

SEIU-UHW EXECUTIVE BOARD DECEMBER 3-4, 2020 MINUTES

THURSDAY, DECEMBER 3, 2020

9:00 am General Session

Vice President Stan Lyles provided a welcome, reviewed the agenda and ground rules, and led a moment in remembrance of the SEIU-UHW members we have lost to COVID.

How We Have Led in a COVID World

Zelda Aaron (*Community Hospital of San Bernardino*) and **Debru Carthan** (*Kaiser Modesto*) led an exercise to sum up emotions around 2020 and provided an overview of the challenges of this year and what UHW has done to date.

- **Debru** talked about what it meant to be the “Pandemic E-Board,” and the challenges that we faced and overcame. We had to fight the virus, employers, and the federal government—all at the same time to protect our own safety and the safety of our coworkers, friends, and family. We were also fighting racial disparities—black and brown people are dying at higher rates.
- **Debru** brought us back to March 16, 2020, the day this E-Board was officially voted in and the first day of stay-at-home orders. This board has had to fight more this year than ever before.
- **Zelda** provided an overview about how we are leading at our worksites including fighting for PPE and pushing back on wage and hour cuts. She led an exercise where we remembered the facility actions we took during this pandemic: pickets, marches on the boxes, caravans, Black Lives Matters events, informational pickets, Hustles, and vigils for our lost members. UHW held employers accountable with our Healthcare Hero Bill of Rights and by using the COVID-19 Incident Reporting Tools to report inequities and unsafe conditions.
- **Zelda** talked about progress we made increase PPE access for all workers and to win critical benefits. We won childcare and 80 hours paid administrative leave at Kaiser and 80 hours paid administrative leave and childcare at Dignity.
- **Debru** talked about how we are leading beyond our work sites. We also fight for non-unionized workers. We want all essential workers, nonunionized and not-yet-union healthcare workers, grocery workers to have PPE and safe conditions.
- **Debru** talked about our political power. Employers may not be listening, but they care when legislators are watching, and we have built relationships with allies who are standing up for us. We joined video conferences with Governor Gavin Newsom to tell him what we need. Our political power led to the enactment of:
 - SB 275, which will ensure hospitals and the state will have PPE stockpiles to make sure we’re prepared for future pandemics.
 - AB 1867, which gives healthcare workers 80 hours of sick leave to cover COVID-related absences.

Movement for Black Lives

Debru Carthan (*Kaiser Modesto*) and **Georgette Bradford** (*Kaiser Sacramento*) explained that we are facing a second pandemic of racism, inequality, and discrimination. The police killings of Breonna Taylor and George Floyd galvanized people around the country and within UHW. We used our resources to support organizations that are working to fight this pandemic and used our

political power to support legislation to make California more just and equitable. We will keep fighting this fight through leadership and political power. We will challenge discrimination and racism in our workplaces.

President Dave Regan described how 2020 has focused us on how to be effective. He gave an update on COVID and previewed UHW's 2021 healthcare justice agenda in the context of COVID and of rising income and wealth inequality. UHW's 2021 healthcare justice agenda will focus on:

- Supporting caregivers fighting COVID-19
- Fighting for racial justice as a key ingredient of healthcare justice
- Innovating to build and grow through the pandemic

Dave described that to get our members to retirement, we need to focus on the larger world and achieve our healthcare justice agenda through projects like Healthcare Rising Arizona, Futuro Health, the Fairness Project, and AlliedUp. We're already having success with all these projects and need to push to bigger scale in 2021. For example, the Fairness Project has already had success helping raise the minimum wage and expand Medicaid in several states, and now the Fairness Project is now going to add expanding racial justice to its focus.

Our most important strategic issues include growing our COPE through 10 for \$10, creating the membership model of the future through Futuro Health and AlliedUp, organizing Arizona through Healthcare Rising Arizona, and ensuring that our 80% leadership structure is ready for whatever fights are coming.

Arizona

Ben Tracey (*Healthcare Justice*) introduced the work being done to build up Arizona Rising. **Denice Rapp** (*Dignity-St. Joseph's Hospital Phoenix*) shared how Arizona Rising got started, through word of mouth and growing the team through members and volunteers to pass a ballot measure to improve healthcare. Collected signatures, got the word out, and then the pandemic hit—and they had to adapt. Opponents sued, and 430,000 Arizonans were silenced. After recovering and refocusing, Arizona Rising is using the Leaders to Lawmakers program to move forward.

General Election Work

Political Director Suzanne Jimenez recapped our general election work in Arizona to secure a victory for Biden/Harris and Mark Kelly. UHW took responsibility for almost a quarter of the Arizona voter universe. What we did: 1,500,000 phone calls, 9,13,000 texts, and 4,500 doors knocked. There were many new challenges to deal with, but we keep innovating and adapting, and we overcame the challenges to meet and exceed our goals. UHW did more volunteer hours than any other SEIU local in California and was in the top five of SEIU locals nationally. Our 12 amazing Election Leaders, who trained our volunteers and led us through this campaign, and many are coming back to help with the Georgia efforts.

