

**SEIU LOCAL 503, OPEU
GENERAL COUNCIL
IN REGULAR SESSION
AUGUST 9-11, 2018**

**Synopsis of "BE IT RESOLVED" Language of
RESOLUTIONS PASSED**

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BYLAWS

BYLAWS (BL #1) Resolution Process Clarification

BE IT RESOLVED BY THE GENERAL COUNCIL OF SEIU LOCAL 503, OPEU that the SEIU Local 503 Bylaws be amended as follows:

ARTICLE IX - THE GENERAL COUNCIL

Section 6 (a) (3) Resolutions may be presented at Local meetings that are Local-wide and have a quorum of Local officers. The Local may endorse or reject sponsorship. In the event that the Local does not endorse the resolution, the author of the resolution may, after having obtained the signatures of fifty (50) active members, present it to the Resolutions Review Committee. Resolutions written by a Standing Committee of the Union are sent directly to the Resolutions Review Committee within the same time limits provided in Section 6(a)(4).

BYLAWS (BL #2) (Amended) Amend Bylaws, Appendix 4 – Disciplinary Process Trials and Appeals

BE IT RESOLVED by the General Council of SEIU Local 503, OPEU: That the SEIU Local 503 Bylaws, Appendix 4, be revised to read:

APPENDIX 4 (See Article VI Section 1 of Bylaws)

DISCIPLINARY PROCESS TRIALS AND APPEALS

Section 1. Purpose of Appendix 4.

The disciplinary process set forth in this Appendix applies to members and officers in their capacity as members, and shall be used to determine charges of misconduct brought under Article VI of these Bylaws.

Section 2. Filing of Charges.

(a) Charges against any Member or Officer shall be filed ~~with the Secretary of the Union at Union Headquarters in Salem, to the attention of the Chairperson of the Member Representation Committee, unless the charges filed are against the Chairperson of the Member Representation Committee, in which case they shall be filed to the attention of the President. unless the charges filed are against the Secretary-Treasurer in which case they shall be filed with the President.~~

(b) The charges must specify the conduct or acts that the Charging Party believes constitute misconduct and the ~~Section(s)~~ subsection(s) of Article VI of these Bylaws the Charging Party believes have been violated.

(c) The charge must be accompanied by any documents, sworn statements or other evidence that the Charging Party believes support the charge(s). Failure to submit such materials without good cause may result in the materials not being considered.

(d) No charges may be filed more than six months after the Charging party learned, or reasonably could have ~~reasonably~~ learned, of the conduct which is the basis of the charges.

Section 3. Member Representation Committee (MRC) Determination of Compliance of Charges.

- (a) ~~The Secretary Treasurer or President Chairperson of the Member Representation Committee or their designee shall promptly provide a copy of the charge and any supporting documents to the Chair of the Member Representation Committee (MRC).~~
- (b) Upon receipt of the charge and the supporting materials, the MRC shall confer to determine whether the charge is in compliance with Section 2 above.
- (c) If the MRC determines the charges are not in compliance with Section 2 or if, even assuming the truth of the allegations, the alleged conduct does not constitute wrongful conduct under Article VI, it shall issue a determination dismissing the charge accompanied by an explanation of the reasons for dismissal and provide the determination and reasoning to the Charging Party by certified mail, return receipt requested.
- (d) The Charging Party may appeal the MRC's dismissal of the charge to the Board pursuant to the procedures set out in Section 9 below.

Section 34. Service of Charges on Charged Party.

- ~~(a) The Secretary Treasurer or President Chairperson of the Member Representation Committee or their designee shall promptly provide a copy of the charge and any supporting documents to the Chair of the Member Representation Committee (MRC).~~
- (ba) Unless the charges are dismissed pursuant to Section 3 above, the Chair of the MRC or their designee shall cause a copy of the charge and any supporting documents to be sent to the Charged Party by certified mail, return receipt requested, directed to the last known address of the Charged Party.
- (eb) The materials sent to the Charged Party shall include a letter informing the Charged party ~~that~~ they have 30 days from receipt of the letter to submit to the MRC Chair any documents, sworn statements or other evidence that the Charged Party believes are relevant to the charges and their defense to the charges.
- (dc) Upon receipt of the materials submitted by the Charged Party, the MRC

Chair or their designee shall cause copies of that material to be delivered ~~promptly~~ to the Charging Party.

Section 4. 5. MRC Determinations.

(a) Upon receipt of the materials submitted by ~~the Charging Party~~ and the Charged Party pursuant to Section 4, the MRC shall meet within ~~45~~ 60 days for purposes of assessing whether reasonable cause exists to believe that the charges at issue have merit and constitute a violation of Article VI.

(b) The Charging Party and the Charged Party shall receive written notice of such meeting no less than 10 days prior to the meeting and may appear at the meeting to present argument to the MRC. Both parties may submit written statements prior to the MRC meeting.

(c) If the MRC determines that ~~the charges were untimely filed or that~~ there is no reasonable cause to believe that the charges have merit, it shall issue a direction dismissing the charges and state the reasons for the dismissal. The MRC shall prepare a written statement of its reasons for dismissing the charges and provide the Charging Party and the Charged Party with that statement by certified mail, return receipt requested. The MRC shall also submit the written statement of its determinations to the Board of Directors.

(d) If the MRC determines there is reasonable cause to believe the charges have merit, it shall so inform the Charging and Charged Parties and shall also convey that determination, in writing, to the Union President accompanied by a recommendation that the Board of Directors approve a Trial Committee to determine whether the charges have merit. Copies of that determination and recommendation shall be provided to the Charged and Charging Parties by certified mail, return receipt requested.

Section 56. Appointment of Trial Committee.

(a) At the next regularly scheduled meeting of the Board of Directors, after receipt of the determination/recommendation set forth above in Section 4~~(d)~~ 5(d), the President or the Vice-President where the President is the Charged party, shall appoint, with approval from the Board, a four (4) member Trial Committee, along with four (4) alternates, to hear evidence on the charges.

(b) The Trial Committee shall be chaired by the Secretary unless the Secretary is the Charged or Charging Party in which case the President shall serve as Chair.

(c) Trial Committee members and the Trial Committee Chair shall not be from the same sub-local as either the Charged or Charging party.

(d) The staff advisor to the MRC shall serve as neutral advisor to the Trial

Committee as well as to the Charged and Charging parties on trial practice and procedures.

(e) The Trial Committee shall appoint the Charging party or another member of the Union who is not an attorney to present the charges and the relevant evidence on behalf of the Charging party. The Charged party may appear with a representative who shall be a member of the Union and may not be an attorney.

(f) Absent good cause, the Trial Committee shall meet to hear evidence and render a decision on the charges within 30 days of its appointment.

Section 67. Trial Committee Hearing and Determinations.

