

**SEIU Local 1021 Executive Board Meeting**  
**Thursday, January 23, 2020, Sacramento, CA 10:00am-5:00pm**

**MINUTES**

**Executive Board Members Participating:** President Joseph Bryant, Secretary Mary Duncan, Treasurer Amos Eaton (by video), VP of Organizing Jennifer Esteen, VP of Politics Ramses Teon-Nichols (by video), VP of Representation Sandra Lewis (by video), VP Region-A Akbar Bibb (by phone), VP Region-B Mary Sandberg, VP Region-C Yeon Park (by phone), VP Region-D Theresa Rutherford, VP Region-E Marcus Williams (by video), Nathan Dahl (by video), Jim Wise (by video), Karla Faucett, Dellfinia Hardy, Angel Valdez (by video), Sasha Cuttler, Harold Powell, Pete Albert (by video), Cynthia Landry, Monique Chaney-Williams, Felipe Cuevas, Robert Taylor, Sandra Wall, Evelyn Curiel (by video), Brandon Dawkins, Lorraine Bowser, Taffie Walter, Tazamisha Alexander (by video), Rhea Davis (by video), Tina Diep (by video), Julie Meyers (by video), Cheryl Hicks, Jessica Nila

**Executive Board Members Excused:** Derrick Boutte, John Arantes, Todd Nosanow, Tula Biederman, Mercedes Riggelman, Geneva Haines, Sunny Santiago, Elizabeth Harrison, Travis Balzarini

**Executive Board Members Absent:** Richard Thoele, Tom Popenuck

**Staff in Attendance:** John Stead-Mendez, Robert Li (by video), Joanne Cansicio, Josie Mooney, David Canham, Lisa Morowitz, Del Mallory, Andrea Zanetti, Peter Masiak (by video), Jason Klumb, Bill Petrone, Kaden Kratzer, James Chiong, Karin Hendrickson (by video)

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**President Joseph Bryant called the meeting to order at 10:05 a.m.** A quorum was established.

**Review of Agenda:**

The following changes were made: table the December minutes to the February meeting; request to add a Resolution from COPE re the SEIU Presidential Endorsement (tentative); add under Action Items – Training Committee appointment.

**Member Comments:**

There were no member comments.

**Regional Reports:**

**Education Industry:**

Karla Faucett gave a video presentation on the upcoming Education Summit schedule on 2/8/2020 in Sacramento. Over 140 members have RSVP'd so far, with the target goal of 200. Board members were invited to attend.

**Region E:**

Marcus Williams gave an update on the contract negotiations with San Joaquin County. The fight has been an uphill battle. The bargaining team is recommending a “no” vote to the membership. The members are scheduled to vote on the contract proposals in February. He also reported that the Amador unity event will be held in March.

**Region B:**

Mary Sandberg reported that the Region B team is working heavily in the area on new leadership. They are also working on a retreat to organize & support the new leaders as well as leadership development. In politics there are active/competitive supervisor board elections. Working on building political engagement and increase member involvement in politics. Mendocino is facing a tough contract battle. There are challenges with a non-SEIU bargaining group. An escalation campaign has been developed. Working on developing Unity event in Marin. Unity events in Mendocino and Santa Rosa went well and were well attended.

#### Region A:

Akbar Bibb reported on the Region A unity event in Fairfield. Over 200 attended, which was double than expected. He thanked the staff & committee for their work in putting together the event.

#### Region C:

Yeon Park reported on the East Bay Toy Drive & Unity Event, which were successful. Over 500 toys were provided. Feedback from members is they are interested in continuing events like this for networking. Were also able to sign up 13 new members. Also shared progress on the COPE drive. Have doubled the number of COPE contributors. Big contract campaigns are underway. La Clinica contract was ratified. The Alameda Health System contract campaign is coming up. Have developed CAT and are working on contract campaign. Peter Masiak reported that 2 units in City of Berkeley contract campaigns are coming up. Contract expires in June. Plan is to coordinate actions with both units. The east bay team is also planning Regional Retreat & Social Networking events in region.

#### Region D:

Theresa Rutherford reported that the SF unity event was a success, which was held on a Monday. Over 400 members attended. These events create opportunities for members to engage with each other, who don't normally interact with each other. Look forward to continuing to do these events as this is good engagement. She also reported on the political success in SF in the District Attorney's (DA) race. We are looking forward to working with the newly elected DA. Just won a PERB case against the SF City & County on a case from 2014 regarding bargaining and city setting artificial deadline for completing negotiations by May 15<sup>th</sup>; no strike, any economic enhancements would be delayed to the next year. John Stead-Mendez added that this is a massive victory for our union. Will get full analysis from attorney. Working with other unions to push back on Mayor's cuts, freeze on hiring new, so positions are being filled with temp workers.

