1199SEIU LABOR MANAGEMENT PROJECT

SHOWCASE of PROMISING PRACTICES
BROOKLYN WORKERS COUNCIL: EMPLOYEE ENGAGEMENT / WORKER VOICE

FROM CRISIS TO OPPORTUNITY TO ADVOCACY

How 1199SEIU members engage meaningfully beyond the walls of their respective institutions with the larger community.

Our goal in sharing our story with you is to:

01 Inspire you with our “fairy tale” and help you see opportunities even in the darkest of times.

02 Demonstrate the strength of our Union when brothers and sisters work together to achieve specific goals.

03 Increase Employee Engagement and advocate for greater Worker Voice in the workplace.

Interfaith Medical Center files for bankruptcy in 2014

After years of mismanagement and countless battles to improve, fighting for fairer treatment from federal and state governments, Interfaith Medical Center was slated to close in 2014.

1199SEIU members spearheaded a movement to reverse this catastrophe. They joined ranks with the rest of the employees, rallied the community and reached out to Elected Officials.
## Interfaith Medical Center: The Pride Of Bedford-Stuyvesant

### Did you know that?
- The **Brooklyn Jewish Hospital and Medical Center** in Crown Heights and **St. John’s Episcopal Hospital** in Bedford-Stuyvesant.

### Interfaith Medical Center was formed on December 31, 1982.
- Interfaith offer a wide range of medical, surgical, gynecological, dental, psychiatric, pediatric and other medical services throughout Central Brooklyn, New York.

### It is the merger of:
- Interfaith has a network of ambulatory care clinics that cover the Central Brooklyn communities of Crown Heights and Bedford-Stuyvesant.
Trouble in Bedford-Stuyvesant

Well…
Years of poor management decisions;
Profound changes in the political landscape forced Interfaith Medical Center to file for bankruptcy in 2012.

Closure Mode:
• Then CEO Patrick Sullivan sent official communication to all Department Heads
• Permanent Diversion of Ambulances
Dark Times

Everything is on the line:

OUR JOBS
OUR SURVIVAL
### Battle Mode

#### 1199SEIU Delegates:

<table>
<thead>
<tr>
<th>Denise Ledgister</th>
<th>Leslene Cummings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jennette Harper</td>
<td>Monica Forde</td>
</tr>
<tr>
<td>Deanna Jones</td>
<td>Roxanne Cook</td>
</tr>
<tr>
<td>Cheryl Thom-Bumpus</td>
<td>Annie Pascal</td>
</tr>
<tr>
<td>Michelle Ned</td>
<td>Antoine D’Haiti</td>
</tr>
<tr>
<td>Sheila Arthur Smith</td>
<td>Tricia Wilson</td>
</tr>
</tbody>
</table>

#### 1199SEIU Members – Delegates
NYSNA & CIR Members
Administration Employees

### Our #1 Priority
- Managing Information
- Building Coalitions

*(what we know & what we need to know)*
“Out of Many, One!”

When the going gets tough, the “Interfaith Gangsters” organize for battle…

KEEP CALM E PLURIBUS UNUM
INTERFAITH MEDICAL CENTER IS THRIVING. WE WON!

Now, we have a unique opportunity to change the system more profoundly to better serve our communities.

We learned the power of working with a diverse coalition of people sharing similar interests.

Interfaith Medical Center, Kingsbrook Jewish Medical Center, Brookdale Hospital Medical Center all face similar challenges in delivering healthcare to East Brooklyn communities.

Interfaith Medical Center, Kingsbrook Jewish Medical Center and Brookdale Hospital Medical Center are now forming a new healthcare system known as the ONE BROOKLYN HEALTH SYSTEM.
Member-led initiatives

We learned the Power of Coalitions through the fight to save Interfaith.

Building stronger relationships with our natural allies in the community is essential.

Therefore, we formed the Brooklyn Workers Council.
Managing Information

The **Brooklyn Workers Council** is the highest demonstration of **Employee Engagement/Worker Voice**.

**Responsibilities:**

- Ensuring that all Brooklyn delegates and members are engaged in and informed about healthcare system changes, particularly at Brookdale, Kingsbrook and Interfaith.
- Advocating for our union principles and the needs of the communities we serve.
- Creating community/labor coalitions that serve as a collective voice for community and worker needs.
- Creating partnerships between hospital management, workers and communities.
- Reporting to chapters and identifying crucial issues.
# Building Coalitions

## COALITIONS
- The Coalition to Save Interfaith (CSI)
- The East Brooklyn Call To Action (EBC2A)

## PARTNER ORGANIZATIONS

<table>
<thead>
<tr>
<th>OBHS</th>
<th>The Rogosin Institute</th>
</tr>
</thead>
<tbody>
<tr>
<td>CCB – Maimonides</td>
<td>MIT Co-Lab</td>
</tr>
<tr>
<td>NYC Department Of Health (DOHMH)</td>
<td>New York State Nurses Association (NYSNA)</td>
</tr>
<tr>
<td>Restoration Plaza</td>
<td>District Council 37 (DC 37)</td>
</tr>
<tr>
<td>Isabahlia Ladies of Elegance Farms</td>
<td>The Labor Management Project (1199SEIU Funds)</td>
</tr>
<tr>
<td>Brooklyn Perinatal Network</td>
<td>SEEDS</td>
</tr>
<tr>
<td>BMS Family Health and Wellness Centers</td>
<td></td>
</tr>
<tr>
<td>Community Board 16</td>
<td></td>
</tr>
</tbody>
</table>
East Brooklyn Call To Action (Ebc2a)
Engaging at work. Engaging with the communities.
EAST BROOKLYN CALL TO ACTION (EBC2A)
Engaging at work. Engaging with the communities.

COMMUNITY AREAS OF INTEREST
(Possible Campaigns)

01 WORKFORCE DEVELOPMENT
02 HEALTH AND HOUSING
03 PREMATURE MORTALITY
04 FOOD AND FITNESS
East Brooklyn Call To Action (Ebc2a)
Engaging at work. Engaging with the communities.
East Brooklyn Call To Action (Ebc2a)
Engaging at work. Engaging with the communities.

TO OUR MEMBER-LEADERS
TO OUR LEADERSHIP
TO ELECTED OFFICIALS
TO THE COMMUNITY ACTIVISTS
The Value Of Partnership

We will continue to deliver **High Quality Healthcare** to our patients while also focusing on:

- **Workforce Development**
- **Premature Mortality**
- **Food and Fitness**
- **Health and Housing**
QUESTIONS/PREGUNTAS