



We miss you!

Thank you for participating in the 2020 all virtual General Council!

We are sorry that we won't get to see you in person this year, but we're looking forward to seeing what this new format can teach us. Who knows? Maybe we will learn something we can apply to in person events in the future.

In the meantime, thank you for your flexibility and patience as we move through this first-of-its-kind event!

SEIU 503 members are stronger together – even when we're six feet apart.





DAILY AGENDA

GC2020.online SEIU 503 Member Assistance Center: 1-844-503-SEIU (7348)

Sunday, July 26:

6:00pm to 8:30 PM - Virtual General Council Preview and New Delegate Orientation

Sunday, August 2:

6:00 PM to 8:30 PM Opening Program

6:00pm-6:30pm	State of the Union Address , SEIU 503 Statewide President Steve Demarest
6:30pm-6:55pm	Executive Director Address , SEIU 503 Executive Director Melissa Unger
7:00pm-7:20pm	Keynote Address , Gerry Hudson, SEIU International
7:20pm-7:30pm	A Virtual General Council , SEIU 503 Statewide President Steve Demarest
7:30pm-7:40pm	Simple Resolution Results , SEIU 503 Statewide President Steve Demarest
7:45pm-8:15pm	Solidarity with the Movement for Black Lives , SEIU 503 Caucuses
8:15pm-8:25pm	Finance Report , SEIU 503 Statewide Treasurer Mary Stewart

Committee Meetings

Open to all delegates. Committee members should attend the meetings for their committee. Delegates are free to attend any meetings they choose and can move freely from meeting to meeting.

Tuesday, August 4, 6:00pm-8:30pm

- Committee Meeting 1- Union Operations
- Committee Meeting 2- Membership Affairs
- Committee Meeting 3- Economic & Social Policy/International Affairs

Wednesday, August 5, 6:00pm-8:30pm

- Committee Meeting 4- By-Laws
- Committee Meeting 5- Employee Representation

Thursday, August 6:

9:00am-9:30am Report out on first committee meetings and what to expect today, *President Steve Demarest*

- 9:30am-Noon: Committee Meetings Continue
- Committee Meeting 1- Union Operations
 - Committee Meeting 2- Bylaws
 - Committee Meeting 3- Economic & Social Policy/
International Affairs
 - Committee Meeting 4- Membership Affairs
 - Committee Meeting 5- Employee Representation

Friday, August 7:

9:00am-11:30am Committee Reports
11:30am-1:00pm Lunch Break
1:00pm-2:00pm Committee Reports
2:00pm-2:30pm Budget Presentation

VOTING

Monday, July 27

Electronic voting
on early resolutions

Tuesday, August 11

Electronic voting
on complex resolutions

Friday, August 14

Electronic voting
on the budget

Early Resolutions

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Service Employees

International Union

Local 503,

Oregon Public

Employees Union

Budget Impact/Cost Estimate: This resolution has no fiscal impact outside of the existing operating budget.
No Additional Impact

2020 General Council Ballot & Resolution Number:

Round 1 Resolution 1

Unions for All and Growth in Long Term Care

1 **Subject: Unions for All and Growth in Long Term Care**

2 **Submitted by: Deb Patterson**

3 **Authored by: Deb Patterson**

4

5 **WHEREAS** SEIU Local 503, OPEU envisions a just and vibrant society where everyone is treated with
6 dignity and respect, and where all workers can provide for themselves and their families;

7 **WHEREAS:** Care Providers provide such an important service to our most vulnerable communities;

8 **WHEREAS** The current pandemic has unveiled the flaws in our healthcare system, specifically in the
9 long-term care service sector where workers are underpaid, overworked and not given the training,
10 supplies and tools they needed in the face of this global emergency while providing the most vital
11 services to making sure people are kept safe and cared for;

12 **WHEREAS** Care Work has historically been undervalued, considered “women’s work” and expected to
13 be done by women, women of color and immigrants without complaint and as a result seen as invisible
14 work;

15 **WHEREAS** Across Oregon and across the country, we see in-home care workers overlooked by the
16 institutions, left out of recovery benefits, deprioritized and ignored when asking for the protective
17 equipment needed to do their work safely;

18 **WHEREAS:** We must not let the State of Oregon balance the budget on vital services including services
19 for seniors and people with disabilities on the backs of caregivers in the state of Oregon;

20 **WHEREAS** In order to raise standards we need to grow our union and in order to grow our union we
21 need to pursue multiple strategies to give workers a voice, now, therefore,

22 **BE IT RESOLVED by the General Council of SEIU Local 503, OPEU:** That SEIU Local 503 adopts the Unions
23 for all Agenda where we can bring workers and companies to the table by geography, industry, or
24 occupation to negotiate for better jobs and better lives for our families and communities.

25 **BE IT FURTHER RESOLVED by the General Council of SEIU Local 503:** That SEIU Local 503 builds a multi-
26 year campaign focused on growing the union and raising standards across the long-term care service
27 sector. A campaign that is multifaceted, innovative and that provides multiple tools and finds new and
28 innovative ways to build worker power. A campaign led by member leaders demanding to lift standards
29 for their workforce.

30 **BE IT FURTHER RESOLVED by the General Council of SEIU Local 503:** That these efforts include a focus
31 on putting public money to work to support better union jobs and put good union jobs at the center of
32 any effort to fix the economy.



Service Employees

International Union

Local 503,

Oregon Public

Employees Union

Budget Impact/Cost Estimate: This resolution has no fiscal impact outside of the existing operating budget.
No Additional Impact

2020 General Council Ballot & Resolution Number:

Round 1 Resolution 1

Unions for All and Growth in Long Term Care

Equity Statement

This resolution has a **positive** equity and inclusion impact. The resolution engages workers in diverse industries that employ large numbers of workers from marginalized communities, including many workers in jobs that have been historically excluded from union representation.

A note on implementation: This resolution does not specifically name workers of color or other marginalized groups. While the resolution's goal is to build more inclusion, the implementation should also center race and equity.

Political Statement

As we advocate for our current members, this will ensure we lift standards for everyone in the long term care industry, and send a strong message in the legislature about the role unions play in uplifting our state's economy. As our country and state continue to respond and recover from the COVID pandemic, there is an opportunity to transform the long term care industry for the long term, and this resolution helps to center that work with unions for all at the foundation.

Legal Statement

Not applicable.



Service Employees

International Union

Local 503,

Oregon Public

Employees Union

Budget Impact/Cost Estimate: This resolution has no fiscal impact outside of the existing operating budget.
No Additional Impact

2020 General Council Ballot & Resolution Number:

Round 1 Resolution 2

Fair Shot Coalition & Economic Justice

1 **Subject: Fair Shot Coalition & Economic Justice**

2 **Authored by: Danny Ryel**

3 **Submitted by: Unions for All and Economic Justice Workgroup**

4

5 **WHEREAS**, SEIU Local 503, OPEU envisions a just and vibrant society where everyone is treated with
6 dignity and respect, and where all workers can provide for themselves and their families; and

7 **WHEREAS**, we recognize, now more than ever due to the Covid-19 pandemic, that our economy is
8 broken and the status quo doesn't work for many of us but especially for women, people of color,
9 LGBTQIA communities, immigrants, and working families; the wealth disparity continues to increase,
10 income inequality continues to marginalize underrepresented communities; and

11 **WHEREAS**, in coalition with other Oregon labor unions, with community groups, and with racial justice
12 organizations, we launched Fair Shot for All to give a voice to those who are often left behind in the
13 political process: low-wage workers, women, and people of color; to turn the discussion of racial,
14 gender, and economic inequality into action; and to hold legislators accountable; and

15 **WHEREAS**, working with the coalition, SEIU 503 benefited its members and families, and all Oregon
16 workers and their families, by expanding access to paid sick days; establishing a secure way to save for
17 retirement; banning the box to create job opportunities for people with prior convictions and arrests;
18 ending profiling based on race, gender, and sexual orientation; raising the minimum wage; covering all
19 Oregon kids with health insurance; ensuring access to reproductive health care; paid family and medical
20 leave; stable housing, including tenant protections; expanded eligibility to a regular Oregon driver
21 license for all Oregon residents, regardless of citizenship status and adequate and stable revenue so that
22 Oregon can make needed investments in programs and services; and

23 **WHEREAS**, many workers can't join together in union because of fear and intimidation from employers
24 and federal and state laws set up to prevent workers from joining together; and

25 **WHEREAS**, black families and black workers face systemic racism in communities, workplaces, and the
26 criminal justice system which prevents them from achieving a fair shot and the movement is calling for
27 structural changes;

28 **WHEREAS**, there is more to do for our members and their families, and for Oregon workers and their
29 families; and

30 **WHEREAS**, the Fair Shot for All campaigns have shown that together with our coalition partners, we
31 accomplish more; and, therefore,

32 **BE IT RESOLVED by the General Council of SEIU Local 503, OPEU** that SEIU Local 503, OPEU will
33 continue to support Fair Shot for All, in coalition with other Fair Shot for All members, in order to defend
34 the accomplishments we have made together. As part of this coalition we will continue fighting for a
35 government and an economy that treats all people with respect and dignity, ensures that all people who
36 work are compensated equitably in order to provide for themselves and their families, that all workers
37 have a right to come together in union, and fight for people to have access to affordable housing, quality
38 education at all levels, safe and healthy communities, and high quality and accessible health care. Rights
39 all Oregonians should have.

40 **BE IT FURTHER RESOLVED by the General Council of SEIU Local 503, OPEU** that SEIU Local 503, OPEU
41 will stand in solidarity with black led civil rights organization and demands for racial and economic
42 justice for black communities. We renew our pledge to becoming an anti-racist organization and we will
43 prioritize education opportunities for our members to understand systemic racism in Oregon and in the
44 history of the labor movement.



Service Employees

International Union

Local 503,

Oregon Public

Employees Union

Budget Impact/Cost Estimate: This resolution has no fiscal impact outside of the existing operating budget.
No Additional Impact

2020 General Council Ballot & Resolution Number:

Round 1 Resolution 2

Fair Shot Coalition & Economic Justice

Equity Statement

This resolution has a **positive** equity impact. The resolution addresses one of the key components of our Union's 5-year strategic vision by committing our union to stand in solidarity with Black led civil rights organizations and demanding racial and economic justice for Black communities. It prioritizes education opportunities for our members to understand systemic racism in Oregon and in the history of the labor movement, which is important for reaching our goal of becoming an anti-racist union.

Political Statement

Over the past 6 years, and with previous General Council guidance, our Union has worked with the Fair Shot Coalition in advancing many policies that positively impact the lives of our members and their families. Economic, racial and gender justice are present in many pieces of legislation and working in coalition has allowed us to increase our reach to pass proactive policies as well as defend against roll backs or legislation that would negatively impact underrepresented Oregonians. As we head into a difficult budget cycle in 2021, the Fair Shot Coalition and a focus on economic justice will be critical to our legislative work.

Legal Statement

Not applicable.



Service Employees

Budget Impact/Cost Estimate: The fiscal impact of this resolution is not budgetary, nor is it absolute. Rather, in the event of a Strike, potentially, the Strike Benefit Fund becomes easier to access because the seven day waiting period is eliminated, per the approval of the hardship committee. This could result in more use of the fund, which has not been accessed in years.

International Union

Local 503,

Oregon Public

Employees Union

2020 General Council Ballot & Resolution Number:

Round 1 Resolution 3

AP&P Amendments to Strike Benefit Fund

1 **Subject: AP&P Amendments to Strike Benefit Fund**

2 **Authored by: General Council Governance Workgroup: Helen Moore, Mary Steward, Angelica Ceja**
3 **Ochoa, Jeni Hall Peel, Patty Falkenstein, Paula Pena, Susan Mundell, and Melissa Unger**

4 **Submitted by: General Council Governance Workgroup**

5

6 **WHEREAS**, according to the Union's current Administrative Policies & Procedures, the Strike Benefit
7 Fund is only available to workers who have been on strike for more than seven (7) days, and

8 **WHEREAS**, strike benefits are paid in the form of a weekly cash stipend, and

9 **WHEREAS**, restricting strike benefits to strikes over seven (7) days is very limiting and discourages
10 members from striking, and

11 **WHEREAS**, limiting benefits to weekly stipends is inflexible, and

12 **WHEREAS**, the Strike Benefit Fund currently contains several million dollars and continues to grow due
13 to a recent lack of strikes lasting more than seven (7) days, ongoing monthly dues allocations, and good
14 financial management, and

15 **WHEREAS**, a Hardship Committee is already established by the Union to administrate the Strike Benefit
16 Fund, and

17 **WHEREAS**, the Hardship Committee should have more flexibility to awards strike benefits to members
18 but is currently an independent committee without Board of Directors oversight, and

19 **WHEREAS**, authorizing the Hardship Committee to have greater discretion over strike benefits without
20 oversight by the Board of Directors is inconsistent with the Union governance system.

21 **THEREFORE, BE IT RESOLVED**, that eligibility for the Strike Benefit Fund shall not be limited to strikes
22 lasting more than seven (7) days, and

23 **BE IT FURTHER RESOLVED**, that strike benefits shall not be limited to weekly stipends, and

24 **BE IT FURTHER RESOLVED**, that the maximum stipend amount shall be the same for every eligible
25 striker, and

26 **BE IT FURTHER RESOLVED**, that the Hardship Committee shall recommend for approval by the Board of
27 Directors the specific eligibility criteria and the amount of the strike benefit stipend provided to eligible
28 members.

29 **BE IT FINALLY RESOLVED**, that the Union's Administrative Policies & Procedures be amended as follows:

30 ARTICLE XXI (AP&P) POLICY FOR USE OF STRIKE FUNDS

31 Section 1. Strike Benefits Fund.

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

34 (a) Each month thirty cents (\$.30) per each dues and fair share payment shall be placed in the Strike
35 Benefits Fund as provided in the Bylaws.

36 (b) The Hardship Committee shall ~~establish~~ recommend to the Board of Directors the specific eligibility
37 criteria and the amount of the ~~weekly~~ stipend taking into consideration the amount available in the fund
38 and the expected duration of the strike. The maximum stipend amount shall be the same for every
39 eligible striker.

40 (c) Strike Benefits Fund expenditures are limited to paying benefits to strikers as established by the
41 ~~Statewide Hardship Committee~~ Board of Directors. The Hardship Committee shall reasonably interpret
42 and implement the Board's established criteria.

43 (d) Prior to a Board of Directors meeting, the Executive Committee may consider Hardship Committee
44 recommendations, establish Strike Fund eligibility criteria, and decide questions about implementation of
45 criteria established by the Board or the Executive Committee.



Service Employees

Budget Impact/Cost Estimate: The fiscal impact of this resolution is not budgetary, nor is it absolute. Rather, in the event of a Strike, potentially, the Strike Benefit Fund becomes easier to access because the seven day waiting period is eliminated, per the approval of the hardship committee. This could result in more use of the fund, which has not been accessed in years.

International Union

Local 503,

Oregon Public

Employees Union

2020 General Council Ballot & Resolution Number:

Round 1 Resolution 3

AP&P Amendments to Strike Benefit Fund

Equity Statement

This resolution has a **positive** equity impact. The resolution provides flexibility for the hardship committee to adjust the timing of hardship distributions based on the needs of the particular unit. This will have a positive impact on lower wage workers, including a significant number of workers of color, non-English speakers, and other marginalized groups.

Political Statement

No political impact.

Legal Statement

Not applicable.



Service Employees

Budget Impact/Cost Estimate: This resolution will result in increased fiscal efficiencies for both the sublocals and Local 503 RE: expense approvals and recouping aging AP, but the impact will not be budgetary.

International Union

Local 503,

Oregon Public

Employees Union

2020 General Council Ballot & Resolution Number:

Round 1 Resolution 4

Sub-local Accounting

1 **Subject: Sub-Local Accounting**

2 **Authored by: Mary Stewart**

3 **Submitted by: Mary Stewart**

4 **Resolution Endorsed by: SEIU 503 Governance Sub-Committee**

5

6 **WHEREAS**, Under the current SEIU503 Bylaws Article XX, Section 6, a monthly report on the Local’s
7 disbursements and balances as well as the monthly billing shall be made available to the appropriate
8 officers of the Local. If the billing is still unpaid in sixty (60) days, the Statewide President or Treasurer
9 can authorize payment from the Local with a copy of the transaction to the Local Officers.

10 **WHEREAS**, SEIU503 pays all invoices for all Locals as they are presented for payment. Such invoices are
11 not, nor have been, held for Local approval. While Locals are provided with a monthly billing and
12 statement of account, many are not remitting accordingly. Each month the Accounting Staff notifies the
13 Statewide Treasurer of the past-due balances, requests approval to debit the Local ledger and bring the
14 account current. The same process is generally re-occurring and has become a long standing practice.
15 Such past due and outstanding amounts, while held within SEIU 503, may be determined under audit to
16 resemble short term loans and be required on SEIU503 Department of Labor LM-2 annual filing.

17 **AND WHEREAS**, the objective is to have all Local balances current and to have Local officers know what
18 they have available in their accounts.

19 **THEREFORE BE IT RESOLVED by the General Council of SEIU, Local 503, OPEU**, that the SEIU 503 Bylaws
20 be amended as follows:

21 **ARTICLE XX – LOCAL FUNDING AND ACCOUNTING**

22 ...

23 Section 6. A monthly report on the Local's disbursements and balances as well as the monthly billing
24 shall be made available to the appropriate officers of the Local. If the billing is still unpaid in sixty (60)
25 days, the Statewide President or Treasurer can authorize payment from the Local with a copy of the
26 transaction to the Local Officers. Beginning January 1, 2021, the Union's Accounting Department shall:

27 (a) Debit the appropriate Local ledger for all invoices submitted for payment.

28 (b) Prepare a statement of charges paid, beginning and ending ledger balances at the close of
29 each month, and submit these statements to the Local officers for review. Such statements shall
30 be held in the Accounting Depart for review by the Statewide Treasurer.

31 (c) Provide Local officers forty-five (45) days to review their statements and notify the
32 Accounting Department of charges not appropriately attributed to the Local.

33 (i) If the Local does not file a notice that charges do not belong to the local within forty-
34 five (45) days of receipt of the Local statement, it may file a petition with the Statewide
35 Treasurer and Operations Systems Director to contest the charges.

36 (ii) Any statement charges not contested within sixty (60) days shall be final unless there
37 is sufficient documentation to support good cause for such delay.



Service Employees

Budget Impact/Cost Estimate: This resolution will result in increased fiscal efficiencies for both the sublocals and Local 503 RE: expense approvals and recouping aging AP, but the impact will not be budgetary.

International Union

Local 503,

Oregon Public

Employees Union

2020 General Council Ballot & Resolution Number:

Round 1 Resolution 4

Sub-local Accounting

Equity Statement

This resolution has a neutral equity impact.

Political Statement

No political impact.

Legal Statement

Not applicable.



Service Employees

Budget Impact/Cost Estimate: Technology and curriculum resources currently exist in the MRC to support the development of this program. No additional fiscal impact.

International Union

Local 503,

Oregon Public

Employees Union

2020 General Council Ballot & Resolution Number:

Round 1 Resolution 5

Steward and Leader Training, Tracking & Mentorship Programs

1 **Subject: Steward and Leader Training, Tracking & Mentorship Programs**

2 **Authored by: Membership, Steward Representation & Leadership Workgroup**

3 **Submitted by: Membership, Steward Representation & Leadership Workgroup**

4

5 **WHEREAS** SEIU 503 is committed to the recruitment, development, and retention of Stewards and
6 Union leaders from both existing rank-and-file membership and new employees in sectors SEIU 503
7 represents and,

8 **WHEREAS** SEIU 503 is committed to supporting, developing, and retaining the leadership of Black,
9 Latinx, Indigenous, and LGBTQIA+ workers and workers from other historically marginalized
10 communities and,

11 **WHEREAS** SEIU 503 is committed to the continual improvement of training programs for Stewards and
12 Leaders in order to better represent co-workers and increase 503's capacity to enforce collective
13 bargaining agreements at every worksite and,

14 **WHEREAS** there is the need to better consolidate the Union's existing Steward network and address a
15 lack of consistency in the contact, communication, and development of leaders in Oregon's rural and
16 outlying worksites and,

17 **WHEREAS** there is a need to improve continuity in the organizational knowledge passed on between
18 new and veteran Union leaders and officers across SEIU 503's sub-locals and,

19 **WHEREAS** there is a need to supplement traditional, operations-based, and technical trainings with new
20 trainings that build skills in remote organizing, use of social media, and building relationships that
21 generate strong networks of solidarity and support in and out of the workplace and,

22 **WHEREAS** it is to the collective benefit of SEIU 503 and workers everywhere to share the deep
23 knowledge, experience, and expertise veteran Stewards and Union leaders have accumulated over the
24 course of their involvement in the Labor movement, therefore,

25 **BE IT RESOLVED THAT SEIU 503** will develop a new Steward and Mentorship program to better support
26 the recruitment, training, and retention of worksite leaders

27 **BE IT FURTHER RESOLVED THAT THE MEMBER RESOURCE CENTER (MRC), ORGANIZATIONAL**
28 **DEVELOPMENT DEPARTMENT (ODD) AND THE STEWARDS COMMITTEE** will coordinate in the creation
29 and implementation of new curriculum, an updated recruitment and tracking system to map Stewards'
30 development, a pilot mentorship program, and a system of evaluation to:

- 31 a. Analyze the Steward and Mentorship programs' overall effectiveness in promoting
32 retention, consistency, equity and diversity, and a stronger Union culture of solidarity
33 b. Help generate reports that the Executive Director (or designated person) may present to
34 503's Board and Stewards Committee twice a year to track each program's progress and
35 changing needs; the first report will be set to occur 6 months after adoption of this
36 resolution.



Service Employees

Budget Impact/Cost Estimate: Technology and curriculum resources currently exist in the MRC to support the development of this program. No additional fiscal impact.

International Union

Local 503,

Oregon Public

Employees Union

2020 General Council Ballot & Resolution Number:

Round 1 Resolution 5

Steward and Leader Training, Tracking & Mentorship Programs

Equity Statement

This resolution has a **positive** equity impact. The resolution focuses on creating systems for recruiting and developing new leaders in our union, specifically naming equity and diversity as priorities for new leader development and support. The mentorship component in particular can be helpful in supporting emerging leaders from marginalized communities, and the tracking and analysis components will help us measure and improve the effectiveness of these programs in recruiting and retaining more diverse leadership in our Union.

Political Statement

No political impact.

Legal Statement

Not applicable.



**Service Employees
International Union
Local 503,
Oregon Public
Employees Union**

Budget Impact/Cost Estimate: This resolution has no fiscal impact outside of the existing operating budget.
No Additional Impact

2020 General Council Ballot & Resolution Number:

Round 1 Resolution 6

Climate Justice Committee Permanent

1 **Subject: Making the Climate Justice Committee Permanent**
2 **Authored by: Austin Fohnagy**
3 **Submitted by: General Council Climate Justice Workgroup**

4

5 **WHEREAS**, the U.N. Intergovernmental Panel on Climate Change has determined humanity has yet to
6 avert the worst effects of a climate catastrophe; and

7 **WHEREAS**, climate change poses an immediate and long-term threat to all working people, communities
8 and our economic security; and

9 **WHEREAS**, workers, communities of color and low-income people suffer disproportionately from
10 environmental degradation and climate change; and

11 **WHEREAS**, climate change is already harming working families and vulnerable populations through
12 extreme hurricanes, wildfire, drought and flooding, increased stress on the agricultural sector, health
13 impacts like heat stroke and the spread of infectious diseases; and

14 **WHEREAS**, the membership of SEIU Local 503, OPEU has demonstrated through strategic planning that
15 climate change is a priority issue; and

16 **WHEREAS**, SEIU Local 503, OPEU created an ad hoc Climate Justice Committee to help guide our Union's
17 response to climate change; and

18 **WHEREAS**, the Climate Justice Committee was the catalyst for our Union endorsing the Green New Deal
19 and prioritizing climate justice advocacy within our Union as well as our political program and advocacy.

20 Now, therefore,

21 **BE IT RESOLVED BY THE GENERAL COUNCIL OF SEIU 503, OPEU** the Climate Justice Committee shall be a
22 Permanent Standing Committee under Article III (AP&P) Board Committee Operations.

23 **BE IT FURTHER RESOLVED** that the Climate Justice Committee shall make recommendations to the SEIU
24 503, OPEU Board of Directors for action in the following areas:

- 25 1. Creating public and Union awareness of the Union's commitment to climate justice policies.
- 26 2. Developing and providing Climate justice training programs.
- 27 3. Promoting Climate Justice and Environmental sustainability in all areas that affect members.
- 28 4. Work with the Civil and Human Rights Committee; Lavender Caucus; AFRAM Caucus; Asian,
29 Desi, and Pacific Islander Caucus; Indigenous Peoples Caucus; Latino Caucus; and all other
30 applicable Groups/Caucuses to create inclusive "Just Transition" policies and proposals.
- 31 5. All Committee meetings and trainings will be a place where members can have a voice and
32 feel included as we move forward to fight for climate justice for all members.

33 **BE IT FURTHER RESOLVED** that SEIU 503, OPEU will support legislation and contracts that allow workers
34 to have an impact in creating more sustainable and climate conscious workplaces.

35 **BE IT FINALLY RESOLVED** that the Union's Administrative Policies and Procedures shall be amended as
36 follows:

37 ARTICLE III (AP&P) BOARD COMMITTEE OPERATIONS

38 ...

