

SEIU-UHW Executive Board Minutes: December 2015 (Fresno) - ADOPTED 2/20/16

THURSDAY, DECEMBER 10, 2015 GENERAL SESSION

Dave Regan opened the meeting at 3:09 p.m. and **Mark Janov (Community Hospital of San Bernardino)** offered a moment of silence for the victims of the mass shooting in San Bernardino.

A video recap showed the many successes UHW achieved in 2015 including political action to elect healthcare champions, fighting to fund Medi-Cal, enrolling California into healthcare, bargaining great contracts, and working to raise the minimum wage.

Dave Regan discussed our values as a workers' organization, focusing our vision of the future, and making choices about how to advance those values and achieve that vision. He discussed UHW's wins and struggles from the past year including organizing victories, the transition of IHSS and nursing home workers to another local union, and major contract settlements. He welcomed the 28 community leader guests to our meeting.

Tinesha Thomas (Kaiser Downey) talked about national bargaining and about the major achievement of winning benefitted positions for 1,500 per diem workers.

Dora Alvarez (Kaiser Fresno), Carrie Grossman and Mia Hurd from Kaiser Fresno described their experiences talking with healthcare workers to organize Coalinga Regional Medical Center. The 200 workers at this medical center joined UHW December 4th, the first hospital to be organized in the Central Valley since Kaiser.

Ruby Olivas (Monterrey Park) described how she has been meeting her COPE 10 for 10 goals by working with her steward team and at new staff orientation.

Maricela Arriaga (Community Leader) spoke about her work to improve Medi-Cal. She was inspired by UHW's enrollment events, and is happy to have Medi-Cal now so that she can get care. **Dave Regan** pointed out that there are many Medi-Cal enrollees in California—13 million-- as there are union members in the entire United States. Through UHW's work on Medi-Cal and the minimum wage we are able to touch the lives of millions of Californians and truly start acting on scale.

Luciano Guadalupe (Community Leader) from South Central Los Angeles shared his story about working as a community leader on political campaigns and on the Lift Up California Wages campaign to raise the statewide minimum wage. He described how he recruited a team of community leaders that are working together to raise the minimum wage.

Mary Blackman (Good Samaritan Hospital) and **Verna Hampton (Kaiser West Los Angeles)** spoke about the need to build teams to raise California's minimum wage for all workers and how raising the minimum wage would help their families.

FRIDAY, DECEMBER 11, 2015 GENERAL SESSION

Dave Regan opened the session at 9:08 a.m. with a discussion of the major challenges on the horizon for UHW. He described the challenge UHW members will face in bargaining in the future as employers try to demand concessions and that the demand for concessions will become the new normal unless UHW can find a way to change the bargaining conversation across the state. He described the work that UHW has done to advance the four planks of representational excellence, organizing, developing leaders, and becoming a premier healthcare organization. He described the current state of UHW's relationship with the California Hospital Association.

Brandy Cunningham (Kaiser Irvine) introduced an exercise to reflect on why we are each committed to raising California's minimum wage by passing the Fair Wage Act of 2016.

Dave Regan gave an overview of the civil rights lawsuit that UHW and others are filing on behalf of Medi-Cal beneficiaries.

Stan Lyles and the **UHW Financial Team** presented the 2016 proposed budget. The team demonstrated how the revenue will support UHW's four planks of organizing, developing leaders, representational excellence, and becoming a premier healthcare organization.

Dave Regan briefly discussed Resolution 18-15 (Funding Our Campaign to get Healthcare Workers to Retirement with Wages, Benefits and Job Security Intact), which will be debated and voted on Saturday. The resolution will create a political action fund to support and oppose ballot initiatives.

Representational Excellence Director Marcus Hatcher reported on achievements in representational excellence including moving grievances and arbitrations more quickly, having leaders conduct impact bargaining, the contract specialist program, Kaiser benefits conversions, and the Steward University.

Ryan Johnson from The Fairness Project described the organization's work to help organizations in many states to use ballot initiatives to improve the lives of working people. Initially The Fairness Project is supporting efforts to raise the minimum wage in several states.

SATURDAY, DECEMBER 12, 2015 GENERAL SESSION

Dave Regan opened the session at 8:05 a.m. and determined a quorum was present.

Dave Regan and Stan Lyles installed the new Executive Board members.

Organizing Director Cass Gualvez and members of the COOL (Committee of Organizer Leaders) reviewed UHW's organizing history, shared experiences from the recent victories and how members make the difference in conversations with not yet union healthcare workers.

Political Director Arianna Jimenez and several political leaders reported on UHW's 2015 "Year in Politics" including defending Daughters of Charity, elevating Medi-Cal as a statewide issue, putting the Fair Wage Act of 2016 on the ballot, raising COPE, and engaging politicians in Sacramento and Washington DC.

Arianna Jimenez described the proposed 2016 ballot measure to improve gun control in California and asked the Executive Board for feedback on whether UHW should support this initiative. Executive Board members spoke in favor of and against endorsing the initiative. No position was taken.

Dave Regan introduced the Resolution 17-15 (Funding a Strong and Active Healthcare Workers Union in 2016). A motion to adopt the resolution was duly made and seconded. Following acceptance by the chair of a friendly amendment, the resolution was approved by the board.

Dave Regan introduced Resolution 18-15 (Funding Our Campaign to get Healthcare Workers to Retirement with Wages, Benefits and Job Security Intact). A motion to adopt the resolution was duly made, seconded and approved by the board.

The meeting adjourned at 10:20 am.