(a) The hearing shall take place and the Secretary (or President) shall serve as the presiding officer.

(b) The Charged and Charging Parties and/or their representatives may appear in person or remotely.

(c) The hearing shall proceed with opening statements. The Charging Party shall proceed first and present all of their evidence in the form of testimony, documents or other relevant evidence. The Charged Party shall then present their case in the same manner. Each side shall be permitted to make closing arguments.

(d) At the hearing, each side shall be permitted to present and cross examine witnesses. Witnesses shall testify under oath administered by the presiding Officer.

(e) Upon closing of the record, the Trial Committee shall enter in deliberations in executive session that shall include only the Trial Committee, the staff advisor and any other person the Presiding Officer deems necessary.

(f) The Trial Committee shall deliberate until such time as it reaches a decision on the merits of the charges. A determination to dismiss or find merit to all or some of the charges must be made by majority vote. If the charges are found to have merit, the Trial Committee shall determine the appropriate penalty which may range in severity from a written sanction to expulsion from the Union or any other punishment or remedy that is deemed just and proper including reimbursement of moneys to the Union or fines.

(g) The Trial Committee shall render its determination within 45 days and shall prepare a written determination, with dissenting opinions if applicable, and deliver the written determinations to the Parties by certified mail and to the President of the Board who shall report back to the Board.

Section 78. Appeals

(a) When the MRC has dismissed charges under Section 3(c) or 4(c) above or the Trial Committee has dismissed or sustained charges pursuant to Section 67(f), those written determinations shall be transmitted to the Board of Directors, the Charging Party and Charged Party. Either party may file an appeal of that action including the level of sanction imposed, to the Board of Directors within 15 days of the date of the applicable dismissal order or direction.

(b) Such appeal must be in writing and may only rely on evidence that was presented in the process outlined above, unless evidence is newly discovered.

(c) The Board may, at its sole discretion permit the Parties or their representatives to engage in oral argument before it on any appeal.

(d) The Board shall sustain the decision made by the respective committee unless it finds clear and convincing evidence that the determination was in error or the penalty provided was not appropriate.

(e) In the event the MRC has dismissed charges under Section 3(c), or no appeal to a dismissal of charges is filed, the Board may, by motion supported by a majority vote, remand the matter to the appropriate committee MRC for reconsideration of issues and questions set out by the Board.

Section 89. Exhaustion of Remedies.

Subject to the provisions of applicable statutes, every Member or Officer of the Union against whom charges have been made and disciplinary action taken as a result thereof or who claims to be aggrieved as a result of adverse rulings or decisions rendered, agrees, as a condition of membership and the continuation of membership to exhaust all procedures provided for herein, in the Constitution and Bylaws of the International Union and the Local Union, and further agrees not to file or prosecute any action in any court, tribunal or other agency until those remedies have been exhausted.

Section 910. Determinations Final and Binding.

Article VI of these Bylaws shall be enforced exclusively through the procedures provided in this Article and any decision rendered pursuant to the procedures provided for herein, including any appeals, shall be final and binding on all parties and not subject to judicial review.

END OF APPENDIX 4

BYLAWS (BL #3) (Amended)
Audit of Sub-local Bylaws and Revisions to Rules Committee

BE IT RESOLVED by the General Council of SEIU Local 503, OPEU: That the SEIU Local 503 Bylaws, Article XVII – Committees, Section 4, Article XIV – Duties of Statewide Officers and Immediate Past President, Section 3, be revised as follows:

Article XVII – Committees, Section 4. The functions of the Rules Committee, which shall be chaired by ~~the Union Vice President~~ a Statewide Officer other than the statewide President and shall be advised by a staff attorney, are to:

- (a) Promote consistency in the Union’s governing documents and make periodic recommendations to the Board to achieve that objective.
- (b) Work with sub-locals to ensure that their governing documents are valid under the law and achieve consistency between a sub-local’s governing documents and the governing documents of the Union. If any provision of a sub-local’s bylaws are inconsistent with any provision of these bylaws or violate law, that provision(s) shall be invalid.
- (c) Proposed changes to sub-local bylaws shall be submitted to the Rules Committee Chair for approval by the Rules Committee prior to a vote by the sub-local membership to ensure that the proposed changes comply with the law and these bylaws.
- (d) If a meeting of the Rules Committee cannot be convened within a reasonable period in order to approve changes to sub-local governing documents to bring them into compliance with the law, to correct an inconsistency with these bylaws, or to address another proposed change requested by a sub-local, the Chair of the Rules Committee shall have the authority to approve proposed changes under advisement by a staff attorney, subject to ratification by the sub-local.
- (e) Regular audits of sub-local bylaws shall be performed to ensure compliance with the law and these Bylaws. The Rules Committee shall have the authority to establish guidelines and time frames to conduct regular audits of sub-local bylaws.

Article XIV – Duties of Statewide Officers and Immediate Past President.

Section 3. The Vice President shall perform the following functions and duties as well as other functions and duties as appropriately assigned:

[Subsections (a)(b), and (d) remain unchanged.]

(c) Serve as ~~the chairperson of the Rules Committee~~, a member of the Executive Committee and a member of the Union Finance Committee and on such other committees to which the Vice President is appropriately assigned or appointed;

BYLAWS (BL #4) (Amended)
Creating an Organizational Equity and Inclusion Committee to review resolutions for equity impacts

BE IT RESOLVED BY THE GENERAL COUNCIL OF SEIU LOCAL 503, OPEU: That SEIU 503 will update its bylaws, Article IX – The General Council, Section 9, to include the following underlined language:

ARTICLE IX - THE GENERAL COUNCIL

Section 6(b)(3) Resolutions go to the legal and political staffs for comment and to the Union Finance Committee for a cost estimate and also to the Organizational Equity and Inclusion Committee to review resolutions for equity impacts.

Section 9. General Council Committees.

- (a) Regular General Council Committees. The following General Council committees are authorized: Employee Representation, Membership Affairs, Retirement, Employee Benefits, Bylaws, Union Operations, Economic and Social Policy/International Affairs.
- (b) Procedural and Special General Council Committees. Other authorized General Council committees include: Credentials, Rules, Organizational Equity & Inclusion, and General Council Planning. There shall be other General Council committees as each Board of Directors or the General Council may from time to time determine to be necessary and authorize.
- (c) Appointment of Committee Members.
 - (1) The President, subject to confirmation by the Board, shall appoint the members of all General Council committees and designate the chairpersons thereof. The members of these committees shall be members of the General Council, with the following exceptions:
 - a. Members of the Credentials Committee may be appointed from the membership-at-large, including retired members of Union.
 - b. Members of the Resolutions Review Committee shall be appointed from delegates who attended the previous General Council and shall be appointed at least six (6) months prior to General Council.
 - c. Members of the Organizational Equity and Inclusion Committee shall be appointed at least six (6) months prior to General Council by the President in consultation with the Civil and Human Rights Committee and the Women’s Council.

