

SEIU LOCAL 1021 EXECUTIVE BOARD ZOOM MEETING
Saturday, Nov. 19, 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 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, Maria Salazar-Colón, Moises Vega, Angel Valdez, Lucretia Bolin, Greg Marro, Derrick Boutte, Evelyn Curiel, John Arantes, Tian Diep, Veronica Palacios, Richard Thoele, Todd Nosanow, Sandra Wall, Lorraine Bowser, Charito Casanas, Desiree Collins, Geneva Haines, Sandy Sigala, Tazamisha Alexander, Karla Faucett, Travis Balzarini, Rhea Davis, Cynthia Landry, Trevor Adams, Harold Powell, Monique Baca

Executive Board Members Excused: Ramses Teón-Nichols, Tina Tapia, Nicole Christian, Julie Beardsley, Elizabeth Harrison,

Executive Board Members Absent: Kasha Clarke, Patricia Orey, Amanda Ayers

Staff in Attendance: David Canham, Robert Li, Josie Mooney, Nely Obligacion, Joanne Cansicio, Del Mallory, Peter Masiak, Oumar Fall, Kaden Kratzer, Lisa Morowitz, Caitlin Prendiville, Karin Hendrickson, Ed Hanley, William Winfield

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Call the Meeting to Order:

The meeting was called to order by President Theresa Rutherford at 10:06am. A quorum was established. The Code of Conduct was reviewed by David Canham.

President Rutherford opened with comments regarding the November election. We had some great wins in Oakland. All our wins came about because of the hard work of our members and staff. By continuing to hold politicians accountable, we will continue to thrive. She thanked the Board and staff for all of their work on this election.

Review of the Agenda:

By consensus the Board approved the agenda with the following changes: add appointment of Butte County Area Representative, pull the *HOLR* report, move Executive Session to after the BFC report and add the following under Closed Session: Building Committee report, COVID office opening session.

Member Comments:

- Thema Page, Alameda County BHCS chapter: Thema spoke to confusion regarding responses from the Union on issues previously raised.

- Raymond Carlson, Alameda County BHCS chapter: Raymond spoke about concerns with bargaining.

- Lorraine Thiebaud, Retiree and member of the Climate Justice Committee: Lorraine spoke about SB1137. She shared the Oil & Gas Industry has launched an effort to put a measure on the ballot to overturn this measure.
- Hugo Velazquez, City of Oakland chapter: Hugo spoke to an issue regarding reinstatement of a Shop Steward.
- Amaka Watson, City of Oakland chapter: Amaka spoke to an issue regarding reinstatement of a Shop Steward.
- Gabriel Macias, City of Oakland chapter: Gabriel spoke to an issue regarding reinstatement of a Shop Steward.
- Cleveland Etter City of Oakland, chapter: Cleveland spoke to an issue regarding reinstatement of a Shop Steward, and requested a different forum to allow members to share their opinions.
- Alyssa Jones-Garner, SF Community Public Health chapter: Alyssa spoke to an issue regarding a member, who is participating in SEJ or COPE meetings, but may not be paying dues.
- Tim Glasper, City of Oakland chapter: Tim spoke to concerns with the process of the investigation and communication regarding removal of a Shop Steward.
- Mako Verge, City of Oakland, chapter: Mako spoke to an issue regarding reinstatement of a Shop Steward.
- Alfred Jones, City of Oakland, chapter: Alfred spoke to an issue regarding reinstatement of a Shop Steward.
- Levy Davis, City of Oakland, chapter: Levy spoke to an issue regarding reinstatement of a Shop Steward.
- Grady Stevens, City of Oakland, chapter: Grady spoke to an issue regarding reinstatement of a Shop Steward.
- Maurice Pettus, City of Oakland, chapter: Maurice spoke to an issue regarding reinstatement of a Shop Steward.
- Jonas Madruno, City of Oakland, chapter: Jonas spoke to an issue regarding reinstatement of a Shop Steward.
- Tommy Jenkins City of Oakland, chapter: Tommy spoke to an issue regarding reinstatement of a Shop Steward.
- Juan Aquino, City of Oakland chapter: Juan spoke to an issue regarding reinstatement of a Shop Steward.

