

Future of Care Resolution

SEIU Local 2015 represents 450,000 long term care workers in 38 counties across California, serving as a leading voice and advocate on how quality care is best delivered, achieved, and protected.

When we speak of “care”, we hold it to be inclusive of caring for those in need of long term care, caring for workers, and caring for our communities, and;

We believe that it is our responsibility to lead in defining and realizing a Future of Care where:

- All workers have the right and ability to form their union, and Long Term Care workers are exercising their power in their industries to achieve the highest standards for their profession.
- All Californians have the right to quality, affordable long term care services, and Long Term Care workers have the right to thriving wages and benefits that they and all working people deserve.
- Our communities and all who call them home have a right to an equitable and just future regardless of the color of their skin, the country of their origin, how they identify, or the zip code in which they reside.
- Everyone is seen and respected as the individual they are.

We believe that the Future of Care will require us to be leaders, supporters and allies with others in dismantling the systems and structures of racism that have created historical inequities for caregivers, rooted from the terrible legacy of slavery;

Therefore, over the next 3 years, the members of SEIU Local 2015 commit to:

- **Building a Strong Union:** By organizing long term care workers; uniting workers across all industries; and continuing to grow our membership and develop member leaders, we will build the power required to amplify the voices and impact of our members to achieve the Future of Care and better the lives of care workers and members of their communities.
- **Improving Care Jobs:** By focusing on strategies that win standards for workers across our industries including achieving IHSS statewide bargaining, advancing our nursing home labor management coalition, and organizing thousands of non-union care workers, we will win the thriving wages, excellent benefits, and economic justice that we all deserve.
- **Advancing Racial Justice:** By continuing our journey to be part of dismantling structural racism inside and outside of our organization and building cross-racial solidarity that is required to ensure true racial and economic justice, we will be doing our part to advance a more just and equitable society.
- **Achieving Justice for Our Communities:** Through our work to elect leaders at the national, state, and local levels who share our values and priorities as Long Term Care workers, we will be able to attain affordable housing, racial and restorative justice, immigration reform, disability justice, climate restoration, and LGBTQIA+ justice that our communities and nation require to truly thrive.