39 Section 8. Committees. Within the Board structure there are two (2) types of committees: Standing and
40 Special. The Board also has Special Councils.

- 41 (a) Standing Committees of the Board are: Member Benefits, Staff Screening, Civil & Human Rights,
42 Member/Local Union Organizing, Hardship, Committee to Protect Injured Workers (CPIW),
43 Pension and Thrift, ~~and~~ the Fight Contracting Out Committee, and the Climate Justice
44 Committee.

45 These committees are established to respond to special interests of the Union; i.e., overseeing
46 member benefits/insurance programs, filling staff positions, retirement benefits, monitoring
47 equal employment opportunities, designing a structure to organize non-represented workers,
48 providing a structure for hardship assistance, overseeing leadership training, monitoring and
49 educating on workplace health/safety/rights of injured workers, setting policy for the staff
50 pension plan, ~~and~~ to develop expertise in fighting contracting out efforts, and to guide the
51 Union's response to climate change.

52 Any committee with a corresponding Union conference (i.e., Civil & Human Rights Conference)
53 will be responsible for recruiting participants to attend.

54 ...

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9. CLIMATE JUSTICE COMMITTEE

(a) This committee shall make recommendations to the SEIU 503, OPEU Board of Directors for action in the following areas:

1. Creating public and Union awareness of the Union's commitment to climate justice policies.

2. Developing and providing Climate justice training programs.

3. Promoting Climate Justice and Environmental sustainability in all areas that affect members.

4. Work with the Civil and Human Rights Committee; Lavender Caucus; AFRAM Caucus; Asian, Desi, and Pacific Islander Caucus; Indigenous Peoples Caucus; Latino Caucus; and all other applicable Groups/Caucuses to create inclusive "Just Transition" policies and proposals.

5. All Committee meetings and trainings will be a place where members can have a voice and feel included as we move forward to fight for climate justice for all members.

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Service Employees

International Union

Local 503,

Oregon Public

Employees Union

Budget Impact/Cost Estimate: This resolution has no fiscal impact outside of the existing operating budget.
No Additional Impact

2020 General Council Ballot & Resolution Number:

Round 1 Resolution 6

Climate Justice Committee Permanent

Equity Statement

This resolution has a **positive** equity impact. Climate change and environmental issues disproportionately impact communities of color and other marginalized communities. Creating a standing Climate Justice Committee that is specifically charged with working with the groups most impacted by climate change (Civil and Human Rights Committee and the caucuses) to promote climate justice and environmental sustainability will therefore have a positive equity and inclusion impact.

Political Statement

As the urgency around climate change increases there is more and more legislation each election cycle that impacts SEIU 503 members and their families. It will be beneficial to have a permanent committee to help lift up the legislation that has the greatest impact on creating more sustainable and climate conscious workplaces.

Legal Statement

Not applicable.



Service Employees

International Union

Local 503,

Oregon Public

Employees Union

Budget Impact/Cost Estimate: This resolution has no fiscal impact outside of the existing operating budget.

2020 General Council Ballot & Resolution Number:

Round 1 Resolution 7

Local Dues Rebate

1 **Subject: Assuring Adequate Local Funding and Support: Updating The Local Dues Minimum Allotment**

2 **Level**

3 **Authored By: Mike Powers**

4 **Submitted By: Mike Powers**

5

6 **WHEREAS**, our Locals are the most important touch point to SEIU Local 503, OPEU for members and
7 nonmembers; and

8 **WHEREAS**, adequate funding of our Locals provides a critical foundation upon which to build success
9 and internal organizing; and

10 **WHEREAS**, SEIU Local 503, OPEU maintains an individual accounting of Local funds for each Local under
11 Article XX, Section 1 of its Bylaws; and

12 **WHEREAS**, Article XX, Section 2 of the SEIU Local 503, OPEU Bylaws defines how a portion of members'
13 dues are returned to the Locals on an annual basis; and

14 **WHEREAS**, smaller Locals within SEIU Local 503, OPEU may build their Local accounts more slowly than
15 larger Locals; and

16 **WHEREAS**, Article XX, Section 2(e) of the Bylaws requires that, when a Local has accrued an amount
17 equal to two (2) full years of funding, it shall not receive its annual funding allotment; and

18 **WHEREAS**, this restriction on annual funding allotments may not provide enough time for smaller Locals
19 to build their fund accounts to levels necessary for ensuring the success of their activities to build
20 membership; now, therefore,

21 **BE IT RESOLVED by the General Council of SEIU Local 503, OPEU**, That SEIU Local 503, OPEU will update
22 its Bylaws, Article XX – Local Funding and Accounting, Section 2 to include the following underlined
23 language:

24 ARTICLE XX - Local Funding and Accounting

25 Section (2)(e) A Local that has accrued an amount equal to two (2) full years of funding and a balance

26 that exceeds \$5,000 in its Local account, shall not receive an annual funding allotment for the fiscal year.



Service Employees

Budget Impact/Cost Estimate: This resolution has no fiscal impact outside of the existing operating budget.

International Union

Local 503,

Oregon Public

Employees Union

2020 General Council Ballot & Resolution Number:

Round 1 Resolution 7

Local Dues Rebate

Equity Statement

This resolution has a **neutral** equity impact.

Political Statement

No political impact.

Legal Statement

Not applicable.



**Service Employees
International Union
Local 503,
Oregon Public
Employees Union**

Budget Impact/Cost Estimate: This resolution has no fiscal impact outside of the existing operating budget.
No Additional Impact

2020 General Council Ballot & Resolution Number:

Round 1 Resolution 8

Endorsing the Oregon Green New Deal

1 **Subject: Endorsing the Oregon Green New Deal**

2 **Authored by: Lois Yoshishige**

3 **Submitted by: General Council Climate Justice Workgroup**

4

5 **WHEREAS**, SEIU Local 503, OPEU was the first labor union in Oregon to endorse the Green New Deal,
6 federal legislation that promotes a clean energy economy with a well-trained, fairly-paid union
7 workforce; and

8 **WHEREAS**, the Oregon Just Transition Alliance is organizing an Oregon Green New Deal that champions
9 the concepts of the federal Green New Deal in an Oregon way; and

10 **WHEREAS**, the Oregon Green New Deal remains a working draft that is incorporating feedback from
11 stakeholders, which presents an opportunity to help center workers and organized labor as part of
12 Oregon's Green New Deal; and

13 **WHEREAS**, dozens of organizations and elected officials have endorsed the draft Oregon Green New
14 Deal, including Representative Earl Blumenauer, Unite Oregon, Asian Pacific American Network of
15 Oregon (APANO), and 350 chapters across Oregon; and

16 **WHEREAS**, Pineros y Campesinos Unidos del Noroeste (PCUN) is the only labor union to endorse the
17 Oregon Green New Deal and there is an opportunity for SEIU 503, OPEU to drive labor's effort in crafting
18 an Oregon Green New Deal. Now, therefore,

19 **BE IT RESOLVED BY THE GENERAL COUNCIL OF SEIU 503, OPEU** that our Union endorses the Oregon
20 Green New Deal.

21 **BE IT FURTHER RESOLVED that SEIU 503, OPEU** participates in coalition with the Oregon Just Transition
22 Alliance to produce an Oregon Green New Deal that advances a vision of climate justice that includes
23 strong provisions in support of the right to organize and uplifts the interests of working people.



Service Employees

International Union

Local 503,

Oregon Public

Employees Union

Budget Impact/Cost Estimate: This resolution has no fiscal impact outside of the existing operating budget.
No Additional Impact

2020 General Council Ballot & Resolution Number:

Round 1 Resolution 8

Endorsing the Oregon Green New Deal

Equity Statement

This resolution will have a **positive** equity impact. By endorsing the Oregon Green New Deal we demonstrate as a union our commitment to addressing issues that disproportionately impact communities of color and other marginalized communities. By joining the Oregon Just Transition Alliance, our union will have a voice in ensuring that the Oregon Green New Deal is designed and implemented in an inclusive and equitable way.

Political Statement

As the urgency around climate change increases there is more and more legislation each election cycle that impacts SEIU 503 members and their families. By endorsing the Oregon Green New Deal SEIU 503 members align our organization with a position held by many of our existing allies in the fight for social, economic and racial justice.

Legal Statement

Not applicable.



Service Employees

Budget Impact/Cost Estimate: This resolution has no budgetary impact. It will change the distribution of contributions between the Strike Benefit and Strike and Job Projection Funds, but will not reduce the overall size of those contributions.

International Union

**Local 503,
Oregon Public
Employees Union**

2020 General Council Ballot & Resolution Number:

Round 1 Resolution 9

Dues to the Strike & Job Protection Fund

- 1 **Subject: Dues Allocations to the Strike and Job Protection Fund**
- 2 **Authored by: General Council Governance Workgroup: Helen Moore, Mary Steward, Angelica Ceja**
- 3 **Ochoa, Jeni Hall Peel, Patty Falkenstein, Paula Pena, Susan Mundell, and Melissa Unger**
- 4 **Submitted by: General Council Governance Workgroup**
- 5
- 6 **WHEREAS**, all active and staff members of the Union currently have \$0.30 (thirty cents) of their monthly
- 7 dues allocated to the Strike Benefit Fund and \$0.10 (ten cents) of their monthly dues allocated to the
- 8 Strike and Job Protection Fund, and
- 9 **WHEREAS**, the Strike Benefit Fund may only award benefits to striking members, and
- 10 **WHEREAS**, some active members of the Union are in strike prohibited bargaining units, and
- 11 **WHEREAS**, active members in strike prohibited bargaining units have a portion of their dues allocated to
- 12 the Strike Benefit Fund but they are not eligible to receive these funds, and
- 13 **WHEREAS**, active members in strike prohibited bargaining units are eligible to receive funds from the
- 14 Union’s alternative Strike and Job Protection Fund, and
- 15 **WHEREAS**, the Strike Benefit Fund is adequately funded by active and staff members in strike permitted
- 16 bargaining units.
- 17 **THEREFORE, BE IT RESOLVED**, that members in strike prohibited bargaining units shall not have \$0.30 of
- 18 their monthly dues allocated to the Strike Benefit Fund, and
- 19 **BE IT FURTHER RESOLVED**, that members in strike prohibited bargaining units shall have \$0.40 their
- 20 monthly dues allocated to the Strike and Job Protection Fund.
- 21 **BE IT FINALLY RESOLVED**, that the Union’s Bylaws shall be amended as follows:

ACTIVLE XVIII – DUES

22

23 ...

24 Section 2. Allocations from dues for active and staff members shall be as follows.

25 (a) For members in strike-permitted bargaining units, \$0.30 (thirty cents) from each monthly dues
26 payment shall be allocated to the Union’s Strike Benefit Fund and \$0.10 (ten cents) goes to the
27 Strike and Job Protection Fund. For members in strike-prohibited bargaining units, \$0.40 (forty
28 cents) from each monthly dues payment shall be allocated to the Union’s Strike and Job
29 Protection Fund.

30 ...

31 ...



Service Employees

Budget Impact/Cost Estimate: This resolution has no budgetary impact. It will change the distribution of contributions between the Strike Benefit and Strike and Job Projection Funds, but will not reduce the overall size of those contributions.

International Union

Local 503,

Oregon Public

Employees Union

2020 General Council Ballot & Resolution Number:

Round 1 Resolution 9

Dues to the Strike & Job Protection Fund

Equity Statement

This resolution has a **positive** equity impact. More than half of 503 members are in strike prohibited bargaining units (homecare workers and PSWs) and cannot benefit directly from the Strike Benefit Fund even though they currently contribute a portion of their dues to that fund. This resolution fixes an inequity in our dues distribution structure by reallocating contributions from strike-prohibited members to the Strike and Job Protection Fund (SJPF). The SJPF can be accessed to help pay for large bargaining campaigns, which directly benefits all members, including members under contracts that don't allow strikes.

Political Statement

No political impact.

Legal Statement

Not applicable.



Service Employees

Budget Impact/Cost Estimate: Any fiscal impact of this resolution can only be determined after the training program is developed.

International Union

Local 503,

Oregon Public

Employees Union

2020 General Council Ballot & Resolution Number:

Round 1 Resolution 10

Code of Conduct

1 **Subject: Code of Conduct**

2 **Submitted by: Board of Directors**

3 **Authored by: Danielle Droppers, Michele Ford, Ibrahim Coulibaly, Martin Ramirez, Tammy Tate-**
4 **Houdroge, Ivonne Rivero, and Diana Lobo.**

5

6 **WHEREAS**, the SEIU 503 Code of Conduct, created by caucus leaders and adopted by the SEIU Local 503
7 Board of Directors, creates and promotes a safe and inclusive environment where all members feel
8 valued and respected in service to our Union's adopted goal of becoming an anti-racist organization;
9 and

10 **WHEREAS**, a written policy that clearly lists harmful, discriminatory or exclusionary behavior is an
11 important step in creating an anti-racist and inclusive culture within SEIU 503; and

12 **WHEREAS**, to be effective, a written policy must be accompanied by a clear process for education,
13 implementation and handling violations of the Code of Conduct; now, therefore,

14 **BE IT RESOLVED BY THE GENERAL COUNCIL OF SEIU LOCAL 503, OPEU:** That the existing Code of
15 Conduct Committee will develop a Code of Conduct training and enforcement process that includes best
16 practices when handling violations and incorporates the principles of restorative justice, to be presented
17 to the 503 Board of Directors and the Caucuses by December 15, 2020.



Service Employees

Budget Impact/Cost Estimate: Any fiscal impact of this resolution can only be determined after the training program is developed.

International Union

Local 503,

Oregon Public

Employees Union

2020 General Council Ballot & Resolution Number:

Round 1 Resolution 10

Code of Conduct

Equity Statement

This resolution has a **positive** equity and inclusion impact. The Code of Conduct is an important policy for ensuring that union spaces are safe and inclusive spaces for all members. This resolution turns the Code of Conduct into an education and enforcement tool. It ensures that members are aware of the Code of Conduct and what it means, and it provides a process for addressing violations of the Code.

Political Statement

As we continue to uplift strong OE&I standards for local and state government, it is critical that we are modeling it as a union, setting a positive example for elected officials, decision makers and candidates seeking our endorsement

Legal Statement

Not applicable.



Service Employees

Budget Impact/Cost Estimate: Using a work group model similar to previous committees, the estimated fiscal impact of this resolution for travel, food, and mileage reimbursement for a group to meet monthly that is 1/2 in person and 1/2 via web conference, the estimated fiscal impact is \$5,250. This would increase if the group chose to add a retreat to the work process.

International Union

Local 503,

Oregon Public

Employees Union

2020 General Council Ballot & Resolution Number:

Round 1 Resolution 11

Bargaining Inclusive & Equitable Contracts

1 **Subject: Bargaining Equitable and Inclusive Contracts**

2 **Submitted by: Board of Directors**

3 **Authored by: Danielle Droppers, Michele Ford, Ibrahim Coulibaly, Martin Ramirez, Tammy**

4 **Tate-Houdroge, Ivonne Rivero, and Diana Lobo**

5

6 **WHEREAS**, our Union’s strategic plan includes a goal of winning on the core issues of wages,
7 healthcare, and retirement through every avenue possible—bargaining, politics, worksite and
8 community campaigns; and

9 **WHEREAS**, collective bargaining is one of the key ways our members have a voice at work and
10 gain collective power to positively impact their lives; and

11 **WHEREAS**, we have committed as an organization-- including through our Union’s 5 year
12 strategic plan-- to look at how policies impact people of color, immigrants, people with
13 disabilities, women and LGBTQIA+ members; and

14 **WHEREAS**, in addition to committing to create “pathways of leadership for people of color,
15 young people, LGBTQIA+ people and members with disabilities by creating a pipeline to
16 leadership outside of traditional elected office positions, including those with a lower barrier to
17 entry”; now, therefore,

18 **BE IT RESOLVED by the General Council of SEIU Local 503, OPEU:** That the SEIU Local 503
19 President shall appoint a workgroup tasked with making recommendations to address the
20 following topics:

- 21 1. Creating a more inclusive and equitable process to recruit more people of color,
22 immigrants, women, people living with disabilities, women and LGBTQIA+ members
23 to join bargaining teams and contract action teams.
- 24 2. Identifying bargaining issues that disproportionately affect people of color,
25 immigrants, women, people living with disabilities, women and LGBTQIA+ workers.
- 26 3. Utilizing an inclusive approach to translation for bargaining surveys and other
27 bargaining related communications: so that all members, regardless of the language
28 they speak, can be made aware of bargaining related updates that impact them and
29 have equal access to participate in their union.

30 The workgroup shall include representation from different demographics, geography, and work
31 sectors.



Service Employees

Budget Impact/Cost Estimate: Using a work group model similar to previous committees, the estimated fiscal impact of this resolution for travel, food, and mileage reimbursement for a group to meet monthly that is 1/2 in person and 1/2 via web conference, the estimated fiscal impact is \$5,250. This would increase if the group chose to add a retreat to the work process.

International Union

Local 503,

Oregon Public

Employees Union

2020 General Council Ballot & Resolution Number:

Round 1 Resolution 11

Bargaining Inclusive & Equitable Contracts

Equity Statement

This resolution has a **positive** equity and inclusion impact. The resolutions commits 503 to creating an inclusive and equitable process for recruiting people of color, immigrants, women, people living with disabilities, women, and LGBTQIA+ members to serve on bargaining teams. It creates a work group tasked with identifying issues the disproportionately impact marginalized communities and specifically names language accessibility for bargaining updates.

Political Statement

As we continue to uplift strong OE&I standards for local and state government, it is critical that we are modeling it as a union, setting a positive example for elected officials, decision makers and candidates seeking our endorsement.

Legal Statement

Not applicable.



Service Employees

Budget Impact/Cost Estimate: Using a work group model similar to previous committees, the estimated fiscal impact of this resolution for travel, food, and mileage reimbursement for a group to meet 3 times to conduct an equity assessment is \$2,000.

International Union

Local 503,

Oregon Public

Employees Union

2020 General Council Ballot & Resolution Number:

Round 1 Resolution 12

Equity & Inclusion in Decision Making

1 **Subject: Equity and Inclusion in Decision Making**

2 **Submitted by: Board of Directors**

3 **Authored by: Danielle Droppers, Michele Ford, Ibrahim Coulibaly, Martin Ramirez, Tammy Tate-**

4 **Houdroge, Ivonne Rivero, and Diana Lobo**

5

6 **WHEREAS**, SEIU 503 is committed to becoming an anti-racist union, which requires evaluating our

7 union's systems and structures and changing those systems and structures that have a

8 disproportionately adverse impact on or otherwise result in the exclusion of people from communities

9 of color and other marginalized groups; and

10 **WHEREAS**, we do not have a formal process for understanding and assessing the equity impacts of our

11 union's program, policy, and funding decisions; and

12 **WHEREAS**, the scope of the existing Organizational Equity and Inclusion General Council Committee is

13 limited to assessing equity impacts of General Council resolutions; and

14 **WHEREAS**, oppression impacts communities in different ways, and the people from those communities

15 know best what their accessibility needs are and how decisions will impact them; now, therefore,

16 **BE IT RESOLVED by the General Council of SEIU Local 503, OPEU:** that SEIU 503 will expand the scope of

17 the General Council Equity and Inclusion Committee to include the task of conducting an equity

18 assessment of SEIU 503's proposed budget and providing an equity impact statement prior to approval

19 by General Council or the Board of Directors;

20 **AND BE IT FURTHER RESOLVED by the General Council of SEIU Local 503, OPEU:** that SEIU 503 will

21 create a workgroup to explore different options and recommend a process for the Board of Directors

22 and other 503 decision makers to consult the Civil and Human Rights Committee, the Women's Council,
23 and the Caucuses regarding financial, policy, or program decisions that may have an intended or
24 unintended impact on communities of color or other historically marginalized communities.



Service Employees

Budget Impact/Cost Estimate: Using a work group model similar to previous committees, the estimated fiscal impact of this resolution for travel, food, and mileage reimbursement for a group to meet 3 times to conduct an equity assessment is \$2,000.

International Union

Local 503,

Oregon Public

Employees Union

2020 General Council Ballot & Resolution Number:

Round 1 Resolution 12

Equity & Inclusion in Decision Making

Equity Statement

This resolution has a **positive** equity impact. The resolution requires impact statements for policy and funding decisions, recognizing that how we spend our union's resources impacts our ability to reach key equity and racial justice goals identified in our 5-year strategic vision for our union. It also requires input from caucuses and CHRC when decisions will impact those communities (positive or negative).

Political Statement

As we continue to uplift strong OE&I standards for local and state government, it is critical that we are modeling it as a union, setting a positive example for elected officials, decision makers and candidates seeking our endorsement

Legal Statement

Not applicable.



**Service Employees
International Union
Local 503,
Oregon Public
Employees Union**

Budget Impact/Cost Estimate: This resolution has no fiscal impact outside of the existing operating budget.
No Additional Impact

2020 General Council Ballot & Resolution Number:

Round 1 Resolution 13

Outreach & Integration of Rural & Coastal Workers

1 **Subject: Outreach & Integration of Rural & Coastal Workers**

2 **Authored by: Membership, Steward Representation & Leadership Workgroup**

3 **Submitted by: Membership, Steward Representation & Leadership Workgroup**

4

5 **Whereas** SEIU 503 recognizes the need for a better outreach plan for members in rural and coastal
6 areas

7 **Whereas** the members of all sectors located in rural and coastal areas have access to training and other
8 resources and support as the members in valley areas or the I-5 corridor

9 **Whereas** SEIU 503 commits to create a coordinated plan between field teams, MRC and MAC to provide
10 assistance to members, to increase union visits and to promote SEIU staff consistency in non urban
11 locations

12 **Whereas** SEIU 503 is committed to increasing the participation of members in rural and coastal areas in
13 organizing drives, the recruitment and development of stewards, political participation and visibility at
14 the state level

15 **Be It Resolved that SEIU 503** will develop a coordinated plan between field teams, MAC and MRC to
16 provide further assistance to members in rural and coastal locations

17 **Be It Further Resolved that SEIU 503** is to implement a coordinated plan to accomplish the following:

18 1. Field teams will be able to schedule monthly meetings, bring updated information about
19 workers' rights and benefits

20 2. Provide periodic updates to members about the Union contact information for the MAC,
21 MRC, field staff, and Contract Specialists/MLDPers.

- 22 3. Utilize each of our methods, including but not limited to, our various forms of social media
- 23 outreach to educate members about our Union.
- 24 4. Make training available to members in rural areas via webinars
- 25 5. Create incentive methods to increase the participation of members in rural and coastal
- 26 areas



Service Employees

International Union

Local 503,

Oregon Public

Employees Union

Budget Impact/Cost Estimate: This resolution has no fiscal impact outside of the existing operating budget.
No Additional Impact

2020 General Council Ballot & Resolution Number:

Round 1 Resolution 13

Outreach & Integration of Rural & Coastal Workers

Equity Statement

This resolution has a positive equity and inclusion impact by improving communication and increasing Union engagement in our rural communities.

Political Statement

No political impact.

Legal Statement

Not applicable.

Committee Resolutions

**Committee on Economic & Social
Policy/International Affairs**

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Service Employees

Budget Impact/Cost Estimate: This resolution has no fiscal impact outside of the existing operating budget.
No Additional Impact

International Union

Local 503,

2020 Committee Recommendations:

Oregon Public

Do Pass

Pass as Amended

Employees Union

Do Not Pass

2020 General Council Ballot & Resolution Number:

Round 2 Resolution 7

Civil & Human Rights Committee

1 **Subject: Civil and Human Rights Committee**

2 **Submitted By: Board of Directors**

3 **Authored By: Danielle Droppers, Michele Ford, Ibrahim Coulibaly, Martin Ramirez, Tammy**
4 **Tate-Houdroge, Ivonne Rivero, and Diana Lobo.**

5

6 **WHEREAS**, SEIU 503 is committed to becoming an anti-racist organization and has engaged in a
7 number of efforts to promote equity and inclusion in all areas of our work; and

8 **WHEREAS**, our goal of becoming an anti-racist union requires ongoing support for the work of
9 our caucuses, as well as a way to coordinate and collaborate across caucuses; and

10 **WHEREAS**, the language in the AP&Ps does not reflect the current needs and de facto functions
11 of the Civil and Human Rights Committee, particularly in relation to the Caucuses; now,
12 therefore,

13 **BE IT RESOLVED by the General Council of SEIU Local 503, OPEU:** That SEIU 503 will update its
14 Administrative Policies and Procedures (AP&Ps), Article III - Board Committee Operations,
15 Section 8 - Standing Committees, subsection (a)3 - Civil and Human Rights Committee, as
16 follows:

17 3. CIVIL AND HUMAN RIGHTS COMMITTEE.

18 a) The purpose of the Civil and Human Rights Committee is to monitor and increase
19 awareness of our union’s commitment to equity and inclusion, as well as to support the

20 caucuses in building a strong power base for promoting civil rights in all areas that affect
21 members and their communities.

22 b) The Civil and Human Rights Committee will function as both a coalition and a
23 coordinating body for equity and inclusion work across our union. Any caucus
24 recognized by this committee and the 503 Board of Directors, as well as the Women's
25 Council, will select two (2) representatives to serve on the Civil and Human Rights
26 Committee. The committee may also appoint two additional at large positions to be
27 filled at the committee's discretion.

