

# SEIU-UHW Executive Board Meeting (February 7-9, 2013)

---

**Thursday, February 07, 2013**

President Regan opened the meeting at 3:09pm.

## Opening: President's Remarks

President Regan reminded the Executive Board that it is the largest healthcare worker union leadership body in the country, and that we are in a unique position to make sure the Affordable Healthcare Act (ACA)—Obamacare-- is implemented successfully. Later this year, more than 30 million Americans who do not have health coverage will begin enrolling in coverage under the ACA. It is up to SEIU-UHW to ensure that success. In order to do that, we need to succeed at our four planks in our plan to win:

- **Grow to one million SEIU members in California:** In 2013 this means implementing the California Hospital Association (CHA) agreement and organizing 20,000 hospital workers this year.
- **Representational Excellence:** In 2009, SEIU-UHW narrowly won the Fresno County Homecare election. This week NUHW withdrew their objections to the election, which means Fresno County homecare workers are now safe in their union and can move forward.
- **Premier Healthcare Organization:** This fall SEIU-UHW will have a huge role to play helping the 30 million Americans who will be newly eligible for healthcare enrolled into coverage and helping them get access to care they need.
- **Mobilize 10,000 rank and file leaders** to make all of our other goals possible.

President Regan discussed the upcoming election for 45,000 Kaiser workers and talked about the importance of all SEIU-UHW members in all divisions owning that election. He reminded all that elections matter. In Fresno we won, and in Kaiser we will win again. Nationally, President Obama won with our help. Elections matter to SEIU-UHW members and to union members across the country.

Rebecca Miller, Political Director, described the trip that 25 SEIU-UHW member took to DC along with 1199 New York to lobby for Medicaid funding. Members participated in a press conference with several elected leaders to share our stories about the healthcare system. Ollie Allen (Kaiser) opened the press conference by telling his story about seeing the impact of lack of coverage on seniors and families

- **Natalia Shyngirii** (SF Homecare) spoke about her visit to DC and how she shared with elected officials how important Medicaid is and how cuts to Medicaid would hurt homecare clients.
- **Maria Alarid (Marin County IHSS)** spoke about her visit to DC and about how the orientation by Vice President Stan Lyles helped her be calm as she talked with elected officials to encourage them to support funding for Medicare and Medicaid.
- **Rebecca Miller** announced the results of our 2012 COPE contest. The top winner was **Tracy McGlory** (Kaiser West LA) who raised \$1,202 per month in COPE and attended President Obama's inauguration as her prize.
- **Pa Vang (Fresno IHSS)** described how COPE protects homecare. If everyone contributes \$10 we can make a whole lot of difference. She collected COPE by talking to friends and relatives as well as by making house visits.
- **Tracy McGlory (Kaiser)** spoke about her trip to President Obama's inauguration. She was touched by President Obama using Martin Luther King Jr.'s bible for his swearing in because she had recently studied King's *I Have a Dream* speech. She was happy to see the diversity of the crowd – all nationalities represented. We have another four years to make a change and to look forward.

## Introduction to ACA - Obamacare

Obamacare is going live in October, so we need to get ready soon because there is still a tremendous amount of work for us to do. **Research Director Chris Salm** led a discussion about how Obamacare will affect us as healthcare workers and as leaders of SEIU-UHW.

**Peter Lee (Executive Director of Covered California)** joined the Executive Board via videoconference and said that he would not be here today without the work we did to help Obama get elected not once, but twice. With the ACA, we are moving toward healthcare as a fundamental right, not a privilege. Mr. Lee described the structure and history of California's health benefits exchange (called Covered California) and how his organization is seeking to serve Californians who will be eligible for coverage. He asked for SEIU-UHW's help in marketing and outreach to help get the word out about the ability for more Californians to get coverage through Covered California. In particular, Covered California will need to reach out to Californians who do not speak English and will need to tailor outreach culturally, linguistically, by region, and for urban/rural areas.

During a Q & A session, Peter Lee made the following points in response to members' questions:

- Outreach has to be an all hands on deck program though there will be a cadre of "navigators" and enrollments specialists.

