**SEIU-UHW EXECUTIVE BOARD JULY 7, 2022**

# JULY 7, 2O22

*9:00 am General Session*

**Vice President Stan Lyles** opened the meeting by introducing himself and welcoming all participants. He reviewed the goals and ground rules for the meeting.

*Existing as an act of resistance*

**Georgette Bradford** *(AFRAM Caucus)* shared the perspective of Juneteenth as a remembrance rather than a celebration and further a proclamation for going forward, reflecting the work we have always done to update our founding documents.

**Gabriel Montoya** *(Lavender Caucus)* reviewed the history of Pride originating from people “tired of being tired.” Pride goes beyond a festival to manifest a willingness to stand up for a community, which he contextualized by sharing some of the moves to ostracize kids in other states like Florida. He closed with the notion of uniting across marginalized positions to fight oppression. Finally, he reminded us that the Lavender Caucus would be marching in the Long Beach pride event this Sunday if folks would like to join.

**Gisella Thomas** *(Desert Regional)* talked about the reversal of Roe v. Wade two weeks ago. She connected with anger over violating women’s rights and well-being under the guise of healthcare and protecting life. She summarized the UHW position that this as a medical decision where the government should not interfere with patients and providers.

**The Cedars Team** shared about the factors contributing to success in the campaign. **Yudis Cruz** talked about the constancy of unity and support, but also a plan to build leadership in new areas, not just recruit the same leaders. **Delta Bunuan t**alked about the impact of certain areas walking, leading to cold food, cancelled surgeries, and in one case a patient falling off an operating table. **Adolfo Morales** talked about the prevalence messaging from the mobile truck, planes, and social media.

**Patrice Carrigan** *(Dignity Bakersfield)* presented on the Leadership Academy held June 11 and June 25. The two events combined saw nearly 900 attendees and generated over 1700 pledges and Patrice expressed optimism for the events continuing to build leadership in the union. **Norma Navarrete** *(Kaiser Antioch)* added that her team worked hard to prepare in advance to make sure the even ran smoothly. People were excited and generally followed up to ask about next steps even if they had to leave early to get back to work.

Regarding the struggle to obtain bonuses for healthcare workers on the front lines of caring for Covid patients, **Roy Ongpin** *(Kaiser South San Francisco)* talked about the drive to secure the bonus for healthcare workers. He discussed the precursor bill SB650, which didn’t pass because of corporate opposition, but emphasized that this set the basis for continuing a dialogue that finally culminated in the bonuses.

**Mauricio Medina** *(Southern California Hospital at Hollywood)* joined to talk about the $25 minimum wage campaign. While recapping the drama of testimony to LA City Council, Mauricio drove home the message that the fight doesn’t stop until the entire state is similarly covered by the minimum wage.

**Dave Regan** on **United for All**

Before getting into the session, want to make two observations:

1. Since the last time we met, the total number of covid deaths in the US passed 1 million. If anyone had said that in spring of 2020, no one could have processed that.
2. In the last two weeks, two wins have resulted in huge victories for 800K HCW in CA in the form of bonuses and the minimum wage. Most people don’t get a chance in the work they do to have such a big impact, and we should appreciate that. What we do is not normal, in a very good way.
3. We talk about values in UHW, specifically that we speak to common good, not just to narrowly tailored interest. Not selfish, but broad and inclusive. We believe we do better when everybody does better. Put this in the context of some of the challenges discussed earlier for folks who aren’t part of the dominant majority, who are marginalized.

*Details of United for All*

We have the task of bargaining for 80% of membership over the next year. The basic orientation is of one campaign instead of employer by employer, common strategy with leg and political, common demands, and joint actions/shared resources.

The rationale for the approach is an unprecedented set of challenges:

1. The pandemic, not just the one million who died already, but the future threat posed by the emergence of new variants. It’s hard because we are exhausted and we don’t want to see this again, but pandemic fatigue leads to fewer people taking precautions, and as leaders we can’t ignore but we need to talk about and name it
2. Staffing, reflected in 30K interviews leading to crisis in care report. Basic take home is we cannot fix this crisis without raising pay.
3. The economy and inflation. 8% inflation, $7 gas, food prices, reinforcing that this is the roughest economy in our lives, and it particularly affects working class people. Raising wages is part of what it will take, and we have recalibrated folks thinking about what that means.
4. Expectations gap. It’s going to take much more than what employers think. The standard had become 3% per year with targeted add-ons. Now, that will not get it done. Kaiser is one example, but it existed everywhere. It existed at Cedars as well.

*Timeline*

Dave presented the list of facilities and systems up between now and then end of next year and reviewed the timeline from February 2022. He reminded folks about the COPE drive and shared UHW success of highest percentage of contributors (35%) of all locals in the US and reviewed all of what we have been able to do on the backs of these contributions (leg wins, phone banking, academies, survey, and crisis of care reports). Now we are rolling out bargaining and mental health surveys. We had an action targeted to $25 campaign in LA that can be repurposed now that council has approved, and future academies.

