

SEIU LOCAL 1021 EXECUTIVE BOARD ZOOM MEETING
Saturday, July 22, 2023, 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 Politics Ramsés Teón-Nichols, 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, Tina Tapia, Kasha Clarke, Maria Salazar-Colón, Greg Marro, Derrick Boutte, Evelyn Curiel, Nicole Christian, Tina Diep, Veronica Palacios, Richard Thoele, Patricia Orey, Alicia Ramirez, Lorraine Bowser, Charito Casanas, Debbie Dobson, Desiree Collins, Elizabeth Harrison, Tazamisha Alexander, Karla Faucett, Travis Balzarini, Rhea Davis, Cynthia Landry, James Maher, Monique Baca

Executive Board Members Excused: Angel Valdez, Norlissa Cooper, John Arantes, Todd Nosanow, Sandra Wall, Julie Beardsley, Geneva Haines, Sandy Sigala, Trevor Adams

Staff in Attendance: David Canham, Robert Li, Josie Mooney, Nely Obligacion, Joanne Cansicio, Bill Petrone, Oumar Fall, Andrea Zanetti, Peter Masiak, Kaden Kratzer, Lisa Morowitz, Lisa Bui, Carlos Rivera, Caitlin Prendiville, Horacio Viveros, James Chiong, Karin Hendrickson, William Winfield

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Call the Meeting to Order:

President Theresa Rutherford called the meeting to order at 10:03am. A quorum was established. The Code of Conduct was reviewed by Region-C Vice President Yeon Park.

Review of the Agenda:

M/S/C (Park/Tapia) to approve the agenda with the following additions: Lost-time policy exemption around 21-day rule; and Asian Health Services contract campaign budget request.

Member Comments:

- **Alyssa Jones-Garner, SF Community Public Health:**
Alyssa spoke to the revitalization of the SEJ Committees and Caucuses. She encouraged Board members to attend SEJ meetings when possible.

Executive Director Report:

Bootcamp Program Update:

David Canham gave an update on the Field Representative-in-training Bootcamp Pilot Program. He shared that the team has been working on the training content. The program is due to launch in September 2023 and will run for seven (7) weeks. The plan is for up to 12 new Field

Representatives & Organizers to participate. We have received over 250 applicants for this program, and we are screening candidates. The team is also currently working on curriculum assignments. The plan is to have candidates placed in each of the regions, as part of the program. We are also considering having some of our recent hires have the opportunity to participate in training through this program, as well.

Legislative/Political Report:

James Chiong and David Canham provided the update. James has been working with the State Council to ensure we have legislative support for our concerns and campaigns. These include AB1484 (Temporary Workers' Bill) to reduce the exploitation of temporary workers, SB 528 (Temporary Bridge Toll) for transit to help support transit funding, SB525 (\$25 Minimum Wage) for Health Care, which passed out of the Health Care Committee, and SB779 (Clinic Data Modernization) to help improve ability of clinics to be able to track staff ratios and improve level of care. The final State Budget will be shared with the Board. While the State is experiencing a shortfall, our industries have been spared and have garnered increases. The budget is subject to October tax receipts.

Head of Operations & Labor Relations Report:

Cybersecurity:

Robert Li presented the report on the simulated phishing attack conducted in June. 158 people read the email, 48 clicked on the phishing link, 19 of whom provided their credentials. We are continuing with education, including for all who clicked on the link. Those who did not click on the link were congratulated on their success.

Budget & Finance Committee Report:

Treasurer Amos Eaton reviewed a summary report of motions passed by the BFC at its July 14, 2023 meeting.

The BFC approved the following proposals:

1. URRU Solutions Contract:

The BFC approved to authorize the renewal of the *URRU Solutions* agreement for another year to up to 7/31/2024 to help expedite the work on Unionware modifications on as needed basis. This will be funded using the existing IT budget allocations.

2. Labor Council for Latin American Advancement (LCLAA) Sacramento Chapter:

The BFC approved via poll (on 6/29/2023) a contribution of \$1,000 to the National LCLAA Convention on August 2-6, 2023 in Puerto Rico.

3. SEIU API Caucus Summit:

The BFC approved a budget of up to \$35,000 for flight and hotel costs for up to 25 members to attend the SEIU API Caucus Summit in Las Vegas on Sept. 7-9

The BFC approved the following Community/Allies Requests:

- Oakland Rising:
The BFC approved a sponsorship of \$5,000 to the Oakland Rising annual 2023 *Oakland Progressive Party & Townie Awards* event (tier 1).
- North Bay Labor Council Labor Day Breakfast:
The BFC approved a contribution of \$300.00 to support the North Bay Labor Council Annual Labor Day Breakfast scheduled on Sept. 4, 2023 (tier 3).
- Oakland Pride Festival:
The BFC approved a sponsorship of \$2,500.00 to support the Oakland Pride Festival scheduled on Sept. 9-10, 2023 (tier 2).

