

SEIU-UHW Executive Board Minutes: April 2017 (Burbank) – ADOPTED 8/5/17

TUESDAY, APRIL 18

Vice President Stan Lyles opened the meeting at 1:15pm and welcomed dialysis workers who are organizing with UHW and the 218 members of the newly elected Executive Board and Executive Committee. **Earlene Person (Kaiser Oakland)**, **Verna Hampton (Kaiser West LA)** and **Marsha Richardson (California Hospital)** recognized each Executive Board pod. **Community Division Director Hortencia Armendariz** recognized the Community Division leaders.

Stan Lyles shared his journey to leadership in the union. **Organizing Director Cass Gualvez** described UHW's history of growth and leadership on scale. UHW has organized tens of thousands of non-union workers and enrolled thousands of people into coverage through the ACA. Now UHW is changing to succeed in the face of new threats by organizing community leaders. Executive Board members shared with their pod their experience of how they became leaders.

Marsha Richardson (California Hospital) and **Hospital Division Director Chokri Bensaid** described the characteristics of a workers' organization. **Community Division Director Hortencia Armendariz** described how patients and their families are finding their voice through the Community Division and are fighting alongside workers to protect against the coming threats to healthcare, the ACA, and immigrants. The Community Division currently has more than 2,300 leaders. **Alicia Ortiz (Community Captain)** told about how she has been fighting to improve Medi-Cal and to build leadership in her team of community leaders. **Angel Espinoza (Community Captain)** described how getting enrolled changed her life and how that led her to become active in the Community Division.

Organizing Division Director Cass Gualvez described the dialysis campaign to improve the dialysis industry and organize workers. Caregivers are overwhelmed and patients are suffering. UHW is improving dialysis by sponsoring SB 349 – the Dialysis Patient Safety Act. **Dialysis Registered Nurse Megallan Handford** shared his experience as a registered nurse in dialysis for 14 years. He is an advocate for his patients and for his coworkers.

Kaiser Division Director Marcus Hatcher talked about how important it is to get to scale. The results of the 2016 election will mean there are attacks coming on rights for workers, immigrants, women, and many others. The 80% campaign is one way UHW will defend workers' rights. **Lasonia Cosio (Kaiser Antelope Valley)** described how she IDed, recruited, and mentored new leaders in her facility.

Community Division Director Hortencia Armendariz led a table discussion

Deputy Chief of Staff Triana Silton honored and remembered UHW leaders who recently passed away. **Brandy Cunningham (Kaiser Orange County)** honored and remembered Ronald Jackson, and **Triana Silton** honored and remembered Mike Garcia, who was the President of USWW.

WEDNESDAY, APRIL 19

Dave Regan described the need to develop leaders and have a strong plan to face the political, legal, and bargaining challenges coming during the Executive Board's three-year term. He proposed a plan to build power to win great contracts, organize, and change the political landscape in California and around the country. The ballot initiatives UHW supported in 2016 to raise the minimum wage will mean that 8 million people get raises, and we can use that example in 2018 to change the map.

Open forum:

- **Adriana Barragan (Kaiser Regional)** – what is our relationship with the coalition?
- **James Dade (Kaiser Richmond)** – described how the Arizona minimum wage increase meant a raise for his daughter.
- **Gisella Thomas (Desert Regional Medical Center)** – likes continuing the ballot strategy.
- **Janice Williams (Kaiser Regional)** – supports defending retirement benefits.
- **Mark Janov (Community Hospital of San Bernardino)** – asked about tactics and about expanding the Community Division beyond California.
- **Will Rosenberg (Kaiser Sacramento)** – is excited to see more young Eboard members and talked about how to increase outreach to younger workers.
- **Angelique Green (Tri-City Medical Center)** – talked about access to healthcare as a human right and asked about organizing mental health clinics.
- **Ivory Evans (Kaiser San Leandro)** – talked about looking at the workforce of the future.
- **Debbie Nickell (Mercy Redding)** – asked about the ERISA church plan suit at the Supreme Court and the CHI merger.
- **Darrell Jerome (Kaiser Orange County)** – spoke about the Creating Change Conference

Darrell Jerome (Kaiser Orange County) described UHW's plans for upcoming Pride events. **Elliott Petty** described past and current fights for healthcare justice.

