

SEIU-UHW Executive Board Special Meeting June 28, 2016 (Oakland)-ADOPTED 8/6/2016

Dave Regan opened the special meeting at 10:00 a.m. by swearing in newly elected members of the executive board. He expressed his and UHW's shock at the tragic shootings in Orlando. **DJ Jerome (Kaiser Brea)** and **Dora Alvarez (Kaiser Fresno)** spoke about the impact of this tragedy on the LGBTQ community, the victims' families, survivors, and the larger community.

Dave Regan reported back from SEIU-UHW's recent Young Workers Summit that engaged some 70 UHW union members age 35 and younger to join in leading on UHW's program.

He described the challenge we face as healthcare employment grows, but hospital employment stagnates. Employers like Dignity are trying to cut our pay and benefits, expand non-union into clinics, and our challenge is to build enough power to stop those cuts and reverse them. We need to fight differently on the battlefield and go beyond only fighting at the bargaining table and on the strike line. One strategy is through ballot initiatives. This is a long-term strategy that puts more of the risk on the employers, instead of on us.

Dave Regan described the arbitrator's and judge's outrageous rulings on the Hospital Executive Compensation Act of 2016. He explained the history of UHW's relationship with the California Hospital Association (CHA). On June 6, 2016, an arbitrator found that the executive compensation initiative was a violation of the 2014 agreement between UHW and CHA, and moving forward with the initiative could open UHW to financial damages. UHW argued that our agreement had expired. UHW appealed the decision of the arbitrator to the Superior Court, but a judge affirmed the decision on June 23. Regan explained that the ballot initiative that the CHA qualified behind our backs, during the term of the agreement, to put on this November's ballot would change the California Constitution and require 75% of the provider fee money, or \$3 billion a year, go to hospitals **only**, walling the money off from doctors, specialty care, women's clinics, and other parts of the healthcare system that care for low-income Californians. As a course of action, Regan recommended that the executive board vote to recommend to the proponents that they withdrawal the Hospital Executive Compensation Act of 2016 and that UHW oppose the CHA's ballot initiative – the "Hospital Industry Money Grab".

- The floor was opened for discussion and other clarifications of the arbitrator's decision and the CHA ballot initiative.
- **Dave Regan** called for a motion to adopt *Resolution 22-16 Holding the Hospital Industry Accountable*. The Resolution was properly seconded, properly amended, and approved by a vote of the executive board.

Chokri Bensaid, Kaiser Division Director, talked about how we can help members, community leaders, and others understand the current situation. He shared letters that will be printed in local newspapers.

Norma Gonzalez, Hospital Division Field Director, gave an overview of Dignity bargaining and she, along with **Ysenia Gonzalez (Mercy Bakersfield)**, **Patrice Carrigan (Bakersfield Memorial)**, and **Michelle Ross (Methodist Hospital Sacramento)** described the plan to win, including the upcoming leadership summit and pickets.

Marcus Hatcher, Representation Division Director, recapped the board meeting laying out UHW's goal to achieve healthcare justice by fully funding Medi-Cal to achieve quality healthcare in our communities; and to raise the standards of living for healthcare workers so UHW members can get to retirement with rising wages, healthcare, retirement and job security. Our strategy of using ballot initiatives has worked successfully in the past, such as in raising the minimum wage, and it is a sound strategy for the future.

Dave Regan adjourned the special meeting at 4:00 p.m.