

Auto-Transcribed Via Zoom

UFCW Local 770 President, John Grant: Good evening i'm john grant President local 770 your local.

UFCW Local 770 President, John Grant: And what a welcome you tonight to our discussion keeping it together during Cobra with mental health expert Florence gardener which I have unilaterally renamed who are we what the hell's happening to me and going on around me and what can I do about it.

UFCW Local 770 President, John Grant: This week, these last two weeks, unfortunately, have once again.

UFCW Local 770 President, John Grant: america's revisited the tragedy which seems to be recurrent one wonders when America will realize that these problems are all of ours.

UFCW Local 770 President, John Grant: And the murders of Asian American workers in Atlanta and just yesterday of grocery workers customers and police officer in boulder Colorado.

UFCW Local 770 President, John Grant: causes us to realize they're around us, regardless of what their events out of our control that in in inflict trauma upon us, and while it may seem.

UFCW Local 770 President, John Grant: In comprehensible, given the tragedies last two weeks there are wounds that don't show up at the body, but our deeper and more hurtful than anything that bleeds and that's the context, I think, within which tonight we're most fortunate to have.

UFCW Local 770 President, John Grant: Florence Gardner talk with us, I just want to first recognize we still want Jen Castro and Miranda and Ghani for their work and putting this together over the last few weeks, you know, a tcm who are doing Spanish interpretation.

UFCW Local 770 President, John Grant: Kathy will now.

Kathy Finn, Secretary-Treasurer: You want me to announce the Spanish interface.

UFCW Local 770 President, John Grant: which will be introduced by Secretary treasurer Kathy film.

Kathy Finn, Secretary-Treasurer: Okay, all right hi i'll explain it in English and and then in Spanish by most at the net interpret as soon as they present us young, but first in English so everybody needs to.

Kathy Finn, Secretary-Treasurer: select if you're going to hear if somebody speaks Spanish and you want to hear it in English if somebody speaks English and you want to hear it in Spanish, you need to select your.

Kathy Finn, Secretary-Treasurer: Your language by clicking on the globe there's a Globe generally if you're on a computer at the bottom corner one corner of your screen either over there are over there, or if you're on an iPad or a phone there's generally three.

Kathy Finn, Secretary-Treasurer: That you select and you find somewhere where it says interpretation okay and that's manual almost at the narrative they present us young dumb bn in espanyol.

Kathy Finn, Secretary-Treasurer: He is go ahead espanyol I own global about a lot pantoja as the ladder or escovedo all.

Kathy Finn, Secretary-Treasurer: or iPad.

Kathy Finn, Secretary-Treasurer: I race potatoes, he going to school has as those three spoonfuls by the seer interpret test you on the DNA casco here espanyol.

Kathy Finn, Secretary-Treasurer: Tommy n by their own PowerPoint President has to be on a mama's Apollinaire.

Kathy Finn, Secretary-Treasurer: very young in espanyol in a coffee chat.

Kathy Finn, Secretary-Treasurer: He where they are very low, he were told our presentation in espanol he our standard chat okay.

UFCW Local 770 President, John Grant: Great you Cathy so.

UFCW Local 770 President, John Grant: again tonight is keeping it together during code with Florence Florence Gardner mental health expert and Florence is really one of us who's come out of the Labor movement come out of the social justice movement.

UFCW Local 770 President, John Grant: And realized that an aspect of our healing of our work this hesitates us.

UFCW Local 770 President, John Grant: Being able to understand what's going around with some deal with the various traumas that in fact have affected us way sometimes we're not taught yourself, and I think the framing almost came from.

UFCW Local 770 President, John Grant: Member Denise deeds, who said, who reminded something that I was raised with is sort of this British phrase keep calm and carry on just suppress what's going on around you so.

UFCW Local 770 President, John Grant: Is that healthy or not, and to this that's the opening question, I hope that helps Florence or not, but this, I think, is what we're all facing and want to know how do we do, how do we carry on during this period.

Florence Gardner: Okay, thank you john good evening 770 members Thank you everyone for coming and.

Florence Gardner: letting us be together to talk about the impacts of this time on our mental health.

Florence Gardner: And how to cope with what we've been going through i'm going to share my screen, so that the presentation comes up and hopefully you'll be able to see me and the screen the slides at the same time it'll take me just a minute here to get it going.

Florence Gardner: Okay, so if that worked thumbs up i'm getting then i'm going to start here and we'll move back and forth a little bit between slides and.

Florence Gardner: and seeing people's faces, if you are on the phone out there, this evening and can't see the slides that's perfectly Okay, you can look at them later if you want to they'll probably be posted on the 770 website.

Florence Gardner: And before we get started i'd like to lead us in a very short two minute guided meditation if you'd rather not do it for any reason, please take a moment to go stretch or go look at some photos of puppies and we'll be right back to the presentation Okay, here we go.

Florence Gardner: If it feels comfortable for you, I invite you to close your eyes, otherwise you can leave your eyes open and just relax your gaze aiming it down a little bit about six feet in front of you.

Florence Gardner: Or, if you like, the image that's up right here on the screen let your gaze settle there on the image.

Florence Gardner: take a moment to let your body and mind stop whatever it was in the midst of and let yourself arrive in this moment, right here.

Florence Gardner: your thoughts will still come and go, you can note them passing and returned to the present moment there's no need to push anything away.

Florence Gardner: invite the muscles in your face to relax and your GA release.

Florence Gardner: notice the breath moving in and out of your body feel your chest expanding and opening as you inhale and allow your belly to soften and release, as you exhale.

Florence Gardner: Do that a couple more times feeling your chest opening and expanding as you inhale.

Florence Gardner: and allowing your belly to soften and release, as you exhale.

Florence Gardner: Imagine for a moment that you're sitting in a patch of sun somewhere warm but not too hot.

Florence Gardner: Imagine the palms of your hands and the soles of your feet melting just a little in the warmth, as if you're a plant and the tips of your leaves are just starting to wilt a little bit.

Florence Gardner: If by this point your thoughts have started to carry you away now allow yourself to begin again bring your awareness back to this present moment, allowing the thoughts to come and go and invite yourself again to relax the muscles in your face relax your jaw.

Florence Gardner: notice the sensation of the breath moving in and out of your chest and belly imagine your chest opening as you inhale and your belly softening as you exhale.

Florence Gardner: Imagine yourself once again in that patch of warm sun with the palms of your hands and the soles of your feet wilting just a little bit.

Florence Gardner: say to yourself, may I move into the next moment feeling more relaxed and peaceful.

Florence Gardner: And then, when you feel ready allow your eyes to open and find yourself back here with us as we step into the webinar together.

Florence Gardner: So this evening we're talking about the impacts of covert and the other stressors of this time on our minds and bodies, this time we've been living through has exposed us to both stress and trauma.

Florence Gardner: You who have been working for over a year on the very front lines of this crisis had been exposed to the stress and trauma, more than any of us.

Florence Gardner: You all deserve all the care and kindness, we can conceive of to support you and getting through the rest of this crisis and recovering, on the other side of it.

Florence Gardner: So what do we mean when we say stress and trauma.

Florence Gardner: Stress is something going on in your surroundings that drains your coping resources and threatens your well being.

Florence Gardner: trauma is an experience that leads you to fear for your life or fear that great harm is going to come to you or might come to you.

Florence Gardner: trauma also includes being exposed to an experience, where other people's lives are threatened, so you don't have to be the direct victim to be traumatized by something.

Florence Gardner: So stress an example of stress is being overloaded by work or having to take care of kids who are remote schooling trauma is going to work being afraid for your well being or your life witnessing death around you or losing a loved one unexpectedly.

Florence Gardner: If your job has felt threatened during this time, that could count as both stress and trauma, in the sense that the threat of losing your job, and a pandemic may make you fear, for your very survival.

Florence Gardner: In light of the mass shooting in Colorado and Colorado grocery store yesterday, I want to say a little bit about second hand trauma, it also gets called vicarious trauma.

Florence Gardner: If a traumatic event involves violence against a group of people you personally relate to maybe they do the same kind of job you do, or they are like you in other ways.

Florence Gardner: you're more likely to be really impacted by that.

Florence Gardner: We can talk more about this during the Q amp a if you want to the main thing to say right now is that the effects of vicarious trauma are the same as if you were there and directly experienced the event.

Florence Gardner: Maybe it's not as severe but not everyone who experiences a trauma directly in person is going to respond, the same way, either.

