



Service Employees	Employee Representation Committee
International Union	<i>Resolution 4</i>
Local 503,	2022 Committee Recommendations:
Oregon Public	<input type="checkbox"/> Do Pass <input type="checkbox"/> Pass as Amended
Employees Union	<input type="checkbox"/> Do Not Pass

Confronting the Health Care Worker Crisis

1 **Subject:** Confronting the Health Care Worker Crisis

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3 **Submitted by:** SEIU Local 503 Board of Directors

4

5 **Whereas,** Healthcare workers have always been essential. Yet even as the U.S., Canada and Puerto Rico
6 begin to emerge from the pandemic, the crisis for healthcare workers continues unabated. One in five
7 healthcare workers has left the profession since the beginning of the pandemic and more workers
8 consider leaving every day.

9

10 **Whereas,** Corporate greed and structural racism have combined to create an underfunded and
11 inequitably funded system in which healthcare workers, especially in jobs held predominantly by women
12 of color, are devalued and disrespected. The pandemic has made these structural problems far worse.

13

14 **Whereas,** Now, nursing home, hospital, and home care employers are scrambling to fill growing
15 numbers of vacancies. But as they scramble, they are failing to take the necessary steps to create the
16 kind of jobs that people want to get and keep.

17

18 **Whereas,** Healthcare workers across sectors are organizing, building power, and demanding that
19 healthcare corporations, elected leaders, and policy makers at all levels of government fix our nation's
20 worsening care crisis.

21

22 United together as the largest union of long-term care workers, the largest union in Oregon and a Union
23 movement, we are calling out greedy corporations that are raking in public dollars yet fueling low
24 wages, anti-union practices, unsafe staffing levels, and inadequate protections and support. It is time to
25 rewrite the rules for healthcare workers.

26

27 **THEREFORE, BE IT RESOLVED THAT SEIU LOCAL 503, OPEU PRIORITIZE THE FOLLOWING DEMANDS**
28 **THAT EMPLOYERS AND GOVERNMENT RESPECT US, PROTECT US, PAY US, AND STAFF US.**

29

30 **RESPECT US:** Regardless of our jobs, our race, where we live, or where we are from, we are at the center
31 of healthcare delivery and should be respected.

32

- We demand a seat at the table and a voice in decisions that affect us and those we care for and serve.

33

- We demand unions for all healthcare workers.

34

- 35 • We demand that the healthcare workforce, at every level of compensation, reflect the diversity
36 of the communities we care for and serve. We demand opportunities for training and pathways
37 to advance in our careers.
38

39 PROTECT US: Every worker must be able to work without fear for their health, safety, or well-being.

- 40 • We demand safe workplaces where we can do our jobs without harassment, intimidation,
41 bullying, threats, or acts of violence, including threats based on our gender identity, sexual
42 orientation and expression, ability, marital status, body type, education level, economic status,
43 race, ethnicity, who we love, or where we were born.
44 • We demand the personal protective equipment (PPE) we need to keep us safe, so our patients,
45 clients and families are also protected.
46 • We demand comprehensive mental health support and services to manage the pain and trauma
47 we experience in our work.
48 • We demand paid leave so we can take care of ourselves and our families when they need us.
49

50 PAY US: All healthcare workers deserve wages that allow us to provide for our families and get ahead.

51 We cannot fix the critical workforce shortage if healthcare workers do not have economic security.

- 52 • We demand a true living wage in every corner of the country, never less than \$15, and more
53 where conditions require it.
54 • We demand that public dollars, including Medicaid and Medicare, be used to fund good union
55 jobs; employers should not be allowed to use public dollars to fund jobs that keep workers living
56 in poverty.
57 • We demand paid leave, a path to a secure retirement, and affordable, quality healthcare,
58 including mental health coverage, for every healthcare worker and our families.
59 • We demand increased corporate transparency and rigorous enforcement of standards to ensure
60 that resources are directed to care and those who provide it.
61

62 STAFF US: The staffing crisis requires lasting solutions to provide quality care and keep workers and the
63 people we care for safe.

- 64 • We demand safe staffing-inclusive of all care and service jobs in all of our workplaces.
65 • We demand that government adopt and hold employers accountable to safe staffing standards.
66 • We demand that employers pay enough to keep dedicated healthcare workers on the job and
67 attract new full-time workers, rather than adding to the existing crisis by paying corporate temp
68 agencies premium rates to fill high-demand positions.

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