

Resolutions and Amendments

Adopted by the 25th SEIU
International Convention

Lead. Unite. Fight:

WIN

FOR THE

99%

SEIU

25TH International Convention
Denver, Colorado ▪ May 2012 ▪ Service Employees International Union, CTW, CLC

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Lead.Unite.Fight:Win for the 99% - Core Program Resolutions:

Resolution #101

Our Vision and Strategic Direction to Lead. Unite. Fight:Win for the 99%

We come together at a time when the coordinated, well-funded attack by big corporations and the wealthy elite has led to a growing gap between the richest 1% and everyone else and a crisis for working people in Canada, Puerto Rico, the United States and around the world.

The 1% has rigged the system in its own favor by flooding our electoral process with its money to ensure the wealthiest among us will not have to pay their fair share to invest in our communities, at the expense of good jobs for all, vital public services such as healthcare and education, and workers having a voice to improve their lives.

At the same time, working people around the globe are facing the same attack, leading to unprecedented unemployment, cuts to healthcare, pensions and public sector jobs, and a growing tide of austerity measures.

We know the plight of working people will not be reversed one bargaining fight at a time or one election at a time. The only way to end the historic income inequality in Canada, Puerto Rico and the United States is to come together, in the tradition of our great union, to create strength in numbers: a broad and robust 99% movement to fight for a Vision for a just Society: where all workers are valued and all people are respected; where all families and communities thrive; and where we leave a better and more equal world for generations to come.

We come together with the understanding that the economic crisis we face requires that we unite around a bold plan of action, as outlined in our Strategic Direction: (1) Unite working people in a 99% movement to close the growing gap between the rich and everyone else; (2) Inspire and support workers everywhere who are taking collective action to lift wages and to create family-sustaining jobs; and (3) Re-electing President Barack Obama and candidates everywhere who stand with the 99% and hold them accountable when they support policies that benefit the top 1%.

We also know that we cannot transform the world without first transforming ourselves. To that end, we accept the responsibility of recruiting and mobilizing hundreds of thousands of new activists and leaders inside the union who will reach out to friends, neighbors and co-workers to demand justice together. We must also expand the ranks of inclusive and diverse leaders across our union and our communities. These commitments are outlined in the resolution, Empowering Leaders for a Broad 99% Movement.

We accept the responsibility, as outlined in the Uniting for a Broad 99% Movement resolution, for linking arms with partners globally, nationally and in our communities to create a strong, unified, and politically independent social movement that wins economic justice and a vibrant democracy for the 99%.

By transforming ourselves and creating a larger 99% movement than ever before, we will achieve:

- A fair playing field for workers to have a union as a fundamental democratic right;
- Good jobs that allow working people to support our families and retire with dignity;
- A tax system where everybody pays their fair share;
- A society that values the contributions of immigrants and recognizes the integral role immigrants play in our past, present and future;

- Quality, reliable, public services as the foundation of safe, strong and healthy communities;
- Access to affordable healthcare for every man, woman and child;
- A right to a voice in the political process; and
- Access to a quality, public education for all children.

Based on regional town hall meetings with local unions, input from SEIU members in North America and Puerto Rico, the Member Leadership and Action Committee, Leadership Development Initiative Committee, Strategic Partners Committee and Executive Committee we have prepared a series of recommendations to transform ourselves, to direct our strategy to win, and to create a strong vision for our union. These recommendations also take into account reports from our members in Canada and Puerto Rico, the Global Committee, and the Healthcare, Property Services and Public Services resolutions on division industry plans and Calls to Action adopted on Division Assembly Day, May 28, 2012.

Therefore, be it resolved: The Service Employees International Union shall adopt the following vision statement and strategic direction for the Lead. Unite. Fight. Win for the 99% program:

I. Our Vision for a Just Society

We believe in and will fight for a just society where:

- All workers are valued and all people are respected;
- Where all families and communities thrive; and
- Where we leave a better and more equal world for generations to come.

II. Our Strategic Direction

Over the next four years, we will continue to fight to make our members' lives better. We will keep building on our winning track record in organizing, bargaining and political action.

At the same time, we will reach outside our workplaces and union to build a broad movement with the power to stand up to the 1% and make our economy work for everyone. Building on the lessons and successes of the past four years, we will:

- a) Unite working people in a 99% movement to close the growing gap between the rich and everyone else. We will beat the drums that this growing gap is the most important problem of our time. We will bring our communities together and take action to expose the corporations, wealthy elite, and right-wing politicians responsible for the growing gap between the super-rich and the rest of us. As a strong movement of the 99%, we will demand a fair economy and just society.
- b) Inspire and support workers everywhere who are taking collective action to lift wages and to create family-sustaining jobs. Along with our divisions' robust organizing plans outlined in their Blueprints for the Future, we will join forces with workers across all industries in a united effort to increase the bargaining power of the 99%.
- c) Re-elect President Barack Obama and candidates everywhere who stand with the 99% and hold them accountable when they support policies that benefit the top 1%. We will reach out to voters from all walks of life and engage more working people in political action to make sure our collective voices are heard. We will support only candidates who will represent the 99% instead of the 1% and we will hold politicians accountable to a mandate for good jobs, fair taxes, vital public services such as healthcare and education, and comprehensive immigration reform. In the United States, we will dedicate unprecedented energy and resources to re-electing President Obama and champions for the 99% at all levels of government in November.

Resolution #301

Affirming Our Commitment to Re-Elect President Barack Obama

- The SEIU Executive Board has endorsed Barack Obama for president in 2012;
- It is clear that winning the 2012 election is absolutely essential to our continued ability, in 2013 and beyond, to bring positive change to the lives of our members and to our communities and to defend the gains for working people we have worked so hard to achieve;
- Therefore, the re-election of President Barack Obama must be our No. 1 priority, front and center in the SEIUs plan of work and our mobilization efforts on a national, state and local level, with accountability through the establishment of quotas and goals for each local that reflect the urgency of this mission.

Resolution #102A

Empowering Leaders for a Broad 99% Movement

Working families across Canada, Puerto Rico and the United States face an attack of unprecedented magnitude that has led to the historic and growing gap between the richest 1% and everyone else. From laws that strip workers' right to a voice on the job to efforts to systematically eliminate voting rights, the campaign to repeal the Affordable Care Act and a maliciously rigged tax system, the 1% has launched attack on everything that working people hold dear.

Working people across the Americas have risen up in great numbers to stop the attack on our way of life, driven by our shared belief that our economy should work for everyone, not just big corporations and the wealthy elite. As the challenges we face escalate, our work to achieve justice must also intensify.

Our greatest strength and opportunity is the willingness of working people to stand up and take action for the 99%. We cannot change the world without first changing ourselves, by redoubling our commitment to engage SEIU members and to develop leaders within the union to effectively meet the crisis we face.

We must recruit and mobilize hundreds of thousands of new member activists and leaders inside our union who will reach out to our friends, neighbors and co-workers, and demand justice. We must also continue to expand the ranks of inclusive and diverse leaders across our union and our communities.

Since immigrant flat janitors founded our union 90 years ago in Chicago, diversity and inclusion have been our heritage and our promise. We can only strengthen our union and communities by increasing the number of multi-culturally competent and inclusive leaders at every level of the union.

Therefore, be it resolved: As a fundamental component of the Lead. Unite. Fight. Win for the 99% Program, the Service Employees International Union shall adopt the following member activism and leadership development initiatives:

- I. **Through our leadership and engagement initiatives, we will build a massive 99% movement, accomplishing the following benchmarks:**

- a) We will develop 20,000 members as TEAM Leaders, ready to inspire fellow members to stand up for justice, and we will develop 200,000 members as activists, committed to winning for the 99% guided by the Member Leadership and Action Committee Report (March 2012).
- b) We will dramatically increase the number of talented and inclusive leaders at every level of the union ready to lead the fight for economic and social justice.
- c) We will make measurable progress toward ensuring the leadership and staff at every level of our union reflect the diversity of our membership and the communities where we will organize,

II. Through our leadership and engagement initiatives, we will strengthen the 99% movement, achieving the following goals:

- a) **Taking movement building, leadership development, and equity to a new level inside our union.** We must focus on a commitment to diverse leadership building within the union, both to win campaigns and to develop long-term leadership. We must commit to building a movement for the 99%.
- b) **Building an integrated union-wide leadership development system.** We know that strong, diverse leaders are necessary to address the crisis we face. To meet this moment, we will build a unified, integrated and broad model that ensures leadership development and equity lives throughout the union and captures the leadership potential of members, local and International staff as well as young, emerging leaders.
- c) **Investing in Leadership That Reflects our Membership.** This initiative will include investment in the development of members of color to take leadership roles in our union to help achieve a leadership body that truly reflects our membership, guided by Change Within, Strength Throughout: The SEIU Leadership Development Initiative (“LDI”) Committee Report & Recommendations (March 2012) including LDI’s Vision for Leadership.
- d) **Creating programs at the local level to build and sustain member activism as a central activity of the union.** We will create opportunities for sustained member leadership and action, moving members into direct action associated with the Fight for a Fair Economy campaigns. We will develop members as activists and team leaders to build a powerful movement for justice through a National Member Leadership Development Program.
- e) **Agreeing to systematically and transparently track results and hold ourselves accountable to these results.** To ensure these programs continue to serve the best interests of the union, we will create systems to regularly track and share progress toward member activism, leadership development and equity standards to sustain focus, drive change and promote accountability.
- f) **Committing the resources required to succeed.** At every level of the union, we will allocate the necessary resources to member activism and leadership development programs, recognizing the critical role these programs will play in achieving our union’s vision.
- g) **Investing in Our Youth to Secure Our Future.** To that end, we must develop and implement programs to identify and develop young members to become leaders in our chapters, our locals, and our International Union. We will fund work with our locals to implement such programs and strategies in a manner that will allow the perspective and energy of our younger members to enhance the work of the union on both the local and International level.

Resolution #103

Uniting for a Broad 99% Movement

In Canada, Puerto Rico and the United States, big corporations and the wealthy elite are escalating their attack on the 99% and trying to divide us by scapegoating immigrant workers, advancing thinly veiled racist messages, attacking the LGBTQ community, denying women access to healthcare, systematically removing voting rights, and stripping workers of a voice on the job.

It does not have to be this way. From Ohio to Wisconsin and New Hampshire to Florida, we have witnessed the power of the labor movement coming together, lifting a common voice and winning for working people everywhere. When immigrants were under attack in Alabama, women's healthcare was jeopardized in Virginia or marriage equality was questioned in Maryland, SEIU members across the union demonstrated the transformative power of standing together.

We were all moved in September 2011, when a handful of young people with scant resources sparked the Occupy Wall Street (OWS) movement, a grassroots movement that has changed the dialogue and political landscape in the country by giving voice to issues of economic disparity suffered by the 99% and social injustice that had been, until now, voiced predominantly by the labor movement. We have supported and collaborated with the Occupy movement on issues of workers' rights and broader issues of economic and social justice.

These successes have inspired working people to stand up and to reject corporate greed, demand our politicians stand with the 99%, and profoundly shift the conversation in this country to focus on creating good jobs, ending cuts to quality public services, and making the 1% pay their fair share.

This moment requires our best innovation to build and strengthen sustainable, strategic, community-labor partnerships. We must create strength in numbers. We must mobilize working people to take this fight into the streets. And we must do all of this by reaching out and working with our allies—unions, civil rights groups, faith organizations, environmentalist and other progressives—to build a powerful movement for social and economic justice. At stake is our ability to effectively organize and mobilize our communities, grow the labor movement, protect basic rights and win for the 99%.

The reality is that the crisis we face draws no lines among the 99%. Whether we are warehouse workers, grocery clerks, journeymen, or home care workers; whether we are black, Asian, white or Latino; whether we are gay or straight, immigrant or native born; we are all under the tremendous strain of the worst economic inequality in history. Our greatest responsibility as a movement is to win for all working people, restore a vibrant middle class and to continue fighting for social justice. This may require working in uncommon coalition, re-establishing previous partnerships and, more than ever, working together to organize workers to achieve real and long-lasting economic and social justice.

Therefore, be it resolved: The Service Employees International Union, as a fundamental component of the Lead. Unite. Fight: Win for the 99% Program, shall adopt the following strategy to collaborate with strategic partners, including the labor movement and community organizations in the United States, Canada and Puerto Rico:

I. Through our strategic partnerships, we will strengthen the 99% movement, achieving the following goals:

- a) **Dedicate the resources necessary to strengthen and align partnerships and networks to build a broader movement.** We will provide the resources necessary to help local unions, state councils and Fight for a Fair Economy (FFE) campaigns strengthen their partnerships with strategic allies and networks, and align their shared goals and campaigns. We understand that SEIU members have strong relationships in our communities and should be active and central participants to engaging those networks to create the broader 99% movement.

- b) **Expand member leadership capacity and investing in joint leadership development.** Just as the crisis we face requires a broad group of organizations working together, it also requires diverse leaders from many organizations working side by side. Within our union, we will develop member leaders by giving them the skills to effectively engage their networks and support the work of Member Leadership and Action initiatives. Across our strategic partnerships, we will engage in joint leadership development to cross-train new leaders to effectively lead the movement for social and economic justice.
- c) **Share effective partnership models and assessment tools.** To achieve our shared vision for the 99%, we will also promote identifying and sharing best practices and successful models of partner engagement, ensuring that we are developing true strategic partnerships that will ultimately strengthen the 99%.
- d) **Develop a national pool of funding to support strategic partnerships work.** We will reach out to national partners—labor unions, economic justice groups, civil rights organizations and other national partners— that share our underlying principles to develop a significant pool of shared resources— both monetary and non monetary—to support local programs. We will also call upon local partners to contribute resources—money, membership and community mobilization—to benefit the broader aligned agenda.

II. Through labor-community unity, we will strengthen the 99% movement, achieving the following goals:

- a) **Build a common vision of how we win for the 99% and establish unity of purpose.** We are driven by the same vision—where all people have a voice on the job, access to quality healthcare, education and other vital services, where all people can live with dignity and equality, and where we leave a better world for all children.
- b) **To achieve that common vision, we will pursue joint organizing, joint mobilization and joint political work.** Accomplishing a common vision will call us to stand together in everything we do— from organizing to mobilization, politics to protest, we must work together as a movement, calling upon corporations to pay their fair share and politicians to stand with the 99%.
- c) **Advocate for the establishment of a unified, coordinated labor-community forum that brings together the voices of workers representing unions and worker movements across industries and geographies, regardless of affiliation status to win for all working people.** We will work to reinvigorate our movement and to build a coordinated campaign of unparalleled scale. Our success will depend on our ability and willingness to unify all workers. Structure must not be an impediment to success.

We must join together with other parts of civil society—churches, community organizations, environmental advocacy organization, civil rights groups and anyone who shares our vision for a just society.

III. Through our strategic partnerships initiatives and labor-community unity, we will strengthen the 99% movement, accomplishing the following benchmarks:

- a) **Creating an economic populist movement.** We will engage and mobilize the 99% under a shared agenda focused on shining a light on economic inequality and achieving social justice.
- b) **Moving the debate and political center of the nation.** We must create the environment for public champions of economic inequality at all levels of government and policymaking.
- c) **Creating a more favorable environment to build economic and political power for working people.** To advance the goals of our community, including organizing workers and achieving social and economic justice, we must create the conditions for working people to build economic and political power.
- d) **Winning concrete victories for the 99%. By building a broader, sustainable movement for working people to challenge the unbridled power of the 1% and pervasive economic inequality, we will create the conditions to win concrete victories for the 99%.**

IV. Implementation

With the adoption of this final core component of the Lead. Unite. Fight:Win for 99% program by the 2012 SEIU Convention delegates, the International Union officers, International Executive Committee and International Executive Board, local unions and affiliated bodies are directed to take all necessary and appropriate steps to implement the recommendations of the Lead. Unite. Fight:Win for the 99% program after we leave this Convention.

