

**Minutes**  
**SEIU-UHW Executive Board Meeting**  
**August 2-4, 2012**  
**San Luis Obispo, CA**

**THURSDAY, AUGUST 2, 2012**

**Call to Order:**

President Regan called the meeting to order at 3:05 p.m. Thursday, August 2. A quorum was present.

**Welcome and introduction to the meeting:**

President Regan welcomed board members to the meeting in San Luis Obispo. He spoke about the importance of re-electing Barack Obama president of the United States, and announced that the first wave of SEIU-UHW members would be going to the battleground states of Nevada and Colorado to work on the president's campaign. He also discussed why we should support Proposition 30 and oppose Proposition 32 in California.

President Regan discussed the importance of building a leadership team of 10,000 members, how doing so is the way we will achieve our goals, and about the need for Executive Board members to lead change and identify and recruit the 10,000 leaders. He said getting people to participate in our Let's Get Healthy California program is not only the right thing to do because it will improve our communities and make people healthier, but it is also a strategy to maintain and improve our wages and benefits.

President Regan also talked about phone banking by the Organizing Department to members to talk about our Let's Get Healthy California program. He reported that in large numbers the members we called, who were not stewards, said they want to change healthcare for the better and would be interested in participating in Let's Get Healthy California.

**Reports**

Three board members reported on their efforts to sign people up for COPE and the union-wide campaign to become the largest PAC in California.

Home care members gave a presentation on our huge Sacramento action, which was critical to stopping major cuts to home care and passing the Coordinated Care Initiative to restructure home care in California. They showed a video of the action, which lasted more than a week outside the state capitol. They discussed the extensive outreach to home care members to get their input and leadership prior to and during the campaign, and the new managed care program for home care recipients that is designed to improve care and lower costs.

Members from Kaiser reported on the successful conclusion and ratification of a new contract, including our innovative Total Health provisions. They showed a short video highlighting a flash mob at Kaiser. They also noted that under our new representational excellence program, we have substantially reduced the backlog of arbitrations, and they reported that the labor board had upheld our election victory for MSW workers in Northern California that NUHW had sought to decertify.

Hospital members talked about successfully winning contracts at hospitals across the state, including 14,000 members at Dignity.

Nursing home members detailed organizing and contract victories.

The Regional Leadership Assembly Design Committee gave a presentation on the upcoming assemblies, and a "when and where" flier was distributed. Board members were encouraged to sign up for an assembly.

### **Breakouts**

After dinner, President Regan introduces a section on the Let's Get Healthy California Task force appointed by Gov. Brown, discussed the LGHC Task Force Member Advisory committee, and introduced breakout sessions for members to discuss the problems in the healthcare system, the fight against chronic disease, and what can be done to turn things around.

## **FRIDAY, AUGUST 3, 2012**

President Regan reconvened the meeting at 9 a.m.

### **Reports**

President Regan introduced Nadeia Joseph from Sutter and Tony Burgos from Kaiser who reported on their White House meeting with top staff members from First Lady Michelle Obama's Let's Move program, and potential opportunities to connect Let's Move to our LGHC program.

Dave Regan discussed the power we have as leaders to put into motion 10,000 leaders, that if each board member can recruit and put into motion 33 leaders, we will reach our goal and have the strength we need to improve health for all Californians and ensure good jobs for members.

President Regan led a discussion on the importance of COPE, and opened a wide-ranging discussion in which more than two dozen board members talked about raising COPE money and why it gives us strength to hold politicians accountable. Board members also discussed their approach to raising COPE money and gave tips on approaches that work. Board members asked that the union establish a new COPE committee and COPE chairs in steward councils, and said members need more training and education.

Stan Lyles and the financial officers gave a financial report and answered questions from executive board members.

### **Breakouts**

Board members broke out into groups to discuss how to be leaders in politics to raise COPE money and put members into action to support Prop. 30, oppose Prop. 32, and elect politicians who will support us on our issues.

Board members broke out by Division to discuss specific issues in Nursing Homes, Hospitals, Home Care, and Kaiser.

## **FRIDAY, AUGUST 3, 2012**

President Regan reconvened the meeting at 9 a.m.

New members of the board were sworn in in their native languages.

Board members were asked to answer two questions:

1. As you think about the work you've done over the past 6 months, what are you most proud of, or, what is most important to you?
2. As you think about what we have accomplished, what are you most excited about for the future?

Board members wrote their answers down on pieces of paper, which were collected in plastic bags and brought to the stage, where they were unceremoniously stuffed in garbage cans that said "to be burned" on them. The gesture drew outrage from many board members and comments from the floor, until Dave Regan explained that it had been announced late the previous day that the California Nurses Association and the National Union of Healthcare Workers had announced a new partnership at Kaiser to oppose the Coalition of Kaiser Permanente Unions that SEIU-UHW helps lead. This development is seen as an attack on SEIU-UHW members at Kaiser and a potential way for CNA to support NUHW in its attempt to decertify our union at Kaiser.

Members discussed two questions:

1. What is the future you want for yourself and for SEIU-UHW members – and for the members you represent on the E-Board?
2. Given this attack by NUHW and CNA, what do you think we should do as a union to make that future you just described a reality, and what are you personally willing to do to make it happen?

The rest of the meeting was taken up with members speaking out about defending our union, defending our contracts, and defending our work in Let's Get Healthy California from outside attacks. Board members said we had come too far to turn back, and board members from Kaiser and each of the other Divisions expresses a willingness to do whatever it takes to defeat NUHW at Kaiser and defend against attacks by CNA.

Marsha Richardson from the Dues Review Committee reported on behalf of that committee that until this situation is remedied, the committee would not be reporting. Because of time constraints, the Leadership Advisory Administration Committee and the Election Committee distributed copies of their report.

President Regan adjourned the meeting at 4 p.m.