

SEIU LOCAL 1021 EXECUTIVE BOARD
Saturday, June 26, 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-C Yeon Park, VP Region-D Theresa Rutherford, VP Region-E Marcus Williams, Tina Tapia, Jim Wise, Dellfinia Hardy, Nicole Christian, Pete Albert, Cynthia Landry, Derrick Boutte, John Arantes, Monique Chaney-Williams, Felipe Cuevas, Richard Thoele, Jim Winter, Todd Nosanow, Sandra Wall, Toni Fort, Mercedes Riggelman, Evelyn Curiel, Brandon Dawkins, Taffie Walter, Geneva Haines, Tazamisha Alexander, Sandy Sigala, Elizabeth Harrison, Travis Balzarini, Rhea Davis, Tina Diep, Julie Meyers, Harold Powell

Executive Board Members Excused: Mary Sandberg, Nathan Dahl, Karla Faucett, Angel Valdez, Sasha Cuttler, Angel Valdez, Lorraine Bowser, Amanda Ayers

Executive Board Members Absent: Kendra Bruno

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, Lisa Morowitz, James Chiong, Ed Hanley, Boyan Biandov, Karin Hendrickson, William Winfield

=====

Call the Meeting to Order:

President Joseph Bryant called the meeting to order at 10:04am. A quorum was established. President Bryant spoke to celebrations in the month of June, including the *Juneteenth* holiday. He spoke to the meaning and history behind this holiday, as well as our Local’s work in the push for this to be recognized as a national holiday.

Review of the Agenda:

The following item was added: Discussion of vaccine mandate. M/S/C (Park/Sigala) to approve the agenda with the addition.

Member Comments:

- Judy Martinez, Alameda County Chapter: Judy spoke to the issue with new funds being allocated to the Sheriff’s Department without the chapter being brought to the table.
- Ruben Robles, Alameda County Chapter: Ruben spoke to the issue with the new funds allocated to the Sheriff’s Department.
- Clyde Houle, Alameda County Chapter: Clyde spoke to the issue with the new funds allocated to the Sheriff’s Department, and the need for everyone to have a seat at the table.
- Eric Stern, Regional Center of the East Bay/DD Council Chair: Eric spoke to a provider agency that was organized, but has felt they did not receive support. He spoke about providing resources to potentially re-build in these areas, and requested for support.

Collective Bargaining Presentation:

David Canham shared background on the development of a project on local wide coordination on collective bargaining. Yeon Park and Nato Green presented an overview on the need to have good support of member for bargaining. This coordination project includes early advance planning, field & program partnership, developing escalation plans and preparing for a potential strike at expiration. Upcoming contracts that are due to expire in 2022 were reviewed. Staff development strategies were also shared.

Organizing Presentation:

Jennifer Esteen shared an update on the *Fight for \$15* campaign. 168,500 texts were sent out in support of FF15. She also spoke about the work done at Alameda Health Systems to build an organizing structure. This was done over a 2-year period and included education & engagement of the community and local elected leaders. The work also resulted in the firing of the former CEO and entire Board of Trustees, and it also resulted in two 1021 members being appointed to the AHS Board of Trustees. Jennifer introduced Lily Indulkar (Doctor at AHS), who shared why the physicians are interested in joining SEIU. Breakout discussions were held to discuss the question: *What would you say to a Doctor that wants to join SEIU 1021?*

Approval of the May 22, 2021 Minutes:

M/S/C (Nosanow/Curiel) to approve the minutes of the May 22, 2021 meeting, with a correction to the spelling of Monique Chaney-Williams' name.

The meeting was temporarily suspended for a lunch break at 12:04pm and resumed at 12:35pm.

COVID-19 Update:

Robert Li provided an update on the plan for return to the Field and Offices. He shared that approximately 60% of adults in CA are fully vaccinated. There are very few restrictions currently for those who are vaccinated. The Local will currently continue to require masks, social distancing and capacity limits in the office. Considerations are being made for masking and capacity at office.

There was conversation around the vaccine mandate in the City & County of SF. Theresa Rutherford shared that the employer put out a new policy mandating that all city/county employees be vaccinated. This was on the heels of the requirement for all workers in high risk positions be vaccinated. In addition, there was a new OSHA policy of being vaccinated or wearing N95 mask, and disclosure of vaccination status for high risk positions. This new policy was not discussed with the Union, and we learned of this new policy through the media. This has made being vaccinated as a condition of work. The Union has called for an inclusive and collaborative approach on the vaccination policy, and we have demanded a meet & confer.

President Bryant stated that the Local will represent all members in discussions with management regarding vaccination mandates.

Budget & Finance Committee Report:

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

The BFC approved the following proposals:

1. APALA Biennial Convention:

The BFC approved registration fees for up to 30 members at \$60.00 per person to the APALA Biennial Virtual Convention on August 5-8.

The BFC approved the following Community/Allies Requests:

- Senior and Disability Action:
The BFC approved a sponsorship of \$1,500 to the *Seniors and Disability Action* 2021 Annual Celebration to be held virtually on August 11 (tier 2).

