

## Executive Board Meeting: December 5-7, 2013, Fresno – Approved April 12, 2014

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### THURSDAY DECEMBER 5, 2013

**President Dave Regan** opened the meeting at 3:05pm with remarks of condolence on the passing of Nelson Mandela and reflections on Mandela's life and his leadership.

#### **2013 Leadership Assembly**

A video recap of the Leadership Assembly showed the types of leadership development opportunities that we engaged in during the event.

**Dave Regan** spoke about how far the Executive Board has come since the first meeting in April 2011, and members shared reflections on the past three years.

**Dave Regan** reflected on the four planks that the Executive Board adopted at the April 2011 Executive Board meeting as SEIU-UHW's Plan to Win the Future:

1. 1 Million SEIU Members in California
2. 10,000 Leaders
3. Representational Excellence
4. Premier Healthcare Organization

#### **Representational Excellence**

**Director of Representational Excellence Marcus Hatcher** spoke about how representational excellence means giving representational leaders the tools and authority to represent members better than anyone else could. He recognized members of the Executive Board who have led on representational excellence.

**James Dade (Kaiser Richmond)** Described SEIU-UHW's Let's Get Healthy California work to reduce chronic conditions and went over the 6 major chronic diseases. He then gave an overview of how SEIU-UHW members have been leading the charge in our communities, families, and among other members to raise awareness, provide services, etc. through events like "Sunday streets" in San Francisco and the asthma walk. Executive Board members also shared accomplishments to make California healthier.

**Home Care Division Director Rebecca Malberg** and **Kaiser Division Director Chokri Bensaid** talked about the fights that the Kaiser and Home Care Divisions have faced over the past few years. **Home Care Division Director Malberg** described how the Home Care Division brought members together to plan ways to reform the IHSS system in order to improve wages, increase respect for home care workers, and win unified bargaining. **Kaiser Division Director Chokri Bensaid** discussed how the Executive Board led on the fights to defend Kaiser members through two elections. Members described how these campaigns built their capacity for leadership.

#### **Political Power**

**Ollie Allen (Kaiser Vallejo)** spoke about how SEIU-UHW's political power is central to everything we do and helps move us toward all of our goals. SEIU-UHW members lobbied in Washington DC about the evils of destroying the Medicaid system, raised COPE in order to make our voices stronger, flooded the Capitol on June 4<sup>th</sup> to rally against Medi-Cal cuts, and began the fight for immigration justice.

**Dave Regan** Highlighted SEIU's work on immigration reform, including the hunger fast on the Capitol Mall to draw attention to the impact immigration reform would have on families. He called on SEIU-UHW to honor the memory of Nelson Mandela by aspiring to provide the type of leadership and inspiration that Mandela provided throughout his life in the same way SEIU 1199 has honored Martin Luther King Jr. by building a union that continues his life's work.

### **Election Committee**

**Greg Price (Fresno IHSS)** described the structure of the Election Committee and the committee's work to prepare for the upcoming leadership elections. He explained the key dates in the process and the requirements for running for office and for voting and said all official notices will be posted at [www.SEIU-UHW.org/elections2014](http://www.SEIU-UHW.org/elections2014) and on union bulletin boards in facilities.

## **FRIDAY DECEMBER 6, 2013**

**Dave Regan** opened the session at 9:10am and swore in four newly elected members of the Executive Board.

### **Approval of minutes from the August 2013 Executive Board Meeting**

**Dave Regan** moved for adoption of the minutes from the August 2013 Executive Board Meeting and the minutes were duly approved by the executive board

**Organizing Division Director Cass Gualvez** described SEIU-UHW's organizing history in Southern California and how organizing on scale was the only way to win against hospital chains like CHW (Dignity). She said that in 2014 SEIU-UHW again has the opportunity to act on scale to change the healthcare industry. The healthcare system in California is broken as costs spiral out of control and there is not enough money in the system. Fighting each fight separately will not be enough for us to win against the obstacles we face. We are focusing on the hospital industry because they are driving the increase in cost and are key to solving the crises of cost, access, and quality of care.

She presented two paths forward: Partnership with the hospital industry or going it on our own. A partnership with the hospital industry would allow us to move joint legislation to improve funding, to expand enrollment efforts to improve access to health insurance and make Obamacare successful in California, and to overhaul our relationship with employers to get to cooperation that works for members, patients, and the employer. However, if the industry is not interested in a partnership then SEIU-UHW will still seek to fix the problems of cost, access, and quality on our own. The ballot initiatives to rein in executive salaries and cap the amount hospitals can mark up their prices are one way we can start to lower the cost of healthcare and expand access.

