

SEIU-UHW EXECUTIVE BOARD JUNE 27-28, 2019 MINUTES (Burlingame) - ADOPTED 9/12/19

JUNE 27, 2019

Afternoon Plenary:

Vice President Stan Lyles opened the meeting and went over the ground rules for a successful Executive Board meeting. Stan also provided an overview of the new safety protocol in case there is a medical emergency. Lastly, Stan discussed the code of conduct.

Organizing Director Cass Gualvez provided updates on dialysis. She discussed how **Mirna Diaz**, a PCT, works two dialysis jobs to provide for her family. Cass spoke about Prop 8 and the fight to take on the industry and protect patients. Cass acknowledged that while there was anger and disappointment at the result of Prop 8, due to our efforts the public, state legislators and the governor were educated on the practices of the industry. Cass then informed the meeting that on May 16 and 17th of this year workers went to Germany and created the Fresenius Global Alliance, aimed at fighting for workers rights and protecting patients at Fresenius. The goal is to create a global framework agreement which would include Fresenius needing to respect workers. Cass also provided a quick update on AB 290 (Wood). She also informed the meeting that Kent Thiry, former CEO of Da Vita, had stepped down as CEO. Cass then interviewed **Laura Fiallos** and **Carmen Cartagena**. Carmen shared that she got involved in the campaign last year when she saw no on Prop 8 posters at a dialysis clinic. Laura shared how she believed Da Vita became more focused on profits and not patients and workers. Laura signed on to a letter that was sent to management asking to allow workers to unionize. She was fired two weeks after last year's election. Carmen also shared her experience of going to Washington DC, where she lobbied members of Congress to block legislation from the industry. Carmen had to get dialysis treatment while she was in DC lobbying.

Savonnda Blaylock updated the meeting on Kaiser bargaining. She stated that Kaiser wants to take benefits, cut wages from workers and eliminate jobs. However, Savonnda stated that UHW's bargaining team was working hard. **Faye Eastman** discussed the Kaiser leadership structure and strike captains and the goal of building a group of leaders, who in turn recruit supporters. She discussed previous pickets and how they progressed in participation. **Ursula Nieto** spoke about the Kaiser Gardener Campaign and how gardeners were under threat of outsourcing but ultimately prevailed in preventing their jobs from being outsourced. **Denise Ellis** provided an overview of the Leaders to Lawmakers program with the goal of building relationships with lawmakers. She also touched on SB 343 (Pan) and the need for transparency.

Hospital Division Director Chokri Bensaid talked about the victory at Cedars Sinai. The fight was for standards and the existence of the union within their facility. **Willie Gladney** shared his experience being on the bargaining team and how management used fear and retaliation to scare workers. **Delta Bunuan** shared how management tried to change her work schedule even though she had to care for her child. Fortunately, she was able to maintain her schedule thanks to the union contract. As a result, she stepped up and joined the bargaining team. **Yudis Cruz** also shared how she had participated in bargaining twice and spoke about the importance of the campaign.

Lanette Griffin talked about building digital power through social media. Since everyone is online it's important to talk to both our members and the public through social media. She highlighted Hustle and how it was used on the Cedars campaign. She highlighted how **Jon Portez** called out Kaiser through social media.

Minerva Walston highlighted the Young Worker Summit. It was important to build the next generation of leaders for long-term success. She pointed out that outreach and recruitment is simple but important and that is how Minerva got involved. The summit brought together 150 workers who learned about the history of the union and strategized how to get more involved. There will be a town hall in July and can be followed through Instagram.

Hortencia Armendariz, Healthcare Justice Division Director, began by highlighting participation by our members in advocacy and phone banking. They have gone to Sacramento many times this year to fight for health care justice. Because of their efforts, undocumented children will have health care. She highlighted how Governor Newsom had committed funding for health care for undocumented young adults as well. Hortencia then interviewed **Blanca Espinoza** about why she got involved in the health care fight. Blanca stated that she didn't think the type of health insurance she had should determine the quality of health care she and her family received. Blanca shared an experience she had with her daughter where her daughter didn't receive quality health care and forced Blanca to stay home with her daughter for two weeks until she recovered. Hortencia then interviewed **Eleanor Presley** and her involvement with the health care justice fight. Eleanor shared her own story of getting involved with the health care justice fight because of someone she knew who was in suffering but didn't have access to quality health care. Lastly, Hortencia asked **Yolanda Villanueva** to share her story. Yolanda spoke about her high health care costs due to her illness, including high prescription costs.

Catha Worthman then updated the meeting on the Medi-Cal lawsuit in the Alameda Superior Court regarding Medi-Cal access to care.

JUNE 28, 2019

Morning Plenary:

President Dave Regan opened sharing his excitement of coming to this week's meeting on the heels of huge victories at Cedar's and three new contract settlements in the Hospital Division earlier this week and recognized the Arizona Delegation joining us.

