



SEIUHealthcare.
United for Quality Care

STRONG UNIONS | SAFE STAFFING FAIR FUNDING

2019 ANNUAL REPORT



Dear SEIU Healthcare Pennsylvania Member:

Being part of this union gives me hope. Every day when I talk to union members like you, who are coming together despite our differences, I am reminded that we all believe in and are fighting for communities where all people are healthy and safe.

Today, it's more important than ever that we come together and make our voices heard.

As healthcare workers, we see the human impacts of policies and trends that undermine our goal of providing quality, affordable care to our patients, residents, consumers and communities.

Many of the standards we have achieved are under threat. Across Pennsylvania, we see hospitals are consolidating into giant integrated health systems. Nursing home chains are breaking up and selling off homes to investors who are more interested in real estate than in care. Home care suffers from underinvestment so that there is only one qualified caregiver for every eight people who want care inside their own homes.

This summer, hundreds of SEIU Healthcare PA member leaders came together for our biennial Leadership Assembly in Lancaster. I was moved to experience the power that we have together, learn from union member leaders, and commit with all of you to strengthen the power of working people.

We celebrated a historic moment at the Leadership Assembly when over 400 of our members passed a resolution, crafted by our Executive Board, which solidifies this commitment to building a worker organization that will improve lives. I encourage you to read the resolution, which is found inside this annual report.

As we move into the new year, I look forward to working alongside each of you to achieve the strong unions, safe staffing, and fair funding we need to build a just society for all people.

In unity,

Matthew Yarnell, President, SEIU Healthcare Pennsylvania



SEIU HEALTHCARE PENNSYLVANIA EXECUTIVE BOARD

Brad Barkdoll, Chambersburg Hospital
John Berezansky, State Unit
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Maureen Casey, Penn State Hershey Medical Center
Lisa Colatruoglio, Heritage Valley of Beaver
Kaylee Colemire, Hershey Medical Center
Cathy Curtin, Berwick Hospital Center
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Donna Heimbach, AristaCare at Hearstside
Norman Henderson, Addus Philadelphia
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Sandra Kurtz, Hershey Medical Center
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Patricia Lindenfeller, Allegheny General Hospital
Shannon Mahoney, Premiere Washington Rehab & Nursing
Artinese Malachi, Charles Morris Health and Rehab
Gary Margulis, State Unit
Stefan Martin, Saunders House

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Tonya Morrow, SEIU Healthcare PA Staff
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Tynia Stevens, Bryn Mawr Extended Care Center
Donna Stinson, Cedarbrook Nursing Home
Eric Szopacs, Phoebe Home
Ruth Visintainer, Geisinger Wyoming Valley
Jessica Webster, Regional Hospital of Scranton
Sandra Williams, Windber Woods
Susan Woodings, Allegheny General Hospital
Scott Young, Mount Nittany Medical Center
Erica Zimmerman, Canonsburg General Hospital

OFFICER TEAM

Matthew Yarnell
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Jesse Wilderman
Secretary-Treasurer
Lisa Frank
Executive Vice President, Strategic Campaigns
Morgan Lindsey
Executive Vice President, Hospital Systems
Sarah Fishbein
Vice President, New Organizing
Amanda Lapina
Vice President, Hospital Systems
Carlos Rivera
Vice President, Long Term Care
Wendell Royster
Vice President, Long Term Care
Silas Russell
Vice President, Political Director



Beyond The Bedside: Saving Lives Through Safe Staffing Laws



Pennsylvania is in a patient-care crisis, driven by unprecedented short-staffing.

Nurses see it every day. As staffing levels in our hospitals and nursing homes drop, caregivers are being assigned more patients, many of whom have increasingly serious and complex conditions. Patients are at risk, and nurses—frustrated, injured, and burned out—are leaving the bedside and the profession.

SEIU Healthcare PA nurses advocate for their patients and residents at the bedside, through their union contracts, and in the state capitol. This year, nurses gained historic support for Safe Patient Limit Laws, which would put nurses on the front-lines of determining how many patients a nurse could be assigned in PA hospitals.

