

SEIU-UHW Executive Board Meeting Minutes: August (Oakland) – ADOPTED 12/9/17

FRIDAY, AUGUST 4

Dave Regan opened the meeting at 9:03 a.m. and described the historically unprecedented time we are at in this country which requires us to work for the common good and to use innovative tools. Dave recognized that UHW ran the largest phone bank that we know of in California to fight ACA repeal and outlined UHW's other health care justice work through the Medi-Cal civil rights lawsuit, protection of Medicaid expansion and the ACA through multi-state ballot work, democracy reforms including automatic voter registration, and dialysis industry organizing. Dave described the enormous scale of contract bargaining that UHW will undertake in 2018 and announced that 1,613 new members have been organized into UHW in 2017.

Tom Saenz (President and General Counsel, Mexican American Legal Defense and Education Fund (MALDEF)) discussed the content and importance of the landmark civil rights lawsuit that MALDEF has partnered on with UHW, and he outlined the history of MALDEF's legal advocacy aimed at challenging discrimination against Latinos living in the United States. **Dave Regan** highlighted the similarities between the civil rights violations and discrimination against African Americans in the 1960s and 1970s and those against Latinos today.

Dave Regan opened the afternoon session at 1:35pm and went over future bargaining agreements including how to achieve strong agreements through bargaining power and tactics. He describes negotiations as not a debate/deliberation of facts with employers, but a place where the union must exert power to win/'keep our stuff' and that negotiations are not a debate, they're a power struggle. As an example, Dave first discussed the 80 percent campaign to build internal reach and strength throughout the UHW membership. Dave went on to describe ballot measures as a tool to exert union strength in bargaining and used Stanford as an example. Dave then moved the discussion to Verity and the job security wins that kick in on 1/1/18 because of a combination of all the levers of union power. Dave described upcoming bargaining with Kaiser and Dignity, and the opportunity to use similar tactics both within and outside of California, and noted Dignity's potential merger with CHI. Dave opened the floor to an open forum.

- **Linda Cornell (Stanford University Medical Center):** people are shook up at Stanford and are excited about the ballot work
- **Billy Jarvis (St. Francis Memorial Hospital):** suggestion for including 'dumbass' instead of 'ass' in Dave's speech
- **Will Rosenberg (Kaiser Sacramento):** would like to see ballot measures for the state of California that go farther than just healthcare, and into other industries as well
- **James Ellison (Kaiser Walnut Creek):** it's scary that the ACA was defended by one vote, talked about the work UHW has done for the ACA, encouraged everyone to continue to fight to defend the ACA
- **Jay Fermin (Kaiser Southern California):** curious about how the Governor's race will affect state ballot measures in 2018

- **Carol Schulte-Gould (Modesto):** would like to see more done to bring out the youth vote and younger population
- **James Dade, Jr. (Kaiser Richmond):** appreciates new vision for growth on the national level
- **Abisola Oshodi Adebawale (Northridge Hospital):** extended his support for the ballot initiative work

Dave thanked the UHW research team for their work on ballot initiatives and other power and leverage campaigns.

SATURDAY, AUGUST 5

The general session convened at 8:00 a.m. with festive music. **Dave Regan** extended greetings and opening remarks to the Executive Board and reflected on highlights from the past two meeting days. A quorum was established.

Installation of New Executive Board Members took place as the new members took the Executive Board Oath and were sworn in as officers.

- **Hospital – Tiara D’Andrade (Antelope Valley Hospital)**
- **Hospital – Jernetta Backus (Washington Hospital)**
- **Hospital – Karissa Hodgson (Enloe Medical Center)**
- **Hospital – Tereza Eckard (Dignity Health Medical Foundation)**
- **Kaiser – Michelle Crisp (Kaiser Folsom)**
- **Kaiser – Denise Ellis-Lathon (Kaiser OC)**
- **Hospital – Sonia Martinez (Providence St. Joseph)**

The **HealthCare Justice Progress Report (HJPR)** was distributed to Executive Board members. HJPR updates included: Defending the ACA, Medi-Cal Civil Rights Lawsuit, Organizing Report, and Political Report.

Minutes from the April Executive Board Meeting were distributed for Board review and approval. Dave Regan called for a motion to approve the minutes. A motion to approve was moved and seconded. **Brandy Cunningham (Kaiser OC)** suggested fixing a date on page 3 of the minutes as well as amending the minutes to include a reference to members who were sworn in on the evening of Wednesday April 19, 2017. These amendments were subsequently incorporated into the minutes. Dave Regan called for a vote to approve the minutes. Ayes carried the vote. Minutes with friendly amendments were approved and adopted.

Vice President Stan Lyles introduced members of the **Finance and Budget Committee** to the Executive Board. The committee reported that the Union’s Annual Financial Audit reflected no deficiencies and that the Union’s finances are well positioned for the future. The 2017 budget reflected membership of 90,000. Since January 2017, membership has grown to 93,297.

The **Election Committee** was introduced and provided a presentation on identifying and recruiting new leaders into the Union. Information was provided on the vacancy election process and key dates and deadlines.

AFRAM Caucus members provided a report back on the Annual AFRAM Conference they attended in New Orleans. Topics addressed at the Conference included strategies to address institutional and systemic racism in the United States.

SEIU-UHW Retiree Activists provided a report on their visit to Sister Local SEIU 1999 UHW – East to review and observe the Local’s Retiree Program organization. They provided insights into growing and organizing a Retiree Program at SEIU-UHW.

Dave Regan provided closing comments including a call upon the Executive Board members to develop a proposal or plan to shape and cultivate the Retiree Program at SEIU-UHW. The Session was adjourned at 9:04 a.m.

Dave Regan opened the closing session at 11:40 a.m. and opened the floor for questions and comments.

- **Micheula Fletchall (Kaiser Woodland Hills):** thanked staff and others for helping support the Eboard in their work
- **Tiara D’Andrade (Antelope Valley Hospital):** thanked everyone for attending Eboard, expressed being impressed by the Stanford action and feeling motivated by the training to build strength and millennial growth
- **Chris Suasti (Kaiser Moreno Valley):** wanted to make sure the union is known as UHW as opposed to other non-healthcare industries, expressed thanks to UHW staff for work and support, especially from District 7 Southern California, and leadership development at Eboard
- **Darlester “Dolly” Lee (Kaiser Retiree):** expressed thanks to UHW, Dave, and Chokri for getting her to retirement, extended a word of support to millennials to get them to retirement as well
- **Mary Lufkin (Kaiser San Jose):** voiced support for retirees and welcomed new leaders, specifically thanked her pod and Dave
- **Gisella Thomas (Desert Regional Medical Center):** gave a shout out to the field staff for their support and work, and to Arianna and political staff for their CHA work
- **Evelia Rodriguez (Kaiser South Bay):** gave a shout out to millennials and all the work done at the union
- **Maria Severa Chacon (Mercy Hospital of Bakersfield):** expressed appreciation for the breakouts and trainings and information to bring back to her facility
- **James Dade, Jr. (Kaiser Richmond):** thanked Doug for fighting in the political world
- **Mark Janov (Community Hospital of San Bernardino):** expressed criticism of the new Microsoft 365 e-mail system but otherwise enjoyed the Eboard meeting and seeing everyone

Dave Regan expressed appreciation to the leadership and especially for the work of the executive board in their growth and leadership vision since trusteeship. Dave quickly reviewed the upcoming ballot initiatives that will be filed before the next meeting in October and thanked the executive board. The meeting adjourned at 11:55 a.m.