Sasha Cuttler spoke to inclusion and how we speak about parties as Unity or Holiday events and not just Christmas.

#### **Good & Welfare:**

The Board acknowledged Gary Jimenez, who served as an Officer on the Executive Board as the Vice President of Region-C, as well as the Vice President of Politics. President Bryant presented Gary with a plaque and thanked him for contributions as a Local Officer.

#### **Budget & Finance Committee (BFC) Meeting:**

##### 2018 Audit Report:

Treasurer Amos Eaton explained that this is our annual audit to review how we are doing in maintaining our financial records, and how we are doing financially as an organization. Karin Hendrickson presented

the results of the report. It is important for the body to have a good idea of our financial position and to have an outside auditor to review. The report includes a comparison of 2 years of audits. This was a clean audit opinion that conformed to generally accepted accounting practices. Karin informed the board that there have been changes in reporting standards. These include reporting if funds are restricted based on donors or unrestricted. Another change effects how we report operating expenses. The report includes a statement on our position based on the Janus decision and statement about the changes in accounting practices, as well as additional changes in accounting practices that we may see in the 2019 audit. There are no current year recommendations, and the prior year recommendations have been implemented and no longer apply. Appreciation expressed to Karin and her team for their work in this audit.

#### January BFC Meeting Report:

Treasurer Eaton reported on the motions approve the BFC at its January meeting.

The BFC approved the following items:

1. Capital and Main – Contract Renewal:

The BFC approved \$30,000 to renew the *Capital and Main* Agreement.

Note: In July 2014, the Board approved to form a partnership with *Capital and Main*, which is a non-profit on-line news publication that covers labor, politics, economics, environmental and social issues.

2. Education Industry Summit:

The BFC approved up to \$31,969.70 for the annual Education Industry summit on Feb. 8, 2020 in Sacramento. The budget includes facility rental fees, transportation (bus/van rentals), purple items, program books, t-shirts and food costs. The goals of the summit include educating and preparing members for upcoming political campaigns (Schools & Communities First), establishing member leaders to take ownership of chapter representation, new member organizing & COPE participation, and training components that will include a variety of breakouts on informative issues and effective recruitment & organizing.

3. Alameda County Measure C (Child Care) Initiative:

The BFC approved an additional \$25,000 to support the passage of the Alameda County Child Care Initiative (Measure C) to come out of the Organizing budget. The initiative will be on the March 2020 ballot. The additional funds will help develop a stronger field program.

4. Social and Economic Justice (SEJ) – Black History Month Events:

The BFC approved a budget of up to \$5,000 for the SEJ Committee Black History Month events. The budget includes food & beverage and decorations costs for a series of events in February to be held at the Oakland and SF union halls, plus costs for commemorative booklets and performers at one of the events.

5. Member Polling:

The BFC approved up to \$16,790 to conduct a scientific poll of the membership regarding the presidential endorsement.

6. SF Central Labor Council (SF CLC) Payments:  
The BFC approved to increase our per capita payments to the SF Central Labor Council at 100% of members. Note: The dollar amount is already included in the 2020 budget. Our current participation is at 75%.
7. Oakland Women's March (approved via poll 1/8/2020):  
The BFC approved a request from the SEJ and Women's Solidarity Committee to approve \$150.00 to register a contingent of marchers from 1021 for the 2020 Oakland Women's March on 1/18/2020.

The BFC approved the following Community/Allies Requests:

- CA Alliance for Retired Americans (CARA):  
The BFC approved an annual dues payment of \$1,000 to CARA (tier 1).
- League of Latin American Citizens Youth Conference Stockton:  
The BFC approved a donation of \$300.00 towards a sponsorship of the organization's Youth Leadership Conference in Stockton held on 11/15/2019 (tier 3).
- Peggy Browning Fund:  
The BFC approved a sponsorship of \$5,000 to the annual Peggy Browning dinner on 2/13/2020 (tier 2).
- San Joaquin County (SJC) Diversity Luncheon:  
The BFC approved a matching donation of \$300.00 with the San Joaquin County chapter to purchase tickets to the SJC Diversity luncheon event on 10/25/19.
- Sierra Club SF Bay Chapter:  
The BFC approved a donation of \$2,500 to the organization (tier 2).
- U.S. Labor Against the War (USLAW)  
The BFC approved to renew the Local's affiliation with USLAW at a payment of \$6,250 (tier 2).
- Coalition of Asian American Government Employment (CAAGE):  
The BFC approved a sponsorship of \$500.00 to the CAAGE Lunar New Year Luncheon on 2/7/2020 in San Francisco (tier 3).

