

2025 Budget Resolution | 41-24

Whereas, SEIU-UHW is a workers organization of more than 110,000 members committed to improving healthcare workers' lives and to ensuring affordable, high-quality healthcare for all;

Whereas, SEIU-UHW members are united in our beliefs that:

- Healthcare workers should have a rising standard of living and be able to make ends meet with just one job, not two;
- Workers who provide healthcare should have good healthcare coverage for ourselves and our families;
- Healthcare workers deserve to retire after a lifetime of service with financial security;
- Our patients deserve more hands-on attention, faster access to care, and better health outcomes;
- Patient care and healthcare working conditions will always be better when healthcare workers have a strong voice in shaping them;
- Outrageous executive salaries, corporate greed, and indifference should have no place in the healthcare system; and
- An injury to one is an injury to all and everyone should be able to live and thrive free from discrimination and harassment.

Whereas, SEIU-UHW members have tackled the healthcare staffing crisis head-on by negotiating strong contracts that substantially increased pay and benefits, winning a first-in-the-nation \$25/hr. healthcare worker minimum wage law, and by recruiting thousands of new workers to get a healthcare education and join the ranks of the healthcare workforce;

Whereas, more than 7,545 hospital, clinic, and dialysis workers have voted to join SEIU-UHW as part of our effort to grow the strength of the union by 25,000 workers by 2026;

Whereas, by empowering voters to take direct action at the ballot box through support of the Fairness Project, more than 23 million people in California and 16 other states across the country have been able to improve economic conditions, increase healthcare funding and access to healthcare, and protect reproductive freedom;

Whereas, we are in uncharted territory with the incoming administration and Congress and face real threats unlike anything we have ever seen, including threats to healthcare worker pay and workers' rights on the job, Medicaid funding for our hospitals and clinics, and the wellbeing and safety of immigrants, LGBTQIA+ individuals, BIPOC, and others in our communities;

Therefore, be it resolved, the SEIU-UHW Executive Board adopts the attached \$140 million 2025 budget that will:

- Provide the resources needed to win strong contracts for workers at Sutter Health, Cedars-Sinai, and other facilities in 2025 contract bargaining;
- Invest in training and resources for stewards and staff to ensure representational excellence across the union;
- Support organizing new workers from across California and Arizona from hospitals, community clinics, dialysis clinics, and within our existing employers;
- Build our political strength to hold elected officials accountable to workers, protect Medicaid funding through a national campaign, defend workers' rights, and to prepare for ballot measures to take our case directly to voters by increasing the Political Issues Committee allocation from \$3.55 to \$4.25 per member per month;
- Expand our healthcare opportunity programs to enable more workers to get needed education to seek and advance in healthcare careers to help resolve the healthcare workforce staffing crisis;
- Invest in innovative projects to build worker power and standards of living in Arizona, South Florida, Connecticut and Mississippi through our work and support of the Center for Work and Democracy, Futuro Health, AlliedUp and Cooperation Jackson; and
- Continue to invest in capacity building and development of member leadership in organizing, advocacy for healthcare opportunities, political activism, and in communications and digital activism.

Approved December 14, 2024