

**Draft Minutes**  
**SEIU-UHW Executive Board Meeting**  
**December 6-8, 2012**  
**Fresno, CA**

**THURSDAY, DECEMBER 6, 2012**

**Call to Order:**

President Regan called the meeting to order at 3:06 p.m. A quorum was present.

**President's Report:**

President Regan reviewed our year's accomplishments: negotiating strong contracts, organizing workers, building leadership, winning on politics, improving representation of members and moving our "Let's Get Healthy California" work forward. Everywhere our members travelled to work on the Obama campaign, Obama won. Locally, we elected super majorities to both the Calif. Senate and Assembly, passed Prop 30, and defeated Prop 32.

President Regan reported on troubling developments in labor in Michigan, where a Republican administration passed a comprehensive right to work law in Michigan. (Right to Work Laws make it illegal to negotiate union security provision between workers and employers – making it illegal to require dues payment.) The SEIU local in Michigan has 55,000 healthcare members. In two years they will have less than 10,000 because of this law. Our union is big enough and strong enough to do something different but we need to organize more members. We need a leadership body of 10,000 members. We need to become a union that operates in the public good. Campaigns like Let's Get Healthy California prove we care not just about our members, but about everybody. Our mission is to inspire millions of people with our work.

President Regan reported that the National Labor Relations Board in DC is about to remove the last procedural roadblocks to re-running the Kaiser election. The election will probably happen between March and May of 2013.

**Let's Get Healthy California Advisory Task Force report:**

Members participated across the state in health fairs, swap meets, and street fairs...

- Marc Quarles from Daughters of Charity spoke about the LGHC Task Force that was set up in to improve the health of the population, and ensure that the system is aligned to promote health, not just treat sickness.
- Tracy McGlory of Kaiser West LA and Marlene Brand of St. Francis Medical Center talked about their experience in the Enrollment campaign and getting ready for The Affordable Care Act/healthcare reform- The California Endowment gave us a grant to enroll South LA residents in healthcare.. We've already enrolled 555 people. .
- Jeneua Washington from Dignity Health spoke about her experience doing the Asthma Walk. . She challenged members to get out there for walks planned in 2013.

- Lane Holmes from Providence St. Joseph’s Medical Center discussed the future of the walk. Setting up regional committees for possible walks in the Inland Empire and the Central Valley in 2013.

### **Political report**

Rebecca Miller, the Political Director, reviewed the huge wins across the country and across the state.

- Obama win bigger than expected
- More women elected to congress than ever before
- California Democrats pick up five Congressional seats
- Voters support marriage equality
- No on 32 and Yes on 30
- Supermajorities in the State Senate and Assembly
- Cathleen Galgiani and Richard Roth victories—our targeted races
- Elk Grove – Homecare Member Steve Ly elected to School Board.
- Elected our candidates at El Camino, AVHD and Tri-Cities
- Passing measure A in San Mateo to keep Seton Medical Center open for the community and workers
- Elected Susan Gorin for Board of Supervisors in Sonoma - giving us majority

#### How we won and what we won:

- 351 volunteers making 1,881 phone calls, 1,420 members as political action leaders
- Spoke to 23,371 of our members about Prop 32 – 37% of our membership
- Saved the Affordable Care Act, preserved home care funding, grew our prestige and political reputation among allies and foes.
- Grew our political fund – 266 out of 308 Board members now give to COPE – 86%.  
The monthly total for the Board has doubled to \$2,961, and we collect almost \$5K per month from other UHW members who voluntarily give to COPE

### **FRIDAY, DECEMBER 7, 2012**

#### **Call to order:**

President Regan called the meeting to order at 9:06 am.

President Regan and Vice-President Lyles swore in new board members.

#### **President’s Report, continued.**

President Regan gave a presentation about union density and how it has decreased from its peak in 1953. High union density was and is key to achieving a better economic future

The majority of union members are in just seven states. Three governors in those states have made deliberate attacks on workers (Wisconsin, Ohio, and Michigan). To rebuild the strength we had in 1953, we would need to add 1.25 million union members and not lose any existing members. That means holding elections for 2 million people per year. That’s 10 times what we’re doing now.

He proposed a new strategy for increasing union strength nationwide.

- **Scale** –Empower more and more workers form unions.
- **Universality** –Speak to the common good, not just our own benefits. Union members make up just 12% of the country’s workforce –88% need to know we care about them too.

- **Urgency** – We have 5-10 years to figure this out or we will lose.
- **Risk** – We are shouldering most of the risk. Employers rarely have to. The propositions we threatened to pass would put the risk on them.

Unions do have power: 14.8 million members, significant political influence, six billion dollars in resources. But we need a compelling story to tell non-union workers and capture the imagination of the public. “Let’s Get Healthy California” was our first attempt at this. California has a history of innovation. We could be the model that other unions throughout the country follow.

For 2014 election, we need to find opportunities in the 24 states where we can put something on the ballot like we did in the El Camino hospital district. We have to be willing to help other unions so they can reach more of their own members and grow their organization.

**Organizing Report:**

Anita Denton of Tri-city Medical Center, Sonia Garcia of Kaiser South San Francisco, Diane Woods of Dignity - Marian Medical Center, and Dollie Lee of Kaiser Los Angeles spoke about their leadership in victories at Arroyo Grande Hospital and with the Kaiser IT workers.