**Action Items:**

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

- 2020 Together We Rise (TWR) Budget:  
At the December Board meeting, it was reported that a proposal for the unspent revenues would be brought to the BFC and E-Board around the TWR program. President Bryant presented

the proposed budget for work in TWR this year. The BFC recommends to adopt the 2020 TWR program at a cost of up to \$640,000. The buckets of work of the program include Member Engagement Activities, Unity Events, Local-wide Non-Member Signup program, 2020 Political Turnaround, Lost-time Officers & E-Board Development and Industry Program. M/S/C (Taylor/Landry) to approve the requests, as proposed.

**The meeting was temporarily suspended for a lunch break at 12:54 p.m, and resumed at 1:29 p.m.**

**Action Items (continued):**

**Member Polling:**

The BFC initially approved \$16,790 to conduct a poll of the membership regarding the presidential endorsement. Amos Eaton presented a request for an additional \$3,000 for unanticipated translation costs. M/S/C (Esteen/Taylor) to approve the additional funding. James Chiong, new Political Director, was introduced to the Board. He shared that the analysis of the poll is in progress.

**Consultant Contract – Josie Camacho:**

A request was presented to modify the hours on Josie Camacho’s current contract. In October 2019, the BFC initially approved up to 80 hours of work per month. However, it was reported that we exceeded her hours in December. We also have expanded her scope of work around the Schools & Communities First campaign - more than we originally anticipated. She will also provide support to the newly hired Political Director. The request is to modify her hours from 80 hours per month to 40 hours per week through the end of her current contract, which is through up to April 5, 2020, and to modify the contract max to up to \$54k. The contract rate of \$75.00 an hour will remain the same. M/S/C (Teon-Nichols/Landry) to approve the request.

**The Board moved to closed session at 1:52 p.m.**

**Executive Session:**

**Temporary Employees Extension Requests:**

M/S/C (Cuttler/Taylor) to extend temporary employees Kim-Shree Maufas, Naj Daniels and Maria Garcia through up to February 29, 2020, with policy exception around the 180-days rule.

**The Board moved to open session at 2:13 p.m.**

Secretary Duncan announced the motion approved during closed session.

**Action Items (continued):**

**Training Committee:**

President Bryant presented a request to appoint Taffie Walter to the Training Committee. M/S/C (Sandberg/Dawkins) to approve the request.

**Executive Director Report:**

John Stead-Mendez announced that 2019 year-end field & program director reports were sent by email.

David Canham provided regional victories overviews. Membership is holding, continuing to work on goal of increasing membership by 3%. We have continued to increase COPE sign up and increase our COPE overs. We achieved equity in contract for CNA position that was paid \$7 less than same position. SF has over \$1b in reserves, but are still looking at cutting services. North Bay closed several contracts with increases. Region E fought off de-cert attempt. In the City of Oakland – there was victory for a decent contract. Alameda Co closed with increased over multiple years.

Organizing report provided by Josie Mooney. We were successful in the HR360 campaign, which will bring in about 465 new members. This employer has agreed to card check & release time for negotiations. The director is also willing to sit down with SEIU to identify other organizing targets. She also spoke about other organizing drives, including the Gig workers campaign.

**Head of Operations & Labor Relations:**

Robert Li provided a presentation of operations progress update on various projects. All operational directors have finalized their plan charts for 2020. Working on Ops staff development and have scheduled all Operations staff for end of February. The goal is for all operations staff to feel included as part of the movement. We have been exploring additional resources and are looking into a potential IU grant. We have continued to work on time management and have moved towards Open Enrollment through ADP, which has saved an estimated week and a half of time for staff to focus on other tasks. An easy to use Share Point location has been developed for Board members.

**Executive Board Member Reports:**

Cynthia Landry:

She provided a year end report for CalSavers. Cynthia also reported that she plans to attend the next Secure Choice Board next month.

Ramses Teon-Nichols:

He reminded everyone to get petitions out for Schools & Communities First to collect signatures. The COPE retreat was rescheduled from January to March 7<sup>th</sup>. He presented the COPE resolution on Democratic process in the SEIU Presidential endorsement. This is coming out of Local wide COPE. He requested for the Board to review and provide feedback regarding this resolution.

**By consensus, the Board agreed to adjourn the meeting at 2:58 p.m.**

Respectfully submitted by,

Mary Duncan  
Secretary