Covered California is using the federal grant money in this way: 1/3 on marketing and outreach; 1/3 on IT for Covered California and Medi-Cal (one stop shop to ensure that there is no wrong door for Californians to enroll in coverage); and 1/3 on everything else, e.g. contracting with health plans

Employers who threaten to pay the penalty rather than provide health insurance: people who are impacted will need to keep pressure on Congress and we have to push elected officials to increase the penalties on employers who don't follow the law.

Covered California won't force each county to look like Healthy SF, but will work with each county to find solutions that work for them.

The website [www.coveredca.com](http://www.coveredca.com) will have factsheets in 13 languages and will have many tools to help Californians get healthcare coverage.

## South LA Enrollment Project and Let's Get Healthy Advisory Committee

**Chris Salm, Research Director**, described how our healthcare system treats illness rather than actually keeping people healthy. This is why Obamacare and LGHC are so important.

### South LA Enrollment Project:

**Martha Alvarez and Tony Burgos** described how SEIU-UHW has been getting ready for Obamacare in South LA. Our big job is to enroll people now and to eliminate obstacles to people enrolling in 2014. So far in South LA, we have helped enroll 744 people in free or low-cost healthcare. We are also giving every person in South LA an opportunity to get involved to help bring healthcare coverage to their community, including Ana Karen Huerta, who was enrolled in coverage through SEIU-UHW's outreach efforts and now is volunteering to help enroll others.

### Let's Get Healthy Advisory Committee

Members of SEIU-UHW Let's Get Healthy Advisory Committee described the efforts and outcomes of the LGH Taskforce.

- **Power Lee (SF Homecare)** spoke about the CHA agreement and SEIU-UHW's fair pricing and charity care ballot measures. We also included LGH language in our new contracts and walked from Fresno to Sacramento to bring attention to asthma in the Central Valley. It was only through our work that the Governor's Let's Get Healthy Taskforce was created.

- Executive Board members participated in a table discussion about what SEIU-UHW (and the Advisory Committee) can do to lower the cost of healthcare.

**President Regan** recognized **Ollie Allen** for his COPE fundraising and recognized **Reynaldo Valdez** for his work to win Colorado for Obama in November.

## Friday, February 8, 2013

### Chinese New Year

**President Regan** and several Executive Board members opened the session with a celebration of Chinese New Year.

### Swearing in New Board Members

**President Regan** swore in a dozen new members of the Executive Board.

### Election Committee Report on Vacancies, Nominations, and the Election Schedule

- **Marjorie Pereira** (Hospital) introduced members of the Election Committee. She reported on the number of vacancies for each division for the 4<sup>th</sup> quarter: 61 total with 12 having been filled. An election for Kaiser Central East at Sunset LAMC is coming up and there are three candidates.
- **Diane Chauvin** (Homecare) read the anticipated executive board vacancies for each division for the 1<sup>st</sup> quarter 2013. There are 53 vacancies.
- The window for nominations will open March 1<sup>st</sup> and close April 1<sup>st</sup>.
- Next year we will be holding our second general election for officers, as the three year terms for officers elected in 2011 expire in 2014. We need strong leaders, and need to fill chronic vacancies.

### President's Report

**President Regan** discussed that the Executive Board has 50 vacancies--- most in homecare. Each division needs to recognize chronic vacancies and work to fill positions because when we changed the bylaws a few years ago, we said we wanted the largest leadership body of any union in America so that we have the ability to mobilize coworkers.

The Executive Board watched a clip from MSNBC news program on status of unions in America, and **President Regan** said that we have to figure out how we make the upcoming Kaiser election something that strengthens SEIU-UHW, and that the theme of this meeting is building a bigger, better and unified leadership team during The Kaiser Opportunity. At the same time we are also getting ready to implement the ACA, pushing for immigration reform, and organizing the hospital industry. We cannot be successful unless we build a team of 10,000 leaders.

### Open Forum

**Mark Quarles:** concerned about NUHW-CNA affiliation. RNs are going into negotiations in June at his facility. This gives NUHW access to break rooms etc.

