

SEIU-UHW Executive Board Meeting Minutes: March 2018 (Los Angeles) – ADOPTED 6/15/18

THURSDAY, MARCH 1, 2018

Dave Regan opened the meeting at 3:20 p.m. by describing the recent Supreme Court hearing in the Janus case that could end closed shops in public sector unions. The Court will issue its opinion by June 30th. In California, 1.3 of the 2.5 million union members are public sector. This case is about attacking the power of union members and working people across the country. SEIU-UHW has to serve as an example of how unions can still win and build power.

Hospital Division Director Chokri Bensaid, Dennis Anderson (Mercy Hospital of Folsom), Xochitl Gonzalez (St. John's Pleasant Valley) Kevin Barraza (Dominican Hospital), and Marsha Richardson (California Hospital) described how members at Dignity Health won a 5-year contract. Members started working a year before their contract was going to expire, and they made sure Dignity heard that members were united and committed to stopping takeaways. Ratification will focus on increasing COPE participation. Members from across UHW supported Dignity workers, and Dignity workers are ready to support workers at all the other facilities and systems going into bargaining this year. We will keep organizing new members at Dignity because we need to grow as Dignity grows.

Jon Portez (Kaiser Downey), Jolene Camp (Kaiser Roseville), and Heather Wright (Kaiser Santa Clara) described what it took to make their pickets successful. The organized, planned, used their leadership structure, and had conversations that led to successful pickets.

Dave Regan emphasized how important Kaiser's pickets are and what kind of message they send. To be successful, UHW needs an unprecedented leadership structure that allows workers to communicate with their co-workers about what leads to success. A big part of thinking though the future is political leadership in California. SEIU has endorsed Gavin Newsom for governor of California.

Lieutenant Governor and gubernatorial candidate Gavin Newsom thanked SEIU and SEIU-UHW for their endorsement of his campaign and described his vision for California and his agenda to support unions and workers and to improve California's healthcare system. He answered questions from Executive Board members, committing to helping to work for SEIU-UHW's issues and members and to actively leading the fight to create healthcare justice. He thanked SEIU-UHW for driving California to pass a \$15 minimum wage.

FRIDAY, MARCH 2, 2018

Dave Regan opened the session describing how SEIU-UHW can grow and win on a larger scale. We won a great contract at Dignity by setting our expectations higher and doing the work and building leadership to win. We have to set our expectations higher across all of our work, then do the work to win. That work includes electing Gavin Newsom to be California's next Governor, organizing new members, organizing community leaders, creating the workforce of the future, supporting the work of the Fairness Project, and improving Medi-Cal.

- **Sherron Conley (Doctors Medical Center Modesto)** expressed concerns her members have raised.

- **Gabe Montoya (Kaiser Downey)** talked about taking responsibility for leading on SEIU-UHW's plan.
- **Karissa Hodgson (Enloe Medical Center)** asked a question about dues for per diem workers.
- **Martha Alvarez (Centinela)** talked about the long journey Prime workers had and encouraged patience and to believe that we will win.
- **Carol Schulte-Gould (Kaiser Modesto)** asked about how funds from the safety-net ballot initiative would be distributed.
- **Darren "Tree" Wallace (Kaiser LAMC)** talked about standing up to management at Kaiser.
- **Hilda Avitia (Community Division)** talked about Fresno Community needing a union, and she wants to help organize.
- **Stephanie Pahwa (Kaiser Santa Rosa)** talked about the importance of member leaders.

Dave Regan and **Stan Lyles** swore in the newly elected board members.

The board adopted the minutes from the December 2017 meeting in Anaheim by a voice vote.

Hospital Division Director Chokri Bensaid and **Estrella Sanchez** (O'Connor Hospital) described the journey that Daughters of Charity (now Verity) members have gone through over the past few years. Members won a good contract including fully paid family healthcare and job security. As of January 1, 2018, two thirds of SEIU-UHW positions are required to be full-time and there are protections against being called off.

The board considered *Resolution 26-18: Adopting a Code of Conduct for SEIU-UHW Leadership Bodies*. A motion to approve the resolution was made and seconded. There was discussion regarding how broadly the code of conduct would apply and how it would be rolled out, concerns about the potential for false reporting, pathways for making a complaint, and questions regarding what counts as an illegal substance. **General Counsel Bruce Harland** answered questions and clarified the union's legal responsibilities.

Dennis Anderson (Mercy Hospital of Folsom) moved to end debate, and the motion to end debate passed on a voice vote. The motion to adopt *Resolution 26-18* was adopted on a voice vote.

The meeting moved into divisional breakouts.