

SEIU-UHW Plan to Win the Future

Resolution 01-11

Whereas, the labor movement is in a steep decline, with fewer than 7% of U.S private sector workers represented by a union.

Whereas, unprecedented political attacks on unions and working families in Wisconsin, Ohio, Indiana, Maine, New Hampshire, Tennessee and elsewhere threaten to accelerate that decline.

Whereas, the decline of the labor movement leaves working families struggling as never before with stagnant wages, spiraling healthcare costs, double digit unemployment, massive home foreclosures and eroding public services while corporate profits and CEO pay continues to rise.

Whereas, the top 10% wealthiest people in the United States own 71% of all private wealth.

Whereas, advances in the accessibility of affordable healthcare coverage and the ability to receive care with dignity in ones home are threatened by unprecedented budget deficits and political backlash.

Whereas, it will take a bold and strategic plan to turn this situation around for working families.

Whereas, SEIU-UHW members have just emerged from a two-year battle to defend and reclaim their union ready to step up and win the future.

Whereas, SEIU-UHW members understand that we cannot bargain or grieve our way out of the mess we are in if all around us the labor movement continues to decline.

Whereas, SEIU-UHW members understand that leadership development is the central work of the union and that member leaders are the universal ingredient for all other success.

Whereas, SEIU-UHW members, as healthcare workers, have a critical voice to contribute in the fight to ensure accessible, affordable, quality healthcare for all.

Whereas, SEIU-UHW members believe that providing the timely, effective and responsible on the job representation that members expect and deserve is absolutely compatible with meeting the external challenges that face us.

Therefore, SEIU-UHW adopts the following four-plank plan:

- 1) Grow SEIU to be a union of 1 million members in California within five years :
 - Conduct organizing campaigns that involve at least 120,000 non-union healthcare workers in the Southern California market,
 - Organize another 30,000 workers by organizing non-union nursing homes in otherwise union nursing home chains and bringing thousands of non-union workers in Kaiser, CHW, and other union hospitals into our union.
 - Winback the members who left our union and have suffered due to the inability of NUHW to deliver contracts.
 - Actively support our sister SEIU Locals in their campaigns organize publicly funded, long-term care and property service workers on a large scale.
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- 2) Develop 10,000 rank-and-file UHW union leaders who have meaningful, substantial roles in the union:
 - Focus 1/3 of our leaders on representation and 2/3 of our leaders on the external threats and opportunities we face.
 - Make leadership development the driver of all our internal work and the thing we measure above anything else.
 - Strengthen the union internally on leadership development so that we can strengthen our union foundation to move us forward.
 - Make the Executive Board the hub of our leadership development work.
- 3) Develop SEIU-UHW into the recognized, premier healthcare organization in California:
 - Commit our union to improving healthcare quality and outcomes, lowering cost and expanding access and providing a platform for healthcare providers to advocate for a more just healthcare system.
 - Undertake innovative projects, led by healthcare workers, to expand enrollment of poor and underserved communities in health insurance programs, improve health outcomes in underperforming areas and change the funding incentives and models to one that rewards efficiency, quality and access to care, prevention, and early intervention.
 - Enhance and defend legislation that expands access to care and support just taxes to fund needed services.
 - SEIU-UHW will recognize, develop, and support its members who are or aspire to be political candidates

- 4) Create a union-wide program of Representational Excellence
- Maximize decision-making and authority for rank-and-file stewards and contract specialists.
 - Expand and improve training and support for rank-and-file stewards and leaders.
 - Improve communication with members throughout the representational process.
 - Ensure that the representational resources of the union are focused on issues that we can feel proud about taking on as a union.
 - Dramatically shorten the time frame in which issues are resolved.
 - Implement the best practices in technology utilization across the representational spectrum.