**SEIU-UHW EXECUTIVE BOARD DECEMBER MARCH 24-25, 2022**

# MARCH 24, 2O22

*9:00 am General Session*

**Vice President Stan Lyles** opened the meeting and went over goals for the meeting and ground rules.

**Yudis Cruz** *(Cedars Sinai)* and **Ethan Ruskin** *(Kaiser San Jose)* described how the Executive Board has led through the past two years of the COVID-19 pandemic. They discussed how the pandemic has impacted healthcare workers, UHW members, their families, and the country. Board members reflected on the past two years in small groups.

**President Dave Regan** described our strategy for the next two years – UHW’s campaign to win the future. More than 80% of UHW members will be in contract negotiations over the next 18 months. California is facing a crisis-level shortage of healthcare workers, and that is translating to staffing shortages and a crisis in patient care. That, coupled with economic uncertainty and inflation, is creating an expectations gap between the settlements UHW members want and need and the contracts our employers expect to settle. Dave described the financial standing of UHW’s large employers. In particular, healthcare companies have made tremendous profit on their investments in the past two years, exacerbating the financialization of healthcare.

We will need to be ready to strike, but we will also need to have more tools, including public opinion and political action. We need to be ready to tell the story of how the financialization of healthcare is hurting patients and workers. COVID paid sick leave is a good example of using our power to win for workers.

The ballot measures for a $25 per hour minimum wage for healthcare workers that UHW has filed in the City of Los Angeles and other cities in Southern California will take our argument to voters and would be the largest raise ever for many members. UHW can also use the legislative process to address the financialization of healthcare.

Potential core bargaining demands: $25 hour minimum wage, across the board raises indexed to inflation or 4% if inflation is below 4%, a plan to increase staffing by 10%, and an investment in worker recruitment and retention. In order to win these substantial improvements, we need to change the conversation now and get ready to fight. We need an unprecedented plan in order to achieve unprecedented results. Following small group discussions, Board members offered feedback on the plan to win the future, and Dave answered questions, offered clarifications, and expanded on the plan. Board members focused on the need to unite UHW’s membership and focus together on the campaign goals.

**Gabe Montoya** *(Kaiser Downey)* and **Fay Eastman** *(Kaiser Oakland)* discussed the COPE for Contracts campaign that has increased COPE contributions, recruited and developed leaders, and educated members on UHW’s COPE program and political goals. Unionwide, leaders exceeded the goal and signed up 1,979 new COPE contributors.

**Suzanne Jimenez** *(Political Director)* recapped small group discussions about our COPE work and described UHW’s political work. Inflation is increasing and wages aren’t keeping up. That is why UHW is pushing for a $25 minimum wage for healthcare workers in 10 cities in Southern California. Suzanne described the process of putting those initiatives on the ballot. This will put us in a stronger position for bargaining next year.

**Geanise Richardson** *(Kaiser Regional)* shared highlights from her time working on political campaigns for UHW and talked about how the $25 minimum wage ballot initiatives will help workers and help UHW in bargaining.

**Cass Gualvez** *(Organizing Director)* described how organizing more healthcare workers and the bargaining campaign are linked. She celebrated the 99% yes vote at LifeLong Medical Care in their election to join UHW.

**Diana Torres** *(LifeLong Medical Care)* was the first worker at LifeLong to reach out to UHW trying to organize. She was a UHW member at Dignity before she worked at LifeLong and wanted to organize her clinic. She and other leaders organized their coworkers and is excited that now they can move into bargaining with their employer and improve pay and benefits.

**Cass Gualvez** described the plan to organize the community clinic industry and improve wages, benefits, and staffing by increasing funding to the entire industry. With other SEIU locals, UHW is working to pass SB 1014 (Hertzberg) to bring more money, transparency, and accountability to community clinics.

**Gisella Thomas** *(Desert Regional Medical Center)* talked about the importance of a unified campaign. For example, UHW’s bargaining campaign at Vibra resulted in good contracts, including first contracts for the Vibra facilities that joined UHW during the pandemic.

