

SEIU-UHW EXECUTIVE BOARD MINUTES – December 2018 – ADOPTED 3/29/2019

DECEMBER 6, 2018

Organizing Director Cass Gualvez opened the meeting and reviewed how UHW came to the dialysis campaign and the efforts we have undertaken so far to hold the dialysis industry accountable.

Community Division Director Hortencia Armendariz led a discussion with **Paula Saulsby, Ida DePerio and Corina Melgar** about how they came to the dialysis campaign and how understaffing and rushed workers led to poor patient care and exposed patients and workers to unsafe conditions.

Table discussion about how stories from dialysis patients, workers, and guardians motivate us to take action to change the dialysis industry.

Political Director Suzanne Jimenez described the fight to pass SB 1156 to stop the dialysis industry's Shadow Payer Scheme. We passed the bill through the state Senate and Assembly with the help of SEIU State Council and the California Labor Federation, but Governor Brown vetoed it. We also organized more than 270 organizations and faith leaders to support Proposition 8. The earned media campaign highlighted patient care and the dialysis industry's record-breaking campaign spending. We IDed voters through phonebanks, texting, and canvassing – exceeding our goal for IDs. Millions of Californians voted for Prop 8, but the dialysis outspent us 6 to 1, and the Yes on 8 campaign couldn't overcome that money. However, Prop 8 shined a spotlight on this predatory industry and helped build UHW's capacity for the future. The Kaiser, Hospital, and Community Divisions all exceeded their goals.

Megallan Handford (Fresenius), dialysis patient **Lorraine Louis,** and **Valerie Ochoa** discussed how Prop 8 helped build leadership. **Megallan** described a radio debate that he participated in on behalf of the Yes on 8 campaign. **Lorraine** shared how phone banking for Yes on 8 and representing Yes on 8 at community organizations helped her share her truth as a patient and educate voters. **Valerie** described her experience leading a phonebank as an Election Leader where she trained and inspired volunteers to educate voters and built her own leadership.

[Table discussion about how we can each build our political program in the next year.]

Community Division Director Hortencia Armendariz described how difficult it has been to have Community Division leaders pass away over the past year and highlighted the work and leadership of dialysis patient **Tangi Foster,** who passed away this fall

Organizing Director Cass Gualvez recapped the accomplishments of 2018 on the dialysis campaign and how that work creates the conditions to successfully hold the dialysis industry accountable in the future for their patient care and their prices.

DECEMBER 7, 2018

Morning Session, 9:03 start

Dave Regan opened the meeting with a discussion highlighting the importance of political influence following the Janus decision, as the political environment under which we operate is central to the work we do. In June of this year, SCOTUS effectively ruled open shop unconstitutional and prohibited union support via union dues and agency fees; the impact of this decision has already caused devastating ramifications for public-sector unions. With democratic majorities in both houses of the state legislature in California and Gavin Newsom recently elected, we have a unique set of circumstances that should

allow us to become more productive in the legislature. We have goals such as eliminating the third-party payment scheme in dialysis, growing the union, and supporting nonunion workers; we need to challenge Newsom and hold him accountable.

The Fairness Project was intentionally set up as a nonpartisan organization and successfully passed 16 out of 17 initiatives, impacting 15 million people across the country. We want to continue to think about how we can build different platforms to succeed for lots and lots of people.

We are still engaged in an ongoing battle with Kaiser, but our leaders are so impressive and have come so far, that if we continue to work together, we will succeed. We don't run from conflict, we embrace it, as from conflict comes progress.

Dave Regan invites **Dennis Anderson** and **Jon-Paul Placencio** to come up to speak about our efforts to support the 9,000 Dignity workers in Arizona. **Dennis Anderson** has spent 20 years at UHW in various capacities. When he went to Arizona, he learned what his employer would do to him if he and his colleagues weren't in a union. Dennis also learned what workers can do when they're organized and support one another. **Jon-Paul Placencio** was born and raised in Arizona and has worked in healthcare for 20 years. He's spent the last 13 years at Mercy Gilbert where his annual salary has only increased by \$4 and he must pay \$642 a month out of pocket for healthcare benefits before copays and deductibles. John Paul also describes how Dignity Arizona is understaffed, allowing two phlebotomists to cover 212 beds and 35 ER beds. **Dave Regan** closes by highlighting Arizona's agitation by our presence and makes a declaration of our commitment to Dignity workers in the state.

A short video about the fairness project is displayed. Any members who helped collect signatures to support the work of the fairness project please stand to be recognized.

