

## SEIU-UHW EXECUTIVE BOARD MAY 14, 2020 MINUTES

THURSDAY, MAY 14, 2020

9:00 am General Session

Pod roll-call led by respective E-Comm leaders

**Vice President Stan Lyles** introduced **Andrea Tuma** (*Mercy Medical Ctr Redding*) & **Gabe Montoya** (*Kaiser Downey*) who led a conversation about the Union's response to the COVID-19 crisis. **Gabe** spoke about the challenges around shortages of PPE and our efforts to tackle this crisis specifically including our video campaign to pressure political leaders to do better. **Andrea** spoke about the many efforts to win temporary housing for healthcare workers, so they don't have to take their work home and risk exposing their families. Gabe provided updates on efforts to ensure adequate childcare for healthcare workers at no-cost or low-cost thanks to the work of our political team working with County Labor Federations and Carina care using unionized childcare workers. Gabe highlighted the SEIU UHW "Resource Hub" on our website at [www.seiu-uhw.org](http://www.seiu-uhw.org). **Andrea** also provided updates on efforts to hold employers accountable including:

- Labor management checklists
- Surge protocols
- And our re-opening checklists

**Gabe** highlighted positive responses from employers like Dignity and Kaiser but elsewhere employers have done just about everything wrong specifically highlighting:

- Stanford Hospital's 25% wage cut through furloughs after receiving \$136m in federal aid
- Prime Healthcare's efforts to sick leave and eliminate disability benefits
- Telecare mental health facilities failure to provide safe working conditions and safe staffing during the crisis

**Andrea** highlighted our ongoing efforts to specifically organize EVS and Respiratory Therapists through our weekly leader calls. Gabe spoke about our efforts to re-open St Vincent Hospital as a surge hospital and Futuro Health's efforts to provide opportunity for people to get into the healthcare workforce with pandemic readiness specific trainings

**President Dave Regan** lead a presentation on how we continue to provide leadership during the current crisis that continues to address our stated goals outside of the immediacy of the pandemic itself

- Racial disparities in healthcare
- The coming economic crisis that will also have a greater impact on minorities

Presentation began with most up-to-date statistics on infection rates and deaths by ethnicity which clearly show the African American community suffering the greatest across the country. Next reviewed statistics regarding "median household wealth" over the last 30 years which has essentially been flat and has actually gone down since the peak in 2007 and this clearly says something about the power dynamic in our economy

Just like healthcare, underneath the numbers, shows shocking racial disparities as well: white household wealth has actually grown over this time while black household wealth has gone down in addition to the already drastic disparity in overall wealth \$146k vs \$3,500.

He then reviewed our values and how they guide us: Leadership, Equity and Inclusion, We are Not Victims, Common Good, Embrace Conflict, and Results Matter. We have to continue to hold bad actors like Stanford accountable to get to retirement with all of our stuff but we also need to create opportunities to grow like the Healthcare Rising Arizona campaign and Futuro Health. We need to lead in recruitment to grow our numbers while also addressing the racial economic inequities. We need to build a Healthcare Justice Community that will continue to organize to address all these disparities.

12:55 pm General Session

#### Adoption of Minutes

- **President Dave Regan** asked for a motion to approve the minutes from the first board meeting of 2020 on April 16<sup>th</sup>. **Datosha Williams** (*Kaiser South Bay*) made a motion to approve the minutes, t **Ethan Ruskin** (*Kaiser San Jose*) seconded the motion, and the motion was then approved by a majority of the Executive Board.

**Suzanne Jimenez, Political Director** and Executive Committee member to provide an overview of our political efforts during the crisis

- Increase access to and resources for mental health services for healthcare workers through a proposal we've sent to Governor Newsom: Expand Employee Assistance Program "EAP" (up to 5 months from 1 month), establish an on-demand app, and utilizing FEMA funding
- SEIU UHW PPE legislation proposal
  - 3-month supply at the facility level
  - 3-month stockpile at State level, expand in-state production, updated emergency plan for future crises
- Working to make sure that any employer that gets public funds focuses on patients and workers: no executive compensation enhancements, no layoffs, and increased transparency
- Plan to win by restarting the Leaders to Lawmakers program virtually.

#### The Opportunity Campaign

**President Dave Regan** introduced **Sonya Allen-Smith** and **Dennis Anderson** to provide updates on Futuro Health and the Opportunity Campaign

- Recruit 10k new workers by 2024 creating an organization to create 10k more every year thereafter to meet California's 500k shortage of healthcare workers
- **Denise Ellis** gave an overview of the history of Futuro Health and its founding through Kaiser negotiations

- How do we take advantage of the economic crisis created by COVID 19 to recruit into the Opportunity Campaign while also working to address the racial disparities we've been talking about?
- It starts with us! Recruit, Mentor, Coach!!!
- **Dennis Anderson** introduced **Katrina Bowman** to share her success ... she's recruited 12 people that have graduated from Futuro health and announced the Board's 2020 goal of recruiting 35 participants, 26 of which must be non-members
- **Dennis** provided an update on our progress so far
  - MA applicants: 37 from HCJ division, 242 Hospital Division, and 990 from Kaiser

General session adjourned and leaders went into divisional breakouts.