Florence Gardner: So if you notice feeling particularly affected by what happened in Colorado that's completely normal and understandable I would wish for all of you who noticed feeling impacted by it to please be especially kind to yourself.

Florence Gardner: Around any fears that come up and to find a trusted person to talk to about what you're experiencing processing fears or other feelings is best done soon after a traumatic event and can be incredibly effective and helping a person feel better.

Florence Gardner: So there are two phases to surviving something traumatic the first phase is really just about rescuing ourselves or being rescued from danger it's really about hanging on until we can get to a place of safety.

Florence Gardner: The second phase is recovery that happens after we've returned to a sense of safety and we're not there yet.

Florence Gardner: So it's important to distinguish between these two phases rescue and recovery, because we sometimes think we can recover well we're actually still under threat.

Florence Gardner: But we can't recover until we feel safe enough and have enough distance from the experience to look back and make sense of what it all meant to us that's what I mean there by finding gems in the ashes.

Florence Gardner: I put this we are here with question marks and arrows to say basically that we're going to move into from rescue into recovery at different times.

Florence Gardner: Some people are going to get vaccinated sooner, some people have lost more and will have more to recover from some people were already experiencing trauma before the pandemic hit, and they will need more things to resolve before being able to recover.

Florence Gardner: We can't say for another person when they've returned to safety and when they can begin recovering.

Florence Gardner: So what do we mean by safety we're talking obviously about physical safety when can I go back to work without fearing for my life or being afraid that i'll catch coven and threaten the well being of my loved ones.

Florence Gardner: It may also mean when to other people calm down enough so that I don't feel as afraid of being the target of someone else's violence or rage.

Florence Gardner: But that's not all there is to safety there's also emotional safety emotional safety means your stress level has lowered enough so you feel able to cope with difficult feelings say that you don't feel overwhelmed by them.

Florence Gardner: And then there's a kind of safety that's about feeling connected to others let's call that social safety.

Florence Gardner: Social safety is when we feel like there aren't a lot of physical or emotional barriers getting in the way of relating to others that we're able to take in the warm feelings that can come with being connected to other people.

Florence Gardner: We may still have disagreements and conflict but it feels like we can navigate the mostly without losing our cool.

Florence Gardner: When we go through something traumatic it's normal to feel a loss of trust in some of the people around us, as well as in humanity as a whole.

Florence Gardner: It may take us longer to recover a sense of hopefulness and trust in humanity and.

Florence Gardner: that's part of regaining a sense of safety as well.

Florence Gardner: So we may not have a lot of control over when these three different kinds of safety returned to us, the goal right now is just to listen out for when you feel safe physically emotionally and socially and when you don't.

Florence Gardner: And if there's a part of you saying, for example, i've got my vaccine now why don't I feel safe, yet this is why it's because it takes time for a sense of safety to return, and it needs to return at multiple levels, not just in a physical sense.

Florence Gardner: So before coven in any given year about one in five people have what were would qualify for what we might call a mental illness.

Florence Gardner: During coven the early data suggests that more than half so majority of Americans are experiencing mental illness of some kind.

Florence Gardner: Some groups of people, particularly frontline workers, but also young people, for instance, or have been even harder hit and among those folks the vast majority may be experiencing some symptoms of anxiety depression substance abuse and post traumatic stress.

Florence Gardner: What these numbers tell us is that these symptoms are mainly about the situation we're in and not because there's something wrong with us as individuals were humans going through a historically difficult time.

Florence Gardner: I think, even the term mental illness in this moment isn't really right because we use that term to describe something happening inside of an individual and what we're seeing really is a mass human suffering as a result of prolonged stress and trauma.

Florence Gardner: I do believe that we're all going to recover, in time, so this isn't a permanent situation it's just to say that, right now, it's very, very normal and expected.

Florence Gardner: that almost everyone who's been working on the front lines would be experiencing some symptoms of anxiety depression substance use post traumatic stress and other things we associate with mental illness.

Florence Gardner: For some of you, it might feel comforting to say yes i've developed mental illness, as a result of the stress and trauma of working on the front lines during covert.

Florence Gardner: For others, of you, it might feel better to say this pandemic has just really taken a toll on my sleep my body my nerves my relationships, you get to use whatever language feels right to you.

Florence Gardner: The important part is to name the impact it's had on you and to feel entitled to get whatever kind of support you need to recover from it.

Florence Gardner: in normal times the brain and body can calm down once a stress has been taken off our shoulders, but throughout this pandemic we've been exposed to so many stressors that our system hasn't been able to catch a break.

Florence Gardner: When our nervous system has been overworked like that even little things that might not have bothered us before can bring us to our knees.

Florence Gardner: Again, this is a totally normal reaction to long term stress and effects, people who are very strong and capable there's no amount of internal strength that can make us immune to the effects of stress and trauma of the scale that we've been dealing with in this past year.

Florence Gardner: we're more likely to suffer mentally and physically from the stress of coven if we're already managing other other loads if we're carrying other stresses or responsibilities, so I just threw out a few here, are you exposed to cover it on the job, are you over 50 years old.

Florence Gardner: Do you have kids during remote schooling, are you a woman or a person of color do you have a chronic health condition that you already deal with or a loved one with a chronic health condition.

Florence Gardner: Do you have a previous trauma history of any kind, are you part of a group that's been targeted for violence and do you have a tendency just a tendency, even if it's mild towards anxiety or depression that existed before that.

Florence Gardner: let's pause here and just throw up a quick poll and ask how many people would say yes i'm carrying one of these extra loads.

Kathy Finn, Secretary-Treasurer: looks like most everyone's voted so we'll give people like another second to vote.

Kathy Finn, Secretary-Treasurer: And i'll share the results.

Kathy Finn, Secretary-Treasurer: People can see but.

Kathy Finn, Secretary-Treasurer: Can you see it it's so it's 90% said yes.

Kathy Finn, Secretary-Treasurer: Okay yeah.

Florence Gardner: So that doesn't surprise me given everything you guys have been dealing with it 90% of you.

Florence Gardner: are given your frontline jobs and then just who we are, as people that were carrying more than one thing at a time and that's part of the picture of stress overall.

Florence Gardner: There we go okay.

Florence Gardner: So the stress of this time and the trauma of this time plays out on our bodies on our minds and it plays out in terms of our behavior.

Florence Gardner: And there are many more things I could have put on these lists, but just to highlight a few of them in your body, you might notice insomnia exhaustion.

Florence Gardner: digestive digestive problems aches and pains appetite changes headaches and some people get skin rashes like hives when they're under stress in our mind, we might notice trouble concentrating feeling worried, a lot of the time feeling sad irritable.

Florence Gardner: Or we might be feeling numb now Emily might not be feeling much at all.

Florence Gardner: And nightmares as well, in terms of our behavior we may find that we're having a lot of trouble motivating to do stuff that was not that hard for us to do before.



Florence Gardner: We might be getting into more conflicts with coworkers and loved ones we might find ourselves having days, where we're just feeling weepy and we can't really say why.

Florence Gardner: And many people are experiencing more difficulties with substances and higher levels of substance use because of the stress.

Florence Gardner: So let's pause and do one more poll here and just check in and ask people are you experiencing any of these symptoms.

Kathy Finn, Secretary-Treasurer: Again, it looks like most folks have voted, so you haven't voted you got.

Kathy Finn, Secretary-Treasurer: Two more seconds get your vote in.

Kathy Finn, Secretary-Treasurer: And i'm going to close it.

Kathy Finn, Secretary-Treasurer: Okay looks very similar to the other one i'll share the results so again it's about 90% are experiencing some of the symptoms okay.

Florence Gardner: So 90% of those of you here are showing completely understandable and normal signs of responding to long term stress and trauma.

Florence Gardner: It doesn't mean you have a diagnosable mental illness necessarily it just means your mind and body and your way of moving through the world has really been impacted by this time.

Florence Gardner: And that's to be expected, so we're going to talk in the second half of this about what to do about that, but the first part of what do we do is we acknowledge and name the costs and the impacts on us and we say.

Florence Gardner: This is understandable in normal this isn't because i'm weak or any other thing to do with me this is completely understandable response to that to the crazy times we've been living in.

Florence Gardner: I want to say a word about burnout because it's a word that gets thrown around a lot burnout isn't a medical condition exactly it's a workplace problem that shows up in groups of workers who are under too much stress on the job.

