

August 1-3, 2013 SEIU-UHW Executive Board Meeting

AUGUST 1, 2013

3PM GENERAL SESSION

President Dave Regan opened the meeting at 3:15pm and gave opening remarks.

- Three themes of this meeting:
 - What have we learned and what do we believe about ourselves as leaders?
 - We will finish the job of unifying UHW.
 - What does the future hold?
- Reviewed major national and statewide changes in the past three months that will impact working people, including Supreme Court rulings on the Voting Rights Act and marriage equality, the George Zimmerman verdict, and stalled immigration reform. The world changes, and UHW needs a leadership body that can move the Union forward in a world of change. This applies to the proposed changes to the dues structure because a leadership body will use the dues unification to lead UHW into the future. We are funding an organization that can change people's lives, but only if we build unity and focus on the future.
- Basic facts about UHW's dues structure:
 - Currently we have 44 different dues structures, and lower paid workers tend to pay a higher percentage of their income than higher paid workers.
 - The dues committee's recommendation slightly reduces the overall amount of dues that will be collected. The point is to create fairness and equity, not to raise more money.
- Spoke to SEIU-UHW's goals as a premier healthcare organization of increasing access to healthcare, taking on high healthcare costs, and improving workers' standards of living. Noted the opportunity for UHW to lead on increasing access with Obamacare going live in October. Also recognized the Executive Board members from Cedars-Sinai and used it as an example of a facility that charges high prices for services and where we need to raise the standards for workers. Noted that UHW is pursuing two paths to meet our goals: Change our overall relationship with employers and potentially filing ballot initiatives focused on charity, fair pricing, and executive compensation..
- Our political power is potentially decisive to making positive change in the lives of members and other workers.

Recognition of Bob Lewis, who is retiring

Political Report

- Comprehensive immigration reform: **Sandra Rodriguez (Meniffee), Kellye Everhardt (Fresno County IHSS), and Loretta Jackson (Sacramento County IHSS)** gave a report on the work that SEIU members have been doing to support comprehensive immigration reform including calls to legislators, lobbying visits, press conferences, townhall meetings. Comprehensive immigration reform has passed the Senate, but we have to fight to pass it in the House of Representatives.
- **Convalescent Division Director Myriam Escamilla** led a discussion about the minimum wage.

Recessed for the day at 6:20pm

AUGUST 2, 2013

9AM GENERAL SESSION

President Regan called the meeting to order at 9:07.

Swearing in new Executive Board Members

President Regan administered the oath of office for newly elected members of the Executive Board.

Leadership Assembly Planning Team Report

The Leadership Assembly Planning Team gave a report on planning for the upcoming Leadership Assembly in Sacramento.

Representational Excellence Committee Report

Verna Hampton (Kaiser West LA), Victoria Delacruz (Kaiser Redwood City) and Earlene Person (Kaiser Oakland) reported on the work of the Representational Excellence Committee to achieve UHW's representational excellence plank. Reports included the grievance tracker, expedited arbitration, arbitration appeal panels, and honoring contract specialists. **Representational Excellence Director Marcus Hatcher** spoke about the success of the expedited arbitration process.

Cedars-Sinai Campaign Report

Adolfo Morales, Ricardo, Joe Black, and Steve reported on their struggle and the campaign at Cedar-Sinai including poor treatment of EVS workers. Yesterday 91 EVS workers marched on the EVS director and scheduled a meeting to address members' issues. Workers are struggling with lack of respect for the Union and for workers.

Dues Committee Report

Vice President Stan Lyles introduced the Dues Committee and gave an introduction about how the Committee worked to present a resolution to the Executive Board that will be fair and will provide adequate funding for UHW.

- **Bob Lewis (Dignity St. Mary's)** reported on the vision of the Dues Committee and the history of how we got to the current 44 different dues structures.
- **Anita Torres (Sonoma County IHSS)** discussed the Committee's work to bring equity to the dues structure in order to unify UHW and help us accomplish our shared vision. The Committee is recommending adoption of the Unity Plan that will bring all members under one unified dues structure.
- **Tinesha Thomas (Kaiser Downey)** described the process that the Committee went through in order to bring all of UHW into one unified dues structure. She briefly described the Unity Plan recommendations.
- **Laurie Fowler (Kaiser Roseville)** explained the Unity Plan proposal created by the Committee.
- **Gloria Charles (Kaiser-Baldwin Park) and Andrea Noble (Sacramento County IHSS) and Cita Manangan (Jewish Home)** described the impact of the Unity Plan on UHW's membership.
- **Stephanie Allen (Centinela)** explained the impact of the Unity Plan on UHW's budget and finances and explained the calendar for the vote by UHW's full membership to approve the Unity Plan.
- **Letricia Charles (Sacramento County IHSS) and Tinesha Thomas (Kaiser Downey)** described the bold vision for UHW's future and called on the Executive Board to lead that vision. The first step in that vision is to unify our dues structure in order to unify our membership. Tinesha called on the Executive Board to listen to the Committee's recommendations with an open mind.

Dues Breakout Sessions by Division

AFTERNOON GENERAL SESSION

President Regan opened the afternoon session at 1:10pm and laid out a challenge to the members of the Executive Board to lead UHW into the future.

Homecare Coordinator Ben Delgado reviewed Roberts' Rules of Order and explained the voting procedure. A 2/3 vote of the board is required for an amendment to the bylaws to go to the membership.

Vice President Lyles moved that Resolution 9-13 “Unity for a Stronger Union” which amends Article XV, Appendix A and Appendix B of the SEIU-UHW Bylaws be referred to the entire UHW membership for a vote. Vice President Lyles’ motion was seconded by **Juan Sanchez (HCA Riverside)**

A motion by Joe Delgado (Dignity St. Bernadine’s); seconded by **Jolene Camp (Kaiser Roseville)** to postpone action on Resolution 9-13 was defeated.

