

SEIU-UHW
Executive Board Meeting, Sacramento
May 3-5, 2012

Call to Order:

The meeting was called to order at 9:07a.m on May 3, 2012 President Dave Regan. The Executive Board members were welcomed. President Regan informed the members that UHW had reached an agreement with the California Hospital Association and announced we would be joined by guests Art Pulaski, President of the CA Labor Federation; Duane Donner, President and CEO of the CA Hospital Association; and Diana Dooley, Secretary of Health & Human Services for the state of California.

Duane Donner spoke with members, confirming his commitment to joining UHW in our goal for improving healthcare. He said the CA Labor Federation is working with the California Governor on his initiative to raise revenue for the state. He asked that everyone work hard in the time leading up to the November 6 election to help this initiative. The rate of increase for healthcare costs needs to be lowered and we need to reduce chronic conditions and diseases while improving patient safety and quality of care, he said.

Art Pulaski stated that we are all consumers of healthcare and trying to get healthier. We cannot effectively fight to control chronic conditions without the support of frontline workers, who provide the highest quality care daily to their patients, he said. The partnership with the hospital association is an important moment in the history of the labor movement.

Secretary Dooley was deeply moved and impressed by the commitment of UHW members to do the work ahead to improve healthcare in the California. Secretary Dooley announced that Governor Brown has signed an Executive Order to set up a task force for Let's Get Healthy California. We have to have the leadership to get healthy ourselves and help others get healthy, increase quality care, lower costs, and make Californians healthier. All Californians have a stake in making our state healthier, including employers and insurance companies, who can all continue to help improve quality and costs. Secretary Dooley stated that we have her personal and professional commitment.

Points raised during Member Discussion:

- Deeply appreciate your efforts, thank you from all of us. I focused on what you said and I'm so ecstatic.
- Thank you for your support of Fresno County Home Care.
- What are your next steps and what role will you play?
- Who are the 100K members and where?

Explanations:

- One of the commitments of this administration is to coordinate care. People need help, and help with finding the right resources.
- On the Executive Order – I will make appointments to this task force in the next few weeks. We will have a meeting mid-June. I'm committed to having an initial meeting and have a report by December. Next legislative session, we will have a plan. The Task force will be representative of organized labor, healthcare providers, community based organizations, etc.

Governor Jerry Brown's Executive Order was distributed to the membership.

Announcements

Members did calls and outreach across the country for the Obama campaign in 2008 and we have much work to do to support Obama this year. Members have been supporting the COPE fund by donations up to \$30 a month and Executive Board members were encouraged to support COPE.

Rebecca Malberg, Director of Home Care, reported that the Connecticut State Senate gave the right for Home Care members to collectively bargain in that state. This has been a three--year campaign by SEIU 1199 and this is a huge victory for Home Care members in Connecticut.

Vice President Stan Lyles gave a financial report. He reflected on the last Board meeting and how the membership adopted the budget. A financial report slide show was previewed. Dues revenue is on target. We have been having great success in our Membership Department with auditing the non-payers and collecting outstanding dues payments from employers. The Union's LM-2 report was filed with the Department of Labor on March 30. The firm of Hood and Strong are conducting an audit and will provide a report to the Budget Committee. A member stated that there were \$1 million in savings from the money allocated to our ballot initiatives and asked if funds can be used to assist Home Care statewide. Vice President Lyles confirmed that the funds would be returned to the organizing budget but we will do what is needed to support Home Care.

A small number of Board members expressed frustration with receiving dues payment delinquency notices while working out of state on lost time. Vice President Lyles acknowledge the complaints and assured the membership that we will do a better job in the future. President Regan announced that an area would be designated by end of day with staff from the Membership Department available to address and respond to all dues payment inquiries.

Dues Committee Report

Dues Committee members delivered a dues presentation that described the history of our dues structure. Many members were surprised to learn there are 44 different flat rates. The Dues Committee would also like to take into consideration members who have lost their jobs, or their income is so low they are struggling to pay. Some members felt it would be fair if we had a minimum for those unemployed so they can continue to participate in the union and union activities. The dues structure was put into place by the previous leadership. We had a structure in Local 399 and 250. When we merged, the structure was uneven and was made worse by the former leadership, which granted different rates to different groups. Members want what's fair across the Board for everyone. Members broke into groups by Division for further discussion on dues. Following are some comments from Board members in different Divisions:

Home Care

- When we first received the dues presentation and looked at the principles, we would rearrange those and come with the acronym "proof," and the proof would be proportion of 2% and fairness. The message is simple – fairness is that people all pay 2%.
- The discussion was good but it would be good if we are all sitting down together to discuss so we hear different ideas. Let's brainstorm together.
- We need more time and information; we have issues with 2% across the board.

