

LEADING FOR BETTER HEALTH AND GOOD JOBS IN 2014
RESOLUTION 11-13

Californians face enormous challenges:

- Increasing rates of preventable chronic conditions destroying the quality of life for millions,
- Working families have less buying power and are struggling to make ends meet,
- Health disparities are on the rise and are tied to rising income inequality, and
- Lack of access to healthcare and rising healthcare costs are causing huge problems for the healthcare system and millions of working Californians.

As healthcare workers who have demonstrated our ability to lead for better health and good jobs, **SEIU-UHW members are ready to take on the challenges facing our state.** We commit to lead on promoting good health, improving quality and lowering the cost of healthcare. And we commit to lead on raising standards of living by promoting full-time benefited employment, increasing wages, fully employer-paid healthcare, and by promoting world-class job and income security.

Given the urgency of the challenges we face, **we commit to pursue any and all paths** to address them, including taking issues directly to the voters, partnering with elected and healthcare industry leaders, and taking immediate action ourselves.

Above all, **we commit to develop our members' capacity to lead and form leadership teams**, which are the central work of our union and the only way to successfully address the challenges we face.

Therefore, SEIU-UHW resolves to pass the 2014 budget (attached), as recommended by the SEIU-UHW budget committee, that funds our plan to develop 10,000 healthcare leaders working to improve the healthcare system, to become a premier healthcare organization, to achieve representational excellence, and to organize thousands of new workers into our union:

To build an unprecedented cadre of member leadership teams with 10,000 members playing meaningful, substantial leadership roles, the 2014 budget:

- Increases the allocation to our Political Action Fund (PAC) from \$.30 to .40 and to our Political Issues Fund (PIC) from \$.50 to .60 to win key races and on key issues in 2014—a mid-term election year for the U.S. Congress & all statewide offices and ballot initiatives;
- Doubles our fund for Lobby Day activities; and

SEIU-UHW Executive Board

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- Funds a 2014 Leadership Assembly on the scale of the 2013 “Many People, Many Cultures, One Union, One Vision” Leadership Assembly where more newly engaged members participated than ever before.

To lead as a premier healthcare organization and move "Let's Get Healthy California" forward, the 2014 budget:

- Increases funds for member events for our leaders to roll out enrollment events with our community partners to make Obamacare successful;
- Improves our communications to members and to the public through state-of-the-art, creative technology; and
- Implements our total health contract language at Kaiser to win bonuses for better employee health.

To achieve representational excellence, the 2014 budget:

- Adequately funds training and member lost-time for major-chain bargaining with HCA nationally, Tenet, and dozens of independent hospitals, home care counties, and nursing homes;
- Focuses on supporting the successful Kaiser contract specialist program, core team trainings, our new 90-day grievance resolution contractual language and improved mediation and arbitration process which has resulted in legal cost savings; and
- Moves a major initiative for home care by furthering the Coordinated Care Initiative (CCI) with emphasis on skills training and increasing wages.

To organize 300,000 healthcare members into our union, the 2014 budget:

- Dedicates the required SEIU 20% mandate for organizing for growth in our industry (\$14.7 million), including \$5 million of our strategic organizing fund for ballot initiatives.