

Executive Board Meeting, April 10-12, 2014: Sacramento - APPROVED August 1, 2014

FRIDAY, APRIL 11, 2014

Vice President Stan Lyles opened the meeting at 9:08am and welcomed the newly elected Executive Board and gave an overview of our four divisions and of our membership.

- **Cassandra Allen (Vale Healthcare Center)** described her work as a member in the Nursing Home Division.
- **Abisola “Ola” Oshodi-Adebawale (Dignity Northridge)** described her work as a respiratory therapist and her focus on quality patient care and on all hospital members working together.
- **Ruby Robley (Kaiser Antioch)** called on the whole Kaiser Division to stand united as we start bargaining next year.
- **Juan Antonio Molina (San Francisco IHSS)** described the diversity in the Homecare Division and explained that the diversity shows the need for the IHSS program. Homecare workers are healthcare workers, just like members in all of the other divisions.

Vice President Lyles explained ground rules for the Executive Board at meetings and as leaders in SEIU-UHW. He outlined goals for the meeting including lobbying to support our legislative priorities, planning for the future, and learning our role as Executive Board members.

Executive Committee member Myriam Escamilla, Hospital Division Director, introduced a table exercise to help Executive Board members get to know each other, and she shared her own story of starting as a homecare worker and her path to her position in SEIU-UHW.

Executive Committee member Marcus Hatcher, Representational Excellence Director, used the story of the UAW’s decline to emphasize how important it is for us to take action now while we are strong. The UAW did not recognize that the real threats were not inside the walls of their factories. Threats from outside our facilities like the right-wing push for “right to work” weaken us and weaken our communities. The upcoming Supreme Court decision in *Harris v. Quinn* threatens to make hundreds of thousands of homecare workers right to work. To illustrate the impact that losing members will have on our union, one person from every table was removed from the room. The remaining people discussed what it felt like to lose fellow members and the people who were removed discussed what it felt like to suddenly lose their union.

President Dave Regan encouraged the Executive Board to embrace the common mission of improving the standard of living for working people. He described his path to becoming a union leader and called on the Executive Board to look to the example set by Nelson Mandela in our fight for our common mission. Union density in America is dropping, and it is up to us to organize, create power, and use that power to raise standards of living. Unlike the Machinists at Boeing, we still have time to save our future if we fight now. It is the Executive Board’s job to lead SEIU-UHW to a major breakthrough despite all of the day-to-day challenges our members face. He introduced our hospital ballot initiatives as tactics for SEIU-UHW to fight back because our best source of power is going directly to voters. We need to mobilize a 10,000 person leadership team in order to win.

Executive Committee member Cass Gualvez, Organizing Director, described the major organizing push at Local 399 in the late 1990s. Members voted to increase their dues in order to put more money into organizing in order to defend their standards at Kaiser by raising standards for workers all across Southern California. Like then, we need to go on offense now and do something drastic. The healthcare system is broken and California’s reimbursement rates are some of the lowest in the country.

- **Stephanie Allen (Centinela Hospital)**: Described the Charitable Hospital Executive Compensation Act, which would cap compensation for executives as nonprofit hospitals and health systems.
- **Shaq Abraham (Kaiser West Los Angeles)**: Described the Fair Healthcare Pricing Act, which would prevent hospitals from charging outrageous markups for patient care.

Cass Gualvez explained that we cannot actually fix the funding crisis in healthcare by ourselves and the healthcare industry also cannot fix this by themselves. Our best strategy is to find a way to partner with our industries in order to improve funding, address cost, and reach high road labor relations where workers can decide without intimidation about whether to form a union. We are also going on offense to raise the standard of living for homecare workers.

- **Abdallah Awah (Sacramento IHSS)** described our homecare ballot initiative that will provide both paid training and raises for homecare providers.

Dave Regan explained more details about the three initiatives. He explained that we are two weeks away from having to make a decision about whether or not to file the hospital initiatives and we will file the homecare wage and training initiative soon after that.

Installation of the new Executive Board

The members of the 2014 Executive Board took the pledge of office and were officially installed.

SATURDAY, APRIL 12, 2014

Dave Regan opened the plenary session and described some of the major challenges facing SEIU-UHW and other unions, including the upcoming Supreme Court decision in *Harris v. Quinn* and the strategy to reach a new strategic partnership with the hospital industry.

APPROVAL OF MINUTES FROM THE DECEMBER 2013 EXECUTIVE BOARD MEETING (FRESNO)

- **Darrel Jerome (Kaiser Orange County)** Moved adoption of the minutes from the December 2013 Executive Board meeting, and was seconded.
- The minutes were duly approved by vote of the executive board

RESOLUTION 12-14: WINNING FAIR WAGES AND TRAINING FOR HOMECARE WORKERS

Dave Regan described the bargaining challenges that homecare workers face and explained the resolution to allocate \$3 million from the SEIU-UHW Strike and Defense Fund to complete signature gathering and fund a campaign to pass the Fair Wages and Training for Homecare Workers Act of 2014.

- **Malik Bennett (Yolo IHSS)** Moved adoption of Resolution 12-14, and was seconded.
- Following discussion and a vote to end debate, Resolution 12-14 was duly adopted by vote of the executive board.

Executive Board member Chokri Bensaid, Kaiser Division Director, discussed the responsibilities of every member of the Executive Board, including Responsibility, Leadership, Accountability, and Teamwork.

At 9:00 the session moved into Division meetings to continue discussing the responsibilities of the Executive Board and next steps to growing our union.

Following the discussion, the meeting adjourned at 1:00 PM