28 ac) The Civil and Human Rights Committee will make recommendations to the Board
29 for action in the following areas:

- 30 1. Creating public and Union awareness of the Union's commitment to equity and
31 inclusion ~~Equal Employment Opportunity (EEO) policies;~~
- 32 2. Developing and providing equity and inclusion ~~EEO~~ training programs; and
- 33 3. Promoting of Civil Rights, equity and inclusion in all areas that affect members,
34 including policy, program, and funding decisions-;
- 35 4. Conducting an annual organizational equity and inclusion assessment; and
- 36 5. Creating a process for recognizing new caucuses.

37 bd) The Civil and Human Rights Committee will ~~oversee~~ include representatives from
38 the Latinx~~o~~ Caucus which promotes the leadership and organization of Latinx~~a/o~~
39 members, with a stated vision to:

- 40 1. Organize, educate and develop the Latinx people around issues that uniquely
41 impact our community in the areas of education, healthcare, immigration laws,
42 economic justice for the members and the Latinx community in particular.
- 43 2. Achieve power, respect and social justice for the working class.

44 ee) The Civil and Human Rights Committee will ~~oversee~~ include representatives from
45 the Lavender Caucus which promotes the leadership of Gay, Lesbian, Bisexual, and
46 Transgendered members.

47 ef) The Civil and Human Rights Committee will ~~oversee~~ include representatives from
48 the African/American (AFRAM) Caucus which is charged with meeting the following
49 organizational goals: (ESP #7/1998)

- 50 1. Build a strong power base for fighting unique issues of cultural diversity;
- 51 2. Develop unity and a sense of solidarity within the membership of African
52 American descent to build power within the Union as a whole;
- 53 3. Develop a systematic forum to identify and develop, train and organize African
54 American leadership;
- 55 4. Draw on the perspective and experience of African American members to
56 expand our awareness of multi-cultural and multi-racial issues; and
- 57 5. Work in partnership with the SEIU International AFRAM caucus.

58 eg) The Civil and Human Rights Committee will ~~oversee~~ include representatives from
59 the Indigenous Peoples Caucus which is charged with the following:

- 60 1. Establishing a place where members can have a voice and feel included as we
61 move forward to fight for racial justice for all members;
- 62 2. Create a space where our brothers and sisters who identify as Indigenous would
63 have a “safe space” to participate. This would increase participation among
64 diverse members within our union;
- 65 3. Create opportunities for developing leadership, promoting respect, improving
66 communication for members, and fostering a culture of inclusion; and
- 67 4. Draw on the perspective and experience of members who identify as Indigenous
68 to expand our awareness of multi-cultural and multi-racial issues. (BOD
69 Meeting/1.21.17)

70 fh) The Civil and Human Right Committee will ~~oversee~~ include representatives from
71 the Asian, Desi and Pacific Islander Caucus which is charged with the following:

- 72 1. Establishing a place and/or avenue where Asian, Desi, and Pacific Islander
73 members can have a voice and feel included as we move forward to fight, with
74 coalition partners and allies, for racial justice, health equity, and economic
75 justice for all members.

- 76 2. Creating a space where our culturally diverse brothers and sisters who identify as
77 Asian, Desi, and/or Pacific Islander have a “safe space” to participate, increasing
78 participation among diverse members within our union.
- 79 3. Creating opportunities for developing leadership, promoting respect, improving
80 communication for members, and fostering a culture of inclusion; and
- 81 4. Drawing on the perspectives and experience of members who identify as Asian,
82 Desi, and Pacific Islander to expand our awareness of multiethnic, multicultural,
83 multilingual and multiracial issues. An Asian, Desi, or Pacific Islander is a person
84 with origins in any of the original peoples of the Far East and Southeast Asia,
85 including but not limited to Japan, China, Taiwan, Korea, Cambodia, Vietnam,
86 Laos, and the Philippines; the Indian subcontinent, including India, Pakistan,
87 Bangladesh, Sri Lanka, Maldives, Nepal, Sikkhim and Bhutan; or the Pacific
88 Islands of Polynesia, Melanesia, and Micronesia, including but not limited to
89 Samoa, Fiji, Guam, the U.S. Territories of the Pacific or the Northern Mariana
90 Islands. (BOD Meeting/7.15.17)

91 i) The Civil and Human Rights Committee includes representatives from the
92 Women of Color Caucus.

93 1. The women of color caucus (WOCC) seeks to promote social justice, develop &
94 empower Women of Color’s leadership within our union and community.

95 2. WOCC works to increase the Stewardship and leadership of Women of Color
96 within our unions .We seek to work across cultures so we can transform and
97 improve our communities and enhance our wellbeing.

98 3. Women of Color Caucus is not only a safe space to bring up our struggles,
99 challenges, triumphs, and experiences as women of color, it has also been a
100 collective of strength, resilience, and love. Here in WOC, we create community,
101 invest in self-care, & to educate one another, and strive to increase equity in our
102 society & union.”

103 g) The Civil and Human Rights Committee will, in furtherance of the above goals, convene
104 a Civil and Human Rights Conference to be held no more than every three years. (BL#22
105 (LR)/2014)



Service Employees

Budget Impact/Cost Estimate: This resolution has no fiscal impact outside of the existing operating budget.
No Additional Impact

International Union

Local 503,

2020 Committee Recommendations:

Oregon Public

Do Pass

Pass as Amended

Employees Union

Do Not Pass

2020 General Council Ballot & Resolution Number:

Round 2 Resolution 7

Civil & Human Rights Committee

Equity Statement

This resolution has a **positive** equity impact. This resolution will help streamline our equity and inclusion work and create a stronger, more consolidated power base for our caucuses.

Political Statement

No political impact.

Legal Statement

No political impact.



Service Employees

Budget Impact/Cost Estimate: No fiscal impact outside of operating budget.

International Union

Local 503,

2020 Committee Recommendations:

Oregon Public

Do Pass

Pass as Amended

Employees Union

Do Not Pass

2020 General Council Ballot & Resolution Number:

Round 2 Resolution 11

SEIU 503 OPEU Headquarters in Salem

1 **Subject: SEIU 503 OPEU Headquarters Shall Remain in Salem**

2 **Authored by: Alisha Goodwin, Jo Hickerson, Shawn Holliday, Tammy Tate Houdroge, Diana Lobo,**
3 **Mike Scott, Adam Korst, Sally Cumberworth, Rhonda Morgan, Janet Ferris, Terry Haydon, Micki**
4 **Varney**

5 **Submitted by: Micki Varney, Co-Chair, SEIU 503 Stewards Committee**

6 **Resolution Endorsed by: SEIU 503 Stewards Committee**

7

8 **WHEREAS**, Section 1., Article XIV, of the Oregon Constitution establishes the permanent seat of
9 government for the state shall be Marion County; and

10 **WHEREAS**, the State of Oregon is comprised of thirty-six counties, each of which has members who have
11 chosen to be Represented; and

12 **WHEREAS**, SEIU 503 OPEU bylaws designate our Union Headquarters are located within our state
13 capital, Salem, Oregon; and

14 **WHEREAS**, ‘headquarters’ connotes more than a street address; from Merriam Webster, it refers to “the
15 place from which a commander performs the functions of command. It is the administrative center of an
16 enterprise.”

17 **WHEREAS**, our state Legislature and Governor are housed in Salem and it is essential that our events
18 and strength be visible to our Legislature; and

19 **WHEREAS**, we rely on our political power to further the tenets of our Union; and

20 **WHEREAS**, two of our union’s largest collective bargaining agreements—homecare and DAS--are
21 bargained in Salem; and

22 **WHEREAS**, the majority of public sector agencies are headquartered in our Capitol City, and our
23 headquarters should not appear abandoned or neglected; and
24 **WHEREAS**, the Janus Decision requires a fine-tuned sensitivity to the impressions SEIU 503 OPEU makes
25 throughout Oregon; and
26 **WHEREAS**, our Headquarters serves as both instrument and symbol, both of which matter because of
27 what they signify; and presence matters; and
28 **WHEREAS**, travel to meet with union leadership in Portland would most assuredly increase costs to
29 members because of the lack of parking spaces and the higher prices associated with the Metropolitan
30 Area; and
31 **WHEREAS**, the administrative branch of our Union should serve our members because the needs of the
32 many should inform the choices of the few; and
33 **WHEREAS**, the office of the President of Our Union should be located in Salem;
34 **BE IT RESOLVED**, that the SEIU Local 503 OPEU Executive Director, President, staff and members shall
35 prioritize the utilization of Salem Headquarters in Marion County thereby demonstrating we are an
36 active, robust and vibrant union that is accessible and visible; and
37 **BE IT FURTHER RESOLVED**, that in this time of post Janus transformation, our union shall keep our focus
38 on being INCLUSIVE of the diverse needs of our STATEWIDE membership.



Service Employees

Budget Impact/Cost Estimate: No fiscal impact outside of operating budget.

International Union

Local 503,

2020 Committee Recommendations:

Oregon Public

Do Pass

Pass as Amended

Employees Union

Do Not Pass

2020 General Council Ballot & Resolution Number:

Round 2 Resolution 11

SEIU 503 OPEU Headquarters in Salem

Equity Statement

This resolution has a **negative** equity impact. The resolution lifts up one part of the state over other parts of the state as more important rather than recognizing that we represent workers across every region of Oregon. Further, the work of a majority of our members is not centered in Salem and it's important for Union leadership to be visible in different parts of our state as needed to support the membership.

Political Statement

No political impact.

Legal Statement

No legal impact.



Service Employees

Budget Impact/Cost Estimate: No fiscal impact outside of operating budget of Issues Fund.

International Union

Local 503,

2020 Committee Recommendations:

Oregon Public

Do Pass

Pass as Amended

Employees Union

Do Not Pass

2020 General Council Ballot & Resolution Number:

Round 2 Resolution 13

Support from Issues Fund to Local Option Levy & Bond Measure Campaigns

1 **Subject: Provide Support from Issues Fund to Local Option Levy and Bond Measure Campaigns**

2 **Authored by: Ken Ross**

3 **Submitted by: Local 199**

4 **Resolution endorsed by Local 199 Executive Board**

5

6 **WHEREAS**, jurisdictions throughout Oregon conduct elections with local option levy and bond measures
7 on the ballot which impact union represented positions;

8 **WHEREAS**, sub locals in jurisdictions impacted by local option levy and bond measures request
9 campaign assistance from SEIU Local 503.

10 **BE IT RESOLVED by the General Council of SEIU Local 503, OPEU**, that campaign support from the Issues
11 Fund be provided to sub locals impacted by local option levy and bond measures.



Service Employees

Budget Impact/Cost Estimate: No fiscal impact outside of operating budget of Issues Fund.

International Union

Local 503,

2020 Committee Recommendations:

Oregon Public

Do Pass

Pass as Amended

Employees Union

Do Not Pass

2020 General Council Ballot & Resolution Number:

Round 2 Resolution 13

Support from Issues Fund to Local Option Levy & Bond Measure Campaigns

Equity Statement

This resolution has a neutral equity impact, primarily because it does not appear to change our existing policies or practices with regard to local levy and bond measure campaigns.

Political Statement

Local Levys and Bonds provide an important opportunity to fund local priorities at the discretion of communities across the state. Many of these levy's directly impact SEIU members in their professional capacities, and ensure local governments have the resources needed to fund quality wages, benefits and resources for our workers to do their jobs. Since we are a large organization, we will need to be thoughtful about a process for distributing resources.

Legal Statement

No legal impact.

Committee Resolutions

Committee on Union Operations

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Service Employees

Budget Impact/Cost Estimate: This resolution yields an estimated \$1300 in interest based on the average interest rate seen on Union funds in the last 6 months.

International Union

Local 503,

2020 Committee Recommendations:

Oregon Public

Do Pass

Pass as Amended

Employees Union

Do Not Pass

2020 General Council Ballot & Resolution Number:

Round 2 Resolution 4

Sublocal Rebate Distribution

1 **Subject: Sub-Local Rebate Disbursement**

2 **Authored by: Mary Stewart**

3 **Submitted by: Mary Stewart**

4 **Resolution Endorsed by: SEIU 503 Governance Sub-Committee**

5

6 **WHEREAS**, under the current SEIU503 Bylaws Article XX, Section 2(b) – Local Funding, the Locals shall be
7 allotted funds on an annual basis based on the rate of \$1.15 per dues paying member per month and
8 \$.90 per fair share payer per month and

9 **WHEREAS**, the disbursement of an annual payment to each Local places monies into non-interest
10 bearing accounts, thus earning no additional funds. Often the full amount of the disbursements is not
11 spent over the fiscal year. As it is in the best interest of the membership to have a financially strong
12 union it is not prudent to have union monies idle and not producing income in the form of interest.

13 **THEREFORE, BE IT RESOLVED**, that the body move to amend the SEIU503 Bylaws to provide for a
14 minimum of two equal disbursements to be made to each Local in each fiscal year in accordance with
15 Article XX, Section 2(e). The remainder of the disbursements shall be held in the General Fund and
16 thereby earning interest for the benefit of the membership.

17 **BE IT FURTHER RESOLVED**, that should a local require additional funding to supplement the first fiscal
18 disbursement, the Local will make a request to Accounting to ascertain funds availability and the funds
19 will be processed.



Service Employees

Budget Impact/Cost Estimate: This resolution yields an estimated \$1300 in interest based on the average interest rate seen on Union funds in the last 6 months.

International Union

Local 503,

2020 Committee Recommendations:

Oregon Public

Do Pass

Pass as Amended

Employees Union

Do Not Pass

2020 General Council Ballot & Resolution Number:

Round 2 Resolution 4

Sublocal Rebate Distribution

Equity Statement

This resolution has a neutral equity impact.

Political Statement

No political impact.

Legal Statement

No legal impact.



Service Employees

Budget Impact/Cost Estimate: No fiscal impact outside of operating budget, as long as SEIU 503 moves to electronic voting for this sublocal.

International Union

Local 503,

2020 Committee Recommendations:

Oregon Public

Do Pass

Pass as Amended

Employees Union

Do Not Pass

2020 General Council Ballot & Resolution Number:

Round 2 Resolution 15

Union Communications Accessible for Blind or Visually Impaired Members

1 **Subject: SEIU Local 503, OPEU website, elections, Sublocal elections, updates and communications**
2 **need to be made accessible for union members who are blind or visually impaired.**

3 **Authored by: SEIU Sublocal 585, Commission for the Blind**

4 **Resolution Endorsed by: Sublocal 585 vote at member meeting on 4/28/2020**

5

6 **WHEREAS**, the SEIU Sublocal 585, Oregon Commission for the Blind, has many union members who are
7 blind or visually impaired and require accessible communication from SEIU 503, and

8 **WHEREAS**, Article V, Section 1. Rights and responsibilities of Union members in the Union include the
9 following: (a), The right to have opinions heard and respected, to be informed of union activities, to be
10 educated in union values and union skills; and

11 **WHEREAS**, Article V, Section 1. Rights and responsibilities of Union members in the Union include the
12 following: (h) The responsibility to be informed about the internal governance of the Union and to
13 participate in the conduct of the Union's affairs; **WHEREAS**, Article V, Section 1. Rights and

14 responsibilities of Union members in the Union include the following: (j) The responsibility to treat all
15 workers and members fairly; and

16 **WHEREAS**, the above articles reflect the values of the union and its membership, much of the
17 communication from SEIU 503 to its members comes in the form of paper flyers, which are not
18 accessible to members who are blind or visually impaired,

19 **BE IT RESOLVED by the General Council of SEIU Local 503, OPEU,** that the SEIU Local 503 Administrative
20 Policies and Procedures (AP&P), Article XXVI, Communication Guidelines, (a) shall be amended to
21 require that communication from Local 503 be accessible to members who are blind or visually impaired
22 by making all announcements, updates, and other communication available in an electronic format that
23 is accessible for screen readers such as JAWS. In addition, that ballots, including elections of Sublocal
24 and Local 503 officers shall be made accessible so that screen reader users can participate in in the
25 voting process independently without assistance from a sighted person. Lastly, the SEIU Local 503
26 website shall be made accessible to screen readers in its entirety.



Service Employees

Budget Impact/Cost Estimate: No fiscal impact outside of operating budget, as long as SEIU 503 moves to electronic voting for this sublocal.

International Union

Local 503,

2020 Committee Recommendations:

Oregon Public

Do Pass

Pass as Amended

Employees Union

Do Not Pass

2020 General Council Ballot & Resolution Number:

Round 2 Resolution 15

Union Communications Accessible for Blind or Visually Impaired Members

Equity Statement

This resolution has a **positive** equity impact. This resolution makes union processes and information accessible for members who are blind or visually impaired. It improves inclusion by making it easier for members who are blind or visually impaired to engage with and participate in our Union.

Political Statement

No political statement.

Legal Statement

No legal statement.



Service Employees

Budget Impact/Cost Estimate: No fiscal impact outside of operating budget.

International Union

Local 503,

2020 Committee Recommendations:

Oregon Public

Do Pass

Pass as Amended

Employees Union

Do Not Pass

2020 General Council Ballot & Resolution Number:

Round 2 Resolution 12

Engaging & Building Membership While Protecting Union Member Dues

1 **Subject: Engaging and Building SEIU503 membership participation at the local level in**
2 **accordance with ARTICLE II” – The Purpose of our Union, while simultaneously protecting the**
3 **intent and best value expenditure of union member’s dues by locals under ARTICLE XX.**

4 **Authored by: Stephen Walsh**

5 **Submitted by: DAS Sub Local 125 Executive Committee.**

6

7 **WHEREAS,** The Union recognize the need to provide financial resources to locals to enable them
8 to retain, engage and increase union’s membership for the purpose stated in ARTICLE II of the
9 SEIU503 Bylaws

10 **WHEREAS,** The Union has a legal, moral and ethical responsibility to protect all membership
11 dues and ensure they are only spent in the best interests of the members who provide those funds

12 **WHEREAS,** The Union has a moral and ethical responsibility to ensue funds provided to locals
13 are spent in the best interest of the membership, and not hoarded as defined under the provisions of
14 Article XX – Local Funding and Accounting

15 **WHEREAS,** The elected local leaders serve in a voluntary capacity, giving their time willingly to
16 serve and support the members of their locals to support the overall mission of SEIU503

17 **BE IT RESOLVED,** that SEIU503 Staff will assist our union’s elected voluntary local leaders by
18 causing a timely warning to the local’s officers, no more than six months or no less than three
19 months in advance, to any local in danger of losing their rebate due to exceeding the limits set by
20 Article XX – Local Funding and Accounting, Section e.

21 **BE IT FURTHER RESOLVED**, that should a local need to build up funds for a “Board Approved
22 Project” intended to serve the intent of ARTICLE II” of SEIU503’s Bylaws, then with Board
23 Approval, such funds will be excluded from the local’s account calculations for the purposes of
24 Article XX – Local Funding and Accounting, Section e.

25 **BE IT FURTHER RESOLVED**, that as funds provided to locals are intended to facilitate the
26 local’s obligations under ARTICLE II” any such funds forfeited by any local under Article XX –
27 Local Funding and Accounting, Section e, those funds shall be preserved in a special designated
28 account. Locals needing extra funding for Board Approved Projects shall have the ability to apply
29 to the SEIU503 Board for a grant from the forfeited funds to assist in the building and increasing
30 engagement of SEIU503 Members at the local level with funds for the intended purpose protected.



Service Employees

Budget Impact/Cost Estimate: No fiscal impact outside of operating budget.

International Union

Local 503,

2020 Committee Recommendations:

Oregon Public

Do Pass

Pass as Amended

Employees Union

Do Not Pass

2020 General Council Ballot & Resolution Number:

Round 2 Resolution 12

Engaging & Building Membership While Protecting Union Member Dues

Equity Statement

This resolution has a neutral equity impact.

Political Statement

No political impact.

Legal Statement

No legal impact.

Committee Resolutions

Committee on Member Affairs

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Service Employees

Budget Impact/Cost Estimate: A newsletter translated into two languages published 12 times per year is estimated at a cost of \$7,200 annually. That cost would scale up with additional languages added.

International Union

Local 503,

2020 Committee Recommendations:

Oregon Public

Do Pass

Pass as Amended

Employees Union

Do Not Pass

2020 General Council Ballot & Resolution Number:

Round 2 Resolution 5

Member Assistance Center (MAC) – Member Resource Center (MRC) Outreach & Education

1 **Subject: MAC-MRC Outreach & Education**

2 **Authored by: Membership, Steward Representation & Leadership Workgroup**

3 **Submitted by: Membership, Steward Representation & Leadership Workgroup**

4

5 **Whereas** SEIU 503 promotes the value of the Member Resource Center and the Member Assistance
6 Center to its members.

7 **Whereas** SEIU 503 informs its members about structural changes of the union, including the creation of
8 new departments (e.g. Member Assistance Center), the purpose of the new department and contact
9 information.

10 **Whereas** SEIU 503 is committed to improve communication with its members regardless of the
11 represented sector, location, language, etc.

12 **Be It Resolved that SEIU 503** will develop new outreach strategies to improve communication with its
13 members.

14 **Be It Further Resolved that SEIU 503** is to implement new member outreach that will includes the
15 following:

- 16 1. Monthly updates to members regarding workers rights and benefits, new collective
- 17 bargaining agreements, member representation, steward recruitment and training program,
- 18 hardship benefits for member in need and other resources;

- 19 2. Utilize methods of communication such as newsletter available by email, SEIU 503 website,
20 worksite literature and other;
21 3. Make communication to members available in different languages.



Service Employees

Budget Impact/Cost Estimate: A newsletter translated into two languages published 12 times per year is estimated at a cost of \$7,200 annually. That cost would scale up with additional languages added.

International Union

Local 503,

2020 Committee Recommendations:

Oregon Public

Do Pass

Pass as Amended

Employees Union

Do Not Pass

2020 General Council Ballot & Resolution Number:

Round 2 Resolution 5

Member Assistance Center (MAC) – Member Resource Center (MRC) Outreach & Education

Equity Statement

This resolution has a **positive** equity impact. The resolution improves member communication and specifically names language accessibility.

Political Statement

No political impact.

Legal Statement

No legal impact.



Service Employees

Budget Impact/Cost Estimate: \$4,800 annually

International Union

Local 503,

2020 Committee Recommendations:

Oregon Public

Do Pass

Pass as Amended

Employees Union

Do Not Pass

2020 General Council Ballot & Resolution Number:

Round 2 Resolution 6

Union President’s Monthly Compensation

1 **Subject: Union President’s Monthly Compensation**

2 **Authored by: General Council Governance Workgroup: Helen Moore, Mary Steward, Angelica Ceja**
3 **Ochoa, Jeni Hall Peel, Patty Falkenstein, Paula Pena, Susan Mundell, and Melissa Unger**

4 **Submitted by: General Council Governance Workgroup**

5

6 **WHEREAS**, under the Union’s current Bylaws, the President receives a fixed monthly stipend of \$400 in
7 addition to their salary, and

8 **WHEREAS**, this fixed monthly stipend for the President was appropriate when the President was not a
9 full-time officer receiving a salary from the Union, and

10 **WHEREAS**, this fixed monthly stipend for the President is not appropriate now that the President
11 receives a salary from the Union, and

12 **WHEREAS**, membership in our statewide Union is economically and geographically diverse, and

13 **WHEREAS**, given this diversity, a member who is elected President may face unique economic
14 challenges such as the need for housing or relocation assistance, health insurance, and retirement
15 contributions, and

16 **WHEREAS**, the ability to consider and compensate for the unique circumstances of each President is
17 currently not authorized by the Union’s governing documents.

18 **THEREFORE, BE IT RESOLVED**, that the President shall not receive a fixed monthly stipend of \$400 in
19 addition to their salary, and

20 **BE IT FURTHER RESOLVED**, that the Union shall consider the unique circumstances of each President
21 and authorize negotiations with the Board of Directors for ad hoc compensation, including but not
22 limited to the need for housing or relocation assistance, health insurance, and retirement contributions.

23 **BE IT FINALLY RESOLVED**, that the Union shall amend its Bylaws as follows:

24 ARTICLE XIII - STATEWIDE OFFICERS AND IMMEDIATE PAST PRESIDENT

25 ...

26 Section 7. The President shall be paid a salary (through the President's respective employer if possible)
27 during the President's term of office. That salary shall be the salary the President earns in the bargaining
28 unit position held at the beginning of the term, including any increases due during the term. But no less
29 than the top step of the organizer/senior organizer salary chart in the Public Employee Representative
30 Union contract. The Union shall ~~also compensate the President at the rate of four hundred dollars~~
31 ~~(\$400.00) per month~~ consider the unique circumstances of each President and authorize negotiations
32 with the Board of Directors for ad hoc compensation, including but not limited to the need for housing or
33 relocation assistance, health insurance, and retirement contributions. The President shall receive no
34 salary or other payments than those provided by the Union or by the President's bargaining unit
35 employer. The President's membership rights required for holding office shall be maintained during the
36 President's terms(s).

37 ...



Service Employees

Budget Impact/Cost Estimate: \$4,800 annually

International Union

Local 503,

2020 Committee Recommendations:

Oregon Public

Do Pass

Pass as Amended

Employees Union

Do Not Pass

2020 General Council Ballot & Resolution Number:

Round 2 Resolution 6

Union President's Monthly Compensation

Equity Statement

This resolution has a **positive** equity impact. The resolution recognizes the economic and geographic diversity of our membership and gives the Board flexibility to determine the President's compensation based on the unique circumstances of each elected President, including housing or relocation assistance, health insurance, and retirement contributions. This allows for a more equitable compensation process and removes some barriers that might otherwise discourage members from running for President if they live outside of the Portland/Salem area or come from sublocals that don't provide the same level of benefits as our State and Higher Ed sublocals.

