

Our 2021 SEIU-UHW Healthcare Justice Agenda

RESOLUTION 31-20

Support Caregivers Fighting COVID-19: Our primary mission remains to ensure that healthcare workers can safely and effectively care for patients through the COVID-19 pandemic. This means:

- Enforce our Healthcare Heroes Bill of Rights to ensure safety at work;
- Implement SB 275 to create facility and state stockpiles of personal protective equipment;
- Ensure the COVID-19 vaccine is distributed safely and equitably, and that it is voluntary;
- Memorialize our fallen healthcare heroes so their loss is never forgotten; and
- Fight for recognition of healthcare heroes with raises and bonuses that honor our sacrifices and vigorously oppose layoffs and benefit cuts.

Fight for Racial Justice as a key ingredient of Healthcare Justice: As caregivers we see every day that racism is a public health crisis that we have a responsibility to address. So we will:

- Fight the pandemic, paying particular attention to addressing its disproportionate impact on people of color in the community and in the workplace;
- Build the healthcare workforce of the future that reflects the diversity of California by putting 3500 students from every community through Futuro Health;
- Pass legislation creating transparency and accountability around racial equity measures for healthcare providers; and
- Support the Fairness Project in helping communities across the country utilize ballot initiatives to reform policing.

Innovate to Build and Grow Through the Pandemic: We have to create new tactics to safely carry out the core work of building the organizational strength necessary to carry out our agenda. This includes:

- Continued growth by organizing non-union hospital and dialysis workers who are facing the pandemic without an organization behind them, building Healthcare Rising Arizona and expanding our union of patients;
- Recruiting, developing and mobilizing leaders into strong workplace structures; and
- Building our political strength through 10 at \$10 COPE and Leaders to Lawmakers.

To accomplish these goals,

The Budget and Finance committee has developed a 2021 budget to allocate \$107 million in projected revenue.

- The budget realizes savings as a result of the pandemic in meetings, travel, utilities and leadership assembly.
- It increases spending on communication, technology and organizing while building the reserve account to address unexpected expenses.
- The budget continues the current level of support for the Fairness Project, the Political Issues Committee (PIC), Political Action Committee (PAC) and the Strike Fund.

Resolution: The SEIU-UHW Executive Board hereby adopts the proposed budget for 2021 (attached).