

SEIU-UHW EXECUTIVE BOARD DECEMBER 5-7, 2019 MINUTES - (Burlingame) ADOPTED 4/16/2020

THURSDAY, DECEMBER 5, 2019

1pm – 2:15pm General Session

Where We Started, Challenges, Fighting for our Standards

- **Georgette Bradford** reviewed the overall agenda for the next three days
- **Marsha Richardson** reviewed the ground rules for the meeting
- **Georgette Bradford** (Kaiser), **Yolanda Villanueva** (HC Justice Division), and **Marsha Richardson** (Hospital Division) set the context for where we started this current Executive Board term and the immediate challenges we faced including the Trump victory and the tragic consequences for communities of color, a new Republican majority in Congress and the attacks on immigrants and refugees, the increased threat of Right to Work laws after the Supreme Court’s Janus decision, the threatened repeal of the ACA and how all of that has emboldened the bosses
- **Chokri BenSaid**, Hospital Division Director, spoke about our contract victories over the last three years and what they show us is possible with a panel including **Gisella Thomas**, **Kevin Barraza**, **Yudis Cruz**, and **Deann Grasser** spoke about the “source of our power” to win
 - **Kevin Barraza** spoke specifically about building power in the workplace and the 80% campaign and the hospital division growing from 12% leader coverage to 49% leader coverage
 - **Deann Grasser** from Dignity Bakersfield spoke about our growth campaign and residual organizing and the Hospital Division’s growth from 47k members to nearly 51k members
 - **Yudis Cruz** from Cedar Sinai spoke about the importance of having power in politics, our Leaders-To-Lawmakers program, our string of ballot measure victories, and our victories at Kaiser and Cedar Sinai thanks to political power and our monthly COPE contributions growing from \$93k to \$153
 - **Gisella Thomas** spoke about our power in the community and growing our Healthcare Justice Division through our E-Board structure to build our power
 - **Chokri BenSaid** then reviewed our leader numbers and growth from 901 to 1922 leaders in the Hospital Division
- **Vicki Jackson**, Kaiser Division Director reviewed the Kaiser contract campaign victory and the work to grow their power in the division that led to that win
 - Vicki gave shout-outs to everyone that supported the fight including the Healthcare Justice Division and Hospital Division for supporting
 - Although the Kaiser Coalition of Unions divided, we were determined to fight. She reviewed the key victories including protecting healthcare, no tiered wages, ban on subcontracting, and the new \$130m funding to Futuro Health
 - Highlighted the power in politics, power in the field work, and power of sharing our story such as the “Flight Team” who dogged Kaiser executive events all over the country
 - Vicki also shared her story of growing up and how the experience of having a successful business but the challenge of paying for healthcare led her to getting a job at Sutter Alta Bates Medical Center, becoming a steward, and now the Kaiser Division Director
 - **Debru Carthan**, **Vicki Jackson** and **Gabe Montoya** then shared the stories of their leadership growth through the Kaiser contract campaign

General session 7:00pm - 8:15pm

Raising standards beyond California

Gisella Thomas began by talking about how it's important not just fight to improve standards in California, but also in other states. She said that we're trying to raise standards, increase access to healthcare, better pay for workers, and expand voting rights across the nation.

After Trump was elected, UHW worked in 2018 with organizations in 4 states to protect democracy by protecting voting rights for over 20 million voters. In Ohio, we fought to make sure districts were drawn fairly. In Michigan and Utah, we expanded voting rights and access to voting. In Nevada we made it easier for people to vote.

Gisella then introduced the first panelist, **Nympha Njeri**, who is a part of **Healthcare Rising Arizona**. Nympha first recognized Josh Hernandez who began the campaign to organize workers at Dignity. Nympha shared that she got involved when she received a call from an organizer, who asked her how she felt about healthcare in Arizona. Her experience and the experience of others helped launch Healthcare Rising Arizona in 2018. On August 26th, a ballot language was filed for an initiative which addressed four problems: 1) Surprise billing;; 2) Better quality on infection control; 3) Fair pay for all hospital workers, which means a 5% salary increase every year for the next 4 years; 4) Protections for patients with pre-existing conditions.