Political Statement

No political impact.

Legal Statement

No legal impact.



Service Employees

Budget Impact/Cost Estimate: The fiscal impact of this an increase of approximately \$2000 in lodging costs, dependent on representation activities for the year.

International Union

Local 503,

2020 Committee Recommendations:

Oregon Public

Do Pass

Pass as Amended

Employees Union

Do Not Pass

2020 General Council Ballot & Resolution Number:

Round 2 Resolution 9

Stewards Accorded A Private Room Upon Request

1 **Subject: STEWARDS ACCORDED A PRIVATE ROOM UPON REQUEST**

2 **Authored by: Alisha Goodwin, Jo Hickerson, Shawn Holliday, Tammy Tate Houdroge, Diana Lobo,**
3 **Mike Scott, Adam Korst, Sally Cumberworth, Rhonda Morgan, Janet Ferris, Terry Haydon, Micki**
4 **Varney**

5 **Submitted by: Micki Varney, Co-Chair, SEIU 503 Stewards Committee**

6 **Resolution Endorsed by: SEIU 503 Stewards Committee**

7

8 **WHEREAS**, a robust steward presence is vital to our union, and

9 **WHEREAS**, stewards are the first responders contacted to address workplace issues, and

10 **WHEREAS**, stewards interact with members they are representing during evenings and weekends as
11 well as during the work day, and

12 **WHEREAS**, enforcement of our bargaining contract requires a thorough knowledge of collective
13 bargaining agreements and the time necessary to interpret contract language and evaluate its
14 applicability to situations, and

15 **WHEREAS**, active stewards often conduct representational work during travel for other union duties (ie
16 bargaining, BOD, CAPE GC) and need to maintain the confidentiality of members 24/7, and

17 **WHEREAS**, stewards volunteer hundreds of hours to represent our members, and deserve recognition
18 for their selfless efforts,

19 **THEREFORE, BE IT RESOLVED**, Article VI (AP&P) REIMBURSABLE EXPENSES, Section 9, shall be amended
20 as follows:

21 Guidelines for Meeting, Lodging Arrangements, Reimbursements, and Allowances.

22 All lodging and off-site meeting arrangements will be made through Union Headquarters or a Field
23 Office except for special conditions approved in advance by the Union ~~Secretary-Treasurer~~ or the
24 ~~Secretary-Treasurer's~~ designee. The Union allows one-half (1/2) the double room rate for each
25 individual who is authorized for lodging and occupies a room. (Board of Directors Meeting/5.14.16) (a)
26 Single Rooms. Except as provided in subsection (b) of this Section, a member who requests a single
27 room or accommodations for themselves and a non-member authorized guest shall be billed the
28 difference between the cost of the single room and one-half (1/2) the double room rate. Persons who
29 do not request a single room, yet end up in single accommodations because there was no other person
30 to share a room, shall not be charged for the extra cost.

31 (b) Stewards doing representational work for the Union who are eligible for SEIU 503 lodging shall
32 receive single accommodations for themselves when requested and shall not be charged. If a steward
33 doing representational work requests accommodations for themselves and a non-member authorized
34 guest, the Union shall bill the difference between the single room rate and the double room rate.

35 (~~b~~c) * * * * *

36 (ed)

37 **BE IT FURTHER RESOLVED**, that stewards doing representational work for our union, while in overnight
38 travel status, shall receive a private room at the single room rate, when requested. The expense for this
39 accommodation will be paid from the SEIU 503 General Fund. Furthermore, recognizing the potential
40 fiscal impact of this resolution, large gatherings at steward-dedicated events (i.e. Stewards Conference)
41 will be exempt from this resolution.



Service Employees

Budget Impact/Cost Estimate: The fiscal impact of this an increase of approximately \$2000 in lodging costs, dependent on representation activities for the year.

International Union

Local 503,

2020 Committee Recommendations:

Oregon Public

Do Pass

Pass as Amended

Employees Union

Do Not Pass

2020 General Council Ballot & Resolution Number:

Round 2 Resolution 9

Stewards Accorded A Private Room Upon Request

Equity Statement

This resolution has a **negative** equity impact. The resolution provides special privileges to one specific type of leader in our Union without extending those same privileges to other leaders who are also attending conferences or otherwise doing important Union work.

Political Statement

No Political impact.

Legal Statement

No legal impact.

Committee Resolutions

Committee on Bylaws

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Service Employees

Budget Impact/Cost Estimate: This resolution has no fiscal impact outside of the existing operating budget.
No Additional Impact

International Union

Local 503,

2020 Committee Recommendations:

Oregon Public

Do Pass

Pass as Amended

Employees Union

Do Not Pass

2020 General Council Ballot & Resolution Number:

Round 2 Resolution 3

Authority of Board of Directors to Amend the Administrative Policies & Procedures (AP&P's)

1 **Subject: Authority of Board of Directors to Amend the Administrative Policies and Procedures (AP&P)**
2 **Authored by: General Council Governance Workgroup: Helen Moore, Mary Stewart, Angelica Ceja**
3 **Ochoa, Jeni Hall Peel, Patty Falkenstein, Paula Pena, Susan Mundell, and Melissa Unger**
4 **Submitted by: General Council Governance Workgroup**

5
6 **WHEREAS** the Board of Directors of the Union has the power to formulate the program and administer
7 the affairs of the Union between sessions of the General Council;

8 **WHEREAS** the Board is unable to amend anything in the AP&P done by GC resolution, and must wait
9 until the next General Council to propose a needed amendment (or deletion) to some provisions in the
10 AP&P;

11 **WHEREAS** this makes the AP&P less flexible to meet needs of the Union and;

12 **WHEREAS** It also creates inequities, including the inability for the Board to add a Women of Color
13 Caucus to the Women’s Council section of the AP&P because that section was amended by GC:

14 **THEREFORE BE IT RESOLVED by the General Council of SEIU Local 503, OPEU,** that effective four (4)
15 months after General Council, all GC approved AP&P provisions that have not been reaffirmed or
16 amended by GC for more than four (4) years may be amended (including deletion) by the Board.

17 **BE IT FURTHER RESOLVED,** that the Union’s Bylaws shall be amended as follows:

18 **ARTICLE VIII – GOVERNANCE OF THE UNION**

19 ...

20 Section 4. In addition to these Bylaws, the Union shall maintain a governing document termed
21 Administrative Policies and Procedures (AP&P). To the extent a provision in the AP&P conflicts with a
22 provision in these Bylaws, the terms of these Bylaws shall prevail.

23 (a) The AP&P document is amendable by both the General Council and the Board. Provisions
24 adopted by a majority vote of the General Council shall be kept distinct from those adopted by
25 the Board. Provisions adopted by the General Council may only be amended by the Board using
26 the General Council process unless a provision has not been reaffirmed or amended by General
27 Council for more than four (4) years. Beginning four (4) months after the conclusion of every
28 General Council, the Board shall have authority to amend such provisions.

29 ~~(a) Beginning February 1, 2011, the AP&P shall be a wholly Board of Directors' document except~~
30 ~~for those provision for which an adopted General Council resolution, or other conclusive~~
31 ~~evidence, is presented to the January 2011 Board meeting to establish that a particular~~
32 ~~provision had previously been adopted by the General Council. Any adoption/approval of a~~
33 ~~revised version of the AP&P by the 2010 General Council shall not be deemed evidence of~~
34 ~~prior General Council adaptation for purposes of this Section.~~

35 (b) All special rules of order governing Board of Director Meetings shall be placed in a separate
36 document named by the Board.



Service Employees

International Union

Local 503,

Oregon Public

Employees Union

Budget Impact/Cost Estimate: This resolution has no fiscal impact outside of the existing operating budget.
No Additional Impact

2020 Committee Recommendations:

Do Pass

Pass as Amended

Do Not Pass

2020 General Council Ballot & Resolution Number:

Round 2 Resolution 3

Authority of Board of Directors to Amend the Administrative Policies & Procedures (AP&P's)

Equity Statement

This resolution has a **positive** equity impact. There are times when our own governing documents prevent us from taking timely action that would benefit marginalized communities within our Union. For example, the Women of Color Caucus could not be recognized in the same way that other caucuses are recognized due to outdated language in our AP&Ps that the Board did not have the authority to change. This resolution creates a more equitable governance process by providing flexibility for the Board to make changes to language in the AP&Ps that may no longer be relevant and prevent us from doing what we need to do to be an inclusive and anti-racist union.

Political Statement

No political impact.

Legal Statement

No legal impact.



Service Employees

Budget Impact/Cost Estimate: We estimate that the fiscal impact of holding regional board meetings is \$25,000 per meeting for travel and lodging in each location. For all 6, this is a \$150,000 in 2 years, or \$75,000 annual impact.

International Union

Local 503,

2020 Committee Recommendations:

Oregon Public

Do Pass

Pass as Amended

Employees Union

Do Not Pass

2020 General Council Ballot & Resolution Number:

Round 2 Resolution 10

Location of Regular Board of Director Meetings

1 **Subject: LOCATION OF REGULAR BOARD OF DIRECTOR MEETINGS**

2 **Authored by: Alisha Goodwin, Jo Hickerson, Shawn Holliday, Tammy Tate Houdroge, Diana Lobo,**
3 **Mike Scott, Adam Korst, Sally Cumberworth, Rhonda Morgan, Janet Ferris, Terry Haydon, Micki**
4 **Varney**

5 **Submitted by: Micki Varney, Co-Chair, SEIU 503 Stewards Committee**

6 **Resolution Endorsed by: SEIU 503 Stewards Committee**

7

8 **WHEREAS,** The Board of Directors meets six (6) times per year, and

9 **WHEREAS,** Our Union is a member-run union, and

10 **WHEREAS,** there is a growing interest and participation of union members in the eastern and southern
11 regions of the State of Oregon, and

12 **WHEREAS,** all members should be encouraged to learn about and provide input into union operations,
13 and

14 **WHEREAS,** members should be given adequate notice of Board of Directors meetings, and

15 **WHEREAS,** SEIU 503 has six regional offices located in Pendleton, Eugene, Salem, Portland, Bend, and
16 Medford,

17 **THEREFORE, BE IT RESOLVED,** that regular Board meetings will be held at least once, in every 2-year
18 period, in each of the 6 communities where Regional Union Offices are located, and

19 **BE IT RESOLVED,** Board meetings will be publicized to members in the regional area two weeks and one
20 week prior to the regular Board meeting, and

21 **BE IT FURTHER RESOLVED**, a half-hour time slot shall be dedicated on the agenda of regular Board
22 meetings for Board members to hear general comments from members.



Service Employees

Budget Impact/Cost Estimate: We estimate that the fiscal impact of holding regional board meetings is \$25,000 per meeting for travel and lodging in each location. For all 6, this is a \$150,000 in 2 years, or \$75,000 annual impact.

International Union

Local 503,

2020 Committee Recommendations:

Oregon Public

Do Pass

Pass as Amended

Employees Union

Do Not Pass

2020 General Council Ballot & Resolution Number:

Round 2 Resolution 10

Location of Regular Board of Director Meetings

Equity Statement

This resolution has a **positive** equity impact. The resolution improves regional access to our Union's governing process for members who might otherwise not have the opportunity to engage with our Union's elected leaders.

Political Statement

No political impact.

Legal Statement

No legal impact.



Service Employees

Budget Impact/Cost Estimate: Making the change to electronic voting will result in significant financial savings for the sublocals that no longer have to pay for paper ballot mail elections. The combined savings is estimated at \$85,270 distributed across 503 and the sublocals for printing and mailing paper ballots. This does not reflect the significant efficiencies in staff time garnered from the change in election practice.

International Union

Local 503,

Oregon Public

Employees Union

2020 Committee Recommendations:

Do Pass

Pass as Amended

Do Not Pass

2020 General Council Ballot & Resolution Number:

Round 2 Resolution 1

Sublocal Leader Status Under LMRDA in the Public Sector

1 **Subject: Sublocal Leader Status under LMRDA in the Public Sector**

2 **Authored by: General Council Governance Workgroup: Helen Moore, Mary Stewart, Angelica Ceja**

3 **Ochoa, Jeni Hall Peel, Patty Falkenstein, Paula Pena, Susan Mundell, and Melissa Unger**

4 **Submitted by: General Council Governance Workgroup**

5

6 **WHEREAS** Based on a new legal opinion, sub-local elections in the public sector are not required to
7 follow the LMRDA (Labor Management Reporting and Disclosure Act) elections process;

8 **WHEREAS** given the new guidance, sublocals may have greater freedom in conducting the elections of
9 sub-local leadership;

10 **WHEREAS** electronic voting means that there will be greater voter participation and member
11 engagement and;

12 **WHEREAS** we will be able to divert the staff time and resources spent on running LMRDA compliant
13 elections for sublocals to other areas that will support our membership:

14 **THEREFORE BE IT RESOLVED by the General Council of SEIU Local 503, OPEU,** that the Union should
15 amend the bylaws to better comply with the new legal guidance and provide greater flexibility for

16 conducting sub-local elections including the ability to vote electronically- thereby granting greater
17 access to our membership so that we may have a more inclusive and democratic union.
18 **BE IT FINALLY RESOLVED**, that the Union's Bylaws shall be amended as follows:
19 *See Appendix 1 for bylaws*



Service Employees

Budget Impact/Cost Estimate: Making the change to electronic voting will result in significant financial savings for the sublocals that no longer have to pay for paper ballot mail elections. The combined savings is estimated at \$85,270 distributed across 503 and the sublocals for printing and mailing paper ballots. This does not reflect the significant efficiencies in staff time garnered from the change in election practice.

International Union

Local 503,

Oregon Public

Employees Union

2020 Committee Recommendations:

Do Pass

Pass as Amended

Do Not Pass

2020 General Council Ballot & Resolution Number:

Round 2 Resolution 1

Sublocal Leader Status Under LMRDA in the Public Sector

Equity Statement

This resolution has a **positive** equity impact. Rigid LMRDA rules around union elections can be a real barrier to voter accessibility in sublocal elections, particularly since the rules do not allow for electronic voting in sublocal officer elections. By creating a path for electronic voting in sublocal elections, this resolution will increase members' access to our union's democratic process.

Political Statement

No political impact.

Legal Statement

The rigid requirements of the federal law that governs Union officer elections (the LMRDA), including the requirement that elections be conducted by mail, are not required in public sector sub local elections. Not only will the passage of this resolution increase member voting access and increase voter turnout, it will also save considerable money for the sub locals that bear the high costs of these elections.

The drafted amendments require that elections remain fair and governed by explicit rules and processes set forth in our Bylaws. Indeed, Sublocal elections will continue to be subject to the same level of internal review in the event an election challenge is filed. Furthermore, local leaders continue to be held to the same obligations as Union officers, including the requirements that leaders disclose conflicts of interest and abide by the duties of officers set forth in our Bylaws.

These changes also empower sublocal leaders to create an internal leadership structure that is unique to the needs of the sub local as opposed to restricting them to a set governance structure. That being said, sub locals are not required to update their bylaws as a result of this resolution.

The legal department strongly recommends that the General Council adopt this resolution as it will bring the majority of our union elections into the 21st Century and increase membership participation in Union democracy.

Committee Resolutions

Committee on Employee Representation

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Service Employees

Budget Impact/Cost Estimate: No fiscal impact outside of operating budget.

International Union

Local 503,

2020 Committee Recommendations:

Oregon Public

Do Pass

Pass as Amended

Employees Union

Do Not Pass

2020 General Council Ballot & Resolution Number:

Round 2 Resolution 14

Resolution Process and General Council Training

1 **Subject: Resolution Process and General Council Training**

2 **Authored by: Alisha Goodwin, Jo Hickerson, Shawn Holliday, Tammy Tate Houdroge, Diana Lobo,**
3 **Mike Scott, Adam Korst, Sally Cumberworth, Rhonda Morgan, Janet Ferris, Terry Haydon, Micki**
4 **Varney**

5 **Submitted by: Micki Varney, Co-Chair, SEIU 503 Stewards Committee**

6 **Resolution Endorsed by: SEIU 503 Stewards Committee**

7

8 **WHEREAS**, our members are the guiding force and inspiration of our member-run union, and

9 **WHEREAS**, General Council is the supreme governing body of our Union, and

10 **WHEREAS**, transparency in our governing body and operations is a priority, and

11 **WHEREAS**, the development and presentation of resolutions should be driven by our members, and

12 **WHEREAS**, newly elected General Council delegates and member leaders would benefit from a greater
13 understanding of the resolution process, and

14 **WHEREAS**, a training on General Council and resolutions would be an excellent recruiting tool for future
15 leaders, and

16 **WHEREAS**, providing opportunities to increase the knowledge base of new leaders on union governance
17 strengthens our democracy,

18 **BE IT RESOLVED**, that our Union shall develop and provide semi-annual training on the resolution
19 process to include--writing a resolution, presenting it at General Council, and timelines to be observed.

20 **BE IT FURTHER RESOLVED**, that our Union shall develop and provide semi-annual training on General
21 Council process and procedure.



Service Employees

Budget Impact/Cost Estimate: No fiscal impact outside of operating budget.

International Union

Local 503,

2020 Committee Recommendations:

Oregon Public

Do Pass

Pass as Amended

Employees Union

Do Not Pass

2020 General Council Ballot & Resolution Number:

Round 2 Resolution 14

Resolution Process and General Council Training

Equity Statement

This resolution has a **positive** equity impact. The resolution requires regular training on the General Council resolution process, which can seem prohibitively complicated to many members. By providing opportunities for members to learn about and understand the process, we will increase access to our Union's governing process for many who might otherwise be excluded from that process.

Political Statement

No political impact.

Legal Statement

No political impact.



Service Employees

Budget Impact/Cost Estimate: This resolution does not provide sufficient detail for the assessment of fiscal impact. Currently, the MRC and program budgets for Public Sector and Care Provider organizing provide budget for trainings and meetings for members that encompass steward training. Any names percentage of total budget would need to be assessed in comparison to these existing figures.

International Union

Local 503,

2020 Committee Recommendations:

Oregon Public

Do Pass

Pass as Amended

Employees Union

Do Not Pass

2020 General Council Ballot & Resolution Number:

Round 2 Resolution 8

Expansion of Steward Leadership Training

1 **Subject: EXPANSION OF STEWARD LEADERSHIP TRAINING**

2 **Authored by: Alisha Goodwin, Jo Hickerson, Shawn Holliday, Tammy Tate Houdroge, Diana Lobo,**
3 **Mike Scott, Adam Korst, Sally Cumberworth, Rhonda Morgan, Janet Ferris, Terry Haydon, Micki**
4 **Varney**

5 **Submitted by: Micki Varney, Co-Chair, SEIU 503 Stewards Committee**

6 **Resolution Endorsed by: SEIU 503 Stewards Committee**

7

8 **WHEREAS,** stewards are the backbone of our Union, and

9 **WHEREAS,** union stewards, officers, and leaders are called upon to have union skills to further their
10 abilities to represent our members, and

11 **WHEREAS,** the continuing creation and implementation of leadership development curriculum is a
12 needed investment in the long term success of our leaders and our Union, and

13 **WHEREAS,** there should be progressive levels of skills development, and

14 **WHEREAS,** resources for training are often one of the first things to be cut during times of fiscal
15 deficiencies, and

16 **WHEREAS,** specialized leadership trainings do exist outside of SEIU 503 offerings, yet they can be
17 potentially cost prohibitive to attend or participate in, and

18 **WHEREAS**, relevant and well-developed training and workshops that provide valuable leadership skills
19 necessary for the success and development of Stewards and member leaders are available from outside
20 entities. As examples:

- 21 • Workplace Bullying Institute
- 22 • Mediation Training and Certification
- 23 • Labor Law Conference, and

24 **WHEREAS**, there should be funds be available to stewards for external trainings through the scholarship
25 petition process, and

26 **WHEREAS**, resources need to be available that are focused on the needs of both worksite-based and
27 non-worksite-based stewards:

28 **THEREFORE, BE IT RESOLVED**, that our Union dedicate a percentage of total annual budget toward a
29 standing budget line item dedicated to Steward and Officer Leadership development, training and
30 support, and

31 **BE IT FURTHER RESOLVED**, that a Steward, Officer and Leadership Training program be developed with
32 input from Stewards Committee that;

- 33 1. provide successive levels of advancement based on responsibility for the position held by
34 the member seeking training.
- 35 2. These levels are specifically designed for a) union activists, b) union officers and c) union
36 stewards, and

37 **BE IT FURTHER RESOLVED**, that a Steward, Officer and Leadership Training Scholarship program be
38 developed with the purpose of making funds available through a scholarship application process to
39 participate in appropriate external learning opportunities, and

40 **BE IT FURTHER RESOLVED**, that a Steward and Leadership Training Scholarship Committee be created to
41 develop the guidelines and oversee the process used to evaluate scholarship applications, and

42 **BE IT FURTHER RESOLVED** that a detailed plan outlining the above determined Steward, Officer and
43 Leadership development Training Scholarship program logistics and procedures be presented to the
44 SEIU 503 Board of Directors by April 30, 2021.



Service Employees

Budget Impact/Cost Estimate: This resolution does not provide sufficient detail for the assessment of fiscal impact. Currently, the MRC and program budgets for Public Sector and Care Provider organizing provide budget for trainings and meetings for members that encompass steward training. Any names percentage of total budget would need to be assessed in comparison to these existing figures.

International Union

Local 503,

2020 Committee Recommendations:

Oregon Public

Do Pass

Pass as Amended

Employees Union

Do Not Pass

2020 General Council Ballot & Resolution Number:

Round 2 Resolution 8

Expansion of Steward Leadership Training

Equity Statement

This resolution has an overall **positive** equity impact with a potentially negative equity impact in the funding mechanism. Developing a comprehensive training and mentoring program for new stewards will help bring more diverse leaders into our Union and ensure that they are getting the support they need to be successful. However, while it is important to allocate resources to leadership development, assigning a percentage of the budget specifically to steward development is an arbitrary approach to funding and may result in inequities across our Union's other programs, including those intended to promote inclusion and develop leaders of color.

Political Statement

No political impact.

Legal Statement

No political impact.



Service Employees

Budget Impact/Cost Estimate: This resolution has no fiscal impact outside of the existing operating budget.
No Additional Impact

International Union

Local 503,

2020 Committee Recommendations:

Oregon Public

Do Pass

Pass as Amended

Employees Union

Do Not Pass

2020 General Council Ballot & Resolution Number:

Round 2 Resolution 2

Local Leadership Duties and Responsibilities

1 **Subject: Local Leadership Duties and Responsibilities**

2 **Authored by: General Council Governance Workgroup: Helen Moore, Mary Steward, Angelica Ceja**

3 **Ochoa, Jeni Hall Peel, Patty Falkenstein, Paula Pena, Susan Mundell, and Melissa Unger**

4 **Submitted by: General Council Governance Workgroup**

5

6 **WHEREAS**, effective Local leadership is essential to the growth and strength of our Union, and

7 **WHEREAS**, Local leaders are particularly important for membership recruitment, outreach, and support,

8 and

9 **WHEREAS**, while many Local bylaws already include some of the duties of Local leadership, the Union

10 has not established consistent expectations and responsibilities for all Local leaders, and

11 **WHEREAS**, consistent expectations and responsibilities improve the accountability and performance of

12 all leaders.

13 **THEREFORE, BE IT RESOLVED**, that the Union shall amend its Bylaws as follows:

14 **ARTICLE VII – RESPONSIBILITIES OF OFFICERS**

15 ...

16 *Section 4. Responsibilities of Local leadership also include but are not limited to:*

17 a) *Building membership and reaching out to non-members*

18 b) *Providing membership and union information at new employee orientations*

19 c) *Supporting CAPE and/or other such projects in the interest of the Local*

20 d) *Ensuring regular access to information for members of the Local*

21 e) *Engaging members and participating in the campaigns of the Union, especially when*

22 *relevant to the Local*

- 23 f) Recruiting Stewards
- 24 g) Recruiting other member leaders, including encouraging new leaders to run for office, with
- 25 an emphasis on the diversity and equity of the Local's leadership
- 26 h) Following the SEIU Code of Ethics and Conduct and maintaining the confidentiality of
- 27 sensitive issues
- 28 i) Other duties as included in Local bylaws.



Service Employees

Budget Impact/Cost Estimate: This resolution has no fiscal impact outside of the existing operating budget.
No Additional Impact

International Union

Local 503,

2020 Committee Recommendations:

Oregon Public

Do Pass

Pass as Amended

Employees Union

Do Not Pass

2020 General Council Ballot & Resolution Number:

Round 2 Resolution 2

Local Leadership Duties and Responsibilities

Equity Statement

This resolution has a **positive** equity impact. The resolution provides a roadmap for leaders to follow and creates a baseline for expectations around equity and inclusion. The resolution specifically names the Code of Conduct and directs sublocal officers to recruit new leadership with an emphasis on diversity and equity.

Political Statement

No political impact.

Legal Statement

No legal impact.

Appendix 1

SEIU LOCAL 503, OREGON PUBLIC EMPLOYEES UNION BYLAWS

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SEIU LOCAL 503, OREGON PUBLIC EMPLOYEES UNION BYLAWS

ARTICLE I - NAME

The name of this organization shall be the Service Employees International Union Local 503, Oregon Public Employees Union, hereinafter referred to as the "Union".

ARTICLE II - PURPOSE

Vision Statement. We envision a just and vibrant society where everyone is treated with dignity and respect, where all workers can provide for themselves and their families.

