

# **“Justice for All” is Not Justice at All**

The International Union’s “Justice for All” plan would centralize power in Washington at the expense of rank-and-file workers, and the local unions they built. Union members would have little say in bargaining, organizing and political action. It would be an injustice for SEIU to abandon the democratic strength that has been a hallmark of SEIU in years past.

Here’s what the “Justice for All” plan means to local unions and their members:

## **A Massive Shift of Dues Dollars to Washington, D.C.**

- Nearly \$100 million per year of members’ dues diverted from local union organizing budgets to the International Union’s Industry Divisions
- Local unions required to devote nearly two-thirds of their dues in SEIU’s “strike fund” to finance implementation

## **Centralized Control over Bargaining and Organizing with Major Employers, without Democratic Accountability**

- The International manages bargaining, organizing and all aspects of SEIU’s relationships with major employers, through appointed national bargaining committees
- Members not allowed to vote on important contract or organizational issues

## **Weakening Worksite Leadership Structure**

- Remote call centers respond to members’ worksite problems, and local union field staff redirected to non-local projects.
- Local leaders lose authority with less chance to engage employers directly. Members may be mobilized for issue advocacy, but their voices are heard less in the workplace.

## **Wholesale Control of Local Union Operations**

- Local union accounting, dues processing, list management, financial reporting, data storage and information technology are managed by the International Union
- Targets set for growth, member participation and political capacity, but no goals set for improving SEIU members’ contracts

**Let’s Talk!**  
**We Can Really Be Stronger Together**

**Platform for Change**

**REAL VOICE**  
**REFORM SEIU!**  
**REAL JUSTICE**  
www.seiuvoice.org

## Real Voice Plan vs. Justice for All Plan

	Real Voice Plan	Justice for All Plan
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