

# Proposed 2020 Convention Resolution

## **RESOLUTION #1 Justice. Power. Unions for All.**

Proposed by the SEIU Healthcare Minnesota Executive Board

**WHEREAS** over the next year, due to the convergence of the COVID-19 pandemic, the economic crisis, structural racism, a looming state budget crisis, and everything that's at stake in this November's election, we face some of the biggest challenges, and also some of the biggest strategic opportunities, our Union has faced in many years, all at the same time; and

**WHEREAS** over 8,000 of our hospital members' contracts will be expiring in the first few months of 2021, at a time when the worst economic crash since the Great Depression and the pandemic are emboldening healthcare employers to seek huge concessions from our members; and

**WHEREAS** our 2019 convention resolution "Nursing Home Fight for a Multi-Employer Bargaining Table" charted our long-term strategic direction for the nursing home sector of our membership, but did not emphasize organizing rights for non-union nursing home workers to expand our power; and

**WHEREAS** the nursing home industry in Minnesota has routinely relied on our Union's political efforts to extend and protect the funding they receive from Minnesota taxpayers; and

**WHEREAS** the outcome of the November 2020 election will profoundly shape our future, at the local, state and national level, with realistic potential outcomes ranging from the elimination of healthcare for tens of millions of Americans and the destruction of what remains of our collective bargaining rights to a historic wave of progressive policy-making here in Minnesota to improve the lives of all our members, families and communities and correct for generations of racism and inequality;

### **THEREFORE BE IT RESOLVED:**

Our Union will take on three major strategic campaigns, all at the same time, while continuing to organize new healthcare workers into our Union and bargain and enforce the best healthcare-worker contracts in the Midwest for all our members. Specifically, we will:

- Do whatever it takes to make sure that our 8,000+ hospital members win their contract campaign and defeat all concessions, including enlisting active support from all the members in other sectors of our Union (see additional proposed resolution #2, "WHEN WE FIGHT, WE WIN! SPECIAL ASSESSMENT TO PROTECT OUR STANDARDS"); and
- Initiate a comprehensive strategic campaign to organize and improve standards in Minnesota's nursing home industry, pushing nursing home employers for both a master contract with common standards and benefits and a new agreement to respect the rights of thousands more nursing home workers who want to join unions; and
- Prepare our organization to face the unprecedented challenges and to seize the unprecedented opportunities that may result from this November's election, ranging from a need to defend the basic institutions of our democracy, preserve collective bargaining rights, and fight back against organized white-supremacist violence all the way to making historic progress on establishing a living wage for home care workers, a \$15/hour minimum wage and paid sick leave for all workers statewide, an expansion of union rights, higher taxes on the rich and corporations to pay for the healthcare and education we all need, and substantial new investments and policy commitments to address the legacy of systemic racism in our state, among many other progressive priorities that will be achievable if our endorsed candidates win big this November.