

— (SEIU) —

*

1.

1950

33% (1953)

1980

2000

14%

1930

(Bennett and Kaufman, 2002).

, 가

,

,

(Yoon, 1997).

, ,

, 가

가 .

1990

AFL-CIO

*

(Masters, 1992).

(The Service Employees International Union:

SEIU) .1) 140

가 AFL-CIO

SEIU AFL-CIO

가

가

. SEIU가

가

‘

!(Justice for Janitors!)

.2)

SEIU

가

(,)

,

,

가

SEIU

가

가 2002 7 6 8 5 1

SEIU 399 434B (volunteer)

1) ‘International’

‘International’

D.C. SEIU

“ 가 ‘International’ ”

2) ‘ ’

Hurd and Rouse(1989)

2. SEIU 399

1) SEIU

(The Service Employees International Union: SEIU)
 1921 “ (The Building Service Employees International
 Union: BSEIU)” (AFL)
 , ,
 2,900 7 . BSEIU
 1934
 .
 . 1941
 . 2 BSEIU
 11 5 . 50 BSEIU 60
 가 30 . ,
 . 1968
 SEIU
 40 . SEIU ,
 ,
 .
 70 SEIU . SEIU , , ,
 ,
 . 80 가 2
 SEIU 가

SEIU 140 가 , 가
 . (,
 , , ,), (, ,
 , ,), (, , ,),
 (, , , , , ,
) . SEIU AFL-CIO 가
 400 가 () 가 .

2) SEIU 399

SEIU 399 LA , ,
 2 5 .
 () 50 .
 “
 !” . 1997 399
 ()
) . “ ”
 399 2000
 1,635 , 2001 6,365 . 1999

가 40%

399 .

- (Local membership meeting):

1 .

가

- (Executive Board Delegates):

() ,
가 . 가 ,
, ,
), , (,
, . 25
3 ()
).
1997 가
1 가 .
- (President):
3 .
. (가
. “ ”가).
, , 가 .
- (Executive Secretary-Treasurer):
3 .
. :
, 399
(Civil and Human Rights Committee), (Senior
Members Committee), (Committee on Political Education),
(Organizing Committee) 가 .

가

“ ”

LA

SEIU

- (Local-Wide Shop Stewards Council):

()

가

가

가

- (Facility Shop Stewards Council): ()

가

(1)

(

)

(

)

399 478

- (Union Representative): “rep”

399

399

Acute Hospital Sector, Kaiser Sector, Clinic Sector, CHW Sector

3

-9

(3-4), (1),
(15), 가 ()
40 가 399

399

가

Organizer Level 1

Organizer Level 2

Staff Director

Division Director

20

3) 399

(SEIU)

Teamsters() 가 140

가

(UAW)

SEIU

399

가

5

399 가

5 7%

15% 가 399

40% 가 . 1
11 6
14-28% ,
SEIU가
가
가
가
(NLRB)
(bargaining unit)
NLRB
30%
NLRB 가
가
가 NLRB
가
가
가
가
(single employer) ' (bargaining unit)가
가
가

(solidarity strike) (secondary strike:
가)

가

가 가
가 가
가

, 가 가 ,

(Friedman and Wood, 2001; Peterson, et. al., 1992).

SEIU 399

가

가

(lock-out)

가

(NLRB)

(certification election)

30%

60%

가

SEIU

(local)

(matching fund) .
10, 15, 30%
가
. SEIU 399가
20% 30% . SEIU

(Strength and Unity Fund) . SEIU
(base wage) 2.1%가
70 . 399 LA
가 SEIU
. 399 ,
가 .
가 .
, 가 .
SEIU 가
가 (organizer)
가 . 399
가가 5 , 15-20 (
가)
. 2
. SEIU 가 SEIU 가 (SEIU
Organizer Training Academy)가 .
가 ,
. 가 가
“Wave” . 1 1
. 가 (Organizers in Training: OIT's
) SEIU
. SEIU , , , ,
. SEIU

가 . 1

가

(Development Team) SEIU가

6 SEIU

가 . SEIU

SEIU , SEIU

, SEIU

, , 가

, 가

, 가

, , 가가

, , SEIU

가 Wave 2-3 , 6

, 1 가 . 가

가 (1), 가 (3), (3),

, (strategic campaign) . SEIU

가

399가 Tenet 11

가

가 399
 (community organizing activities)
 399 가가
 가 ('block walking'), 가
 , ()
 SEIU 399
 가
 3-4
 2001 11
 가 ,
 , 가 가
 가
 가
 , (RN), , ,
 , , , , ,

가

가

가

가

가

가

399

가

Valley 4

가 1 1-2

가

Tenet Chain 34

3.

1) “ (Justice for Janitors) 399

:

399가

가

가 (Catholic Healthcare West)

6

가 15-20% , 가 , 가,
가
. , 가 (Home healthcare workers) 8
가 介護(care)가
가
가 가
가
가 ,
가 ,
가 가
郡
. 가
가
가 “ ! (J for J)” . 399
J for J . LA []
! 80
LA
가 , 가
TQM 가 가
가

가 . 1980 1980 28% 1990 60%

가 가

가 INS()

()

(secondary boycotting)가

가

가

가 가 80 [80]

가 가?

1980 SEIU 가

SEIU LA 가

. LA

가

가

가

LA

NLRB가

가

가

4-5

가

. J f J

가

가

가

LA

AFL-CIO SEIU

[(Right to free speech)]

가

가

LA

[]

가

가

, 1990 6 15 ,
LA

Justice for Janitors Day

)

(
TV

TV

LA

,

. LA

[]가

(

)

,

가

LA

J f J

가

가 . 80

가 .
 LA
 . LA “We are all janitors now !”
 J for J 399
 가 . 399 ,
 399가 , 가
 . rep ,
 399
 (가).
 - , - , - , 가-
 가 399
 가 . , , ,
 가 가
 가 SEIU 399 “ ”
 가 (trustee)
 .
 가 399
 . 399
 877
 (CNA) 399 CNA가
 399 J for J

2)

SEIU

LA San Gabriel Valley Hospital
SEIU

CNA(California Nurses' Association)

SEIU

(RN)

, CNA

CNA가

CHEU(California Hospital Employees Union)

SEIU가

가

가

SEIU가

Tenet

Tenet

가 SEIU

CHEU가

(bargaining

unit)

가

(

)

가

가

2002 5

1

(SEIU CHEU)

2002 7

2

가

CHEU가

SEIU

SEIU

가

,

NLRB

,

3

가
 . CHEU가
 가
 “ ”
 SEIU AFL-CIO
 30
 “ ” 4
 CNA 가 , SEIU
 “ 3 ” SEIU
 가
 , CNA CHEU SEIU 가
 SEIU 75 ()
 , CHEU 39 SEIU
 가 SEIU SEIU
 SEIU
 가 CNA
 가
 SEIU
 , CHEU SEIU가 가
 SEIU
 CHEU
 가 가
 가 SEIU

CHEU . CHEU
 , CHEU
 SEIU .
 3)
 , AFL-CIO 가
 (UAW), (Building and
 Construction Trades), (Teamsters), (USWA),
 (URW) AFL-CIO .
 가 ,
 , .
 (UFW), (SEIU), (HERE),
 (AFSCME)
 가 ,
 , ,
 90
 SEIU (John Sweeney)가 AFL-CIO
 AFL-CIO가
 .
 AFL-CIO 가 가 SEIU
 . SEIU가 AFL-
 CIO 가 - -
 .
 AFL-CIO 2003 10 AFL-

CIO

가

AFL-CIO

(HERE) John W. Wilhelm (Teamsters)
Jimmy Hoffa

가

가 1975

()

(business unionism)

가

AFL-CIO

(carpenters)가 AFL-CIO

SEIU

SEIU

가

” 6, 70

가

SEIU

CNA

가

() CNA

SEIU

399 CNA

AFL-

CIO

4 .

90

SEIU

2

가

가
가

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— 2000.10.
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