RESOLUTION #5: NURSING HOME FIGHT FOR A MULTI-EMPLOYER BARGAINING TABLE

WHEREAS each day approximately 100,000 nursing home workers in Minnesota who are almost entirely women, a great many of them women of color, go to work in nursing homes where they attend to the needs of people who need assistance with the daily tasks of living. Most choose their work because of a desire to help people and an interest in working in healthcare; and

WHEREAS while the majority of nursing home workers find their jobs personally rewarding, they are often low paid with limited or no benefits, high workloads, unsafe working conditions, a lack of respect from supervisors, lack of control over their jobs, and few opportunities for advancement, all of which contribute to high turnover; and

WHEREAS less than 50% of nursing home workers have health insurance provided by their employers, while another 18% are insured through Medicaid and other public programs. And where health insurance is provided by their employer, it is often unaffordable; and

WHEREAS 0% of nursing home workers have a pension offered, less than 50% of their employers provide any sort of retirement support like a 401(k), and where a 401(k) is available through their employer their contributions to it are often unmatched by any employer contribution: and

WHEREAS unstable staffing undermines quality of care in nursing homes, nursing homes must begin to invest in their workers today, to end the cycle of turnover and improve care – but also to ensure that they are positioned to meet future demand for safe, 24-hour care; and

WHEREAS SEIU Healthcare members believe it is way overdue and time to raise the floor for nursing home workers by paying competitive wages, providing affordable health coverage, pensions, and consistent shifts with full-time hours – by calling on new public investment, along with greater accountability, to ensure funding is directed to the needs of the workers rather than administrative overhead and nursing home profits;

THEREFORE BE IT

RESOLVED that SEIU Healthcare members will, through organizing and political leverage establish a multi-employer bargaining unit in nursing homes to raise nursing home standards across the industry for the first time in our state, providing better stability to nursing home workers in an industry where employer turnover is so high by transferring their seniority and benefits to their new nursing home employer in the multi-employer unit;

RESOLVED, that SEIU Healthcare members’ bargaining goals should be to win union healthcare and pension plans, starting wage rates of $15.00 or more for non-direct care members and wage adjustments for direct care members, and to advance a legislative agenda that includes improvements to staffing and other benefits that reflect the dignity of their work;

RESOLVED, that we will actively partner with Senior Advocacy groups so we can educate them on the advantages of establishing a multi-employer bargaining unit in Minnesota;

RESOLVED, that SEIU Healthcare Minnesota will fight to align all nursing home contracts to expire on 12/31/2023, as part of our plan to win a multi-employer bargaining group in Minnesota.