Florence Gardner: burnout is a another word for how stress and sometimes trauma plays out in relations in relation to our everyday jobs, so there are three different parts to burnout one is persistent feelings of exhaustion just being tired all the time.

Florence Gardner: Another the second one is feeling anger dread or other negative feelings towards your job if you didn't feel those mainly before kind of losing any sense of positive feelings towards your job.

Florence Gardner: And then the third one is really turning those negative feelings and exhaustion on yourself and blaming yourself or feeling guilty for not being able to do your job better.

Florence Gardner: burnout is a tricky thing because it's hard for us to see it while it's happening to us, we don't have a lot of perspective on it.

Florence Gardner: And the self blame part of it can isolate us from other people who are actually having the same experience we are.

Florence Gardner: Our response to feeling burned out is often i'll just plow through this and then i'll take a vacation or and then i'll take a break, and I can rest, but we end up digging ourselves in a deeper hole when we do that.

Florence Gardner: plowing through isn't a solution to burnout the solution of burnout is prioritizing rest and doing less in any way we possibly can.

Florence Gardner: So we need to understand that fixing the cause of workplace burnout is a job for management, they need to take responsibility for changing the parts of people's jobs or the culture of the workplace that's putting too much stress on workers.

Florence Gardner: Meantime, we need to remember that burnout is a normal response to chronic stress on the job it's not about any personal weakness in us and, ideally, we need to get help for the effects of burnout before it turns into full blown depression, because then it's harder to treat.

Florence Gardner: Okay, before I go any further in the next part we're kind of talk about things we can do, I just want to pause there and see if people have questions or comments, maybe pause for five minutes or so and just see what you all might want to say.

Kathy Finn, Secretary-Treasurer: And if folks have any questions you can raise your hand and we'll call on you.

Kathy Finn, Secretary-Treasurer: Or you can put a question in the chat or in the Q amp a box and if you're calling it on your phone and you'd like to ask a question, I think you press star nine to raise your hand and then, when I call on you, you would press star six to unmute yourself, so we do have a question.

Kathy Finn, Secretary-Treasurer: From sandy camp, so I will bring you into the panel to be able to ask your question.

Kathy Finn, Secretary-Treasurer: Oh so hi.

Kathy Finn, Secretary-Treasurer: sandy.

Kathy Finn, Secretary-Treasurer: You need to unmute yourself, so I can see that you're muted.

Sandy Camp: All right, I i'm sorry go ahead.

Kathy Finn, Secretary-Treasurer: No perfect it's your turn ask your question.

Sandy Camp: Will in my workplace, I feel that our management and supervisors are creating more stress for i'm a front end worker.

Sandy Camp: How do I go about expressing myself to them that we need less stress.

Florence Gardner: Okay that's a great question sandy and it may be that john or Kathy or other Union folks here one away on this weigh in on this one in terms of what do you do, while preserving your.

Florence Gardner: Rights or protections on the job I can certainly speak to the.

Florence Gardner: sense of.

Florence Gardner: noticing places where management is actually doing the opposite of what would be helpful in a stressful time and the desire to speak up about that.

Florence Gardner: As somebody who's now both a psychotherapist and used to also work inside the Labor movement.

Florence Gardner: I know it's really important for workers to have safe ways to speak up so that they don't feel like when they raise concerns with managers about something that they're putting their job in jeopardy.

Florence Gardner: So this is where I would say something about concerted activity, I don't know if anybody there wants to speak up to that right now.

UFCW Local 770 President, John Grant: And I would agree that I think what gives this support, at the same time as some assurance that we're not alone in this is when we approach management as a group, what we find is we share our feelings with others.

UFCW Local 770 President, John Grant: seek out the leaders of the steward in the in the store the plant talked about it and make a plan to resolve it, I think.

UFCW Local 770 President, John Grant: We found that in various instances throughout the region that's worked to certain people and if.

UFCW Local 770 President, John Grant: While sometimes it's a mixed results, the short term resolution it's also found, I think, as you were saying for us that we find out that others are feeling similar to us it's not us it's not a problem that we have, and that we can, in fact, develop a plan to in fact resolve it.

Florence Gardner: One thing I can add to that just working one on one with in my my private practice as a psychotherapist I work with a lot of frontline and essential workers during this time and psycho therapist and other medical people can play some role in naming.

Florence Gardner: The the mental health impacts or physical impacts of extreme work stress on people, and so I have written letters for people I have.

Florence Gardner: coached people in my therapy sessions on how to speak to specific people in their workplace who they have trouble asserting themselves with, but sometimes we write letters for to support short term disability to support.

Florence Gardner: needing reasonable accommodation around certain.

Florence Gardner: Mental health conditions so that's something that seeing a psychotherapist or talking to your doctor about can be super helpful.

Florence Gardner: Any other comments or questions people want to make right now.

Kathy Finn, Secretary-Treasurer: yeah thanks sandy for that question, we have, we have a couple more, so we have somebody who's who's calling from the phone, so the last four digits of your number are 7617 and.

Kathy Finn, Secretary-Treasurer: I think that you can talk now you have you need to unmute yourself by either I don't know if it's pressing star six or your phone there you go you did it good job.

Xochitl Cacho - Ralps 727: Yes, I did Thank you well, I would like to say thank you to everybody to the Union 770 and who you better term.

Xochitl Cacho - Ralps 727: To help us, I have another question and it's true and i'm agree with our other person and most of our stress I work in our supervisors and my store like in my case and I need to know.

Xochitl Cacho - Ralps 727: What is my right or a company from the Union more information began my tab they start going at school, they open the school, so they only go two hours two and a half, so I request i'm full time and I request.

Xochitl Cacho - Ralps 727: Like okay just give me two days off my main Friday because Kenya and I it's flexible and you work within my department on my head department, but my manager on my supervisor of goals like she goes like you are from time.

Xochitl Cacho - Ralps 727: If your request, one day, we can guide you hours to 20 1416 hours because you are full time and you gotta be you have to be able to work, five days.

Xochitl Cacho - Ralps 727: At least five days anytime any day.

Xochitl Cacho - Ralphs 727: It works, I mean those days, when I was needed to become my better because.

Xochitl Cacho - Ralphs 727: it's cheap for two hours and a half, they only go two hours I don't have the open this later.

Xochitl Cacho - Ralphs 727: So I was like I had a piano and work with my department with all my staff is a manager and everything in teacher say all these comments to anybody any employee in the store.

Xochitl Cacho - Ralphs 727: Like you are part time you need to do our GM you have to work everywhere, for four or five hours they are jumping around and to quickly to turtle to meet apartment any the priming.

Xochitl Cacho - Ralphs 727: And then, when you request a day or she wants and she asked them or anybody like you can just stay longer and they say no.

Xochitl Cacho - Ralphs 727: To take everything personal.

Xochitl Cacho - Ralphs 727: And she started changing the schedule legally because, like she say I mean if you're, just like in this case, your you any I mean any department of GM level, and you have to.

Xochitl Cacho - Ralphs 727: Work those departments, even if you don't know or you're good or not I mean she is putting everybody in different areas i'm comfortable for everybody.

Xochitl Cacho - Ralphs 727: I don't know how flexible, the company can be and be safe to just when I really started my Kids Online I mean happened have online and the beginning of the year, I mean maybe they know they're going to going to go two hours and a half, because everything change.

Xochitl Cacho - Ralphs 727: And everything is color.

Xochitl Cacho - Ralphs 727: yeah we're here.

Kathy Finn, Secretary-Treasurer: So, so I i'm sorry.

Xochitl Cacho - Ralphs 727: So I mean there's there's.

Kathy Finn, Secretary-Treasurer: sort of a lot I think of issues that you're raising that are a bit more work related issues and I.

Kathy Finn, Secretary-Treasurer: say anything but a line yeah.

Chris.

Xochitl Cacho - Ralphs 727: If you strip report everybody my your time your full time you're ever you have to work there you have to go there, which face any day.

Xochitl Cacho - Ralphs 727: And we tend to work with a company and and we can do, I somebody we can inside that with this colby everything change, you know family work and I don't know we don't need both common so and.

Xochitl Cacho - Ralphs 727: One that I would say.

Kathy Finn, Secretary-Treasurer: yeah one thing that I would say is that.

Kathy Finn, Secretary-Treasurer: Throughout the the pandemic.