Because of nurses' tireless work visiting and calling legislators, spreading the word, writing letters, and speaking with the media to share first-hand accounts of the nursing crisis, Safe Patient Limit laws now have more support than ever from elected leaders, including Governor Wolf, who has come out in favor of these laws.

To date, more than 20,000 nurses across Pennsylvania have signed a petition urging elected leaders to take action for safe patient limits and hundreds have visited their legislators to talk about the issue. SEIU Healthcare PA nursing home workers have also led the charge to improve care for seniors and those with disabilities, speaking at public hearings and meeting with legislators to demand better staffing and funding for PA nursing homes.

4 CORE PRIORITIES

1. Elected leaders at every level should support bringing employers, workers, and government together at industry-wide bargaining tables to negotiate wages, benefits, and working conditions.
2. Federal labor laws/National Labor Relations Act is the floor, rather than the ceiling for laws governing worker organizing. States and cities should also empower workers to join together in a union beyond the limits of federal law.
3. Ensure that every public dollar is used to create good, union jobs and that every federal worker and contractor makes at least \$15 an hour and has the opportunity to join a union.
4. Put good, union jobs at the center of any major economic proposal, such as Healthcare for All or the Green New Deal.



Decisions about our jobs and the care we provide aren't just being made inside our facilities, they're being made by politicians who can pass laws and regulations that take away our rights, weaken our union contract, and affect staffing and our ability to provide the best care and service we can.

That is why SEIU believes in **Unions For All**. It's time that every person in this country has the opportunity to join a union no matter where they work, and that working people have the opportunity to let politicians and candidates know what issues matter to improve our jobs and our lives.

In 2019, SEIU invited all presidential candidates to meet with union members across the country. Healthcare PA members participated in these forums to find out where candidates stand on our issues: Safe staffing, strong unions, and fair funding.

Leading into 2020, we will continue to be part of the conversation, reaching out to all candidates—Republicans, Democrats, and others—to ask questions and inject our issues into the local, state, and national conversations. Because when we hold candidates accountable and elect those who will fight alongside us, we can win better care, better jobs and better communities.



Safe Staffing, Strong Unions, Fair Funding and Our Commitment to Each Other

WHEREAS

We are leaders of SEIU Healthcare Pennsylvania, uniting 45,000 healthcare workers across our state. We stand on the shoulders of giants, healthcare worker leaders who stood up for their rights, defeated union busters, won recognition, and fought for justice. We are proud but not satisfied.

We demand Safe Staffing, Strong Unions, and Fair Funding for our fellow healthcare workers, our patients, and our communities.

We see a world that needs to change in order to win quality care, family supporting jobs, union rights, and social, economic, and racial justice for all. We face employers who too often put profits before people and control over cooperation. Discrimination and sexism divide workers. Too many politicians take the side of corporate power over our communities. Wealth and power accumulate in the hands of the few.

We challenge each other to be the most powerful and creative leaders we can be. We honor each other's work by organizing a union that includes all healthcare workers in every community. We support and help each other, rise up together, and inspire each other to stand and fight to make our dreams come true.

NOW, THEREFORE, BE IT RESOLVED THAT

We will build **Powerful Chapters** across healthcare that welcome and develop caregivers as union members, solve problems at work, bargain standard-setting contracts, and give voice to our aspirations for quality care for all. This means involving no less than 50% of our members in every contract fight, building an active delegate and leadership structure in each facility, organizing for over 90% membership in every chapter, and creating a new member experience program that ensures every new hire learns about and engages with our union.

We will save lives and win **Safe Staffing** by mobilizing union members, not-yet-union caregivers, and our communities to educate and push elected leaders to pass safe patient limits in our hospitals into law and win the adoption of 4.1 hours of care per resident in our nursing homes. If politicians refuse to support safe staffing, we will work to replace them with elected leaders who will.