Purpose Statement. Our Union is a labor organization established to represent and work for the benefit of both public and private sector members on matters of, including but not limited to, employment relations, collective bargaining and contract administration including arbitration and other remedies of law and rule.

Our Union is committed to operating democratically, openly, and through the leadership of its members. We seek to empower our members and their communities to overcome injustice and inequity so that everyone has equal access to opportunity.

ARTICLE III - MEMBERSHIP

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

Section 2. Active Membership.

(a) Active membership in the Union is open to persons in bargaining units for which the Union is the exclusive collective bargaining representative, or units currently being organized by the Union, including non-traditional units that do not have a path to collective bargaining.

(b) Active membership status shall continue during the period of time that an employee is on authorized leave or for the first one hundred and twenty (120) days after employment ends.

(c) Every active member has all rights of Union membership and has equal rights and privileges within the Union. These rights include, but are not limited to, the right to nominate candidates, to vote in elections or referendums of the Union, to hold local leader positions, to hold statewide office ~~at all levels of the Union~~, to attend membership meetings, and to participate in the deliberations and voting upon the business of such meetings, subject to reasonable rules and regulations of the Union for the conduct of such meetings.

(d) Every active member of the Union has the right to meet and assemble freely with other active or retired members; to express any views, arguments, or opinions; and to express at meetings of the Union such member's views about candidates in an election of the Union or about any business properly before the meeting, subject to the Union's established and reasonable rules pertaining to the conduct of

meetings. However, nothing in subsection (a) or (b) of this Section shall be construed to impair the right of the Union to adopt and enforce reasonable rules as to the responsibility of every member toward the Union as an institution and to such member's refraining from conduct that would interfere with the Union's performance of its legal or contractual obligations.

(e) A member's right to attend meetings shall not be limited to those of the member's Local, the Board or its committees, but shall apply to meetings of any Local although the member's right to vote at such meeting shall be governed by the established policies of such meeting group. The visiting member should be identified as a guest. Nothing in this provision shall limit the Board's ability to conduct its business in Executive Session in appropriate circumstances.

Section 3. Semi-Active Membership.

(a) Semi-active membership is limited to seasonal employees on layoff status and unscheduled employees in bargaining units for which the Union is the exclusive collective bargaining representative.

(b) A semi-active member may hold any statewide office and local leader positions, provided that they remain members in good standing and pay dues at the associate member rate while in semi-active status. Semi-active members shall receive all general publications sent to active members.

Section 4. Associate Membership.

(a) Associate membership is open to employees excluded from active membership in the Union, staff, or members of affiliated labor organizations.

(b) An associate member of the Union may not vote; may not nominate candidates; may not hold any statewide office or local leader position in the Union; may not attend or speak at membership meetings of the Union except by invitation of the officer or local leaders in charge of the meeting; and may not participate in deliberations on Union business.

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 (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 3 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. Exceptions to this policy may be granted to former active members of the Union who spent the majority of their employment in the bargaining unit. The grant of this exception requires unanimous approval by the Board. A retired person granted this exception by the Board has the same membership rights as other retired members who retired in active member status. This action may be revoked by a majority vote of the Board.

Section 6. Staff Membership. Staff membership is open to Union staff. Staff members have the right to:

- (a) Submit resolutions to General Council, vote on dues increases and other union governance issues, including economic and social policy positions, but not on issues specific to bargaining units.
- (b) Serve as a representative, with full voting rights on all issues, to any labor board, conference, convention, or other function, if elected by the membership or designated to do so by the Board.
- (c) Nominate candidates and vote in statewide Union elections.
- (d) Run for and serve in the office of Executive Director.

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. 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.

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

ARTICLE IV - LOCALS

Section 1. Locals are sub-components of the Union comprised of the active and semi-active members for each state agency, each subsection of a state agency designated as a

Local by the Board of Directors (as requested by the members in the affected agency) or other bargaining unit represented by the Union or other non-state agency bargaining unit. All alternate structures must be approved by the elected leaders of the affected Locals (or the bargaining team, in the case of newly formed Locals that do not yet have elected leaders) and the Board of Directors.

Section 2. A regular Local may also be formed by affiliation of an existing employee organization with this Union. Affiliation shall be pursuant to an affiliation agreement between the organization and the Union approved by the Board and signed by the President and Secretary of the Union.

Section 3. Each Local shall file with the Union's Secretary a signed and ratified copy of the Local's provisions for self-government and any subsequent amendments thereto. Any portion of a Local's provisions for self-government in conflict with the Bylaws of the Union or any resolution approved by the General Council shall be void.

Section 4. All active members of the Union shall belong to a Local. An active member may hold membership in more than one Local at a given time, if employed by more than one employer with Union bargaining unit members. In such cases, the member holds full membership rights in each of the Locals where they have membership, but may only have one vote in statewide issues. In order to be able to cast one vote for industry representation in the statewide Board election, a dual Local member shall have a primary industry seat determined by where the longest membership status exists. For purposes of this Article, "statewide" shall also include one representational vote at such events as General Council, bargaining conferences, SEIU conventions, etc.

ARTICLE V - MEMBER BILL OF RIGHTS AND RESPONSIBILITIES IN THE UNION AND ON THE JOB

Section 1. Rights and responsibilities of Union members in the Union include the following:

- (a) The right to have opinions heard and respected, to be informed of union activities, to be educated in union values and union skills;
- (b) The right to choose the leaders of the Union in a fair and democratic manner;
- (c) The right to a full accounting of union dues and the proper stewardship over Union resources;
- (d) The right to participate in the Union's bargaining efforts and to approve Union contracts;
- (e) The right to have members' concerns resolved in a fair and expeditious manner;
- (f) The right and responsibility to use their collective strength to support, propose, amend or oppose laws or ballot measures that affect employees' rights and to otherwise help build a political voice for workers in Oregon and elsewhere;

- (g) The responsibility to help build a strong and effective labor movement, to support the organizing of unorganized workers and to stand up for one's co-workers and all other workers;
- (h) The responsibility to be informed about the internal governance of the Union and to participate in the conduct of the Union's affairs;
- (i) The responsibility to contribute to the support of the Union;
- (j) The responsibility to treat all workers and members fairly;
- (k) The responsibility to offer constructive criticism of the Union.

Section 2. Rights and responsibilities of Union members on the job include the following:

- (a) The right to have work that is worthwhile to society, personally satisfying to the worker, and which provides a decent standard of living, a healthy and safe workplace, and the maximum possible employment security;
- (b) The right to have a meaningful and protected voice in the design and execution of one's work and in the long-term planning by ones' employer as well as the training necessary to take part in such planning;
- (c) The right to fair and equitable treatment on the job;
- (d) The right to share fairly in the gains of the employer;
- (e) The right to participate fully in the work of the Union on the scope, content and structure of one's job;
- (f) The responsibility to participate in the Union's efforts to establish and uphold collective principles and values for effective work participation;
- (g) The responsibility to recognize and respect the interests of all Union members when making decisions about Union goals;
- (h) The responsibility to be informed about the industry in which one works and about the forces that shall affect the condition of workers in the industry;
- (i) The responsibility to participate fully in the Union's efforts to expand the voice of workers on the job;
- (j) The responsibility to give fully and fairly of one's talents and efforts on the job and to recognize the legitimate goals of one's employer.

Section 3. All members of the Union shall have and may freely exercise the rights of union members set forth in law including, but not limited to, the "Union Members' Bill of Rights" of the Labor Management Reporting and Disclosure Act (LMRDA) which is set forth in Appendix 2 of these Bylaws.

ARTICLE VI - MISCONDUCT OF MEMBERS

Section 1. Members who engage in the following or other forms of misconduct shall be subject to discipline up to and including revocation of membership and expulsion from the Union pursuant to the disciplinary procedures set forth in Appendix 4 of these Bylaws.

- (a) Fail to pay dues and lawful assessments as called for in Article XVIII;
- (b) Engage in the following conduct:
 - (1) Conspire with management to the detriment of the Union or with them in collusion against collective bargaining by the Union;
 - (2) Solicit another labor organization or solicit other Union members or other employees eligible for Union membership to become a member of another labor organization;
 - (3) Pass information or initiate petitions which:
 - a. Call for a new labor organization; or
 - b. Seek to decertify the Union;
- (c) Engage in corrupt or unethical practices or racketeering;
- (d) Financial malpractice;
- (e) Publish or make public statements that declare or imply that the Union endorses, opposes or recommends a ballot measure, candidate, legislation or any other position when the Union has not, in fact, done so;
- (f) Solicit funds or enter into any contract or other arrangement regarding goods, property, or services in the name of the Union, or in such a manner as to imply endorsement by the Union, unless approved by the General Council or by the Board. This limitation shall not apply, however, to activities with a strictly social purpose;
- (g) Knowingly make false statements or representations of a material fact or knowingly fails to disclose a material fact, in any document, report, or other information required to be filed under law; or willfully makes a false entry in or willfully conceals, withholds, or destroys any books, records, reports, or statements required to be kept by law;
- (h) The wrongful taking or retaining of any money, books, papers or any other property belonging to the International Union or Local Union; or the wrongful destruction, mutilation or erasure of any books, records, bills, receipts, vouchers, or other property of the International Union or the Local Union;
- (i) Working as a strikebreaker or violating wage or work standards established by the International Union or a Local Union; or

(j) Bringing false charges against a member, local leader or officer without good faith or with malicious intent.

Section 2. A member whose membership has been revoked may be reinstated by a three-fourths (3/4) vote of the Board after six (6) months from the date of revocation.

Section 3. Nothing in this Article is intended to, nor should it be construed to, limit the rights of any member or group of members to exercise their rights of free speech, redress of grievances, and dissent.

ARTICLE VII - RESPONSIBILITIES OF OFFICERS AND LOCAL LEADERS

Section 1. Responsibilities of Statewide Officers, Local ~~Officers~~ Leaders, Directors and Assistant Directors, voting General Council Delegates and other ~~officers~~ leaders include the following:

- (a) Act to further the purposes and principles of the Union and the interests of its Members;
- (b) Preserve and defend the good name of the Union;
- (c) Use the privileges of any Union office, or local leader position whether elected or appointed, to support, protect, and further the purposes, policies and procedures of the Union and to adhere to its governing documents;
- (d) To prudently handle any Union fiscal matters, especially handling of Union funds, in conformance with accepted accounting principles, sound fiscal management and all fiduciary responsibilities imposed by law;
- (e) To not engage in any conduct or speech, which is intended to harm the Union or its operations unless such speech or conduct is protected by law;
- (f) Officers and Local Leaders shall not knowingly make false statements or representations of a material fact, or knowingly fail to disclose a material fact, in any document, report, or other information required under the provisions of the Union's Bylaws and shall not willfully make a false entry in or willfully conceal, withhold, or destroy any books, records, reports, or statements required to be kept by any provision of the Bylaws.

Section 2. A vacancy in any Local Leader position ~~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.

Section 3. Statewide Officers, Local ~~Officers~~ Leaders, voting General Council Delegates, Directors and Assistant Directors may be removed from office or Local Leader position pursuant to the procedures set forth in Appendix 5 of these Bylaws.

ARTICLE VIII - GOVERNANCE OF THE UNION

Section 1. The General Council is the supreme governing body of the Union and shall meet in regular session every even-numbered year.

Section 2. The Board is the governing body of the Union between sessions of General Council, and the administration of the affairs of the Union is vested in the Board.

Section 3. The Executive Committee of the Board is the governing body between meetings of the Board.

Section 4. In addition to these Bylaws, the Union shall maintain a governing document termed Administrative Policies and Procedures (AP&P). To the extent a provision in the AP&P conflicts with a provision in these Bylaws, the terms of these Bylaws shall prevail.

The AP&P document is amendable by both the General Council and the Board. Provisions adopted by a majority vote of the General Council shall be kept distinct from those adopted by the Board. Provisions adopted by the General Council may be amended by the Board using the General Council process.

(a) Beginning February 1, 2011, the AP&P shall be a wholly Board of Directors' document except for those provisions for which an adopted General Council resolution, or other conclusive evidence, is presented to the January 2011 Board meeting to establish that a particular provision had previously been adopted by the General Council. Any adoption/approval of a revised version of the AP&P by the 2010 General Council shall not be deemed evidence of prior General Council adaptation for purposes of this Section.

(b) All special rules of order governing Board of Director Meetings shall be placed in a separate document named by the Board.

ARTICLE IX - THE GENERAL COUNCIL

Section 1.

(a) The General Council shall meet in regular session within the State of Oregon during every even-numbered year on dates fixed by the Board of Directors.

(b) A special session of the General Council may be convened:

(1) On the call of the President, with the approval of the Board, with at least ten (10) days written notice to each General Council delegate;

(2) On written demand of two-thirds (2/3) of the Locals, addressed to the President and with at least thirty (30) days written notice to each General Council Delegate.

Any call to a special session shall specify the subjects on which action by the General Council is sought.

Section 2.

(a) The voting delegate roster of the General Council consists of:

- (1) Delegates from the Locals, including Retiree Local;
- (2) Board Members, including Statewide Officers;
- (3) Assistant Directors.

(b) Eligibility for a voting delegate is limited to active and semi-active members, 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, and members who had their active status reinstated by the Board in accordance with Article III, MEMBERSHIP, Section 5(c) of these Bylaws.

(c) Voting delegates shall serve a two (2)-year term. Alternates who become delegates at General Council shall become delegates of record for the two (2)-year term.

(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. They have all delegates' rights and privileges, except voting.

Section 3. Local Representation. Each Local is entitled to a minimum of one (1) delegate. Representation in the General Council is otherwise accorded to each Local on the basis of one (1) delegate for each one hundred (100) members or majority fraction thereof. The number of delegates to which a Local is entitled shall be determined by the most recent Union monthly Membership Report prior to the deadline for notification of delegate strength or by the average annual membership of the previous twelve (12) months available, whichever is higher.

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 or Local Leader of the delegate's Local. Statewide Officers, Directors, and Assistant Directors, 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.

Section 5. Voting.

(a) Franchise. Each person who is a voting member of the General Council is entitled and limited to a single vote on each issue, regardless of number of positions held.

(b) Proxy. There is no proxy voting at General Council.

(c) Quorum. A quorum at the General Council is present if two-thirds (2/3) of the voting delegates are present, provided one-half (1/2) of all the Locals are

represented.

Section 6. Resolutions.

(a) Resolution Process.

(1) The object of the resolution process is to seek a plan for solving problems for which no satisfactory plan of solution exists; to express a view not previously expressed to date; or revise the Union's position on a particular economic or social concern which directly or indirectly affects members of the Union. Plans of solution and views expressed shall be compatible with the general welfare and within the purpose of the Union. A resolution shall embrace one subject only and matters properly connected therewith. Resolution sponsorship is an indication of the endorsed need to solve a problem, not necessarily an endorsement of the proposed solution; or the endorsed need to express a view, not necessarily an endorsement of the view expressed. Sponsorship also means that no satisfactory solution or expressed view can be found by any action other than General Council's.

(2) Resolutions may be authored by any member. Resolutions shall be in the form outlined by the Resolutions Review Committee. Resolutions to amend the Bylaws shall address the specific language of the Bylaws with words to be removed in strikethrough and words to be inserted underlined. ~~Local Officers~~Leaders are responsible to provide assistance in the drafting process.

(3) Resolutions may be presented at Local meetings that are Local-wide and have a quorum of Local ~~officers~~Leaders. 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).

(4) Resolutions submitted to the Resolutions Review Committee up to ninety (90) days before General Council convenes shall be considered timely filed. The Board, however, may submit resolutions up to thirty (30) days before General Council convenes. After each filing deadline has passed, the Resolutions Review Committee shall meet to deal with the resolutions as provided in Section 6(b).

(5) Untimely resolutions shall not be accepted unless the subject matter is of such an emergency nature that it could not have been submitted in a timely manner. The decision as to the acceptance of late resolutions shall be the responsibility of the Resolutions Review Committee. If denied, the submitting parties may appeal such a decision to the Board.

(6) No member's resolution shall be denied because of a technicality and/or its format.

(b) Duties of Resolutions Review Committee.

(1) The Resolutions Review Committee shall meet and review resolutions submitted in a timely manner so that resolutions shall be included with the first mailing of delegate registration packets.

(2) Resolutions accepted by the committee shall be edited prior to submission for General Council. The editing process shall not change the object of any resolution.

(3) Resolutions go to the legal and political staffs for comment and to the Union Finance Committee for a cost estimate.

(4) The committee shall return resolutions which are duplications of existing policy resolutions together with a reference to where this matter has previously been addressed.

(5) After the submission deadline, the President shall recommend assignment of the finalized resolutions to General Council committees for committee hearing and action. Resolutions shall be printed for inclusion in delegate packets.

(6) The original date of submission to the Resolutions Review Committee is the controlling date. In the event a resolution is returned to the sponsor for further review and/or action, no late resolution penalty shall apply.

Section 7. Expenses. Authorized expenses of members of the General Council, when attending any session of the Council, are paid by the Union.

Section 8. Voting Between Sessions.

(a) A vote on an issue may be required from the General Council between sessions by either the Board or by an initiative petition signed by 20 percent (20%) of the active membership or endorsed by 30 percent (30%) of the Locals. When a vote is required by the General Council between sessions, the Board shall formulate the question and shall set a time for distribution and return of written ballots containing the question. Voting shall be by those persons entitled to vote as delegates if a special session were called.

(b) The Executive Director shall distribute ballots to those persons entitled to vote, together with directions for voting, and any available supporting or opposing arguments pertinent to the question. The tally of votes and announcements of results shall be made by the Secretary.

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) 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.

ARTICLE X - CONVENTIONS

Effective September 2008, delegates to the SEIU Convention shall be determined as follows:

Statewide Officers and members of the Board of Directors shall serve as automatic delegates to the SEIU Convention, as long as they meet all criteria set out by SEIU (which may include having been elected in an LMRDA governed election and having been a member in good standing for at least two years). For the President of the Retiree Local, this may include the Local meeting a threshold number of retiree members. If there are more people entitled to delegate status than the number of delegate slots to which the Union is entitled, then the Statewide Officers shall be automatic delegates, and names of eligible Directors shall be randomly chosen until all delegate slots are filled. If there are fewer people entitled to delegate status than the number of delegate slots to which the Union is entitled, then Assistant Directors who meet SEIU criteria shall be randomly chosen until all delegate slots are filled.

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.

(a) The Directors/Assistant Directors elections shall be conducted in conjunction with the Statewide Officers election after the regularly scheduled, biennial General Council session.

(b) The term of office for the Board, including Statewide Officers, shall begin with installation on the Friday immediately preceding the first, regularly scheduled, full

meeting of the Board following completion of the vote tally. The President and Vice President of Retiree Local 001 shall serve a two-year term and shall be installed at the first full meeting of the Board in May, immediately following their local election.

(c) A member can serve as a Director for only two (2) terms in any six (6)-year period.

(d) Directors and Assistant Directors, other than Directors or Assistant Directors from the Retiree Local, shall be active members of the Union.

Section 2. Powers of the Board.

(a) The Board shall have such powers and duties as are set forth in this and other governing documents of the Union; shall carry out any and all recommendations and instructions from the General Council; and exercise general authority consistent therewith to formulate the program and administer the affairs of the Union between sessions of the General Council.

(b) The Board may adopt such rules and delegate such power as it deems appropriate, consistent with the Union's governing documents.

Section 3. Regular Meetings of the Board.

(a) The Board shall hold at least six (6) general meetings each calendar year. The dates for these meetings shall be published in the union newsletter in the first issue published after the beginning of the calendar year.

(b) Other regular meetings of the Board shall be held at the call of the President, upon at least ten (10) days written notice to each Board member or by call of two-thirds (2/3) of the members of the Board, with fifteen (15) days written notice to each member.

Section 4. Special Meetings of the Board may be called by a majority of the Board, upon five (5) days' written notice, and are limited to a consideration of the matters specified in the call.

Section 5. Quorum of the Board. A majority of the members of the Board shall constitute a quorum.

Section 6. The Board shall determine salaries, fringe benefits, and conditions of employment for the Executive Director through negotiations between the Executive Director and the Board.

Section 7. Terms and conditions of employment for represented employees of the Union shall be subject to collective bargaining, in which the Union shall be represented by a committee consisting of management staff members appointed by the Executive Director and active Union members appointed by the President and approved by the Board.

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.

Section 9. Directors shall perform the following functions and duties as well as other functions and duties as appropriately assigned.

- (a) Assist members;
- (b) Encourage ethical conduct among members;
- (c) Keep the Assistant Director informed of Board matters;
- (d) Represent the members at meetings of the Board and serve on committees of the Board;
- (e) Upon accepting any assignment to work on the staff of the Union for a period expected to last thirty (30) days or more in duration, a Director shall temporarily step down from the duties of Director and the Assistant Director shall take over the Director's duties until the period of employment on Union staff is ended;
- (f) Actively participate in campaigns approved and endorsed by the Board whenever possible. This includes, but is not limited to, phone banking, canvassing, signature gathering, moving petitions, or participation in worksite campaigns;
- (g) Serve as a delegate to the SEIU Convention, consistent with the provisions of the governing documents of the Union and the International Union.

Section 10. Assistant Directors shall perform the following functions and duties as well as other functions and duties as appropriately assigned.

- (a) Serve in the absence of the Director;
- (b) Assist the Director in carrying out the Director's duties;
- (c) Upon appointment by the Board, succeed to the office of Director;
- (d) Serve on committees of the Board;
- (e) Serve as a delegate to the SEIU Convention, consistent with the provisions of the governing documents of the Union and the International Union.

Section 11. Before a Director-elect or an Assistant Director-elect may assume office, the Credentials Committee, if the General Council is in session, or the Board if it is not, shall be furnished with a copy of the certified election tally sheets signed by the Secretary of the Union.

Section 12. There shall be a mandatory orientation session for the members of each new Board held in a timely manner following installation of the new Board.

Section 13. If a Director resigns, is removed from office, or ceases to work or live in the region from which the Director was elected (or in the employer group from which the

Director was elected in the case of Directors representing employer groups), the Board shall appoint the Assistant Director to serve the remaining portion of the Director's term. If there is a vacant Director position and there is no Assistant Director from that region or employer group, an election shall be held within sixty (60) days to elect a Director to serve the remaining portion of the term. Elections shall not be held to fill vacancies unless both the Director and Assistant Director positions are vacant.

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.

Section 2. The Executive Committee shall be elected at the first meeting of the newly-installed Board and every twelve (12) months thereafter.

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 2. The Statewide Officers are elected by the membership statewide. The President becomes the Immediate Past President upon installation of a successor. There is no alternate or replacement for an Immediate Past President.

Section 3. A member can serve as the President for only two (2) consecutive two (2)-year terms or a major portion thereof in any five (5)-year period.

Section 4. A member can serve as the Vice President, the Secretary, the Treasurer or a Director for only two (2) terms in any six (6)-year period.

Section 5. Statewide Officers shall be active members of the Union except that the Executive Director and the Immediate Past President may maintain Staff Membership status or other Union membership status except associate membership.

Section 6. In the event a Statewide Officer, other than the Executive Director, is removed from office, the Board may appoint a Board member or Assistant Director to serve the remaining portion of the term. In the case of a vacancy in the position of Executive Director, the Board may fill the position as it sees fit.

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 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 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 Presidents', the Secretary's and the Treasurer's respective positions.

Section 10. The Union shall hold harmless and make whole any Past President or future 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 a Statewide Officer.

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.

- (a) Preside at all meetings of the General Council, Board, and Executive Committee;
- (b) Set the agenda for Board meetings and act as the Board administrator;
- (c) Act as the chief spokesperson for the Union;
- (d) Appoint the chairs and members of Committees or Special Councils pursuant to the procedures set out in Article XVII Section 1 of these Bylaws;
- (e) Appoint and, for cause, dissolve all Special committees, subject to approval by the Board;
- (f) Serve as a non-voting ex-officio member of all Standing Committees;
- (g) Deliver to the General Council a report on the President's administration with such recommendations as deemed advisable;
- (h) Cease, upon election, to hold office in any Local;
- (i) Attend and represent the Union at national or regional meetings, including coalitions in which the Union is participating. If a Vice President is unavailable, the President may delegate a representative to fulfill this responsibility;

- (j) Serve as a Union delegate to the SEIU International Convention. This responsibility may not be delegated;
- (k) Represent the Union on the SEIU Oregon State Council;
- (l) Assist in development and oversight of the Union's internal and external communications program, in conjunction with the Executive Director and Communications Department staff;
- (m) Consider and decide on appeals from Arbitration Screening Panels;
- (n) Coordinate the activities of the Directors and Assistant Directors to implement strategic goals adopted by the Board of Directors, the Union and the International Union;
- (o) Represent the Union at the Legislature and in ballot measure campaigns in conjunction with the Executive Director and the Political Department staff;
- (p) As detailed elsewhere in these Bylaws, the President shall also: sign affiliation agreements (Art. IV § 2); sign General Council delegate credentials (Art. IX § 4); perform various functions and make certain appointments (with Board approval where appropriate) at General Council (Art. IX §§ 6(b)(5), 9(c), (d) (g), and 10); make other appointments (Art. XI §§ 3(b) and 7); and perform functions set out in Disciplinary Process Trial and Appeals (Appendix 4).

