

## **Office, Technical, Professional, Health Care Industry, Public and Service Sector Employees**

WHEREAS, our union has recognized since its founding that all workers in both the private and public sectors seek a decent wage, a safe workplace and dignity on the job. In fact, our union has been in the forefront among industrial unions in bringing the benefits of collective bargaining to white collar, health care, public and service sector workers; and

WHEREAS, there are many facilities at which our union represents production and maintenance employees, but the white-collar employees remain unorganized. A concerted effort must be made to organize non-represented office, technical and professional employees working in steel, aluminum, mining, tire and rubber, paper, forestry, energy and other core industries, particularly where we have negotiated neutrality clauses that give us the ability to leverage our organizing opportunities; and

WHEREAS, our union has achieved great organizing success in the health care sector in both the United States and Canada. A number of organizing wins since our last International Convention are Registered Nurses of Health Source Saginaw in Saginaw, Michigan, Registered Nurses of Autumnwood of Deckerville, Michigan; Centro de Diagnostico Y Tratami in Ponce, Puerto Rico; Great Northern Nursing LTD in Sault Ste. Marie, Ontario; Park Place Retirement in Ottawa Ontario, FMRS LPNS of Beckley, West Virginia; Red Cross Services of Valdosta, Georgia; Retirement Concepts in Williams Lake British Columbia, Wellington Nursing Home in Medicine Hat, Alberta; Prince George Nursing Home in Georgetown, South Carolina; and Technical and Service workers of St. Mary's Medical Center in Apple Valley, California; and

WHEREAS, health care industry professionals from the pharmaceutical industry have joined the ranks of the Health Care Workers council including many industry leaders. Some of those are Medco, Merck and National Pharmacist Association representing Walgreen pharmacists, who voluntarily affiliated with the United Steelworkers adding nearly 6,650 workers' voices to the USW Health Care Workers Council's mission; and

WHEREAS, we have been even more successful in Canada in organizing in many service related industries including the education, security, airport screener, hotel, and financial service sectors where our union now represents tens of thousands of service sector workers and has a strong established track record of representing

service sector workers that compliments its strong established track record of representing workers in the manufacturing, mining, forestry, and transportation sectors; and

WHEREAS, some of the additions to our service sector membership in Canada since our last International Convention include Resort of the Rockies (Trickle Creek) in Kimberley, British Columbia; Airport Screeners in Yellowknife, Northwest Territories; Sheraton Hotel in Toronto, Ontario; Park Hyatt Hotel in Toronto, Ontario; Worldwide Flight Servicing in Ottawa, Ontario; Serco Drivetest across Ontario; Swissport Canada in Mississauga, Ontario; Rhombus Hotel & Resort in Chilliwack, British Columbia; United Way of Manitoba, and the Manitoba New Democratic Party; and

WHEREAS, our union has also achieved organizing success in the public sector in the United States and Canada. Some of the public sector units organized since our last International Convention are the Cities of Pataskala and Reynoldsburg in Ohio; Saginaw, Michigan Intermediate School District; The Massachusetts Turnpike Authority; Portage Township Schools Support Staff in Indiana; Juniata County School District in Pennsylvania; Fort Worth Texas City Employees; and Dallas County Juvenile Department Employees; and

WHEREAS, although our union has successfully organized thousands of public sector workers throughout the United States, Canada, and the Caribbean, public employees are still denied the right to organize and bargain collectively in far too many states; and

WHEREAS, the over 130,000 members of our union in the health care industry, office, technical, professional, public and service sectors in the United States, Canada and the Caribbean comprise a significant portion of our membership that has particular concerns and needs; and

WHEREAS, in recognition of these needs, our union established the USW Health Care Workers Council that reflects the diversity of the jobs of our 50,000 members working in the health care industry, including hospitals, pharmacies, pharmaceutical producers, clinics, nursing homes and assisted living facilities. In addition, our members work in home care and adult day care and with developmentally disabled people either in group homes or living at home; and

WHEREAS, our union has also established the USW Public Employees Council that will provide additional support and recognition to our over 25,000 members working in a wide variety of public sector workplaces in the United States, Canada and the Caribbean; and

WHEREAS, the fourth USW Health Care Workers Council Conference was held in November, 2006 in Pittsburgh, PA. The conference had well attended workshops on such topics as: Building Power and mobilizing members for a contract campaign, safe staffing campaigns, organizing health care workers, increasing member involvement, researching employer's finances, and United States and

Canadian health care legislation. The conference highlighted our Union's expertise in the health care industry; and

WHEREAS, a Public Employees Conference was held in May, 2007 in Pittsburgh, PA with participants from throughout the United States, Canada and the Caribbean. This conference addressed the particular concerns and needs of members employed in the public sector. Participants attended workshops that addressed issues such as: workplace change, grievance handling, arbitration procedures and techniques, building power and collective bargaining legal rights; and

WHEREAS, successful organizing of health care industry, office, technical, professional, public and service employees requires a strategic approach, utilizing skills and techniques which have been refined, and continue to be refined, in scores of organizing campaigns throughout the United States, Canada and the Caribbean; and

WHEREAS, there are millions of unorganized clerical, technical, professional, governmental, health care and service employees in the United States, Canada and the Caribbean who have learned to their sorrow that, without a union, employers are free to cut their wages, slash their benefits and impose new and onerous working conditions; and

WHEREAS, there now are a broader range of occupations related to the health care industry included in the USW Health Care Workers Council and some of those occupations include occupations in pharmacies and pharmaceutical producers. To more accurately reflect our expanding base related to this industry the "USW Health Care Workers Council" will be renamed the "USW Health Care Industry Council."

THEREFORE, BE IT RESOLVED that:

- (1) Our union pledges its continued commitment to organizing and servicing office, technical, professional employees in the manufacturing, mining, forestry, and transportation sectors. We pledge our commitment to organizing in the public sector, in the health care sector and in other non-profit sectors. We pledge our commitment to organizing in service related sectors such as education, security, airport screeners, hotels and financial services. We pledge to explore innovative new policies and programs that will provide our staff and members with the tools and strategies needed for organizing and servicing in these rapidly growing sectors of our two countries.
- (2) We call upon each local union, as well as our members in workplaces where office, technical and professional employees are unrepresented, to help organize them in their facility. We especially encourage such efforts at workplaces where we have negotiated neutrality agreements with the employer.

- (3) We will vigorously support legislation granting public employees meaningful bargaining rights, and will seek means to assist public employees who are denied the right to organize and bargain collectively.
  
- (4) We will support and work with groups like the “AFL-CIO RNs Working Together” and we will promote legislation on the state, provincial and national level to achieve safe staffing standards in both the United States and Canada. Such legislation will benefit all health care workers in acute care and long term care facilities and help address, not only the quality of care our members strive to provide, but the quality of life issues so important to the USW health care industry workers.