**Dave Regan** reminded the Executive Board that what we are doing now is not going to solve the problem of the declining standard of living for working people in America. We need to do something different and it needs to be big enough to create real change in order to prevent the type of cuts that unions in the public sector are facing. He spoke about partnership with the hospital industry and how it will not eliminate all conflict, but our fate and members' fates are tied to the fate of the hospital industry. Partnership has the potential to raise the standard of living for healthcare workers in California. He also emphasized the difference between our goals and our tactics and clarified that our goals for a new relationship with the hospital industry are:

- Rising wages that exceed inflation
- Fully paid family healthcare
- 70% full-time jobs
- World-class job security

In order to reach our goals, we need to also support universal public values that appeal to the public and will benefit all Californians:

- Rising quality
- Lower cost
- Healthier California
- A new model of labor relations

**Dave Regan** described cases pending at the Supreme Court that will have serious implications for unions across America. One could limit unions' ability to negotiate neutrality agreements. The other could turn all home care units into right to work. Even if we win these cases it is a sign of what is to come and he emphasized the need to implement a strategy that will lead to a fundamentally different labor movement that workers want to join and that works in the public good.

### Typhoon Relief

**Organizing Director Cass Gualvez** and **Organizer Ninia Cerdina** described SEIU-UHW's relief efforts to support survivors of Typhoon Haiyan in the Philippines. Nadine Bisnett (Dignity) and Debbie Nickel (Mercy Redding) are also helping to brainstorm how to expand SEIU-UHW's efforts. SEIU-UHW has been coordinating with the rest of SEIU to support relief efforts, and Amado David is leading SEIU's relief efforts. SEIU is raising \$1 million to go directly to relief organizations. We are still raising money, and Betty Ballesteros (CPMC St. Luke's) has set up collection boxes at her facility and raised \$300 in one lunch period. A committee is forming to expand our fundraising efforts.

The meeting reconvened from lunch at 1:09pm and Leland Ferguson announced that the Executive Board collected more than \$1,800 today for SEIU-UHW's typhoon relief efforts.

### 2014 Budget

**Vice President Stan Lyles** presented the proposed 2014 budget, Resolution 11-13 – LEADING FOR BETTER HEALTH AND GOOD JOBS IN 2014 – and reflected on the budget process over the past three years. He introduced the members of the Budget Committee.

- **Anita Torres (Sonoma IHSS):** Described how the union matters and how the work we do impacts people's lives. She is now insured through Obamacare.
- **Cartina Price (Kaiser South Bay):** Described how members' voices have been heard through the budget process including pre-Board meetings and sending out materials well in advance of the meetings. She also described several of the large projects and events that achieve the vision of the union and show how what we do shapes the budget.
- **Joe Delgado (Hospital)** and **Lynn Morris (Hospital St. Francis)** introduced the proposed 2014 budget.
- **Letricia Charles (Homecare Sacramento)** described the changes from the 2013 budget.
- Members of the Budget Committee described how the 2014 budget will support the four planks of the union.

The meeting recessed for division break-out sessions and reconvened at 4:15 PM

**Dave Regan** asked for a motion to adopt **Resolution 11-13 – LEADING FOR BETTER HEALTH AND GOOD JOBS IN 2014.**

**Marsha Richardson (California Hospital)** moved that the Resolution be adopted and **Vice President Lyles** seconded the motion.

- **Connie Barker (Marin IHSS):** Offered a technical amendment to strike the word "must" from paragraph 3. The amendment was accepted by the chair as a friendly amendment.
- **Resolution 11-13** was duly adopted by a vote of the executive board.

Members of the board discussed at their tables what they are proud to have accomplished as an Executive Board and shared their reflections with the rest of the Executive Board

**Dave Regan** congratulated the Executive Board on their successful time in office and the meeting recessed for the day.

## SATURDAY DECEMBER 7, 2013

**Dave Regan** opened the meeting at 8:08am and announced that yesterday the Executive Board raised \$2,240 for SEIU-UHW's typhoon relief fund.

The Executive Board pods discussed the wisdom and learning that they want to pass on to the next Executive Board and how their understanding of the mission and role Executive Board has evolved over the past three years.

The Executive Board pods discussed how the pod structure has worked over the tenure of the Executive Board.

**Darrell Jerome** and **Ron Jackson** spoke about supporting the fast to support immigration reform next week.

- **Ron Jackson (Kaiser Orange County)** explained why immigration reform is important to him. Immigration reform is long overdue in America, and hopefully a small sacrifice by individuals can help make change for millions of people. Fasting is one way he can lead by example. If each of us takes one little step it becomes a much broader picture and we will get things done.
- **Darrell Jerome (Kaiser Orange County)** asked for an LVN or RN to volunteer as a health monitor for the fast. The fasters are putting their health at risk for this cause and need a nurse to help keep the fasters healthy.

**Dave Regan** closed the meeting by acknowledging board members who are retiring. The meeting adjourned at 10:38am.