Kathy Finn, Secretary-Treasurer: There should be, and many of the employers are not following many of the things that they should be doing but.

Kathy Finn, Secretary-Treasurer: They should.

Kathy Finn, Secretary-Treasurer: be allowing accommodations for childcare issues, these were things that were agreed to at the very beginning of the pandemic and the state now has mandated that there would be accommodation for various.

Xochitl Cacho - Ralphs 727: Things they.

Kathy Finn, Secretary-Treasurer: They cannot retaliate.

Kathy Finn, Secretary-Treasurer: Against folks so we you know have passed a lot of things to protect people against.

Kathy Finn, Secretary-Treasurer: Against retaliation as well, so many of the things that you're talking about should not be happening, but one thing that I will say that we've.

Kathy Finn, Secretary-Treasurer: You know, been been sort of talking to folks throughout the pandemic and it's and it is difficult, is that, like a Union rap you know can't be in the store all the time, so many times folks have to you know, be able to in some ways.

Kathy Finn, Secretary-Treasurer: You know, protect themselves and their co workers there at the store by by speaking up.

Kathy Finn, Secretary-Treasurer: By documenting what's going on, by calling and talking to your Union REP you know by coming back and trying to enforce some of these.

Kathy Finn, Secretary-Treasurer: protocols that have been passed so, and you know, sometimes those things are difficult, particularly when people are under stress and I think you know Florence can speak to that issue, but I think a lot of the things that you're bringing up are a lot of.

Kathy Finn, Secretary-Treasurer: You know problems in your in your workplace i'm not sure where you work i'm not sure if you said at the beginning, but.

Xochitl Cacho - Ralphs 727: Not even know.

Xochitl Cacho - Ralphs 727: I worked for route okay.

Xochitl Cacho - Ralphs 727: Well, that kind of makes sense.

Kathy Finn, Secretary-Treasurer: they're probably the biggest offender and not following you know various protocols I.

Xochitl Cacho - Ralphs 727: probably should have just guessed you work.

Kathy Finn, Secretary-Treasurer: For ralphs or food for less because they are have frankly throughout this time then been the worst at following.

Kathy Finn, Secretary-Treasurer: The guidance so um but, but many of the things that you're talking about I do think are things that you know you, with your you know joining together with your co workers and potentially speaking to your Union REP.

Kathy Finn, Secretary-Treasurer: Are things that needs to be raised and and and brought to the attention of the manager and people need to speak out and document when the manager is not following.

Kathy Finn, Secretary-Treasurer: The guidelines that should be that should be followed and I don't know Florence wants to say anything about you know, a difficulty in doing that, but.

Florence Gardner: The only thing I.

Florence Gardner: would add is sorry to.

Florence Gardner: Just to one piece I guess is that I have seen.

Xochitl Cacho - Ralphs 727: How many.

Florence Gardner: People particularly parents have been put in an absolutely impossible situation over the past year.

Florence Gardner: Between the limited schooling and their jobs, and so, when you find yourself thinking this is impossible, the situation i've been put in.

Florence Gardner: I want to let you know it's true that you have been put in an impossible situation and many, many, many people have been in the past year and I.

Florence Gardner: And I think we've never been here before and we're figuring it out, and you are, you deserve to have all the support of your co workers and your family and your friends and your Union to help you make an impossible situation as manageable as possible.

Xochitl Cacho - Ralphs 727: How i'm how i'm going to tell my supervisor when when I start asking for like I don't need this to be so I can pick up my daughter, because the time and she will do full time.

Xochitl Cacho - Ralphs 727: You cannot be restricted or I can cut your hours and i'm like all these today's work with my company, I mean within my department and also he started she started saying, like the you know I can guide your Sunday, which is time and a half and they started making all those comments.

Xochitl Cacho - Ralphs 727: And I say okay.

Xochitl Cacho - Ralphs 727: So she has all these little comment and they say Okay, should I call out it's better if I request the base in a band she she say like when you request it doesn't mean we're going to give it to you.

Kathy Finn, Secretary-Treasurer: Right so.

Kathy Finn, Secretary-Treasurer: So let me just say so, I do think that we need to.

Kathy Finn, Secretary-Treasurer: move on, I do really appreciate your question.

Xochitl Cacho - Ralphs 727: Here okay.

Xochitl Cacho - Ralphs 727: Thank you i'm everybody, but.

Kathy Finn, Secretary-Treasurer: But I do think we'll have your Union REP as well.

Kathy Finn, Secretary-Treasurer: You know, reach out to you about these issues, but it is true that people.

Kathy Finn, Secretary-Treasurer: You know.

Kathy Finn, Secretary-Treasurer: there's a lot of people who work in a store and not everyone can write exactly their own schedule, so they do need to accommodate your child care needs but.

Kathy Finn, Secretary-Treasurer: If that's going to take you off of work for a certain amount of time, it may be, it may be true that it's not possible to give somebody 40 hours in that to continue 40 hours in that situation.



UFCW Local 770 President, John Grant: But similar, on the other hand, on it sounds like they're also maybe some retaliation for trying to arrange your schedule to take care of your kids but she says.

UFCW Local 770 President, John Grant: So country from 14 to 24 that's a pretty severe reaction on their part, so I would get together with your Union REP and and figure it out let's figure it out a work plan.

UFCW Local 770 President, John Grant: To take care of the fishing, because I think it's gonna it's not just your store Ralph I think it's something we have to schools are beginning to open up, we have to address throughout the region.

Kathy Finn, Secretary-Treasurer: So we got one more person with the rays, can we do have some questions in the Q amp a as well, but there is then the next person is Ralph Mendoza.

Ralph Mendoza: I can everybody hear me.

Kathy Finn, Secretary-Treasurer: Yes, we can hear you Ralph.

Ralph Mendoza: This is a general question and sharing it, I still feel emotionally mentally damaged and stressed calling i'm not sure when.

Ralph Mendoza: We at my job we're finally given protective face masks and shields, and sometimes gloves and disinfectants or.

Ralph Mendoza: You know hand sanitizer, but it was several several weeks if not months into the pandemic before we were protected in our store.

Ralph Mendoza: And i'm still so fearful remembering going to work for that long period of time, with no protection.

Ralph Mendoza: And I don't know how to express I feel damaged by having to go through that to earn a paycheck every week can anybody respond to that I know we can't go back in time, but why did it take so long for storage to respond to the pandemic in the fear.

Florence Gardner: Thank you Ralph or just speaking that truth, I so appreciate you saying it and for the force behind it.

Florence Gardner: And for the question I hear behind it, which is, I am still suffering from anger and fear and the effects of what happened months ago.

Florence Gardner: Because, and you said you use the word damage, so I feel injured, I feel hurt by the fact that.

Florence Gardner: I went so many weeks and months, having to show up for my job and feeling completely unprotected and not being given net is absolutely essential protective equipment to keep you safe.

Florence Gardner: So you're completely right that you can't go back and redo it, but your response in this moment is a very understandable response to what was a traumatic experience, which is you, having to show up for work every day and feeling that your life was at risk.

Florence Gardner: Or maybe that you were just at risk of getting sick and maybe giving it to somebody else who you might get sick and that was.

Florence Gardner: weeks and months, perhaps, of being exposed to trauma every single day that you went to work.

Florence Gardner: It doesn't surprise me that this many months later, you are still coping with feelings of anger resentment betrayal fear associated with that experience, so I can tell you that you're having a completely normal.

Florence Gardner: Even though it's very uncomfortable response to trauma.

Florence Gardner: And, most of us do recover in time from trauma and depending on how long it went on, and how much it affected us, it may take us.

Florence Gardner: A little bit longer to recover and it can be very helpful to have somebody like a therapist to talk to to process the trauma that you're still carrying.

Florence Gardner: To help you in a safe place go back to that time and that moment.

Florence Gardner: and get a chance to even though you can't do it over in reality to process the experience that you had and help you kind of find a place to put some of the feelings that feel like you're still carrying right here every day.

Florence Gardner: Is that helpful does that speak to what you brought to us now.

Ralph Mendoza: Yes, but I just want to take a moment and I have a short explanation why it was such a delay in forcing the stores, to protect us i'm not pointing the finger at anybody i'm just asking for my sometimes we want answer, why did it take so long to get this year see you think.

Kathy Finn, Secretary-Treasurer: So maybe maybe i'll speak to that a little bit so at the beginning of the pandemic, I will say.