The Pathway to a Better Future – Policy Resolutions

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The Pathway to a Better Future – Policy Resolutions

Resolution #201A

We Will Fight for Quality, Affordable Healthcare for All

Access to quality, affordable healthcare for every person in Canada, Puerto Rico and the United States is essential to creating a healthier future.

In the United States, members of SEIU led the way to pass the Affordable Care Act in 2010 to expand access to quality, affordable healthcare to thirty-two million people and to end the worst of insurance company abuses.

In Canada, members of SEIU led successful resistance to the imposition of a two-tier healthcare system in the wake of the financial crisis, and mobilized to strengthen the homecare system.

Now members of SEIU Healthcare—the largest organization of healthcare workers in North America—are working together to make sure that frontline healthcare workers have a say as our healthcare system changes to meet new demands.

But even as we fight to make healthcare more affordable and secure, and to maximize quality, the 1% continues to look for ways to deny us care or shift the costs onto our paychecks.

In the United States, extremist Republicans in Congress have voted overwhelmingly for a budget that would end Medicare as we know it and severely weaken Medicaid putting the lives of our patients and millions of healthcare jobs at risk.

In Canada, we are fighting to defend and expand single-tier universal public healthcare that is free at the point of use for all.

In Puerto Rico, we are fighting the anti-worker and anti-healthcare policies bent on destroying our healthcare system, working to deliver quality healthcare to our patients and break the stranglehold of private health insurance companies who put profits before people.

We are determined to go forward, not backward. In all of our communities, it has required the work of broad coalitions of working women and men, faith leaders, community organizations, immigrant communities, and other voices in the 99% to strengthen access to healthcare.

To protect and improve our healthcare system, we will expand and renew our partnerships with other members of the 99%.

Therefore, be it resolved that members of the Service Employees International Union will:

1. Step up to be champions of quality, affordable healthcare for all and build support for that goal at all levels of elected government by reelecting President Obama and other healthcare champions, holding politicians accountable and standing together to improve the foundations of our healthcare systems.
2. Work together with those who share our vision for quality care to transform our healthcare systems to work for everyone, not just the very wealthy and powerful.
3. Work to make sure that every new healthcare job is a good union job that allows workers to support a family, retire with dignity, and ensure that all children have a better future.

4. Ensure that the voices of frontline healthcare workers are heard – in the workplace and in our capitals -- so that we can lead the way on improving the quality of care.
5. Build on our proud track record of providing opportunities for healthcare workers to learn skills to advance their careers by advocating for dramatically expanded union-management education programs.

Resolution #302

Let's Get Healthy!

The right to quality healthcare for all is one of the most important building blocks of a just and humane society for the 99%. But in multiple ways, the welfare of working people in the United States is endangered by a healthcare system in deep crisis:

- More than 50 million people have no health insurance;
- Lack of coordinated care drives up costs and lowers quality;
- Healthcare is worse in low-income neighborhoods and communities of color;
- Healthcare debt is the biggest cause of personal bankruptcies among the 99 percent;
- A tsunami of chronic diseases that are largely preventable and manageable—such as asthma, depression, diabetes, heart disease, high blood pressure and obesity—will overwhelm the healthcare system and our ability to finance it;
- Our healthcare system is threatened by a massive increase in long term care needs and by our patchwork and underfunded system to care for seniors and people with disabilities;
- Soaring healthcare costs eat away at wages and benefits for the 99%, threatening SEIU members in virtually every new contract we negotiate; and
- We spend the majority of healthcare dollars treating diseases on the backend, when people are sick and costs are high, instead of investing in wellness and prevention programs that keep people from getting sick in the first place.

The Patient Protection and Affordable Care Act takes concrete steps to correct many of these problems. It is both the most important social legislation and the most important civil rights legislation in the United States in nearly 50 years. For the first time, it makes healthcare for all a right, not a privilege.

But the Patient Protection and Affordable Care Act is in danger of being struck down by the U.S. Supreme Court. And even if it survives and is fully implemented, we will need to lead, as union members and healthcare workers, to keep the 99% healthy and hold costs down.

SEIU members recognize that we are uniquely positioned to lead an effort to make people healthier by working in concrete ways within our union and in our communities to battle chronic disease, health inequities, and rising healthcare costs; to ensure access to quality healthcare; to build a coherent system of long term care that is well-funded, coordinated, and meets our growing needs; and to shift our healthcare system to one that elevates prevention and wellness as a strategy to make people healthier and lower costs.

Therefore be it resolved:

SEIU members can lead to achieve two vitally important goals:

- First, expand our role as a union by becoming a recognized leader on improving the health of the 99%, fixing problems in the healthcare system, and holding down costs, while ensuring that new health coordinator positions, or other new positions related to wellness initiatives, are SEIU-covered positions.

- Second, utilize our role as a premier healthcare organization operating in the public interest to capture the hearts and minds of members, increase our connection to nonunion workers, and demonstrate how a union can be a force for positive change in our communities.

SEIU members will hold our employers and the healthcare industry accountable to lowering costs, improving access and care, providing coordinated care, and recognizing that unions have an important role to play in making our healthcare system strong and effective.

SEIU members will further lead by ensuring we are doing everything we can to keep ourselves healthy, including promoting healthy lifestyles among SEIU members and our families, and bargaining wellness and prevention programs into our contracts in a positive way by using rewards rather than punishments. We will make union members and healthcare workers role models for a healthier society and demonstrate our leadership, while holding down costs and improving our own wages and health benefits.

SEIU members can demonstrate our leadership on improving health in a variety of ways, including:

- Bargaining leadership roles in our contracts for members to work with their co-workers to create a healthier workforce or play ambassador roles to promote health in our communities;
- Partnering with community allies, foundations and sports teams to promote healthier lifestyles;
- Enrolling people in underserved neighborhoods in health insurance and other health programs for which they qualify;
- Seeking executive orders and sponsoring legislation and ballot initiatives to solve the healthcare crisis, take on chronic disease and bring down costs; and
- Sponsoring health fairs and education programs in schools, churches and community settings to promote wellness and prevention.

Resolution #304A

Trans-Inclusive Health Insurance Coverage

Whereas,

- SEIU opposes discrimination on the basis of gender identity in healthcare; and
- Transgender and gender non-conforming people have great difficulty securing affordable, comprehensive healthcare, and their situation is compounded by systemic discrimination and a healthcare system characterized by a lack of cultural competency on transgender issues; and
- Many transgender people have their applications for health insurance denied when they disclose their transgender status or transition-related medical history (such as hormone level tests) to a potential insurer; and
- Most health insurance policies still specifically exclude transgender-related care and services which often means that transgender people will not be covered for procedures like: hormone therapy, transition related surgery, and/or gender identity-related mental health services; and
- Gender identity discrimination in the form of ignorance, insensitivity, and outright bigotry is alienating and keeps people from accessing medically necessary care, such as hormone therapy, surgery, mental health services, and other doctor recommended procedures; and

- Lack of coverage can cause and/or aggravate additional serious and expensive health problems, such as stress-related physical illnesses, depression, and substance abuse problems, which further endanger patients' health and strain the healthcare system; and
- Healthcare injustice has life-long effects on people's ability to learn, work, and care for themselves mentally and physically and
- Self and fully-insured employer health plans are available and attainable and insurance carriers have available plans without blanket exclusions for transgender-related healthcare; therefore be it

Therefore be it resolved, that SEIU:

1. Supports public and private trans-inclusive health insurance coverage;
2. Opposes exclusions of coverage for transgender individuals;
3. Encourages all unions to advocate for trans-inclusive healthcare coverage for transgender members; and
4. Encourages all unions to provide trans-inclusive healthcare coverage for transgender employees who work for those unions.

Resolution #305

Single-Payer Advocacy

Whereas, quality healthcare is a basic human right and social good; and

Whereas, the current state of healthcare reform leaves millions of families in the U.S. uninsured or underinsured; and

Whereas, nearly one-third of every healthcare dollar is consumed in administrative costs and private insurers' profits.

Therefore, be it resolved, that SEIU actively advocate and organize for the adoption of a single-payer healthcare system on both the national and state levels, modeled on an expanded and improved "Medicare for All" system.