- **President Regan:** We need to be confident we have a strategy that makes sense. Right now, we have closed our contracts on good terms. We have no intention of giving up what we have. Neither NUHW or CNA have what we have.

**Lane Holmes:** concerned about members getting good representation and NUHW going from group to group in the hospital division which is fighting off lay-offs. **President Regan:** Representation is building power so that we have to have fewer arguments with the employer. The first and most important part of representation is winning wages and benefits in a contract, but the only way to continue to do that is to organize more people into the union.

**Daisy MacArthur (Homecare)** concern about Homecare workers suffering while fighting for Kaiser. **President Regan** responded that we can only make homecare workers' compensation better if we all work together. When we defend

Kaiser we defend homecare. Last summer at the Capitol we were defending homecare. We need to understand it's about how do we lift everybody up together.

**Ollie Allen (Kaiser)** : He went to DC because of homecare. At Kaiser we hear you. Contributing to COPE helps homecare.

**Jon Duff (Kaiser)** : concerned that constitutionally the executive board is a governance body but Dave characterizes the board as a leadership body . President Regan responded that this is a constitutional governance body. But we must do more than govern ourselves—we are primarily a leadership body, because we must mobilize members and interact with the outside world to win for members.

**Bonnie Newman,** ( Homecare) We are negotiating a new contract in Amador & Calveras County. Each county had one initial meeting last week. She noted that a postcard she received had more postage than needed and is not a good use of union dues.

**Latrena Favors (Nursing Homes):** We have to come together in unity. We are coming together to make change in order to stay strong.

**Lea Flanigan (Nursing Homes)** Many in the Nursing Home Division feel that we wouldn't be here if not motivated by shop stewards. Need qualified shop stewards to represent us. Union rep needs to help us recruit more leaders in our facility.

**Gregory Richardson (Homecare)** Social media is a key component for next generation of union workers. Translation of languages – we must protect this.

**Bradley Wiedamier:** ( homecare): We need to move forward on campaigns like community first option raise. We are stronger because we are a union across the health industry. We are glad to step up. Bigger issue here – we are a governing body. Need to unite. Can't take members for granted and let issues be decided elsewhere.

**Karen Timmons (Homecare):** We are not alone, NUHW is a temporary inconvenience. Keep doing what we need to do and they will be gone.

## 5pm General Session: Preview of Black History Month

**James Dade (Kaiser)** told the story of his family's experience during the Civil Rights movement and called on the Executive Board to keep fighting because this is still our movement today and we cannot fail those who went before us. The evening program on black history month will also pay tribute to **Les Harris, Kaiser**, who died in December and who had championed many union, civic and church causes and was instrumental in moving the South LA project.

## Saturday, February 09, 2013

**President Regan** called the meeting to order at 8:15 AM

### Approval of the Minutes

The minutes of the Dec. 6-8, 2012 Executive Board meeting were duly moved, seconded and approved by vote of the board.

### Finance Report

**Vice President Stan Lyles** and members of the Financial Team presented the financial report. In December 2012, SEIU-UHW's Executive Board approved a budget of approximately \$100 million, and we are currently operating under that budget.

- We have now paid off the loan SEIU-UHW owed to the International Union, and we have also replenished the \$500,000 borrowed from SEIU-UHW’s reserves for the successful Prop 32 campaign
- **Vice President Lyles** introduced the Financial Officers from each division: **Niko Anagnostopoulos**(Kaiser) explained the \$3 million reserve fund that has been allocated for the Kaiser election ; **Gregory Richardson**(Homecare) described the roles of the Financial Team-- 22 members from all divisions ensure that SEIU-UHW budget and finances are healthy and transparent.; **Greg Gaboni** (Hospitals) described the guiding principles of the Financial Team and encouraged Executive Board members to attend the Financial Team board breakout sessions; **Anna Rivas** (Nursing Homes) is the newest Financial Officer .
- **Vice-President Lyles** reiterated the importance of winning the Kaiser election and we would do whatever we needed to do financially to win.