Section 2. The Immediate Past President shall perform the following functions and duties as well as other functions and duties as appropriately assigned:

- (a) Advise the President;
- (b) Serve as a nonvoting member of the Board and the Executive Committee;
- (c) Serve on committees as appointed by the President;
- (d) Provide orientation for General Council delegates;
- (e) Serve as an advisor and nonvoting delegate to the SEIU International Convention.

Section 3. 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, 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 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 a Vice President is appropriately assigned or appointed;

(d) Serve as a delegate to the SEIU International Convention.

Section 4. The Secretary shall perform the following functions and duties as well as other functions and duties as appropriately assigned:

(a) The Secretary, working with staff as designated by the Executive Director, shall:

- (1) Keep a correct record of the meetings of the General Council, the Board, the Executive Committee and the Finance Committee;
- (2) Be custodian of the records of the Union including election records;
- (3) Serve as a member of the Union Finance Committee and a member of the Executive Committee;
- (4) Coordinate and keep current a list of policies and procedures of the Union.

(b) The Secretary shall:

- (1) Serve on such committees as designated by these Bylaws and to which the Secretary is appointed by the President;
- (2) Serve as a delegate to the SEIU Convention.

(c) As detailed elsewhere in these Bylaws, the Secretary shall: sign affiliation agreements (Art. IV § 2); sign General Council delegate credentials (Art. IX § 4); sign certified election tallies (Art. XI § 11); certify or make public various election results (Art. XV §§ 4(i), 5(m) and (p)); notify Locals of failure to file governing documents (Art. XXI § 2) and perform functions set out in Disciplinary Process Trial and Appeals (Appendix 4).

Section 5. The Treasurer shall perform the following functions and duties as well as other functions and duties as appropriately assigned:

(a) The Treasurer, working with staff as designated by the Executive Director, shall:

- (1) Serve as the chairperson of the Union Finance Committee and a member of the Executive Committee;
- (2) Be responsible for the oversight of the Union's finances and investments;
- (3) Collect the money, keep the accounts and books of the Union; and render a statement, after a certified audit of the financial condition of the Union, to the General Council and at other times as requested by the Board.

(b) The Treasurer shall:

- (1) Be responsible to the Board for annual review of the fiscal operation of the Union and Locals;
- (2) Serve on such committees as designated by these Bylaws and to which the Treasurer is appointed by the President
- (3) Serve as a delegate to the SEIU Convention.

(c) As detailed elsewhere in these Bylaws, the Treasurer shall approve the holding of Local financial records (Art. XX § 6).

Section 6. The Executive Director, or through the Executive Director's delegate, shall perform the following functions and duties as well as other functions and duties as appropriately assigned:

- (a) Serve as the chief executive officer of the Union and have general supervision of and direction over the daily activities of the Local, including employment and supervision of staff, and expenditure of Union funds, subject to the financial ability of the Union to pay and consistent with the priorities and policies of the Union as determined by the Board and the Bylaws;
- (b) In conjunction with the Secretary and appropriate staff, maintain records of the meetings and maintain and coordinate current policies and procedures of the Union;
- (c) In conjunction with the Treasurer and appropriate staff, maintain records of the bank accounts and financial transactions, purchase insurance and bonds, collect monies and maintain the books of the Union and prepare an annual budget for the Union.
- (d) Serve as a member of the Union's negotiating teams along with member representatives and staff assigned to sit at the bargaining table; oversee other daily activities of the Union such as organizing, contract administration, political activity, and training. The Executive Director may appoint representatives to discharge any of these responsibilities;
- (e) Provide regular reports to the Board on the various programs and projects carried out by the Union. Such reports shall allow for time for discussion and evaluation
- (f) Maintain an internal and external communications program throughout the Local; represent the Union within the community and with the media, in conjunction with the President who serves as the chief spokesperson for the Union;
- (g) Attend and represent the Union at all appropriate national, regional, or Local meetings of a variety of organizations, including coalitions for which the Union is participating. The Executive Director may appoint a representative to discharge this

responsibility;

(h) Serve as a Union delegate to the SEIU Convention. This responsibility may not be appointed to another Union representative. However, a duly elected alternate delegate may serve, as appropriate, in the Executive Director's absence;

(i) Cease, on election, to hold any office which until then the Executive Director may have held in the Executive Director's Local. The Executive Director may not hold any other employment while holding this office nor receive a salary from any source other than the Union.

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, a Vice President appointed by the Board 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.

ARTICLE XV - ELECTIONS

Section 1. Elections shall be conducted for Directors/Assistant Directors, Statewide Officers, ~~Local Officers~~ Leaders, and General Council Delegates and Alternates where applicable.

Section 2. The provisions of this Section shall apply to all elections conducted under this Article.

(a) All elections herein shall be conducted by secret ballot. Secret ballot shall include all methods of balloting that have been considered to be secret for purposes of representation elections run by governmental bodies. It is the responsibility of the Union to secure the integrity and accuracy of the secret ballot.

(b) Eligibility of members to nominate candidates and/or vote in any election is determined by the member's status set forth in Article III MEMBERSHIP of these Bylaws.

(c) All eligible voters in good standing may nominate candidates (including themselves), be a candidate, and hold office or local leader positions subject to any restrictions contained in these Bylaws.

(d) A notice that nominations are open shall be distributed to all eligible voting members. The notice shall provide adequate time and opportunity for names to be placed in nomination and shall include the office(s) or positions(s) to be filled, the date(s), time(s), and place(s) nominations shall be accepted, a description of the duties of the office(s) or position(s) and a proper form and instructions for

submitting nominations, or a reference to a website where the last two items may be found. Members may request and shall receive printed copies of the materials made available on a website.

Section 3. Campaign rules, candidate rights, and limitations applicable in all elections under this Article.

(a) Neither Union funds derived from dues, assessments, or other levies nor staff time may be used to promote any person's candidacy. No employer may make contributions of cash or anything of value, either directly or indirectly, to promote any person's candidacy. No employee of the Union shall give or lend any Union money, goods, or services to aid the candidacy of any person seeking election. Members shall not be given free use of Union resources (e.g. copy machines, video equipment) to promote any member's candidacy ~~for Union office~~.

(b) Except as otherwise provided in these Bylaws, every member shall have the right to vote or otherwise support the candidates of such member's choice without being subject to any penalty, discipline, improper interference or reprisal of any kind by the Union or any member, employee, agent or representative.

(c) Staff who are members of the Union shall be deemed to be in compliance with (a) and (b) above if their activities regarding campaigns do not occur during regular working hours or during any other hours in which staff are assigned to, or are working on union business of any kind.

(d) The Union shall comply with all reasonable requests by candidates to distribute campaign literature to eligible voters at the candidate's personal expense. All candidates shall receive equal privileges and opportunities to avail themselves of this service.

(e) Every candidate shall have the right, once within thirty (30) days prior to the election, to inspect a list containing the names and addresses of all Union members eligible to vote in that election.

(f) Candidates may be allowed to publicize their candidacy at membership meetings, provided equal access and opportunity are afforded all candidates and they are so notified in advance.

(g) Union funds may be used for notices of elections, factual statements related to the elections, and for other expenses necessary for holding an election but not for promoting one candidate over another.

(h) Candidates may, but are not required to, have observers at each polling place and at any tallying or any collection of the ballots. If a mail ballot is used, candidates shall be permitted to have an observer present while ballots are prepared and mailed and when ballots are received, opened, and counted. If a remote-electronic ballot is used, candidates shall be permitted to have an observer review vendor records associated with the remote-electronic election.

(i) The Union shall, through written Board policies, take adequate

safeguards to ensure fair elections at all levels of the Union.

Section 4. Challenges to Elections

- (a) A challenge of any election conducted under this Article must be signed by the challenger(s) and filed within fifteen (15) calendar days after the election results have been published. Challenges may be filed only by persons eligible to vote in the election.
- (b) The challenge shall be presented in writing to the Chair of the Member Representation Committee who shall forward a copy to the President. Upon receipt of the challenge(s) the President shall take steps to place review of the challenge(s) on the agenda of the next regular Board Meeting that would be able to consider the challenges.
- (c) The Chair of the Member Representation Committee shall set a date at the earliest practical time for a meeting of the Member Representation Committee to hear and consider evidence in support of and in opposition to the challenge(s). Notice of the time and place of that meeting shall be given to the challenger(s) and the individual(s) whose election is being challenged.
- (d) Challengers and those whose election is being challenged may present written or oral evidence at the meeting.
- (e) Challengers shall be permitted to submit evidence only on the specific challenges that were timely filed. Any other evidence shall not be received or considered and cannot provide a basis for overturning an election.
- (f) The Member Representation Committee may schedule additional hearings with notice of time and place provided to challengers and opponents of the challenge.
- (g) The burden of showing cause for setting aside the election is on the challenging parties.
- (h) Following its deliberations, the Member Representation Committee shall transmit a written recommendation to the Board concerning disposition of the challenge(s). Copies of that recommendation shall be provided to the challengers and the individuals whose elections were challenged.
- (i) Upon consideration of the challenges and recommendations of the Member Representation Committee, the Board shall issue a written statement of its findings, which may include adoption of Member Representation Committee recommendations and direct the Union Secretary to certify the election or order a new election. The Board shall render its decision no later than three (3) months following the challenge.
- (j) Challenged elections shall be considered valid until declared otherwise by the Board.
- (k) Challenging and challenged parties may be permitted to speak in favor or

against the challenges prior to the Board beginning its deliberations. Neither shall be present while the Board engages in deliberations on the challenges.

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.

(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.

(b) Nominations shall be open and forms shall be made available to all eligible members statewide no later than the last Monday in June prior to the biennial session of General Council of the election year and nominations shall close at 5:00 pm on the Friday before General Council.

(c) All candidates shall be provided the opportunity to submit a campaign statement of up to 400 words in length, and a personal photograph. Notice of this opportunity shall be included on the nomination form. If submitted in accordance with the notice, campaign statements of up to 400 words and photographs of duly nominated candidates shall be included in a Voters' Guide, which shall be published by the Union in a format and at a time approved by the Elections Committee.

(d) All duly nominated candidates shall be given equal opportunity to distribute campaign communications mailed or emailed by the Union on their behalf provided they pre-pay for the actual cost of the communication. Requests to deliver campaign communications shall be submitted in accordance with the election guidelines established by the Elections Committee.

(e) Members shall not be given free use of Union resources (e.g. copy machines, video equipment) to promote any member's candidacy for Union office. When approved by the Board, use of Union resources may be allowed on an equal basis with reimbursement for the actual costs involved.

(f) Each nominated candidate for statewide office and Board of Directors of the Union may submit a candidate statement to be mailed to members of the Union eligible to vote in this election. This statement shall be, limited to one (1) uniformly formatted statement of four hundred (400) words or less and a photo (if supplied). "Uniformly formatted" includes hard copy typed or handwritten, any word processing format on disk, e-mail, faxes and any other electronic copy. Photos cannot be faxed.

(g) All duly nominated candidates shall be required to file reports detailing all campaign contributions totaling twenty-five dollars (\$25.00) or more from a single contributor, and all expenditures totaling twenty-five dollars (\$25.00) or more to a

single source, during an election period. Such reports shall be filed with the Union's Legal Department. The first report shall be filed no later than one week prior to the mailing of ballots and the second report shall be filed no later than two (2) weeks after the deadline for receipt of ballots. Such reports shall be made available for inspection by any Union member at Union Headquarters and at all branch offices of the Union.

(h) A notice of election shall be mailed to each member at their last known address at least fifteen (15) days prior to election. The notice shall include the date(s), time(s), and place(s) of the election, and the manner in which the ballots shall be cast. Ballots for election of Statewide Officers, Directors and Assistant Directors shall be mailed within four (4) weeks of the close of General Council. There shall be no proxy voting.

(i) Members notified of an election but not receiving a ballot or otherwise needing a replacement ballot shall request a replacement ballot by phone, in person, or in writing. The replacement ballot shall be so marked on the outside return envelope.

(j) All candidates running for statewide and Board of Directors office, even if running unopposed, shall be presented to the statewide membership in the form of a single ballot. In addition, ballots must have a space for a write-in candidate for each office.

(k) Each 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 eligible voter may also cast up to the number of votes for Directors and for Assistant Directors from the member's geographic area (see Items 12-22 in Appendix 1) that match the number of seats. Homecare, Adult Foster Care and Childcare members shall be represented and vote in the geographic area in which they live. Out-of-state Homecare, Adult Foster Care and Childcare workers shall be represented in the geographic area closest to their home. All other members shall be represented and vote in the geographic area in which they work except that any member may opt, on an individual basis, to have their voting rights for Director and Assistant Director determined by where they live rather than where they work.

(l) Ballots shall be coded to clearly show in what election the ballot was cast. All ballots must be received by the deadline specified in the election notice.

(m) Ballots shall be opened, counted and tallied by a qualified election service. Election results shall be certified by the Elections Committee Chair and Union Secretary, or designee, who shall secure all ballots, envelopes, tally sheets, and other election materials in accordance with this Article.

(n) Ballots, envelopes, election results, and tally forms shall be available for inspection by any active, staff, or retired Union member at the Union Headquarters office for a period of one (1) year following the election.

(o) If no member eligible for an office receives a majority of votes for the office,

the eligible member receiving a plurality of the votes shall be deemed the winner.

(p) Election results shall be made public by the Union Secretary, or designee, within five (5) days after the ballots are counted. Candidates shall be provided a copy of the tally sheets for all candidates from their election and information about the challenge process including timelines within this same five (5) day period.

(q) The Elections Committee or its designee shall hear complaints regarding election procedures or rule interpretations except as otherwise provided in Bylaws Article XV, Section 4.

(r) Statewide Officers, Directors and Assistant Directors shall be installed at an appropriate ceremony on the Friday immediately preceding the first, regularly scheduled, full meeting of the Board following completion of the vote tally.

(s) If a Statewide Officer is not installed in their office pursuant to Article XV of these Bylaws, the Board of Directors shall declare the position vacant and another election for the position shall be held.

(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.

Section 6. Special Rules for Elections in Locals

(a) Local ~~officer~~ Leader elections for all Locals within the Union shall be held between January and April of even numbered years, with those elected taking office no later than May 1st of that year. The seated Retiree Local President shall complete the full two-year term of office on the Board, and the Retiree Local President-elect and the Retiree Local Vice President shall be installed with the full Board. ~~Officer~~ Local Leader terms of office shall be two (2) years.

(b) Elections for Local ~~Officers~~ Leaders shall be conducted in accordance with procedures provided in the Local's governing documents so long as they are not inconsistent with law or these Bylaws.

(c) Each member of a Local shall be provided an opportunity to vote for election of Local ~~Officers~~ Leaders, and delegates and alternate delegates to General Council. If an elected alternate delegate is unable to serve, the candidate with the highest number of votes shall be the replacement delegate to General Council.

(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~~ review the ballots, to certify the election results; and to perform any other task required for conducting Local elections.

(e) The Chairperson of the Nomination/Election Committee shall provide at least fifteen (15) days-notice of an election and shall cause a ballot to be prepared.

(f) Electronic Voting shall be by secret ballot utilized in public sector local elections, with such voting being conducted by and independent neutral organization that shall be under contractual commitment to maintain the secrecy of the ballot. Elections for Private sector may be conducted by direct mail, a worksite ballot, or at a duly publicized Local meeting ensuring that absentee ballots are available.

(g) The Local elections committee shall announce the election results to the current ~~officers~~ Local Leaders, and all candidates within forty-eight (48) hours of ~~completing~~ certifying the ballot count.

(h) All duly nominated candidates in a statewide Local shall be invited to submit campaign statements not to exceed 200 words in length, and a personal photograph for publication with the ballots. The campaign statement and personal photograph must be submitted by the nominations deadline.

(i) If a Local ~~Officer~~ Leader is not installed in their ~~office~~ position 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.

Section 7. Election of Delegate Alternates. In all delegate elections, the formula of a minimum of one (1) alternate for each two (2) delegates shall be followed. If an elected delegate or alternate cannot serve/attend the function to which they were elected, then the candidate with the next highest number of votes shall become the delegate for the remainder of the term. If there are no other candidates/alternates who ran in the same election, then the members shall be notified of a special election to fill the position. In such instances where a special election is necessary, the election shall be called with a fifteen (15)-day notice to the members.

ARTICLE XVI - UNION STEWARDS

Section 1. The Union shall recognize members to act as Union Stewards. The Union Steward's principal duty shall be to safeguard the Union's ability to represent employees.

Section 2. Each Local's provisions for self-government shall include a procedure for selection and removal of Union Stewards. The Local shall notify the Union of the members selected to act as Union Stewards and of any changes in those acting as 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 4. The duties of Union Stewards shall include but not be limited to the handling of employee grievances through the appropriate contractual procedures, serving as a main communication channel between members and management, Local leadership and staff.

Section 5. 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.

ARTICLE XVII - COMMITTEES

Section 1. The President shall appoint the chairs and members of Standing Committees of the Union, Standing Committees of the Board, Special Committees, and Special Councils subject to ratification by the Board, except as otherwise specified in these Bylaws. Appointments shall be made only after the Union announces available committee and/or council positions and Locals' Presidents have been asked to submit names for available positions. Both the President and the Board shall maintain committee and council membership that respect the Union's diversity of membership.

Section 2. Standing Committees of the Board, Special Councils and Special Committees have been and may be created from time to time by the General Council or the Board. The composition and functions of those Committees and Councils are set forth in the Union's Administrative Policies and Procedures (AP&Ps).

Section 3. The Standing Committees of the Union are Rules, Member Representation, Union Finance, Stewards, and Operations. Ad hoc committees may be activated by the Board as needed for specific missions or assignments.

Section 4. The functions of the Rules Committee, which shall be chaired by 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.

Section 5. The Member Representation Committee shall be advised by a staff attorney and shall make recommendations to the Board in the following areas:

- (a) Election challenges;
- (b) Removal of officers and Local Leaders pursuant to Appendix 5 of these Bylaws;
- (c) Allegations of a breach of the Union's duty of fair representation;
- (d) Assist in the resolution of internal Union disputes;
- (e) Contract ratification procedures.

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. The Finance Committee shall:

- (a) Develop plans for adequately financing the Union and shall, in even- numbered years, present to the Board at their meeting preceding the General Council Board of Directors' meeting, a budget of estimated receipts, expenditures, and budget balances for the ensuing fiscal year. In odd- numbered years, the same information shall be presented to the Board for approval, at their last Board meeting in the fiscal year.
- (b) Regularly review the fiscal operation of the Union as measured against the budget, report its findings, and make recommendations to the Board.
- (c) Review all funding requests to be made to the Board that shall result in an expense to the Union. The purpose of the review is to:
 - (1) Accurately determine the cost of the proposal;
 - (2) Determine the ability of the Union to meet the cost;
 - (3) Judge the overall benefit to the Union;
 - (4) Report to the Board their findings and recommendations.
- (d) Periodically review insurance policies and the fidelity bonds covering Union risks.
- (e) Review the annual certified report of the audit made of the records and accounts for the Union.
- (f) Approve of the opening of any investments accounts and oversee the maintenance of investment accounts for the purpose of obtaining the highest level of interest income as possible while maintaining the necessary liquidity and security of capital and taking into consideration the social, environmental and economic impacts of our investments.

(g) Perform such other functions regarding fiscal matters as may be directed or authorized by the Board or General Council.

Section 7. Stewards' Committee shall coordinate steward activities statewide and perform the following:

(a) Plan, request funding for, and implement regular trainings and recognition for stewards (with an awareness of the needs of rural stewards), which shall include a biennial conference and shall include regional trainings, local or employer-specific trainings;

(b) Provide input into the Member Resource Center's steward newsletter;

(c) Monitor implementation and revisions of regular Basic and Advanced Steward Training. Encourage stewards to participate in training. Committee members are encouraged to teach Stewards' Training;

(d) Periodically survey all stewards and contacts to determine training needs, including needs regarding the accessibility of the trainings, and ideas for the recognition and retention of stewards; and

(e) Coordinate with Locals and the Union to provide appropriate recognition to stewards for their efforts and dedication.

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

Section 10. The chairperson or a designated representative from Standing or Special Committees may present motions to the Board.

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.

(d) Semi-active members may continue in good standing by continuing to pay associate dues while on semi-active status. The semi-active member may make payment to the Union up to 90 (ninety) days after the end of their season.

(e) Dues for retiree members shall be \$60 annually until age 75, at which time dues would drop to \$25 annually, payable semi-annually in January and July each year. Retiree members may make alternate payment arrangements. Persons joining during one of the semi-annual periods may pay prorated dues to the end of the period including the month in which they join. Each person eligible for retiree membership shall be sent a notice that the person's membership shall be converted to a temporary retiree membership and carried at no cost to the member for 90 days. Included in this notice shall be information on the benefits of continuing as a retired member of the Union, and an application form for continuing membership beyond the 90 days. A person becomes a permanent member upon formal application and payment of dues.

Section 2. Allocations from dues for active and staff members shall be as follows.

(a) \$.30 (thirty cents) from each monthly dues payment shall be allocated to the Union's Strike Benefit Fund and \$.10 (ten cents) goes to the Strike and Job Protection Fund.

(b) \$.75 (seventy-five cents) from each monthly dues payment shall be allocated to the Union's political action program. If a member desires that this contribution not be expended for political action purposes and so indicates in writing, the contribution shall be paid to the Union's scholarship fund.

Section 3. For retiree members, \$1.00 (one dollar) shall go to the Union's General Fund, \$2.67 (two dollars and sixty-seven cents) shall go to the Retiree Local account and \$0.50 (fifty cents) shall go to reimburse the cost of the retiree life insurance policy. Members may make additional contributions to Citizen Action for Political Education (CAPE).

Section 4. Changes in dues.

(a) The amounts and structures dues set out in Section 1(a) above, shall not be changed except by a vote of the active and staff membership. A simple majority of the votes cast by the membership shall determine the outcome. Any vote by the membership on change or restructuring of dues shall be conducted separately from votes on other matters.

(b) Dues amounts for Retiree members shall be set by the Local subject to approval by the General Council.

ARTICLE XIX - GENERAL FINANCIAL MATTERS

Section 1. The fiscal year of the Union is October 1 through September 30.

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. Voluntary contributions shall be spent as provided for by the donor.

Section 3. The Board shall establish and maintain a General Fund Account for recording all income to the Union except those funds under custodianship of the Union.

Section 4. There shall be a Prudent Reserve of 16.6% (sixteen point six percent) – two months of operating expenses – of each year's operating budget in a Special Fund. Each year's calculation of 16.6% shall be based on budgeted expenditures for the same year. If the balance of the Prudent Reserve Fund falls below the required level than action shall be taken by the end of the fiscal year to restore the reserve to the required level through transfer of funds from the operating budget, at a rate to be determined by the Board of Directors but no less than ten cents per dues member and fair share payer per month.

Withdrawals from the Prudent Reserve Fund require a 2/3 majority vote of the Board of Directors. The Board shall have the authority to authorize placement of amounts in excess of the Prudent Reserve into the Special Fund.

The Special Fund may be augmented from any lawful source, such as gifts or the income therefrom, and interest earned on invested funds.

Section 6. All Union money shall be invested by the Union Finance Committee in such a way as to obtain a maximum rate of interest within prudent guidelines

adopted by the Board, taking into account the requirements and policies of the Union and benefit to the members.

Section 7. The total annual budget of the Union as approved by the General Council, or the Board in odd numbered years, shall not be exceeded, except by authority of the Board or General Council.

ARTICLE XX - LOCAL FUNDING AND ACCOUNTING

Section 1. The Union shall maintain an individual accounting of local funds for each Local. The Union shall maintain a list of those ~~officers~~ Local Leaders in each local authorized to disburse local funds. No member, officer, Local Leader, employee, or body of the Union other than the General Council may divert or spend funds allocated to a particular Local's account without the approval of that specific Local except as described in Section 6 of this Article.

Section 2. Local Funding

(a) Out of each member or fair share payer's dues received at Headquarters, there shall be returned to each Local on a quarterly basis the following amounts except that the Local shall receive an extra five (5) cents per member per month for each CAPE contributor in its membership.

90¢ per member per month for single site Locals.

70¢ per fair share payer per month for single site Locals.

\$1.10 per member per month for statewide Locals.

90¢ per fair share payer per month for statewide Locals.

(b) Beginning January 1, 2017, the funding structure in subsection (a) above shall be discontinued and Locals shall be allotted funds on an annual basis based

on the rate of \$1.15 per dues paying member per month and \$.90 per fair share payer per month. The number of members and payers shall be based upon the September membership report immediately prior to the allocation. In no event shall a Local receive less than \$400 per year, except as described in subsection (e) and (f) of this Section.

(c) Locals may initiate a review of membership and fair share numbers when changes occur that cause the actual number of members and fair share payers to differ significantly from the September membership report. Such requests shall be made to the Finance Committee who shall determine whether or not to grant additional funding. Requests for increased funding based on documented, sustained membership growth and that follow the funding allocation formula in subsection (b) above shall not be denied.

(d) Newly established Locals that have ratified their first contract shall be granted an initial funding as determined by the Board of Directors taking into consideration the amount of funding allotted to Locals of a similar size. This initial Local funding allotment is made on a one time only basis, and is not required to be repaid.

(e) A Local that has accrued an amount equal to two (2) full years of funding shall not receive an annual funding allotment for the fiscal year.

(f) Local funding shall not be allocated to Locals in inactive status.

Section 3. Local Budgets. Headquarters shall provide a budget tool to Local ~~officers~~Leaders upon request.

