

## SEIU-UHW Executive Board: August 2016 (Monterey) – ADOPTED 12/10/2016

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### THURSDAY, AUGUST 04, 2016

**Dave Regan** opened the meeting at 2 p.m. discussing UHW's goals and values and described the work UHW is doing to create healthcare justice. By 2018 UHW has to be prepared to push the next governor to help us create healthcare justice in California. There will be setbacks along the way, but we have the tools and the leadership to get it done. **Nadia Josef (Alta Bates)** led a table discussion about UHW's goals and vision and how their personal history led them to take leadership around that vision.

**Kaiser Division Director Chokri Bensaid** spoke about UHW's efforts to fully fund and reform Medi-Cal. He shared a video of Linda Hunter's (Kaiser Walnut Creek) story about her son, who was born premature due to a medical error. The doctor told Linda that her care was different than it would have otherwise been because she was on Medi-Cal.

**Hortencia Armendariz, Southern California Community Division Director** described how Medi-Cal underfunding particularly impacts Latino Californians. She recognized the political work UHW has done so far and described the next part of the fight. UHW and allies are preparing a civil rights lawsuit against the state of California alleging that the state is purposefully violating the rights of Latinos by underfunding Medi-Cal. To make that lawsuit successful, members are collecting hundreds of stories of Californians who have been hurt by discriminatory underfunding of Medi-Cal. She described the new *Lift Up California* magazine that UHW has produced to showcase stories and help members collect additional stories to help build the civil rights case. Members shared suggestions for how to use the magazine to gather more stories.

**Mitch Marsile (Kaiser Orange County)** reported that the theme for the upcoming Leadership Assembly will be "United for #Healthcare Justice."

### FRIDAY, AUGUST 05, 2016

**Dave Regan** opened the session at 9 am and described how the Healthcare Justice theme of the Leadership Assembly relates to the work UHW has been doing and about how we will develop a common definition of healthcare justice and its intersection with income inequality, racial disparities, and basic morality. He discussed the scale of the American and California healthcare industries. Cost and technology are driving change in healthcare. UHW needs to be ready for what is coming next, and new opportunities like the recently launched LVN co-op will help UHW be a leader. We need to use politics in order to expand the arena beyond using the bargaining table in order to succeed in the long run. Between now and 2018 (and beyond), political opportunities give UHW the chance to change the playing field with hospitals, other parts of the healthcare industry, and the Medi-Cal system.

**Representational Excellence Director Marcus Hatcher** facilitated a discussion of Black Lives Matter and our role in combating systemic racism. **Vice President Stan Lyles** shared how racism has impacted his life including interactions with the police and on the job. **UHW ODD Coordinator Lily Hickman** described her experience as a special education teacher in Oakland and one of her student's experiences with violence and how that student makes the Black Lives Matter movement personal to her. **Ola Adebawale (Northridge Hospital)** described a recent a recent interaction she had with the police and the fear she felt during what should have been a simple traffic stop. Board members discussed experiences of racial injustice.

Dignity Hospital members described bargaining and the takeaways they are fighting. They described the campaign and urged members to support the statewide pickets that are underway.

**Organizing Director Cass Gualvez** described UHW's campaign to organize dialysis workers and improve care at dialysis clinics. Workers in this industry face under staffing, cuts, low wages, and unsafe working conditions.

**SEIU President Mary Kay Henry and SEIU Executive Vice- President Leslie Frane** joined the meeting.

Members of the Executive Board welcomed the officers and presented the work UHW leaders and members have been doing to raise the standard of living for healthcare workers and all Californians. The described UHW's struggles, successes, and vision of the future.

**President Henry** celebrated UHW's leadership team and expressed how UHW's successes and plans inspire her.

**Vice-President Leslie Frane** appreciated our central focus on leadership and UHW's ability to succeed on many priorities at once. She highlighted UHW's emphasis on healthcare justice and organizing and connected UHW's program to the overall program of SEIU.

Executive board members had an opportunity to respond and to have further dialogue from the floor; and

**President Henry** thanked the executive board for sharing their views. She acknowledged that there is more work to be done to right the relationship in order to unite our strength to win on scale; and she committed to that work.

**Dave Regan** affirmed the joint commitment to do the work to reset the relationship to get to scale.

## SATURDAY, AUGUST 06, 2016

**Dave Regan** opened the meeting at 8am with the installation of new members of the Executive Board.

Board members shared their views on the meeting with the SEIU Officers.

A quorum was established and a succession of motions to approve the minutes of both the May 3-5, 2016 executive board meeting and the June 28, 2016 Special Meeting were duly made, seconded and approved by the Executive Board.

**Vice-President Stan Lyles** and members of the Executive Board Finance Team reported on the mid-year review of the financial status of UHW and results of the 2015 annual audit. The 2015 audit showed that UHW is fiscally sound with finances trending upward, and the audit found no deficiencies. Organizing, settling first contracts, and improving dues compliance are contributing to higher revenue than budgeted. The political fund and strike & defense funds are both healthy.

**Representational Excellence Director Marcus Hatcher and Verna Hampton (Kaiser West Los Angeles)** discussed that UHW offers a unique space for members to take command of their leadership and make change in the world. They showcased UHW leaders who have taken command of their leadership in exceptional ways.

**Political Director Arianna Jimenez** celebrated Hillary Clinton's nomination for president and spoke about how far women have come and the work we still have to do. She spoke about Hillary Clinton's efforts to improve the lives of women, children, and workers and about the contrast between Hillary Clinton and Donald Trump. **Ola Adebawale (Northridge Hospital)** spoke about her experience at the Democratic National Convention and why she is supporting Hillary Clinton. For the November election, UHW members will be working on the presidential election in Nevada, electing healthcare champions in California, and electing candidates to boards of district hospitals. Members will lead phone bank and GOTV operations across California. Members of the COPE Ninja team spoke about their experiences on the COPE blitz.

This meeting adjourned at 11 a.m.