(2) Nominees for any statewide office (Union President, Vice President, Secretary, Treasurer, Executive Director) shall not serve as chairpersons of any General Council committees.

- (d) The General Council Planning Committee shall serve as the General Council Critique Committee and shall be appointed by the President. The committee receives suggestions on improving General Council, reviews such suggestions, and reports its findings and recommendations to the Board within ninety (90) days after the conclusion of General Council.
- (e) The Credentials Committee receives proof of election and passes upon the eligibility of each delegate to the General Council.
- (f) The Rules Committee meets before the convening of General Council and proposes rules to be adopted by the Council at its first session. The committee may be called upon during the Council to assist the Parliamentarian in the interpretation of rules.
- (g) The Organizational Equity and Inclusion Committee shall review resolutions and reports on Equity and Inclusion impacts.
- (h) ~~(g)~~ Committee Handling of Resolutions. The remaining General Council committees hear, consider, and make recommendations to the Council regarding resolutions referred to them by the Resolutions Review Committee, the President, or the Council.
 - (1) A committee may, by two-thirds (2/3) vote after open debate, elect to hold in committee any resolution assigned to it. These committees shall, after all resolutions have been debated and voted upon in committee, publish a list of resolutions assigned to it and the action taken on them. This list shall clearly indicate the recommendation or "held in committee" and be distributed to all delegates.
 - (2) The General Council may, by simple majority, vote to call a resolution from committee for discussion by the Council delegates during the discussion of other resolutions from that committee or during new business.

Section 10. The President of any General Council or Special General Council shall appoint a parliamentarian whose sole duty shall be to keep the chairperson advised of proper parliamentary procedure and to advise the chairperson in the form of rulings on parliamentary questions raised during the General Council. The person selected to serve in this capacity shall do so to the exclusion of any other General Council or Special Council office or job.

**BYLAWS (BL #5)
Internal Decisions Voting Method Amendment**

BE IT RESOLVED BY THE GENERAL COUNCIL OF SEIU LOCAL 503, OPEU that Bylaws Article 11, Section 8, shall be amended as follows:

Section 8. The Board shall follow procedures to protect the rights of dissenting Local members and assure operation of democratic processes.

- (a) Members of the Board shall vote on internal employment decisions through the secret ballot, as per Robert's Rule of Order.

**BYLAWS (BL #6) (Amended)
Vacancies of Sub-local Officer and Steward Positions**

BE IT RESOLVED BY THE GENERAL COUNCIL OF SEIU LOCAL 503, OPEU, that the Bylaws of SEIU Local 503, OPEU, shall be amended as follows:

ARTICLE VII - RESPONSIBILITIES OF OFFICERS

~~Section 2. Any Union Steward who is temporarily working outside of the bargaining unit for unit for more than thirty (30) consecutive calendar days, shall notify the Union President and be granted a leave of absence from their Union offices for the time in management;~~

Section 2. A vacancy in any Local office shall be filled for the remaining portion of the term in such office in accordance with the provisions of the Local’s constitution and bylaws.

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ARTICLE XIV - DUTIES OF STATEWIDE OFFICERS AND IMMEDIATE PAST
PRESIDENT

Section 7. Statewide Officer Vacancies.

(a) Consistent with the provisions of Article XIII, Section 6, if a Statewide Officer, other than the Executive Director, is removed from office or if it is otherwise necessary to fill an office vacancy or newly created office at this level, the Board may appoint from the Board and Assistant Directors a person to serve the remaining portion of the term. In the case of a vacancy in the position of the President, the Vice President shall become the President. In the case of a vacancy in the position of Executive Director, the Board can fill the position from staff, active membership, from outside the Union or as it otherwise sees fit.

~~(b) Vacancy in any Local office shall be filled for the remaining portion of the term in such office in accordance with the provisions of the Local’s constitution and bylaws.~~

ARTICLE XV – ELECTIONS

Section 6. Special Rules for Elections in Locals

* * * * *

(i) If a Local Officer is not installed in their office pursuant to Article XV of these Bylaws, the position shall be deemed as having been filled and then vacated for purposes of filling that position under the Local Bylaws rules on succession or filling a vacancy.

ARTICLE XVI - UNION STEWARDS

Section 3. Any Union Steward who is temporarily working outside of the bargaining unit for their employer for more than thirty (30) consecutive calendar days, shall notify the Local President and be granted a leave of absence from their Union Steward position for the time outside the bargaining unit;

Section ~~34~~. * * * * *

Section ~~45~~. * * * * *

BYLAWS (BL #7)

Housekeeping – Clarifying Board of Directors Seats and Elections

BE IT RESOLVED BY THE GENERAL COUNCIL OF SEIU LOCAL 503, OPEU that the Bylaws of SEIU Local 503, OPEU, shall be amended as follows:

ARTICLE IX - THE GENERAL COUNCIL

Section 4. Accreditation. A Local delegate is accepted as a member of General Council upon presentation and acceptance at the regular session and/or special session of General Council with credentials signed by an officer of the delegate's Local. Statewide Officers, Directors, and Assistant Directors, ~~and including~~ the Retiree Local President and Vice President, are accepted as members upon presentation and acceptance of credentials signed by the Union President or Secretary.

ARTICLE XI - BOARD OF DIRECTORS

Section 1. The Board of Directors of the Union (the Board) is comprised of Directors holding the seats set forth in Appendix 1 to these Bylaws, including the President of Retiree Local 001; the Statewide Officers; and the Immediate Past President. ~~and the President of Retiree Local 001, and in the President of the Retiree Local 001's absence, the Vice President of the Retiree Local 001.~~

ARTICLE XV - ELECTIONS

Section 5. Special Rules for Election of Statewide Officers, Directors and Assistant Directors.

(a) The President shall appoint members to a Statewide Officer and Board of Directors Elections Committee, subject to ratification by the Board of Directors. The Statewide Officer and Board of

Directors Elections Committee shall designate the open period for nominations for Union President, Vice President, Secretary, Treasurer, Executive Director, Directors and Assistant Directors, except for the Retiree President and Vice President.

* * * * *

(k) Each ~~member~~ eligible voter may cast one vote for a Director and one vote for an Assistant Director in their employment group (See Items 1-11 in Appendix 1). Where a member has more than one employer group, that member is limited to one vote in their primary employer group, which shall be determined by where the longest membership status exists. Each ~~member~~ eligible voter may also cast ~~one vote up to the number of votes for a~~ Directors and for Assistant Directors from the member's geographic area (see Items 12-~~22~~18 in Appendix 1) that match the number of seats.

* * * * *

APPENDIX 1

(See Article XI Section 1 of Bylaws)

DIRECTOR AND ASSISTANT DIRECTOR BOARD OF DIRECTORS SEATS

Directors and Assistant Directors are elected in the following numbers.

