

**SEIU Local 1021 Executive Board Zoom Meeting**  
**Saturday, November 20, 2021, 10:00am-5:00pm**  
**MINTUES**

**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-B Mary Sandberg, VP Region-C Yeon Park, VP Region-D Theresa Rutherford, VP Region-C Taffie Walter, Tina Tapia, Jim Wise, Angel Valdez, 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 Riggleman, Evelyn Curiel, Brandon Dawkins, Lorraine Bowser, Geneva Haines, Tazamisha Alexander, Sandy Sigala, Elizabeth Harrison, Rhea Davis, Tina Diep, Julie Meyers, Harold Powell, Amanda Ayers

**Executive Board Members Excused:** Karla Faucett, Sasha Cuttler, Travis Balzarini

**Executive Board Members Absent:** Dellfinia Hardy, Kendra Bruno

**Staff in Attendance:** David Canham, Robert Li, Josie Mooney, Nely Obligacion, Joanne Cansicio, Andrea Zanetti, Bill Petrone, Carlos Rivera, Del Mallory, Ed Hanley, James Chiong, Kaden Kratzer, Lisa Morowitz, Peter Masiak, William Winfield

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**Call the Meeting to Order:**

President Joseph Bryant called the meeting to order at 10:06am. A quorum was established. President Bryant opened the meeting reflecting on the recent verdict of the *Kyle Rittenhouse* case, who was found not guilty. Board members shared their thoughts as well.

**Review of the Agenda:**

President Bryant announced that non-Board members, who are in attendance to speak on the *Member Status Complaint* item, can do so during that agenda item in order to allow for open discussion and questions from non-Board members. M/S/C (Sigala/Curiel) to approve the agenda with the additions to Executive Board Reports.

**Member Comments:**

- Josie Camacho, Retiree: Josie shared information regarding the memorial event honoring Alameda County Supervisor Wilma Chan.
- Michael Donaldson, Retiree: Michael spoke to how the *Rittenhouse* decision has brought up past losses and experiences in the fight for equality.

**Membership Status Complaint:**

President Bryant gave an overview. At the October meeting, there was an issue that was addressed with the Board regarding Josie Camacho’s retiree member status. He explained that discussion during this item will be done in open forum, where non-E-Board members can speak or ask questions. Robert Li and Ed Hanley walked through bylaws language in regards to categories of membership, qualification, as well as the timeline in regards to the complaint around eligibility for retiree membership of Josie Camacho. It was explained that members raised membership eligibility concerns for Ms. Camacho during the process of the Alameda COPE Officer election, where Ms. Camacho was a candidate. The Election Committee

brought the concerns to the Local's membership department to investigate, where it was determined that Ms. Camacho did not meet eligibility requirements for retiree member, as stated in the Local's bylaws. Those who do not meet the criteria of a retiree member, per our bylaws, have the option to become an associate member. A long discussion followed after the presentation. Comments in regards to interpretation of the bylaws were shared by Board members and non-Board members. President Bryant asked the Board to consider adding an action item to approve Josie Camacho as an associate member, if she decides to pursue becoming a retiree associate member. By general consensus, it was agreed to consider this under Action Items. There was also a request to create a workgroup to do a broader review of the bylaws around membership categories.

**The meeting was temporarily suspended at 12:59pm for a lunch break and resumed at 1:45pm.**

**Approval of the October 23, 2021 Minutes:**

M/S/C (Walter/Dawkins) to approve the October 23, 2021 Minutes, as presented.

**Announcements:**

- Peralta Community College District Chapter Bylaws:  
President Bryant shared the chapter's bylaws were reviewed and found to be in compliance. Richard Thoele shared that additional input is pending from an officer with the Chapter, and the chapter will re-submit the bylaws for review, if there are any changes.

**Organizing Report:**

Jennifer Esteen presented a lookback of the organizing campaigns in 2021, such as: successfully organizing EBMG Physician Assistants & Nurse Practitioners into the Alameda Health Systems, Santa Clara University Adjunct & Lecturers, Fast Food workers statewide strike, and the Gig Workers fight continues. Jennifer also spoke about organizing work in the year ahead in 2022, such as the statewide clinics campaign, where we are partnering with Local 521, 721 and UHW.

**Vice-President of Representation Report:**

Due to the meeting running behind schedule, Sandra Lewis requested to move her report to the next meeting. M/S/C (Sigala/Esteen) to table the CallEvo, MRC Update and Training Report.

