



# 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.**

<b>Name</b>	<b>Title</b>	<b>Reportable compensation</b>	<b>Other compensation</b>
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.

