SEIU workers are changing the way we bargain in our state, negotiating contracts that respect, protect and pay us!

Earlier this month, over 500 Villa workers reached a contract covering 8 facilities, creating common contract language that syncs all workers with the same wages and benefits and a commitment to return to a single bargaining table for all 8 facilities when the contract expires. These contracts include improved language that expands the rights of workers and the Union, wage increases that lift the lowest paid worker in each job title, and guaranteed annual raises for every worker. There were no reductions or concessions for any workers in any of the contracts.

We plan on expanding the improved relationship with Villa at the bargaining table to the nursing home floors to the Michigan statehouse to continue to improve the work lives of every nursing home worker and the care that our residents deserve.

Nursing home workers deserve strong contracts in every single facility we represent. With a strong membership, we can push owners to adopt the same standards across our state and improve conditions for all workers.

STEWARD TRAININGS IN 2023

Be on the lookout for upcoming stewarding trainings in January! We have revamped our training to increase its value and impact for members.
As nursing home workers during the pandemic, we've experienced some of the hardest times of our lives. Chronic short-staffing, low wages, and meager benefits have driven workers out of the industry, making our jobs even more difficult. We have seen most of our coworkers and residents get sick, and some have even passed away. We are burnt out and traumatized from what we’ve experienced. For those of us who continue the work, we do it because we love caring for our residents.

I've been a nursing home worker for over 20 years and I’m a veteran of several SEIU contract campaigns. I was a strike captain at Hartford in 2020, and I know what it takes to stand up to employers and demand the changes we need to succeed in our industry. When Ciena refused to listen to us during the pandemic, we rose up and walked off the job to demand a better contract. A few months later with the support of Governor Whitmer, we were able to secure a contract that respects the work that we do.

Now we are at a similar crossroads in our recent campaign. Every one of us, regardless of where we live or what we look like, needs wages we can live on, affordable healthcare, and paid family leave. We all want our families to be whole and our communities to be vibrant. But instead of giving us what we need to succeed, Ciena has refused to agree to give workers what they deserve at the bargaining table, offering us another weak contract with low wages. This is unacceptable.

We must take action by using our voices and exercising our power. Ciena needs to understand that we are willing to do everything in our power to win a contract, including a strike if necessary. We have come too far to give up all we have gained. I refuse to settle for a contract that doesn’t give us the support we need to take care of our residents.

Join me by telling your organizer you are ready to take action and demand a strong contract from Ciena!
Workers are lifting their voices and exercising their power to improve the political outcomes in our state for years to come. Thanks to the get-out-the-vote actions of members, an overwhelming 94% of SEIU-endorsed candidates won their elections this fall. As a result, we have the opportunity to pass legislation such as repealing right-to-work, extending the $2.35/hour wage pass-through to ALL nursing home workers, and other opportunities to strengthen protections for healthcare workers.

This would not have been possible without the hard work and long hours of our members on a multitude of campaigns. Several Healthcare MI members took months off of their jobs to talk to other workers about the election, engaging workers in action—our local exceeded the national goal of member volunteers!

However, the work is far from over. We will need each and every member to be activated and ready to hold our elected leaders accountable. That could mean providing testimony, lobbying our officials, or attending rallies and media events. It’s time to demand the reforms and changes that working people need to thrive. Working people have waited long enough!

**Legislation Update: Medication aide bill likely to pass.** A SEIU-endorsed bill to help address staffing shortages at Michigan nursing homes and give Certified Nursing Assistants (CNAs) new opportunities to advance their careers is likely to pass next week. Under the plan, certified medication aides under the supervision of a registered nurse or licensed practical nurse would be able to provide regularly scheduled medications to patients at long-term care facilities in Michigan.

**Belle Fountain workers march on the boss, win new contract**

Last month, workers at Belle Fountain marched on the boss after voting down a contract that low-balled wages. Their ability to organize and take action together helped them to win a better contract at the bargaining table.
Service unit workers at Marywood won a new contract which raised wages across the board.

- Dietary, housekeeping, and laundry starting rates went from $12.00 to $15.00
- Starting rates for cooks went from $13.50 to $16.00 and the same for Activities.
- CENAs went from a starting rate of $17.00 with 1 year to $18.00, 2-5 to $18.50 from $17.50, and $20 for 10 years + from $18.00. Any employee above these rates will get a $1.50 first year, $1.00 second year, and $.75 cents the third year.
- Service workers received an extra floating holiday in addition to Juneteenth, and extra sick day for full/part time workers, electronic mom card language, new hire orientation language, and midnight CENA $1.00 shift differential.

“*We got everything we wanted!*”

JOIN THE FIGHT!
Unionsforall@seiuhealthcaremi.org
www.seiuhealthcaremi.org
facebook.com/SEIUHCMI
Twitter: @SEIUHCMI

SCAN QR CODE TO BECOME A MEMBER