Resolution #306

In Opposition to Recent Attacks on Womens' Healthcare Rights

- A woman's access to healthcare is critical to her ability to control her economic well-being and her ability to nurture a family.
- Over the past several months various representatives of the Republican Party and other conservative forces in our country have taken positions jeopardizing

Women's healthcare and reproductive rights, including:

- (1) Repeal of the ACA;
- (2) Defunding Planned Parenthood;
- (3) Proposals to drastically reduce Medicaid and Medicare budgets; and

- (4) State legislation limiting access to Women’s reproductive health services and education.
- SEIU reaffirms its commitment to women’s rights and should speak out, at every opportunity, against the “War on Women” that is being waged at both the federal and state level. As healthcare workers we support the right of every woman to make choices about their reproductive health, including access to the information and services necessary to exercise their reproductive healthcare rights and give effect to the choices they make.

Resolution #202A

Building Workers’ Strength with Comprehensive Immigration Reform

SEIU was founded by immigrant workers and has a responsibility to ensure that immigration policies benefit both immigrant and U.S. workers and their families, and they respect immigrant contributions to our union and nation. By standing united for comprehensive immigration reform, we protect the rights of all workers, ensure fair wages, maintain our strength as a union, and fight to create a more just society.

We are mindful that as the 1% increases its wealth on the backs of the 99%, anti-immigrant economic and political forces are also fanning the flames of division and fear to distract us from their agenda and to vilify everyday workers. Comprehensive immigration reform would create a legal system that would treat all workers and employers equally and raise the wage floor for all workers. Legalization of hardworking, taxpaying immigrant workers and their families through needed immigration reforms also would shrink the underground cash economy that is easily exploited by irresponsible employers who abuse workers and drive down wages.

In the absence of a rational federal immigration policy, states are adopting laws that violate human and civil rights and that lead to racial profiling. The worst example is Alabama, whose unjust law has created a climate of abject fear in immigrant communities, sown confusion among law-abiding businesses, hampered law enforcement, led police to question motorists who appear suspicious, allowed school authorities to question students and their parents about their immigration status, and encouraged racist taunts and actions in school yards, government agencies and workplaces throughout the state. Some of these laws would require SEIU public and healthcare workers to demand proof of status before providing services, or even to act as ICE agents, forced to report individuals requesting public services to immigration authorities.

Due to our broken immigration system, we continue to face harmful and ineffective Immigration and Customs Enforcement (ICE) and Customs and Border Patrol (CBP) enforcement actions at worksites and in communities throughout the country. These operations—some of which have severely impacted SEIU members—often involve discrimination, civil rights violations and a cruel misuse of power. At the workplace, enforcement as it has been carried out undermines immigrant and U.S. workers’ wages and working conditions by interfering with organizing efforts and forcing workers out of good-paying jobs and into the hands of unscrupulous employers.

If this misery strategy is left unchecked, we will have a deeply marginalized low-wage workforce, and a battered immigrant population with the scars of racial profiling laws that have terrorized communities and separated families. We are already witnessing a resurgence of the kind of racial hate and resentment this country should have left behind years ago.

Our primary mission—to unite all working people for a better future—cannot be achieved as long as some workers face exploitation and discrimination.

As working people’s leading voice for immigration reform and for justice for all workers, SEIU members must take a stand.

Therefore, be it resolved:

- SEIU believes in a society that values the contributions of immigrants and recognizes the integral role immigrants play in our past, present and future.
- SEIU will make the enactment of comprehensive immigration reform a top priority by using our collective strength and resources to pass legislation providing for the full legalization and integration of immigrants into our society.
- Such legislation should include reforms which will: restore our values as a nation, including humane treatment of immigrants; provide a clear path to citizenship for hardworking, taxpaying immigrants and students who have grown up in the United States; build the strength and unity of working people; keep families together; create mechanisms to more realistically match the future flow of immigrant workers to our nation’s needs; and guarantee civil rights and basic fairness for all workers, no matter where they come from.
- SEIU will continue to oppose unrealistic, punitive, anti-immigrant measures that go against our nation’s highest values, including cuts to immigrant access to government benefits and tax credits, state and local enforcement of immigration laws, laws that encourage racial profiling, attacks on immigrant access to housing or education, laws requiring non-immigration enforcement public service workers to enforce immigration laws, and similar hateful, divisive proposals, including guest worker programs and temporary worker programs that fail to fully protect the rights and working conditions of U.S. and immigrant workers.
- SEIU will continue to support a pathway to citizenship through the DREAM Act for children who were brought to this country by no choice of their own and who want the opportunity to serve and to contribute to the only country they know and love.
- SEIU will also continue to oppose state and local legislative proposals such as Alabama’s HB 56 and Arizona’s SB 1070 that purport to “enforce” immigration laws but actually create a patchwork of racial profiling, anti-worker laws, and civil liberties violations, without in any way solving the problems caused by our broken national immigration system.
- SEIU will continue to support the legitimate aspirations of peoples to remain temporarily in the United States via Temporary Protected Status (TPS) when they face extraordinary conditions—such as natural disaster—that prevent them from returning to their countries of origin, and in particular we will actively work to convince the Obama Administration to extend TPS to Guatemalan immigrants whose home country has experienced devastating environmental and economic damage due to the eruption of the Pacaya Volcano, followed almost immediately by tropical storm Agatha.
- SEIU will continue to help immigrant workers organize to unite their strength with us for the full protection of labor laws including the right to organize.
- SEIU local unions, state councils, the International Union and members will work together to develop our field, legal, political and communications capacities to respond to attacks on immigrant workers and their families by local, state and federal governments as well as unscrupulous employers.
- SEIU will work with our community and labor allies to oppose mandatory E-Verify and similarly flawed employment verification programs outside of the context of comprehensive immigration reform, and to oppose worksite immigration enforcement—including I-9 audits and employment verification programs.
- SEIU will work with our community allies to assist immigrants in becoming full participants in our society including support for citizenship, civic education, and voter education and voter programs.

- SEIU will increase discussions on immigration within our diverse membership and promote a common understanding of how our broken immigration system divides workers and benefits unscrupulous employers, and how we can build a united movement to overhaul our immigration system so it benefits all working people.
- In all its work, SEIU will strengthen its alliances with coalition partners who share our social and economic justice goals and build a broad movement for immigration reform that is practical, fair and lasting.

Resolution #203

Secure Retirement for the 99% in the United States and Puerto Rico

Our seniors built Puerto Rico and the United States and served and protected us in times of peril. They deserve better than being condemned to poverty on the day they retire. The three-legged stool of Social Security, pensions and savings the labor movement worked so hard and effectively to build in the 20th century to provide retirement security is broken.

Today, the majority of working people—including more than a third of SEIU members—have no pension and little to no savings, causing many retirees to rely almost entirely on Social Security, which by itself isn't enough to keep them out of poverty.

Corporations have pushed to eliminate defined benefit pensions that guarantee secure retirement income retirees can count on in their old age.

Younger workers who can expect to change jobs several times over their careers are forced to rely on 401(k)-style defined contribution plans. These plans alone don't provide adequate retirement income. Employer contributions are too low or nonexistent. Expensive fees or poor investment planning can reduce workers' assets. Another economic downturn or reversal of investment markets can wipe out a worker's retirement savings.

Furthermore, low-wage workers have very low participation rates because they can't afford to contribute to their 401(k)s or because their employers have no plan. In other words, 401(k)s only provide retirement security for the wealthy 1%; we need a retirement security plan for the 99%.

The right-wing extremists and their Wall Street allies don't see things the same way. In the wake of the worst recession since the Great Depression, they have waged war on public employees and their retirement plans, making traditional public pensions and Social Security their punching bags of choice.

The 99% already feel the effects of the retirement crisis in our own lives; we have to make our retirement crisis a major issue that resonates with elected officials and drives the government to come up with solutions.

SEIU is committed to working together to deliver retirement security to all workers as part of a broader agenda to fight for social and economic justice for the 99%.

Therefore, be it resolved:

SEIU members are committed to strengthening Social Security as our top priority for retirement security. Social Security is the only portable defined benefit pension plan available to virtually all workers no matter how much they make or how many times they change jobs. The fastest, most efficient and fairest way to improve retirement security is to strengthen Social Security.