Section 4. Job-Share Positions. The term "job-share" shall be defined as "one (1) full-time position in employment held by more than one (1) employee". Each job-share partner shall have full membership and voting rights and benefits in the Union.

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~~Local Leaders 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).

Section 6. A monthly report on the Local's disbursements and balances as well as the monthly billing shall be made available to the appropriate ~~officers~~Local Leaders of the Local. If the billing is still unpaid in sixty (60) days, the Statewide President or Treasurer can authorize payment from the Local with a copy of the transaction to the Local ~~Leaders~~Officers.

ARTICLE XXI - INACTIVATION OF LOCALS

Section 1. Failure to Fill Local Leader Positions ~~Offices~~. Any Local that has no ~~officers~~Local Leaders may be declared inactive by Board of Directors' action at the first meeting of the Board following:

(a) Vacancy of the ~~offices~~positions of President, Vice President, Secretary and Treasurer (or Secretary-Treasurer) of the Local, or

(b) Failure of the Local to elect ~~officers~~Local Leaders as required under Article XV Section 6 of these Bylaws.

Section 2. Failure to File Constitution and Bylaws. Any Local that fails to file an authenticated copy of that Local's constitution and bylaws shall be notified in writing by the Union Secretary to file such documents within sixty (60) days of the notice. If such documents are not filed with Headquarters in the allotted time, the Board shall declare such Local inactive at the Board's next regular meeting.

Section 3. Violation of Bylaws. Any Local that violates any provision of these Bylaws shall be notified in writing by the President of the Union of the specific violation alleged. The notification shall include a specific directive for the Local to cease such action. If the Local continues such violation(s), the Local shall be declared inactive at the next regular Board meeting. Prior to such declaration, the Local President shall be given twenty (20) days' written notice by the President to appear at the Board meeting to defend the action of the Local.

Section 4. Board action to inactivate a Local under Sections 1 through 3 of this Article shall require a two-thirds (2/3) vote of the Board of Directors.

Section 5. Return to Active Status. A Local shall be returned to active status when the Board receives acceptable evidence from the Local that the circumstances causing the inactive status no longer exist. The Board shall notify the Local President and Headquarters of the Local's active status. The notification shall state the evidence on which the Board based the decision to return the Local to active status. Any Local returning from inactive to active status, shall have Local funds set up in the central ledger account.

ARTICLE XXII - LEGAL COMPLIANCE

Section 1. It is the intent of this Union that its governing documents comply with all applicable laws including, but not limited to, the Labor-Management Reporting and Disclosure Act of 1959. To the extent any specific provision(s) of the governing documents is (are) not in compliance with applicable law, the specific provision(s) shall be null and void.

Section 2. The President and Treasurer, acting with appropriate staff, are responsible on an annual basis for the preparation, signing and filing of a Report of Labor Organization (LM-2) as required under the Labor Management Reporting and Disclosure Act (LMRDA) provisions set forth in Appendix 6 of these Bylaws. Such report and the information contained in the report shall be made available to members of the Union as set forth in subsection (c) of the statutory provisions set forth in Appendix 6.

Section 3. All Statewide Officers, Local ~~Officers~~ Leaders, Directors, Assistant Directors and certain Union staff ~~are~~shall be required, on an annual basis, to disclose to the Union information detailed in the provisions of the Labor Management Reporting and Disclosure Act (LMRDA) set forth in Appendix 7 of these Bylaws on forms provided to them by the Union. The Union shall submit the information disclosed to the Secretary of Labor ~~as~~to the extent required by the statutory provision. ~~Such filings~~ All forms provided to the Union

pursuant to this Section shall be made available to members for inspection upon reasonable request.

ARTICLE XXIII - POLITICAL ACTION PROGRAM

Section 1. The Union's political action program with respect to candidate endorsements and expenditures shall be administered by Citizen Action for Political Education (CAPE) (as outlined in its bylaws) which shall make recommendations for endorsements to the Board for final action by a 2/3 majority vote of the Board.

Section 2. All financial matters of CAPE shall be kept separate from all other Union financial matters, and CAPE funds shall be kept separate from all other Union funds and shall not be commingled at any time.

Section 3. A Local may not endorse or give money to any candidate or conduct an independent campaign that is not authorized by the Board.

Section 4. The Union is politically non-partisan.

ARTICLE XXIV - NO DISCRIMINATION

The Union, its officeholders, employees, agents, Union Stewards, and other representatives, shall not discriminate, against any person because of disabilities, race, religion, color, national origin, political belief, gender, gender identification, marital status, age, or sexual orientation.

ARTICLE XXV - AMENDMENT OF BYLAWS

Section 1. These Bylaws and Appendices may be amended, repealed, suspended, or replaced by:

(a) Proposals to the General Council in regular session, adopted by a two-thirds (2/3) vote of the General Council; or

(b) Initiative petition, either signed by 20 percent (20%) of the total active membership, or endorsed by 30 percent (30%) of the Locals, or endorsed by the Board. Such petition shall be addressed to the Union and filed at Headquarters. If it bears the required signatures or endorsements, balloting shall take place as provided in Article IX, GENERAL COUNCIL, Section 9, Voting Between Sessions, of the Bylaws. Adoption shall be by a two-thirds (2/3) vote of the voting delegates.

Section 2. In the event of enactment of federal or state legislation imposing obligations on the Union as to elections, membership rights, accounting and disclosure, officer conduct, retention of records, bonding, financial relationships of officeholders and employees, etc., which are not already imposed by the Union's Bylaws and which are not within the authority of the Board to impose, the federal or state legislation shall control.

ARTICLE XXVI - PARLIAMENTARY AUTHORITY

The rules contained in the current edition of Robert's Rules of Order Newly Revised shall govern the Union, the Board, and Officers in all cases to which they are applicable and in

which they are consistent with these Bylaws, the Union's AP&P or any special rules of order the Union may adopt.

APPENDIX 1
(See Article XI Section 1 of Bylaws)
BOARD OF DIRECTORS SEATS

Directors and Assistant Directors are elected in the following numbers.

1. One member employed by OUS;
2. One member employed by an agency in the Human Services Coalition of DAS;
3. One member employed by an agency in the ODOT Coalition of DAS;
4. One member employed by an agency in the Specials Coalition of DAS;
5. One member employed by an agency in the Institutions Coalition of DAS;
6. One member employed by a local government;
7. One member employed by a private non-profit agency;
8. One member in the Client Employed Provider program or a private home care agency;
9. One member employed by a nursing home, assisted living facility or other private sector care facility;
10. One member employed as a child care provider;
11. One member employed as an adult foster home provider;
12. Three members who work in Region 1/Central Valley (Marion & Polk Counties);
13. Two members who work in Region 2/South Valley (Benton, Lane, Lincoln & Linn Counties);
14. One member who works in Region 3/Southwest Oregon (Coos, Curry, Douglas & Josephine Counties);
15. One member who works in Region 4/Southern Oregon (Jackson, Klamath, Lake, Harney, Malheur and Payette (ID) Counties);
16. One member who works in Region 5/Eastern & Central Oregon (Baker, Crook, Deschutes, Gilliam, Grant, Hood River, Jefferson, Morrow, Sherman, Umatilla, Union, Wallowa, Wasco & Wheeler Counties);
17. Three members who work in Region 6/Multnomah & Clackamas Counties (Multnomah, Clackamas, Columbia, Clark & Cowlitz (WA) Counties);
18. One member who works in Region 7/Northwest Oregon (Clatsop, Tillamook, Washington & Yamhill Counties); and
19. The President and Vice President of the Retirees' Local of SEIU Local 503, OPEU.

The other Board seats are the following:

20. The Statewide President of SEIU Local 503, OPEU;
21. The Statewide Vice Presidents of SEIU Local 503, OPEU;
22. The Statewide Secretary of SEIU Local 503, OPEU;
23. The Statewide Treasurer of SEIU Local 503, OPEU;
24. The Statewide Immediate Past President of SEIU Local 503, OPEU; and
25. The Executive Director of SEIU Local 503, OPEU.

END OF APPENDIX 1

APPENDIX 2
(See Article V Section 3 of Bylaws)

TITLE I -- BILL OF RIGHTS OF MEMBERS OF LABOR ORGANIZATIONS
Bill of Rights

(29 U.S.C. 411)

SEC. 101. (a)(1) EQUAL RIGHTS.-- Every member of a labor organization shall have equal rights and privileges within such organization to nominate candidates, to vote in elections or referendums of the labor organization, to attend membership meetings and to participate in the deliberations and voting upon the business of such meetings, subject to reasonable rules and regulations in such organization's constitution and bylaws.

(2) FREEDOM OF SPEECH AND ASSEMBLY.-- Every member of any labor organization shall have the right to meet and assemble freely with other members; and to express any views, arguments, or opinions; and to express at meetings of the labor organization his views, upon candidates in an election of the labor organization or upon any business properly before the meeting, subject to the organization's established and reasonable rules pertaining to the conduct of meetings: *Provided*, That nothing herein shall be construed to impair the right of a labor organization to adopt and enforce reasonable rules as to the responsibility of every member toward the organization as an institution and to his refraining from conduct that would interfere with its performance of its legal or contractual obligations.

(3) DUES, INITIATION FEES, AND ASSESSMENTS.-- Except in the case of a federation of national or international labor organizations, the rates of dues and initiation fees payable by members of any labor organization in effect on the date of enactment of this Act shall not be increased, and no general or special assessment shall be levied upon such members, except-

(A) in the case of a Local organization, (i) by majority vote by secret ballot of the members in good standing voting at a general or special membership meeting, after reasonable notice of the intention to vote upon such question, or (ii) by majority vote of the members in good standing voting in a membership referendum conducted by secret ballot; or

(B) in the case of a labor organization, other than a Local labor organization or a federation of national or international labor organizations, (i) by majority vote of the delegates voting at a regular convention, or at a special convention of such labor organization held upon not less than thirty days' written notice to the principal office of each Local or constituent labor organization entitled to such notice, or (ii) by majority vote of the members in good standing of such labor organization voting in a membership referendum conducted by secret ballot, or (iii) by majority vote of the members of the executive board or similar governing body of such labor organization, pursuant to express authority contained in the constitution and bylaws of such labor organization: *Provided*, That such action on the part of the executive board or similar governing body shall be effective only until the next regular convention of such labor organization.

(4) PROTECTION OF THE RIGHT TO SUE.-- No labor organization shall limit the right of any member thereof to institute an action in any court, or in a proceeding before any administrative agency, irrespective of whether or not the labor organization or its officers are named as defendants or respondents in such action or proceeding, or the right of any member of a labor organization to appear as a witness in any judicial, administrative, or legislative proceeding, or to petition any legislature or to communicate with any legislator: *Provided*, That any such member may be required to exhaust reasonable hearing procedures (but not to exceed a four-month lapse of time) within such organization, before instituting legal or administrative proceedings against such organizations or any officer thereof: *And provided further*, That no interested employer or employer association shall directly or indirectly finance, encourage, or participate in, except as a party, any such action, proceeding, appearance, or petition.

(5) SAFEGUARDS AGAINST IMPROPER DISCIPLINARY ACTION.-- No member of any labor organization may be fined, suspended, expelled, or otherwise disciplined except for nonpayment of dues by such organization or by any officer thereof unless such member has been (A) served with written specific charges; (B) given a reasonable time to prepare his defense; (C) afforded a full and fair hearing.

(b) Any provision of the constitution and bylaws of any labor organization which is inconsistent with the provisions of this section shall be of no force or effect.

Civil Enforcement

(29 U.S.C. 412)

SEC. 102. Any person whose rights secured by the provisions of this title have been infringed by any violation of this title may bring a civil action in a district court of the United States for such relief (including injunctions) as may be appropriate. Any such action against a labor organization shall be brought in the district court of the United States for the district where the alleged violation occurred, or where the principal office of such labor organization is located.

Retention of Existing Rights

(29 U.S.C. 413)

SEC. 103. Nothing contained in this title shall limit the rights and remedies of any member of a labor organization under any State or Federal law or before any court or other tribunal, or under the constitution and bylaws of any labor organization.

Right to Copies of Collective Bargaining Agreements

(29 U.S.C. 414)

SEC. 104. It shall be the duty of the secretary or corresponding principal officer of each labor organization, in the case of a Local labor organization, to forward a copy of each collective bargaining agreement made by such labor organization with any employer to any employee who requests such a copy and whose rights as such employee are directly affected by such agreement, and in the case of a labor organization other than a Local labor organization, to forward a copy of any such agreement to each constituent unit which

has members directly affected by such agreement; and such officer shall maintain at the principal office of the labor organization of which he is an officer copies of any such agreement made or received by such labor organization, which copies shall be available for inspection by any member or by any employee whose rights are affected by such agreement. The provisions of section 210 shall be applicable in the enforcement of this section.

Information as to Act

(29 U.S.C. 415)

SEC. 105. Every labor organization shall inform its members concerning the provisions of this Act.

END OF APPENDIX 2

APPENDIX 3
(See Article XX Section 1 of Bylaws)

FIDUCIARY DUTIES

SEC. 501. (a) The officers, agents, shop stewards, and other representatives of a labor organization occupy positions of trust in relation to such organization and its members as a group. It is, therefore, the duty of each such person, taking into account the special problems and functions of a labor organization, to hold its money and property solely for the benefit of the organization and its members and to manage, invest, and expend the same in accordance with its constitution and bylaws and any resolutions of the governing bodies adopted thereunder, to refrain from dealing with such organization as an adverse party or in behalf of an adverse party in any matter connected with his duties and from holding or acquiring any pecuniary or personal interest which conflicts with the interests of such organization, and to account to the organization for any profit received by him in whatever capacity in connection with transactions conducted by him or under his direction on behalf of the organization. A general exculpatory provision in the constitution and bylaws of such a labor organization or a general exculpatory resolution of a governing body purporting to relieve any such person of liability for breach of the duties declared by this section shall be void as against public policy.

(b) When any officer, agent, shop steward, or representative of any labor organization is alleged to have violated the duties declared in subsection (a) and the labor organization or its governing board or officers refuse or fail to sue or recover damages or secure an accounting or other appropriate relief within a reasonable time after being requested to do so by any member of the labor organization, such member may sue such officer, agent, shop steward, or representative in any district court of the United States or in any State court of competent jurisdiction to recover damages or secure an accounting or other appropriate relief for the benefit of the labor organization. No such proceeding shall be brought except upon leave of the court obtained upon verified application and for good cause shown which application may be made ex parte. The trial judge may allot a reasonable part of the recovery in any action under this subsection to pay the fees of counsel prosecuting the suit at the instance of the member of the labor organization and to compensate such member for any expenses necessarily paid or incurred by him in connection with the litigation.

(c) Any person who embezzles, steals, or unlawfully and willfully abstracts or converts to his own use, or the use of another, any of the moneys, funds, securities, property, or other assets of a labor organization of which he is an officer, or by which he is employed, directly or indirectly, shall be fined not more than \$10,000 or imprisoned for not more than five years, or both.

END OF APPENDIX 3

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, Local Leaders 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, Local Leader or Officer shall be filed 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.

(b) The charges must specify the conduct or acts that the Charging Party believes constitute misconduct and the 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 learned, of the conduct which is the basis of the charges.

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

(a) The Chairperson of the Member Representation Committee or their designee shall promptly provide a copy of the charge and any supporting documents to 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 4. Service of Charges on Charged Party.

(a) 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.

(b) The materials sent to the Charged Party shall include a letter informing the Charged party 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.

(c) 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 to the Charging Party.

Section 5. MRC Determinations.

(a) Upon receipt of the materials submitted pursuant to Section 4, the MRC shall meet within 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 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 6. 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 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 7. 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 8. 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 7(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 MRC for reconsideration of issues and questions set out by the Board.

Section 9. Exhaustion of Remedies.

Subject to the provisions of applicable statutes, every Member, Local Leader 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 10. 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

APPENDIX 5
(See Article VII Section 3 of Bylaws)
REMOVAL OF OFFICERS AND LOCAL
LEADERS

Section 1. The following shall apply to officers and Local Leaders elected after September 2008.

(a) Holders of ~~office~~Local Leader position in Locals may be removed from ~~office~~ such position, as provided for in the involved Local's constitution and bylaws. If no provisions or procedures exist in the involved Local's constitution and bylaws, such ~~offices~~Local Leaders may be removed from ~~office~~their position as provided for under the procedure established in subsection (b) for the removal of other office holders.

(b) Statewide Officers, and holders of all other offices at any level of the Union, may be removed from office by a simple majority vote of the membership eligible to vote for that office and voting. Balloting will occur when called for by initiative petitions bearing signatures of 10 percent 10% of the membership eligible to vote for the office in question as described herein.

(1) To initiate the office holder recall process, the proponent(s) of a proposed recall shall submit a written notice of intent to the chairperson of the Member Representation Committee. The date of this submission shall be the recall initiation date.

(2) To be counted toward satisfaction of the ten percent recall election threshold, recall petition signatures must be gathered within the one hundred eighty (180) days immediately following the recall initiation date; each signature must be dated by the signer at the time of signing; and the signer must have been a member of the Union eligible to vote for the office in question on the date of signing.

(3) Petitions may be delivered to the chairperson of the Member Representation Committee at any time within the one hundred eighty (180) days immediately following the recall initiation date, but no more than seven (7) days after the expiration of that one hundred eighty (180) days.

(4) Upon receipt of such petitions, the chairperson of the Member Representation Committee, together with the members of the Committee, shall determine the validity of membership within fifteen (15) days of their presentation.

(5) For the purpose of determining whether the number of valid signatures satisfies the ten percent recall election threshold, the number of members eligible to vote for the office in question shall be the number of members who were eligible to vote for the office in question on the recall initiation date.

(c) For a Local ~~office~~Leader recall, results of the petitions shall be sent to the Local involved. For all other recalls, the results will be sent to the Board. If the threshold

has been met, the appropriate governing body shall order an election to be held, within thirty (30) days after the Member Representation Committee determines that the requirements of subsection (b) have been fulfilled. Elections shall be conducted in accordance with Bylaws Article III, GENERAL ELECTION REQUIREMENTS; and/or Article IV, LOCAL ELECTIONS; and/or Article V, DIRECTOR AND ASSISTANT DIRECTOR ELECTIONS; and/or Article VI, STATEWIDE OFFICER ELECTIONS. After validation, the chairperson of the Member Representation Committee shall transmit ballots to the membership for a vote. Ballots will be returned to the Member Representation Committee for tabulation. Results by Local will be published in the next issue of the union newsletter. Where the majority vote is for removal, it shall be effective upon completion of tabulation and the officeholder shall be formally notified by the Board or its designee.

(d) Recall petition campaigns and election campaigns shall be conducted in accordance with Article III GENERAL ELECTION REQUIREMENTS Section 7 (a), 7 (b), and 7 (c), such that no union or employer funds shall be used to promote such campaigns, and all members shall have the right to support and or participate in such campaigns without being subject to any penalty, discipline or other improper interference or reprisal.

Section 2. A person whose membership has been revoked may be reinstated by a three-fourths (3/4) vote of the Board after six (6) months from the date of revocation.

END OF APPENDIX 5

APPENDIX 6
(See Article XXII Section 2 of Bylaws)

LABOR MANAGEMENT REPORTING AND DISCLOSURE ACT
REQUIREMENTS FOR LABOR ORGANIZATION REPORTING (LM-2)

(29 U.S.C. 431)

SEC. 201. (a) Every labor organization shall adopt a constitution and bylaws and shall file a copy thereof with the Secretary, together with a report, signed by its president and secretary or corresponding principal officers, containing the following information-

- (1) the name of the labor organization, its mailing address, and any other address at which it maintains its principal office or at which it keeps the records referred to in this title;
- (2) the name and title of each of its officers;
- (3) the initiation fee or fees required from a new or transferred member and fees for work permits required by the reporting labor organization;
- (4) the regular dues or fees or other periodic payments required to remain a member of the reporting labor organization; and
- (5) detailed statements, or references to specific provisions of documents filed under this subsection which contain such statements, showing the provisions made and procedures followed with respect to each of the following: (A) qualifications for or restrictions on membership, (B) levying of assessments, (C) participation in insurance or other benefit plans, (D) authorization for disbursement of funds of the labor organization, (E) audit of financial transactions of the labor organization, (F) the calling of regular and special meetings, (G) the selection of officers and stewards and of any representatives to other bodies composed of labor organizations' representatives, with a specific statement of the manner in which each officer was elected, appointed, or otherwise selected, (H) discipline or removal of officers or agents for breaches of their trust, (I) imposition of fines, suspensions, and expulsions of members, including the grounds for such action and any provision made for notice, hearing, judgment on the evidence, and appeal procedures, (J) authorization for bargaining demands, (K) ratification of contract terms, (L) authorization for strikes, and (M) issuance of work permits. Any change in the information required by this subsection shall be reported to the Secretary at the time the reporting labor organization files with the Secretary the annual financial report required by subsection (b).

(b) Every labor organization shall file annually with the Secretary a financial report signed by its president and treasurer or corresponding principal officers containing the following information in such detail as may be necessary accurately to disclose its financial condition and operations for its preceding fiscal year:

- (1) assets and liabilities at the beginning and end of the fiscal year;
- (2) receipts of any kind and the sources thereof,
- (3) salary, allowances, and other direct or indirect disbursements (including reimbursed expenses) to each officer and also to each employee who, during such fiscal year, received more than \$10,000 in the aggregate from such labor organization and any other labor organization affiliated with it or with which it is affiliated, or which is affiliated with the same national or international labor organization;
- (4) direct and indirect loans made to any officer, employee, or member, which aggregated more than \$250 during the fiscal year, together with a statement of the purpose, security, if any, and arrangements for repayment;
- (5) direct and indirect loans to any business enterprise, together with a statement of the purpose, security, if any, and arrangements for repayment; and
- (6) other disbursements made by it including the purposes thereof, all in such categories as the Secretary may prescribe.

(c) Every labor organization required to submit a report under this title shall make available the information required to be contained in such report to all of its members, and every such labor organization and its officers shall be under a duty enforceable at the suit of any member of such organization in any State court of competent jurisdiction or in the district court of the United States for the district in which such labor organization maintains its principal office, to permit such member for just cause to examine any books, records, and accounts necessary to verify such report. The court in such action may, in its discretion, in addition to any judgment awarded to the plaintiff or plaintiffs, allow a reasonable attorney's fee to be paid by the defendant, and costs of the action.

END OF APPENDIX 6

APPENDIX 7
REPORTING AND DISCLOSURE REQUIREMENTS FOR STATEWIDE
OFFICERS, LOCAL OFFICERS, DIRECTORS, ASSISTANT DIRECTORS AND
UNION STAFF
(See Article XXV Section 3 of Bylaws)

From Labor Management Reporting and Disclosure Act (29 U.S.C. 432)

SEC. 202. (a) Every officer of a labor organization and every employee of a labor organization (other than an employee performing exclusively clerical or custodial services) shall file with the Secretary a signed report listing and describing for his preceding fiscal year-

- (1) any stock, bond, security, or other interest, legal or equitable, which he or his spouse or minor child directly or indirectly held in, and any income or any other benefit with monetary value (including reimbursed expenses) which he or his spouse or minor child derived directly or indirectly from, an employer whose employees such labor organization represents or is actively seeking to represent, except payments and other benefits received as a bona fide employee of such employer;
- (2) any transaction in which he or his spouse or minor child engaged, directly or indirectly, involving any stock, bond, security, or loan to or from, or other legal or equitable interest in the business of an employer whose employees such labor organization represents or is actively seeking to represent;
- (3) any stock, bond, security, or other interest, legal or equitable, which he or his spouse or minor child directly or indirectly held in, and any income or any other benefit with monetary value (including reimbursed expenses) which he or his spouse or minor child directly or indirectly derived from, any business a substantial part of which consists of buying from, selling or leasing to, or otherwise dealing with, the business of an employer whose employees such labor organization represents or is actively seeking to represent;
- (4) any stock, bond, security, or other interest, legal or equitable, which he or his spouse or minor child directly or indirectly held in, and any income or any other benefit with monetary value (including reimbursed expenses) which he or his spouse or minor child directly or indirectly derived from, a business any part of which consists of buying from, or selling or leasing directly or indirectly to, or otherwise dealing with such labor organization;

(5) any direct or indirect business transaction or arrangement between him or his spouse or minor child and any employer whose employees his organization represents or is actively seeking to represent, except work performed and payments and benefits received as a bona fide employee of such employer and except purchases and sales of goods or services in the regular course of business at prices generally available to any employee of such employer; and

(6) any payment of money or other thing of value (including reimbursed expenses) which he or his spouse or minor child received directly or indirectly from any employer or any person who acts as a labor relations consultant to an employer, except payments of the kinds referred to in section 302(c) of the Labor Management Relations Act, 1947, as amended.

(b) The provisions of paragraphs (1), (2), (3), (4), and (5) of subsection (a) shall not be construed to require any such officer or employee to report his bona fide investments in securities traded on a securities exchange registered as a national securities exchange under the Securities Exchange Act of 1934, in shares in an investment company registered under the Investment Company Act or in securities of a public utility holding company registered under the Public Utility Holding Company Act of 1935, or to report any income derived therefrom.

(c) Nothing contained in this section shall be construed to require any officer or employee of a labor organization to file a report under subsection (a) unless he or his spouse or minor child holds or has held an interest, has received income or any other benefit with monetary value or a loan, or has engaged in a transaction described therein.

