

**SEIU LOCAL 1021 EXECUTIVE BOARD,
Saturday, May 22, 2021 - Zoom Meeting, 10:00am – 5:00pm
MINUTES**

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

Executive Board Members Excused: Sasha Cuttler, Sandra Wall, Lorraine Bowser, Elizabeth Harrison

Executive Board Members Absent: Dellfinia Hardy, Kendra Bruno, Geneva Haines

Staff in Attendance: John Stead-Mendez, Robert Li, Josie Mooney, David Canham, Joanne Cansicio, Del Mallory, Andrea Zanetti, Peter Masiak, Jason Klumb, Bill Petrone, Kaden Kratzer, Carlos Rivera, Karen Ridley, James Chiong, Karin Hendrickson, Boyan Biandov, Ed Hanley, Nely Obligacion, William Winfield

=====

Call the Meeting to Order:

President Joseph Bryant called the meeting to order at 10:04am. A quorum was established. He wished everyone a happy AAPI Heritage Month.

Review of the Agenda:

The following changes were made to the agenda: Add VP of Representation CallEvo update, Retirement Security report, and move up BFC Region-E vacancy action item. M/S/C (Sigala/Arantes) to accept the agenda with changes.

Action Items:

BFC Region-E Position:

President Bryant is recommending to appoint Amanda Ayers to the BFC Region-E vacant seat. Marcus Williams spoke in favor of the appointment. M/S/C (Meyers/Nosanow) to approve the appointment. Amanda was sworn into office by President Bryant.

Member Comments:

There were no members who wished to address the Board.

AAPI Heritage Month:

Yeon Park spoke about various events celebrating the AAPI Heritage Month. A video was shown for an event in Oakland that we participated in, which received media coverage. The event was organized by approximately 20 different organizations. Yeon also announced that SEIU API will be hosting a Resilience Gathering for Sharing & Healing zoom event on June 5th. All Board members are invited to join.

Alameda Health System Contract Campaign Presentation

Chapter members John Pearson, Veronica Palacios, Larry Barden, Felix Thomson and Rhonda Alapati were introduced. The members shared strategies and highlights from the Alameda Health System (AHS)

contract campaign. They spoke about key wins, such as returning AHS to the County with new Board of Trustees, including two SEIU members, common bargaining, access to retirement pensions for one unit, who did not previously have access, adding new departments as members, common good demands for health, safety & welfare for the patients and the community that AHS serves.

Organizing Presentation:

Jennifer Esteen shared the current organizing priorities, including organizing fast food workers. She reported on the nationwide strikes against McDonald's. She also spoke about AB257, which is the FAST Recovery Act bill. The bill has moved out of committee and will give fast food workers a seat at the table. McDonald's made \$4B and gave \$3B to shareholders. CA taxpayers are subsidizing McDonald's workers to the tune of \$4B for healthcare, housing, childcare & food. Jennifer introduced fast food worker Arianna Navarro, who shared her story. Arianna spoke about concerns for the safety of workers and not being able to survive on \$13.00 per hour. Breakout discussions were held to discuss the question: *How does organizing fast food workers strengthen our contracts.*

The meeting was temporarily suspended at 11:44am and resumed at 11:50am.

2021 Convention Update:

The convention will be held virtually on Sept. 25th, as previously approved by the Board. The virtual convention will primarily cover the business portion of the convention. Considerations are being discussed for additional in-person events depending on the circumstances at that time. A small team has been working on concepts to develop proposals to be considered at the convention. Carlos Rivera presented the convention theme, which is "*Organize Good Trouble*". Updates will be posted on our convention website as they become available.

Honorary Delegates:

Sandra Lewis presented a request on a criteria for newly organized workers, who are not yet dues paying members, to be able to participate at the convention. The proposed criteria is: *All newly organized workers or chapters can be recognized as Honorary Delegates, but will not be able to vote.* M/S/C (Park/Arantes) to approve as presented.

COVID-19 Update:

Robert Li shared the update that the state sent out for re-opening and dropping mask mandates, social distancing & capacity requirements effective June 15th. Around 40% of CA is fully vaccinated, and hospitalization and infection rates continue to fall.

John Stead-Mendez gave an update on the plan for return to the field without prior approval. The Local met with field staff union regarding the update. Starting June 4th, the full spectrum of responsibilities will resume in the field with maintaining masks and social distancing. The Local anticipates using a blended virtual and in-person model for the foreseeable future to meet members where they are.

Robert Li shared the plan for returning to the union offices. CalOSHA continues to have stringent rules, which will be applied while the Temporary Emergency Rules remain in place. The plan is for a gradual shift to return to the union office. Staff unions have been notified and LMC's are being scheduled. In addition, planning is in progress for use of offices by members, as well as additional review to ensure necessary equipment & protocols are prepared. A question was asked around accessibility of the union halls for member usage. Currently, prior approval is needed.

The meeting was temporarily suspended at 12:49pm for a lunch break and resumed at 1:20pm.

Approval of the April 24, 201 Minutes:

The following changes were made to the minutes: Add Derrick Boutte to the attendee list, and correct Retirement Security Report to read that the CalPERS election is September. M/S/C (Thoele/Dawkins) to approve the minutes with corrections.

Political Report:

Ramses Teon-Nichols and James Chiong reported. They presented updates, including an analysis, of the state budget and upcoming elections. We anticipate several special elections in the fall of this year. Ramses shared that revisions to the COPE manual is being worked on. When the draft revisions are completed, it will be brought to the Board for review. Additional lobbying is needed for Courts and DD to restore cuts from as far as back as the Great Recession. There was discussion of the Gann Limit due to \$70B surplus.

