Motions Passed at the
GHC Special Meeting on Unionization
October 13, 2025

These GHC member motions were passed unanimously, in chronological order during the course of the meeting.

1. I move that the management of GHCSCW disclose to the Founding Members and Class A Members the amount of money that has been spent in 2024 and 2025 for legal assistance and representation of the Cooperative by the law firm Husch Blackwell, LLP, regarding union recognition.

2. Resolved, that by Friday, October 17 the GHC Board and administration shall notify GHC Workers United and SEIU Wisconsin of the cooperative's intent to voluntarily recognize the bargaining unit democratically chosen by GHC workers in their December 12, 2024 filing with the NLRB; and that the policy of GHC shall henceforth be to observe strict neutrality regarding the unionization of any of its workers, refraining from offering any information about unionization that is not legally required, or any opinion about unionization, at all times.

3. Resolved, that by Thursday, November 13, 2025 the Board shall compile in a single report a complete collection of all meeting minutes, emails, and other communications involving Board members, administrators, and/or supervisory employees regarding union activity, from January 2024 to the present. Communications reasonably covered by attorney-client privilege may be exempted, but all other communications shall be included. This report shall be provided to GHC Workers United and to any member upon request.

   Be it further resolved, that by Thursday, November 13, 2025 the Treasurer shall issue a report detailing the amount GHC has spent on legal or consulting fees for matters related to the union issue, designating (a) the attorneys and firms hired where relevant, (b) the itemized tasks completed and hours spent, (c) the amounts spent on a monthly basis, and (d) which costs fell within any retainer and which beyond the retainer. The report shall also include the hourly rate of each attorney employed. The report shall also include the total amount spent on GHC's attorneys for the past three fiscal years before the current fiscal year. This report shall be provided to GHC Workers United and to any member upon request.

4. Resolved, that because membership has heretofore been denied an opportunity to duly and fully exercise its role "at the top of the [GHC] leadership chart" (https://ghcscw.com/about-us/what-it-means-to-be-a-cooperative/) regarding the

unionization of the health care staff whom their funds employ, and who are unionizing, the Cooperative's new Board and administrators shall faithfully follow the democratically expressed will of the Cooperative's membership, including but not limited to the requirements enshrined in the Bylaws of this Cooperative — especially that at all Annual Meetings the Cooperative shall "implement reasonable measures to provide Members a reasonable opportunity to participate in the meeting and to provide Voting Members a reasonable opportunity to vote on matters submitted to the Voting Members" (Section 2.7.C).

And be it further resolved; and that the Board and administration shall not create Policies and Procedures that undermine the spirit of this organization's Bylaws, motions, and other expressions of membership will; and that this shall apply especially in matters related to unionization, and to all other matters concerning the membership.

5. Resolved, that because membership has heretofore been denied an opportunity to duly and fully exercise its role "at the top of the [GHC] leadership chart" (https://ghcscw.com/about-us/what-it-means-to-be-a-cooperative/) regarding the unionization of the health care staff whom their funds employ, and who are unionizing, GHC shall hold a Special Meeting on the democratization of GHC governance, to be held no later than Friday, January 16, 2026. Members shall be permitted to submit any motions for discussion and a vote at this meeting, including but not limited to motions to amend the Cooperative's Bylaws on membership meetings and voting rights, as well as motions relating to GHC policies and procedures.