Kathy Finn, Secretary-Treasurer: One of the reasons is that the companies only care about profit and that's that's been the problem throughout this pandemic they had.

Kathy Finn, Secretary-Treasurer: They had at the beginning gazillions of customers, I mean your stores were so packed it was a nightmare.

Kathy Finn, Secretary-Treasurer: And they didn't care at all about providing masks or gloves or any kind of sanitizer because they were just raking in the dough and that's generally what what they care about it, what they had to be forced to do it so initially.

Kathy Finn, Secretary-Treasurer: We We actually had an action at the ralphs in koreatown I don't know Maybe it was in April or was it close to well I guess it was probably at the beginning of April I don't remember the date but anyway, it was a probably a month into the pandemic.

Kathy Finn, Secretary-Treasurer: Where you know we ended up buying masks the local 770 masks which I think eventually every buddy received them.

Kathy Finn, Secretary-Treasurer: And when we did that, and it was at a Ralph store I got a call from the ralphs company saying what the heck are you guys doing like, why are you at the store doing this.

Kathy Finn, Secretary-Treasurer: And you know I said well we're providing master the Members because you're not doing it and then very quickly thereafter, is when the company started providing mask so you know to.

Kathy Finn, Secretary-Treasurer: Whatever save face or you know, make it, you know they were embarrassed they were shamed by the fact that you know the Union came forward and provided masks but they're not going to do they're not going to do anything that's going to cost them money unless they're forced to.

UFCW Local 770 President, John Grant: Wear khakis right there are two aspects to that one is their greed that we have to take from them what's necessary to protect ourselves and the second was.

UFCW Local 770 President, John Grant: If you recall, in the beginning, they wanted to pretend there was nothing going on wrong they in fact prohibited employees from wearing masks.

UFCW Local 770 President, John Grant: So Ralph it's the same issue that we find all the time, why do they cut.

UFCW Local 770 President, John Grant: hazard hazard hero pay that took them a while to even get there, why are they still fighting us on that now, why do they fight us on the appropriate protocols, why are they find us on over on testing.

UFCW Local 770 President, John Grant: And they wouldn't even you know cooperate with us on the vaccines, we had to run our own vaccination clinics out of the Union parking lot.

UFCW Local 770 President, John Grant: it's every step of the way if they can get by without paying for a penny.

UFCW Local 770 President, John Grant: For your and your co workers protection they'll do it because they've been other pocket that Kenny can have you be safe and healthy.

UFCW Local 770 President, John Grant: And that's the role that you played another subplate about raising this issue that enabled us to go to the governor to go to the legislature to go to the city's to go to the counties and begin to build up a set of protocols that provide some minimal motive come a protection for assault.

Kathy Finn, Secretary-Treasurer: So there's there are two questions and they're sort of similar in the Q amp a which maybe we can do, and then we'll let you go on, because I know you have more to your presentation, but.

Kathy Finn, Secretary-Treasurer: One says, I was wondering how lack of communication between management employees, about how.

Kathy Finn, Secretary-Treasurer: That causes stress too, and the other question says a lot of us don't feel respected by our bosses and supervisors, because they don't enforce the mask role, so I think these are both similar that the lack of communication, lack of respect for management actually adding to folks is stress.

Florence Gardner: So i'm.

Florence Gardner: Part of me struggles to answer this because it feels like a part of the trauma of this time right and maybe i'll i'll try to say this, by giving a comparison sometimes if people go through a traumatic experience but let's say let's say a SEC of their robbed a right there.

Florence Gardner: what's it called mugged their person right and they experienced something violent and traumatic and.

Florence Gardner: They go back to talk to their to the people who were supposed to have their back, maybe they need to take the day off at work, because they got hurt or they're just frightened from having been mugged.

Florence Gardner: And the people around them, maybe co workers or the boss, or maybe they go home and tell a partner and and the people around them don't respond.

Florence Gardner: appropriately to the trauma it adds to the trauma it amplifies the trauma and makes the recovery from the trauma much more difficult.

Florence Gardner: And this is really well documented, you can take somebody and and they can go through a really scary traumatic experience a sexual assault and a natural disaster.

Florence Gardner: And if they've got people around them, who have their back and support them, they can actually recover pretty well and not develop symptoms of PTSD.

Florence Gardner: But if you take a person and put them through that same experience and then it feels like, and in fact the people around them, who were supposed to have their back don't.

Florence Gardner: It constitutes the kind of secondary additional trauma that they're carrying right and so part of what folks are describing here in the behavior of management and feeling like supervisors don't have their back.

Florence Gardner: Is they're already being exposed to the trauma of COVID and the lack of protective equipment in their workplace and the terror that we're all feeling of the time, and then on top of that.

Florence Gardner: The person whose job it is to care for them as workers, meaning their supervisors, or the management.

Florence Gardner: are doing the opposite, they are invalidating their experience they are minimizing it as John said, acting like we should even be worried about this, we don't want you wearing masks.

Florence Gardner: And that leaves people with a whole nother layer of trauma to cope with which is the feeling of being betrayed by the people who are supposed to be caring for you.

Florence Gardner: So in this moment, I guess, I just want to say when you go when we're all moving forward, hopefully towards safer circumstances towards.

Florence Gardner: Recovery to acknowledge to yourself inside that there's another piece to recover from and that's the very understandable feelings of betrayal and anger and disappointment in the people around you who you thought had your back and maybe didn't.

Kathy Finn, Secretary-Treasurer: So I think we should move on at this point because I will, I would just want folks to know Florence actually is on the east coast so it's three hours later, for her so.

Kathy Finn, Secretary-Treasurer: You know it's coming up on 10 o'clock her time so I want to let you.

Kathy Finn, Secretary-Treasurer: continue on because there is more to the presentation.

Florence Gardner: Okay back into screen share here.

Florence Gardner: Is everybody, seeing that okay thumbs up yes.

Florence Gardner: Okay, thank you alright.

Florence Gardner: So this whole second part is really going to be throwing out some suggestions of things that we can do to take care of ourselves during this rescue phase, while we're slowly transitioning into more safety and hopefully recovery.

Florence Gardner: So, before I start talking about very concrete things I just want to say a word about self care in quotations talk about self care in popular media now has.

Florence Gardner: I think, in some ways, contributed to the stress of the time.

Florence Gardner: Because it's produced a whole set of expectations that if we just do these things, then what we should be okay, so if only I did more yoga I wouldn't be struggling so much or.

Florence Gardner: I really should meditate and then I wouldn't feel so irritable all the time, or why can't I just think positive thoughts and then I wouldn't be feeling so bad.

Florence Gardner: And and those of you who see the slides I underlined those beginning phrases in red because those phrases are often signs that we're sort of heading into.

Florence Gardner: A kind of stress self blame way of thinking, if only I really should and why can't I just.

Florence Gardner: So research actually shows that participating in trainings about self care doesn't lead to increased self care, and in fact that pressing self care on people doesn't reduce the effects of stress and trauma.

Florence Gardner: Most of us already do some things to take care of ourselves whether it's going for a walk or chatting with friends or making some good food.

Florence Gardner: or flying in the bathtub thinking peaceful thoughts, the problem with the popular talk today around self care is the expectation that we should be doing more when we're already feeling completely overwhelmed.

Florence Gardner: So during the rescue phase of a traumatic experience we want to be very, very gentle with ourselves.

Florence Gardner: feeling exhausted numb lacking motivation Those are all normal responses to stress so beating up on ourselves for responding normally to our circumstances isn't helpful.

Florence Gardner: If there's something you're excited about doing if you're excited to start a new yoga practice or if you're excited to learn to play the ukulele then, absolutely do it, what we don't want, though.

Florence Gardner: is to beat up on ourselves, for not doing enough when we're already doing way more than we can possibly handle.

Florence Gardner: So.

Florence Gardner: i'm going to go on to the next piece here they're the suggestions coming up here are kind of in two categories, so one category is.

Florence Gardner: kind of ways that we can take things off our plate as best we can we don't always have control over how much is on our plate.

Florence Gardner: But where we can have some control, we want to and then the second set of things i'm going to talk about are really ways, there are literally short practices that we can do to sort of break the.

Florence Gardner: circuit of stress that builds over the course of the day, so in my mind, these are not self care in a traditional sense because they're not asking you to sort of add a big new task to your.

Florence Gardner: To do list or take on some great new self care habit, the goal of these is to suit your system your nervous system, while we wait for.

