

## SEIU 2015 JUSTICE FOR ALL OMNIBUS RESOLUTION

**Whereas**, SEIU Local 2015 is California's Long Term Care workers organization that will unleash the collective power of long term care workers, their families, and their communities, harness the power of technology, and build a broad movement to disrupt the unjust status quo in order to bring lasting transformational change towards a more just society for all, and;

**Whereas**, in 2017, SEIU Local 2015 members voted unanimously in favor of our founding Constitution and Bylaws that included defining our organizational priorities which came to be known as our Justice Agenda: Economic & Worker Justice, Housing Justice, Immigrant Justice, Restorative Justice, Environmental Justice, and later added Disability Justice, and;

**Whereas**, at a time of deep division in our country the members of SEIU Local 2015 are recommitting ourselves to do everything in our power to unite all long-term care workers, our families and our communities in California and across the country to continue our fight for our Justice Agenda and **Justice For All**, and;

**Whereas**, the key to our success in being able to achieve our Justice Agenda and Justice For All relies on building a powerful workers movement that will break down the barriers preventing workers from joining a union. Thereby, growing our union strength, guaranteeing that everyone has the ability to participate freely and fully in our democracy, ensuring that everyone has access to long term care, and that long-term care workers are valued, respected, and justly rewarded, and;

### **UNIONS FOR ALL**

**Whereas**, we believe that everyone should have the right to freely join a union, and;

**Whereas**, over 1.5 million long-term care workers in California are not a part of a union and therefore are unable to bargain for higher wages and better benefits, and;

**Whereas**, more than 85% of California's entire workforce has no union representation and are unable to bargain for improved wages, benefits, and working conditions, and;

**Whereas**, our ability to lift standards for California caregivers depends on being able to dismantle the barriers preventing millions of long-term care providers from joining a union, and;

**Whereas**, SEIU Local 2015 members are the most effective at inviting non-union workers to join our union when given the tools and knowledge to do so, and;

**Whereas**, pushing back on the unprecedented attacks against unions intended to weaken the labor movement requires elect leaders who firmly believe that all workers should have the right to organize in a union, and;

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**Whereas**, we are committed to changing laws in California and across the country so that long-term care workers may organize, and;

**Whereas**, SEIU Local 2015 is uniquely positioned to organize non-union long-term care workers in California given our diversity and geographic reach, and;

## **DEMOCRACY FOR ALL**

**Whereas**, SEIU Local 2015, which represents over 400,000 long-term care workers across the state of California, is committed to lifting up our voices in the electoral process by voting and being full participants in our democracy, and;

**Whereas**, SEIU Local 2015 members believe in being active and engaged participants in our democracy year round, not just during elections, and;

**Whereas**, SEIU Local 2015 will continue to advocate for statewide and local policies that expand the full participation in our democracy, and;

**Whereas**, SEIU Local 2015 members believe that we should exercise our right to vote and fully participate in our democracy. We also have a responsibility to empower others to do the same, and;

**Whereas**, electing champions of long-term care workers and our families is critical to ensuring that California caregivers are respected and able to live our lives with dignity, and;

**Whereas**, SEIU Local 2015 Democracy Captains are empowering other members of our union in the communities in which we live by giving them the tools required to be full participants in our democracy, and;

**Whereas**, although California has made significant progress in strengthening its democracy there are still policies, systems, and structures that prevent every Californian from exercising their right to vote, which may include but is not limited to voter intimidation and voter suppression, and;

**Whereas**, SEIU Local 2015 believes strongly in eliminating structural racism, which denies the ability for all Californians to be full participants in our democracy, and;

**Whereas**, SEIU Local 2015 will continue to prioritize increasing the voting propensity of women of color, immigrants and young people who lag behind the general electorate, and;

**Whereas**, SEIU Local 2015 is committed to assisting the roughly 2.5 million legal permanent residents in California who are eligible to become citizens to find a path to full citizenship and thereby earn the right to be full participants in our democracy, and;

**Whereas**, we have made significant strides in increasing voter registration and voter participation in California by electing leaders that believe in strengthening California’s democracy, there is much more we can do to break down barriers to full participation, and;

## **LONG TERM CARE FOR ALL**

**Whereas**, SEIU Local 2015 is the largest union of long-term care providers in the nation, with over 400,000 caregivers providing services to seniors and persons with disabilities in private residences, skilled nursing and assisted living facilities across California, and;

**Whereas**, California is projected to have 106,500 seniors living in nursing homes by 2030, an increase of 15,000 (or 16%) since 2012, and;

**Whereas**, between 2015 and 2030, California’s population of individuals older than 65 is expected to increase by 73 % from 5.2 million to 9 million, and;

**Whereas**, by 2030, more than one million California seniors will need assistance with Activities of Daily Living (ADLs) and long-term care services and supports (LTSS), and;

**Whereas**, in addition to older adults, the number of younger adults with disabilities is expected to grow 20 % in the next 20 years in the state, and;

**Whereas**, long-term care work is both physically and emotionally challenging and is disproportionately performed by women and workers of color through the Medicaid funded In-Home Supportive Services (IHSS) program, skilled nursing and assisted living facilities, private homecare agencies, or unpaid family caregiving, and;