**Cass** celebrated the almost 1,000 members that UHW organized in 2021, even during the pandemic, and **Gisella** described the opportunities for UHW leaders to get involved in organizing.

**President Dave Regan** tied UHW’s 2023 bargaining campaign to the need to develop the workforce of the future and address staffing shortages.

**Dennis Anderson** *(Mercy Folsom)* introduced UHW’s Healthcare Education Opportunities work to address short staffing and vacancies. California needs approximately 500,000 new allied healthcare workers by 2028, and there are approximately 5,000 vacancies in UHW positions statewide. Short staffing is exacerbating burnout and jeopardizing patient care.

Futuro Health is part of the solution because it will help train and prepare new healthcare workers. Futuro Health graduates are already starting to get jobs with UHW employers. The EdFund is also creating new opportunities for UHW members.

**Dave Regan** expanded on how Futuro Health and the EdFund are helping workers move up the career ladder in healthcare. If we can secure $100 million in annual funding, we can dramatically expand our ability to train healthcare workers. Through the 2023 bargaining, UHW will work to get employers to contribute training efforts.

**Roy Ongpin** *(Kaiser South San Francisco)* and **Mauricio Medina** *(St. Francis Lynwood)* described how the next step to prepare for bargaining is to strengthen leadership structures. Right now leaders are moving a staffing survey to better understand the staffing issues in UHW facilities, and the staffing survey is a good way to find and develop new leaders. Fixing the staffing shortage will be a long road that will need leadership and dedication.

**Vice President Stan Lyles** praised the recent memorial for UHW members who were lost to COVID and shared a video of the memorial. There will be more memorials around the state.

# Friday, March 25

*9:00am General Session*

**Dave Regan** opened the Friday session and introduced a video honoring Women’s History Month and then swore in the newly elected members of the Executive Board.

**Dave** presented the minutes of the December 2021 Executive Board minutes for approval**.** A motion to approve the minutes was made and seconded. Dave took questions about the minutes from the board before calling the vote. The minutes were unanimously approved by the Executive Board via Zoom vote.

**Debru Carthan** *(Kaiser Modesto)* **Gisella Thomas** *(Desert Regional Medical Center)* discussed how the ONE Campaign 2023 bargaining campaign will help unite members and increase UHW’s power at all the bargaining tables. UHW members have won in past bargaining when they stand together across employers and divisions. Now it is time to bring that unity across the entire union. A united campaign combined with our political power will help build public support for the ONE Campaign. COPE is a critical part of the strategy to build political power.

**Geanise Richardson** *(Kaiser Regional)* and **Zelda Aaron** *(Community Hospital of San Bernardino)* described a series of workshops that UHW has organized for members to support emotional and financial wellness. The emotional wellness workshops have given **Geanise** important tools to help her be a better leader. **Zelda** described the financial wellness workshops and financial counseling that are available for UHW members. **Darren Tree Wallace** *(Kaiser LAMC)* encouraged board members to bring these resources to their hospitals, huddles, steward councils, and pod meetings.

**Triana Silton** explained that UHW has partnered with an organization to help UHW better understand the emotional wellness and needs of UHW members. UHW has also partnered with various organizations to provide support to healthcare workers needing financial assistance for career advancement or to address urgent needs. More information will be forthcoming.

**Stan Lyles** introduced **Dr. Joi Madison** who discussed physical, social, emotional, and cognitive strengths that leaders can add to their toolkit, including gratitude. Dr. Joi introduced ways to express gratitude daily and discussed protective factors like physical health, social support and coping skills.

**Stan** honored two UHW staff members who died recently: **Neal Melton** from the Research Department and **Terry Sandoval** from the Kaiser Division both passed away since the last Executive Board meeting.

**Joseph Brown** *(Sutter Roseville)* and **Georgette Bradford** *(Kaiser Sacramento)* offered final reflections on what they will take back to their members from the meeting. They closed the meeting at 3:40pm.