Florence Gardner: Safety to return and to get to recover from the longer term effects of this whole journey we've been on.

Florence Gardner: So this slide holding on and letting go is really about in this moment that we're all in a life raft together kind of trying to get to more still water.

Florence Gardner: What do we want to make sure we keep in our life raft and what can we throw overboard right when we're going through really exceptional times which these have been we can't afford to carry anything extra that's going to add to our load.

Florence Gardner: So we need to keep checking in with ourselves about what do I really need and what can I let go of today here's some examples from my life, but this is a very individual thing, so this is just to give you an idea.

Florence Gardner: I don't always fold the laundry anymore, but I made sure to plant seedlings for the spring I let the dirty bathroom go another week, maybe two more weeks, maybe three but I went for a walk with my son.

Florence Gardner: On a day I normally do insurance billing instead I lay down on the floor and I let the dogs walk all over me.

Florence Gardner: Whatever standards, I had for myself before all of this i've lowered them at least three dozen times since a year ago.

Florence Gardner: This is not slacking off or laziness I tell myself and i'm going to assert here to all of you, this is skillfully adapting to a uniquely tough situation.

Florence Gardner: So ask yourself what do I want to make sure I hang on to and what can I let go of if only I let go of it for today where can I lower my expectations for myself and others until we get to the other side of this.

Florence Gardner: So stress, this is about kind of how do we interrupt the circuit we can't always control how much stress we're being exposed to.

Florence Gardner: But stress builds over the course of a day and our nervous system needs to pause regularly and be invited to stand down just a little bit it doesn't really matter what you do during those pauses as long as they don't in any way add to the stress, so you don't get to during these pauses.

Florence Gardner: call your partner and get an argument or just like zone out on netflix Those are all great things to do at another time, but this is really about taking a pause for 234 or five minutes at the most.

Florence Gardner: And just doing something soothing to break the circuit, so that the stress doesn't just keep relentlessly building until you put your head on the pillow at the end of the day.

Florence Gardner: So i'm going to suggest the in addition to the few things i've mentioned here i'm going to just pose some of the ones that I think, have been very, very helpful to people.

Florence Gardner: In the next couple of slides it's really helpful to hitch these circuit breaking practices, the short pauses to things that you know you already do regularly every day.

Florence Gardner: So you can do these while you're in the shower while you're making a cup of coffee in the morning, while you're taking a bathroom break.

Florence Gardner: While you're eating lunch commuting home from work, taking the dog out right after eating dinner, while brushing your teeth and then after turning out the lights in bed.

Florence Gardner: here's The other thing I want to say so, in addition to breaking the circuit throughout the day just for normal stress that's accumulating during this time.

Florence Gardner: you're going to be exposed and you have been exposed to sort of high stress moments or trauma traumatic exposure.

Florence Gardner: And when that happens, it can check our nervous systems way up all at once, and we really need to pause right after that happens if we can and not wait until later.

Florence Gardner: So, if something happens where we have a conversation say with someone who's just lost a loved one do to cope it.



Florence Gardner: or let's say something scary just happened at work, then, right after that, we need to stop and listen for what we need right in that moment.

Florence Gardner: We may need to go to the bathroom and put cold water on our face or to share with a Co worker about what happened.

Florence Gardner: We may need to call a friend or step outside and jump around or cry and we may not even need to go home for the rest of the day.

Florence Gardner: So, the main thing i'm asking is that you try not to minimize the impact of a single moment where you hear about or witness something scary.

Florence Gardner: And that you pause right then just to check in with yourself and see what you need.

Florence Gardner: The effects of trauma are really real and we've heard that just from some of the questions that got asked a moment ago, and those effects are harder to tend to if we just plow ahead and act like it was no big deal.

Florence Gardner: This slow practice right here is the one we did at the beginning, so i'm not going to go through it again here it's just to say that, in English, we use the word slow to remember the four steps of it.

Florence Gardner: i'm working on a way to adapt this to a word in Spanish, like mental but I haven't figured it out yet.

Florence Gardner: So the S is to soften the muscles of your face and jaw Ellis to lower your shoulders and your gaze Oh, is to open your chest and soften your belly.

Florence Gardner: And w is for letting your hands and feet wilt like a plant in the sun, you can do this practice almost anywhere with your eyes open or closed, you can do it multiple times in one sitting.

Florence Gardner: And just going through it a few times until you notice that your nervous system is starting to calm down.

Florence Gardner: breathing practices are some of the most powerful things that we can do to calm our nervous systems down.

Florence Gardner: they're so simple and yet they're really potent because they communicate directly with our nervous system.

Florence Gardner: If I was going to pick just one breathing practice to share with you it's this one, which is to make your exhale longer than your inhale this simple shift tells your nervous system to step out of crisis mode.

Florence Gardner: it's one of the single most effective ways we have to calm ourselves so with this one, you can count if it helps you, you can count four counts in on the inhale seven counts out on the exhale.

Florence Gardner: i'm going to pause and let you try it out a couple of times to go ahead, four counts in on an inhale and then count seven count out i'm going to be quiet, while you do that.

Florence Gardner: And let yourself do it one more time four counts in on the inhale.

Florence Gardner: And seven counts on the exhale so the exhales much longer.

Florence Gardner: If doing breathing exercises doesn't work for you, for whatever reason.

Florence Gardner: don't worry about it, it doesn't work for everybody, not everybody likes them, but many, many people find them very effective if you're part of the group of folks that doesn't find it helpful that's okay pick a different circuit breaker.

Florence Gardner: Just having done two breaths like that just tuned in with yourself and see whether anything shifted at all, it often will take more like doing it five to 10 times, but sometimes just then when I did it twice, I noticed my nervous system down shift a little bit.

Florence Gardner: here's another one, we know from doing brain scans on people that the part of our brain that gets engaged when we're thinking worried thoughts can't be active, at the same time as the part of our brain that processes physical sensations.

Florence Gardner: So the more were lost in our thoughts, the less we are in touch with our senses and vice versa, the more in touch we are with our senses, the less we can do on negative thoughts.

Florence Gardner: So this is a really short simple exercise to get us out of our minds and into our bodies let's just do it together for a minute.

Florence Gardner: So, right here, wherever you're sitting and or standing right now notice five things that you see, you can count them off on your fingers if it helps.

Florence Gardner: For each of them notice the color the texture the way light falls on it so we're aiming to experience these things with our eyes, rather than listing them in our minds so i'm going to pause just for a moment, while you take in five things you can see right around you.

Florence Gardner: Now notice for things that you feel through your sense of touch anywhere on your body, maybe it's your fingers resting on your knees your back leaning against something or the even the feeling of sun or breeze anywhere on your skin.

Florence Gardner: Again, rather than naming these things we want to focus on the sensations themselves so in each place that you feel something, how does it feel is it warm is it cool is it pleasant unpleasant let yourself briefly experience these four different touch points on your body.

Florence Gardner: now listen for three different sounds.

Florence Gardner: Let your awareness move from one sound to another focusing on each one in turn i'll be quiet for a moment, while you do this.

Florence Gardner: Now notice two different things that you smell if you don't smell anything allow yourself to pick something up or you can put your phone to your nose and see if your.

Florence Gardner: Your phone smells or you can bring your sleeve up to your nose and see if the edge of your calf smells it can be very subtle if you close your eyes, you might be able to smell it better so just notice two different things that you smell.

Florence Gardner: And finally notice one taste in your mouth, this one is really tricky if you haven't had anything to eat or drink in a while and that's Okay, you can just bring your awareness to any sensations on your tongue.

Florence Gardner: After doing this practice for a while, you might find that some senses are more soothing to you than others it's pretty individual you may decide to get a little stone and put it in your pocket and touch it.

Florence Gardner: Through the through the day to help anchor you into the sense of touch or you might pick up a little scented oil to have on hand there's amazingly solid research that just the smell of lavender comes our nervous system down and people find it very stress relieving.

Florence Gardner: I want to check in with people about time it's good to keep going and i'm happy to answer questions at the end of this, but I know that we're just at just add an hour here are shy keep going.

Florence Gardner: Okay.

Florence Gardner: So regularly pausing just to appreciate, something has all kinds of health benefits and people have done lots of research on this as well.

Florence Gardner: It shows that simple gratitude or appreciation practices can strengthen your immune system, reduce pain lower blood pressure, improve sleep increase positive emotions and make people feel more alert.