Other BFC recommendations to be presented in Executive Session.

Action Items:

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

COPE Overs:

The BFC recommends to move funds from the 2022 *COPE Overs* in the amount of \$314,012.50 to our CA Workers United Independent Expenditures PAC account. M/S/C (Marro/Christina) to approve, as recommended by the BFC.

SEIU National Organizing Campaigns:

The BFC recommends to contribute \$1,000,000 towards the SEIU International National Organizing Campaigns. M/S/C (Park/Dawkins) to approve, as recommended by the BFC.

Asian Health Services (AHS) Contract Campaign:

Alameda County Area Representative Tina Diep and Peter Masiak presented the request. They gave an overview of the campaign plan. AHS has accumulated significant reserves, but has failed to provide appropriate raises for workers nor provide transparency in how these reserves are to be spent, and is chronically understaffed. The Chapter has participated in Strike School and an informational picket, which brought out 200 members. The budget request is for up to \$30,175 for items such as purple items, communication needs, t-shirts and food for actions. M/S/C (Park/Bibb) to approve the request, as presented.

Lost-Time Policy Exemption:

David Canham presented the request for an exception to the Lost-Time policy around the 21-day submission deadline for reimbursement. He explained that we received a request, which was submitted to the Local after the deadline. M/S/C (Park/Tapia) to approve the exception.

The meeting was temporarily suspended for a lunch break at 11:40am and resumed at 12:25pm.

Approval of the June 24, 2023 Minutes:

Secretary Mary Duncan reported a correction to the attendance. M/S/C (Landry/Park) to approve the June 24, 2023 minutes with the correction to attendance.

The Board moved to closed session at 12:31pm.

Executive Session:

S.F. Union Hall Lease Renewal:

M/S/C (Park/Landry) to extend the SF office lease by 38 months with the following terms: Decrease annual square foot rate from 77.61 to \$53.00 per square foot per month effective 2/1/2024 and an annual increase of 3% per year with a discount of maximum of \$26.50 per square foot from 8/1/23 to 1/31/2024 at the existing rate. The official term of the lease is from 2/1/2024 to 3/31/2027, as recommended by the BFC.

Napa County Litigation Cost:

M/S/C (Park/Curiel) to increase funding to cover legal costs for a case pertaining to the Napa County Correction Officers from \$140,000 to up to \$230,000 to support the conclusion of the case, as recommended by the BFC.

OPEIU Local 29 Tentative Agreement:

M/S/C (Marro/Tapia) to accept the Tentative Agreement reached with OPEIU Local 29.

The Board moved to open session at 1:21pm.

Secretary Mary Duncan reported out the motions passed in Executive Session.

Executive Board Member/Committee Reports:

Member Intern Program Report:

Vice President of Representation Sandra Lewis & Jonathan Nunez-Babb presented the report. The 7th Member Intern program cohort has just concluded. Member interns Connie Layman (San Joaquin County), Prince Turner (Alameda Health Systems) and Matthew Jensen (Sonoma County) shared their experiences with the program.

Organizing Report:

Vice President of Organizing Brandon Dawkins presented the report. The Star Bus tour will be in our area July 30th & 31st. He asked for help in adopting a Starbucks store. Volunteers are needed for July 30th in San Francisco to adopt a Starbucks near our SF Office. A rally will be held on July 31st at City Hall in SF. Brandon requested that everyone come out to support this action. On August 7th additional Adopt a Store actions are planned. He asked Regional VP's to pick stores in their area and to engage members in supporting this action. He also announced that California

Academy of Sciences won their Union! Clea Matson from CA Academy of Science spoke on the win.

Social & Economic Justice (SEJ) Committee Report:

SEJ Chair Nichole Christian presented the report. She spoke to the progress on funding for transit. She spoke on renewing and building our relationships with our community allies. We continue to work on addressing housing to allow members to be able to live where they work. The Lavender Solidarity Committee is working on the Oakland Pride event. SEJ members are available to attend Chapter & Region meetings to share the work of the SEJ. Nicole asked E-Board members to continue to recruit people to join SEJ.

Announcements:

Treasurer Eaton announced that there will be a meeting immediately following the E-Board for the workgroup addressing outside chapter funds.

President Rutherford announced that we will have a *dark hall* in August. The next Executive Board will be a 2-day meeting in September on Friday the 22nd and Saturday the 23rd.

Good & Welfare:

President Rutherford shared the passing of Akbar Bibb's mother. Tina Tapia shared the passing of a member's father, Emmanuel Moon.

Adjournment:

A moment of silence was observed in honor of the passing of Akbar Bibb's mother and Emmanuel Moon. M/S/C (Tapia/Davis) to adjourn the meeting at 2:12pm.

Respectfully submitted by,

Mary Duncan
Secretary