

# Different Visions about Union Decisions

## Top-Down Directives vs. Bottom-Up Democracy

The International Union is proposing sweeping changes that would reduce or even eliminate members' role in making key decisions about contract negotiations and internal organization, including mergers and transfers of members among Locals. United Healthcare Workers-West (UHW) is proposing to enhance members' voice on these issues, which is critical to ensure that workers' ourselves control our union.

### Members' Voice in Contract Negotiations

UHW proposes that members be guaranteed the right to elect members of bargaining committees, to approve initial contract proposals and to approve any agreement that affects members' wages and working conditions. The International Union would only guarantee members' vote on final contracts, with no other guaranteed ways for members to participate in the bargaining process.

### Members' Voice on Local Union Affiliation

UHW proposes a constitutional amendment to ensure a single, fair system for voting on all mergers and membership transfers among SEIU Locals, with a Local-by-Local voting process requiring a majority of members in each affected Local Union to approve a merger or transfer. The International Union proposes a constitutional amendment to drastically expand the power of the International to consolidate, merge and change the jurisdiction of Local Unions, as well as to allow Industry Divisions to establish new "accountability standards" to enforce division discipline and crush dissent.

### Members' Voice in Coordinating Among Local Unions

UHW proposes that Unity Councils, as developed by SEIU's Health Systems Steering Committee to coordinate organizing, bargaining and representation among Local Unions with the same employers, be formalized and applied union-wide. Unity Councils are composed of representatives of Local Unions and rely on a democratic system of per capita voting – in which each Local receives one vote for each of its members – when participants cannot arrive at consensus decisions. The International Union would eliminate Unity Councils and replace them with new structures called "National Bargaining Teams" that include representatives appointed by the International President, each of which has one vote not weighted by Local membership numbers.

## Let's Talk!

## We Can Really Be Stronger Together

# Platform for Change

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## **UHW Platform For Change vs. Justice for All Plan**

|   | <b>UHW Platform for Change</b>   | <b>Justice for All Plan</b> |
|---|--|-----------------------------|
| Propose a strategy to organize the unorganized as our top priority  | Yes  | Yes                         |
| Require each local union to pool its mandated 20% organizing budget with Industry Divisions   | If organizing consistent with Industry Division plans, local unions would transfer only the funds from their organizing budget that they fail to use | Yes                         |
| Establish direct elections by secret mail ballot for SEIU's President and officers  | Yes  | No                          |
| Create a national strike fund   | Yes  | No                          |
| Guarantee members' right to decide mergers through a local-by-local vote  | Yes  | No                          |
| Guarantee members' right to elect their bargaining committees   | Yes  | No                          |
| Guarantee members' right to vote any bargaining, organizing, or other agreement affecting wages and working conditions                              | Yes  | No                          |
| Guarantee members' right to vote on contract proposals  | Yes  | No                          |
| Require each Industry Division to democratically establish minimum contract standards and program to win  | Yes  | No                          |
| Maintain Unity Councils instead of replacing them with less democratic National Bargaining Teams  | Yes  | No                          |
| Formalize the procedures and structures by which Unity Councils coordinate multi-local bargaining   | Yes  | No                          |
| Use independent fact finders and look at locals' records of raising standards and organizing success to decide which locals represent which members | Yes  | No                          |

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