

**HPAE Convention 2016 Resolution # 7**

**Growing Our Union Through Organizing**

**WHEREAS**, changes in the healthcare system, including the creation of large healthcare systems and the shift of healthcare services to non-acute care settings with an increasing non-union workforce, present us with serious challenges; and

**WHEREAS**, the power of anti-union ideologies and strong employer resistance to Unions in the U.S., as well as weak labor laws, make it increasingly more difficult to organize; and

**WHEREAS**, the national labor movement has experienced a steep decline in membership over the last few decades; and

**WHEREAS** HPAE's power to win and maintain strong workplace standards and contracts is dependent on our density in larger healthcare systems,

**THEREFORE** be it

**RESOLVED**, that HPAE should respond to these challenges by creating a culture of organizing through member education and increased member activity to support our organizing program; and

**RESOLVED**, that HPAE shall develop a comprehensive organizing program, in conjunction with the new committee, to identify non-union targets, including unorganized workers in existing locals; and

**RESOLVED**, each HPAE LEB shall appoint and establish its own local Organizing/Growth committee to carry out the goals and objectives set out by the Statewide New Organizing/Union Growth Committee; and

**RESOLVED**, that the HPAE shall establish a state-wide committee on New Organizing/Union Growth, composed of members from each local's Organizing/Union Growth committee and staff, to help support our new organizing program; and

**RESOLVED**, that each local Organizing/Union Growth committee shall complete a relationship map between members and non-members by surveying the widest group of members possible in one year's time; and

**RESOLVED**, that members of each local Organizing/Union Growth committee shall make themselves available for outreach to non-union members by phone, house visit, social media, or other pertinent methods of communication; and

**RESOLVED**, that the committee on Organizing/Union Growth shall develop a program to bring together union and non-union healthcare professionals in a partnership to work on advocacy projects designed to build trust and cooperation and long-term organizing leads.

Submitted by HPAE Local 5621