* * * * *

18. One member who works in Region 7/Northwest Oregon (Clatsop, Tillamook, Washington & Yamhill Counties); and
2519. The President and Vice President of the Retirees' Local of SEIU Local 503, OPEU.

The other Board seats are the following.

1920. The Statewide President of SEIU Local 503, OPEU;
210. The Statewide Vice Presidents of SEIU Local 503, OPEU;
221. The Statewide Secretary of SEIU Local 503, OPEU;
232. The Statewide Treasurer of SEIU Local 503, OPEU;
243. The Statewide Immediate Past President of SEIU Local 503, OPEU; and
254. The Executive Director of SEIU Local 503, OPEU; ~~and~~

ECONOMIC & SOCIAL POLICY/INTERNATIONAL AFFAIRS

ECONOMIC & SOCIAL POLICY/INTERNATIONAL AFFAIRS (ESP/IA #1) (Amended) Language: Barrier or Pathway to Good Job Performance and Relationships

BE IT RESOLVED BY THE GENERAL COUNCIL OF SEIU LOCAL 503, OPEU that SEIU 503 will prioritize making translation more seamless, and ensure that all workers, regardless of their language can fully participate in their union. All contract summaries and grievance procedures shall be translated into the top languages that workers in those contracts speak.

BE IT FURTHER RESOLVED will make translation and the need for materials in other languages a priority in contract bargaining. Bargaining teams should be encouraged to ask for employers to provide materials and workplace expectations in the languages that their workers speak and help pay for translation of contracts and grievance procedures.

ECONOMIC & SOCIAL POLICY/INTERNATIONAL AFFAIRS (ESP/IA #2) (Amended) Revenue Reform and Working Oregonians Wealth Restoration

BE IT RESOLVED BY THE GENERAL COUNCIL OF SEIU LOCAL 503, OPEU that SEIU Local 503 shall continue to prioritize the development and enactment of campaigns to increase taxes collected from the wealthy and corporations, either through the legislature or via initiatives; and

BE IT FURTHER RESOLVED that these taxes will fund services, and will make sure that we are increasing wages for our lowest paid members and maintaining the strong benefit system members have prioritized over the years; and

BE IT FURTHER RESOLVED that the tax will not primarily be on working Oregonians and will hold low-wage workers harmless, with a goal of funding ways to decrease their tax burden; and

BE IT FURTHER RESOLVED that SEIU Local 503 shall explore ways to tax low-wage, low-benefit corporations that force taxpayers to provide the basic needs of the employees of those corporations and of those employees' families.

ECONOMIC & SOCIAL POLICY/INTERNATIONAL AFFAIRS (ESP/IA #3) Dignity and Respect for Healthy Workplaces: Stop Bullying and Harassment in the Workplace

BE IT RESOLVED BY THE GENERAL COUNCIL OF SEIU LOCAL 503, OPEU THAT TOGETHER WE RISE, SEIU 503 AND ITS MEMBERSHIP, with other unions, allies, business and community organizations will advocate and advance to prevent workplace bullying and harassment, via recommendations, including but not limited to the following:

1. That SEIU 503 AND ITS MEMBERS will lead the way to work at being the first state to introduce and pass Anti-Bullying legislation, with legislators working with union leadership to re-introduce and pass strong and enforceable legislation that will hold public and private organizations accountable to existing OSHA and EEOC legislation and new legislation that have “teeth”, with transparent, accountable and enforceable mechanisms to address workplace harassment and bullying and other abusive and discriminatory practices in the workplace environment. Legislation may include legal recourse for employees who have been harmed psychologically, physically, or economically by being deliberately subjected to abusive work environments; and
2. That SEIU 503 AND ITS MEMBERS will stridently continue efforts such as petitions, collect and provide information and testimony, to local, city, state legislators and to organizational leadership, of culture of abuse of the systemic occupational health hazard of abusive workplace environments; and
3. That the Bureau of Labor and Industries Commission (BOLI) establishes a transparent and accountable tracking and annual or bi-annual reporting mechanism or system of employer and employee workplace harassment incidents via formal grievances, investigations, outcomes and corrective measures.

BE IT FURTHER RESOLVED THAT a true commitment to stopping workplace bullying must be part of the Union’s “safe workplace” initiative in all workplaces, which protects the rights and dignity of all workers; and that SEIU 503, leaders and represented members will work with local, city, and state governance, community allies, and employers to ensure that there are accountability systems for tracking and reporting, with benchmarking goals:

1. That employers have organizational cultures in which harassment is not tolerated, and in which respect and civility are promoted:
 - a. With regular organization-wide climate/culture assessment of all their workplaces for the risk factors associated with bullying and harassment;
 - b. exploring ideas for minimizing those risks; and
 - c. communicating widely and modeling a consistent commitment to accountable benchmarked and measurable goals.
2. That Employers devote sufficient resources to bullying and harassment prevention efforts, to:
 - a. ensure that such efforts are effective, and to reinforce the credibility of leadership’s commitment to creating a workplace free of harassment,
 - b. establish quantifiable and accountable measures that hold mid-level managers and front-line supervisors accountable for preventing and/or responding to workplace harassment, including through the use of metrics and performance reviews;

3. That Employers' anti-harassment policies include particular details about:
 - a. how to complain of harassment; such that transparent and accountable reporting structures of observed harassment are communicated frequently to employees, in a variety of forms and methods; and
 - b. Anti-harassment and anti-Bullying policies should include how employers should be alert for any possibility of retaliation against an employee who reports harassment, and what steps and actions should be taken to ensure that such retaliation does not occur.
4. That Employers adopt a values-based priority for Dignity and Respect in the Workplace such that there is institution-wide Anti-Bullying, Anti-Harassment, and Bystander Intervention training and other best practice trainings, to empower coworkers and to give workers the tools to intervene when they witness harassing behavior, and other trainings toward harassment prevention.

BE IT FURTHER RESOLVED THAT WORKPLACE HARASSMENT AND BULLYING IS UNACCEPTABLE, AND THAT TOGETHER WE RISE FOR HEALTHY, SAFE, INCLUSIVE, RESPECTFUL WORKPLACE CULTURES AND FOR WORKPLACE ENVIRONMENTS THAT RESPECT THE DIVERSITY AND DIGNITY OF ALL WORKERS.

