



Is Felton Institute Union-Busting on the Taxpayer's Dime?

Wednesday, October 26, 2022
SF Board of Supervisors
Budget & Finance Committee

Overview

- Felton Institute workers provide crucial social and mental health services to the Bay Area's most vulnerable community members.
- Years of short-staffing, lack of support, bullying, and low pay for frontline staff have led to constant turnover and burnout—all of which impact client services. As a result, educators at FDC, 2730 Bryant St location joined SEIU 1021 in 2011.
- Now, the rest of Felton's workers are organizing to join our union and fight to improve these conditions. They have been met with bullying, harassment, and unfair labor practices.

SEIU 1021 represents around 30 nonprofits in San Francisco

- Our members have fought and won strong contracts that help attract and retain talented workers to serve our city's residents.
- We have secured badly-needed funding for crucial services that our members deliver to vulnerable San Franciscans.
- Our members work at a broad range of nonprofits including Tenderloin Housing Clinic, Project Open Hand, HomeRise, Institute on Aging, Conard House, Catholic Charities, Hyde Street Clinic, Larkin Street Youth Services, and more.

Who are Felton's workers?

- Majority of Felton's employees are women.
- Most employees are people of color, including a large Latinx presence in the workforce.
- Some employees are former Felton program participants or graduates from the same underserved communities Felton provides Children, Youth & Family services too.



Current bargaining for a successor contract

- The original 2019-2022 union contract expired on June 30, 2022. It was extended to September 30th, 2022.
- Felton did not agree to start scheduling bargaining session until September 2022. SEIU 1021 made various attempts to schedule since before the original contract expiration date.
- Felton has withheld implementing the Prop “Baby” C wage initiative to the union-represented eligible classifications until a tentative agreement is reached. Felton has, however, implemented the wage intuitive for the non-union employees starting September 30, 2022.

Felton's violation of the neutrality agreement with SEIU 1021

- In the 2019 -2022 contract, Felton Management signed a legally-binding agreement with SEIU 1021.
- In that agreement, they promised to remain neutral and not try to discourage unionization through coercion or intimidation.
- In addition to the litany of unfair labor practices committed by management, they are also flagrantly violating their legal commitment to remain neutral during the organizing campaign.

Felton's Unfair Labor Practices

- SEIU 1021 has filed 10 unfair labor practice charges against Felton with the National Labor Relations Board. Their shameful & unlawful behavior includes but is not limited to:
 - Calling the police on employees engaged in protected concerted activities and holding a mandatory captive audience meeting to urge workers to reject union representation.
 - Terminating and threatening employees with discipline for supporting the union and/or engaging in legally-protected union activities.
 - Coercively questioning or interrogating employees about their union activities and telling employees that if they aren't in the union they have no right to engage in union activities.
 - Engaging in unlawful surveillance and/or creating the impression of by taking pictures and/or videos of employees and/or taking down their names. Management also unilaterally implemented and enforced an unlawful rule to prohibit employees from wearing union paraphernalia.

Meanwhile, Felton's C-Suite and executive team pay themselves handsomely while receiving around 95% of their funding from public sources.

Name	Title	Reportable compensation	Other compensation
Al Gilbert	CEO	\$ 305,256	\$ 5,880
Marvin Davis	CFOO	\$ 222,609	
Yohana Quiroz	COO	\$ 201,347	\$ 5,880
Liz Dalmacio SPHR	Chief HR Officer	\$ 166,430	\$ 5,880
Jennifer M Brewer	Psychiatrist	\$ 183,608	
Ralph Fenn	Psychiatrist	\$ 206,430	
Ann Murray Abernethy Shortall	Psychiatrist NP	\$ 160,067	
Reva M Vrana Longacre	Psychiatrist NP	\$ 202,776	
Adriana Furuzawa	Division Director	\$ 140,565	\$ 5,880

Felton Institute's behavior is unacceptable

- It is shameful for Felton to receive public dollars while disregarding the rights of workers to form a union and have a voice at work.
- It is alarming for a city-funded nonprofit to brazenly defy the legally-binding neutrality agreement they signed.
- Any organization that receives millions of dollars from the City and County of San Francisco must be held to a higher standard of conduct.
- Felton's shameful treatment of their workforce runs counter to the values of our communities and is a blatant violation of the National Labor Relations Act and the rights of workers to organize.

We are asking the City & County of San Francisco to:

- Hold Felton accountable to follow all aspects of their current agreement with SEIU 1021, including honoring the neutrality agreement.
- Instruct Felton to return to the bargaining table in a timely manner and to bargain in good faith with SEIU 1021.
- Ensure that Felton respects the rights of workers to organize under the National Labor Relations Act if they are to continue receiving funding from the City & County of San Francisco.