CallEvo Membership Sign-Ups Report:

Sandra Lewis presented a progress report. Since May 2020 when the program launched, about 1,013 new members have signed up. The program has also included asking for COPE contributions. Currently, CallEvo is once a week; however, we will be expanding to twice a week. We are extending the “E-Board CallEvo” month to June.

Budget & Finance Committee Report:

Quarterly Review:

The January-March 2021 quarterly report was presented. Treasurer Eaton introduced the report informing the Board that revenues were slightly under projections. There was a conscious decision made to continue to fund at 2020 levels to ensure we were adequately resourced, as we come out of COVID. In addition, we are also currently underspent so far for the year, which is a combination of actual savings, as well as areas where we understand that the spending occurs later in the year. Ed Hanley and Karin Hendrickson presented the quarterly review on membership and budget vs. actuals.

May BFC Report:

Treasurer Amos Eaton reviewed a summary report of motions passed by the BFC at its May meeting.

The BFC approved the following proposals:

1. Livermore Valley Unified School District:
The BFC approved the Livermore Valley USD contract campaign budget of up to \$8,311. The goals of the campaign include pay increases, permanent changes around pandemic language, as well as increase member participation, recruiting stewards, building power in the community, strengthening internal communication & increasing COPE investment. The budget includes costs for t-shirts, communications needs and purple items.
2. Peralta Community College District:
The BFC approved the Peralta Community College District contract campaign budget of up to \$23,689. The goals of the campaign includes compensation & classification surveys and parity with other Union contacts, as well as strengthen power at worksites, increase member participation, recruit more stewards, increase COPE and build political power in communities. The budget includes cost for items such as t-shirts, communications/media needs, lost-time and purple items.

The BFC approved the following Community/Allies Requests:

- Chinese Progressive Association:

The BFC approved a sponsorship of \$2,000 to the Chinese Progressive Association to support a 2-day event on June 16th and 17th in San Francisco (tier 1).

- SF Labor Fest:
The BFC approved a sponsorship of \$800.00 to the SF Labor Fest to support the 28th Anniversary event on June 25 (tier 3). The sponsorship will include an ad in the program book.
- Richmond Progressive Associations:
The BFC approved a contribution of \$5,000 to the Richmond Progressive Alliance (tier 1).
- SF Living Wage Coalition:
The BFC approved a sponsorship of \$5,000 to the SF Living Wage Coalition to support the Eleventh Annual Awards Dinner on July 30th (tier 1). The sponsorship will include a full page ad and 12 tickets for dinner.
- United Seniors of Oakland and Alameda County:
The BFC approved a contribution of \$500.00 to the United Seniors of Oakland and Alameda to support the group's annual convention on June 4th to be held virtually (tier 3).

Action Items (continued):

BFC Recommendation:

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

- A. La Clinica Contract Campaign:
The BFC recommends to the Board to approve the LaClinica contract campaign budget at up to \$73,560. The goals of the campaign include wage increase, improve retirement contributions, NEO language and other contract language improvements, as well as build CAT, facility mapping, leadership development, political/community partnerships and increase COPE sign-ups. The budget includes costs for items such as t-shirts, communications/media needs, lost-time, strike resources and purple items. M/S/C (Meyers/Rutherford) to approve, as recommended by the BFC.

Head of Operations & Labor Relations Report:

Robert Li and Operations directors reported on highlights for the quarter. William Winfield shared about talent recruitment. Nely Obligacion reported on grant funding we were awarded from the International for our TWR work. Boyan Biandov shared a new tool to sign up members through a QR code app.

Executive Director Report:

John Stead-Mendez reported that director reports were sent by email. David Canham spoke about NEO sign-ups and the "chase" program to sign-up non-members. He highlighted the work being done in Region E, where member sign-ups and COPE sign ups have improved. Bill Petrone shared the process and plan the Region E team developed to help improve sign ups. Peter Masiak provided an update on the TA reached with City of Oakland, which includes a 3% COLA, as well as continuing all COVID provisions.

Executive Board Member Report:

Cynthia Landry, Retirement Security Report:

Cynthia announced that a written report was sent by email. She shared an update on the PEPRAs lawsuit, which Pete Albert helped prepare in consultation with Anne Yen from our law firm. Cynthia also provided information on the CalPERS trustee election. The State Council endorsed candidates are: David Miller (incumbent) for position A, and Jose Pacheco for position B. Candidate townhalls will be scheduled by the State Council this summer.

Announcements:

SF HSA Chapter Bylaws Amendments:

It was announced that the SF HSA Chapter Bylaws Amendments were reviewed and found to be in compliance with the Locals bylaws template. There were no objections raised. President Bryant shared that we are looking to enhance our current review process, which will include forming a workgroup to review bylaws.

Executive Board Election Committee:

President Bryant announced that a request will be brought to the Board in June seeking approval to appoint an Election Committee for the upcoming Localwide Executive Board election.

Good and Welfare:

Theresa Rutherford shared the passing of Alfonso Garcia, who was a member at SFGH. She also shared the passing of Richard Sanderell, who was a member at SF Community Public Health. A moment of silence was observed.

Cynthia Landry shared the passing of Margaret Leong, who was a member at Alameda County Social Services chapter.

The Board moved to closed session at 3:12pm.

Executive Session:

There were no actions taken during Executive Session.

The Board moved to open session at 3:34pm.

Adjournment:

The meeting was adjourned in memory of Margaret Leong. M/S/C (Park/Powell) to adjourn at 3:35pm.

Respectfully submitted by,

Mary Duncan
Secretary