Action Items:

Butte County Area Representative:

President Rutherford is recommending to appoint Alicia Ramirez to fill the vacant *Butte County Area Representative* position. VP of Region-A Akbar Bibb spoke in support of the appointment. M/S/C (Sandberg/Diep) to approve the appointment. Alicia was sworn in to office by President Rutherford.

Executive Director Report:

Contract Campaign Updates:

Mills College Chapter:

David Canham introduced Nato Green and Kathleen Parsons, who spoke to the Mills College Tentative Agreement. After the Union was formed in 2020, the campus was locked down due to COVID. Shortly after the campus re-opened, staff were informed that the college would close. It was bought by Northeastern and bargaining was initiated. After a difficult negotiations, the members ratified the contract with raises of 5% for all and raising the floor for the lowest paid members by 15%.

Solano County:

Del Mallory, Nathan Hansford, Nichole Chavira, Tazamisha Alexander and Akbar Bibb shared highlights of the recent contract success with Solano County. To date, this has been the best agreement the team has been able to settle with the employer. The union was also instrumental in helping elect a new Board of Supervisor member. The chapter's membership density was increased by 4% as well. An equity study provision was added to the contract.

The meeting was temporarily suspended for a break at 11:42am and resumed at 11:50am.

November Election Report:

James Chiong presented a report on the November election. We faced tough factors across the county in this election with the low approval rating of President Biden and the current inflation rates. Nationally, Democrats performed better than expected. The margin in the House is a very slim majority for Republicans. Locally, the headwinds were even greater. Corporate spending was high, as well with Independent Expenditure money far exceeding candidate money. Labor was outspent by 2.5:1. In addition, redistricting made a large difference. We still prevailed in many races and measures. We will need to do a lot of work to continue fighting for future elections. In 2024, we expect big fights on statewide measures to try to repeal AB257 and Local tax measures. He also reported on member engagement. He also spoke about volunteer opportunities happening now. There is a call for canvassers or phone bankers to help with Runoff election to support Rev. Raphael Warnock in Georgia. *ADEMS* Dec. 9th – there is a big push by Labor to retake the party.

Education Summit Report:

Education Industry Chair Maria Salazar-Colón reported on the *Education Industry Summit* that was held on October 29th. She spoke about various workshops that members participated in. Keynote speakers included CA Labor Federation Executive Secretary-Treasurer Lorena Gonzalez-Fletcher and State Superintendent Tony Thurmond. Members were encouraged to sign up for COPE and become involved in campaigns. Maria acknowledged the members and staff, who helped plan the successful event.

Organizing Report:

Brandon Dawkins gave an update on the fast-food signature blitz. The Fast Food Corporations are working on a referendum to gather signatures to overturn AB257. To establish the Fast Food Sector Council, we were able to gather over 18,000 signatures statewide; only 10,000 signatures were needed. Fast Food workers rally and strike events were held in San Francisco, as well as in Sacramento where President Rutherford spoke. Sandra Lewis, Angel Valdez, Veronica Palacios, Sandra Wall and Greg Marro spoke to their experiences with the fast food strike and the signature blitz. Although we surpassed our number with the signature blitz, there is more work to do. Brandon also reported on the Starbucks workers strike held in San Francisco.

The meeting was temporarily suspended for a lunch break at 1:06pm and resumed at 1:43pm.

Member Intern Program:

Sandra Lewis presented the report. This is the 5th cohort and the program is blooming. We have had so many applications for this program that a waiting list has been established. Jonathan Nunez-Babb gave an overview of the campaigns (internal and external) and programs that member interns helped with. There continues to be an emphasis on *Together We Rise* and the non-member conversions. The new bridge phase of the internship was shared. This includes providing ongoing mentorship for interns, after they have completed the program to help put into practice what they learned. Member intern Danielle Ciardella was introduced. She shared her experience during the program. Hands-on experience was very helpful, as well as hearing from members and leaders throughout the Local. She spoke about the importance of standing in solidarity with each other throughout the Local to build power.

Budget & Finance Committee (BFC) Report:

Treasurer Amos Eaton reviewed a summary report of motions passed by the BFC at its Nov. 15-16, 2022 meeting.

