

SEIU-UHW Executive Board March 5-7, 2015 (Fresno) – ADOPTED 6/3/2015

THURSDAY MARCH 5, 2015

President Regan opened the meeting at 3:08 p.m. He explained that during this session we would hear a report on how the union's many member leadership opportunities have developed over the past three months, and then have an important discussion about the future of UHW and SEIU in California.

Homecare Division Director and Executive Committee Member Ben Tracey, Executive Committee Member Rosalia Rodriguez and Executive Board Member Malik Bennett discussed the union's fight to implement overtime pay for California's homecare workers. Although we won overtime on January 1, 2015 and the funds were in the state budget, our members' pay is being held up in court. Malik and Rosalia discussed our efforts to get the governor to do the right thing and make sure that homecare members are treated with respect and equality

Hospital Division Director and Executive Committee Member Myriam Escamilla provided an update on the proposed sale of Daughters of Charity to Prime Healthcare. UHW members went to six hearings with the Attorney General's (AG) office to publicly state our objection to the sale. The AG has decided to allow Prime to purchase the hospitals, but with very strict conditions. If Prime does not buy Daughters of Charity, the company will either have to choose another buyer or declare bankruptcy. The union is working very hard to make sure that our members are protected in either situation. Myriam acknowledged the courage and hard work of the Prime and Daughters of Charity leaders, and everyone else who attended the hearings.

Representational Excellence Director and Executive Committee Member Marcus Hatcher gave a report on the work of the Representational Excellence Committee. The team has made commitments, stressed accountability, and is developing a system to provide updates and take feedback from the whole union through email. Marcus introduced **Executive Board Member Georgette Bradford**, who described a recent victory in the Kaiser Division to secure new jobs in the pharmacy department in Northern California.

Healthcare Outreach Director Flannery Hauck gave a report on the union's healthcare enrollment campaign. Enrollment was more challenging this year because of timing and all our activities but we raised the bar and held 96 events, enrolled 5,288 in 2015, and have enrolled 19,591 since the beginning of our campaign. Beyond enrolling people, we also put them into action. We met 44 not yet union healthcare workers, registered 200 people to vote, and helped 250 people go to their first doctor's appointments. Flannery acknowledged the hard work of our leaders who attended many events and recruited volunteers. **Executive Board Member Vicky Vang emphasized that** everyone we talk to in the field is a potential actor in our Medi-Cal campaign.

Political Director and Executive Committee Member Arianna Jimenez, Executive Board Members Janice Williams, Malik Bennett, Sonia Ramirez, Carolyn Hernandez and Patrice Carrigan reported back on the progress of our campaign to fix Medi-Cal. Our members have completed 60 visits to legislators, with 54 visits remaining; 192 members have participated in a legislative visit and we need to recruit more to participate.

President Regan began a discussion on the future of SEIU in California and a possible change to the jurisdiction and structure of UHW. He described a proposal from SEIU International President Mary Kay Henry to move all of UHW's homecare and nursing home members into one long-term care local. President Henry had proposed to take this action at the January meeting of the SEIU Executive Board, under the authority of a 2008 resolution by that board to create one long-term care local. The leadership of UHW was able to convince the International Executive Board that this action should not be taken so quickly, and has since begun a process to discuss the potential impacts of changing UHW's structure with the other long-term care locals, ULTCW and 521.

UHW has offered a counter proposal to unite all long-term care and hospital workers in SEIU's California locals into one united local union. Such a local would have 350,000 members and the resources that would allow SEIU to organize workers throughout the changing healthcare industry and fix Medi-Cal. A group of UHW's leaders has presented this concept to locals ULTCW and 521. At this time, those locals support President Henry's proposal to create one long-term care local.

At 5:13 p.m. President Regan presented to the executive board **Resolution 15-15: In Support of Unifying Healthcare Workers in California Resolution**. The floor was opened for open forum on this issue and recess called at 6:00 p.m.

Vice President Stan Lyles reconvened the general session at 7:25 p.m. Vice Pres. Lyles, **Ethics Liaison Keisha Stewart** and the Financial Committee lead executive board members in SEIU's ethics training.