Afternoon Session, 1:03 start

Stan Lyles introduces a segment to acknowledge the leaders we've lost this year:

- Tangy Foster
- Eugenio Rivas
- La Tanya Wallace-Smith
- Wendy Oglesby
- Irene Botello
- Michael Amolsch
- Gina "Gigi" Toledo
- Earlene Person

Community Division Director Hortencia Armendariz and **Amalia "Mali" Woods-Drake** discuss opportunities to support displaced peoples at the border. Earlier this year, Hondurans fled violence in their country and were met with tear gas while trying to cross the US border. Thus far, Mali has raised supplies and delivered items to the sports complex where migrants are being housed in Tijuana, Mexico. UHW will send a delegation of healthcare workers down to Tijuana, December 22, 2018, to provide screenings for blood pressure, glucose and asthma attacks.

Dave Regan installed newly elected members of the executive board.

[Community Division Breakout]

A motion is made, and seconded, to approve Minutes from September 2018 LA Executive Board meeting.

Discussion:

- **Darrell Jerome:** Offers friendly amendment to include names of speakers and facilities in bold font throughout document for consistency purposes.

The motion to approve the minutes passed.

The Kaiser Resolution is presented by **Marsha Richardson** and **Debru Carthan**. Kaiser is illegally refusing to bargain while receiving record profits. Top priority for 2019 will be an all-out effort to win Kaiser. The resolution calls on the whole union to commit to winning the Kaiser fight. The motion to adopt the Kaiser Resolution is seconded.

Discussion:

- **Brandy Cunningham:** Offers a friendly amendment for the second bullet in section one regarding every leader; make it clear that if leaders won't do what it takes, they can step aside or step DOWN. Accepted.
- **Linda Hunter:** Counters previous recommendation; shouldn't be should be prepared to step down, but willing to step down instead. Denied.
- **Kevin Barraza:** Will the inclusion of this language violate our bylaws?
- **Savonnda Blaylock:** Comment about stepping down language. Thinks language should be strong in stepping down. Dave clarified that it is a moral directive
- **Will Rosenberg:** Expressed his opinion that we have the right to bypass the bylaws to prioritize the needs of the organization.
- **Sonya Allen-Smith:** We need to make sure we make a diligent effort to bring folks up to speed.
- **Shantay McGraw:** Offers friendly amendment to include UBT labor co-leagues in the Kaiser resolution due to lack of engagement and support. Accepted.
- **Anthony Malonson:** Emphasizes the importance of strong language regarding stepping down.
- **Martha Alvarez:** Beating the drum to fight
- **Easa Lewis:** Puts forth a motion to amend the resolution by replacing "UPR/UBT co leads" with "Labor management partnership positions".
 - The motion was seconded, followed by discussion on the motion to amend the resolution.
 - **Janice Williams:** Call the question; moved to end debate for the amendment, which passed. A vote called on the motion to amend the resolution, amendment is voted down.
- **Micheula "Mikki" Fletchall:** UBT co lead is someone from UNAC; how are we going to force them to step down? Dave notes that we cannot.
- **Dennis Anderson:** Motion to end debate, which passes. Vote for underlying motion with friendly amendments.

The motion adopting the Kaiser Resolution, with friendly amendments, passed.

Stan Lyles and budget committee make financial presentation. **Gisella Thomas** noted that we've gained 3,055 new members this year and are projected to have a 2019 budget of \$99 million, a \$4 million increase from 2018. **Darryl Bell** discussed the strike (\$12.2 million) and reserve (\$10.85 million) funding allocated for 2019 to help us prepare to fight Kaiser. **Evelia Rodriguez** highlighted our funding to support Verity employees while **John Portez** focused on our efforts to build leadership. Lastly, **Ethan Ruskin (name)** celebrated the \$300,000 payment we received after our \$3 million contribution to the Fairness Project just a few months ago.

Stan Lyles had to make cuts to make sure funds were available to support the Kaiser members.

Dave Regan walks through 2019 budget.

UHW is not holding the leadership assembly this year to best allocate resources with respect to the ongoing Kaiser fight.

A motion is made, and seconded, to adopt the 2019 Budget.

Discussion:

- **Will Rosenberg:** Will \$100,000 be enough for the disaster relief fund? What do we do with the defense money if we don't strike? Can we revert the money back to a strike fund if we don't use it?
- **Janice Williams:** Called the question.

The motion adopting the 2019 budget passes.

Dave Regan receives news from **Bruce Harland**; the NLRB will issue a complaint regarding the Unfair Labor Practice charge that the Coalition filed against Kaiser for bargaining in bad faith.

Stan Lyles expands upon the inspiration and intention of disaster relief program.