<p style="text-align: center;">ECONOMIC & SOCIAL POLICY/INTERNATIONAL AFFAIRS (ESP/IA #4) Dignity and Respect for Gender Equality</p>

BE IT RESOLVED BY THE GENERAL COUNCIL OF SEIU LOCAL 503, OPEU: that SEIU 503 staff and members will consult with SEIU 503's locals and sub-locals to consider the efficacy of further survey efforts for Higher Ed employees and others not yet surveyed throughout the state as well as consider other methodologies, if needed, to hold employers accountable for eliminating workplace sexual harassment and eradicating the mechanisms that have discouraged survivors from coming forward, and translate results into action not limited to:

- Leadership: Approaching Directors and their higher-level staff, and agency heads in the State about training on identifying sexual harassment and for actions to take with regard to reporting it, with an annual or bi-annual assessment report of workplace climate with accountable and measurable actions and goals.
- Reporting: Giving selected people in the organization responsibility for receiving reports, to increase the odds that victims can talk to someone with whom they are comfortable.
- Train Seriously and Often: The most effective training is at least four hours, in person and interactive and tailored for the particular workplace culture or environment viz. an administrative unit's training would differ from a trades or forestry operation's training.

BE IT FURTHER RESOLVED that SEIU 503 will advocate and advance gender parity at all organizations, for women in leadership across all industries - from legislatures to boardrooms to executive suites and management to academia - with equal pay and opportunity to foster a better work environment, and for greater representation of women, women of color, immigrant women, indigenous women, and lesbian, bisexual, transgender women, and non-binary and gender nonconforming workers

BE IT FURTHER RESOLVED that SEIU 503 will work with legislators for legislation that better penalizes sexual misconduct viz. statutory definition of sexual harassment, prohibiting mandatory arbitration agreements for sexual harassment complaints and banning nondisclosure agreements within sexual harassment settlements except under limited circumstances.

ECONOMIC & SOCIAL POLICY/INTERNATIONAL AFFAIRS (ESP/IA #5)
Just Cause for Oregon

BE IT RESOLVED BY THE GENERAL COUNCIL OF SEIU LOCAL 503, OPEU as follows:

Section 1. As a Union we support the adoption of an Oregon statute similar to Montana's Wrongful Discharge from Employment Act** Montana Code Ann. 39-2-901 (1987) in order to provide "Just Cause" job security standards for contracts of employment in Oregon; and

Section 2. To request that our voting representatives on the Fair Shot Campaign promote this as a legislative priority prior to the 2023 legislative session; and

Section 3. To send a request to CAPE, to consider this question in questionnaires and interview questions during candidate endorsement process.

Note: The Montana statute referenced was included as an attachment to the resolution passed and is currently available online at: https://leg.mt.gov/bills/mca_toc/39_2_9.htm

ECONOMIC & SOCIAL POLICY/INTERNATIONAL AFFAIRS (ESP/IA #6)
Fair Shot Coalition

BE IT RESOLVED by the General Council of SEIU Local 503, OPEU that SEIU Local 503, OPEU will continue to support Fair Shot for All, in coalition with other Fair Shot for All members, in order to win paid family and medical leave; stable housing, including tenant protections; expanded eligibility to a regular Oregon driver license for all Oregon residents, regardless of citizenship status; a judicial system that is fair to all, including the vulnerable, by ensuring the right to counsel is not denied; and adequate and stable revenue so that Oregon can make needed investments in programs and services.

ECONOMIC & SOCIAL POLICY/INTERNATIONAL AFFAIRS (ESP/IA #7)
Commitment to Continue to Organize

BE IT RESOLVED BY THE GENERAL COUNCIL OF SEIU LOCAL 503, OPEU: That SEIU Local 503 is committed to organizing care providers across the continuum of long term care; and

That SEIU Local 503 is committed to organizing care providers in emerging occupations in community-based health care; and

That SEIU Local 503 is committed to expanding personal support work by giving Oregonians with developmental disabilities more choices to live at home with independence and dignity; and

That SEIU Local 503 is committed to continuing to organize workers in residual units of state government and temporary workers in the public sector; and

That SEIU Local 503 is committed to using members as external organizers because experience shows that organized workers are extremely effective messengers to help unorganized workers see the value of forming a union.

EMPLOYEE REPRESENTATION

EMPLOYEE REPRESENTATION (ER #1) (Amended)

Assuring SEIU 503's Prime Responsibility – The protection and best representation of Union members when they need Union representation by their elected Union Stewards

BE IT RESOLVED by the General Council of SEIU Local 503, OPEU, that the resources of the Member Resource Center be protected from redeployment for any other purposes, so it is available to Union Stewards while performing their important responsibility to our member employees.

BE IT FURTHER RESOLVED, that the MRC may be closed for not more than four full day all staff meetings per year. Outside of those scheduled training or closures due to inclement weather or other scheduled building closures, should the staff of the Member Resource Center be unavailable, the Union will provide alternative resources to ensure an adequate level of service to our serving Union stewards and member employees are maintained without interruption during normal working hours.

EMPLOYEE REPRESENTATION (ER #2) Expanding Membership

BE IT RESOLVED BY THE GENERAL COUNCIL OF SEIU LOCAL 503, OPEU: That SEIU 503 will update its Bylaws, Article III – Membership, Sections 1, 2, 6, 7 & 8 to include the following underlined language:

ARTICLE III - MEMBERSHIP

Section 1. The Union has six (6) types of membership: active, semi-active, associate, retired, staff and community.

Section 7. Community Membership.

(a) Any person excluded from active membership in the Union, and who desires to support the objectives and goals of the Union, may apply to become a community member.

(b) A community member is not entitled to any of the rights afforded to active, semi-active, staff or retiree members. The Union's Board of Directors may reject any application for community membership.

Section 8. Subject to approval by the Board of Directors, eligibility for continuing membership may be extended to former active members who separate from employment in a bargaining unit currently or formerly represented by the Union and to former staff members who separate from employment with the Union.

Section 9. Membership is contingent upon payment of dues as provided in these Bylaws. (See Article XVIII)

THEREFORE, BE IT FURTHER RESOLVED BY THE GENERAL COUNCIL OF SEIU LOCAL 503, OPEU: That SEIU 503 will update its Bylaws, Article XVIII – Dues, Section 1, to include the following underlined language:

ARTICLE XVIII - DUES

Section 1. Union dues shall be as follows:

- (a) Dues for active and staff members are 1.7 percent (1.7%) or \$5.00 (five dollars), whichever is greater, of the member’s gross monthly salary for time in regular pay status.
- (b) Dues for associate members are \$10.00 (ten dollars) per month.
- (c) Dues for community members are \$10.00 (ten dollars) per month.

EMPLOYEE REPRESENTATION (ER #3) (Amended)
Resolution to Fight Janus by Strengthening the Membership Base

BE IT RESOLVED by the General Council of SEIU Local 503, OPEU that SEIU 503 will prioritize the strategic shifting of resources towards internal organizing and to the Member Resource Center (MRC), to give more organizers more time in the field and give the MRC more resources to assist with homecare, public-employee and other sub-local related questions.

BE IT FURTHER RESOLVED that our union will expand the Member Leader Development Program (MLDP). The Member Leader Development Program will develop a wave that focuses on developing stewards.

