

2024 Convention Draft Core Plan

Our union is about dreaming big and empowering ordinary people to do extraordinary things.

We unite working people. We come together across race, creed, color, religion, gender, gender expression, sexual orientation, national origin, citizenship status, marital status, ancestry, age, political affiliation, language, and disability status. We are the face of the nation today and its future.

We believe in the dignity of work and opportunity for all. We believe all workers and retirees in every sector of the economy should enjoy the fruits of their labor with no one left behind.

We don't accept the status quo. We're rewriting the rules for the forgotten in our society — from caregivers to gig workers, from clinic workers to rideshare drivers, from cooks at fast food restaurants to educators at private colleges.

We're not afraid to take on the rich and powerful - and hold them accountable. When working people are under attack, we stand up and fight back, even when it means facing down billionaires, big corporations and politicians.

We believe the path to a more just society begins with our union. When we think big, flex our union power, and raise our voices in solidarity, we can accomplish the impossible.

We dream, organize, fight and win.

TURNING DREAMS INTO REALITY

Three years ago, during the pandemic, SEIU 1021 members met at a virtual convention and resolved to fight for greater economic, racial and environmental justice, and unions for all. To get there, we approved resolutions to build our members' union and political power. Together, one action at a time, thousands of SEIU 1021 members transformed lofty goals on paper into huge victories. Here are just a few:

- SEIU 1021 members in local governments, nonprofits, courts, schools and colleges, hospitals, and healthcare agencies won landmark contracts worth millions in well-deserved raises. Members across Northern California secured the biggest gains in decades.
- We helped hundreds of workers win a union and join SEIU 1021, including nonprofit workers at Planned Parenthood, baristas at Peet's Coffee, and museum employees at the California Academy of Sciences. And we helped win first-time contracts for professors at Santa Clara University, non-faculty staff at Northeastern University and California College of the Arts, and doctors at Alameda Health System.
- We joined with other SEIU members, fast food workers and healthcare workers to win a \$20/hr minimum wage for California fast food workers and the nation's first statewide \$25/hr minimum wage for all California healthcare workers.

We helped drive a national organizing campaign at Starbucks that has organized nearly 400 stores and 9,000 workers nationwide. In the wake of successful union elections around Northern California supported by SEIU 1021 and others around the state, Starbucks agreed to move forward on a national framework for organizing and collective bargaining.

- We helped pass a \$6.4 billion statewide bond for county mental health and substance abuse services and led the community campaign to

save San Francisco's Laguna Honda Hospital, California's only county-run long-term care facility.

- We organized a statewide climate justice conference and traveled to Sacramento to lobby for increased investment in alternative energy and public transit and an end to oil drilling near neighborhoods and schools.
- We helped win a pro-union majority on the Napa Board of Supervisors and elected union-endorsed candidates to local governments across the region. SEIU 1021 members won seats on the Solano County Board of Supervisors and the Stockton City Council.

DREAM, FIGHT, ORGANIZE, WIN

At the 2024 SEIU International Convention in Philadelphia, 3,000 elected SEIU member delegates adopted ambitious goals for our union, including adding one million new members over the next decade by organizing and raising standards for workers in excluded industries and mobilizing a working-class voting base to build worker power.

It's an ambitious goal that depends on local unions like ours to make it a reality, but we control how to achieve it. SEIU 1021 members set priorities, drive the agenda, choose the issues and drive the programs.

The 2024 SEIU 1021 Convention is our turn to chart our path. So ask yourself these questions:

- What are your dreams for a better future for working families? A more just economy that works for everyone? An end to structural racism? A cleaner environment and real solutions to climate change? Elected

leaders that listen and respond to everyday people instead of just the rich and big corporations? Being able to retire with security and dignity?

- How would you build power for working people? What tools, training and resources would you access if you could? What relationships and alliances would you build with other workers, community leaders, and politicians to accomplish your dreams? What workers would you want to organize to join with you in a stronger union?
- What are you and other members in your chapter and region willing to do to turn plans into action?

It's up to you to shape the direction of our union. Our union turns dreams into wins for working people when we set priorities, plan and organize. Which of these ideas do you think are worth adopting at our convention:

Organizing Unions for All

By prioritizing:

- Working to add ~300,000 new members to our international union over the next 3 years — 3,000 in our local.
- Raising standards for workers across industries to improve wages, benefits, retirement security, and workplace safety.
- Organizing workers in breakthrough sectors, like fast food, gig work, higher education, and clinics.
- Targeting smart expansion where we can add unrepresented members at our current worksites.
- Fighting to ensure newly organized workers get to first contracts as quickly as possible.

