterji, Oakland USD Chapter:  
Tatiana spoke on racial justice and the Palestinian people.
- Tarnel Abbott, Retiree, Contra Costa COPE Delegate:  
Tarnel spoke in support of the resolution in support of the Palestinian people and the need for a quick response.
- Alejandro Acosta, Peralta CCD Chapter:  
Alejandro spoke in support of the Palestinian people and supported the need for a quick response on this resolution.
- Ruben Juarez, SF Library Chapter:  
Ruben spoke in support of the resolution to oppose APEC.
- Graham Denevan, BART chapter, Alameda County COPE Delegate:  
Graham spoke in support of the resolution in support of the Palestinian people.
- Linda Khoury-Umili, Tides Network:  
Linda spoke in support of the resolution in support of the Palestinian people.
- Ashley Payne, Contra Costa County Chapter:  
Ashley spoke in support of the resolution in support of the Palestinian people.

### **Executive Director Report**

#### **Contract Campaign Update – SFUSD Tentative Agreement:**

Rafael Picazo (Chapter President), Antonaé Robertson (Chapter Vice-President) and Jennifer Pon (Interim Chapter Treasurer) spoke to the campaign and the amazing contract win. David Canham spoke to the strong, unified actions by members to win a great agreement. The highlights of the agreement were shared by Nato Green.

#### **Boot Camp Program Update:**

David Canham shared background on what led to implementing the Boot Camp program, which started in September of this year. The program ran for eight (8) weeks. Jonathan Nunez-Babb shared a breakdown of the work per week during the course of the program. He also gave an overview of the next phase. The graduates will move to a 3-month field placement for additional experience and are on a path to become hired for ongoing positions. The sessions were also open to new hires to help strengthen their skills and knowledge of 1021. We have been approached by other unions, who are interested in partnering with us for future Boot Camp programs.

#### **Workforce Development Program Update:**

President Rutherford, David Canham, Julia Anderson (Alameda Health Systems member), and SEIU Education Fund representatives Rebecca Hanson and Lupe Alaniz provided the update on this program. This program is being funded through a grant the Local was awarded from the SEIU Education Fund. We

are commencing a pilot phase and starting with a focus on Healthcare careers that includes tuition reimbursement for Health & Human Services and Behavioral Health.

**The meeting was temporarily suspended for a lunch break at 12:25 pm and resumed at 1:08 pm.**

**Action Items:**

**Superior Court of Solano County Strike Sanction Request:**

Bargaining Team member Katie Chalk, VP of Region-A Akbar Bibb, along with Emma Gerould and Marcos Zepeda presented the request. We have had a high member turn out at recent actions. However, we have also faced delays and significant opposition by management, including not bringing proposals or counters to the table. The courts have struggled with hiring and retention due to significant salary disparities, which significantly affects the ability of the courts to function. The chapter is seeking the Board's approval to authorize a strike sanction, pending the strike vote by the chapter membership. M/S/C (Eaton/Valdez) to approve the request.

**Executive Board Member/Committee Reports:**

**President's Report:**

President Rutherford provided a report on her attendance at the Public Services International World Conference in Geneva. The conference focused on the global labor movement and issues facing people throughout the world. The issues include regarding globalization, safety, discrimination, equity, inclusion and the climate.

**Latino Caucus Heritage Month Celebration:**

Latino Caucus Committee members Angel Valdez, Tina Tapia and Judy Martinez presented. A video of the recent Latino Heritage Month celebration event was shared. The staff, boot campers, members and the Board were thanked for their contributions to this successful event.

**Organizing Report:**

VP of Organizing Brandon Dawkins presented the report. SB 525 has been signed into law by Governor Newsom. We still need people to come out to organize the community clinics. We continue to organize Starbucks shops, including at Travis Blvd. in Fairfield. A store in Petaluma has filed for their Union, as well. Workers at Starbucks in Berkeley went on strike over working conditions in the store. An action is being planned on Nov. 16, Red Cup Rebellion, outside of non-organized stores.

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

Nicole Christian presented the report. She is currently working with the Committees and Caucuses on growing membership and engagement. She spoke to the successful Latino Caucus event. A Climate Summit is planned for November 4<sup>th</sup> and is open to all SEIU members. Derrick Boutte has taken on the role of chair of the AFRAM Caucus. A request for a volunteer to be co-chair of the AFRAM Caucus was announced. There remains to be several committees in need of leadership and volunteers were requested. An Artist event is being planned for December focusing on how art helps to support the labor movement. The Lavender Committee is also developing an event.

**Karla Faucett (Reclarification Project Update):**

Karla Faucet shared that this procedure was started in 2018 and should have taken six (6) months. With the support of newly elected School Board members, we were able to get the Superintendent resigned.