Therefore, we need to create a Social Security system in Puerto Rico and the United States that is grounded in three fundamental principles:

1. All Americans, rich or poor, young or old, needs to pay their fair share to fund this national and moral obligation;
2. All Americans need to be part of the Social Security system so it is valued by all Americans; and
3. All Americans need to receive an adequate Social Security benefit that allows them to live a safe and secure life after retirement.

SEIU will begin to build a national commitment to support these three fundamental principles.

We will work in coalition with labor and progressive allies to strengthen Social Security by making all Americans, particularly the wealthiest 1%, pay their fair share of Social Security taxes, so we can improve benefits for the most vulnerable members of society and ensure the solvency of Social Security for future generations.

In addition to strengthening Social Security, SEIU will campaign to improve retirement security by:

Working to create new, innovative private sector models that lead to greater retirement security for all workers that don't have a pension. These models include new hybrid pension plans to provide guaranteed benefits, state- based public options to allow workers to take advantage of state pension plans' infrastructure, and reconfiguring retirement tax policy away from spending the most money on incentives and rewards to the wealthiest taxpayers, and toward helping low- and middle-income earners save for retirement.

Advocating for sensible reforms to ensure our public pension plans are strong and sustainable. SEIU and our public sector union partners will push for needed reforms to make sure public pensions are safe from cheating or abuse and are well-funded in good and bad times, including eventually transitioning all new public employees into Social Security while ensuring their benefits are protected. One aspect of our public pension work is to advocate for pension funds to make substantial investments in the real economy to create jobs at home, generate sustainable investment returns, and improve our infrastructure so our economy can compete globally.

Resolution #204A

Strengthening Strategic Alliances to Promote Environmental Justice, Sustainability and Good Green Jobs

Environmental injustice and global warming are increasing crises for people in Canada, Puerto Rico, the United States and around the world. Poor communities and communities of color bear the brunt of environmental injustice on many different fronts, including high pollution levels that increase exposure to environmental hazards at home and at work, and lead to chronic health problems. African Americans, for instance, are 79 percent more likely than whites to live in areas where air-pollution levels pose health risks and lead poisoning rates among African American and Latino children are roughly double those among white children. One in two African American youth has poorly controlled blood sugar, leading to serious long-term health consequences. An African American male in New York City is eleven times more likely to die from asthma than other males.

The discriminatory practices that lead to environmental injustices in these communities are also reflected in land use, location of potentially dangerous facilities and regulations that tie the hands of government agencies charged with protecting public health and the environment.

These communities are more likely to feel the effects of extreme weather that is making large swaths of land unsustainable for agriculture and human life, while generating new immigration and economic crises. Rising sea levels and increasing ocean acidity are already threatening the existence of some cities and island nations. New extraction methods to turn remaining fossil fuels into useable energy, such as hydrofracking, require massive amounts of energy, devastate the land and nearby communities, and vastly increase carbon emissions.

Communities bearing the brunt of environmental injustice have also suffered from the economic injustices resulting from decades of outsourcing, part timing, and off shoring that turned good jobs into insecure, low-wage jobs.

To an important degree, environmental sustainability is in our hands: in the United States, buildings are the largest single user of energy and source of carbon emissions. Across SEIU's divisions, hundreds of thousands of members—hospital environmental service workers, retrofit apprentices and custodians in all types of public buildings, superintendents and janitors—operate, maintain and clean these buildings. The union can be a vehicle to greening the economy by making these buildings more efficient while transforming low-wage jobs into good green jobs.

Addressing environmental injustice and climate change advances our union's vision of creating a just society where everyone can thrive in their communities and where quality, 21st century jobs are created through environmental sustainability. To meet this challenge, we must place ourselves at the center of this fight in our communities and the world and strategic alliances are central to making this happen.

The BlueGreen Alliance and the Emerald City Collaborative bring labor and community advocates together to develop programs that address climate change, the green economy and ongoing inequity in our communities. There is still more work to be done to strengthen our relationships with environmental justice organizations—nationally and locally.

Therefore, be it resolved that SEIU will:

1. Assess, through our Strategic Partners Initiative, how to deepen relationships with the environmental community to oppose corporations that lay waste to our communities and hold back the aspirations of the 99%. We will unite with partners to fight for equal protection from environmental and health hazards -- regardless of race, color, national origin, or income -- and equal access to the decision-making process to have a healthy environment to live, learn, and work.
2. Support U.S. and global emissions reduction goals based on commonly accepted scientific data and work with our brothers and sisters in labor to create a progressive labor block at United Nations climate conferences.
3. Expand the scope of existing jobs to include new responsibilities that impact energy, carbon emissions and sustainability. Push for nationally accepted certification for workers across our industries and support universal training for new and incumbent workers, including contract workers, to support greener practices in buildings, schools and healthcare institutions, and push for investment in workers by funding training programs at the federal and local levels.
4. Ensure that public investment in green jobs comes with standards because the development of a "green collar" workforce should not come at the expense of good jobs that pay a family supporting salary to men and women.
5. Work with partners to incorporate training standards into pension funds' green investment policies and define good jobs as those that are sustainable.
6. Work to ensure that savings to employers in energy, water and waste reduction along with other sustainable practices will be shared with the workers who helped create those savings in the form of new jobs, increased wages and better benefits.
7. Continue to convene a green workgroup to drive the work; locals and the International Union should work collaboratively with each other and their training funds.

Resolution #205

Our Vision for Restoring Democracy in the United States

In an era when the voices of working people are more often drowned out by corporate dollars than not, the American democracy has reached a breaking point. Obscene amounts of corporate money in politics give corporations unchecked access to politicians and undue influence on their decisions, ultimately leaving working people out of the conversation.

By adding unfair barriers to civic participation, the 1% is also relentlessly trying to suppress the voices of those who are most likely to object to their agenda. Politicians across the country are proposing a new wave of legislative proposals to disenfranchise voters on a staggering scale, including requiring photo identification in low-income communities of color where that requirement is a clear and common obstacle. Politicians have also proposed laws to criminalize and to restrict activity to register new voters. Among the other tactics the right wing is using to disenfranchise voters in our communities: burdensome requirements for students and post-felony citizens, limitations on early voting and banning same day registration. All under the guise of ending voter fraud that is virtually nonexistent, these measures are a clear indication of the unhindered corporate influence on our political system.

We envision a government that returns to our founding principles as a country: a government of, by and for the people. We reject the notion that corporations are equal to people. We believe voting is a constitutionally protected right and that voter registration should be automatic and universal. We affirm that Americans of all political persuasions should be able to compete fairly in the marketplace of ideas, rather than having obscene amounts of money corrupt our political process.

If we truly want to make strides toward restoring our democracy, we must rethink our efforts to engage our fellow Americans. We need to reach across the aisle to our allies and to those who do not always agree with us, but who share the understanding that our collective success is jeopardized when we fail to restore our democracy.

Across our union, we have worked to strengthen the voice of workers on the job, to lift the voices of our communities and to amplify the voice of working people in our political process. Now, more than ever, we are called to work across partnerships and party lines to restore the voices of all people in our democracy. As a country, this is our heritage; as a union, this is our responsibility.

Therefore, be it resolved: The Service Employees International Union shall adopt the following strategy to restore democracy in the United States:

We will make the case that the restoration of American democracy is one of the most critical civil rights issue facing our country and we will build a strategy to reach tangible legislative, political and social goals.

- a. We will work with labor, religious, immigrants' rights, civil rights and environmental groups to build a broad base of support.
- b. We will continue to highlight the disastrous effects of Citizens United on our democracy, build a bipartisan coalition of policymakers willing to take courageous action to remove money from politics, and ultimately overturn the decision.
- c. We will continue to work with a broad base of national and local organizations to raise civic participation in the public consciousness, to push for universal voter registration programs, and to empower communities to do their civic duty and vote. We will also continue to fight back against threats to the fundamental right to vote in any form and at all levels of government.