BE IT FURTHER RESOLVED that the Stewards’ Committee will be responsible for monitoring the implementation of this resolution and reporting progress to the Board of Directors. The Stewards’ Committee will submit a comprehensive plan for approval to the Board of Directors by January 31st, 2019.

EMPLOYEE REPRESENTATION (ER #4) (Amended)
Minimum Training for Stewards

BE IT RESOLVED by the General Council of SEIU Local 503, OPEU that Bylaws Article XVI, Section 4 be amended as follows:

~~Stewards are strongly encouraged to complete Leadership Training and other training opportunities provided by the Union for Union Stewards.~~

Stewards will be required to complete at least one training provided by a chief steward, a senior steward or SEIU staff, specifically for stewards. Locals can develop additional requirements of their stewards as long as those requirements don’t discriminate or create undue burden.

EMPLOYEE REPRESENTATION (ER #5)
Addressing members' training needs

BE IT RESOLVED BY THE GENERAL COUNCIL OF SEIU LOCAL 503, OPEU that in order to better address the needs and support the success of all members, our union should take a leadership role in advancing training and workforce development for public services workers and care providers; and

BE IT FURTHER RESOLVED that, where feasible and advantageous to members, our union should take on the role of providing such training or other benefits; and

BE IT FURTHER RESOLVED that, in so doing, we will be guided by the desire to ensure that workers understand the connection between our union and these new programs/benefits; that curriculum is developed by frontline workers, and where appropriate engages consumers and meets the needs of those receiving direct care or services; that we seek best curriculum and practices from other training programs; that the training is seen by managers and employers as a win-win benefit; and that trainings are accessible to all members across regional, linguistic, and cultural differences.

EMPLOYEE REPRESENTATION (ER #6)
Union Access to Represented Workers

BE IT RESOLVED BY THE GENERAL COUNCIL OF SEIU LOCAL 503, OPEU that SEIU Local 503, OPEU will seek agreements with government leaders, campaign for legislation, and negotiate collective bargaining agreements that will expand and ensure access to workers in the workplace or through their work. This includes new employee orientations, trainings, benefits and contract education, and other opportunities for face-to-face contact. The Union will seek to maximize opportunities for such events to be on paid time during work hours in workplaces, and to contact new employees as soon as possible.

UNION OPERATIONS

UNION OPERATIONS (UO #1) (Amended) Energy Efficient Investments

BE IT RESOLVED by the General Council of SEIU Local 503, OPEU, that the SEIU Local 503 Administrative Policies and Procedures (AP&P), Article XXIII, Investment Guidelines, Section 1, be revised to read:

Section 1. Social & Economic Considerations.

- (a) Purchase instruments that create jobs and develop the Oregon and American economy; attempt to avoid making investments that tend to drain capital from the United States or finance repressive foreign regimes;
- (b) Do not knowingly invest in the obligations of corporations that consistently violate statutes enforced by or regulations of the National Labor Relations Board or the Equal Employment Opportunity Commission;
- (c) Do not knowingly invest in obligations of firms that appear on the national AFL-CIO "Do Not Patronize" list; ~~and~~
- (d) Do not knowingly invest in obligations of corporations that encourage privatization of governmental work; ~~and~~
- (e) Invest a minimum of 25% of the total portfolio in socially responsible funds that focus on broad-based environmental, social and governance criteria in keeping with SEIU 503's mission and principles.

UNION OPERATIONS (UO #2)

Establish a Standing Committee on Union Operations

BE IT RESOLVED by the General Council of SEIU Local 503, OPEU: That the SEIU Local 503 Bylaws, Article XVII – Committees, Section 3 and Sections 8-9 be revised as follows:

Article XVII – Committees, Section 3. The Standing Committees of the Union are Rules, Member Representation, Union Finance, and Stewards., and Operations.

Section 8. The Operations Committee shall consist of members appointed according to Section 1 of this Article and shall be advised by key union staff from Finance, Operations, and Legal departments. The Operations Committee shall:

- (a) Evaluate existing operations and procedures of the Union and, as needed, shall develop plans to improve processes in order to reduce expenses and/or increase efficiency. The Committee shall issue any recommendations to the Board of Directors for consideration.

Section 8~~9~~. Each Committee shall keep minutes of transactions at each meeting, and these minutes shall be included in the Board packets.

Section 9~~10~~. The chairperson or a designated representative from Standing or Special

Committees may present motions to the Board.

UNION OPERATIONS (UO #3)
Establish a Special Committee on Direct Dues

BE IT RESOLVED by the General Council of SEIU Local 503, OPEU: That the SEIU Local 503 President shall promptly appoint a Special Committee on Direct Dues. The Committee shall include representation from care providers, public service members, a statewide officer, and key staff from SEIU Local 503 departments in Legal, Data, and Systems. The Committee shall explore the introduction of a direct dues payment system and make recommendations for implementation to the Board of Directors. The Board of Directors shall evaluate the Committee's recommendations and, as approved by the Board, shall refer any recommendation requiring a modification of the SEIU Local 503 bylaws to a General Council vote.

UNION OPERATIONS (UO #4)
Time Period to Process Travel Advances

BE IT RESOLVED by the General Council of SEIU Local 503, OPEU: That the SEIU Local 503 Bylaws, Article XX – Local Funding and Accounting, Section 5, and the SEIU Local 503 Administrative Policies and Procedures, Article VI (AP&P) Reimbursable Expenses, Section 2, be revised as follows:

SEIU Local 503 Bylaws, Article XX – Local Funding and Accounting, Section 5.

Headquarters shall issue advance payment for mileage when a member is required to spend the member's money on official Union business when such a requirement would pose a hardship to the member with the approval of appropriate officers of the involved Local. Subsequent providing of all necessary receipts to Headquarters, however, shall still be required. Requests must be submitted within the time frames set forth in Article VI – Reimbursable Expenses, of the Union's Administrative Policies and Procedures (AP&P).

SEIU Local 503 AP&P, Article VI, Reimbursable Expenses, Section 2. Hardship Advance.

Hardship will be self-defined but will be based on financial need, not personal convenience. Individuals requesting an advance must contact the authorized signers (Local President or Committee Chairperson, authorized staff) to approve payments. An expense form must be completed and signed by the authorized signer(s), then submitted to Accounting at Headquarters. Requests for advance payments must be submitted to Headquarters at least eight (8) business days prior to the time that the issuance of the payment is requested, provided the need for travel was known at least eight (8) business days in advance. The check will be issued within three (3) business days of receipt of the request for an advance. Requests submitted untimely without good cause may not be processed prior to the date of travel. Priority mail services shall only be utilized to deliver advances if the request includes an assertion by the individual and authorized signer that an exception should be granted due to extenuating circumstances.

(a) Cash advances will be limited to mileage.