Dave reminded participants that the industry is more sophisticated, has more financial resources than ever before in our lifetime. We need to use every tool at our disposal with maximum resourcefulness and flexibility. We also need unprecedented level of member unity, militancy, and strike-readiness. At the same time, we need to be flexible and adapt to circumstances in different parts of the state.

*Reviewing Cedars*.

Dave asked us to celebrate the unprecedented win at Cedars while also acknowledging the limits to that victory. Given that about ½ of our members walked, going on strike for a week was as much as we thought we could sustain, and in the end the employers didn’t really cave. However, the LA minimum wage passed soon after, winning new raises for 750 workers. This shows the importance of utilizing multiple tools.

*Staffing stabilization bonuses*

Signed by the governor about ten days ago, covering 700,000 healthcare workers (HCW) in California. The initial total value of $933 million, then through legislative process to finalize grew to $1.3 billion. Credit our persistence after initial setbacks, now how to communicate to non-union workers. A modest yet very important acknowledgement to the very important work that HCW have been doing. Lesson that can sometimes win more from legislators than from individual employers.

$*25 minimum wage*

After two Council votes solidified the win, 70,000 workers in LA will be affected will be affected, including two thousand UHW and 1,500 dialysis clinic workers. Raise takes place right away, and with the indexing to inflation, Dave predicted that will hit $30 within five years. In some ways this was hidden benefits as attention was focused on the $25 element.

Dave reiterated that the reason we did this is that no healthcare workers should be making less than $50k per year. Recognizing that some workers who currently earn above $25 may feel left out, he noted that the movement will not stop at LA, nor would it stop at stopping at lowest end of the pay scale.

Dave shared two observations about employers

1. They are angry, caught asleep at the wheel, didn’t realize our work with council. Now employers want a repeal, possibly through a new ballot measure. Problem is cannot change calendar, so would undue something that has already been implemented. We will defend and expand.
2. Kaiser has indicated they want no part of the CHA campaign to undo, but we are holding then accountable, not enough merely to not participate, they must push back as well.

Dave made two more points that really show how these efforts are interlinked

1. COH in Duarte (another $25 city target) has proposed $20 minimum floor plus other adjustments. 500 workers, not just lower end, will likely experience adjustments, this would never have happened without the political work to push the $25 minimum in Duarte
2. AltaMed clinics have announced a raise to of their minimum wage to $25 by 2025. First clinics to do so, and as largest operator has outsize impact on a segment of the industry that is typically less generous to workers.

With minimum wage, we are resetting the market, which results in all of us doing better.

Dave also shared brief updates 2 campaigns update: dialysis and community clinics

1. Dialysis: minimum wage in LA will include (2/3 of these workers are below $25)
2. Clinic campaign: emphasize AltaMed concessions, also on a path to bring 40,000 more workers into the union

Finally, Dave shard some updates on Healthcare Rising in Arizona

1. 1309 members paying dues
2. This morning we filed 500,000 signatures (more than any in history) for the Predatory Debt Protection Act to be on the ballot in November. The act addresses medical debt as well as other consumer debt. The act would protect more of house value, accounts, car value etc. from predatory debt collection, affecting one million Arizonans in collection because of medical debt.

**Gabe Montoya** (Kaiser Downey) **Mayra Castaneda** *(St. Francis Medial Center)* **and Lynn Griffin** gave a political committee report.

The political committee highlighted the importance of political work, especially when corporations have rights as people to advocate for their own interests, they shared how politics affect us daily and that the midterm elections are crucial.

**Gabe** deferred the small group breakout debrief to the chat to share the news that Mayor Garcetti would be signing the $25 minimum wage ordinance tomorrow.

**Dave** expanded that the ordinance would be signed at 9:30 AM, and that UHW has been invited to send representatives to the singing event. Board members who have been attending council proceedings are invited to 1) put name in chat 2) commit to wearing work clothes/scrubs and 3) hustling back to EBoard after the ceremony.

**Gabe** shared details about the bonuses and noted that the trailer bill written to implement the legislation caused the total committed to rise from $933 million to $1.3 billion.

**Gustavo Medina** *(Government Relations)* joined to handle Q&A about the bonuses.

Gustavo andGabe explained that supporters tried to cast a wide net, but some (for example remote workers) were excluded in the final language. They reminded members that we were not the only party weighing in on the proposal, and that we should celebrate being the only state in the nation that has bonus approved at the legislative level.

**Lori Pimentel** *(Kaiser Vacaville)* and **Crystal White** *(Lakewood Regional Medical Center)* talked about the importance of a united approach to bargaining. Members should also participate in the bargaining survey, which will open July 11.

**Ethan Ruskin** *(Kaiser San Jose)* led the group in a review of the campaign timeline.

**Rexie Dizon** *(Alameda Hospital)* presented on the bargaining survey, which will be active from July 11 to August 28. **Ethan** walked the group through the survey instrument page by page.

**Rexie** presented on the bargaining summit in September 2022. He summarized the numerical goals (about 800 total across Hospital and Kaiser divisions), invitee criteria and timeline.