Suzanne described UHW's California election outcomes:

- Nearly \$1 billion was spent on ballot measures. Even if California has progressive champions in the Legislature and Governor, corporations are still using the initiative process to circumvent laws and protect their bottom lines. We will need to continue to tackle this issue.
- State Legislature: We were able to protect seats previously won, and we still have a super majority. Democrats picked up 2 State Senate seats, both in Orange County. We will now have a more labor-friendly Senate. Democrats lost one seat in the Assembly.
- U.S. Congress: Democrats lost 4 seats (in Orange County, Los Angeles, and the Central Valley). Democrats struggled in the Congressional races.

Suzanne discussed what is coming next in Georgia for the Senate elections to elect Reverend Raphael Warnock and Jon Ossoff. This is not about party control, it is about what the Biden Administration will be able to get done, and how we as a country are able to move forward. It will determine whether the next four years are about small changes to reverse what Trump did or about moving forward fixing the problems we have faced for decades. We have deployed a group of members and staff to canvass in Atlanta and are phone banking from California with a goal of 19,300 IDs.

ADEM Elections: An election is happening in January to choose delegates to the California Democratic Party.

2020 Hospital Division Contracts

Hospital Division Director Chokri Bensaid shared our contract victories in 2020. In light of the Kaiser settlement, we needed to expect more, then pandemic hit, and it was clear that healthcare workers deserve even more than they did before. The successes were accomplished with help from patient caravans and the support of other UHW staff. We bargained for a third of the Hospital Division this year in spite of all of the challenges.

3:40 pm General Session

Fairness Project

Steve Trossman (*UHW Director of Public Affairs*) introduced the Fairness Project, which started five years ago, has won 20 out of 21 campaigns and touched the lives of millions.

Jonathan Schleifer (*Fairness Project Executive Director*) discussed the strategies behind the Fairness Project. Playing by the rules leaves us with the many inequities we have today—the Fairness Project is designed to play around those rules. Politics in America was never meant to work for working people, and political leaders have failed to address the daily struggles of working families including growing income inequality and lack of affordable healthcare. The solution is to go around politicians and give voters a say. The Fairness Project runs and wins ballot initiatives on issues that make a real difference to working people and their families. Since 2015, the Fairness Project has won 20 campaigns and changed 17 million lives—more than the population of 46 states.

The work of the Fairness Campaign has changed the national conversation around Medicaid expansion, including in large mainstream media. In the next four years, the Fairness Project plans to double our impact, expanding Medicaid, raising the minimum wage, winning paid leave, and curing predatory lending everywhere we can. Born out of UHW priorities, the Fairness Project is also taking on police reform in cities and counties in California and across the country.

December 2020 Budget Report

Stan Lyles acknowledged that the good work of the Fairness Project and UHW has to be supported by money. The Finance team is making sure we meet the needs of UHW for next year.

Annie Koya (*Sutter Eden Castro Valley*), **Evelia Rodriguez** (*Kaiser South Bay*), **Leah Harcourt** (*Kaiser Walnut Creek*) explained the SEIU-UHW budget process, including how the finance team prioritizes SEIU-UHW's mission and vision. The budget goes into effect January 2021, but the team works and meets throughout the year and makes adjustments, including a mid-year evaluation, so that we are flexible to address the most urgent priorities. In spite of the pandemic, UHW's membership grew from 98,053 in December 2019 to 98,548 in December 2020. This translated to a \$2,837,194 increase in dues revenue in 2021. Because of the pandemic, we also saved \$3.5 million in travel expenses.

Dave Regan spoke about the 2021 budget resolution, including how the budget will prioritize protecting workers through the COVID pandemic and advancing UHW's healthcare justice agenda, including advancing racial justice. Through the Fairness Project we can use ballot measures to help create systemic change to enact police reform and improve racial justice.

Budget Committee members **Ethan Ruskin** (*Kaiser San Jose*), **Evelia Rodriguez** (*Kaiser South Bay*), and **Jon Portez** (*Kaiser Downey*) described the change from the 2020 budget to 2021. Revenue increased by more than \$800, and the 2021 budget increases funding for organizing, caucuses, racial justice work, communications, trainings, the Opportunity campaign. Other budget priorities will be the member disaster relief fund, the rainy-day fund, strike fund, PIC and PAC to build out political strength. The executive board will consider a proposed resolution from the Budget Committee to forgive \$2 million that was loaned to the Fairness Project.

Swearing in New Executive Board Members

Stan Lyles administered the oath of office for new members of the Executive Board.

