SEIU 775 Constitution and Bylaws Amendments

November 7, 2022

Ballots must be received by mail by Ryder Election Services, LLC, PO Box 7716, Bend, Oregon, 97708, no later than 12:00pm (noon) on December 6, 2022, in order to be counted.

Чтобы ознакомиться с этим письмом на русском языке, перейдите на сайт SEIU775.org/mvvg или позвоните в MRC по телефону 1 (866) 371-3200.

Para ver esta carta en español, visite SEIU775.org/mvvg o llame al MRC al 1 (866) 371-3200.

如果需要查看中文版信件，请前往 该网站SEIU775.org/mvvg，或致电 1 (866) 371-3200 联系 会员信息中心（MRC）。

본 서신을 한국어로 보려면 SEIU775.org/mvvg를 방문하거나 MRC의 전화 1 (866) 371-3200으로 문의하십시오.

Để xem thư này bằng Tiếng Việt, hãy truy cập trang SEIU775.org/mvvg hoặc gọi điện cho MRC theo số 1 (866) 371-3200.

SEIU 775 Constitution and Bylaws

The Executive Board of SEIU 775 has voted, through the Resolution below, to send proposed amendments to the SEIU 775 Constitution and Bylaws for approval by the membership. **The Executive Board is recommending a "Yes" vote**. You are receiving this ballot because you are a member in good standing.

Proposed amendments to the SEIU 775 Constitution and Bylaws are either crossed out or underlined. Cross outs mean the language is being removed. Red underlines mean the language is being added.

Please review the proposed changes and then mark and return the enclosed ballot. If you want to approve, check "yes." If you do not want to approve, check "no." Do not make any other marks on the ballot.

Constitution and Bylaws Amendments

Whereas, ten years ago, SEIU 775 created a "Vision 2022 Committee" to look ten years into the future, that committee recommended SEIU 775's Mission, Vision, Values, and Goals to the membership, and the membership adopted those recommendations at the 2013 SEIU 775 convention; and

Whereas, based on that initial ten-year vision, our Union – the Caregiver's Union – has won groundbreaking victories, including raising the wages of most caregivers to nearly $20 per hour,

winning a retirement benefit for home care workers, and passing the nation's first long-term care social insurance program; and

Whereas, in 2021, the Executive Board of SEIU 775 voted to create and President Sterling Harders appointed a new Vision Committee of officers, Board members, and rank-and-file members to revise our Mission, Vision, Values, and Goals, and to again look ten years into the future; and

Whereas, the new Vision Committee spent a year hearing from subject-matter experts and SEIU leaders, gathering input from SEIU 775 members, and discussing and reviewing our Mission, Vision, Values, and Goals; and

Whereas, topics the new Vision Committee considered included increasing respect for our caregiving profession including through better wages and benefits; improving our care system in home care, nursing homes, and residential care; developing more leaders in our Union and organizing more workers; and building a more equitable and healthy world; and

Whereas, the recommendations of the Vision Committee include the following Mission Statement for SEIU 775:

> *Our Mission is to unite the strength of all caregivers, to create a better life for ourselves and those we care for, and to lead the way to a more just and equitable world*; and

Whereas, the recommendations of the Vision Committee include the following Vision for SEIU 775:

> *We are motivated by our vision of a future:*
>
> - *Where caregivers and all workers can support ourselves and our families*
> - *Where we can build a life of dignity for those we care for*
> - *Where caregiving is a respected profession that attracts and retains a high-quality workforce*
> - *Where all workers have the opportunity to join a union to improve their lives*
> - *Where everyone has quality, affordable healthcare*
> - *Where we create a more equitable, inclusive, and healthy world for all;* and

Whereas, the recommendations of the Vision Committee include the following Goals for SEIU 775:

- *Make Caregiving a Good Career*
- *Build Power for Caregivers and All Workers*
- *Win Quality Health and Long-Term Care for Everyone*
- *Fight for Justice for All;* and

Whereas, the recommendation of the Vision Committee includes the following Values for SEIU 775:

- *Unity – Our strength comes from our unity as caregivers and solidarity with other movements*
- *Dignity – Our Union is the pathway to earn respect and dignity for our work*

- *Leadership – We will lead with integrity and give everyone the opportunity to be a leader in our Union*
- *Equity – We will lift up the voices of all caregivers, especially those from communities with the least access to power*
- *Accountability – To win, we must hold those in power accountable and be accountable to each other*
- *Persistence – We are relentless in our fight for our vision of the future;* and

Whereas, the Union's Executive Board has voted to adopt the recommendations of the Vision Committee; and

Whereas, the Union's Executive Board has voted to send a Constitutional and Bylaws Amendment to the membership that incorporates our new mission, vision, and goals as recommended by the Vision Committee and cleans up some additional language;

Therefore, Be it Resolved, that the Constitution and Bylaws is amended as follows:*

1.3 Mission. Our mission is to unite the strength of all caregivers, to create a better life for ourselves and those we care for, and to lead the way to a more just and equitable world. ~~Our mission is to unite the strength of all working people and their families, to improve their lives and lead the way to a more just and humane world.~~

1.4 Vision. We are motivated by our vision of a future:

- Where caregivers and all workers can support ourselves and our families.
- Where we can build a life of dignity for those we care for.
- Where caregiving is a respected profession that attracts and retains a high-quality workforce.
- Where all workers have the opportunity to join a union to improve their lives.
- Where everyone has quality, affordable healthcare.
- Where we create a more equitable, inclusive, and healthy world for all.
- ~~Where caregivers and all workers live free from poverty.~~
- ~~Where healthcare is a right, not a privilege. Where those who depend on long term care services are valued as human beings and assured of quality affordable care.~~
- ~~Where all workers and their families live and work in dignity, are respected and have the opportunity to develop their talents and skills.~~

- ~~Where the strength of our members leads the way in uniting all working people and making the American Dream a reality for everyone.~~

1.5 Goals. Our goals are to:

- Make Caregiving a Good Career. ~~Lift caregivers out of poverty.~~
- Build Power for Caregivers and All Workers. ~~Build worker organizations that are powerful, sustainable, and scalable.~~
- Win Quality Health and Long-Term Care for Everyone. ~~Transform health and long-term care to ensure quality and access for all.~~
- Fight for Justice for All. ~~Increase prosperity and reduce inequality for working people.~~

~~**1.6 Strategies to Achieve Our Goals.** We will achieve these goals with the following strategies -~~

1. ~~Build worker leadership and activism.~~
2. ~~Help workers form unions and other powerful organizations.~~
3. ~~Hold politicians accountable.~~
4. ~~Bargain strong contracts and provide quality services and benefits.~~
5. ~~Advance pro-worker policy through influencing government, industry, and public opinion.~~
6. ~~Build strategic partnerships.~~
7. ~~Govern the Union democratically and use our resources responsibly.~~
8. ~~Adapt. Innovate. Create.~~

And further be it resolved, that in all places (For examples, Sections 2.4, 2.5, 2.7, 2.8, 4.2, 4.5, 4.7, 4.8, 5.5, 6.2, 6.5, 6.8, 6.9, 17.1, Article 12 and Article 14) where it says:

- "his or her", it will be changed to "they"
- "him or her", it will be changed to "them"
- "his or her has", it will be changed to "they have"
- "he or she is", it will be changed to "they are"
- "he or she deems", it will be changed to "they deem"

And further be it resolved, that the following housekeeping change be made to reflect the thirty-nine union offices already established in the Constitution and Bylaws:

6.4 Petitions. The Elections Committee shall publish a standard petition for use by all candidates for office and shall make it available to candidates no later than seventy-five (75) days before the Election. Each petition shall contain space for nominating candidates to each of the ~~thirty-seven~~ thirty-nine offices in the Union. A list of candidates or prospective candidates who have requested nominating petitions shall be made available to members in good standing by the Election Committee upon request.

*red and underlined is new.