The School Board and interim Superintendent has finally recognized the reclassification, and agreed to back pay. Karla expressed her gratitude to Staff and the Union for their support.

State Council Meeting:

Cynthia Landry spoke to issues that she feels should be part of the State Council agenda. Members have expressed concerns regarding implementation of the new welfare eligibility program CalSAWS. This includes privacy concerns resulting in members being contacted by clients through FaceBook or after hours by personal contacts. She also feels that implementation of 770 should also be on the agenda, as there are two stakeholder groups that will be meeting regarding the implementation. The Medicare 4 All group would like to see a labor presence by SEIU State Council on the stakeholder groups.

Head of Operations & Labor Relation Report:

Robert Li presented the report. He reported on a recent situation where a threat was made towards staff in the office at Oak St. We contacted authorities, implemented increased security and closed the Oak St. and SF offices for the day and the following day. A restraining order has been filed to restrict the individual's access to our offices. A full security audit is also being conducted. He also gave an update on the proposed office space in Oakland for staff/Officers, who are based out of the 29<sup>th</sup> St. office. We have withdrawn from the proposed Oakland site due to financial concerns around the organization that we would be subleasing from. We have resumed our search for additional office space in Oakland.

Budget & Finance Committee (BFC) Report:

2024 Preliminary Budget Discussion:

Treasurer Eaton reported that the BFC came to a starting revenue number for 2024 at \$53,195,000. Robert Li and Lisa Bui reviewed with the Board how we reached this revenue number. Additional review of membership and revenue will be reviewed in November, with potentially *truing up* the number, as the process progresses based on the 3<sup>rd</sup> Quarter Headcount & Revenue report. M/S/C (Valdez/Dawkins) to accept this recommendation.

BFC October Meeting Report:

Treasurer Amos Eaton reviewed a summary report of motions passed by the BFC at its Oct. 20, 2023 Meeting.

**The BFC approved the following proposals:**

1. 2023 Toy Drive:

The BFC approved a budget of up to \$39,750 for the 2023 Toy Drive. The budget includes costs towards toys, gift cards, food and other logistical costs for the toy drive event for 450 participants. The plan is to partner with community organizations and chapters throughout the East Bay for additional donations.

2. S.F. Laguna Honda Hospital Member Engagement:

The BFC approved an additional \$14,700 for a new total budget of \$38,000 for the SF Laguna Honda Hospital Member Engagement. The additional funding is to plan for a larger celebration following the recertification of the hospital by Centers for Medicare & Medicaid Services.

3. Community Childcare Council via Assemblymember Liz Ortega (AD-20) Diaper Drive:

The BFC approved \$5,000 to sponsor Assemblymember Ortega's Diaper Drive. Assemblymember Ortega's office is teaming up with the Community Child Care Council of Alameda County to organize this first-ever event. The sponsorship will provide diapers to 100 families for one month.

4. Election Buddy Contract:

The BFC approved to extend our contract with Election Buddy at up \$32,970. This service is to provide continued dedicated support to run up to 30 online elections.

5. Organizing Department Retreat:

The BFC approved a budget of up to \$22,000 for the Organizing Department Staff retreat. The goal is for the team to come together to debrief the prior year and plan for the next year. The budget is to cover costs for an event space, food, travel and lodging.

6. SEIU AFRAM Western Region Caucus (via Poll):

The BFC approved a sponsorship of \$500.00 to the SEIU Western Region AFRAM Caucus event on Oct. 17<sup>th</sup> to 21<sup>st</sup> in Seattle, WA. In addition, the BFC approved up to \$1,200 for flight and hotel costs to sponsor one Local 1021 delegate to attend the event.

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

- Oakland Progressive Alliance:

The BFC approved a contribution of \$10,000 to the Oakland Progressive Alliance to support the work of this strategic partner (tier 1).

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

A. Contract Campaign Requests:

- Napa County Contract Campaign:

The BFC recommends to approve the Napa County Contract Campaign budget request at up to \$151,050. The campaign covers two bargaining units (Non-Supervisors and Supervisors) representing 1,016 workers. The goals of the campaign include building Union power, negotiate a stronger agreement, including increased wages, improved language on healthcare, retirement, release time and add diversity & inclusion language. The budget includes costs for communication needs, food, buses for rallies/strike, purple items and lost-time for up to 3 lost-timers.

- City of Berkeley Community Services Unit (CSU) & Part-Time Recreation Leaders:

The BFC recommends to approve the City of Berkeley CSU & Part-Time Recreation contract campaign budget request at up to \$117,676. The campaign covers approximately 550 workers. The goals and strategies of the campaign include worksite mapping, member engagement & empowerment, increasing membership density to 89.5%, build community, labor & political power and development of the bargaining team and Contract Action Team. The budget includes costs for purple items, food for various activities, strike resources, communication needs and 20 weeks of lost-time (divided between multiple part-time lost-timers).