#### Impact of Obamacare on SEIU-UHW

**President Regan** discussed how California will begin implementing Obamacare over the next several months, and that it is up to us to make Obamacare work. President Obama is facing obstruction to his healthcare reform agenda and has faced more Senate filibusters than all other US presidents. Implementing Obamacare is uncharted territory – expanding healthcare access to 37 million more Americans will be hard. Many people do not know that they will be eligible and do not know how to access the coverage.

Lower hospital reimbursements are impacting SEIU-UHW members who work in hospitals, however, there will also be more people seeking healthcare because the ACA requires people to have health insurance (just like drivers must have car insurance). However, no one knows how employers and people who are currently uninsured—like young people--will react. It is up to us as healthcare workers to get people enrolled in health coverage because it is in our interest as workers to make sure Obamacare succeeds. Our hospitals, nursing homes, and other facilities are counting on the additional money coming from newly insured patients.

SEIU-UHW is currently talking with the state government, nonprofit organizations, and our employers about what kind of operation we need to build in order to make Obamacare successful in California. Our strength is in mobilizing leaders and reaching people. We are trying to convince the healthcare industry that they must partner with unions in order to succeed in the future.

#### Tribute to Board Member Alfred Radovan

**Homecare Director Rebecca Malberg** and **Bruce Alcorn**(Homecare) paid tribute to Alfred Radovan (Homecare-Contra Costa County) , who passed away in December.

#### SEIU’s Plan to Pass Comprehensive Immigration Reform

**Arianna Jimenez**, Deputy Political Director, opened a discussion about immigration reform. She told her family’s immigration story about fleeing the Armenian genocide and finding opportunity in America through access to good union jobs. There are currently millions of undocumented immigrants living in the shadows in America, and we have an opportunity now to bring these people out of the shadows.

We had a table discussion where we all shared our stories about how we and our families came to America and then several people shared their stories with the entire group.

- **Melody Lacey**( Homecare) spoke about how she came to America as a child but because she was white and English speaking, her status was not questioned.
- **Reynaldo Valdez** (Homecare)spoke about joining President Obama in Nevada for the launch of the President’s immigration campaign.

The Executive Board watched “*Chasing the Dream*,” a video about the immigration stories of four SEIU members and about how important it is for unions to be on the front lines voicing support. **Wynona Spears (Kaiser)** described her

experiences on the 2010 “Dreams Across America” tour, especially the pain families suffer when they are divided by deportations. The “Dreams Across America” group spoke to elected officials in Washington DC

**Arianna Jimenez** described SEIU’s commitment to lead the fight to pass comprehensive immigration reform.

We have created enough pressure with elected officials that even Republican elected officials are realizing that this is the time to move forward with immigration reform.

- SEIU principles for reform:
  - **Legalization** with a path to citizenship for all undocumented residents
  - **Future Immigrants:** Fair and just practices for the future
  - **Smart Enforcement:** No barbed wire at the border. Don’t criminalize wanting to work.
- SEIU-UHW’s plan to support immigration reform in California:
  - Public campaign with President Obama and Congressional Democrats
  - Pressure Republicans to support reforms
  - Expand the pro-immigration electorate
  - SEIU-UHW members lead the fight.

### Homecare Organizing in Minnesota

Homecare members **Andrea Noble, Cathy Lowe, Earnestine Stewart, and Bao Yang** described their experiences in Minnesota working to organize non-union homecare workers and to help pass legislation to allow collective bargaining rights for 15,000 workers. Once the legislation passes, we will be back helping with the next phase on behalf of these workers.

### Leadership Administration Advisory Committee (LAAC) Report

- **Banji Oyewumi** (Nursing Homes) introduced the LAAC.
- **Karen Cain** (Hospital) clarified the Executive Board Meeting Lodging Policy and Procedure and distributed copies of the current policy.
- **Marites Romero** (Nursing Homes) , **Beverly Thomas** (Homecare) , and **Tinesha Thomas** (Kaiser) discussed the orientation for new Executive Board members and led a table discussion about what it means to be an Executive Board leader.

### Adjournment

The meeting adjourned at 11:40 AM.