- (b) Expense forms covering the advance/event are to be submitted within two (2) weeks following the event justifying the payment.
- (c) If expense forms covering the event are not received by Headquarters within two (2) weeks after the event or the individual did not attend the event for which they received an advance, the Accounting office will bill the individual for the amount of the advance.
- (d) If the individual does not respond within ten (10) days, of having been billed, the Accounting office will bill the appropriate account (Local or Committee) with notice to the signer(s) who authorized the advance.
- (e) If the individual has an outstanding unpaid advance, no further advance requests will be honored until the initial advance has been resolved.

UNION OPERATIONS (UO #5)
Housekeeping – Clarifying AP&P Provisions for Dues Allocations Pursuant to Bylaws

BE IT RESOLVED BY THE GENERAL COUNCIL OF SEIU LOCAL 503, OPEU, Article XXI (AP&P) Policy For Use Of Strike Funds shall be amended as follows:

Section 1. Strike Benefits Fund.

The Union shall maintain a Strike Benefits Fund for the purpose of providing striking workers who actively engage in strike activities a weekly cash stipend during strikes that exceed seven days.

- (a) Each month thirty cents (\$.30) per each dues and fair share payment shall be placed in the Strike Benefits Fund as provided in the Bylaws.
 * * * * *
- (c) Strike Benefits Fund expenditures are limited to paying benefits to strikers as established by the Statewide Hardship Committee.

Section 2. Strike and Job Protection Fund.

- (a) Each month ten cents (\$.10) per each dues and fair share payment shall be placed into the Strike and Job Protection Fund as provided in the Bylaws.
 * * * * *

UNION OPERATIONS (UO #6)
Housekeeping – Expenditures of Revenues

BE IT RESOLVED BY THE GENERAL COUNCIL OF SEIU LOCAL 503, OPEU that Article XIX (General Financial Matters), Section 2 of the SEIU Local 503 Bylaws be amended as follows:

Section 2. The Union's revenues shall be accounted for in three categories: (1) dues and fair share money, (2) non-dues income, and (3) voluntary contributions. ~~Expenditures for all aspects of collective bargaining, including the necessary work for legislative approval, for merit system benefit grievances, and discharge and discipline cases under the statutes shall ordinarily be paid out of dues and fair share revenues. Expenditures for the non-bargaining aspects of the Union,~~

~~publications and General Council; for programs for services and benefits for the common good of represented employees; and for all programs limited to members only, shall ordinarily be paid out of dues income. Voluntary contributions shall be spent as provided for by the donor.~~

UNION OPERATIONS (UO #7) (Amended)
Non-Executive Director Statewide Officers' Compensation

BE IT RESOLVED BY THE GENERAL COUNCIL OF SEIU LOCAL 503, OPEU that Article XIII (Statewide Officers and Immediate Past President) of the Bylaws of SEIU Local 503, OPEU, shall be amended as follows:

Section 7. The President shall be paid a salary (through the President's respective employer if possible) during the President's term of office. That salary shall be the salary the President earns in the bargaining unit position held at the beginning of the term, including any increases due during the term. But no less than the top step 6 of the organizer/senior organizer salary chart in the Public Employee Representative Union contract. The Union shall also compensate the President at the rate of four hundred dollars (\$400.00) per month. The President shall receive no salary or other payments than those provided by the Union or by the President's bargaining unit employer. The President's membership rights required for holding office shall be maintained during the President's term(s).

Section 8. The President shall serve on a full-time basis during the term(s) of office as a Fair Labor Standards Act exempt individual.

Section 9. The Vice Presidents, the Secretary, and the Treasurer shall be paid as Fair Labor Standards Act exempt individuals for time loss to perform their Officer duties (through the Statewide Officer's respective employer if possible) during the Officer's term of office. That pay shall be based on the salary the Officer earns in the bargaining unit position. But no less than the top step of the organizer/senior organizer salary chart in the Public Employee Representative Union contract. The Union shall also compensate the Vice Presidents, the Secretary and the Treasurer at the rate of \$130 per month while in the Vice President's, the Secretary's, and the Treasurer's respective positions.

Section 10. The Union shall hold harmless and make whole any ~~p-Past p-President~~ or future p-President, Vice President, Secretary, or Treasurer, from financial loss, as determined at the time they complete their term of office, in their retirement plan due to lost time for service as ~~president~~ a Statewide Officer.

MEMBERSHIP AFFAIRS

MEMBERSHIP AFFAIRS (MA #1)

Expanding Local Election Committee Membership to Retirees

BE IT RESOLVED BY THE GENERAL COUNCIL OF SEIU LOCAL 503, OPEU that Article XV (Elections), Section 6 (Special Rules for Elections in Locals), of the Bylaws of SEIU Local 503, OPEU, be amended as follows:

(d) The President of each Local shall appoint an elections committee of three (3) active members in the Local and/or the Retiree Local, who are not nominees, to prepare, distribute, receive, and count the ballots, to certify the election results; and to perform any other task required for conducting Local elections.

MEMBERSHIP AFFAIRS (MA #2)

Continuing Active Membership of Statewide President

BE IT RESOLVED BY THE GENERAL COUNCIL OF SEIU LOCAL 503, OPEU that Article III (Membership), Section 7, of the Bylaws of SEIU Local 503, OPEU, shall be amended as follows:

Section 7. Subject to approval by the Board of Directors, eligibility for continuing membership may be extended to former active members who separate from employment in a bargaining unit currently or formerly represented by the Union and to former staff members who separate from employment with the Union. The Board shall approve continuing active membership for the duration of the term of a Union Statewide President who continues to meet the other eligibility criteria in these Bylaws for the office.

MEMBERSHIP AFFAIRS (MA #3)

Expansion of Retiree Membership to Staff Members

BE IT RESOLVED BY THE GENERAL COUNCIL OF SEIU LOCAL 503, OPEU, that the Bylaws of SEIU 503, OPEU shall be amended as follows:

ARTICLE III – MEMBERSHIP

Section 5. Retiree Membership.

(a) Retiree membership is open to persons who, while employed, were active, staff, or associate members of the Union or its predecessor organizations or other SEIU affiliated unions.

(b) Retiree members have all the rights of Union membership except those rights excluded herein. The President of the Retiree Local 001, or, in the President's absence, the Vice President of the Retiree Local 001, shall have voting rights as a member of the Board. Delegates to General Council shall have the same voting rights as other General Council delegates.

(c) Notwithstanding the provisions of subsection (a**b**) of this Section, no retired member, including any retired Past President, who immediately prior to retirement was not an active

member under Section 2 of this Article, or a semi-active member, under Section 23 of this Article, or a staff member under Section 6 of this Article, if the staff member transitioned from an active or semi-active member to a staff member, shall have any membership rights other than the right to participate in programs made especially available for retired persons; the right to meet and assemble with other retired members for the purpose of dealing with matters or concerns relating only to retired members; and the right to express views and vote at such meetings on such matters or concerns. * * *

ARTICLE IX - THE GENERAL COUNCIL

Section 2.