Next, Gisella introduced **Jonathan Schleifer**, the **Executive Director of The Fairness Project**. Jonathan began by acknowledging the members vision of creating an organization that went beyond California. Jonathan then stated that The Fairness Project has won 16 campaigns in the last 4 years, with only one loss in Montana. However, that loss lead to the outcome that The Fairness Project was fighting for. The Fairness Project has changed the lives of 15 million people. They have raised wages for 10 million people, which amounts to \$20 billion in workers pockets by the end of 2020. Medicaid expansion was passed in four states, helping 400,000 people to have access to healthcare. Have also won paid sick leave for over three million people.

Lastly, Gisella introduced **Ron Ruggiero**, **President of SEIU Local 105**, which represents over 8,000 members. Ron was a part of the Kaiser contract fight. Over two-thirds of the membership voted and over 90% voted to support the new contract. The support from UHW and the rest of the Coalition was critical. Ron also shared that in 2018, Local 105 engaged in seven primary races supporting candidates who stood up publicly for both raising wages across the state and standing up for unions. Local 105 won all seven of those races. Finally, in 2019, Local 105 helped convert the Denver City Council into a pro-worker city council and where a minimum wage increase was just passed.

To close the panel, Gisella asked the three panelist a question: What message should the Executive Board take back to the members about why work outside of California is so important to workers and patients in California? Nympha answered that Arizona is changing and it is becoming more and more diverse. Because the population is becoming more diverse it is forcing the politics to change quickly. Johnathon answered that fighting for workers where no one else will, changes lives where no one else can. Finally, Ron answered that he can't remember a time service and technical workers got a better contract than the registered nurses.

The membership then took 10 minutes for table discussions.

FRIDAY, DECEMBER 6, 2019

10:45am General Session

President Dave Regan described the future UHW is trying to create in order to create a more just society that works for all workers instead of only working for the few richest people in America. The 2020 election will be critical to winning that future. Futuro Health, the nonprofit created as a result of the contract settlement with Kaiser will ramp up very soon to start educating the next generation of healthcare workers. UHW is looking at creative ways to organize workers on scale.

A memorial video recalled the UHW leaders who passed in 2019.

Chief Learning Officer Van Ton-Quinlivan spoke about “future proofing” UHW’s membership and the healthcare workforce by investing in members and their skills and by partnering with Futuro Health to train the next generation of healthcare workers.

Terri Ridgeway-Olmos led a panel of members about the importance of Futuro Health and the ways it will make it easier for healthcare workers to advance in their careers. Board members strategized how best to support students through the process.

Political Director Suzanne Jimenez described how UHW will use the 2020 primary election to build healthcare majorities in the state legislature, protect key congressional seats, and invest in developing member leaders.

President Dave Regan asked board members to review the minutes from the last meeting in Los Angeles. A quorum was present. A motion to approve the minutes was moved and seconded. The minutes were approved on a voice vote.

Vice President Stan Lyles and the finance team presented the budget report. During the three-year term of the current executive board, membership has grown by more than 8,000 and UHW has negotiated strong contracts for members. The strike and defense fund and the reserve fund are strong, and COPE funds are growing.

President Dave Regan introduced Resolution 30-19, Budget for a Strong Organization in 2020. A quorum was present. The resolution was moved and seconded. Discussion:

- A friendly amendment was accepted from **Gabe Montoya (Kaiser Downey)** to refer to the Healthcare Justice Division.
- A friendly amendment was accepted from **Charlie Vang (Kaiser South Sacramento)** to change the name of the Healthcare Academy to Futuro Health.

Resolution 30-19 was adopted on a voice vote.

Vice President Stan Lyles and the disaster committee reported on UHW’s efforts to support members who experience disasters.

President Dave Regan and **Vice President Stan Lyles** presented awards to members of the executive board in celebration of finishing the three-year executive board term.

The meeting adjourned at 5:40pm.