The motion to approve Resolution 9-13 was duly approved by the executive board.

The session is in recess until 3:00pm

AUGUST 3, 2013

8AM GENERAL SESSION

President Regan opened the meeting at 8:10am with a tribute to **José Quintana (San Francisco IHSS)**, who is retiring.

Motion to approve the minutes made by **James Dade Jr. (Kaiser Richmond)** and seconded by **Lynn Morris (St. Francis)**.

- **Bradley Wiedmaier (San Francisco County IHSS)** proposed the following changes to the minutes: page 5 the list of members.
 - Page 5 That Norma Ruiz be listed as being from Kaiser and that Sally Tang and Norma Ruiz be identified by the area for which they were elected (South Bay/West Bay)
 - Change the end of the first paragraph from “stop the cuts.” to “stop the program cuts.”These changes were accepted as a friendly amendment.
- **Greg Richardson (San Francisco County IHSS)** proposed adding to the minutes a request that UHW examine an update of the union’s social media actions. This change was accepted as a friendly amendment.
- **Connie Barker (Marin County IHSS):** Clarified that her name should be added to the list of people elected from the North Bay. This change was accepted as a friendly amendment.

The minutes of the May, 2013 Executive Board meeting were duly approved by the executive board.

Financial Team Report

- **Vice President Lyles** introduced the Financial Team.
- **Greg Richardson (San Francisco IHSS)** introduced the auditor’s report and reported that UHW received an “A” grade from the auditor.
- **Linda Corkill (Kaiser Woodland Hills)** reported on the audit for We Care Enough to Act (WCEA), the organization we are partnering with to enroll the community into healthcare plans.
- **Joe Delgado (Dignity St. Bernardine)** and **Cartina Price (Kaiser South LA/Harbor City)** gave the six-month budget review, which showed that UHW’s finances are currently strong. There has been substantial maintenance at UHW’s offices.
- **Lynn Morris (St. Francis)** introduced the process crafting for the 2014 budget. A budget recommendation for 2014 will be presented at the December executive board meeting

Report of the UHW Trial Body

Michelle Ross (Dignity Methodist) reported on the proceedings of the trial body that was created at the May 2013 Executive Board meeting. The trial body has concluded trials in three cases.

- The trial body found Sophia Sims and Diane Barton guilty of the charges and imposed a seven year ban on obtaining membership in or holding office in SEIU-UHW.
- The trial body found Margret Kelly-Lieras guilty of the charges and imposed a three year ban on obtaining membership in or holding office in SEIU-UHW.

Resolution 10-13: SEIU-UHW Advisory Vacancy Election and Procedure

President Regan explained the resolution, which clarifies the timeframe for holding elections for positions that are advisory to the Executive Board.

President Regan asked for a motion to approve Resolution 10-13. **Darrell Jerome (Kaiser Orange County)** moved to adopt the resolution and the motion was seconded by **Jim Gray (Kaiser Roseville)**.

Leland Ferguson (Kaiser Regional) proposed an amendment to allow the elections committee discretion to extend the timeline to 120 days in extenuating circumstances. This change was accepted as a friendly amendment.

Resolution 10-13 as amended was duly approved by the executive board.

General Forum

- **Bradley Wiedmaier (San Francisco IHSS)** complemented the running of the discussion on Resolution 9-13, but called on members of the Executive Board to allow more discussion on resolutions when there is a minority position.
- **Ollie Allen (Kaiser Vallejo)** encouraged the members of the Executive Board to connect with each other and to unify across parts of the Union.
- **Joe Delgado (Dignity St. Bernardine)** said that he did not intend his motion yesterday to be taken as venomous.
- **Louis Rice (San Francisco IHSS)** will take back the results to his membership and move forward.
- **James Dade (Kaiser Richmond)** thanked the members of the Executive Board for taking this vote so seriously.
- **Angelique Robinson (Kaiser Baldwin Park)** called on members of the Executive Board to advocate for the resolution with their members.
- **Lane Homes (St. Joseph's Stockton)** said that he was very excited yesterday because it represented the Executive Board doing our jobs. Debate and disagreement are healthy and functional.
- **Ivory Evans (Kaiser Hayward)** asked for the Executive Board to respect people who are standing waiting to speak, even if they are in the minority.
- **Tony Benson (Kaiser Santa Rosa)** called on members of the Executive Board who did not support the resolution to not undermine the Board's decision in their facilities.
- **Marsha Richardson (Dignity California)** said that UHW is her family and she will support the Executive Board's decision.
- **Irma Ojeda (San Joaquin IHSS)** commented that when we combine our strength together, we can change the lives of millions of people in a way that any of us as individuals cannot.
- **Jose Quintana (San Francisco IHSS)** commented on the rights of members of UHW to express different opinions and then to be united moving forward.
- **Connie Barker (Marin County IHSS)** commented that even though the proposed dues structure is not perfect, it is much better than the current unfair system.
- **Earlene Person (Kaiser Oakland)** called on the Executive Board to hear everyone's voice in order to help everyone understand the issues that are before the Executive Board.
- **Jim Gray (Kaiser Roseville)** commended President Regan for starting the Executive Board meeting with an open forum for discussion.

Division breakouts followed on a campaign to lead on the board's decision for membership approval for the Unity Dues Structure.

General Session

Closing remarks from **President Regan** about how the Executive Board will be responsible for leading the UHW membership through the upcoming vote on the dues structure and the plan to move forward in the future.

The meeting adjourned at 12:23pm.