The BFC approved the following proposals:

1. Capital and Main:
The BFC approved up to \$40,000 to renew our annual affiliation agreement with Capital and Main. This is a non-profit online news publication that the Local has partnered with since 2014.
2. 29th St. Office – HVAC system:
The BFC approved \$5,233 to cover costs for repair services of the HVAC system at the 29th Street office.
3. Stockton Office – Alarm system:
The BFC approved to increase the monthly service cost of the Stockton office security alarm system to \$51.00, per month.
4. End of Year Regional Events:

Region D:

The BFC approved a budget of up to \$31,336.50 for the Region D Unity event.

Region A:

The BFC approved a budget of up to \$40,000 for Region A Unity events. The team currently plans to hold events in the Fairfield/Napa/Sacramento and Redding/Chico/Yuba City/Oroville areas.

The BFC approved the following Community/Allies Requests:

- 48Hills
The BFC approved a contribution of \$5,000 to *48Hills* to support the organization's work.
- City of Richmond Commission on Aging:
The BFC approved \$500.00 for a table (8 people) and ad in the program book for the City of Richmond Commission on Aging annual winter ball.

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

Oak Street Office Security:

The BFC recommends to the Board to approve extending the Oak Street office security guard service contract for up to six (6) months at an additional cost of up to \$32,000. M/S/C (Landry/Curiel) to approve the request, as recommended by the BFC.

2021 990 Report:

Treasurer Eaton reported that the BFC reviewed the 2021 990 report, which was then filed with the IRS.

3rd Quarter Financial Report:

Treasurer Eaton, Ed Hanley and Karin Hendrickson reported. An overview the 3rd Quarter Headcount report and 3rd Quarter Executive Summary Financial report were presented.

Treasurer Eaton announced that other BFC recommendations will be presented in closed session.

The Board moved to closed session at 2:29pm.

Executive Session:

2023 Investment Proposals:

As recommended by the BFC, M/S/C (Marro/Curiel) to adopt the following investment proposals, which includes on-going (\$606,432.00) and one-time costs (\$110,000.00):

- Member Chat Communication Channel: Request annual on-going funding for online chat on our webpage and MRC portal.
- Build Stronger TWR Foundation: Add 1.0 new FTE *Together We Rise (TWR) Coordinator* position.
- Lead Field Representatives: Convert 2.0 existing pilot *Lead Field Representative* FTE's to become permanent *Lead Field Representative* FTE's for regions A and B.
- Organizing Support for Breakthrough Campaigns: Convert 1.0 current temporary *Organizer Coordinator* to a permanent new FTE.
- Union Intelligence: Allow use of the *Info Systems Coordinator* vacancy savings to pay for vendors to continue Union Intelligence programming.
- Senior Internal Auditor: Add 1.0 new FTE *Senior Internal Auditor*

- Client Relations Management (CRM): Request annual one-time funding to test the CRM application with field and program teams.
- Employee Referral Program: Request annual one-time funding to continue the Employee Referral Program for another year (after the first pilot is completed in Aug. 2023).
- Bylaws Vote: Request annual one-time funding for bylaws/dues campaign resources to run an effective member education, GOTV program and conduct an election.

Data Development and Redesign Project:

M/S/C (Bibb/Sigala) to approve James Chiong and Boyan Biandov as the project managers.

Building Committee Recommendation:

M/S/C (Hardy/Dawkins) to grant the building committee authority to explore options on potentially purchasing a building in San Francisco.

The Board moved to open session at 5:22pm.

Secretary Mary Duncan announced the motions passed during Executive Session.

Approval of the October 22, 2022 Minutes:

M/S/C (Valdez/Nosanow) to approve the Oct. 22, 2022 minutes, as presented.

2023 Executive Board Meeting Schedule:

A draft schedule was sent to the Board. The Board was asked to review and provide any feedback.

Executive Board Reports:

Climate Justice Committee:

Cynthia Landry provided the report. She shared that SB1137 is being challenged by Oil & Gas interests to eliminate the setbacks. The committee is requesting a report back on resolutions passed by the Local that go to the State Council.

M/S/C (Sigala/Curiel) to extend the meeting to 5:35pm.

Announcements:

Dominican University Chapter Bylaws Amendments:

It was announced these bylaws were reviewed and found to be in compliance. There were no objections raised.

Good & Welfare:

Tazamisha Alexander shared the passing of member Gino Obedoza. A moment of silence was observed.

Adjournment:

By consensus, the Board agreed to adjourn the meeting at 5:34pm.

Respectfully submitted by,

Mary Duncan
Secretary