

**SEIU LOCAL 1021 EXECUTIVE BOARD**  
**Saturday, December 19, 2020, Zoom Meeting, 10:00am – 5:00pm**  
**MINUTES**

**Executive Board Members Participating:** President Joseph Bryant, Secretary Mary Duncan, Treasurer Amos Eaton, VP of Organizing 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, VP Region-E Marcus Williams, Nathan Dahl, Jim Wise, Karla Faucett, Dellfinia Hardy, Angel Valdez, Sasha Cuttler, Harold Powell, Pete Albert, Cynthia Landry, Derrick Boutte, John Arantes, Richard Thoele, Jim Winter, Todd Nosanow, Sandra Wall, Kendra Bruno, Mercedes Riggleman, Evelyn Curiel, Brandon Dawkins, Taffie Walter, Tazamisha Alexander, Elizabeth Harrison, Travis Balzarini, Rhea Davis, Tina Diep, Julie Meyers, Cheryl Hicks

**Executive Board Members Excused:** Jennifer Esteen, Geneva Haines, Sandy Sigala

**Executive Board Members Absent:** Monique Chaney-Williams, Lorraine Bowser, Sunny Santiago

**Staff in Attendance:** John Stead-Mendez, Robert Li, Josie Mooney, David Canham, Joanne Cansicio, Lisa Morowitz, Del Mallory, Andrea Zanetti, Peter Masiak, Jason Klumb, Bill Petrone, Kaden Kratzer, Carlos Rivera, Karen Ridley, James Chiong, Caitlin Prendiville, Ed Hanley, Karin Hendrickson

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**Call Meeting to Order:**

President Joseph Bryant called the meeting together at 10:04am. A quorum was established. President Bryant provided some opening remarks on the unprecedented events of the past year. He also highlighted achievements in 2020 and sacrifices by members in keeping society going during the pandemic. He shared our *Guiding Statement* and expressed the need to remind each other and members that we are the fuel that powers our communities. Members stood up for each other when we needed to fight for PPE and safety for our workers. President Bryant expressed thanks to everyone who stepped up to face the challenges of the past year. While we have vaccines rolling out and a new administration, we still need to stay vigilant, diligent and be prepared to fight in the new year. There was a moment of silence for those who lost their lives from COVID.

**Review of the Agenda:**

The following items were added: Under Executive Board Report – add report from Sasha Cuttler and Ethics report (Yeon Park); Announcement from Sandra Lewis; add temporary employees extension request under Executive Session. M/S/C (Park/Eaton) to approve the changes to the agenda.

**Member Comments:**

- Andrea Mullarkey, Berkeley CSU Chapter:  
Andrea spoke in support of the Single Payer resolution being recommended by the Medicare 4 All Committee.
- Darla Brown, Alameda Health System:  
Darla spoke to follow-up on her case.
- Harry Baker, Retiree:

Harry spoke in support of the Single Payer resolution and encouraged the Board to sign the Single Payer petition.

**Approval of the November 21, 2020 Minutes:**

M/S/C (Balzarini/Rutherford) to approve the November 21, 2020 Minutes as presented.

**Executive Board Members Reports:**

**Medicare 4 All Committee - Proposed Resolution:**

Cynthia Landry introduced a first reading of a proposed Resolution to Support Single-Payer Healthcare in California. The Medicare 4 All Committee is recommending adoption of this Resolution. The Board will be asked to consider adopting the resolution at the January meeting.

**Training Committee Report:**

Sandra Lewis presented the 2020 training report. The past year has challenged the training team with the need to develop on-line trainings due to COVID. She also spoke about the Member Internship Program that will begin in January, where 3 interns are expected to start.

**Ethics Report:**

Yeon Park announced the deadline for Board members to submit their annual Ethics Code Certification, which is by 2:00pm today.

**Sasha Cuttler, RN Industry Chair:**

Sasha spoke about the current COVID surge and the rollout of the vaccines. He shared the need to encourage people to get the vaccine. Sasha announced that Jennifer Esteen (VP of Organizing) and Luisa Blue (Retired SEIU IU VP) were appointed to the Alameda Health Systems Board of Trustees.

**The meeting was temporarily suspended for a short break at 11:26am and resumed at 11:36am.**

**COVID-19 Updates:**

Robert Li presented an update. He spoke about the recent regional stay at home orders due to ICU availability throughout the state. We are holding at Stage B in our return to offices. Staff can continue to work with their Supervisors with determining in-person activities, if necessary.

**Executive Director Report:**

Director reports were sent by email. John Stead-Mendez gave a brief overview of the high points of 2020 and the challenges ahead in 2021. We have largely been able to hold the line against employers, have advanced politics & organizing, and employee led democracy. The Local has also continued to advance our Racial Justice work before and after the pandemic. We've been involved in member engagement events, such as API events, Black History Month; and we also participated in marches/protests in support of Black Lives Matters. John also shared the successes in the field and in bargaining this past year. We have been successful in getting agreements and fighting back against cuts. He highlighted the work in politics, communications, research and training.