**Whereas**, low wages and insufficient training opportunities have created unsustainable turnover trends in the homecare and nursing home industries and are deterrents to potential job entrants, and;

**Whereas**, it is expected that California will need between 600,000 and 3.2 million caregivers by 2030 in order to meet the growing demand for homecare services, and;

**Whereas**, while there are more than 600,000 IHSS and private homecare agency workers in the state, there are an even greater number of unpaid caregivers providing these services, and;

**Whereas**; California will need at least an additional 15,800 Certified Nursing Assistants by 2026, and;

**Whereas**, of the approximately 1,100 Skilled Nursing Facilities (SNFs) statewide, 465 SNFs (42 %) do not meet the minimum CNA hours requirement, and;

**Whereas**, we can no longer afford, both financially and morally, to let our IHSS, skilled nursing and private agency workers go unprotected, undertrained, understaffed and underpaid, and;

**Whereas**, in 2017, family caregivers in California provided four billion hours of care — worth an estimated \$63 billion — to their parents, spouses, partners, and other adults’, and;

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**Whereas**, in addition to obstacles in accessing long-term care programs, 56% of Californians over the age of forty have made no long-term care savings plans, with thirty seven percent of Californians having no savings to draw on to pay for their care, despite the high need for LTSS for both seniors and adults alike, and;

**Whereas**, the growth in our aging population will impact most California families, causing financial and emotional strain in the absence of affordable, quality long-term care.

**Therefore, be it resolved that:**

1. In order to win and advance our Justice Agenda we are committed to breaking down the barriers for millions of long-term care workers to join a union, thereby strengthening and growing the call for Justice For All. We will do that by :
  - a. ***Expanding the Right to Organize.*** SEIU Local 2015 is committed to advocating for laws and policies that remove barriers for long-term care workers to have a voice at work and organize.
  - b. ***Building Our Movement.*** We are committed to building a movement of labor, faith, community, disability, and youth organizations that demand long-term care workers have the right to live with dignity and the ability to organize freely.
  - c. ***Growing our Organizing Capacity.*** SEIU Local 2015 will identify and develop the next generation of member organizers and equip its member leaders with the tools necessary to be effective organizers of non-union workers at work and in their community.
  
2. SEIU Local 2015 members are committed to being full and active participants in our democracy, thereby unleashing the political power of long-term care workers in California. We will do that by :
  - a. ***Electing Champions.*** SEIU Local 2015 is committed to electing champions for long term care, thereby ensuring that all long-term care workers in California are able to live with dignity and respect.
  - b. ***Equipping our Democracy Captains and Member Leaders.*** SEIU Local 2015 is committed to equipping Democracy Captains and member leaders with the tools and knowledge necessary for us to be effective agents of political and community change.
  - c. ***Advocating for Full Participation.*** SEIU Local 2015 will continue working to break down barriers and further support the full participation of women, people of color and immigrants in our political process, which includes but is not limited to: increasing voter education, voter registration, voter participation and citizenship

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- d. ***Identifying and Recruiting Candidates.*** SEIU Local 2015 will work towards identifying and training long-term care workers to run for office and be leaders in their community.
  
- 3. SEIU Local 2015 supports ***Long Term Services and Supports for All Californians.*** Our seniors and persons with disabilities deserve to age in their homes with dignity, without them and their families going into bankruptcy or sustaining undue strain on their finances, to adequately meet their long-term care needs.
  
- 4. SEIU Local 2015 agrees that in order to ensure all seniors and persons with disabilities are receiving the long-term care they need in the setting of their choice, the Master Plan on Aging must implement policy solutions that address the looming demand for LTSS, as well as the impending shortage of long-term care workers, and must include, but is not limited to, the following principles:
  - a. ***Quality Union Jobs and Centralized Bargaining.*** We are committed to worker and economic justice and to growing access to good union jobs. By lifting working class families out of poverty and improving the long-term services and supports system, we can ensure long term care workers have access to a living wage, benefits and retirement and have a centralized way to magnify their collective bargaining voice in California.
  
  - b. ***Consumer Choice.*** To live with dignity, seniors and people with disabilities must be able to receive care in the setting of their choice.
  
  - c. ***Stable Funding Source.*** Maintaining long-term care services and supports entitlement programs being fully funded is most essential to the consumers, providers, and families these programs serve. We must establish a stable funding source for long term care services, without placing more pressure on the state general fund.
  
  - d. ***Accountability and Transparency.*** Employers that operate and profit from long term services and support programs must ensure the greatest amount of public dollars are used to provide quality care and address the underlying issues with the workforce shortage in the long-term care industry. By holding employers and agencies accountable, we can protect our seniors and ensure that each Californian receives the best quality care.
  
  - e. ***Multi-systems Integration.*** Our fragmented system of long-term care in California is a critical obstacle for consumers and providers alike. When consumers struggle to access quality care, we underserve the most vulnerable. By refining the system to create integration across the administration of these services, while still maintaining consumer choice, it will support consumer access, financial soundness, efficiency, and providers' ability to successfully navigate service provision.