

# **Funding a Strong and Active Healthcare Workers Union in 2016**

## **RESOLUTION 17-15**

Whereas, SEIU- UHW continues to be committed to its four plank plan of organizing the un-organized, recruiting 10,000 leaders, representational excellence and being a premier healthcare organization.

Whereas, SEIU-UHW plans to carry out these planks in 2016 by holding the healthcare industry accountable to workers and patients, fighting to fully fund Medi-Cal, raising the minimum wage of workers in California and beyond and reaching beyond our union's membership into our communities to find leaders to support our work.

Whereas, SEIU's implementation of its decision to divide hospital workers and long term care workers forces changes to our budget- without changing our commitment to our mission.

**Therefore be it resolved** that SEIU-UHW adopts the attached, balanced, \$78 million budget for 2016 which:

- Reduces our revenue expectations from 2015 by approximately \$20 million to account for the loss of homecare and nursing home membership.
- Reduces expenses generated by the homecare and nursing home divisions in the areas of per capita payments, staff salaries and benefits, strike fund contributions, meetings, supplies, lost time, communications and travel.
- Maintains funding for organizing the unorganized, thereby increasing the percentage of the post per capita budget dedicated to organizing to 24%.
- Allocates \$1 million to continued support of the Fairness Project which will help promote ballot initiatives across the country to raise the minimum wage.
- Substantially increases our legal resources to allow for new strategies to hold the hospital industry and the State of California responsible for their obligations to MediCal beneficiaries.

- Establishes a division of volunteers with staff dedicated to recruiting 4000 leaders in the community to work side by side with 6000 UHW member leaders to accomplish the important goals of raising wages, improving healthcare and organizing workers.
- Modestly increases staffing in our political and data departments to meet the needs of increased political action necessary in a major presidential election year and help ensure that our union has effective technological support to do our work.
- Fully funds negotiations and contract campaigns at Dignity Health, Cedars Sinai, Providence St. Josephs, USC Verdugo Hills, Parkview Medical Center, Antelope Valley, Good Samaritan, Hollywood Presbyterian, Pacifica Hospital and others.
- Increases our support to allied community organizations engaged in coalition work around shared goals with UHW.
- Increases funding for leadership training to support UHW's 2016 political campaigns.
- Funds the participation of UHW's delegation to the SEIU 2016 convention.
- Continues to responsibly fund our already well-funded reserve and strike funds.
- Funds needed repair work to our buildings in Los Angeles, Oakland, San Jose and Sacramento.