FRIDAY, DECEMBER 4, 2020

9:00 am General Session

Dialysis

Organizing Director Cass Gualvez and **Dave Regan** provided an overview of where we've been, where we're going, and how big money is being used against patients. In the last three years the dialysis industry has had to spend a quarter billion fighting us, and they are willing to do this because this is a wildly profitable business. Organizing an entire industry takes a long time and is not easy. We have made a lot of progress, but we need to keep fighting until we win. The dialysis companies spent millions of dollars against us, and while we were not successful this time, we have the industry's attention, and we are not going away.

Carmen Cartagena (*Dialysis Patient*) shared about how she became involved with Prop 8, and why the fight to fix dialysis is so important for patient safety and must continue.

Emerson Padua (*Dialysis Patient Care Technician*) shared his story as a worker for both DaVita and Fresenius, the difficult conditions he faced and the importance of organizing. If we quit, they win. Conditions have improved because of our fight, but only superficially. We need to get these improvements guaranteed in contracts.

Healthcare Education Opportunities

Healthcare Justice Division Director Hortencia Armendariz and **Dennis Anderson** (*Dignity Folsom*) spoke about education opportunities available to UHW members and their friends and families. The argument from our employers is always “We cost too much,” and our not-yet-union friends and family are facing substandard wages and benefits. By bringing people into Futuro Health, we are raising the standards for everyone and growing our union by recruiting 10,000 Californians who will become SEIU-UHW healthcare workers.

The Education Fund serves SEIU-UHW members, and Futuro Health serves UHW family and friends. We have received 5,367 total applications, with 204 non-Ed Fund eligible members going into Futuro, and 1,332 members going into the Ed Fund. There have been 3,831 referral applications from family and friends to Futuro. The Ed Fund has seen a growth of over 2,000 learners (from 13,002 unique learners in October 2019 to 15,278 in October 2020). 2021 Ed Fund and Futuro programs:

The Ed Fund Programs	Futuro Health Programs
Medical Assistant	Advanced Telehealth
CNA/PCT	Dental Assisting (Sac & LA Metro)
Medical coding ccs	Care Coordinator - Behavioral Health
Sterile Processing	Care Coordinator - Chronic Care
Phlebotomy	Community Health Worker
Surg Tech	CHW - Upskilling
Sterile Processing	Medical Assisting
Mental Health	English Readiness
Rad Tech	JumpStart Courses
IT and non-clinical pathways	
CRITICAL SKILLS	
Social Emotional	
Critical Thinking	
Technology/Adaptability	
Telehealth/Virtual Care	
Care delivery in the home	
Teamwork/Service Excellence	
Safety/Quality	

Chanell Harper (*Alta Bates Summit Medical Center*) shared about the kitchen table conversation she had with her daughter about doing the Futuro MA program.

Dennis Anderson (*Dignity Folsom*) and **Rexie Dizon** (*Alameda Hospital*) described the virtual orientations they are using to recruit for the Healthcare Career Seminars. **Hortencia Armendariz** explained that participants in the program also become members of the Healthcare Justice Division.

Kaiser

Kaiser Division Director Vicki Jackson shared what is going on in Kaiser. Kaiser made \$5.4 billion in 2020 but is refusing to settle a good contract for Optical workers. Strike scheduled for the week of January 11, 2021 to support Optical workers. Kaiser is trying to automate jobs including EVS jobs using COVID as an excuse and is “piloting” plans to use robots to replace our members. Kaiser is trying to deny the PSP bonus because members did not meet the attendance goal in the middle of a pandemic – UHW is demanding Kaiser pay the PSP as a heroes bonus.

2:30pm General Session

Ericka Castillo (*St. Elizabeth Community Hospital*) announced that 25 members who work at Dignity’s medical foundation in North State voted this morning to join UHW.

Communications Director Nathan Selzer described a new project with the Governor’s office to produce public service announcements featuring UHW members about how important it is to control the spread of COVID and follow the public health guidelines.

Dave Regan asked for a motion to approve the minutes from the July 2020 Executive Board meeting. The motion was made and seconded. The motion passed.

Dave Regan introduced *Resolution 32-20: Supporting the Work of the Fairness Project for Racial and Economic Justice through Loan Forgiveness*. The Fairness Project has paid back \$1 million of the \$3 million loan. The proposed resolution would forgive the remaining \$2 million of the loan so that the Fairness Project can continue to take on issues related to UHW’s Healthcare Justice Agenda. With a quorum present, the resolution was moved and seconded. Following discussion, **Tony Flores** (*Kaiser South Bay*) called the question to end debate on the motion. The motion to end debate passed. With a quorum present, the motion to adopt *Resolution 32-20: Supporting the Work of the Fairness Project for Racial and Economic Justice* passed.

Dave Regan introduced *Resolution 31-20: Our 2021 SEIU-UHW Healthcare Justice Agenda*. Dave described how the proposed budget was written by the Budget Committee and shared with the Executive Board. With a quorum present, the motion to adopt *Resolution 31-20: Our 2021 SEIU-UHW Healthcare Justice Agenda* passed.

The meeting adjourned at 4:32pm