

## **SEIU-UHW Executive Board Minutes - February 18-20, 2016 (Torrance) Adopted 5/6/2016**

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**THURSDAY, FEBRUARY 18, 2016**

**Dave Regan** opened the meeting at 1:07 p.m.

He emphasized the executive board's mission to work to get every member to retirement age with a secure retirement, and to improve the standards for millions of Californians.

He recognized Black History Month and introduced a PBS video featuring **Tree Wallace (Kaiser Sunset)** talking about the power of African-Americans' activism in unions.

**Political Director Arianna Jimenez** described SEIU-UHW's work to put the Fair Wage Act of 2016 on the November 2016 California ballot in order to give a raise to millions of Californians.

- **Georgette Bradford (Kaiser Sacramento)** described the event she led to turn in signatures for the Fair Wage Act of 2016 in Sacramento.
- **Juan Salcedo (Community Leader San Jose)** told his story of enrolling into Medi-Cal at an enrollment event organized by SEIU-UHW. He joined a lobbying visit to Senator Jim Bell to share his problems with access to care through Medi-Cal and realized that was just the beginning of a long fight to improve Medi-Cal and raise the minimum wage for future generations.
- **Carol Schulte-Gould (Kaiser Modesto)** emphasized that COPE will be the way we accomplish our goals, including raising California's minimum wage and passing the executive compensation ballot initiative. She built a leadership structure in her facility to help increase COPE participation in her facility.
- **Mark Janov (Community Hospital of San Bernardino)** described how he built leadership teams and motivated his leaders.

**Dave Regan** described how the healthcare industry is growing and adding jobs, but those jobs are not in hospitals, they are in clinics, medical offices, and home-based care. This industry change must inform our strategy going forward.

**Dave Regan** introduced **Bill Lan Lee**, a civil rights attorney who is spearheading the lawsuit SEIU-UHW developed to hold the state of California accountable to providing adequate access to healthcare services for Medi-Cal enrollees. The failures of Medi-Cal impact Latinos in particular, as the number of Latinos on Medi-Cal has risen from 2.6 million in 2001 to 7.3 million in 2014. To move our work forward, we must find more Medi-Cal enrollees who are willing to stand up and tell their story.

**Dave Regan** announced that the NLRB decided in SEIU-UHW's favor on charges against Prime Healthcare. **Bruce Harland** described the wins included in the ruling and that Prime Healthcare will likely appeal to the full NLRB. He is confident in SEIU-UHW's case on appeal.

**Kaiser Division Director Chokri Bensaid** recapped the successes and challenges of working with the California Hospital Association and called on leaders to be ready for reactions and to stay strong to move our executive compensation ballot initiative.

**Organizing Director Cass Gualvez** and newly organized members celebrated the recent victories at Kindred La Mirada and Pomona Valley. She spoke about how organizing on scale during the Dignity, Tenet, and HCA campaigns in the early 2000's grew the union; It is important that we work again to organize on scale.

FRIDAY FEBRUARY 19, 2016

**Political Director Arianna Jimenez** opens the plenary at 9:00 a.m. and introduced the group of members and staff who represented UHW at the LGBTQI Conference. **Zach Adams (Kaiser-Santa Rosa), DJ Jerome (Kaiser-Orange County) and Oscar Gaspar (Kaiser – West LA)** reported on the conference and how UHW's Lavender Caucus will take action on what they have learned.

**Dave Regan** discussed leadership and growing the union on scale. UHW must keep up with changes in healthcare and be a part of the current innovations taking place in our industry. He described the value of our work on the minimum wage for millions of low wage workers; and the value of UHW's work on Medi-Cal to improve the program for 13 million recipients. Fully funding the Medi-Cal system could add \$8 billion per year to the healthcare industry.

**Dave Regan** described several new opportunities for UHW including a cooperative for LVNs and a Healthcare Academy to train the healthcare workers of the future. Going forward, UHW will need to find ways to work on scale, including ballot initiatives. UHW has a unique ability, through our leaders, to qualify measures for the ballot in order to achieve gains for members, and for all Californians, that we could never gain through bargaining alone.

**Representational Excellence Director Marcus Hatcher** reported on Representational Excellence and presented the new Steward University. More than 100 members have participated in our Steward University. Our grievances and arbitrations are being resolved much faster, and we are winning more.

**Dave Regan** described the current status of our relationship with the hospital industry. We worked with the hospital industry to develop a ballot initiative that would have increased Medi-Cal payments and generated billions of dollars in new money for Medi-Cal. However, that attempt fell apart because the CHA did not want to move forward if it meant UHW would succeed.

**Rep/Organizer Mali Woods-Drake and Leticia Carrion (Tri-City Medical Center)** described how members are making their bargaining fight at Tri-City Medical Center about the excessive compensation paid to the CEO and that the board of directors. Members filed a ballot initiative to limit the executives' compensation and are collecting signatures.

**Dave Regan** reported that Kaiser has informed members in Southern California that they are not intending to pay the PSP bonus. This is not acceptable. **LaSonia Cosio (Kaiser Lancaster)** explained that workers met their obligations under the PSP requirements, but Kaiser is claiming that they missed a financial target. But in reality, Kaiser is choosing not to pay because we are standing up to them.

**Dave Regan** described the upcoming bargaining at Dignity Health. Dignity is moving workers out of our bargaining units into for-profit joint ventures that are nonunion. **Ola Oshodi-Adebowale (Northridge Hospital Medical Center)** described how Dignity members are leading by organizing non-union workers at Dignity.

**Dave Regan** congratulated new SEIU-UHW members at Verdugo Hills Hospital for settling their first contract and for getting to 43% COPE at their ratification. He congratulated the members of the executive board who have reached their 10 for 10 goal by getting their facilities to at least 30% COPE.

**Dave Regan** introduced **Vice President Stan Lyles** and members of the Budget and Finance Committee who described the budget resolution to allocate previously unbudgeted revenue. **Stan Lyles** and members of the committee described the resolution to further fund the priorities the Board identified in the overall 2016 budget. Additionally the Board is asked to consider a resolution to refinance the mortgages on two SEIU-UHW offices.

SATURDAY FEBRUARY 20, 2016

New members of the executive board and executive committee were installed by **Dave Regan and Stan Lyles**.

**Cass Gualvez** celebrated the retirement of **Betty Ballesteros (St. Luke's Hospital)** and her transition from the executive board to being an organizing leader in the community division.

**Stan Lyles, Earlene Person (Kaiser Oakland), and Tinesha Thomas (Kaiser Downey)** reported on their visit to the Local 49 leadership assembly in Portland, Oregon and meeting the Governor of Oregon.

**Dave Regan** asked for a motion to adopt the minutes from the December 2015 executive board meeting. The motion was properly moved, seconded and adopted.

**Dave Regan** introduced the proposed resolution *19-16 Enhanced Budget to Fund a Strong and Active Healthcare Union in 2016*. The resolution was properly moved and seconded. The resolution, as amended, was properly adopted by the board.

**Dave Regan** introduced resolution *20-16 Refinancing of the SEIU-UHW Sacramento and San Jose Offices*, which will allow SEIU-UHW to refinance two offices in order to save roughly \$245,000 over the course of the next 10 years. The resolution was properly moved and seconded and adopted by the board.

**Stan Lyles** discussed the upcoming SEIU International Convention, which will take place in May in Detroit, Michigan.

**Dave Regan** adjourned the meeting adjourned at 10:30 a.m.