President Dave Regan and **VP Stan Lyles** then led the installation of New Board Members and the oath of office. Dave also explained SEIU UHW's tradition of new board members exchanging their board member pins with another new board member they don't know as a way of building solidarity and commitment.

President Dave Regan called for the approval of minutes from the last board meeting March 28-30 in Los Angeles. Motion moved and seconded, Dave opened the floor for discussion. With nobody moving to microphones for discussion a motion was made to adopt the minutes, it was seconded, and the minutes were adopted by voice vote.

President Dave Regan started his general sessions remarks asking everyone in the room to think about our role as a leadership body vs a governance body; this is where we come together every three months to think about “are we doing what needs to be done to build better healthcare?”

President Dave Regan summarized the common challenges we face at every bargaining table with employers demanding concessions across the board and how it becomes more difficult each time to defend our standards. In that environment Dave asked the room to take off our individual hats and think are we doing the right thing as a workers’ organization to continue to win despite these challenges.

President Dave Regan then summarized what sets us apart from other unions and why we’re a workers’ organization and not just a union: Healthcare Justice Division, the Fairness Project that has improved the lives of more than 15 million people across the country, our Arizona Rising Campaign in a state with no unionized healthcare workers, and our Medi-Cal lawsuit in California that will improve healthcare for 14 million Californians; mostly children.

President Dave Regan then talked about the “next piece of the puzzle” in continuing to build our movement outlining the panel discussion that will be happening later in the day with two of Governor Gavin Newsom’s cabinet staff, the former chancellor of the CA Community College District, and the President of the Western Governor’s University as we spend today talking and thinking about what we’re calling the Healthcare Academy. President Dave Regan then summarized the problems and challenges we face that we will be trying to fix with the new Healthcare Academy as California faces a shortage of 450,000 healthcare workers at a time that employers like Kaiser believe our 100,000 union members are paid too much. The Healthcare Academy will be a partnership with the Western Governor’s University to train and educate the 450,000 healthcare workers that our state needs. If we do this right, it’s completely possible to double the size of SEIU UHW in just five years. Filling the need for hundreds of thousands of healthcare workers with Union members is how we lift everyone up and raise everyone standards instead of just defending our standards and it’s not just constrained to California.

Afternoon Plenary:

Sonya Allen-Smith and the Kaiser team led an energizer and stretching session

The Future of Workforce Panel

President Dave Regan gave an introduction of SEIU-UHW and the structure of our Executive Board and Executive Committee for our panel members before introducing them and the difference between a traditional union and a workers’ organization. Dave also introduced guest in the audience, **Jan Jones-Schenk, Executive VP of Health Services, WGU.**

Panel members:

Julie Su, Secretary of the California Labor & Workforce Development Agency

Moderator **Terry Ridgeway-Olmos** asked how do you plan on bringing all of the unions, employers, and providers together to provide training programs to advance people in their healthcare careers? The thread that runs through all the challenges we face in California is creating high quality jobs that lift up all communities. Julie also shared her family's story as immigrants who managed to lift themselves out of poverty because of her mom's union job.

Lenny Mendonca, Chief Economic & Business Advisor and Director of the Office of Business and Economic Development with the office of Governor Gavin Newsome

Moderator Terry Ridgeway-Olmos asked, "how do you see the status of our economy and how does our work fit in with the vision of Governor Gavin Newsome for our economy?" Lenny Mendonca spoke about the need to address California's many challenges including the growing gap between the rich and poor and California having the resources to improve things but only with bold leadership and strategy.

Scott D Pulsipher, Western Governors University President

Moderator Terry Ridgeway-Olmos asked why is the vision of our partnership so compelling to WGU and if we fast forward 5 years what do you envision our report card to look like? WGU was founded 20 years ago to expand access to quality higher education with a proven record of success and we share a general belief with SEIU-UHW that talent is universal but opportunity is not and that's what really needs to change. As far as the report card, we have to be focused on getting to scale and holding ourselves accountable to our goal of 10 thousand workers successfully completing our program each year and are each of them achieving an economic return on the investment.

Van Ton-Quinlivan, future Chief Learning Officer for SEIU-UHW, former Executive Vice Chancellor of California Community Colleges, and newly appointed board member of the Western Governors University

Moderator Terry-Ridgeway-Olmos asked, "how do you bring your experience to SEIU UHW as we build our Healthcare Academy?" I spent 7.5 years leading the workforce program of the largest institution of higher learning in the country serving 2.1 million students in CA and before that lead workforce development for a 20 thousand employee company that became the national standard in their industry for workforce development. She also shared why she cares so much about the work and shared a personal story about people being blocked from growth and how organizations like WGU and SEIU UHW can help them overcome these obstacles.

Moderator Terry Ridgeway-Olmos shared her own story of going into debt to become a medical assistant but never being able to get a job in the field and the frustration that came with it and how many people still experience this struggle today.

President Dave Regan gave closing comments regarding his confidence in the success of our program and that every question that's still out there will be answered as part of that success while doubling the size of our workers' organization along the way. Meeting adjourned at 3:00 p.m. into divisional breakout sessions.