

## Evaluation of Worker Organization Certification application

Below is the checklist that the Board has discussed for evaluating applications for Worker Organizations to be certified.

#### Organization Name: SEIU HCMNIA

#### Date of application: May 2, 2025 Date of evaluation:

1. Are all parts of the application filled in?
2. Under “Establishing eligibility,” examine the following items. Failure to complete these can result in noncertification.
   1. All items agreed to.
   2. The organization is listed as a 501(c)(3), 501(c)(4) or 501 (c)(5). It can be checked on the Internal Revenue Services website at Tax Exempt Organization Search (apps.irs.gov/app/eos).
      1. File as a 501©5 example: [PDF TIFF Wrapper](https://apps.irs.gov/pub/epostcard/cor/410489430_202212_990O_2023120722088209.pdf)
   3. Check the board of directors list to ensure it does not contain leaders from a nursing home employer or employer organization. Definition of dominated or interfered by is found in U.S. Code, Title 29, section 158a(2):  ”to dominate or interfere with the formation or administration of any labor organization or contribute financial or other support to it:  Provided, that subject to rules and regulations made and published by the board pursuant to section 156 of this title, an employer shall not be prohibited from permitting employees to confer with him during working hours without loss of time or pay.”
   4. Look for public information confirming their evidence of work engaging with or advocating for nursing home workers.
      1. They should be in existence for more than five years.
      2. Advocating for could include lobbying or bargaining.
      3. Seeing feedback from workers and delivering feedback to decision makers.
      4. Working with senior organizations and nursing homes could be a plus.
3. Under “Data policies”:
   1. Agreed to all policies.
4. Under “Curriculum details,” if they fail to meet any of these items, certification can be denied.
   1. Evidence was provided in the allowed timeframe.
   2. The materials meet the curriculum provided.
      1. Any specific language requirements were met.
      2. The standards set by the board are addressed.
      3. Everything the board laid out in the curriculum is addressed.
   3. The applicant has a reasonable plan for making their training interactive with a minimum of one visual or digital material (such as a handout, PowerPoint presentation or poster) and one participatory period (such as a question-and-answer period or a breakout).
   4. The applicant provided materials for all languages in which they will train.
5. Under “Statements of agreements”:
   1. Applicant has agreed to all items.
6. Under “Assessing capacity,” if there are significant questions to this section, organizations may be asked for clarification or it could result in noncertification. Though we are not establishing a minimum capacity to receive a certification, asserting unreasonable capacity would need explanation or could be grounds to deny certification. a. The plan to staff the training seems to reasonably match with the applicant’s estimated capacity.
7. The acknowledgement is signed

#### Board Follow up questions:

If the Board has questions or concerns, they may follow up with the organization with questions.

#### Vote to Certify: