

Justice for All – Pass It On

Highlights of Proposed Recommendations for the SEIU 2008 Convention

Following are key highlights of the recommendations proposed for the SEIU 2008 Convention that have been adopted by the SEIU International Executive Board – 57 elected leaders from throughout the union who represent nearly 90% of the SEIU membership. They are based on research, analysis, discussion, and debate by thousands of SEIU members and elected local union leaders over the past few years. The complete set of recommendations is contained in the report, “Justice for All – Pass It On.”

SEIU members and our allies have a once-in-a-lifetime opportunity. With broad public agreement that our society is out of balance between people that work and people with wealth, and with the election this year of a new U.S. president and Congress, we have a realistic chance to win...

- **Affordable, quality healthcare for all.**
- **The freedom to form a union for all working people.**
- **Quality services in our communities, with fair and reliable funding.**
- **An economy that rewards work, not just a few at the top.**
- **A clear path to citizenship for hard-working, taxpaying immigrants.**

Achieving these historic “Justice for All” goals will require...

- **A unified strategy** democratically developed and carried out by all SEIU local unions.
- **A majority of SEIU members** (at least 1 million of us) taking action and at least 10% (200,000) playing a leadership role.
- **Uniting at least a half million more not-yet-union workers** in our core industries over the next four years to make us all stronger.
- **Building a permanent pro-worker political majority.**
- **Strengthening alliances** with community allies and national and global organizations.

Members Lead Breakthrough, Union-Wide Strategy To Unite Working People To Change Lives

We have united over a million more workers with us since 1996, making us all stronger and helping current members achieve more at the bargaining table, in politics, and in our communities. But 90 percent of healthcare and property services workers and two-thirds of public employees still don't have a union. We have a responsibility to help them raise their pay and benefit standards up, before employers use them to bring SEIU members' standards down.

- ◆ **Involve all local unions to jointly develop for the first time one national strategy for uniting more workers with us to win gains for all working people.** We are most effective when we work together, blend our resources, and hold each other accountable for carrying out democratically made decisions, not when we act like a loose confederation of hundreds of separate organizations.
- ◆ **Focus more on larger campaigns that build our strength and unity.** To win for working people we need to unite more workers faster and on a much bigger scale.

- ◆ **Involve current members in helping more workers to unite with us for everyone's benefit.** Current members have a major stake in making us all stronger by using our bargaining, political, and community strength to encourage employers to respect workers' freedom to unite with us.

Dramatically Increase Member Action and Leadership to Win for Working People

We need a majority of members participating in action every year and 10 percent who take leadership in our efforts to achieve affordable healthcare, an economy that rewards work, and our other major goals. In addition, every union member is entitled to a responsive union that provides prompt answers to their questions, professional representation, and support in their own language every day of the year—24/7.

- ◆ **Increase responsiveness by establishing Member Resource Centers.** Local unions that have already done so are now providing higher quality service from trained staff that can give members and stewards information in their own language and help solve job-related problems, using 21st century technology. All members should have the opportunity to access Member Resource Centers 24/7, and local unions must ensure members receive professional and responsive representation on their worksite issues.
- ◆ **Focus other staff not involved in the resource center on training worksite, community, bargaining, and political action leaders and involving more members in broader strategies that win for everyone** – from uniting more workers in our union to campaigns on political and legislative issues to building community alliances that work for reliable, quality services for all.
- ◆ **Free up individual local unions from administrative tasks that can be pooled,** if they choose, so locals can focus on member involvement, community alliances, and other vital work. With today's technology, it is more efficient and cost effective for each local union to share privacy-protected common systems for tasks such as list management, accounting, dues processing, and information technology.

Build Workers' Strength on Community and Political Issues to Restore the American Dream

To win affordable, quality healthcare; rebuild the middle class by passing the Employee Free Choice Act to restore the freedom to form a union; enact comprehensive immigration reform, and ensure quality public services with fair, reliable funding, we must...

- ◆ **Put even more emphasis on holding public officials accountable to the promises they made when running for office.** We will allocate significant resources for community accountability issue campaigns and, where necessary, support alternative candidates to remind elected officials that they work for us.
- ◆ **Work to build a permanent pro-worker political majority** through alliances with voters and organizations that share our goals.
- ◆ **Increase member participation in issue-based political work** through canvassing, phone banking, voter registration, fundraising, and other activities.
- ◆ **Create a 21st century communications system** that uses constantly evolving technology to ensure that the concerns of working people are heard throughout our society.