**Field and Program: Update and The Year Ahead:**

Due to the interest of time, David Canham shared that the presentation will be cut short to review the year ahead. Bargaining victories over the past year will be shared next month. David Canham and Nely Obligacion presented a summary of Contract Bargaining in 2022. About 92 contracts will be up for negotiations next year in all regions.

James Chiong presented a review of our victories in Politics in 2021. The Local was recognized for our work in the Governor's recall election. James also gave an overview of political campaigns for 2022. Politics continues to focus on supporting our work in organizing and representation. Plans to strengthen organizing at the worksites will be renewed, after the interruption from COVID, to activate leaders and members for GOTV for regional goals. James also shared that the "One Voice" process for elections in 2022 have already begun.

**Action Items:**

**2022 January to March E-Board Meeting Schedule:**

M/S/C (Sigala/Dawkins) to approve the E-Board meeting schedule for January to March 2022. It was announced that the new Executive Board would need approve the schedule for April to December 2022.

Consideration of Associate Membership of Josie Camacho:

M/S/C (Nosanow/Ayers) to pre-approve Associate Membership for retiree Josie Camacho, pending Ms. Camacho's acceptance.

**The Board moved to closed session at 2:58pm.**

**Executive Session:**

The Board reviewed 2022 budget investment proposals.

**The meeting as temporarily suspended for a short break at 3:49pm, and resumed into open session at 4:00pm.** There were no actions taken during closed session.

**Budget & Finance Committee Report:**

3<sup>rd</sup> Quarter Financial Overview

Ed Hanley presented the rolling 12-month revenue and headcount report through Sept. 2021. The BFC agreed to use numbers from this report as our basis for the revenue number for the 2022 budget. Robert Li presented the 3<sup>rd</sup> Quarter Executive Summary Financial report. We are 6.82% underspent for the year, and we are on target for revenue. Treasurer Eaton also shared the Local's cash position.

2022 Budget Planning:

Treasurer Amos Eaton gave an overview of the preliminary 2022 baseline budget. At the December meeting, the Board will review the full 2022 draft budget proposal for approval.

November BFC Meeting Summary Report:

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

The BFC approved the following items:

1. Capital and Main Renewal:  
The BFC approved \$40,000 to renew the annual affiliation agreement with Capital and Main. This is a non-profit online news publication that the Local has partnered with since 2014.
2. Legal Expense:  
The BFC approved a legal expense of \$5,000 to compel arbitration regarding a Marin Municipal Water District case.
3. Oak Street Office Security:  
The BFC approved a one-time cost of up to \$19,000, plus a monthly service fee of \$268.00 for a 60-month agreement with Sonitrol, to replace the current building security system at the 100 Oak St. office in Oakland.

The BFC approved the following Community/Allies Requests:

- Coalition for Police Accountability:  
The BFC approved a donation of \$100.00 to the Coalition for Police Accountability to support the organization's work (tier 3).

**Head of Operations Report:**

This item was tabled to next month.

## **Executive Board Reports:**

### **SF Region:**

Theresa Rutherford shared an update on the vaccine situation in San Francisco. She spoke about a meeting that took place with the Mayor regarding the remaining unvaccinated members, who are currently in danger of losing their jobs. Members have been given a deadline to meet conditions of employment while retaining their healthcare during this time. SF has significant unfilled budgeted positions and are being encouraged to hire to fill open positions to manage the workload. Brandon Dawkins added that the SF team has worked on establishing Career Fairs for members. The first event is scheduled in December.

### **Retirement Security Report:**

Cynthia Landry shared information on an upcoming CalPERS special election due to a board member stepping down. Mullissa Willette, a SEIU Local 521 member leader is running and is gathering nomination petition signatures. The deadline is on December 16<sup>th</sup>. There is currently an election to fill a vacant seat on the ACERA Trustee Board. Ballots were mailed on November 10<sup>th</sup> and must be received by December 15<sup>th</sup>. SEIU has endorsed Stacey Perry in this election.

### **Lorraine Bowser:**

Lorraine reported that the SFUSD workers received recognition pay for their work during the pandemic.

### **Adjournment:**

By consensus, the Board agreed to adjourn the meeting at 4:54pm.

### **Respectfully submitted by,**

Mary Duncan  
Secretary