Florence Gardner: There are two parts to practicing appreciation or gratitude, the first step is we affirm that there are good things that exist in the world, we named some of the ones that we notice in that moment that we're doing it.

Florence Gardner: The second step is we recognize that many of these good things come from outside of ourselves, we acknowledge that other people, or even higher powers if you're of a spiritual bent give us gifts, big and small, that help us experienced this goodness in our lives.

Florence Gardner: When we do the second step, we may decide to send a text to a person who we are feeling appreciative of or grateful for, but we can also just say thanks on our own in our own mind.

Florence Gardner: For this practice to work there can't be any should about it right, if you start to do the appreciation to step and you notice that you're feeling sad or angry and there's nothing you feel very grateful for appreciative right then that's perfectly okay.

Florence Gardner: Your task, then, is just to show up for your sad or angry feelings and be gentle with them you're going to have many more chances to do appreciation so.

Florence Gardner: Absolutely, this is not a place where you want to force yourself into it it's more like asking Is there something I noticed that's good in the world today.

Florence Gardner: That last point about not forcing yourself to feel grateful if there's nothing you feel grateful for leads me to this next point which is if you're in a moment, where you're feeling a bunch of difficult feelings.

Florence Gardner: Whether it's grief or anger or fear or guilt or just plain exhaustion then that's a moment to practice compassion toward yourself.

Florence Gardner: There are three simple steps to self compassion The first one is just to acknowledge the truth of the moment that you're in that you're having a tough time say that to yourself i'm having a really hard time right now.

Florence Gardner: The second step is to validate that feeling, whatever the feeling is that difficult feeling you're having and then you can say it's not abnormal that i'd feel this way under these circumstances, or, of course it makes perfect sense that I would be feeling this way that's validating.

Florence Gardner: And then the third step is to send yourself a small wish or prayer of kindness, you can say, may I be gentle with myself in this.

Florence Gardner: Some people find it hard to grant themselves compassion that's not unusual So if you have trouble with this practice, you can call up in your mind someone in your life.

Florence Gardner: Who, you know wishes you well, it could be a real person or it could be a spiritual figure, it could be your dog.

Florence Gardner: And let them send you the compassion, so the three steps would sound a little bit different, they would sound more like you would be receiving this from your imagined person I know this is a really hard time for you right now.

Florence Gardner: it's normally you would feel this way and I want to send you warmth and kindness, as you whether this difficulty so some people find it easier to receive it that way and that's perfectly fine.

Florence Gardner: The last short practice i'll mention tonight is about finding joy in the crevices of this time and of your day.

Florence Gardner: trauma and stress put us out of touch with pleasure and joy, we lose our appetites for the things we used to enjoy this is totally normal and we're all experiencing it to some extent.

Florence Gardner: So we need, in whatever ways feel easy to us to seek out small joys and savor them savor just means allowing yourself to soak it up with all your senses, to give the small joy your full attention for a minute.

Florence Gardner: If chocolate brings you joy slow down and take your time to really taste the piece of chocolate you're eating the key to savoring is really slowing down and bringing all your attention to it.

Florence Gardner: The challenge here like with the appreciation practice is not to expect yourself to find joy like damn it I set aside this time to find joy and there's no joy here i'm no good at this finding joy saying.

Florence Gardner: The task is just to pause and pose the question what gives me joy it can be something really simple like a particular shade of yellow or the aroma brewing coffee.

Florence Gardner: Some people find it helpful to keep a running list of things that bring them joy and to post it somewhere where they can see it throughout the day.

Florence Gardner: And then, make sure to take some time every day, whether it's part of the pauses the circuit breaking pauses I talk about.

Florence Gardner: To make contact with one of these things that brings you joy.

Florence Gardner: And for those of you, maybe not who can't see slides I just have up here a bunch of different things listed snuggling with your dog cat or a guana reading a new book or finding a new TV show.

Florence Gardner: Listening to your favorite music getting foot massages grandkids video games walking with a friend having a cup of tea and a patch of sons you get to say for you what's joy.

Florence Gardner: Okay, so that's all for now about ways to break the stress circuit, there are literally hundreds of these right and I just sort of pulled out a small handful that I know consistently work for people.

Florence Gardner: But I can also send lots of more resources along the way for for more ideas for that kind of thing.

Florence Gardner: let's talk a little bit about getting help from other people.

Florence Gardner: Other people could be a friend, a family member your doctor a spiritual mentor or a psychotherapist.

Florence Gardner: The main thing is it's good if the someone is not somebody who's under the same identical stress that you're under and it can be really helpful if it's someone who has special training to be a good listener, and to help people cope with stress and trauma.

Florence Gardner: I want to say it's very normal to not want to get help if you're thinking any of these thoughts that are up on this slide here, please know you're not alone.

Florence Gardner: i'm afraid i'm not going to like my therapist they're going to judge me for how i've been coping so far in this pandemic.

Florence Gardner: What if they suggest medication, maybe I can't be helped, we have all kinds of normal thoughts as we think about getting help from another person that make it harder for us to get help.

Florence Gardner: So I want you to know if you're thinking those thoughts you're in good company, we all think those thoughts.

Florence Gardner: If the whole idea of talking to a therapist makes you uncomfortable you could try listening to a podcast about starting therapy there's a link for a really good one, at the end of this i'll i'll give it to you in a minute.

Florence Gardner: There are also some wonderful podcasts done by therapists and other people talking about how it is to go to therapy.

Florence Gardner: there's one called therapy for black girls and other ones, called the angry therapist and there's a new one, I just heard about with the actor diane good at home, maybe some of you know her called yeah no i'm not okay.

Florence Gardner: You might find that just listening to these podcasts is stress relieving but they may also help it feel much more normal and comfortable for you to seek some outside help.

Florence Gardner: Often people think you really need to be in a crisis before you can see a therapist so i'm here to say it's much, much better if you don't wait that long.

Florence Gardner: Okay, so to step back and sum up what we can do when we're in the rescue phase of a crisis while we're waiting for a sense of safety to return and to get to move on to the recovery phase.

Florence Gardner: We can practice letting go of anything that's not essential, we can see where can we lower expectations even more just for now.

Florence Gardner: And the other part of this is to remind ourselves what are the things we want to make sure to hang on to what matters most to us, it can help to write some of these things down what can I let go of what do I need to hang on to.

Florence Gardner: We can pause throughout the day to do short calming practices to interrupt the circuit of stress, so it doesn't accumulate quite so much over the course of the day, this includes stepping away immediately, if possible, after being exposed to something traumatic.

Florence Gardner: We can make it a priority.

Florence Gardner: To find a little bit of joy, every day, including making a list of things that bring us joy and putting that list somewhere where we can see it.

Florence Gardner: And finally, we can seek support outside of ourselves research tells us that getting support from outside sources is one of the most impactful things we can do to support our mental health and our recovery from stress and trauma.

Florence Gardner: We therapists types like to suggest homework, at the end of therapy sessions so i'm going to suggest a few things here if you feel like doing them.

Florence Gardner: They are all relate to what we've been talking about here, so these first two are short podcasts that I thought were really, really useful.

Florence Gardner: The first one is about how to find a therapist and start therapy, including how to get over the obstacles to taking that first step.

Florence Gardner: The second one talks about the experience of workplace burnout under coven and how to deal with it, the next three things on there.

Florence Gardner: Are will set in motion, some of the stress relieving practices we've been talking about picking five circuit breakers and deciding when you're going to do them.

Florence Gardner: And again hitching doing them to things you already do every day is perhaps the easiest way to do that so i'm going to do one in the shower i'm going to do one while i'm making coffee.

Florence Gardner: i'm going to do one while i'm in the car on the bus on the way to work i'm going to do it, while i'm eating lunch like that, and then it's really good to do one right before bed to kind of help transition you into a better sleep.

Florence Gardner: Take some notes about what you might be willing to let go of that you haven't already whether that's expectations for yourself or specific tasks, you can let go of.

Florence Gardner: And what are the things you want to make sure to hang on to.

Florence Gardner: When we say out loud to ourselves or to other people, what are the things we most want to hang on to that's a different way of saying what are the things we value most.

Florence Gardner: And it's really helpful when we're going through stress and trauma to be clear and say clearly, what are the things that matter most to us because though that's like part of the LIFE raft that carries us from one side of the difficulty to the other.

