

**CITY OF BALTIMORE
COUNCIL BILL 09-0162R
(Resolution)**

Introduced by: President Rawlings-Blake, Councilmembers Young, Clarke, Middleton,
D'Adamo, Cole, Curran, Branch, Welch, Henry, Conaway, Kraft, Holton, Spector
At the request of: 1199 SEIU, United Healthcare Workers East
Address: c/o John Reid, Executive Vice President, 611 North Eutaw Street, Baltimore,
Maryland 21201
Phone: 410-332-1199
Introduced and adopted: October 5, 2009

A COUNCIL RESOLUTION CONCERNING

Free & Fair Union Elections for Baltimore Healthcare Workers

FOR the purpose of calling upon Baltimore area healthcare institutions to support the expansion of our city's middle class by fostering an economic recovery with shared prosperity for all Baltimoreans, providing family-sustaining jobs with advancement opportunities for healthcare workers, and ensuring access to quality patient care.

Recitals

One in five jobs in Baltimore City is in healthcare, and the quality of healthcare jobs helps determine the economic health of our city overall. Advances in medical technology and the increasing demands of the aging population of our city necessitate more training opportunities and recruitment incentives for these workers.

Baltimore City is the proud home to many healthcare institutions where the quality of care they offer is closely connected to the quality of the jobs for workers who provide that care. Training for these caregivers is most effective when healthcare worker unions and employers work together to identify shortages, apply for grants, develop education programs, and motivate workers to participate.

While healthcare workers truly are the heart of Baltimore, day after day putting their soul into caring for the sick, people with disabilities, seniors, and our most vulnerable residents, many healthcare workers do not make a living wage, have little access to training and educational advancement, have no job security, cannot retire with dignity, and are unable to afford healthcare for themselves or their children,

The median household income in Baltimore is well below the national median, negatively affecting our city's residents in many ways, from life expectancies and infant mortality to chronic health problems and crime. In order to positively impact the median household income, expand our city's middle class, and foster an economic recovery with shared prosperity, we must raise job standards for healthcare workers.

Studies prove that union members have higher wages, more secure retirement, and more affordable healthcare. Many healthcare workers have expressed an interest in unionizing for a voice so they are better able to deliver quality care, advocate for their patients' interests, engage

EXPLANATION: Underlining indicates matter added by amendment.
~~Strike out~~ indicates matter deleted by amendment.

Council Bill 09-0162R

1 civilly in healthcare policy, and lift the standard of living for their children and families.
2 Healthcare workers should have the un-interfered right to hold free and fair elections and choose
3 their representation.

4 **NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF BALTIMORE,** That this
5 Body hereby calls upon Baltimore area healthcare institutions to support the expansion of our
6 city's middle class by fostering an economic recovery with shared prosperity for all
7 Baltimoreans, providing family-sustaining jobs with advancement opportunities for healthcare
8 workers, and ensuring access to quality patient care.

9 **AND BE IT FURTHER RESOLVED,** That the Baltimore City Council calls on all healthcare
10 employers to agree to a Free & Fair union election code of conduct, so that workers can make
11 their own decisions in a fair secret ballot election vote.

12 **AND BE IT FURTHER RESOLVED,** That a copy of this Resolution be sent to the Mayor, the
13 President and Members of 1199 SEIU, and the Mayor's Legislative Liaison to the City Council.