



# Office of the City Clerk

City Hall  
121 N. LaSalle St.  
Room 107  
Chicago, IL 60602  
www.chicityclerk.com

## Legislation Text

File #: R2022-144, Version: 1

### **RESOLUTION IN SUPPORT OF THE FORMATION OF A UNION FOR HOWARD BROWN HEALTH'S NON-NURSING WORKERS**

WHEREAS, Union representation has important benefits for workers, particularly for workers of color and other marginalized communities, including better pay, benefits, working conditions, and job security; the U.S. Bureau of Labor Statistics's Union Members - 2020 report, found that in 2020 "[non]union workers had median weekly earnings that were 84 percent of earnings for workers who were union members"; and

WHEREAS, Howard Brown is the largest LGBTQ organization in the Midwest, providing primary and specialty healthcare, social services, and infectious disease screenings to more than 35,000 people each year at their 10 clinics across the City, from Englewood to Rogers Park; and

WHEREAS, Howard Brown Health exists to eliminate the disparities in healthcare experienced by lesbian, gay, bisexual, and transgender people through research, education, and the provision of services that promote health and wellness; and

WHEREAS, In 2018, Howard Brown Health agreed to voluntarily recognize a nurse's union as part of their ongoing commitment to a fair and just workplace; and

WHEREAS, The non-nursing workers of Howard Brown are currently organizing to form a union for all eligible workers at the Howard Brown Health Center to protect the workers, patients, and communities they serve; and

WHEREAS, The City of Chicago supports all workers in Chicago fighting to organize into unions to collectively bargain for better working conditions; now, therefore

BE IT RESOLVED, That we, the Mayor and members of the City Council of the City of Chicago, gathered here this twenty-third day of February, 2022, do hereby express our support for the non-nursing workers of Howard Brown who are organizing to form a union, and we urge Howard Brown Health to voluntarily recognize the union when the workers file with the National Labor Relations Board and to immediately engage in contract negotiations to guarantee competitive pay and benefits, employment of sufficient staff, and adequate COVID safety protocols to protect workers and patients of Howard Brown Health.

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