- SF Region Contract Campaigns:

The BFC recommends to approve the 2024 SF Region Contract Campaigns budget at up to \$669,184. This campaign includes 3 contracts: SF Citywide Misc. Unit (16,000 members), SF RN Unit (3,315 members) and SF MTA Service Critical Unit (644 members). All 3 contracts are due to expire on 6/30/2024. The plan includes uniting these contract fights, mapping key worksites to activate stewards, leaders and strike captains, escalating actions at worksites, increase membership density by 3% and to identify & recruit leaders to build power beyond 2024. The budget includes costs for purple items, food, lost-time costs, a law firm negotiator and communication needs.

**M/S/C (Landry/Hardy) to approve all 3 campaign budgets, as presented.**

Community/Allies Request, Berkeley People's Alliance:

Treasurer Eaton announced an additional community/allies request was submitted, which did not make it in time for the last BFC meeting. VP Region-C Yeon Park presented the request for \$5,000 as a contribution to this organization to help build the relationship to help establish this organization. Our goal would be to work with this organization in coming years to coordinate with partners and move issues in Berkeley. M/S/C (Landry/Thoele) to approve the request, as presented.

Education Industry Council Member Engagement:

Treasurer Eaton and Education Industry Chair Maria Salazar-Colón presented the request. The BFC previously approved a budget for the Education Summit events this fall. The request is for an exemption to the policy prohibiting the purchase of alcohol. M/S/C (Valdez/Sigala) to approve the exemption.

**Action Items (continued):**

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

This is a second reading of this resolution. M/S/C (Valdez/Eaton) to adopt the resolution.

Statement of Support – No to APEC Coalition:

David Canham presented. He shared that the SF Labor Council has endorsed a resolution to support efforts of the *No to APEC Coalition*, including helping organize protest activities. The Local will also participate in these activities, as part of the SF Labor Council. M/S/C (Sigala/Curiel) to support these efforts.

Lost-Time Policy Exemption:

David Canham presented the request for an exemption to the Lost-Time policy around the 21-day submission deadline for reimbursement. He explained that we received a request from a member, which was submitted to the Local after the deadline. M/S/C (Dawkins/Sigala) to approve.

Proposed Resolution Calling for a Ceasefire and Humanitarian Aid for Gaza:

A first reading of the proposed resolution was submitted to the Board. The authors of the proposed resolution include Contra Costa COPE committee delegates. It was explained that additional corrections are potentially needed that may need to be considered, as noted by one of the authors of the document. President Rutherford shared that SEIU President Mary Kay Henry asked Locals to listen to member concerns and that a forum is potentially being considered. There was consensus by the Board to act on this quickly. A workgroup led, by Ramsés Teón-Nichols and Amos Eaton, will work on the document, including reaching out to the members, who presented the resolution. Board members

interested in working on this resolution are asked to reach out to Amos and Ramses. The plan will be to schedule an emergency meeting to review the resolution and vote on this resolution. A forum will be considered, as well.

**Approval of the September 28, 2023 Minutes:**

M/S/C (Valdez/Hardy) to approve the September 28, 2023 minutes, as presented.

**Announcements:**

Brandon Dawkins & Kristin Hardy shared an action on 9:30am Monday in San Francisco City Hall to oppose using general funds to hire additional police officers, which would impact funding of other services in SF. In addition to the impacts on members and residents of SF, there should be consideration of other ways to address public safety instead of just adding police officers.

**The Board moved to closed session at 4:41 pm.**

**Executive Session:**

**Temporary Employee Extension:**

M/S/C (Hardy/Landry) to extend temporary employee Carey Dahl through up to 2/8/2024, as recommended by the Personnel/Staffing Committee.

**The Board moved to open session at 4:44 pm.**

Secretary Mary Duncan shared the motion passed during Executive Session.

**Good & Welfare:**

Kristin Hardy shared that a CNA at SF General Hospital, John Makowski, passed in an automobile accident. The family asked for a representing from the Chapter to speak at the memorial service.

Nicole Christian, Brandon Dawkins and Kristin Hardy shared the passing of Alyssa Jones-Garner's mother, JoAnn Jones, who was a great supporter of our Local.

Cynthia Landry shared the passing of retiree member, Al Haggett.

Maria Salazar-Colón shared information about an action held with the Teacher's Union. She thanked staff, members and the Boot Camp for their support in this event, and the members at the City College.

Amos Eaton shared the passing of retired member, Gayle Shirley.

A moment of silence was observed in honor of those who passed.

**Adjournment:**

M/S/C (Sigala/Eaton) to adjourn the meeting at 4:56 p.m.

**Respectfully submitted by,**

Mary Duncan  
Secretary

