

# er Dreamed ...

SEIU leaders would  
work so hard to stop honest  
debate.

**Beverly Griffith**  
Bates Summit  
Medical Center, Oakland



" ... SEIU leaders would  
rather divide healthcare  
workers for political pur-  
poses, rather than unit-  
ing healthcare workers to  
build power."

**George Wong**  
Kaiser Permanente  
San Francisco



SEIU leaders would  
spend over \$4 million  
to retaliate against our  
union for speaking out."

**Richard Marlowe**  
San Francisco  
Homecare



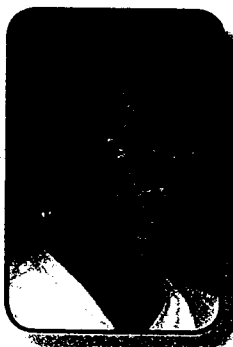
" ... SEIU leaders would  
oppose a guarantee that  
workers would be in-  
volved at all stages of the  
bargaining process."

**Mildred Brown**  
West Contra Costa County  
Homecare



SEIU leaders would  
force us to read the fine  
print to fully understand the  
level of centralization and  
removal of workers' voice  
in the Justice For All plan."

**Daniel Garcia**  
Kaiser Permanente  
Oakland



" ... SEIU leaders would lead  
replacement of shop stewards  
with off-site call centers"

**Anita Wiltz**  
Golden Cross Healthcare  
Fresno

## Let's Talk!

### Can Really Be Stronger Together

# Platform for Change

REAL VOICE  
REFORM SEIU!  
REAL JUSTICE

# THE PLATFORM FOR CHANGE

## UNION DEMOCRACY: ONE MEMBER, ONE VOTE

Guarantee members' right to vote in contract negotiations and collective bargaining agreements. Elect representatives to bargaining committees that negotiate with our employers. The right to join our union.

Ensure members' rights to participate in and elect representatives to bargaining committees that negotiate with our employers.

Utilize membership voting rules based on a per capita basis to ensure one member, one vote.

Implement constitutional provisions that guarantee equal participation per capita voting, rank-and-file participation, and voting only by members.

Ensure national union financial strength through a strong membership base.

## IMPROVING THE LIVES OF WORKERS AND THOSE WE CARE FOR

Strengthen our ability to advocate for patients, nursing home residents, and homecare consumers.

Strengthen our ability to advocate for patients, nursing home residents, and homecare consumers.

Establish contract standards within the Divisions of SEIU, including

Focus on developing and training a corps of experienced staff and member drivers and conductors.

Develop a national strike fund with significant benefits.

Support coordinated national bargaining campaigns by industry.

Develop a national program to ensure adequate government funding for essential healthcare, social and public services.

## ORGANIZING THE UNORGANIZED OUR CORE INDUSTRIES WITH PARTICIPATION OF WORKSITE LEADERS

Focus on SEIU's core industries that have the largest base of members, and ensure that worksite leaders are central to organizing campaigns.

Through Unity Councils, develop a plan that combines the strength of local unions in coordination with the national union.

Oppose election agreements that give up long-term power to employers and limit full collective bargaining rights.

Design a leadership development and training program for staff and rank-and-file members to lead organizing campaigns.

Focus beyond merely increasing numbers, to truly changing workers' lives.

## OVER THE COURSE OF HISTORY

Build unity, rather than divide the labor movement, including the possibility of a new, unified labor organization that includes SEIU, AFL-CIO, Change to Win and non-affiliated unions.

Focus on building power and raising standards in the core industries in SEIU.

Work to build a powerful, unified labor movement.

Win labor law reform, including the passage of the Employee Free Choice Act and a ban on permanent striker replacements.

Achieve national healthcare reform that leads to a single-payer system.

Accomplish real immigration reform.

Fight for social and economic justice to ensure a society free from discrimination and prejudice.

Build a progressive majority in the country as a counterbalance to the power of multinational corporations.

# WARNING LEADERSHIP REPRESENTING 90% OF SEIU MEMBERS

# OPPOSE THIS PLATFORM!

# DON'T BE FOOLED!



# **Different Visions about Union Decisions**

## **Top-Down Directives vs. Bottom-Up Democracy**

The International Union is proposing sweeping changes that would reduce or even eliminate members' role in making key decisions about contract negotiations and internal organization, including mergers and transfers of members among Locals. United Healthcare Workers-West (UHW) is proposing to enhance members' voice on these issues, which is critical to ensure that workers' ourselves control our union.

### **Members' Voice in Contract Negotiations**

UHW proposes that members be guaranteed the right to elect members of bargaining committees, to approve initial contract proposals and to approve any agreement that affects members' wages and working conditions. The International Union would only guarantee members' vote on final contracts, with no other guaranteed ways for members to participate in the bargaining process.

### **Members' Voice on Local Union Affiliation**

UHW proposes a constitutional amendment to ensure a single, fair system for voting on all mergers and membership transfers among SEIU Locals, with a Local-by-Local voting process requiring a majority of members in each affected Local Union to approve a merger or transfer. The International Union proposes a constitutional amendment to drastically expand the power of the International to consolidate, merge and change the jurisdiction of Local Unions, as well as to allow Industry Divisions to establish new "accountability standards" to enforce division discipline and crush dissent.

### **Members' Voice in Coordinating Among Local Unions**

UHW proposes that Unity Councils, as developed by SEIU's Health Systems Steering Committee to coordinate organizing, bargaining and representation among Local Unions with the same employers, be formalized and applied union-wide. Unity Councils are composed of representatives of Local Unions and rely on a democratic system of per capita voting – in which each Local receives one vote for each of its members – when participants cannot arrive at consensus decisions. The International Union would eliminate Unity Councils and replace them with new structures called "National Bargaining Teams" that include representatives appointed by the International President, each of which has one vote not weighted by Local membership numbers.

## **Let's Talk!**

## **We Can Really Be Stronger Together**

**Time for Change**

**REAL VOICE**  
REFORM SEIU  
**REAL JUSTICE**  
www.seiu10.org

## UHW Platform For Change vs. Justice for All Plan

	UHW Platform for Change	Justice for All Plan
Propose a strategy to organize the unorganized as our top priority	Yes	Yes
Require each local union to pool its mandated 20% organizing budget with Industry Divisions	If organizing consistent with Industry Division plans, local unions would transfer only the funds from their organizing budget that they fail to use	Yes
Establish direct elections by secret mail ballot for SEIU's President and officers	Yes	No
Create a national strike fund	Yes	No
Guarantee members' right to decide mergers through a local-by-local vote	Yes	No
Guarantee members' right to elect their bargaining committees	Yes	No
Guarantee members' right to vote any bargaining, organizing, or other agreement affecting wages and working conditions	Yes	No
Guarantee members' right to vote on contract proposals	Yes	No
Require each Industry Division to democratically establish minimum contract standards and program to win	Yes	No
Maintain Unity Councils instead of replacing them with less democratic National Bargaining Teams	Yes	No
Formalize the procedures and structures by which Unity Councils coordinate multi-local bargaining	Yes	No
Use independent fact finders and look at locals' records of raising standards and organizing success to decide which locals represent which members	Yes	No