

(The Executive Board did not have a regular meeting in September 2021)

**SEIU LOCAL 1021 EXECUTIVE BOARD**  
**Saturday, October 23, 2021, Zoom Meeting, 10:00am – 5:00pm**  
**MINUTES**

**Executive Board Members Participating:** President Joseph Bryant, Secretary Mary Duncan, Treasurer Amos Eaton, VP of Organizing Jennifer Esteen, VP of Politics Ramses Teon-Nichols, VP of Representation Sandra Lewis, VP Region-A Akbar Bibb, VP Region-B Mary Sandberg, VP Region-C Yeon Park, VP Region-D Theresa Rutherford, Tina Tapia, Jim Wise, Karla Faucett, Angel Valdez, Nicole Christian, Pete Albert, Cynthia Landry, Derrick Boutte, Monique Chaney-Williams, Felipe Cuevas, Richard Thoele, Jim Winter, Todd Nosanow, Sandra Wall, Toni Fort, Evelyn Curiel, Brandon Dawkins, Lorraine Bowser, Taffie Walter, Geneva Haines, Tazamisha Alexander, Sandy Sigala, Elizabeth Harrison, Rhea Davis, Tina Diep, Julie Meyers, Harold Powell, Amanda Ayers

**Executive Board Members Excused:** Marcus Williams, Sasha Cuttler, John Arantes, Mercedes Riggleman, Travis Balzarini

**Executive Board Members Absent:** Dellfinia Hardy, Kendra Bruno

**Staff in Attendance:** David Canham, Robert Li, Nely Obligacion, Joanne Cansicio, Bill Petrone, James Chiong, Peter Masiak, Kaden Kratzer, Lisa Morowitz, Caitlin Prendiville, Horacio Viveros, Karin Hendrickson, William Winfield, Ed Hanley, Jason Klumb, Del Mallory

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**Call the Meeting to Order:**

The meeting was called to order by President Joseph Bryant at 10:07am. A quorum was established.

**Review of the Agenda:**

The agenda was approved through consensus with the following changes: add under Action Items – temporary appointment of Region-E VP; add Executive Board reports from Cynthia Landry, Brandon Dawkins, Sandra Wall and Felipe Cuevas.

**Member Comments:**

- Jon Meade, Retiree: spoke in regards to Josie Camacho’s retiree member status
- Keidaw Kobbah, Alameda Health System: spoke in regards to Josie Camacho’s retiree member status
- Jessica Brooks, Retiree: spoke in regards to Josie Camacho’s retiree member status
- Carol Draizen, Retiree: spoke in regards to Josie Camacho’s retiree member status
- Kathy Basconcillo, SF PUC: spoke in regards to Josie Camacho’s retiree member status
- Ed Kinchley, Retiree: spoke in regards to Josie Camacho’s retiree member status
- Lorrie Beth Slonsky, Retiree: spoke in regards to Josie Camacho’s retiree member status
- David Williams, Retiree: spoke in regards to Josie Camacho’s retiree member status
- Herbert Weiner, Retiree: spoke in regards to Josie Camacho’s retiree member status
- J.T. Harechmak, Berkeley CSU: spoke in regards to Josie Camacho’s retiree member status
- Soli Albert, Berkeley CSU: spoke in regards to Josie Camacho’s retiree member status
- Mary Magee, Retiree: spoke in regards to Josie Camacho’s retiree member status
- Terrence Fisher, Peralta CCD: spoke in regards to Josie Camacho’s retiree member status
- Maria Guillen, Retiree: spoke in regards to Josie Camacho’s retiree member status

- Rachel Ugale, Chabot Las Positas: spoke in regards to Josie Camacho’s retiree member status
- Felix Thomson, Alameda Health System: spoke in regards to Josie Camacho’s retiree member status
- Andrea Mullarkey, Berkeley CSU: spoke in regards to Josie Camacho’s retiree member status
- Alyssa Jones-Garner, SF DPH: spoke regarding the need for standards to be upheld when determining eligibility for membership.
- Josie Camacho: spoke in regards to her retiree member status.

It was announced that the Executive Board will have a fuller conversation about the retiree member status issue that were addressed during member comments.

**Political Report:**

Ramses Teon-Nichols and James Chiong presented. We were successful in fending off the Governor recall. In San Francisco, there will be the District Attorney Chesa Boudin recall election next year. An overview of the 2022 elections and key races were shared. We are monitoring the *Draper Ballot Measure*, as this is an existential threat to Unions. This measure would eliminate all collective bargaining for public employees. In addition, there are school voucher and elimination of electronic voting registration measures that are also being watched. The plan for the political campaigns is to work in conjunction with bargaining.