Florence Gardner: And finally make a list of small things that bring you joy.

Florence Gardner: I want to point out some resources in these next two slides this list of resources is going to be sent out to people as well.

Florence Gardner: The first slide are places to reach out to if you are feeling in crisis if you're feeling suicidal or risk of harm this goes also, for if you somebody you know is feeling those things, these are all good resources for that situation.

Florence Gardner: The second slide here are places to reach out to if you're not in immediate crisis but are feeling stressed or overwhelmed.

Florence Gardner: Okay i'm going to stop there and see if you all have questions or comments about this second half of the evening here or about anything else that you want to raise before we wrap up.

Kathy Finn, Secretary-Treasurer: So um one person did put something in the Q amp a box, which says we can do all these exercises, but the problem still exists.

Florence Gardner: Yes, correct that's right, so we don't do these things in order to fix trauma or fix the difficulties we're experiencing we're doing them in order to ease the strain a little bit and to begin to set us up for recovery.

Florence Gardner: So taking frequent breaks throughout the day practicing self compassion.

Florence Gardner: getting into our senses and out of our minds, those are things that we do to support our mental health, even though.

Florence Gardner: We may not have control over our crummy supervisor or boss, who is not respecting us or taking good enough care of us we do it, even though we still have the impossible job of being a parent with kids at home, going to school, while needing to work.

Florence Gardner: So it's both very simple and important that we safeguard our mental health while we're going through traumatic times and it's absolutely right that it doesn't fix the trauma.



Florence Gardner: We have to wait for the trauma to pass in order to repair the harm done by the trauma.

Florence Gardner: Some of the stuff i've tried to point out here is this is how we hold our day more gently, this is how we hold ourselves more gently, so that we can get to the other side in as good a shape as possible, does that make sense.

Kathy Finn, Secretary-Treasurer: It wasn't it was an anomaly.

Florence Gardner: Yes, okay yeah.

Kathy Finn, Secretary-Treasurer: It made sense to me.

Florence Gardner: make you happy.

Kathy Finn, Secretary-Treasurer: And then there's another one which is.

Kathy Finn, Secretary-Treasurer: More of like a job.

Kathy Finn, Secretary-Treasurer: Work related question, maybe, which says, how do you go about handling job harass I think it says harassment.

Florence Gardner: Were that were information i'm not sure how to.

Florence Gardner: Be i'm not sure how to answer that.

Kathy Finn, Secretary-Treasurer: i'll just say about that one I mean there's all different kinds of things that are that are job that are people consider harassment, so there are certain kinds of harassment.

Kathy Finn, Secretary-Treasurer: um well, I mean all harassment on the job is wrong, nobody should ever be harassed or mistreated or disrespected on the job.

Kathy Finn, Secretary-Treasurer: And, whatever it is that's happening to you and I know you're an anonymous person, so we can't reach out to you because we don't know who asked this question but.

Kathy Finn, Secretary-Treasurer: I would suggest that you reach out in your story either to your steward or your Union REP to talk about the specifics of what's happening to you that there are certain types of harassment, sexual harassment or racial harassment different things that are.

Kathy Finn, Secretary-Treasurer: You know, absolutely illegal nobody nobody should be disrespected or harassed on the job or retaliated against.

Kathy Finn, Secretary-Treasurer: We you know, do not in any way ever condone that type of behavior and in fact we fight against it every day, and so I would encourage.

Kathy Finn, Secretary-Treasurer: Whoever brought that question up to definitely talk to your you know your Union representative, you know about what's happening, and you know says harassment is a very big term so it's hard to know exactly what.

What a person is asking about.

Kathy Finn, Secretary-Treasurer: um let's see I think there may be one in the chat.

Kathy Finn, Secretary-Treasurer: Somebody Oh, this is actually from.

Kathy Finn, Secretary-Treasurer: From Ralph Mendoza who had asked a question previously saying, can there be a follow up conference call in the near future, this is a very helpful discussion, thank you all.

Thank you wow.

Florence Gardner: yeah so I just on the next Parts I think 770 is continuing to roll out ways to keep supporting members and i'm thinking about it over here, as somebody who's now thinking about you guys all the time and.

Florence Gardner: There are lots of shorter ways beyond this, that we can create ways to touch in and practice stress relieving things share stories around stuff that's being experienced provide more supports and tools and resources.

Florence Gardner: And we will keep we will keep coming up with those ideas and bringing them out is there anything you all want to say on that front.

Kathy Finn, Secretary-Treasurer: um yeah I mean we have a we have a committee that's been working on this for a while.

Kathy Finn, Secretary-Treasurer: And that's how you know we actually got this going with him, bringing Florence here for this one, but I do agree that it's super helpful.

Kathy Finn, Secretary-Treasurer: And you know, we want to continue this work with Florence for sure it's been enlightening to me, and you know, hopefully helpful for the I know for our staff and for Members as well, I hope.

UFCW Local 770 President, John Grant: I think you know.

UFCW Local 770 President, John Grant: Recognition has to go also to Florence and her work as Kathy mentioned we've been looking at this, for a few months now.

UFCW Local 770 President, John Grant: it's more than weekly the Florence will text or email us, what do you think she is all we are, we are privileged in that 770 appears to be undermined.

UFCW Local 770 President, John Grant: Continue continually and they're like what about this, I think we could tweak this you heard about what about this follow up the Florence on behalf of the Members, I want to thank you for putting both your heart and your mind towards all of us during this period it's.

UFCW Local 770 President, John Grant: I know it's sustained a lot every time that you speak whether it's the staff, the general membership meeting tonight, I think we all appreciate it's an aspect that we.

UFCW Local 770 President, John Grant: So often deny in fact I've been told, and and schooled in this country that we're weak that if we you know seek therapy, if you pay attention to this and I thank you for raising that up and really illuminating.

UFCW Local 770 President, John Grant: What is in fact a normal course of life and response, the body to what's being thrown at us.

Florence Gardner: Thank you John and I just want to underline the part about what's been thrown at us because, aside from, say, the Spanish flu 100 years ago.

Florence Gardner: We have never been here before, and we certainly have never been here with the layers of it right it's not just covert it's also mass shootings it's.

Florence Gardner: It racial injustice and violence against groups of people unfolding week after week you all in California have come off of a stretch and we don't know where it's headed next of wildfires.

Florence Gardner: That are extremely stressful and traumatic for the people who are involved in that, and so it's been not just this year, and not just covert it's been multiple layers and we.

Florence Gardner: We just need to bring a huge amount of kindness and support to that experience so far beyond what we normally would grant ourselves.

Florence Gardner: And, and you and your Members have been holding the front lines and making it possible for people like me to eat from one week to the next.

Florence Gardner: and get medicine and get vaccines and survive this pandemic, and so my gratitude for all of you is just beyond measure.

Florence Gardner: And I'm really honored to get to be here with you and.

Florence Gardner: And Thank you everyone for spending your some PC or evening to be here with me and I wish you all well for the rest of your week.

Kathy Finn, Secretary-Treasurer: yeah and just one more comment from one of our Members Meta bales who says, this has been one of the most helpful calls for me today I am so grateful.

Kathy Finn, Secretary-Treasurer: And I am grateful to Florence to you for for doing this, I think.

Kathy Finn, Secretary-Treasurer: it's been so useful, and I do think one of the ideas as I agree with john Florence has so many great ideas and one of the ideas, was to do something on a regular basis, that people could call into so I mean I think that's one of the things we'll be.

Kathy Finn, Secretary-Treasurer: Discussing is having some short.

Kathy Finn, Secretary-Treasurer: period of you know, availability for people could call in to have some types of discussion groups to hold each other accountable to some of these practices, which I think.

Kathy Finn, Secretary-Treasurer: You know, sometimes it's good it's just another suggestion to have an accountability buddy or somebody who is going to help remind you to do these things, if you know.

Kathy Finn, Secretary-Treasurer: take a deep breath and.

Kathy Finn, Secretary-Treasurer: take time for yourself so let's.

Kathy Finn, Secretary-Treasurer: do that, and maybe he had some kind of regular calling thing or four people could be hold each other accountable to remember to do some of these practices.

Kathy Finn, Secretary-Treasurer: So anyway, I think I don't see any more questions or any more comments so.

Kathy Finn, Secretary-Treasurer: Thank you so much appreciate you doing this tonight.

Florence Gardner: Thank you goodnight everybody take care.

Thanks.