Hospital

- Recommendations are for a fair percentage with a cap, to be fair to everyone, and that the Dues Committee develops a tangible guideline for leaders to use in discussions with members.
- I have some people paying the maximum and it is a hardship. If you are going to be involved in an organization like this, you will have to pay dues. Let's work together. Once we get this done, people will look to us and see how unions should be run.

Nursing Home

- Recommends members pay 2% by Division and incremental changes.

Kaiser

- Our consensus is to wait and have more information.

President Regan welcomed Board members at 9:03am on Saturday, May 5, 2012, and swore in newly elected Board members. President Regan told the Board that he had talked with representatives of SEIU-UHW East who reported

that members have met with the Governor of New York. These members had in their possession our Let's Get Healthy California agreement and solicited the New York Governor's support. SEIU International officers participated in a phone conference with the Obama Administration, and will continue conversation about LGHC nationwide. A video was played showing health fairs, screenings, and other LGHC activities.

Members voiced their support for Home Care members in preparation for a massive rally at the State Capitol Building in Sacramento to fight for fair funding for Home Care and to reform how Home Care is structured.

Representational Excellence Report

Members reflected on the resolution to adopt representational excellence that was adopted by the Board last year. We have more leaders leading on representation and we want to give these leaders the tools needed to do this work. The committee would like to revamp the training process for representation leaders and have written training materials. We have developed a union-wide appeals process for grievances and arbitrations and trained 25 members and currently developing a state-of-the-art grievance tracker. This new system will be used as a resources as well as a tracking system.

Weight of the Nation Report

Kaiser is participating in Weight of the Nation and we are working with them to involve our members. It is very exciting to have an organization this large working with HBO to address obesity issues that plague our families and communities. We need to get healthy and eat healthy; leaders in facilities need to lead this project. The Weight of the Nation video will be shown on HBO and other stations across the United States. Members can take a 10-minute version of the documentary back to steward council meetings, local church meetings and social organizations.

Approval of the Minutes:

A motion was made and seconded to approve the minutes of February 2-4, 2012 meeting, and the Board approved them with no changes.

Regional Leadership Assembly Committee

Members reported that they have been working on the regional Leadership Assemblies to be held in October 2012. Regional Leadership Assembly meetings are being held to provide more members a better opportunity in all parts of the state to come and meet with other leaders to build toward our goal of developing 10,000 leaders.

Election Committee Report

The Election Committee conducted the elections for the vacant Executive Board positions as of February 7, 2012. The results of those elections have been posted on the website: www.seiu-uhw.org/elections2012. The Finance Officer

election for Kaiser is on hold in order to determine the best way to engage members in a Division-wide vote. The process was smoother this quarter as we implemented our recommendations from our first round of elections. We have 35 vacancies (Hospital: 13; Home Care: 18; Nursing Homes: 2; Retirees: 2) that remain open. We are urging Executive Committee members from those areas and staff to do the following:

- Accelerate leadership development activities in areas with chronic vacancies to encourage members to take on leadership roles.
- Conduct an informational session in those Steward Councils and Home Care counties on the roles and responsibilities of Executive Board members, and the nomination and election procedures.

SEIU Convention Overview Report

Two pre-convention meetings were held for members in Oakland and Los Angeles for the meeting being held in late May in Denver. All of us in SEIU are fighting for a fair economy. The International President committed the resources required to go out and win this fight to get everyone organized. We are taking LGHC to a national level. Along with other SEIU locals, including SEIU 1199 United Healthcare Workers East, we and other health care locals are sponsoring a resolution around Let's Get Healthy America that addresses chronic disease and better healthcare.

Leadership Administration Advisory Committee Report

Eight members participate on this committee and advise the officers and Board on administrative issues that affect the functioning of the Executive Board as leaders of a workers' organization. This committee created the criteria for a hardship fund and oversaw the application process for delegates attending the SEIU Convention. All members attending the convention must be in good standing with their dues payments, this is a requirement to attend the convention. The committee made two recommendations: 1) for staff to immediately create reports of Executive Board dues payments and notify members of any problems; and 2) that membership in good standing and its privileges and benefits will be suspended immediately when back dues are owed. The committee continues to develop recommendations for the Executive Board Expense Policy and Procedure.

Meeting adjourned at 2:36pm on May 5, 2012.