

LEADING FOR HEALTHCARE JUSTICE IN 2017

RESOLUTION 23-16

The 2016 election of Donald Trump as U.S. President and of anti-worker majorities in the U.S. Congress poses serious and unprecedented threats to the core mission of SEIU-UHW, specifically, our ability to ensure SEIU-UHW members reach retirement with all wages and benefits intact.

The new political establishment in Washington, D.C. has been very out front about their determination to undercut or destroy the policies and laws that protect tens of millions people in America, including workers, people of color, women, immigrants, the LGBTQIA community, union members, and the more than 20 million people who in the last several years were able to get health coverage through the Affordable Care Act, many for the first time in their lives.

Under a Donald Trump presidency, we fully anticipate our contracts, our patients and communities and our union will be attacked, including:

- The rapid repeal and dismantling of the Affordable Care Act, resulting in the denial of vital healthcare services for millions of Californians and the defunding of the healthcare industry in which we work;
- The inhumane, forcible removal of millions of immigrants and their families; and
- Accelerated attacks on unions, both in the public and private sectors, with the intent of decimating the critical institutions that promote and defend the economic security of working people and their families.

Given this new reality, the SEIU-UHW Budget Committee recommends adopting a balanced budget of \$88.8 million for 2017 with the understanding that our priorities and programs may need to shift quickly to counter the grave new threats to our society, SEIU-UHW members and the very existence of our union.

The 2017 budget projects \$5 million more in revenue than the 2016 budget. This increase is due to strong negotiated raises for SEIU-UHW members, successful new organizing campaigns, and increased hiring by unionized employers.

The recommended budget builds on our four-plank plan to win #HealthcareJustice for healthcare workers, patients and the communities we serve:

1) Grow the ranks of SEIU-UHW through organizing:

- Invest an additional \$1 million in organizing healthcare workers into our union to give us more strength.

- Fund an innovative campaign to organize thousands of dialysis workers into the union and improve access and care for dialysis patients.

2) Strengthen our standing as a premier healthcare organization:

- Increase our legal resources to support our groundbreaking civil rights action on Medi-Cal and take on exploitative unpaid internships in the healthcare industry.
- Improve our media outreach to gain more visibility for #HealthcareJustice with a focus on Spanish-language and Filipino media and expand our online presence, especially with younger workers and patients.
- Increase our Political Action Committee (PAC) by \$1 million to ensure we have the resources needed to elect healthcare champions with a plan to fix Medi-Cal during the 2018 elections for the governor and state legislature. Our budget increases our PAC to \$1.85 per member per month and continues our allocation of \$0.60 per member per month for political issues (PIC) for ballot measures.

3) Build on and expand our Representational Excellence program:

- Fully fund aggressive bargaining campaigns at HCA, Stanford Hospital, El Camino Hospital, Pomona Valley Hospital and elsewhere while laying the groundwork for our Kaiser, Dignity and Verity bargaining campaigns in 2018.
- Enhance our pension analysis capacity as we deal with an important legal case heading to the U.S. Supreme Court that will have a big impact on Dignity members' pensions.
- Increase our \$10 million+ strike and defense fund by more than \$1 million so that members have all means necessary for taking on difficult employers in bargaining.
- Increase Hospital Division staffing to account for growth.
- Continue our strategy to raise the floor on wages in bargaining and act in the public good by investing \$2.5 million in the Fairness Project to put minimum wage increases and other economic issues on the ballot in more states in 2018.

4) Continue building our leadership teams with 10,000 SEIU-UHW and community members playing meaningful, substantial leadership roles:

- Increase our lost time budget to create more opportunities for deeper member leadership across the work of the union.

- Expand our Leadership by:
 - Continuing the Hospital Division Leadership Academy and Dignity Leadership Summit;
 - Launching additional leadership summits with workers from Tenet and other major hospital chains;
 - Launching summits with demographic groups where we need to increase our union’s leadership.
- Expand our Community Division organizing staff to create a division of 4,000 Medi-Cal beneficiaries, dialysis patients and other Californians who lead others in their communities to improve healthcare and fight for #HealthcareJustice alongside SEIU-UHW members.

In addition to funding our four planks plan, the recommended budget makes important investments in the future of the organization:

- Increase our reserve fund for unexpected expenses by \$480,000.
- Make substantial information technology upgrades and staff additions to enhance security, improve tools for staff and modernize our systems.
- Invest in needed facility repairs such as the Commerce office HVAC and the Oakland office elevator.
- Improve administrative staff support to satellite offices.

Resolution:

Adopt the \$88.8 million 2017 SEIU-UHW budget as recommended by the SEIU-UHW Budget Committee.