

## Confronting the Crisis in Care: 2022 SEIU-UHW Goals and Budget

### RESOLUTION 33-21

The COVID-19 pandemic has produced the most serious crisis in care in the healthcare system in more than 100 years. Fighting the pandemic, along with indifferent, greedy employers, has left healthcare workers exhausted, burned out, and demoralized, with many leaving the industry altogether. This exodus, combined with the failure of healthcare corporations, educational entities, and government to create easy ways for new workers to join the healthcare workforce, has resulted in a massive shortage of healthcare workers, making pre-pandemic short-staffing even worse. Patients are paying more for care but getting worse results: Less hands-on attention, longer delays, reduced access, and worse health outcomes. Additionally, health disparities among racial groups have surged, with devastating consequences for families.

While we find ourselves in uncharted territory and face enormous challenges, the massive disruption of the pandemic has brought with it a once-in-a-lifetime opportunity for a reset in healthcare. Never has the public relied on us as healthcare workers as much as they have during the pandemic. Never have healthcare workers been as fed up with decades-old “just-in-time” staffing and supply models as we are now. And never before has the healthcare industry faced such a dire healthcare worker shortage.

United together as healthcare workers and patients, with the support of elected leaders and community groups, we can seize upon the crisis in care to reshape how healthcare corporations treat patients and healthcare workers, the heart of patient care. Coming contract negotiations for the overwhelming majority of our members in 2023 provides a platform to launch this effort.

To meet these challenges and step into the opportunity they create, SEIU-UHW will focus its efforts and resources in 2022 on these **four goals**:

- **Tackle the healthcare worker shortage head-on** by fixing broken hiring practices, raising the pay, and training the workforce of the future.
- **Unite and bolster healthcare workers** who have been shaken by the pandemic with financial and emotional wellness programs and enhanced engagement with members and leaders.
- **Prepare to bargain contracts** representing the overwhelming majority of our members in 2023 from a position of unity and strength.
- **Continue to grow the membership and political power** of the organization and its impact on the world around us.

We will adopt a \$110 million budget for 2022 with projected revenue growth and savings carryover from 2021 due to the pandemic that will allow us to make strategic investments in service of these four goals including:

- Adjusting the budgets for meetings and travel (\$1.1 million), leadership assembly (\$1.4 million) and union governance (\$0.89 million) in anticipation of being able to bring leaders together in person to coalesce around these goals during the second half of the year.
- Expanding our strategic communications by \$2.7 million to expose how healthcare corporations are failing patients and workers, to highlight the contributions of healthcare workers, to promote our healthcare worker memorial, and to expand member communications through mail, email, text, and social media.
- Continue building our \$15.6 million strike fund in anticipation of challenging negotiations.
- Creating a \$2 million bargaining reserve intended to carry into 2023 to fund activity, beyond that already budgeted for, aimed at winning strong contracts.
- Making a \$3 million investment to bring financial and emotional wellness programs to our membership, including resources for estate planning, retirement planning, debt management, household budgeting, stress management and emotional support.
- Contributing \$2.75 million to the Fairness Project to move ballot measures that will expand Medicaid, raise the minimum wage, reign in predatory lending, and create police accountability in cities and states around the country.
- Building our political strength by funding the Political Action Committee at \$1.85 per member per month and the Political Issues Committee at \$2.85 per member per month to fund ballot initiatives, legislative efforts and electing allies in support of winning strong contracts and tackling the workforce crisis.
- Funding our organizing program above the 20% amount required by the SEIU constitution, to continue our work uniting more hospital workers, fixing the dialysis industry, expanding Healthcare Rising Arizona, growing healthcare worker cooperatives, and launching a new campaign with other California SEIU Locals to organize 40,000 community clinic workers.

Therefore, be it resolved that the SEIU-UHW Executive Board adopts the attached 2022 budget.