

# Constitutional Amendment #301

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## SEIU Mission Statement

**Amend the SEIU Mission Statement to reflect the full range of our commitments in the 21<sup>st</sup> Century by adding our commitments to ending structural racism, to immigrant justice, to climate justice and to building power for working people.**

Our vision is of a union and a society:

Where all workers and their families live and work in dignity.

Where work is fulfilling and fairly rewarded.

Where workers have a meaningful voice in decisions that affect them **and** ~~Where~~ **workers** have the opportunity to develop their talents and skills.

Where the collective voice and power of workers is realized in democratic, equitable and progressive unions.

Where union solidarity stands firm against the forces of discrimination and hate, **against structural racism,** and **against** the unfair employment practices of exploitative employers.

**Where working people can live in safe and healthy communities.**

Where government plays an active role in improving the lives of working people.

To achieve this vision:

We must organize unorganized service workers, extending to them the gains of unionism while securing control over our industries and labor markets.

We must build political power to ensure that workers' voices are heard at every level of government to create economic opportunity and foster social justice.

We must provide meaningful paths for member involvement and participation in strong, democratic unions.

We must develop highly trained, motivated and inclusive leaders at every level of the union who reflect the diversity of the membership and the communities where we organize.

We must bargain contracts that improve wages and working conditions, expand the role of workers in workplace decision-making, **and** build a stronger union, **and build stronger and healthier communities.**

We must build coalitions and act in solidarity with other organizations who share our concern for social, **environmental, racial,** and economic justice.

We must engage in direct action that demonstrates our power and our determination to win.

**We must hold corporations and capital accountable for the common good.**

**We must commit to dismantling structural racism which holds us back from achieving the unity and strength we need.**

**We must pave the way for immigrant justice.**

**We must always be open to change that enables us to adapt and be more effective in an ever changing world.**

To accomplish these goals we must be unified—inspired by a set of beliefs and principles that transcends our social and occupational diversity and guides our work.

We believe we can accomplish little as separate individuals, but that together we have the power to create a just society.

We believe unions are the means by which working people build power—by which ordinary people accomplish extraordinary things.

We believe our strength comes from our unity, and that we must not be divided by forces of discrimination based on gender, race, ethnicity, religion, age, physical ability, sexual orientation or immigration status.

We believe our power and effectiveness depend upon the active participation and commitment of our members, the development of inclusive SEIU leaders, and solidarity with each other and our allies.

We believe we have a special mission to bring economic and social justice to those most exploited in our community – especially to women and workers of color **– and to dismantle structural racism against Black Americans.**

We believe our future cannot be separated from that of workers in other parts of the world who struggle for economic justice, a decent life for their families, peace, dignity and democracy.

We believe unions are necessary for a democratic society to prevail, and that unions must participate in the political life of our society.

We believe we have a moral responsibility to leave the world a **more just**~~better~~, **healthy and safe** place for our children—and everyone's children.