**Budget & Finance Committee (BFC) Report:**

Treasurer Amos Eaton reported on the motions passed by the BFC at its December meeting.

The BFC approved the following proposals:

1. Handyperson Services:

The BFC approved to authorize the HOLR to use the handyperson funds in 2021 to secure “available” handyperson services, such as through a temp agency, and/or independent contractor.

The BFC approved the following Community/Allies Request:

- Oakland Rising:

The BFC approved a contribution of \$5,000 to Oakland Rising to support their annual fundraiser held virtually on Dec. 2, 2020 (tier 1).

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

A. Weinberg, Roger & Rosenfeld:

The BFC recommends to approve the modification to the Local’s Retainer Agreement with the Weinberg, Roger & Rosenfeld law firm effective 1/1/2020 (retro) to 1/1/2022. Robert Li gave an overview of the new annual costs. M/S/C (Valdez/Balzarini) to approve, as presented.

Treasurer Eaton announced that the 2021 draft budget, as well as the 2019 Audit report on the Local’s finances will be presented during closed session.

**Action Items:**

Appeals Committee Appointment:

President Bryant recommends to appoint Elizabeth Harrison to the Appeals Committee. M/S/C (Lewis/Curiel) to approve.

2021 Executive Board Meeting Schedule:

A draft schedule of the 2021 Executive Board meetings was presented. President Bryant explained that we tried to avoid conflicts wherever possible. He also flagged that the Local Convention is currently scheduled in the fall of 2021. M/S/C (Dawkins/Park) to accept the schedule, as presented.

**Announcements:**

Poll Announcement:

It was announced that the Board passed via poll to support a Resolution recommended by the 1021 COPE Committee on *SEIU 1021 to Engage in Coordinated Labor Action in Defense of Democracy*. Ramses Teon-Nichols thanked the Board for supporting this resolution.

Support for Member:

Sandra Lewis shared that a member in Region E lost their home in a fire. A *GoFundMe* link was shared with the Board.

**The meeting was temporarily suspended for a lunch break at 12:28pm and resumed in closed session at 1:03pm.**

**Executive Session:**

Lost-Time Officer Differential:

M/S/C (Arantes/Walter) to approve a \$600.00 per month differential for current full-time Lost-Time Officers.

2021 Draft Budget and 2021 Investment Proposals:

M/S/C (Thoele/Landry) to approve the 2021 Budget and the 2021 Field & Program and Operations Investments, as recommended by the BFC. The investments include:

- Support for Staff Leaders Ability to Lead Projects: one-time funding for temporary staff/contractor/vendor.
- Workforce Development Funding (one-time)
- COVID-19 Support: one-time funding to obtain appropriate supplies, services, vendors.
- Recruit Talent: on-going funding to obtain recruitment technologies and recruitment services
- E-Board & ED Team Operations Support: on-going funding to add 1.0 FTE Administrative & Operations Coordinator support.
- Repurpose 1.0 FTE Strategic Coordinator to ED to Collective Bargaining Coordinator (on-going)
- MRC Program Administrator On-Boarding/Training (authority to use vacancy savings)
- Add 1.0 FTE IT Data Analyst by converting OIT position (cost neutral)
- Add 1.0 FTE Field Rep in Region D (on-going)
- Add 1.0 FTE Field Rep in Region E (on-going)
- Add 1.0 FTE Field Supervisor in Schools (on-going)
- 3 Temp Assignment Lead Rep Pilot in Regions A, B & E (one-time)

Temporary Employee Extension Requests:

M/S/C (Park/Curiel) to approve extension of temporary employees Nato Green and Rachele Shannon through up to 3/31/2021 and to make an exception around the term limits, per the Local's policy; and to extend temporary employee Lily Starling through up to 3/31/2021.

**The Board moved to open session at 4:29pm.**

Secretary Mary Duncan announced the motions passed during closed session. Treasurer Amos Eaton provided an overview of the 2021 Budget that was approved by the Executive Board.

**Executive Board Member Reports (continued):**

Holiday Meal Giveaways Report:

VP of Representation Sandra Lewis, Region-A VP Akbar Bibb, Region-B VP Mary Sandberg, Region-C VP Yeon Park, Region-D VP Theresa Rutherford and Region-E VP Marcus Williams reported on the holiday meal giveaways that were held throughout each region. Members were grateful for the help from the Union. They thanked Board members and staff who helped organized these events.

**Adjournment:**

M/S/C (Sandberg/Thoele) to adjourn the meeting at 4:58pm.

**Respectfully submitted by,**

Mary Duncan  
Secretary