* * * * *

(b) Eligibility for a voting delegate is limited to active and semi-active members, ~~or and~~ retired members who were active or staff members at the time they retired, if the staff member transitioned from an active or semi-active member to a staff member, ~~or and~~ members who had their active status reinstated by the Board in accordance with Article III, MEMBERSHIP, Section 5(c) of these Bylaws.

* * * * *

(d) Past Presidents. Past Presidents of the Union who are active or semi-active members or staff members, or are retired members who were active or staff members at the time they retired, if the staff member transitioned from an active or semi-active member to a staff member, or who have had their active status reinstated by the Board in accordance with Article III, MEMBERSHIP, Section 5(c) of these Bylaws, and who are not elected to a position in Section 2(a) of this article, are permanent non-voting delegates to General Council.

MEMBERSHIP AFFAIRS (MA #4) (Amended) Hall of Fame and History
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BE IT RESOLVED by the General Council of SEIU Local 503, OPEU, that the General Council approves the creation of an SEIU Local 503, OPEU Hall of Fame and History to be located at Union Headquarters in honor of those who have made outstanding contributions to the Union and its mission; and

BE IT FURTHER RESOLVED, that the Board of Directors shall establish the rules for induction into the Hall of Fame and History; and

BE IT FURTHER RESOLVED, that Hall of Fame inductees shall be honored at each General Council in a manner determined by the Board of Directors.

MEMBERSHIP AFFAIRS (MA #5) (Amended) Keeping Members Safe
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BE IT RESOLVED BY THE GENERAL COUNCIL OF SEIU LOCAL 503, OPEU: SEIU 503 must create clear guidelines and protocols for staff and member leaders to follow if ICE shows up at our meeting spaces.

BE IT FURTHER RESOLVED, these guidelines should reflect the core values of SEIU 503 and contain clear instruction around protecting our members’ confidential information as well as instruction that we do everything within our rights to keep ICE from coming in to our private meeting spaces.

BE IT FURTHER RESOLVED that SEIU 503 will make sure the appropriate staff are trained to carry out these protocols.

BE IT FURTHER RESOLVED that SEIU 503 leadership work with all employers of SEIU members to ensure they have, and that their employees understand, policies and procedures for government agencies to protect the confidentiality of all information they collect from all Oregonians.

**MEMBERSHIP AFFAIRS (MA #6)
Adding a Statewide Vice President Office**

BE IT RESOLVED BY THE GENERAL COUNCIL OF SEIU LOCAL 503, OPEU that statewide officers shall be comprised of two Vice Presidents from the different work sectors, and that Bylaws Article XVIII, Section 2, be amended as follows:

ARTICLE XII - EXECUTIVE COMMITTEE

Section 1. The Executive Committee consists of the President, who shall chair the committee; the Immediate Past President; the Vice Presidents; the Secretary, the Treasurer; the Executive Director; and three (3) Directors elected by the Board to serve terms not to exceed twelve (12) months.

ARTICLE XIII - STATEWIDE OFFICERS AND IMMEDIATE PAST PRESIDENT

Section 1. The Statewide Officers of the Union are: President; a Vice President employed in a public employer work sector listed in Appendix 1; a Vice President who is employed in any other sector listed in Appendix 1, including Client Employed Provider; Secretary; Treasurer; and Executive Director.

* * * * *

Section 9. The Union shall compensate the Vice Presidents, the Secretary and the Treasurer at the rate of \$130 per month while in the Vice President’s, the Secretary’s and the Treasurer’s respective positions.

ARTICLE XIV - DUTIES OF STATEWIDE OFFICERS AND IMMEDIATE PAST PRESIDENT

Section 1. The President shall perform the following functions and duties as well as other functions and duties as appropriately assigned.

* * * * *

(i) Attend and represent the Union at national or regional meetings, including coalitions in which the Union is participating. If ~~the~~ a Vice President is unavailable, the President may delegate a

representative to fulfill this responsibility;

* * * * *

Section 3. ~~The~~ Each Vice President shall perform the following functions and duties as well as other functions and duties as appropriately assigned:

- (a) In the absence of or upon request of the President, perform the duties of the President;
- (b) Upon appointment by the Board of Directors, ~~R~~replace the President for the unexpired term in the event of the death, incapacity, resignation, or removal of the President;
- (c) Serve as the chairperson of ~~the Rules Committee~~ a minimum of one committee to which the Vice President is appropriately assigned or appointed, ~~as~~ a member of the Executive Committee and as a member of the Union Finance Committee, and on such other committees to which ~~the~~ a Vice President is appropriately assigned or appointed;
- (d) Serve as a delegate to the SEIU International Convention.

* * * * *

Section 7. Statewide Officer Vacancies.

(a) Consistent with the provisions of Article XIII, Section 6, if a Statewide Officer, other than the Executive Director, is removed from office or if it is otherwise necessary to fill an office vacancy or newly created office at this level, the Board may appoint from the Board and Assistant Directors a person to serve the remaining portion of the term. In the case of a vacancy in the position of the President, ~~the~~ a Vice President appointed by the Board shall become the President.

ARTICLE XV – ELECTIONS

Section 5. Special Rules for Election of Statewide Officers, Directors and Assistant Directors. These rules shall apply to the conduct of Statewide Officer and Board of Directors elections, in addition to the safeguards and procedures specified in Section 3 above.

* * * * *

(t) Following the 2018 election of statewide officers, a special election for a second vice president will be held as soon as reasonably possible. Eligibility of candidates shall be based on the outcome of the Vice President election. The provisions of Article XV, Section 5 shall otherwise apply. Following the special election, this paragraph shall be deleted from the Bylaws.

ARTICLE XVII – COMMITTEES

Section 6. The Union Finance Committee shall consist of the Treasurer, as chair, the Vice Presidents, the Secretary and members as designated pursuant to Section 1 of this Article.

MEMBERSHIP AFFAIRS (MA #7)
Educating members and supporting, recruiting, and developing oppressed and marginalized members

BE IT RESOLVED BY THE GENERAL COUNCIL OF SEIU LOCAL 503, OPEU that SEIU 503 will provide education on the importance of equity and inclusion and build this into

our meetings, conferences and trainings so that members understand that we must address these issues to build a stronger movement for economic justice.

BE IT FURTHER RESOLVED BY THE GENERAL COUNCIL OF SEIU LOCAL 503, OPEU that SEIU 503 will make efforts to recruit and support members from oppressed groups in our Union to be active in our Union and build their leadership through programs such as the Leadership Academy and our Member Leader Development Program.

Note: Where any amendment shows only a specific section, any other sections not displayed remain unchanged.