Action Items:

BFC Recommendations:

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

- A. Valley Mountain Regional Center:
The BFC recommends to the Board to approve the Valley Mountain Regional Center contract campaign budget at up to \$55,900. The goals of the campaign include COPE sign ups, increase member participation, increase political outreach on funding for Regional Centers, increase ownership by member leaders for their worksites. The budget includes costs for items such as lost-time, communication needs and purple items. M/S/C (Park/Balzarini) to approve the campaign budget, as recommended by the BFC.
- B. Governor Recall Election:
The BFC recommends to the Board to approve a contribution of \$500,000 to oppose the Governor's recall with the understanding that asks for additional funds may be brought back to the Board. M/S/C (Landry/Bibb) to approve the request, as recommended by the BFC.
- C. Chapters with External Accounts Policy:
The BFC recommends to the Board to extend the window to complete audits for Chapters with external accounts through 3/31/2022 and for the Local to cover the full costs of these audits. M/S/C (Thoele/Balzarini) to approve the request, as recommended by the BFC.
- D. RBC Wealth Management:
(To be presented in Executive Session)

Calaveras County Water District (CCWD) Strike Sanction:

Bill Petrone gave an overview of the history of bargaining with this chapter. The contract is due to expire next week. Bill reported that CCWD is proposing to take away leave banks for members. A strike authorization vote was held outside of a Board meeting, where all members in the bargaining unit were present and voted in favor of the strike. The chapter is seeking the Board's approval to authorize a strike sanction. M/S/C (Wise/Dawkins) to approve the strike sanction request.

Executive Board Election Committee:

Robert Li shared that as part of the process of the upcoming Executive Board Election, the Board would need to confirm an election committee. The election committee is responsible for items such as, establishing election rules and recommend an election administrator. President Bryant is recommending to the Board to appoint the following as the Election Committee for the 2022 Executive

Board election: Donna Shane, James “Rusty” Petrella, Rachel Ugali, Eric Stern, Henrietta Lee and Simone Arnett. M/S/C (Meyers/Tapia) to approve the committee.

July Executive Board:

A consideration to approve not holding an Executive Board meeting in the month of July was presented. M/S/C (Wise/Sigala) to approve.

Executive Board Member Reports:

Anti-Bullying and Harassment Resolution:

Yeon Park presented a first reading of a proposed resolution on *Anti-Bullying and Harassment*. It was explained that since there will not be a Board meeting in July, a poll will be sent to the Board to consider adopting this Resolution. Yeon also shared that a workgroup is also working to develop a policy.

Alameda County Chapter:

Tina Tapia provided a report on issues at the Alameda County Chapter regarding funding changes that the County presented without addressing the effected chapters.

Air Quality Resolution:

Eric Stern submitted a proposed resolution supported by Contra Costa COPE urging the *Bay Area Air Quality Management District (BAAMD)* to implement proposed amendments to regulations. It was explained that this will be a first reading. Since this resolution came from Contra Costa COPE, it was explained that it may go to Local wide COPE. A poll can also be sent to the Board, if needed.

Retiree Council Report:

Pete Albert shared the plan to restructure the council to promote the continuity through the leadership changes. This includes developing chairs for various tasks. In addition, the plan is to increase retiree presence on website.

Executive Director Report:

John Stead-Mendez shared his appreciation and thoughts for his work with the Local for the past 8 years.

Head of Operations & Labor Relations Report:

Robert Li and Operations Directors gave an update on the status of transformation projects. Karin Hendrickson spoke on elevating our staff talent. William Winfield spoke on transitioning to a paperless technology. Ed Hanley spoke on raising data confidence. Boyan Biandov reported on the sustaining our Digital Rise work.

Good & Welfare:

Robert Li acknowledged the work of Charmane Benson, who will be retiring from the Local after working for 3 decades with SEIU.

President Bryant shared that this will be Karen Ridley’s last meeting, as she is also retiring. He also acknowledged Board member Julie Meyers, who will be retiring.

The meeting was temporarily suspended at 3:12pm for a short break and resumed in closed session at 3:30pm.

Executive Session:

RBC Wealth Management:

The BFC recommends to allocate \$4.25 million in additional investments, as recommended by RBC Wealth Management. M/S/C (Meyers/Bibb) to approve the request, as recommended by the BFC.

CWA 9404 Tentative Agreement on Wage Reopener:

M/S/C (Nosanow/Dawkins) to accept the Wage Reopener Tentative Agreement with CWA 9404.

Unrepresented Staff:

M/S/C (Sigala/Curiel) to equally apply the same terms of the CWA 9404 Wage Reopener TA to unrepresented staff, not including the Executive Director and the Head of Operations/Labor Relations.

Temporary Employee Extension:

M/S/C (Sigala/Nosanow) to extend temporary employees Don Brown and Darryl Richardson through up to 9/30/2021.

Executive Director Position:

M/S/C (Curiel/Bibb) to appoint David Canham to be the Local's next Executive Director, with the understanding that the normal hiring policy will be waived in order to facilitate the expeditious, thorough and stable transition already underway with current Executive Director John Stead-Mendez.

The Board moved to open session at 4:54pm.

Secretary Duncan announced the motions passed during Executive Session.

Adjournment:

By consensus, the Board agreed to adjourn at 4:55pm

Respectfully submitted by,

Mary Duncan
Secretary