Political Director Arianna Jimenez described UHW's plan to build and use political power. In 2016, members and community leaders mobilized to elect healthcare champions and added more than \$1 million to the COPE fund. In 2017, UHW is focusing on passing legislation to improve healthcare in California and defend the ACA. Our bills will improve

Amar (Community Member) spoke about SB 349 – the Dialysis Patient Safety Act and about how the bill will improve dialysis care for him and for other dialysis patients. **Roberta Mikles (Community Member)** spoke about her father's experience on dialysis and how the lack of staffing hurt his care. Her work on SB 349 inspired her to join UHW's Community Division.

Connie Taylor Smith (Retiree) shared how the closure of Doctors Medical Center San Pablo impacted her daughter and how SB 687 can help protect other families by increasing oversight of hospital closures.

Maitay Patiagua (Pacifica Hospital of the Valley) shared about testifying at the Assembly Labor Committee about SB 387 and described how unpaid internships in healthcare create barriers for healthcare workers who want to go to school to get higher paid jobs.

Arianna Jimenez explained the legislative process that we will have to go through for our bills to become law. Healthcare Justice Leaders **Elodia Garcia (Kaiser Santa Clara)**, **Debru Thompson (Kaiser Modesto)**, and **Angela Tamayo (Kaiser San Jose)** told their stories about lobbying on behalf of UHW's bills and described how to get involved in supporting the bills.

Dave Regan focused on the upcoming 2018 contract bargaining. The Supreme Court may rule next year to force right to work for public section union members, including hundreds of thousands of SEIU members. UHW has to be ready to fight in order to protect and improve contracts and standards. He previewed a resolution

Open forum:

- **Jay Fermin (Kaiser Regional)** talked about organizing in the Monterey Peninsula.

- **Gigi Toledo (Kaiser Downey)** shared discussion from her breakout session about ballot initiatives outside California.
- **Will Rosenberg (Kaiser Sacramento)** supported longer term contracts.
- **Annie Koya (Sutter Eden)** asked if Sutter would agree to a 10-year contract.
- **Ivory Evans (Kaiser San Leandro)** supported Save Our ERs.
- **Crystal White (Lakewood Regional Medical Center)** spoke about outsourcing
- **Brandy Cunningham (Kaiser Orange County)** supported longer contracts.

FRIDAY, APRIL 20

Dave Regan and **Martha Alvarez (Centinela Hospital)** celebrated the victory and contract ratification at Centinela, Encino, and Garden Grove.

Elizabeth George (Hollywood Presbyterian Medical Center) celebrated the win to bring outsourced respiratory workers back into the union.

Dave Regan gave an overview of Robert's Rules of Order. He asked for a motion to approve the minutes from the December 2016 Executive Board meeting in Oakland. There was a motion to approve the minutes and the motion was seconded. The motion passed on a voice vote.

Dave Regan introduced *Resolution 24-17: Fighting to Protect and Expand Affordable Healthcare*. There was a motion to approve the resolution and a second.

- **Adriana Barragan (Kaiser Regional)** asked about checks and balances for the money and how the money will be tracked.
- **Will Rosenberg (Kaiser Sacramento)** proposed amendments. The amendments were accepted by the Chair as friendly amendments.
 - Paragraph 4: Strike "With the election of Donald Trump and the current U.S. Congress" and replace with "With the results of the November 2016 election"
 - Paragraph 4: Remove "Trump and"
 - Paragraph 4: Add "and the current Administration"
 - Add "In response to healthcare employer activities in other states"
 - Last Whereas clause: reflect that if there is more than \$5.5 million returned from the LMC that the additional money will also be dedicated to the same purpose
- **Mark Janov (Community Hospital of San Bernardino)** asked about the strategy of freeing up the money or keeping it tied up in the LMC.
- **Ola (Northridge Hospital)** supported the resolution and asked about the relationship with the CHA.

Marsha Richardson (California Hospital) moved to call the question. The motion was seconded and passed on a voice vote.

The vote on *Resolution 24-17: Fighting to Protect and Expand Affordable Healthcare* passed on a voice vote.

Board members reflected on the meeting and on the work ahead and **Deputy Chief of Staff Triana Silton** described upcoming work to defend the ACA. The meeting adjourned at 12:03pm.