

# S. M. A. R. T.

## SEIU Member Activists for Reform Today

### Our Reform Platform

#### **UNION DEMOCRACY**

All International union officers must be elected by a direct election of all SEIU members.

Members must have the right to vote on contract proposals, contracts and new organizing agreements with our employers.

Members must have the right to participate in contract negotiations and to elect our bargaining committee representatives.

Voting rules must be one member, one vote (per-capita).

The SEIU Constitution must be amended to guarantee a Unity Council structure that requires per-capita voting, includes at least one rank-and-file council member, and allows only current SEIU members to vote.

Jurisdictional changes must require majority approval by the membership of each affected local.

#### **IMPROVING THE LIVES OF WORKERS & THE QUALITY OF SERVICES WE PROVIDE**

We must establish employer relations from a position of strength.

We must establish high contract standards within SEIU, and built in accountability so that all local unions will achieve industry standard contracts.

We must prioritize the training and leadership development of thousands of experienced member organizers and staff to lead our contract campaigns.

SEIU must develop a real national strike fund with high benefits to sustain striking workers.

SEIU must develop a real political program that guarantees adequate government funding for essential public services, social services and healthcare.

SEIU's contract standards must ensure that workers who perform the same work earn the same pay and benefits, regardless of where they work or who they work for. (For example: a Certified Nursing Assistant should earn the same wage whether they work in a hospital, a nursing home or caring for someone in their home.)

SEIU must support coordination between local unions and nationally during bargaining campaigns within our industries.

We must strengthen our ability to advocate for the quality of services that we deliver to the public and the communities that we serve as workers.

#### **WORKERS ORGANIZING WORKERS**

We must ensure that workers are the leaders in all campaigns, maintain focus on SEIU's core industries and build power in areas where we already have an existing base of members.

SEIU must implement a leadership development and training program for rank-and-file workers and staff to lead organizing campaigns.

We must oppose any election agreements that give long-term power away to our bosses and limit the full collective bargaining rights of workers.

We must oppose any election agreements that create a two-tier system leaving some workers with second-class status and fight to achieve a ban on subcontracting in all of our contracts, especially the privatization of public services.

SEIU must assure that Unity Councils develop a plan that combines the strength of locals, in coordination with the national union.

## **POWER FOR WORKERS**

SEIU must focus on building power and raising standards in our core industries. We must focus on transforming & improving workers' lives, instead of merely increasing the number of dues-paying members.

SEIU must take the lead in building a new, unified labor federation that includes the AFL-CIO, Change to Win and independent unions.

We must elect rather than appoint SEIU delegates in State Labor Councils.

We must achieve labor law reform, including the passage of the Employee Free Choice Act and a ban on permanent replacement of striking workers.

We must achieve a national single-payer healthcare system.

We must work with independent unions and worker associations globally with the goal of building real power for workers.

We must fight for social and economic justice to ensure a society free from discrimination and prejudice.

## **MERGERS, TRUSTEESHIPS & REORGANIZATIONS**

Jurisdictional changes should not be imposed without extensive and thorough consultation with the affected locals.

Mergers must not be imposed unless each affected local agrees to the merger by a membership vote within the affected local.

Elected local officers must be members of the local and preferably recently employed within a local or local bargaining unit.

### **On newly established locals:**

Members are to elect an executive board within three months of creation of a local. An interim president appointed by the international can serve for only one year before an election is held.

Rank and file members of newly created and trustee locals should be encouraged to run for office.

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<http://reformseiu.com/>**