END OF APPENDIX 7

APPENDIX 8

Approved by the SEIU International Executive Board, June 13, 2009

Approved by the SEIU International Executive Board as revised, January 21, 2016

SEIU CODE OF ETHICS AND CONFLICT OF INTEREST POLICY

PART A: PREAMBLE

The Service Employees International Union (SEIU) believes in the dignity and worth of all workers. We have dedicated ourselves to improving the lives of workers and their families and to creating a more just and humane society. We are committed to pursuing justice for all, and in particular to bringing economic and social justice to those most exploited in our community. To achieve our mission, we must develop highly trained and motivated leaders at every level of the Union who reflect the membership in all of its diversity.

Union members place tremendous trust in their leaders. SEIU elected officers and managers owe not just fiduciary obligations to union members; given the moral purpose of our mission, SEIU leaders owe members the highest level of ethical behavior in the exercise of all leadership decisions and financial dealings on members' behalf. Members have a right to proper stewardship over union funds and transparency in the expenditure of union dues. Misuse and inappropriate use of resources or leadership authority undermine the confidence members have in the Union and weaken it. Corruption in all forms will not be tolerated in SEIU. This *Code of Ethics and Conflict of Interest Policy* (the "Code" or "SEIU Code") strengthens the Union's ethics rules of conduct, organizational practices and enforcement standards and thus enhances the Union's ability to accomplish its important mission.

We recognize that no code of ethics can prevent some individuals from violating ethical standards of behavior. We also know that the SEIU Code is not sufficient in itself to sustain an ethical culture throughout the Union. To accomplish the goals for which this Code has been created, we must establish systems of accountability for all elected leaders and staff. These systems must include appropriate checks and balances and internal operating procedures that minimize the opportunity for misuse or abuse, as well as the perception of either, in spending union funds and exercising decision-making authority. The systems also must include adequate provision for training on understanding and implementing this Code. More broadly, we emphasize the importance of the range of standards, practices, and values described in "A Strong Ethical Culture," Section A of the *SEIU Policies on Ethics and Standards* that were enacted with the Code in 2009.

In particular, SEIU is committed to providing meaningful paths for member involvement and participation in our Union. The SEIU Member Bill of Rights and Responsibilities in the Union is a significant source of SEIU members' rights and obligations. Its exclusive enforcement through the procedures set forth in Article XVII of the SEIU Constitution and Bylaws reflects a commitment to the democratic principles that have always governed SEIU. Article XVII's numerous protections against arbitrary or unlawful discipline of members also form an essential ingredient of the democratic life of the Union. Similarly, the requirement that Affiliates provide for regular meetings of the membership, set forth in Article XV, Section 5 of the Constitution, is another important element in the democratic functioning of SEIU. Finally, the provisions against discrimination and harassment on the basis of race, creed, color, religion, sex, gender expression, sexual orientation, national origin, citizenship status, marital status, ancestry, age and disability contained in Article III, Section 4 of the SEIU Constitution and in the Constitutions and Bylaws of Affiliates, the SEIU Anti-discrimination and Anti-harassment Policy and Procedure, and similar policies of Affiliates forbid conduct in violation of SEIU's historic belief that our strength comes from our unity and diversity and that we must not be divided by forces of discrimination.

Individuals subject to this Code are expected to comply with State and Federal laws, the Constitution and Bylaws of SEIU and Affiliates, and the anti-discrimination and anti-harassment policies of SEIU and Affiliates as part and parcel of our commitment to sustaining an ethical culture and the highest standards of conduct throughout the Union.

Violations of these laws and policies are ethical breaches; however, these violations should be addressed through avenues provided by the applicable laws and policies and not through the Code unless they also allege violations of this Code. In particular, the sole enforcement mechanism for matters covered by the SEIU or Affiliate Constitutions and Bylaws is that which is set forth in those documents, unless violations of this Code are also alleged. Finally, grievances that arise under collective bargaining agreements are excluded from enforcement under this Code unless they also allege violations of this Code.

The scope and standards of this Code are set forth in the following Sections.

SECTION 1. *Applicability to International Union.* The SEIU Code is henceforth applicable in its entirety to all officers, executive board members and employees of SEIU. These individuals are referred to herein as "covered individuals." SEIU shall append or attach the Code in its entirety to its Constitution and Bylaws in its next and all future publications.

SECTION 2. *Applicability to SEIU Affiliates.* By enactment of the SEIU International Executive Board, the SEIU Code is applicable in its entirety to all officers, executive board members and employees of all affiliated bodies and local

unions chartered by SEIU ("Affiliates" herein). These individuals are referred to herein as "covered individuals."

- (a) Each Affiliate shall ensure that the Code extends to all employees as soon as practicable but in no event later than the end of 2020.
- (b) Each Affiliate shall append or attach the Code in its entirety to its Constitution and Bylaws at its next and all future publications.
- (c) Wherever reference herein is made to SEIU or an SEIU program, department or position, the corresponding reference is to the particular Affiliate or its equivalent program, department or position.
- (d) Each Affiliate is responsible for enforcing the Code and educating its covered individuals on the Code in a manner consistent with the Code's terms, subject to assistance and oversight from SEIU.
- (e) The Code is not intended to restrain any Affiliate from adopting higher standards and best practices, subject to the approval of the SEIU Ethics Ombudsperson.

PART B: GENERAL OBLIGATIONS

SECTION 3. *Obligations of Covered Individuals.*

- (a) *Commitment to the Code.* SEIU and each Affiliate shall provide a copy of the Code to each covered individual. It is the duty and obligation of covered individuals to acknowledge annually that they have received a copy of this Code, that they have reviewed and understand it, and that they agree to comply with it.
- (b) *Duty of disclosure.* Covered individuals shall disclose to the SEIU Ethics Ombudsperson or the Affiliate Ethics Liaison, described in PART F of this Code, any conflict of interest or appearance of a conflict, which arises when their paramount duty to the interest of members is potentially compromised by a competing interest, including but not limited to an interest, relationship or transaction referenced in this Code. Actual, perceived and potential conflicts should be disclosed at the time that covered individuals become aware of them.
- (c) *Disqualification from service to SEIU or Affiliate.* No person shall serve as an officer or managerial employee of SEIU or any Affiliate who has been convicted of any felony involving the infliction of grievous bodily injury, or the abuse or misuse of such person's position or employment in a labor organization to seek or obtain illegal gain at the expense of the members, except for the limited exceptions set forth in applicable federal law.

PART C: BUSINESS AND FINANCIAL ACTIVITIES

SECTION 4. General Duty to Protect Members' Funds; Members' Right to Examine Records.

- (a) The assets and funds of a labor organization are held in trust for the benefit of the membership. Members are entitled to assurance that those assets and funds are expended for proper and appropriate purposes. The Union shall conduct its proprietary functions, including all contracts for purchase or sale or for the provision of significant services, in a manner consistent with this Code. All officers, executive board members and employees of SEIU and SEIU Affiliates, whether elected or appointed, have a trust and high fiduciary duty to honestly and faithfully serve the best interests of the membership.
- (b) Consistent with Section 20I of the Labor Management Reporting and Disclosure Act, SEIU shall permit a member for just cause to examine any books, records and accounts necessary to verify SEIU's annual financial report under that section to the U.S. Department of Labor.
- (c) Affiliates comprised solely of members employed by government bodies shall permit a member to examine its financial report submitted to a state agency and, consistent with state law and for just cause, to examine any books, records and accounts necessary to verify the Affiliate's financial report.

SECTION 5. Prohibited Financial Interests and Transactions. Covered individuals shall not, to the best of their knowledge, have a substantial ownership or financial interest that conflicts with their fiduciary duty.

- (a) For purposes of these rules, a "substantial ownership or financial interest" is one which either contributes significantly to the individual's financial well-being or which enables the individual to significantly affect or influence the course of the business entity's decision-making.
- (b) A "substantial ownership or financial interest" does not include stock in a purchase plan, profit-sharing plan, employee stock ownership plan (ESOP) or blind trust. Nor does it prohibit covered individuals from owning, through a mutual fund or other similar investment vehicle, the publicly traded shares of any employer with which SEIU or an Affiliate engages in collective bargaining or does business or which SEIU or an Affiliate seeks to organize, provided that all transactions affecting such interests are consistent with rates and terms established by the open market.
- (c) It is not permissible for any covered individual to:
 - (1) Knowingly have a substantial ownership or financial interest in any entity that engages in collective bargaining with SEIU or any of its Affiliates;
 - (2) Make or attempt to influence or participate in any way in a decision

concerning the relations of SEIU or an Affiliate with a vendor, firm or other entity or individual in which the covered individual or his or her relative, spouse or business partner has a substantial ownership or financial interest; or

- (3) Engage in any self-dealing transactions with SEIU or any of its Affiliates, such as buying property from or selling property to SEIU, without the informed approval of the International Secretary-Treasurer (or Affiliate Secretary-Treasurer, as applicable), obtained after full disclosure, including an independent appraisal of the fair market value of the property to be bought or sold.
- (d) To ensure compliance with this Section, covered individuals are required to disclose any interests, transactions or interests covered by this Section in accordance with Section 3(b) of this Code.

SECTION 6. *Payments and Gifts from Employers, Vendors and Members.*

- (a) Covered individuals shall not knowingly accept any payments, benefits or gifts of more than minimal financial value under the circumstances presented from any employer that engages or seeks to engage in collective bargaining with SEIU or an Affiliate, or from any business or professional firm that does business or seeks to do business with SEIU or an Affiliate.
 - (1) This Section does not extend to payments and benefits that are provided to covered individuals by prohibited employers as compensation for their primary and regular employment.
 - (2) This Section does not extend to work and services that covered individuals perform for prohibited employers or businesses on a part-time basis, through an arm's length transaction and for normal and customary pay for such work or services.
 - (3) This Section does not extend to participation in events hosted by public officials involving discussion of public policy matters.
 - (4) With respect to perishable items that are more than minimal but that are impracticable to return, such as food, it shall be considered compliance with this Section to discard such an item or place it in a common area for members and office staff to enjoy. If the gift is discarded or enjoyed communally, it is recommended that the giver should be advised of this disposition to dispel the appearance of any conflict of interest on the part of any covered individual and to discourage recurrence.
- (b) Covered individuals shall not knowingly accept personal payments or gifts from any member absent a personal relationship independent of the relationship between the Union and the member, other than a gift of minimal financial value. This provision does not apply to contributions to campaigns

for union office made in accordance with the SEIU Constitution and Bylaws.

SECTION 7. Conversion of Union Funds and Property. Covered individuals shall not use, convert or divert any funds or other property belonging to SEIU to such individual's personal benefit or advantage.

SECTION 8. Applicability to Third Parties. The principles of this Code apply to those investments and activities of third parties that amount to a subterfuge to conceal the financial interests of SEIU officers or employees or to circumvent the standards of this Code.

SECTION 9. Certain Loans Prohibited. SEIU shall not make loans to any officer or employee, or to any of their family members, that at any time exceed \$2,000 in total indebtedness on the part of such officer, employee or family member.

PART D: BENEFIT FUNDS AND RELATED ORGANIZATIONS

SECTION 10. Obligations of Covered Individuals.

(a) Benefit Funds.

- (1) For purposes of this Section:
 - a. A "benefit fund or plan" means a retirement, health or welfare benefit fund or plan sponsored by SEIU or an Affiliate, or in which SEIU or an Affiliate participates.
 - b. The definition of "substantial ownership or financial interest" provided in Section 5 applies.
- (2) Covered individuals who serve in a fiduciary position with respect to or exercise responsibilities or influence in the administration of a benefit fund or plan shall not:
 - a. Have any substantial financial interest in, or any compromising personal ties to, any investment manager, insurance carrier, broker, consultant or other firm or individual doing business or seeking to do business with the fund or plan;
 - b. Accept any personal payment from any business or professional firm that does business or seeks to do business with the fund or plan, other than contractual payment for work performed; or
 - c. Receive compensation of any kind for service as an employee representative or labor-designated trustee for a fund or plan, except for reimbursement of reasonable expenses properly and actually incurred and provided uniformly to such representatives or trustees, with the proviso that it is not a violation of this provision for an officer or managerial

employee who is not a full-time employee of SEIU or an Affiliate to be a lawfully paid employee of a fund or plan if such employment is consistent with applicable legal restrictions and fully disclosed through appropriate reports.

- (3) To ensure compliance with this Section, all covered individuals shall disclose any interests, transactions or relationships covered by this Section in accordance with Section 3(b) of this Code.
- (4) No person shall serve in a fiduciary capacity or exercise responsibilities in the administration of a benefit fund or plan who has been convicted of any felony involving the infliction of grievous bodily injury or the abuse or misuse of such person's position or employment in an employee benefit plan to seek or obtain an illegal gain at the expense of the beneficiaries of the employee benefit fund or plan, except for the limited exceptions set forth in applicable federal law.

(b) Related Organizations.

- (1) For purposes of this Section, an organization "related to" SEIU or an Affiliate means an organization
 - in which 25 percent or more of the members of the governing board are officers or employees of SEIU or an Affiliate, or
 - for which 50 percent or more of its funding is provided by SEIU or an Affiliate.
- (2) Covered individuals who serve in a fiduciary position with respect to or exercise responsibilities or influence in the administration of an organization related to SEIU shall comply with the provisions and shall hold themselves to the standards of the SEIU Code while they are acting for or on behalf of the related organization.

PART E: FAMILY AND PERSONAL RELATIONSHIPS

SECTION 11. Purpose of Rules Governing Family and Personal Relationships. SEIU does not prohibit the employment of qualified relatives of current officers or employees, or of individuals with whom an officer or employee has a romantic or intimate personal relationship. SEIU also does not prohibit the retention of qualified vendors that employ relatives of current SEIU officers or employees or individuals with whom an officer or employee has a personal relationship.

However, SEIU recognizes that the existence of such relationships can lead to problems, including favoritism or the appearance of favoritism toward relatives or those who are involved in a personal relationship. Giving these individuals special treatment or creating the impression that they receive special treatment is inconsistent with our principles of stewardship and accountability and with our duty to responsibly conduct the

business of SEIU. The provisions of this PART are designed to ensure that family or personal relationships do not influence professional interactions between the employees involved and other officers, employees and third parties.

SECTION 12. *Definitions.* For purposes of this PART:

- (a) "Relative" means parent, spouse, spousal equivalent, daughter, son, grandparent, grandchild, brother, sister, aunt, uncle, niece, nephew, first or second cousin, corresponding in-law, "step" relation, foster parent, foster child, and any member of the employee's household. Domestic partner relatives are covered to the same extent as spousal relatives.
- (b) "Personal relationship" means an ongoing romantic or intimate personal relationship that can include, but is not limited to, dating, living together or being a partner or significant other. This definition applies regardless of gender, gender identification, or sexual orientation of the individuals in the relationship. This restriction does not extend to friends, acquaintances or former colleagues who are not otherwise encompassed in the scope of "personal relationships."

SECTION 13. *Prohibited Conduct.* The following general principles will apply:

- (a) Applications for employment by relatives and those who have a personal relationship with a covered individual will be evaluated on the same qualification standards used to assess other applicants. Transmission to the appropriate hiring authority of applications on behalf of individuals who have a family or personal relationship shall not in itself constitute an attempt to influence hiring decisions. Further input into the application process, however, may be deemed improper.
- (b) Covered individuals will not make hiring decisions about their relatives or persons with whom they have a personal relationship, or attempt to influence hiring decisions made by others.
- (c) Supervisory employees shall not directly supervise a relative or a person with whom they have a personal relationship. In the absence of a direct reporting or supervisor-to-subordinate relationship, relatives or employees who have a family or personal relationship generally are permitted to work in the same department, provided that there are no particular operational difficulties.
- (d) Covered individuals shall not make work-related decisions, or participate in or provide input into work-related decisions made by others, involving relatives or employees with whom they have a personal relationship, even if they do not directly supervise that individual. Prohibited decisions include, but are not limited to, decisions about hiring, wages, hours, benefits, assignments, evaluations, training, discipline, promotions, and transfers.
- (e) To ensure compliance with this Section, all covered individuals must disclose to the Ethics Ombudsperson or the Affiliate Ethics Liaison, as appropriate, any relationships covered by this Section in accordance with Section 3(b) of this Code.

PART F: ENFORCEMENT

SECTION 14. Ethics Officer. The office of the Ethics Officer is established to provide independent assistance to SEIU in the implementation and enforcement of the Code. The Ethics Officer shall be an individual of unimpeachable integrity and reputation, preferably with experience in ethics, law enforcement and the workings of the labor movement. The Ethics Officer shall provide his or her services under contract and shall not be an employee of the International Union or any of its Affiliates. The Ethics Officer shall be appointed by the International President and confirmed by the International Executive Board. The International President, the International Secretary-Treasurer, and the SEIU International Executive Board may refer matters concerning the Code to the Ethics Officer for review and/or advice, consistent with Sections 22 and 23.

SECTION 15. Ethics Ombudsperson. The office of SEIU Ethics Ombudsperson is established to oversee implementation and enforcement of the Code and ongoing efforts to strengthen the ethical culture throughout the Union. The Ethics Ombudsperson is responsible for providing assistance to the International Union and Affiliates on questions and concerns relating to the Code and ethical culture; directing the training of SEIU and Affiliate officers and staff concerning the Code and ethical culture; responding to ethics concerns and complaints consistent with Sections 17-23; receiving and resolving disclosures of conflicts of interest; assisting the Ethics Officer; and providing other support as necessary to the overall SEIU ethics program. The Ethics Ombudsperson, in consultation with the Ethics Officer, shall issue a report to the SEIU International Executive Board annually, summarizing compliance, training, enforcement, culture building and related activities, and making recommendations for modifications to the ethics program that he or she believes would enhance the program's effectiveness. The Ethics Ombudsperson may also conduct periodic reviews for the purposes of monitoring compliance with this Code and determining whether partnerships, joint ventures, and arrangements with management organizations conform to this Code, are properly recorded, reflect reasonable investment or payment for goods and services, further SEIU's tax-exempt purposes, and do not result in inurement, impermissible private benefit, or excess benefit transactions. The Ethics Ombudsperson shall be employed in the SEIU Legal Department.

SECTION 16. Affiliate Ethics Liaison. Each Affiliate shall appoint an Ethics Liaison who will be available for ethics advice or guidance, will serve as an Affiliate's key contact with the International's Ethics Ombudsperson, will assist in enforcement of the Code, will oversee the delivery of ethics-related training, will assist the Affiliate in strengthening its ethical culture, and will serve as an ethical leader in the Affiliate.

- (a) Presidents, chief executive officers, secretary-treasurers, chief financial officers, chiefs of staff, and the equivalent of any of the foregoing are not eligible to serve as Ethics Liaisons.
- (b) Affiliates are encouraged to consider rotating the Ethics Liaison position periodically, barring operational difficulties, to develop ethical leadership broadly in the Affiliate. Affiliates shall advise the SEIU Ethics Ombudsperson as soon as practicable of the appointment of Ethics Liaisons and of any vacancy that occurs in the position.

- (c) Ethics Liaisons will regularly receive training from the International Union specific to the role. Affiliates should make every effort to ensure the participation of their Ethics Liaisons.

SECTION 17. *Complaints.*

- (a) Any covered individual or member may file a written complaint concerning alleged violations of the Code. Oral concerns and complaints shall be reduced to writing for further processing as a complaint. Complaints should be signed or
Contain the name of the complainant(s), and shall be kept confidential pursuant to Section 24. Complaints alleging violation of the Code shall not be enforced under SEIU or Affiliate constitutions and bylaws unless they also allege violations of the constitutions and bylaws.
- (b) The International Union shall post contact information for submission of ethics complaints on the SEIU website and shall provide that information on request.
- (c) Each Affiliate shall provide its staff and membership with contact information for its Ethics Liaison.

SECTION 18. *Complaints Handled by the International Union.* Complaints alleging violation of the Code that are submitted to the International Union or the Ethics Officer shall be referred initially to the SEIU Ethics Ombudsperson. The Ethics Ombudsperson shall review ethics complaints submitted to the International Union and shall respond to them in his or her discretion, including but not limited to providing advice or guidance, resolving them informally, directing them to resources outside the ethics office, and referring them to the Ethics Officer or Affiliate for further processing. The individual submitting the complaint shall be notified of the status of the complaint as appropriate in the discretion of the Ethics Ombudsperson but in all events upon its conclusion.

SECTION 19. *Complaints Handled by Affiliate; Notice to Ethics Ombudsperson.* Ethics complaints that are raised with or referred to an Affiliate shall be investigated by the affected Affiliate and, where appropriate, may form the basis of employee discipline or formal internal union charges to be processed before a trial body in accordance with the requirements set forth in the Affiliate's constitution and bylaws and/or the SEIU Constitution and Bylaws. The Ethics Ombudsperson may advise an Affiliate concerning matters related to the investigation and processing of complaints and charges alleging violation of the Code. Where a complaint involves an Affiliate's president, chief executive officer, chief of staff, secretary-treasurer, chief financial officer, or the equivalent, the Affiliate shall notify the Ethics Ombudsperson as soon as practicable.

The Ethics Ombudsperson may consult with the Ethics Officer concerning any question referred by an Affiliate.

SECTION 20. *Failure to Cooperate; Bad Faith Complaints.* Unreasonable failure by a covered individual to fully cooperate with a proceeding or investigation involving an ethics complaint or alleged violation of this Code shall constitute an independent violation of this Code. SEIU reserves the right, subject to notice, investigation and due process. to discipline persons who make bad faith, knowingly false, harassing or malicious complaints, reports or inquiries.

SECTION 21. *Original Jurisdiction.*

(a) *Requests for Original Jurisdiction.* If an Affiliate or an Affiliate executive board member, officer, or member believes that formal internal union charges against a covered individual that also allege violations of this Code involve a situation which may seriously jeopardize the interests of the Affiliate or the International Union, or that the hearing procedure of the Affiliate will not completely protect the interests of the Affiliate, an officer or member, that individual may request that the International President assume original jurisdiction under Article XVII, Section 2(t) of the SEIU Constitution and Bylaws.

(b) *Assumption of Original Jurisdiction by International President.* In accordance with Article XVII, Section 2(f) of the SEIU Constitution and Bylaws, the International President may in his or her discretion assume original jurisdiction of formal internal union charges also alleging violation of this Code if as a result of an investigation he or she believes that the charges filed against a covered individual involve a situation which may seriously jeopardize the interests of the Affiliate or the International Union. In his or her discretion, the International President may refer the matter to the Ethics Officer for a recommendation concerning the possible assumption of original jurisdiction.

SECTION 22. *Referral of Formal Charges to Ethics Officer.* If formal internal union charges filed with the International Union under Article XVII, Section 3 of the SEIU Constitution and Bylaws also allege violation of the Code by an officer or executive board member of the International Union or an Affiliate, such charges may be referred to the Ethics Officer for review and recommendations.

SECTION 23. *Review of Claims by Ethics Officer.*

(a) If after review of the allegations of violations of the Code in a complaint or formal charge, the Ethics Officer finds that the allegations have merit and/or warrant further investigation, he shall recommend a response or course of action for the International Union to respond to the complaint or charges, including but not limited to the following:

- (1) Further investigation by SEIU personnel and/or outside investigator(s);
- (2) Filing of formal charges under Article XVII of the SEIU Constitution and Bylaws;
- (3) Assumption of original jurisdiction by International President pursuant to Article XVII, Section 2(f) of the SEIU Constitution and

Bylaws;

- (4) Appointment of an outside hearing officer to conduct a trial under Article XVII, Section 3 of the SEIU Constitution and Bylaws;
- (5) Discipline of covered employees;
- (6) Sanction of covered officers or members accused in formal proceedings, and
- (7) Other action deemed appropriate in the discretion of the Ethics Officer.

(b) If the Ethics Officer concludes, after review of allegations of violations of the Code, that the allegations are without merit or that further investigation is not necessary, he or she shall advise the International Union of his or her findings.

PART G: PROTECTION OF WHISTLEBLOWERS

SECTION 24. Confidentiality. SEIU will make all reasonable efforts to keep confidential the identity of any person(s) raising an ethics concern, inquiry, report or complaint under the Code unless disclosure is authorized by the complainant or is required for SEIU to carry out its fiduciary or legal duties. SEIU will also treat communications concerning ethics complaints or concerns with as much confidentiality and discretion as possible, provided that it remains able to conduct a complete and fair investigation, carry out its fiduciary and legal duties, and review its operations as necessary.

SECTION 25. No Retaliation. SEIU encourages all officers and employees to bring ethics concerns and complaints that the Code has been violated to the attention of the Union, as set forth more fully in PART F above.

- (a) SEIU expressly prohibits retaliation against covered individuals and members for:
 - (1) Making good faith complaints, reports or inquiries pursuant to this Code;
 - (2) Opposing any practice prohibited by the Code;
 - (3) Providing evidence, testimony or information relative to, or otherwise cooperating with, any investigation or enforcement process of the Code; and
 - (4) Otherwise participating in the enforcement process set forth in PART F above.
- (b) In particular, SEIU will not tolerate any form of retaliation against Affiliate Ethics Liaisons for performing their responsibilities.
- (c) Any act of alleged retaliation should be reported to the SEIU Ethics Ombudsperson or the Affiliate Ethics Liaison immediately and will be responded to promptly.

**SEIU Local 503, OPEU
Code of Ethics Supplemental**

Regarding the SEIU International Code of Ethics and Conflict of Interest Policy, Part C, Section 9 Certain Loans Prohibited, SEIU Local 503 prohibits any loan, directly or indirectly, of money or property of the Union. (29 USC § 501)

END OF APPENDIX 8