

Minutes of the SEIU-UHW Executive Board

May 16-18, 2013

Holiday Inn Capitol Plaza, Sacramento

Thursday, May 16, 2013

ACTION: SEIU-UHW executive board members lobbied at the State Capitol on the importance of Medi-Cal and for support of Assembly Bill 900 and Senate Bill 640 to stop the program cuts.

Friday, May 17, 2013

President Dave Regan called the meeting to order at 9:05 a.m.

President Regan and Vice President Stan Lyles swore in the new executive board members.

The body observed a moment of silence for Susie Miranda, a long-time staff member who recently passed away.

REVIEW OF ACCOMPLISHMENTS

President Regan discussed how we are the best positioned union in the country to deal with the struggles the labor movement is facing. Examples include right-to-work proposals in Oregon and Ohio and the recent right-to-work legislation passed in Michigan. We have responsibility to develop strategies and review choices to turn around of the decline of the labor movement. He reviewed the importance of the Kaiser victory for our future and the significance that victory has for what we can achieve in the future.

Board members reviewed accomplishments over the last three months as leaders of the union, including:

- Sandra Rodriguez (Meniffee Hospital) spoke about participating in the work of the immigration reform team: going door to door and to schools and making calls to Congress. She also lobbied in San Diego around the Medi-Cal cuts and helped GOTV on the Kaiser campaign in the Inland Empire.
- Kriss Brito (Sacramento IHSS) noted that her work on the Kaiser campaign was her first experience on GOTV and developed her confidence and skills on the doors.
- Jim Gray (Kaiser Roseville) spoke about how the June 4th action will sow seeds to develop the future.
- Valeng Va (Sacramento IHSS) spoke about making calls in support of immigration reform and around the contract campaign in Sacramento.

- Connie Barker (Marin County IHSS) noted that she believes that members felt more educated, aware, and empowered through the aforementioned opportunities.
- Gloria Charles (Kaiser Baldwin Park), who has worked 30 years in Kaiser and is looking forward to retirement, Noted that it's important to mentor young people and educate them that we have the things we do because of the union.
- Marta Alvarez (Centinela Hospital) spoke about her work on helping to enroll nearly 80 families in healthcare programs and on immigration reform during the last three months.
- President Regan recognized Marta Alvarez and Stephanie Allen for the leadership they have shown in the three-year battle with their employer, Prime, to get a contract. He noted that Prime members had a significant victory recently when the NLRB ruled that Prime bargained in bad faith and that imposed increases in healthcare costs had to be reversed. As a result, Prime members are now owed \$7 million dollars in premium shares in addition to inappropriate extra payments.
- Bradley Wiedamier (San Francisco IHSS) noted that home care members stepped up and worked on the San Francisco contract campaign and developed leadership.
- Antonia Aldaco (Nursing Home division) noted that both the Kaiser election and immigration reform are important and that working on representational excellence has been a great experience.
- Ivory Evans (Kaiser Oakland) noted that she has been able to focus on representational excellence and was addressing criticisms by doing great representational work.
- Ben Marcus (Kaiser Sunset) noted that the fact that SEIU-UHW was positive during the Kaiser campaign and that many Kaiser workers supported SEIU-UHW because we focused on big issues.
- Dollie Lee (Kaiser Sunset) expressed thanks to the members of the board and to the International Union for help on the Kaiser campaign.
- Anita Denton (Tri-City Medical Center) reported 126 new members were organized at her facility on Feb. 26.
- Laurie Fowler (Kaiser Roseville) reported on her efforts to talk to fellow Republican members about how the union works for them.
- Ollie Allen (Kaiser Vallejo) noted that winning the Kaiser election was a victory for all of SEIU-UHW, not just Kaiser members, and happened because we have hard-working leaders throughout the union.

- Gregory Richardson (San Francisco Home Care) expressed his desire for media/communications to be updated and implemented to inform the membership better.

WE CARE FOR CALIFORNIA COALITION AND EFFORTS TO STOP MEDI-CAL CUTS

President Regan reported that the Medi-Cal rates in California are the lowest in the country. He also noted that the Medi-Cal rates in California are the lowest in the country.

Regan noted that Gov. Brown has proposed to take \$1 billion out of Medi-Cal services. Jewish Home, MPTF, Daughters of Charity, and Dignity Health will be disproportionately impacted by these cuts. The Medi-Cal cuts will reduce physician payments by 10%. He also noted that the Medi-Cal rates in California are the lowest in the country. He explained that the concern is that this will limit access because reimbursements are so low doctors and dentists will start opting out of the program. People may still have an insurance card but won't be able to find a provider who takes their insurance.

Regan spoke about how SEIU-UHW had helped convene the We Care for California Coalition, which include doctors, hospital administrators, dentists, the insurance industry, and others, in an effort to fight back against the proposed Medi-Cal cuts as well as to reverse the 4.4% cut to the home care program.

Regan noted that the immediate issue that we must work on is the impact of the Medi-Cal cuts and the longer term issue is how to improve Medi-Cal overall. He recognized Michelle Ross from Dignity Health's Methodist Hospital in Sacramento for being the most moving speaker at a recent press conference announcing the coalition's formation.