FRIDAY MARCH 6, 2015

President Regan reconvened the general session at 9:07 a.m.

The officers swore in the newly elected members to the executive board.

President Regan presented "**Stronger Together for a Better Future: Why to Unify SEIU Healthcare Workers in CA.**" The presentation stressed the potential strength of a unified local, which would have 350,000 members, a \$150 million budget and a \$100 million advocacy fund with the California Hospital Association (CHA). Such a local could effectively act on scale to organize not yet union workers, fix Medi-Cal and win a \$15 minimum wage for all workers in the state.

Kaiser Division Director and Executive Committee Member Chokri Bensaid provided an update on 2015 Kaiser National Bargaining, which begins in March. Chokri showed the results from the bargaining survey and a list of the Coalition's primary interests for 2015; they are all driven by our interests—preparing for jobs of the future, preserving healthcare benefits and fixing Medi-Cal.

President Regan provided his State of the Union report for March 2015, giving updates on Kaiser national bargaining, the reopener negotiations with Dignity Health, the sale of Daughters of Charity, the Medi-Cal campaign, the February Homecare blitz which has achieved 80% membership since the Harris vs. Quinn decision, and our ACA enrollment work. An open forum followed.

Organizing Deputy Director Lilly Vallee and members of The Committee of Organizing Leaders (COOL) provided an overview of the union's CHA organizing agreement, including the Verdugo Hills and Mission Hospital campaigns. Members shared their experiences talking to not yet union workers on these campaigns, and encouraged all executive board members to recruit member organizers in their facilities. Lilly described how the hospitals have abused the CHA agreement, and stressed the importance of continuing the fight to ensure that the agreement is improved over time.

President Regan introduced **President George Gresham** of SEIU-UHE, United Healthcare Workers East, who addressed the executive board by phone. President Gresham stated his union's support for UHW's proposal to unite all healthcare workers in California. He further stated that it would be irresponsible at this time to take our eyes off the prize and not maximize the resources available to union members. President Regan thanked President Gresham for his support, and highlighted that the successes UHE has achieved for healthcare workers have been the result of a united membership of hospital and long-term care workers.

After a recess, Dave reconvened the general session at 2:45 p.m.

President Regan introduced **Kirk Adams, SEIU Executive Vice-President and Director of the SEIU Healthcare Division**, and thanked him for attending the meeting.

He then asked for a motion for **Resolution 15-15: In Support of Unifying Healthcare Workers in California**. The resolution was duly moved and seconded. Following discussion and the acceptance of friendly amendments by the chair, the board voted to adopt Resolution 15-15.

Political Director and Executive Committee member Arianna Jimenez presented on UHW's Medi-Cal campaign, outlining our opportunities to impact the 1115 Waiver, the 2015 State Budget, the 2016 State Budget, and/or to launch a 2016 ballot initiative. UHW has to take our message to Sacramento: lobbying in April and May, rally on June 2 to let the governor know before June 15 that we need funding for Medi-Cal in the budget.

SATURDAY MARCH 7, 2015

President Regan reconvened the general session at 8:12 a.m.

President Regan called for a motion to approve the minutes from the December 4 to 6, 2014 Executive Board meeting. A motion to approve the minutes was moved and seconded, and the minutes were duly approved by the Executive Board.

Vice President Stan Lyles thanked retiring executive board member Diane Woods, Marian Medical Center, for her 35 years of service to the union.

President Regan stressed to the board that the strike is no longer our most powerful tool. We have to think and work on a political and strategic level to impact the future of the healthcare industry in new ways. Dave asks the board to recommit to collecting COPE and meeting the “10 for \$10” goal over the next week, and acknowledged that Homecare members contribute to the fund on a much higher level than members in other divisions who earn more than they do. Keeping up our COPE contributions is an important part of showing that our local is the top performing SEIU local in California.

He recessed the general session at 8:50 a.m. for Divisional breakouts.

President Regan reconvened the general session at 12:05 p.m. and thanked the executive board for all their hard work. The next executive board meeting will be in the beginning of June in Sacramento, concurrent with our Medi-Cal rally at the capitol on June 2nd.

He adjourned the executive board meeting at 12:16 p.m.