Strengthening our union and winning for members

By prioritizing:

- Strengthening our new employee orientation (NEO) program with a goal of reaching 75% of all new hires across our local union, highlighting the value of union membership and starting the vital process of internal education about the rights and responsibilities of union membership, while holding employers accountable for not interfering.
- Increasing the percentage of represented workers who are dues-paying members (union density) to 84%.
- Organizing internally and staffing properly to grow capacity to help members build power at all levels, from the worksite to the chapter to the industry to national politics.
- Developing aggressive contract campaigns in the 50+ jurisdictions with open contracts, with focuses on attaining pay equity, ensuring living wages for all workers, protecting or improving healthcare benefits, and common good proposals to benefit our communities.
- Collectively striving to resolve problems common to our workplaces and defend our members by using all of our representation, contract enforcement, and mobilization tools, including by organizing around workplace issues such as racial or gender inequities.
- Using political leverage and contract negotiations to push for improvements for retirement benefits, including retiree healthcare and pension or 401K benefits for nonprofit and other workers who do not currently have them.

Fighting for racial and social justice

By prioritizing:

- Membership campaigns that fight structural racism, including discrimination, prejudice, and unequal opportunity in our workplaces and communities, and all forms of oppression.
- Expanding education on the link between racial and economic justice.
- Incorporating racial justice strategies into our contract campaigns, such as converting part-time work that often goes to women and people of color to full-time jobs, ensuring pay equity across race and gender, and creating equitable opportunities for hiring and promotions.

- Creating or supporting legislative and advocacy campaigns to help all workers live, be safe, and be supported in the communities they serve, including policies that create affordable housing, reforms to reduce bias in law enforcement and the criminal justice system, and initiatives to improve affordability and accessibility of higher education and vocational training.
- Working in coalition with other anti-racist organizations and campaigns fighting human rights abuses at home and abroad, including those currently happening in Palestine, Sudan, and Ukraine.
- Advocating for universal healthcare (single payer) and expansion of social security, Medicare, and other public benefits.

Bargaining for the common good

By prioritizing:

- Expanding the scope of bargaining beyond wages and benefits by identifying issues that resonate with members, partners, and allies and that impact our communities.
- Using contract campaigns to demand initiatives (including legislation and advocacy campaigns) that not only benefit members but also improve the communities they live in, such as prioritizing creation of affordable housing for working families so workers can afford to live closer to their jobs or improving the availability, affordability, and quality of public transit, education, and childcare.
- Committing to using all our tools where our members live and where our members work, and building our capacity to strike to include sympathy strikes and a general strike.
- Leveraging capital in our campaigns. Develop strategies that leverage the financial power of our pension funds in order to win common good demands and to divest from sources of environmental degradation, such as the military industrial complex.

Fighting climate change and pollution

By prioritizing:

- Fighting for common good bargaining proposals related to climate justice (reducing/mitigating air and land pollution, especially in communities that have been and continue to be most impacted), including incentives for workers to use public transit or bicycles; converting our employers' gas/diesel fleets to electric; reducing waste and improving containment of waste from our workplaces; and converting our workplaces to carbon-neutral.
- Working in coalition with environmental groups to fight subsidies for and expansion of the fossil fuels industry, build more renewable energy plants, hold polluters and corporate climate deniers accountable, and create and protect more green spaces in our cities and counties.
- Supporting electoral campaigns to increase funding for public transit and renewable energy at the local, state, and federal levels.
- Supporting legislation to protect workers impacted by extreme weather, including farm workers; to create more sustainable agricultural practices; and to institute and enforce a carbon tax.
- Educating members about the connection between trade agreements such as those facilitated by APEC, wars, the military industrial complex, and climate change.

Protecting our democracy and building worker power

By prioritizing:

- Building worker power by mobilizing a multi-racial, cross-cultural working-class voting bloc to elect pro-worker candidates.
- Developing and electing candidates for local and state offices from our own membership and supporting labor candidates.
- Forming coalitions and partnerships with like-minded unions, community groups, and faith-based organizations to increase our ability to elect pro-worker candidates and win legislation and policy change in priority areas.
- Arming members with strategies, resources, and tools to organize where they work and live. Help members build relationships with key community

and political leaders, faith-based organizations, and other influencers in local communities.

- Engaging with elected officials to advocate to and supporting ballot initiatives to hold corporations and billionaires accountable, including through taxes and revenue measures that protect or improve public services.
 - Increasing COPE (Committee on Political Education) participation by 3% per chapter.
 - Sharing opportunities for members to get involved with COPE and other political activities, to ensure the people we elect are transparent with us and accountable to us at work and in our communities.
-