

1 [Supporting Unionizing CommonSpirit/Dignity Health Security Officers]

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3 **Resolution supporting the efforts of Security Officers at CommonSpirit/Dignity Health**
4 **to form their union in SEIU-UHW.**

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6 WHEREAS, Security Officers at CommonSpirit/Dignity Health are frontline protectors of
7 the patients and workers at the company’s facilities; and

8 WHEREAS, CommonSpirit/Dignity Health Security Officers have raised concerns that
9 they have been placed at grave risk of COVID-19 exposure and infection throughout the
10 pandemic due to lack of personal protective equipment, inadequate staffing levels, and
11 insufficient or non-existent safety protocols; and

12 WHEREAS, Numerous Security Officers at the company have contracted COVID-19
13 and infected their family members; and

14 WHEREAS, Complaints have been filed against CommonSpirit/Dignity Health with the
15 Occupational Safety and Health Administration (OSHA) due to past and ongoing safety
16 violations at the company’s facilities including a failure to report COVID-19 cases to security
17 guards with potential exposure, routine failures to screen people entering the hospital, failure
18 to enforce social distancing rules, and failure to train security guards on COVID-19 protocols;
19 and

20 WHEREAS, CommonSpirit/Dignity Health Security Officers have raised concerns that
21 they have been placed at extreme risk of workplace violence due to inadequate staffing levels,
22 insufficient or non-existent safety training and protocols, and a disregard for the well-being of
23 these Security Officers; and

24 WHEREAS, CommonSpirit/Dignity Health Security Officers pay more for their
25 healthcare than other service workers working side by side with them at the hospital and have

1 voiced a desire to have a greater voice over their wages, benefits, and terms and conditions
2 of employment; and

3 WHEREAS, CommonSpirit/Dignity Health is thriving financially, having made \$2.7
4 billion in profits in the last half of 2020, having received \$1.3 billion in federal funds to date,
5 paying the company CEO over \$11 million a year, and paying 28 executives over \$1 million a
6 year; and

7 WHEREAS, The vast majority of Security Officers at CommonSpirit/Dignity Health have
8 signed union authorization cards to join SEIU – United Healthcare Workers West and believe
9 that forming their union is the pathway to winning what the 17,000 Dignity workers who are
10 already in SEIU-UHW have won, including stronger protections against COVID-19, safer
11 staffing levels, sufficient PPE, rigorous safety protocols, affordable healthcare coverage,
12 wages that reward experience and seniority, and more respectful and equitable treatment
13 from management; and

14 WHEREAS, Management at CommonSpirit/Dignity Health has not recognized these
15 Security Officers as members of SEIU-UHW and have not allowed them to hold an election,
16 with a neutral third-party arbitrator, so they can vote to form their union in SEIU-UHW; now,
17 therefore, be it

18 RESOLVED, That the San Francisco Board of Supervisors wholly supports the right of
19 Security Officers at CommonSpirit/Dignity Health to form their union in SEIU-UHW and calls
20 on the company's management to immediately respect the will of these workers by
21 recognizing them as members of SEIU-UHW — or, at the very least, allow these Security
22 Officers to hold a free and fair election so they can vote to form their union in SEIU-UHW.

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