

## Compensation for Full Time SEIU-UHW Officers

### Resolution 11-11

**Proposal:**

Approve salaries for President and Vice President of SEIU-UHW for 2012.

**Background Information:**

The SEIU-UHW Constitution and Bylaws call for two full time officers- President and Vice President.

Dave Regan was elected by the members of SEIU-UHW to be the President in 2011. Until then, he was an Executive Vice President of SEIU and an appointed Trustee of SEIU-UHW. His salary of \$193,809.20 has been paid by SEIU for his time at UHW.

In order to recruit the best and most talented staff, SEIU-UHW has a hiring practice of at least matching salaries when hiring staff from other unions and not requiring people to take a pay cut when they accept comparable jobs at UHW.

The proposed salary is in the range of salaries reported for presidents of other SEIU locals of similar sizes and focus.

Salaries of SEIU Presidents as reported on 2010 LM2 filings with the US Dept of Labor

<b>Local</b>	<b>Industry</b>	<b>Location</b>	<b>Members</b>	<b>2010 President Salary</b>
32BJ	Building Service	New York	109,231	\$212,260
1199 UHE	Healthcare	New York	343,498	\$200,309
UHW	Healthcare	California	150,000	Proposed: \$193,809.20
HC-Illinois	Healthcare	Illinois	46,430	\$163,929
ULTCW	Long Term Care	California	74,253	\$106,519

Stan Lyles was elected by the members of SEIU-UHW in 2011. The office of Vice President has commensurate responsibilities as the position of Division Director in SEIU-UHW, which has a salary level of \$128,593.27.

Be it resolved that SEIU-UHW set the salary level for President at \$193,809.20 per year and Vice President at \$128,593.27 per year.

Be it further resolved that these positions receive the same benefits, allowances and future cost of living increases as the management staff of the local union.