

SEIU-UHW EXECUTIVE BOARD SEPT 30 – OCT 1, 2021

THURSDAY, SEPT 30, 2021

9:00 am General Session

Vice President Stan Lyles welcomed everyone to the meeting, and he reflected on the state of things compared to a year-and-a-half ago, highlighting all the changes in healthcare. He also thanked the members for all the hard work during these difficult times. Over the next two days, Stan outlined our goals: understanding the pandemic, preparing for challenges ahead, and learning some wellness tools to help deal with future challenges.

Savonnda Blaylock (*Kaiser Tracy*) introduced our guest, **Dr. Joi Madison**, who talked to the Eboard about wellness. She led the group in breathing exercises and meditation to help with mindfulness, self-awareness and staying grounded. She also gave information on other tools to help with stressful and emotional situations.

President Dave Regan thanked everyone for working so hard through the pandemic with all of the challenges we faced. He stated we need to acknowledge that everyone—especially healthcare workers—have had a lot to cope with over the last 18 months, and it is important for each of us to recognize that in ourselves and others.

Dave reminded the Board that it is a leadership organization and the driving force of our union. He acknowledged it is difficult to be a leadership organization with limited contact with our members through the pandemic. Regardless, it's necessary as COVID continues to spread. 58 of our members have died from COVID to date. 69,079 Californians have died from COVID to date. 693,000 Americans have died from COVID to date. The disease should be taken very seriously.

Dave outlined various vaccination rates for our members, stating that he believes the vast majority of our members have been vaccinated against COVID. Dave also addressed serious workforce shortages in healthcare. The pandemic took its toll on healthcare workers, with many quitting or getting burned out. Kaiser in Northern California has 1200 vacancies, and Dignity/Common Spirit has 2000 across the state. Dave remarked that this is clear evidence that healthcare workers were not appreciated for all their sacrifices, which is why the union is pushing for recognition via legislation and upcoming contract negotiations with our employers.

We saw a video Latino/Hispanic Heritage Month (September 15 to October 15, 2021).

Break for Lunch

Suzanne Jimenez, UHW Political Director, gave an update on political activities of the union. She introduced **Ursula Nieto** (*Kaiser Santa Rosa*) and **La Trena Robinson** (*Kaiser Richmond*), two

members of the UHW Political Action Committee, who described successful legislative endeavors, such as AB 1204, the Race & Healthcare Transparency act, which passed the legislature. **Elissa Underwood** (*Kaiser LAMC*), member of AFRAM caucus, reported on efforts with S B2, the Kenneth Ross Jr. Police Decertification Act of 2021, which was just signed by Governor Newsom. She also described AB 26, Peace Officers Use of Force, which was also just signed into law. Both bills protect citizens from “rogue” law enforcement elements. **Tracy Bernal** (*Kaiser Santa Clara*) described SB 65, The Omnibus **Act, intended to address disparities in funding and access to quality childbirth services.** **Gabriel Montoya** (*Kaiser Downy*) reported on SB 17, a bill to establish a state Office of Equity, in order to address disparities not only in healthcare, but also for education, housing, and many other areas.

Annie Koya (*Sutter Eden*) reported on all the work done by UHW to help defeat the recall of Governor Newsom. She explained that much was at stake for UHW, the labor movement, and working families up and down the state. **Fay Eastman** (*Kaiser Oakland*) described many of the ways UHW members battled the wasteful recall effort, including a total of 283,453 phone calls. **Datosha Williams** (*Kaiser South Bay*) recognized some outstanding election leaders.

Gisella Thomas (*Desert Regional Medical Center*) introduced **Sara Eisenstaedt** who talked about organizing the behavioral health unit of John Muir Medical Center using a fully digital campaign. They are currently ratifying their new contract. Next, Gisella introduced **Stephanie Martinez**, who talked about work organizing security personnel at Dignity Health facilities. Finally, Gisella and **Jacob Lopez** reported on organizing for better wages at Hi-Desert.

Zelda Aaron (*Community Hospital of San Bernardino*) introduced the Financial Wellness Committee and efforts to help members understand how many factors figure into overall financial wellness. Not just wages, but health care costs, retirement, and other benefits like vacation and sick leave can impact financial wellness. UHW has an array of trainings coming up available to all members and can be found online: <https://go.seiu-uhw.org/l/45502/2021-09-28/8r53tx>

Stan Lyles shared a video memorial to all the members that SEIU-UHW has lost. May we always remember our brothers and sisters.

End of General Session

FRIDAY, OCT 1, 2021

9:00 am General Session

Dave Regan welcomed everyone to the second day of meetings. He introduced **Mayra Castaneda** (*St. Francis Medical Center*) who led us with a warm-up exercise designed to help determine “what’s in your heart.”

Dave led new delegates in the SEIU-UHW Executive Board Pledge to swear them on to the Board.

Dave explained procedures for the Board to vote during Zoom meetings. The minutes were reviewed, **DJ Jerome** (*Kaiser Orange County North*) moved that we approve the minutes, which was seconded. The Board voted to approve the minutes unanimously.

Dave stated that the union is committed to transparency. Under the leadership of VP **Stan Lyles**, the UHW Finance Team works hard to be good stewards of the union’s resources. Dave reminded EBoard members that they are officers of the union, and if they have any questions or concerns about the budget, they have full rights to the information.

Stan Lyles explained the budget process. He also introduced the members of the Finance Team (Budget Committee, Finance Office, Ethics Office); some of these members presented SEIU-UHW’s Mid-Year Budget Report, with most indicators showing that the union is in a strong financial position. A recent independent audit graded the union’s accounting as “A+”. They also discussed growth of the union membership, legislative efforts, and successes in Arizona.

Mitch Marsile (*Kaiser Orange County North*) shared information about SEIU-UHW’s Disaster Relief Fund. He discussed the impact of wildfires in California, and he shared a video. The link to the Fund is: <https://go.seiu-uhw.org/CADisasterReliefFund>

Nathan Selzer, Communications Director, discussed the launch of a new “MyUHW” website for members. He asked for two dozen EBoard members if they would like to volunteer for the “beta testing” of this new tool which will give our members direct access to union information.

Break for Lunch

Hortencia Armendariz, Healthcare Justice Division director, led the next session with a post-lunch exercise before doing a presentation on Futuro Health with help from member education ambassadors. Futuro Health was created to address current and future workforce shortages in healthcare. Members entered breakout rooms to have discussions about how they are impacted in their own facility, and what more can we do to address workforce shortages in healthcare? After the breakout session, Hortencia described how short-staffing can affect our own members.

Triana Silton, Deputy Chief of Staff, reminded members about the importance of personal wellness in these times, and she pointed to classes that are now available for members, including classes by yesterday’s guest, **Dr. Joi Madison**.

Dave Regan talked about the importance of maintaining retirement benefits. He highlighted upcoming sessions about pensions which will help members understand this important benefit.

Chokri Ben-Said, Hospital Division Director, reported on pending actions, including a strike at Sutter Delta, and he urged members to join any actions to show solidarity. He also announced a web page where members can write notes of support and solidarity for our striking members:

Sharon Brooks-Boyd (*Healthcare Justice*) and **Evelyn Garcia** (*Healthcare Justice*) talked about the importance of maintaining courage as we look into the future. They shared personal words of courage written by members of the 2014 SEIU-UHW Executive Board. “WE. ARE. COURAGE!”

Dave Regan closed out expressing appreciation for all the hard work despite the challenging situation, and he urged members to keep up the good work. Meeting is adjourned.

End of General Session