- d. We will directly challenge corporate America to stop polluting our political process, and build a coalition of leading, forward-thinking corporations to join in a collective effort. We will work for solutions to end congressional grid lock that blocks progressive change in the U.S. Capitol.
- e. We will recruit voters across party lines to join us in a campaign to restore democracy in the United States.

Improving Our Communities for the 99% - Policy Resolutions

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Improving Our Communities for the 99% - Policy Resolutions

Resolution #311A

In Honor of Trayvon Martin - Opposition to Racial Profiling and Related Practices and Procedures

The shooting death of Trayvon Martin in Sanford, FL, has outraged and deeply saddened the members of SEIU.

It is clear the Neighborhood Watch and the “Stand Your Ground” law were factors in George Zimmerman’s pursuit and killing of Trayvon Martin. However, it is also apparent that Zimmerman’s conduct overstepped the bounds and reach of both.

This stark example of how such laws and initiatives can be misinterpreted and misused must result in a renewed commitment to fight against such practices, including “Stop and Frisk” policies and other profiling policies, which pose a threat to all of our communities but have a disparate and devastating impact on people of color, in general, and minority youth in particular.

SEIU and its locals must express opposition to these initiatives, policies, practices and procedures in the strongest possible terms and work to ensure that society affirmatively protects all people.

To that end, SEIU and its locals should continue to support community-based policing programs that truly involve the community in law enforcement efforts and minimize the risk that Neighborhood Watches and comparable programs unwittingly provide an opportunity for vigilante behavior or discriminatory profiling.

SEIU and its locals acknowledge the important public service that law enforcement personnel, including the many SEIU members who work in law enforcement, provide in furthering public safety.

With members in law enforcement and members who are threatened by the policies described above, SEIU should promote a dialogue on these topics.

The SEIU political and legislative staff should monitor activity on a federal, state and local level and keep locals apprised of any legislative or other initiatives that involve such laws, practices and procedures so locals can organize in opposition or support—depending on the circumstances--in a timely and effective manner.

We must also use this tragedy as a teaching moment to educate our members, our communities, and in particular, our youth, about the power of the vote and the need to become involved in the political process, now more than ever, with voting rights under attack, including the recent implementation of voter suppression laws in Florida and other states.

Resolution #312A

Resolution to Stop the Foreclosure Crisis

The U.S. mortgage crisis in 2006 culminated in one of the worst financial crises we have seen. It was characterized by displacement and housing instability, financial insecurity and economic hardship, personal and family stress, disrupted relationships and ill health. According to the Center for Responsible Lending, “The costs of foreclosure are extensive, multifaceted and long term, extending far beyond individual families to their neighbors, communities, cities and states.” It is estimated that, between 2009 and 2012, \$193 and \$180 billion, respectively, will have been drained from African American and Latino communities in these indirect “spillover” losses alone, the report states. Renters of these foreclosed properties are also negatively affected.

Whereas, the United States has experienced a mortgage crisis since 2004; and

Whereas, the mortgage crisis resulted from unscrupulous lenders and brokers generating nontraditional mortgages such as risky subprime loans, risky underwriting practices, unstable management practices; and

Whereas, since 2006 more than 4 million homes have been foreclosed upon in the United States; and

Whereas, the rate of foreclosures has increased 23 percent since 2008, with approximately 2.9 million home mortgages foreclosed upon in 2010; and

Whereas, homeowners across the United States have been hard hit by the economic mortgage crisis with one in four homeowners “underwater” on their mortgages or more than 11 million households. The majority homes in the United States are worth less than the initial purchase price; and

Whereas, underwater homeowners owe approximately \$750 billion more than their homes are worth; and

Whereas, the financial and housing crisis has been fueled by the banks and mortgage servicing companies which violated laws and regulations in the origination and servicing of mortgages, the refinancing of loans and the processing of foreclosures. Further, entire neighborhoods have been devalued due to the failure of the banks to monitor the foreclosed-on properties.

Whereas the fiscal impact of the housing crisis on state and local governments has been disastrous for education, public services, infrastructure and essential safety-net services.

Therefore Be It Resolved, that SEIU work extensively in collaboration with community advocates, labor unions and state legislatures to develop a comprehensive policy response to the mortgage foreclosure crisis, including a coordinated foreclosure strategy. SEIU calls for substantial debt reconstruction, such as loan modification that is reasonable and fair for each homeowner. Furthermore, another solution to the mortgage crisis is to reduce the principal of the homes that are underwater or worth less than is owed. In addition, SEIU will collaborate and join advocates to develop a coordinated foreclosure response strategy that includes eliminating and legislating blight eradication. It is important to have neighborhood stabilization by securing vacant properties, sustain them in good condition and reduce adverse impacts on the surrounding neighborhoods. Homes that are vacant should be reoccupied by impacted homeowners and supporters in an effort to return properties to their rightful homeowners.

Resolution #313

Call to Amend the U.S. Bankruptcy Code to Give Federal Judges the Power to Modify Mortgages in Bankruptcy

SEIU and its membership have adopted the Fight for a Fair Economy to help all workers in the United States facing a historic national economic crisis.

In the United States, an estimated 8 million homeowners have home mortgages that are “underwater,” where a mortgage balance exceeds the property value. It is also estimated that 6 million of these homeowners have mortgages that have interest rates that are above current market rates.

Currently, a substantial number of SEIU members have homes with mortgages that exceed the fair market value of their homes.

In the face of millions of distressed homeowners, banks have refused to act in good faith to modify and restructure mortgages that are secured by a debtor’s principal place of residence. At the same time, banks and the lending industry have received billions of dollars in relief from the federal government.

Reforming the U.S. Bankruptcy Code is critical to helping millions of people stay in their homes. Reform is particularly needed to help home owners so burdened by insurmountable debt that bankruptcy remains the last hope to stay in their home.

Reforming the U.S. Bankruptcy Code through changes also known as “cram down” legislation, would allow federal bankruptcy judges to (1) reduce the balance of a debt to the current appraised value of an asset [e.g., a home]; (2) modify the terms of the debt contract; and (3) allow the debtor to keep the asset and continue his/her payments under the modified contract. Currently, a “cram down” cannot be applied to the primary or first mortgage on a principal place of residence.

Reforming the U.S. Bankruptcy Code would give homeowners and the government leverage over servicers and lenders to voluntarily modify mortgages or face a “cram down” order in bankruptcy.

Reforming the U.S. Bankruptcy Code would bring meaningful aid to all persons who are being or have been injured as a result of the economy in general and unfair lending practices by banks and other financial institutions.

THEREFORE BE IT RESOLVED THAT:

SEIU will urge our elected representatives to amend the U.S. Bankruptcy Code to authorize federal judicial power to modify all mortgage debt which is secured by a principal place of residence.

SEIU will urge local unions, state councils, and the International Union to use our collective legal, political, and moral strength to ensure the enactment of “cram down” legislation.

SEIU will strengthen our alliances with community partners to enact legislation that will provide fair and needed relief to millions of distressed homeowners, and will continue to build a movement with partners that share our vision of social and economic justice in the Fight for a Fair Economy.

Constitutional Amendments Implementing Lead. Unite. Fight: Win for the 99%

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Constitutional Amendments Implementing Lead. Unite. Fight: Win for the 99%

Constitutional Amendment #401a

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SEIU MISSION STATEMENT

Amend SEIU Mission Statement to highlight our vision and our principles of equity, diversity and inclusiveness:

We are the Service Employees International Union, an organization of more than 2 million members united by the belief in the dignity and worth of workers and the services they provide and dedicated to improving the lives of workers and their families and creating a more just and humane society.

We are public workers, health care workers, building service workers, office workers, professional workers, and industrial and allied workers. We seek a stronger union to build power for ourselves and to protect the people we serve.

As a leading advocacy organization for working people, it is our responsibility to pursue justice for all. **We believe in and will fight for a just society where all workers are valued and people respected, where all families and communities thrive, and where we leave a better and more equal world for generations to come.**

People of every race, ethnicity, religion, age, physical ability, gender, gender expression and sexual orientation, we are the standard-bearers in the struggle for social and economic justice begun nearly a century ago by janitors who dared to dream beyond their daily hardships and to organize for economic security, dignity and respect.