**Building leadership report:**

Valeng Va and Kathy Miller, Sacramento homecare, and Rhonda Kirkwood of Hollywood Presbyterian spoke of their leadership in getting members to the Regional Leadership Assemblies. The goal for next year is participation of 2,000 members.

**Let’s Get Healthy Task Force recommendations:**

1. Expanding the LGHC campaign to schools where our members live
2. Healthcare payment reform so the system pays for quality results, not quantity
3. Actively participate in the Legislature in January
4. Expand Let’s get Ready for Obamacare in South LA and expanding throughout the state to help enroll residents .
5. Change the role and funding for home care workers in California to make sure they’re integrated into the solution

**Premier healthcare organization report:**

Georgiana Guzman of Driftwood Healthcare Center in Santa Cruz, James Dade of Kaiser Richmond, and Nancy Stengel of Kaiser Orange County reported on raising COPE funds—nursing homes raised 178% of their goal---; and their own efforts to get themselves healthy.

**Representational excellence report**

Isis Acevedo of Kaiser South San Francisco spoke about her experiences in our representational excellence program. We’ve made big advances with trainings and building members’ capacity to solve problems. We instituted new onsite trainings for members on grievances and arbitrations and started an arbitration appeals panel. The online grievance tracker, an online resource and grievance library, is up and running. This year alone, we cleared up more than 600 back-logged grievances union-wide.

**Budget Committee report:**

- Lynn Morris of Daughters of Charity – St. Francis Medical Center introduced the composition and purpose of the committee.

- Vice-President Stan Lyles explained that the proposed budget is \$101.5 million in revenue. After set-asides for the SEIU International union and other affiliations, for organizing, and for political, we have \$54.5 million for our operating budget.
- Anita Torres, Sonoma County homecare, proposed a change in the reallocation of our political action funds – 55 cents to 80 cents. with 30 cents to Political Action Fund (PAC) and 50 cents to Political Issues Fund (PIC). This is a reallocation only, not an increase in dues.
- Joe Delgado of Dignity Health – St. Bernadine Medical Center spoke on the proposal to allocate \$14.7 million to organize and grow our union.
- Lea Flanigan of Greenfield Care Center in Fairfield talked about our goal of becoming a Premier Healthcare Organization and Letrica Charles, a home care worker from Sacramento, spoke about Representational Excellence –proposing the following to build and reach our goal of 10,000 leaders:
  - Increase of \$100,000 for training and development programs
  - \$1.2 million increase for lost time
  - \$1.4 million to spend for our Leadership Assembly to recruit 2,000 new leaders
- Tonya Salcido of Kaiser San Rafael presented the proposal to increase the reserve fund to protect Kaiser members by \$1 million.

Stan reported that we have repaid our loan to the International in full.

## **SATURDAY, DECEMBER 8, 2012**

### **Call to order:**

President Regan called the meeting to order at 8:08 am. He congratulated the “Shining Stars” who were honored the previous evening. Selected by their divisions as members who had demonstrated great leadership: Karen Cain and Martha Alvarez, Hospital ; Earlene Person and Wynona Spear, Kaiser; Georgiana Guzman and Nathaniel Stewart, Nursing Home; Pa Veng and Vasilina Pchelkina Homecare.

### **Approval of Minutes**

Three sets of minutes from the May and August meeting, and the October special meeting were reviewed and duly approved by the body.

### **Approval of resolutions**

President Regan referred to **Resolution 06-12**, *The Plan to Win the Future*. He summarized the resolution. He then asked for a motion to be made to approve the resolution. It was duly moved and seconded.

A motion was made to amend the resolution to include setting a goal for each Executive Board member recruiting 25 leaders. The amendment was accepted as a friendly amendment. Resolution 06-12 was approved as amended by a vote of the body.

President Regan introduced **Resolution 07-12** *Plan to Win 2013 – SEIU-UHW Budget*. A motion was duly made and seconded to adopt the resolution, approving the budget. Resolution 07-12 was approved by a vote of the body.

### **Elections Committee report:**

The committee reported that there are 49 vacancies that need to be filled in each division except for nursing homes. Nominations open on 12/21/2012, close 1/18/2013. All election information is available on the web at [seiu-uhw.org/elections2012](http://seiu-uhw.org/elections2012).

**Leadership Administration Advisory Committee report:**

Karen Cain from Tenet Health introduced the Committee. The Executive Board Attendance Policy remains the same. For the travel policy, we will increase reimbursement rates and add a car pool bonus. The committee will track rates across the next three board meetings and then reevaluate the policy. Future issues include new member orientation, requirement of medical notes for single rooms, addressing concerns about food at board meetings.

**Additional Business**

President Regan discussed the formation of political committees. Regional political committees are active, but we need to create a statewide group. We will hold the first meeting of this group on January 30<sup>th</sup>. Members should consult Arianna Jimenez of the political staff.

At 9:30 am, all formal business had been completed, and the floor was opened up for open forum.

Reynaldo raised the issue of impending immigration reform. President Regan suggested that we form a committee to advise the union on immigration reform.

The meeting was adjourned at 11:00 am.