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TO: The Honorable Detroit City Council

FROM: David Whitaker, Director
Legislative Policy Division Staff 

DATE: May 30, 2025

RE: **RESOLUTION IN SUPPORT OF STRIKING NURSING HOME WORKERS**

City Council President Mary Sheffield has requested the Legislative Policy Division (LPD) to produce a resolution in support of the members of SEIU Healthcare Michigan who participated in a strike on May 20, 2025, and who are demanding better wages and working conditions at nursing homes in the Detroit area.

Please contact our office if you require any further assistance.

A Resolution by Council President Mary Sheffield

RESOLUTION IN SUPPORT OF STRIKING NURSING HOME WORKERS

- WHEREAS** On May 20, 2025, over 300 nursing home workers represented by SEIU Healthcare Michigan participated in a one-day strike at 5 Ciena Healthcare facilities in and around Detroit; and
- WHEREAS** According to the union, many of the striking employees have been working without a new collective bargaining agreement since January of 2024;¹ and
- WHEREAS** The union is seeking to improve wages and working conditions for all staff at nursing homes, including more regular raises increasing with seniority, paid sick time and holidays, and improvements to shift differentials and healthcare coverage;² and
- WHEREAS** The union also alleges that they are opposed to proposals from Ciena to eliminate paid meal times, to offer health insurance that is more expensive for union workers than non-union workers at Boulevard Temple, and to not provide any paid vacation for workers in their first year of employment;³ and
- WHEREAS** Nursing facility workers are hoping that providing increased wages and benefits will help to retain staff, as turnover at these sites ranged from 40-60% over the last year which places a strain on workers and can compromise the quality of care for residents;⁴ and
- WHEREAS** Nursing home workers are absolutely essential considering that an analysis commissioned by the Michigan Department of Health and Human Services projects that Michigan may need over 200,000 additional direct care workers in nursing homes by 2026;⁵ and
- WHEREAS** We all rely on nursing home workers to perform the vital role of caring for our elders who deserve to receive quality care and service from a stable and experienced staff that is not overworked and underpaid; and
- WHEREAS** In order to ensure that nursing homes are able to attract and retain adequate staff to provide a high quality of care, nursing homes will need to make their staff positions more attractive by providing better wages, benefits, and working conditions; and
- WHEREAS** The Detroit City Council supports working people across every sector of our economy and recognizes that working people deserve respect, adequate workplace protections, and the right to a living wage; **NOW, THEREFORE BE IT,**
- RESOLVED** That the Detroit City Council supports and stands in solidarity with SEIU Healthcare Michigan workers as they continue to negotiate with Ciena Healthcare for a collective bargaining agreement that results in improved compensation and working conditions for its members; **NOW BE IT FINALLY**
- RESOLVED** That the Detroit City Clerk provide a copy of this resolution to SEIU Healthcare Michigan and Ciena Healthcare.

¹<https://www.detroitnews.com/story/news/local/michigan/2025/05/20/workers-5-metro-detroit-nursing-homes-1-day-strike/83743337007/>

²<https://www.freep.com/story/news/local/michigan/2025/05/20/workers-metro-detroit-nursing-homes-walk-strike-ciena-healthcare/83750540007/>

³ *Id.*

⁴ *Id.*

⁵<https://wwmt.com/news/state/analysis-michigan-expected-to-be-short-200000-nursing-home-workers-by-2026>

