

1199SEIU

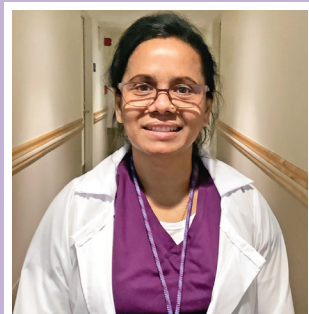
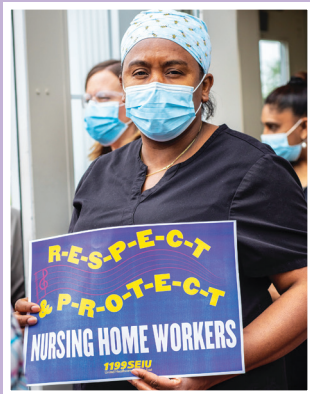
HEALTHCARE HERO BILL OF RIGHTS

Protect Us, Respect Us, & Pay Us!

We are heroes. We are on the frontlines, providing care in hospitals, health centers, nursing homes, and in private homes.

WE CARE FOR MASSACHUSETTS.

This crisis has exposed inequities that we can no longer ignore. Over the last few months, we've shared our experiences and lifted up our needs in meetings, surveys, and conversations for reforms that invest in caregiving.



FOR MORE INFORMATION AND OPPORTUNITIES TO TAKE ACTION, CONTACT YOUR 1199SEIU DELEGATE OR ADMINISTRATIVE ORGANIZER.

www.1199seiu.org/mass [f 1199SEIU.mass](https://www.facebook.com/1199SEIU.mass) [@1199mass](https://www.instagram.com/1199mass) [@1199mass](https://www.tiktok.com/@1199mass)

As we move forward, we must protect, respect, and pay our heroes with:



Essential Wages: All healthcare workers – no matter our job title or responsibilities – should be fairly compensated for the care we provide. We should be able to care for ourselves and our families. Doing this requires affordable housing, food security, access to healthcare services, and other necessities to thrive, not just survive. Hazard or incentive pay is also an important piece of protecting us and those we care for: it recognizes the long hours, stress, and danger we face.

Quality Benefits: Healthcare workers should have access to affordable healthcare insurance and paid time off to care for ourselves. We also deserve the ability to plan for retirement, access quality childcare, and advance our careers with education and training opportunities.



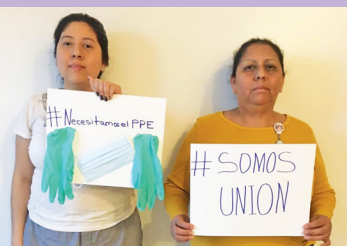
Appropriate Staffing & Care Team Planning: Healthcare workers should never have to work “short-staffed” or be forced to work overtime, which creates unsafe working conditions. Healthcare employers have an obligation to maintain safe and appropriate staffing levels that allow us to provide quality care. To address this need, employers must better engage the entire care team in developing and implementing appropriate staffing processes.



Responsible Employers: Healthcare employers must be responsible to those they employ and those they care for. Hospital, nursing home and other provider employers must be invested in and responsive to the communities they serve, with licensure to provide care and accountability through government oversight.



Safe Work Environment: Healthcare workers deserve to be protected: that includes access to personal protective equipment (PPE), the ability to refuse unsafe work, proper compensation for injuries sustained on the job, and being treated with respect and dignity. Employers must provide full PPE for their entire workforce, establish strong infection control practices, and implement worker safety protocols around violence, discrimination, and abuse.



Educational Opportunities & Career Advancement: Through the 1199SEIU Training & Upgrading Fund and other employer-offered supports, all healthcare workers must have opportunities to achieve their career goals and enhance professional skills to address the needs of the industry.

A Seat at The Table: Healthcare workers have been on the frontlines providing high-quality care, and our knowledge and experience must be heard in shaping the future of healthcare. Employers should support labor-management governance committees to develop, implement, monitor, and regularly adjust working protocols and procedures to strengthen care in all care settings.



The Right to Form a Union: All healthcare workers should answer for themselves, in a free and fair election process, whether to unite together in a union. When we unite, we are able to advocate for each other and those we care for.



Dealing with these issues must be intentional and rooted in addressing institutional racism, bias and discrimination. We must break down longstanding barriers to opportunity facing far too many of us and threatens the care we provide. We believe that collectively, we can address inequities by building a more just healthcare system that protects us all.