Regan noted concern that the state government will continue to chisel away at healthcare funding if we do not take a stand.

Board members pledged their support to come and bring others to Sacramento on June 4.

CELEBRATION OF ASIAN PACIFIC ISLANDER HERITAGE MONTH

Marites Romero (Nursing Home division), Lai Wah Dang (San Francisco IHSS), and Angelina Crudo related moving stories of their own immigration experiences from the Philippines, China, Laos, and Central America.

Members spoke on the important activities ahead on immigration reform and Wynona Spears (Kaiser Downey) noted that immigration is not an issue just for Filipinos and Hispanics but an issue for all people - families and children. She noted that we need 60 votes in the Senate and 218 votes in the House to pass meaningful reform and urged board members to do congressional office visits from May 24-June 2.

REPORT ON REPRESENTATIONAL EXCELLENCE

Januea Washington (Dignity Medical Foundation) described that she now has a better understanding of representational issues. She expressed that the union should use staff as resources but that members need to be prepared to step up and lead.

Earlene Persons (Kaiser Oakland) emphasized that we need to continue to educate our stewards to take ownership of issues.

Saturday, May 18, 2013

President Regan reconvened the meeting at 8 a.m. and reviewed the day's agenda.

Ed Nickerson (Hospital division) was sworn in as Ethics Officer.

APPROVAL OF MINUTES

The minutes of the executive board meeting held on Feb. 7-9, were reviewed and duly approved by the body.

APPROVAL OF RESOLUTION 08-13 *Refinancing of the Union's Southern California Office*

President Regan referred to **Resolution 08-13 *Refinancing of the Union's Southern California Office***. He summarized the resolution. He then asked for a motion to be made to approve the resolution. It was duly moved and seconded. The body voted to approve the resolution.

REPORT OF THE DUES REVIEW COMMITTEE

The committee presented its principles and findings to date on a fair and adequate dues structure. The committee also set out a calendar for presenting its final recommendation (June); review by the executive board (July); vote by the board (August 1-3); a campaign to the membership for five weeks (August-early September) and a membership vote concluded by the end of September.

Each division held a break out session to discuss the presentation with Dues Committee members.

REPORT OF LEADERSHIP ASSEMBLY DESIGN COMMITTEE

The committee was selected by the divisions at the February executive board meeting and conducted a site visit in Sacramento. The participation goal is 2,000 members—each board member identifying and recruiting seven members to attend.

The Assembly will be held November 7-9 at the Sacramento Convention Center. Additional leaders are needed to plan the event. Additional ideas were requested and collected from the board.

REPORT ON THE POLITICAL PROGRAM

Connie Barker (Marin County IHSS) and Laurie Fowler (Kaiser Roseville) reported on the bipartisan efforts of UHW and the developments of the Political Committee. Elections are ongoing to elect members to the Political Action Committee.

To date:

East Bay: Annabelle Torrio (Washington Hospital)

North Bay: Bonita Munoz (Home Care), Connie Barker (Home Care)

Fresno: Reynaldo Valdez (Home Care)

Orange County: Deb Larios (Kaiser)

South Bay/West Bay: Sally Tang (Home Care)

South Bay/West Bay: Norma Ruiz (Kaiser)

Kaiser Openings remain in Orange County , Inland Empire, Sacramento, Yolo County, San Fernando Valley.

SEIU International started a Republican caucus including SEIU CA members from Local 121RN, ULTCW, Local 1000, CUHW and Local 721. We supported candidates for five different seats in Northern California. On May 28 there will be a GOP lobby day, supporting AB880 (Gomez). This bill will tax large employers who dump employees onto the state Medi-Cal program.

Bipartisan support for our bills to fund Medi-Cal have passed out of health committees of Senate and Assembly.

FORMATION OF THE SEIU-UHW TRIAL BODY

Keisha Stewart, executive committee member and ethics liaison, reported on the election of the Trial Body to work with the ethics officers to investigate charges filed by members against other members whom they allege have violated the bylaws of the union. This body conducts the hearing and recommends the decisions.

Members Elected: (Home Care) Martha Cobos and Connie Barker; (Hospitals) Juan Sanchez and Michelle Ross; (Nursing Homes) Oyebanji Oyewumi and Nathaniel Stewart; (Kaiser) Sandra Caldwell and Lorie Kocsis.

CLOSING

President Regan reviewed the collection of payment as ordered by the court verdict against NUHW and former leadership. NUHW's recent motion to dismiss was recently rejected. NUHW has one last appeal to the Supreme Court and they have little chance of having their case heard.

President Regan reminded the board that we participated in Independent Expenditure campaigns to win super majorities in the California Assembly and Senate last fall. Arianna Jimenez led the effort for UHW and recently received a "Polly" Award (a national award) for her leadership during the campaign.

The **We Care for California Coalition** continues to make progress towards a successful event on June 4.

Our leadership demonstrates that we care about the broader healthcare issues in our state and further identifies us as the premier healthcare organization.

Adjournment

The meeting adjourned at noon.