**The meeting was temporarily suspended at 12:10 pm for a break and resumed at 12:21pm.**

**2021 Convention Report:**

President Bryant thanked all those who helped execute a successful virtual convention, given all the challenges this year, as well as this was the Local’s first ever virtual convention. Secretary Mary Duncan reported on attendance: total of 538 participants joined the convention (361 were delegates, 109 Executive Board Members & Non-Delegate Members-at-Large, and 68 Staff & Guests, including our community & labor allies were in attendance). A short video with highlights from the 2021 virtual convention was shown. An overview of the six (6) planks that were adopted were shared (Racial Justice, Economic Justice, Environmental Justice and Climate Action, Unions for All, Member Unity and Power, Reclaim Our Democracy)

**Action Items:**

**Environmental Justice and Climate Action Plank:**

Mary Sandberg introduced member Alex Morrison, who is one of the Climate Justice Committee co-chairs. Alex spoke to joining the CA Labor for Climate Jobs Coalition, per the Environmental Justice plank that was adopted. The Local had previously endorsed the CA Climate Jobs Plan, which the coalition is promoting. The climate justice committee have been working on developing a network of unions into a coalition. Alex presented the coalition’s key *Points of Unity*, which reads:

*We believe solutions to climate change must include:*

- *Strong labor standards that prevent outsourcing and ensure union jobs with family-supporting wages and good benefits, including healthcare, paid leave, and pensions;*
- *Strong investments in the renewable energy sector with provisions for strong labor standards;*
- *Strong Investment in Public Infrastructure and Services, including expanding infrastructure and access to transportation, clean water, wastewater services, universal broadband, education. Universal healthcare is necessary to support worker and community health from the dangers of climate change, and to facilitate equitable transition to jobs in the new economy;*
- *Fully funded disaster benefits program for displaced oil and gas workers (including aviation workers) including at least wage replacement, wage insurance, pension guarantees, healthcare benefits, retraining opportunities with costs covered, peer counselling, and relocation assistance;*

- *Financial support for counties where contraction of the fossil fuel industry will result in a significant loss of tax base*
- *Fully mobilizing state resources (including research) through the UC system, CSU systems and community colleges as well as strong public procurement provisions that prioritize strong labor standards and “Buy local;”*
- *Workforce development & skills training, including disaster preparedness and “greening” skills training for public and private sector workers in critical infrastructure; and*
- *Economic opportunities through targeted and local hire provisions for environmental justice communities who have suffered the impacts of environmental racism.*
- *Strong environmental remediation standards for land and water impacted by fossil fuel extraction and refining, and other pollution.*

The Board was asked to consider adopting the *Points of Unity*. M/S/C (Landry/Sigala) to approve.

**The Board moved to closed session at 1:22 pm.**

**Executive Session:**

**Staff Complaint Procedure – Step 4:**

M/S/C (Lewis/Dawkins) to uphold the recommended resolution made by former Executive Director John Stead-Mendez, per Step 3 of the Staff Complaint Procedure policy, in regards to a complaint against a staff member.

**The Board moved to open session at 4:52 pm.**

Secretary Mary Duncan announced the motion made during closed session.

**M/S/C (Rutherford/Meyers) to extend the meeting to 6:30 pm.**

**The meeting was temporarily suspended at 4:54 pm for a break and resumed at 5:02 pm.**

**COVID-19 Update:**

This item was tabled.

**Organizing Report:**

Jennifer Esteen shared that the Local sent member organizers (RN’s) to support nurses re-organizing to form a union in Wisconsin. She introduced members Felix Thomson and John Pearson, who helped with this campaign. Felix and John shared their experience. The need for continued member to member organizing was emphasized. Jennifer also spoke about opportunities to get involved with organizing campaigns.

**Vice President of Representation Report:**

This item was tabled to the next meeting.

**Approval of the August 28, 2021 Minutes:**

M/S/C (Eaton/Sigala) to approve the August 28, 2021 minutes, as presented.

**Budget & Finance Committee Report:**

Treasurer Amos Eaton reviewed a summary report of motions passed by the BFC at its September and October meetings:

The BFC approved the following proposals:

1. East Bay Toy Drive (Oct meeting):

The BFC approved a budget of up to \$35,000 for the 2021 East Bay Toy Drive. The plan is to partner with non-profit community-based organizations to conduct a toy drive for low-income members' children and unhoused neighbors in our community. The budget includes costs for up to 3 release time members, items such as food for event participants and volunteers, toys, gift cards, socks, gloves, photo booth, decorations and other logistics.

2. Legal Expense (Oct meeting):

The BFC approved a legal expense in the amount of \$5,000 to file an amicus brief in support of a PERB ruling in the County of San Joaquin strike replacement case.

The BFC approved the following Community/Allies Requests:

• Sierra Club (Sept):

The BFC approved a sponsorship of \$1,000 for the 11<sup>th</sup> annual virtual S.F. Sierra Club Awards Ceremony on Sept. 23 (tier 2).

• United Farm Workers (Sept):

- The BFC approved a sponsorship of \$5,000 for the 50<sup>th</sup> anniversary United Farm Workers reception on Oct. 28 in San Francisco (tier 2).