Our vision is of **a union and** a society:

Where all workers and their families live and work in dignity.

Where work is fulfilling and fairly rewarded.

Where workers have a meaningful voice in decisions that affect them.

Where workers have the opportunity to develop their talents and skills.

Where the collective voice and power of workers is realized in democratic, **equitable** and progressive unions.

Where union solidarity stands firm against the forces of discrimination and hate and the unfair employment practices of exploitative employers.

Where government plays an active role in improving the lives of working people.

To achieve this vision:

We must organize unorganized service workers, extending to them the gains of unionism while securing control over our industries and labor markets.

We must build political power to ensure that workers' voices are heard at every level of government to create economic opportunity and foster social justice.

We must provide meaningful paths for member involvement and participation in strong, democratic unions.

We must develop highly trained, **and** motivated **and inclusive** leaders at every level of the union who reflect the **diversity of the membership and the communities where we organize** ~~in all its diversity.~~

We must bargain contracts that improve wages and working conditions, expand the role of workers in workplace decision-making, and build a stronger union.

We must build coalitions and act in solidarity with other organizations who share our concern for social and economic justice.

We must engage in direct action that demonstrates our power and our determination to win.

To accomplish these goals we must be unified—inspired by a set of beliefs and principles that transcends our social and occupational diversity and guides our work. We believe we can accomplish little as separate individuals, but that together we have the power to create a just society.

We believe unions are the means by which working people build power—by which ordinary people accomplish extraordinary things.

We believe our strength comes from our unity, and that we must not be divided by forces of discrimination based on gender, race, ethnicity, religion, age, physical ability, sexual orientation or immigration status.

We believe our power and effectiveness depend upon the active participation and commitment of our members, the development of **our inclusive SEIU** leaders, and solidarity with each other and our allies.

We believe we have a special mission to bring economic and social justice to those most exploited in our community—especially to women and workers of color.

We believe our future cannot be separated from that of workers in other parts of the world who struggle for economic justice, a decent life for their families, peace, dignity and democracy.

We believe unions are necessary for a democratic society to prevail, and that unions must participate in the political life of our society.

We believe we have a moral responsibility to leave the world a better place for our children—and everyone's children.

Constitutional Amendment #402

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ARTICLE II OBJECTS AND PURPOSES

Amend Article II to add provisions concerning member leadership and action and leadership development:

The objects and purposes of this International Union shall be to benefit its members and improve their conditions by every means, including but not limited to:

- A. Securing of economic advantages, including better wages, hours and working conditions, through organization, collective bargaining, legislative and political action, and the utilization of other lawful means;

- B. By organizing and uniting in this International Union all working men and women eligible for membership herein;
- C. By engaging in all such civic, social, political, legal, economic, cultural, educational, charitable, and other activities, whether on local, national, or international levels, as will advance this International Union's standing in the community and in the labor movement and further the interests of this organization and its membership, directly or indirectly;
- D. By advancing and strengthening the rights of working men and women to bargain collectively;
- E. By providing benefits and advantages to individual union members, officers, and employees through education, training, access to new technology, member resource centers, a 21st century communications system, pensions, death and welfare benefits;
- F. By helping Local Unions to share experiences, pool resources, learn from each other's best practices, and be accountable to each other.
- G. By cooperating with and assisting, by moral, monetary or other means, other labor organizations, whether or not affiliated with this International Union, or any other groups or organizations, having objectives which are in any way related or similar to those of this International Union, or which are of a nature beneficial to this International Union or to its members, directly or indirectly;
- H. By strengthening and safeguarding this International Union by every lawful means so that it may carry out its purposes, objects and obligations;
- I. By utilizing, in every lawful way, including but not limited to every kind of use, expenditure and investment, the property and funds of this International Union, in order to achieve its purposes and objects and perform its obligations, and for such other purposes directly or indirectly furthering the interests of this International Union and its members; **and**
- J. By affiliating workers in independent organizations through agreements which recognize the long history, unique needs and traditions, and successes of such organizations, and making every effort possible to provide such organizations the same types of services which have benefited our existing members; **and**
- K. Empowering SEIU members to lead and participate in all aspects of the Union's program to secure a better future for all, including organizing, bargaining, political work, direct action, and community partnerships.**

Constitutional Amendment #409a

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MEMBERSHIP OBLIGATION

Amend Membership Obligation to incorporate approved Vision Statement:

"I, (name) _____, pledge upon my honor that I will faithfully observe the Constitution and Bylaws of this Union and of the Service Employees International Union.

"I agree to educate myself and other members in the history of the labor movement and to defend to the best of my ability the principles of trade unionism, and I will not knowingly wrong a member or see a member wronged if it is in my power to prevent it.

“As an SEIU member, I will take responsibility for helping to achieve the Union’s vision for a just society where all workers are valued and people respected, where all families and communities thrive, and where we leave a better and more equal world for generations to come.”

PRESIDENT: “You are now members of the Service Employees International Union.”

Constitutional Amendment #410a

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OFFICERS’ INSTALLATION OBLIGATION

Amend Officers’ Installation Obligation to incorporate the approved Vision Statement and make other changes as follows:

“I, (name) _____, accept my responsibility as an elected officer of the Service Employees International Union and “I pledge that I will faithfully observe the Constitution and Bylaws of the Service Employees International Union.

“I pledge that I will ~~work to the best of my ability to~~ provide ~~effective and ethical~~, responsible leadership, representing our and representation to the members, including and organizing ~~the unorganized new~~ workers within my jurisdiction to build power to win for all.

“I pledge to make the growing gap between the rich and everyone else the problem of our time, to inspire and support workers everywhere who are ready to take collective action to lift wages and create family-sustaining jobs, to elect political leaders on the side of the 99%, and to hold them accountable when they support policies that benefit the 1%.

“I agree to defend the principles of trade unionism; ~~to work to improve the lives of working people; and to help elect pro-worker politicians.~~

“I will not knowingly wrong a member or see a member wronged if it is in my power to prevent it.

“I pledge to exercise leadership based on the SEIU standards of:

- Shared unity of purpose;
- Openness to questions and willingness to learn;
- Acting with the courage of our convictions;
- Working together with accountability; and
- Commitment to inclusion

“I believe in and will fight for the SEIU vision of a just society where all workers are valued and people respected, where all families and communities thrive, and where we leave a better and more equal world for generations to come.”

Finance-related and Technical Constitutional Amendments

- #403: Amending Article IV, Section 12 31**
- #404: Amending Article VI, Section 3 31**
- #405: Amending Article XIII, Section 1(c) 32**
- #406: Amending Article XIII, Section 1(d) 33**
- #407: Amending Article XIII, Sections 5(a) and 5(b) 34**
- #408: Amending Article XV, Section 6(a) 34**

Finance-related and Technical Constitutional Amendments

Constitutional Amendment #403

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ARTICLE IV

CONVENTION—REPRESENTATION THEREIN

Amend Section 12 of Article IV to clarify the Convention representation for newly chartered Local Unions:

Section 12. The number of votes which each Local Union shall be entitled to vote in the Convention shall be determined by averaging the 12 most recent regular monthly per capita tax payments for members which are received by the International Union on or before December 31 of the year immediately preceding the calendar year in which the Convention is held. In the case of a newly chartered local without a twelve month payment period before December 31, the number of votes shall be determined by averaging ~~the most recent~~ regular monthly per capita tax payments for members received by the International Union before the Convention, up to a maximum of twelve months. The computation of voting strength shall not include associate members, life members or agency fee payers. Where there are two or more delegates in attendance from one Local Union, the vote shall be divided equally between them. ~~Effective with the 2012 Convention, in~~ the case of a newly chartered local union created as a result of a reorganization of members under Article XIV, the International Executive Board shall determine the computation of voting strength for the affected local unions in order that the members are included in the voting strength of only one local union.

