

SEIU Healthcare Minnesota

First Annual Member Convention – September 20, 2014

Executive Board Resolution #1 Adopted September 18, 2014

Standards for Workers for 2015

WHEREAS, workers who care for patients, nursing home residents, and home care clients are driven by a love of service, dedication to their professions, and pursuit of the highest quality care for the people they serve; and

WHEREAS, workers performing similar jobs or even more difficult jobs are being paid less than other workers covered by our contracts; and

WHEREAS, employers have been engaged in a systematic and deliberate effort to eliminate full time jobs in favor of part-time jobs in order to increase “flexibility”; and

WHEREAS, workloads have been continually increased for employees in every part of the industry, through leaving positions unfilled, layoffs, restructuring of work and subcontracting; and

WHEREAS, the increasing complexity of work in health care and home care, pressure from both federal and state governments, expectations from payers and the safety of the people we serve requires highly trained employees; and

WHEREAS, the health care and home care industries continue to have high rates of work-related injuries and unsafe conditions, as exhibited by injury reports and reports from members; and

WHEREAS, defined benefit, union sponsored pension plans are the most secure and stable means to provide a dignified retirement and our union has available such a plan for our members; and

WHEREAS, our employers, other corporate officers and some political leaders continue to disregard the voices of our members as important at the bargaining table and in the policy arena; and

WHEREAS, just months before he was murdered, The Rev. Dr. Martin Luther King, Jr. was initiating a campaign to demand jobs, unemployment insurance, a fair minimum wage, and education for poor adults and children designed to improve their self-image and self-esteem; now, therefore, be it

RESOLVED, that SEIU Healthcare Minnesota members, through their labor contracts, will fight to establish Martin Luther King Day as a holiday to recognize his fight for racial and economic justice; to establish a \$15/hour minimum wage for all workers delivering and supporting health care and home care services; for safe staffing to protect the people in our care; for jobs that are full time; for training and education in order that workers may advance their careers and provide quality services; for safe working conditions and reducing injuries; for union pensions that support retirement with dignity and security; and be it finally

RESOLVED that SEIU Healthcare Minnesota members will fight for respect for themselves and their union through effective contract campaigns, public messages, political action, policy engagement and working with community partners in order to establish these standards, improve care, support our families, and reclaim the American Dream.