Budget Process:

Amos shared that the BFC has started the process for reviewing the 2022 budget. The BFC has come to a decision of \$49m as a starting point for next year's budget.

**Action Items (continued):**

BFC Recommendations:

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

a. Alameda Superior Court Contract Campaign (Sept):

The BFC recommends to approve the Alameda Superior Court contract campaign budget of up to \$140,960. The goals of the campaign include increasing COPE contributions, build political, labor and community power and to win a contract with no takeaways. The budget includes costs for items such as communication needs, one (1) lost-timer, a lead negotiator, purple items and food for various actions/rallies. **M/S/C (Landry/Wise) Motion to approve the budget as presented.**

b. Thanksgiving Turkey Giveaways (Sept):

The BFC recommends to approve funding of up to \$73,240 for *Thanksgiving Turkey Giveaways*. The plan is to distribute turkeys and meals throughout the various regions to our members and unhoused neighbors in the community between Nov. 17 through Nov. 23. The proposed budget includes costs for hot meals for up to 800 Local 1021 workers, 500 unhoused neighbors, van rental for meal transportation, decorations and up to eight (8) lost-timers.

**Note:** This request was sent to the Executive Board for consideration via poll on Oct. The Board approved the request.

c. Food Policy (Sept):

The BFC recommends to increase the food allowance, per policy, from \$10.50 to \$15.00 per person. M/S/C (Park/Valdez) to approve.

Code of Conduct Policy:

Yeon Park, Ramses Teon-Nichols, Mary Sandberg and Theresa Rutherford presented a second reading of the proposed Code of Conduct Anti-Bullying and Anti-Harassment policy. They spoke to revisions made, and also provided background on the development of this policy. Robert Li shared that the document has also been reviewed by our law firm. M/S/C (Lewis/Tapia) to adopt the policy with the changes discussed. It was explained that the policy will need to be brought to staff unions regarding any potential impacts.

COPE Manual:

Ramses Teon-Nichols presented the second reading of the proposed COPE Manual revisions. Changes were based on member feedback and reviewed by our attorneys. M/S/C (Sandberg/Park) to adopt the COPE Manual, as presented.

**M/S/C (Park/Rutherford) to extend the meeting to 7:00 pm.**

Lost-Time Policy Exemption:

Robert Li presented a request to make an exemption to the Lost-Time policy. The request is to reimburse Felix Thomson at full-time hours (8 hours per day) for the work in the Wisconsin Nurses fight campaign. It was explained that Felix's regular hours of work at Alameda Health System is part-time. However, the hours worked on the campaign in Wisconsin was full-time work. Our current lost-time policy only reimburses a member's regular hours of work at their job. It was explained that the International will reimburse the Local the full cost of Felix's hours. M/S/C (Esteen/Sigala) to make an exemption to the lost-time policy to pay Felix Thomson full-time hours.

Region-E Vice President Temporary Appointment:

President Bryant explained that Region-E Vice President Marcus Williams is currently out on leave and has requested to temporarily step down from his seat. President Bryant is recommending to temporarily appointment Taffie Walter to act as the Region-E Vice President. M/S/C (Landry/Sandberg) to approve.

City of Chico Strike Authorization:

Akbar Bibb and David Canham presented a request to approve a strike sanction for the City of Chico chapter, pending the strike vote by the membership. M/S/C (Sandberg/Park) to approve.

**Executive Director Report:**

David Canham announced that the LaClinica chapter is locked in bargaining. The employer continues to be disrespectful to employees. Angel Valdez shared the plan of action. He announced that an action will be held of Oct. 30 and encouraged Board members to participate.

**Executive Board Reports:**

Retirement Security Report:

Cynthia Landry announced that both CalPERS Board seats were won by our endorsed candidates. Staff, Board & Members were thanked for their help with this campaign.

**Good & Welfare:**

Brandon Dawkins shared the passing of a member, Ludwig Leota, SF Dept. of Public Health eligibility worker.

Karla Faucett shared the passing of member Barbara Moore.

Akbar Bibb requested a moment of silence in honor of General Colin Powell, who recently passed. A moment of silence was observed.

**The Board moved to closed session at 6:58 pm.**

**Executive Session (continued):**

Temporary Employee Extension:

M/S/C (Park/Thoele) to extend temporary employee Mila Thomas through up to 12/31/2021, as recommended by the Personnel/Staffing Committee.

Settlement Agreement:

Robert Li reported on a recent staff separation agreement that was reached. Per policy, such agreements are to be reported to the Executive Board. No action is needed from the Board.

**The Board moved to open session at 7:07 pm.**

Secretary Mary Duncan announced the motion passed during closed session.

**Adjournment:**

By consensus, the Board agreed to adjourn the meeting at 7:08 pm.

**Respectfully submitted by,**

Mary Duncan  
Secretary