Constitutional Amendment #404

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ARTICLE VI OFFICERS

Amend Section 3 of Article VI to provide for annual reviews of union books and records by the Board of Auditors:

Section 3. Each regular Convention of this International Union shall also elect a Board of Auditors consisting of eight members. The Board of Auditors shall examine and review the books and accounts of the International Secretary-Treasurer at least once during each ~~sixtwelve~~-month period, utilizing the assistance of Certified Public Accountants designated by the International President. Such review of the books and accounts of the International Secretary-Treasurer shall include the books respecting all properties and facilities under the

custodianship of the International Secretary-Treasurer. A copy of such ~~semi~~annual report of the Board of Auditors shall be submitted to the International Executive Board. The Board of Auditors shall also give a written report to the International Convention. In the event of the unavailability or temporary disability of an Auditor, the remaining Auditors shall perform the duties set forth herein. The Auditors shall receive such per diem compensation and expense allowance as may be fixed by the International Executive Board.

Constitutional Amendment #405

Bold strikeout type indicates language deleted
Bold underscoring indicates language added

ARTICLE XIII REVENUE

Amend Section 1(c) of Article XIII to repurpose the Strike and Defense Fund, beginning January 1, 2013, to permit the establishment of a four-year political fund to replace the American Dream Fund assessments:

(c). ~~For 2012, the~~ International Union shall **continue to** set aside out of the per capita tax, the sum of 40 cents per member per month on all monthly dues received by the Local Union as a Strike and Defense Fund to aid Local Unions engaged in authorized strikes, in defending against lockouts, and in defending the integrity and welfare of the Local Union, as defined under criteria established by the International Secretary-Treasurer, and shall credit each Local Union with the amount which such Local Union has paid into the Strike and Defense Fund. **25 cents of the 40 cents shall be used by the International Union to maintain current programs and support the implementation of the 2012 Convention** program.

~~Such moneys shall not be set aside out of per capita tax payments received from Local Unions on behalf of retired, associate, or organizing committee members.~~

~~For the years 2009 and 2010 Beginning January 1, 2013, the International Union shall use from the per capita tax the sum of 40 cents per member per month on all monthly dues received by the Local Union in the Strike and Defense Fund for the purpose of maintaining a fund to support the International Union's program to elect and hold accountable national public officials for a pro-working family agenda. 25 cents of the 40 cents shall be used by the International Union to maintain current programs and support the implementation of the Justice for All program. The International Executive Board shall determine whether to continue to utilize all or a portion of the 25 cents for these purposes in the following years, taking into account that the per capita tax has not been increased since the 2000 SEIU Convention.~~

Such moneys shall not be used from or set aside out of per capita tax payments received from Local Unions on behalf of retired, associate, or organizing committee members.

Prior to **January 1, 2013**the applicable year, a local union may request approval from the International Secretary-Treasurer to substitute an alternative payment plan for the 25 cents. This plan may include the option for the International Union to retain funds that would otherwise be paid back to the local union under Article XV, Section 18.

For any amounts accumulated in the Fund prior to January 1, 2013, Ssubject to the criteria established by the International Secretary-Treasurer, a Local Union may after no less than one year of contributions draw on the Strike and Defense Fund, or from such other funds of the International Union as shall be determined by the International Executive Board, to the extent of the total unexpended funds remaining to its credit, plus

an additional sum equal to the amount set aside out of its required payments in the preceding 12 months. Once such an additional payment has been drawn by the Local Union, no further payment shall be made to the Local Union pursuant to this Section, ~~until an amount equal to such additional payment, plus payment for one additional year, has been again paid into the credit of such Local Union. Interest and income credited to the Strike and Defense Fund shall be used in support of strikes conducted for organizational purposes or for other defense purposes. In addition to the foregoing provisions, the International President shall in his or her discretion be authorized to return to such Local Union all or part of its Strike and Defense contributions to be used for such defense purposes or other purposes as he or she may determine. Any refund or return to a Local Union under the terms of this paragraph shall be made only once a year, after the end of such year, upon the prior request of the Local Union.~~ The International Executive Board is authorized to direct that a Local Union's 2012 contributions to the Strike and Defense Fund be used to satisfy the Local Union's outstanding financial liability to the International Union or, pursuant to a decision of the International Executive Board after appropriate proceedings, to another affiliated body or Local Union if such liability is at least 90 days past due. In such circumstances, the Local Union will receive 15 days notice before such action is initiated.

Questions concerning the application or interpretation of this subsection shall be resolved by decision of the International Secretary-Treasurer, subject to appeal to the International Executive Board.

Constitutional Amendment #406

Bold-strikeout type indicates language deleted
Bold underscoring indicates language added

ARTICLE XIII REVENUE

Amend Section Section 1(d) of Article XIII to delete outdated date references:

(d). In addition to the per capita tax set forth in Section 1(a), each Local Union, except those based in Canada, shall pay to the International Union a per capita tax to finance the Unity Fund. Through the Unity Fund, all local unions will pool resources in order to have the new strength to win improved pay, benefits and security for members in the 21st century. This additional per capita tax per member per month shall be **\$5.00**, as follows:

~~On dues received by the Local Union in the month of January 2004, and through the month of December 2004—\$4.00.~~

On dues received by the Local Union in the month of January 2005, and thereafter—\$5.00.

Notwithstanding the above, this additional per capita tax for the Unity Fund shall not be paid on dues from any member who is paid gross wages of less than \$433 per month. The additional per capita tax for the Unity Fund shall also not be payable on dues from members who have not achieved a first collective bargaining agreement.

Constitutional Amendment #407

Bold strikeout type indicates language deleted
Bold underscoring indicates language added

ARTICLE XIII REVENUE

Amend Section 5(a) and Section 5(b) of Article XIII to eliminate the requirements that Local Unions transmit to the International Secretary-Treasurer Social Security or Social Insurance numbers of members, and that Local Unions automatically transmit average gross wage rate of Local Union membership:

Section 5(a). The Local Union by its Secretary-Treasurer shall forward to the International Secretary-Treasurer the correct names and addresses (including e-mail address and phone number, if available) of all its members, and other membership information as specified by the International Executive Board. Each month it shall submit all changes of addresses; the names; and addresses ~~and Social Security or Social Insurance numbers~~ of all members initiated or readmitted, of all other persons from whom revenue is derived, and of those suspended for nonpayment of dues or for any other cause; and a correct list of those who take transfer or withdrawal cards. In addition, the International Union must be notified of the names and addresses of all officers elected to office within 15 days of such action. The proper ZIP code shall be included for each address. Each Local Union must provide the same membership list to the State Council with which it is affiliated. Based on the recommendation of the International Secretary-Treasurer, the International Executive Board may approve a modification to this section which limits the frequency and/or content of this requirement.

(b). Upon request, Each local shall forward to the International Secretary-Treasurer, by April 1 of each year, information and supporting documentation showing the average gross wage rate of its membership for the previous calendar year. The Secretary-Treasurer may issue specific guidance on the nature of the supporting documentation required.

Constitutional Amendment #408

Bold strikeout type indicates language deleted
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ARTICLE XV DUTIES OF LOCAL UNIONS

Amend Section 6(a) of Article XV to delete obsolete date and dues amount references and continue annual \$1 minimum dues increases for regular members:

Section 6(a). Effective January 1, ~~2009~~2012, for all members of Local Unions who have annual earnings of \$16,000 or more, the minimum dues shall be equal to ~~\$29.00~~ 32.00 per month. Effective January 1, ~~2009~~2012, for all members with annual earnings between \$5,500 and \$16,000, the minimum dues shall be equal to ~~\$24.00~~ 27.00 per month.

Effective January 1, ~~2010~~2013, through January 1, ~~2012~~2016, the minimum monthly dues for all members with annual earnings, of \$5,500 or above shall be increased by \$1.00 annually, effective January 1 of each year.

Notwithstanding the above, by action of the Local Union the minimum dues may be reduced for retired members, organizing committee members; and associate members. The Local Union may establish a minimum dues for members with annual earnings which are less than \$5,500.

Upon request, these requirements may be waived by the International President, as provided in subsection 6(d) below.



MARY KAY HENRY
International President

ELISEO MEDINA
International Secretary-Treasurer

KIRK ADAMS
Executive Vice President

MIKE FISHMAN
Executive Vice President

GERRY HUDSON
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