We will fight for a government with **Fair Funding** for essential public services, Medicare, and Medicaid so that everyone, including our seniors, our children, people with disabilities and low income working people, get the services and care they need. Fair Funding means that no home care worker, nursing home worker, or hospital workers goes to work for less than \$15 dollars per hour, with health care and training. We will ensure that the wealthy and corporations pay their fair share to provide for the good of all.

We will grow **Strong Unions**. We will organize healthcare workers who have no union to join with us by deploying union members and organizers, upholding our commitment to invest 20% of our budget helping not-yet-union healthcare workers organize, and demanding that every elected official take responsibility for standing up for and building a path to Unions for All.

We will lead the way to **Healthcare Transformation** and engage more members by advocating for a caregiver voice in securing patient satisfaction, population health, and efficient care in every healthcare setting and in the day-to-day practice of our professions. We will move more healthcare employers to join our Training and Education Fund that supports union members advancing their knowledge and qualifications.

We will secure a future with **Social, Economic, and Racial Justice For All** by organizing to overcome the politics that divide white, black, and brown workers against each and by uniting all working people to win a better life for all our families.

We will build a **Working Class Movement** that holds accountable every candidate and elected official and lifts up the importance of Safe Staffing, Strong Unions, and Fair Funding in every election and policy debate in Pennsylvania. In the 2020 elections, we will lead the largest mobilization of resources and people power in our Union's history. We will do our part to change the direction of politics in Harrisburg and in Washington, DC.





UNDERSTANDING WHERE OUR DUES GO

By pooling our resources, we build the strength we need to win good jobs, quality care, and healthy communities. Here is a summary of where our dues dollar goes:



BECK NOTICE

Under the National Labor Relations Act, employees covered by a collective bargaining agreement requiring the payment of union dues as a condition of employment have the right to be or remain a non-member of the union subject only to the duty to pay a monthly representation fee equal to union dues. If you elect not to join the union and limit your obligation to the union to the payment of these fees, you will lose all the rights of union membership, including the right to attend union meetings, the right to vote for union officers, and to take advantage of other privileges of union membership. If you wish to so limit your obligation, you must send written notice of your decision to the Secretary-Treasurer, SEIU Healthcare Pennsylvania, 1500 N. Second Street, Suite 12, Harrisburg, PA 17102. You should include your name, address, social security number, employer and work location.

If you elect or have elected not to be a member of the union and to limit your obligation to the union to the payment of fees equal to periodic dues, you have the right to object to paying for union activities which are not legally considered to be germane to the union's duties as a collective bargaining agent. If you object, the union will reduce your payment proportional to the percentage of the union's total expenditures that are not legally considered germane to collective bargaining.

For 2019, the union has determined that this reduced fee for non-members, known as the fair share fee, is equal to 79.46% of regular union dues. This rate was in effect through December 31, 2019. For 2020, the union has determined that this reduced fee for non-members, known as the fair share fee, is equal to 75.58% of regular union dues. This rate will be in effect through December 31, 2020.

The fair share fee amount has been calculated based on the union's expenditures for collective bargaining, grievances and arbitrations, as well as other representational activities affecting the terms and conditions of employment, and excluding non-representational expenditures. We believe that all of the union's expenditures benefit you. We therefore believe it is in your interest not to object. If you wish to object as described above, you must mail written notice of your objection to the Secretary-Treasurer, SEIU Healthcare Pennsylvania, 1500 N. Second Street, Suite 12, Harrisburg, PA 17102. You should include your name, address, social security number, employer and work location. Your objection must be postmarked no later than thirty (30) days after the mailing of this notice in order to be valid. If you do not send such a letter, we will presume that you have no objection to being charged a fee equal to full membership dues. If the union receives an objection, you will be provided with financial information sufficient for you to assess whether the union has correctly calculated its fair share fee and on your rights to challenge such calculations.





OPEN TO READ
YOUR UNION'S 2019
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