**Stan** closed the meeting and announced a meeting to update folks on union finances from 8:00 am to 8:45 am tomorrow morning.

# JULY 8, 2022

9:00am General Session

**Dave Regan** opened the Friday session. **Dave** announces that some members of the board at currently at LA city hall joining the mayor at the signing of the minimum wage ordinance. Mayor will come outside and meet with full UHW contingent travelling to city hall after signing ordinance.

New board members to be formally installed as members of the board (oath of office for new board members). **Dave** swears in new board members with oath of office. **Dave** and **Stan** offer congratulations to new board members.

**Dave** presents the minutes from the March 2022 Board meeting for approval. A motion to adopt the minutes from the March board meeting and seconded. Dave took any questions about the board meeting minutes. The minutes were approved by zoom vote.

Video on Labor in the 21st century is presented highlighting recent union organizing around the country, and at UHW.

**Gisella Thomas** *(Desert Regional)* part of member organizing team, discusses recent organizing at UHW and the importance of new organizing. Gisella highlights current campaign at Kindred, LA with upcoming vote on July 20, and reports on the testimony of workers at Kindred, LA currently fighting for a union. Gisella asks for COOL (Committee for Organizing Leaders) volunteers to help on the upcoming vote on July 20. Gisella transitions to dialysis campaign and presents a video on how we are still working to organize dialysis workers.

**Cass Gualvez** (Organizing Director) discusses the dialysis campaign and the current urgency in dialysis campaign. Cass presented a review of the dialysis campaign – started on Valentine’s Day 2016, meeting with workers desperate to organize the dialysis industry. Most workers were working 2 jobs and movement grew rapidly. DaVita and Fresenius began anti-union campaigning, including firing leaders. Campaign in the field froze due to fear. Our campaign continued in the legislature and recruiting patients and workers. Now workers in 2022 have become fed up. Patient care technicians make between $25-27 an hour in northern California, workers in LA making $20 an hour (now $25 with minimum wage increase). Workers overwhelmed and exhausted, and now excited about the union, there is a belief that this is a way to fix staffing, broken down facilities, and low wages. Cass contrasts poor conditions for workers and patients with industry profits. Fresenius made $1.24 billion, DaVita $978 million in 2021. Currently we are working with workers to get clinics election ready. We are ready to support workers who are ready to join a union. Our mission is to continue to support legislation and support workers ready for a union. Cass asks for help and volunteers for help getting workers ready for the increased fight anticipated from the industry when facilities begin to unionize.

**Brisa Barrera** *(Santa Rosa Community Health)* discusses the clinics campaign and discusses the problems at her clinic, broken equipment, bad facilities, and short staffing. On June 28, Assembly health committee approved our bill to increase funding and support to clinic workers. SB 1014 now moves to appropriations committee and then to floor vote. The bill will bring equipment to clinics, and increased staffing to clinics. Mission to set $25 an hour for clinic workers. Alta Med announced raising minimum wage to $25-hour, proof clinics campaign is working. Thursday July 14 hosting first general meeting for non-union clinic workers.

**Dennis Anderson** *(Mercy Hospital of Folsom)* and **Sonya Allen-Smith** *(Kaiser Oakland)* discuss staff retention development and the Healthcare Opportunities Program with Futuro Health. Initially board members and leaders recruited for Futuro by talking to friends and family. Pods now recruiting through the ambassador program have increased recruitment. Members who met recruiting goals for Futuro are highlighted. **Dennis** highlights new strategies for recruiting across the state.

*1:00pm General Session*

**Dave** opens the afternoon session by sharing footage from this mornings’ minimum wage increase in LA. Introduces Mauricio Medina, member who worked for and attended LA minimum wage signing.

**Mauricio Medina** speaks to why raising the minimum wage was important to him. **Mauricio** expresses thanks and appreciation for finally getting the respect healthcare workers deserve after everything they’ve been through during the pandemic.

*General Session 3:30pm*

**Zelda Aaron** *(Community Hospital of San Bernadino)* speaks on the mental health America Survey results. We wanted to know how our members were doing. Almost 5,000 members share insights for anonymous survey. **Zelda** reports on how we will use the findings in the survey. We will use as part of United for all – campaign to impact public opinion and to impact bargaining. Introduces Dr. Joi Madison.

**Dr. Joi Madison** first takes a moment to let everyone check in with themselves and think about their feelings in the moment. **Dr Madison** talks about the spectrum of emotional well-being and developing a practice where we can check in with ourselves as a vital tool - without a practice to check-in we miss opportunities to address stressors early on. Dr. Joi led us though an exercise.

**Geanise Richardson** *(Kaiser Regional)* and Cindy Urbano *(Doctors Medical Center Modesto*) encourages members to go through workshops.

**Joseph Brown** goes over campaign timeline as a quiz for members before ending the EBoard meeting.

**Stan Lyles** thanks everyone for coming to the meeting and participating in the program. Thanks, the members who helped put together EBoard and staff Sarah Steck, Brittany, Elena, and Nate. Thankful that members could be present at the LA minimum wage increase, proof that we get work done. Officially adjourns meeting.