

R2 – 05 Member Assistance Center (MAC) – Member Resource Center (MRC) Outreach & Education

Committee Recommendation: ✓ Do pass as amended

Member Affairs Committee: Michele Ford (Sublocal 220), Sara Ashmore (Sublocal 202), Michelle Roberts (MCEA) Hope Yamasaki (Homecare) Jill Smith (ODFW) Nannette “D” Carter-Jafri (Homecare), Rebecca Hernandez (Nursing Homes)

Committee Report

The committee is recommending this resolution as a **“do pass as amended”** to the General Council.

The committee’s vote on this resolution was unanimous once amended. There was surprise within the committee that some components of this resolution were not already happening in the MAC/MRC. This resolution expands communication and outreach to members, particularly those outside of Portland/ Salem. We heard that the current system of the MAC/MRC providing support to stewards is working well from a number of stewards and locals but that there is always room for improvement. The Committee amended this resolution to include quarterly reports to sublocals about the support provided by the MAC/MRC.

- We heard 7 pro statements and 0 con statements.
- We heard that this resolution was “common sense”, that it allows the MAC/MRC to meet members where they are at and would be particularly helpful for locals, such as nursing homes, that struggle to recruit stewards and who’s workforce has a large number of non-english speaking members.

As this resolution proposes a minor financial investment to how the MAC/MRC are currently providing support and creates transparency for members of all locals around the work of the MAC/MRC, the committee is recommending a **“do pass as amended.”**



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.
- 22 4. Sublocals will be provided quarterly reports on member supports provided ie grievances,
23 pay issues, etc.

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.

R2 - 05: Member Assistance Center (MAC) - Member Resource Center (MRC) Outreach & Education

Name: Elizabeth (Betty) Holladay

Sub-local: #218

Pro Statement

I see nothing wrong with increasing communication within our union. I support this resolution.

R2 - 05: Member Assistance Center (MAC) - Member Resource Center (MRC) Outreach & Education

Name: Carla Hodges

Sub-local: Homecare Sub-Local 99

Pro Statement

With the MAC - MRC informing members about structural changes of the union it will keep members update to of what is going on in our union.I like the idea where we will be getting these updates on a monthly bases.

R2 - 05: Member Assistance Center (MAC) - Member Resource Center (MRC) Outreach & Education

Name: Donna Weatherly

Sub-local: 99

Pro Statement

Communication is key to moving forward! So yes, I agree.

R2 - 05: Member Assistance Center (MAC) - Member Resource Center (MRC) Outreach & Education

Name: Alice Redding

Sub-local: sub-local 99

Pro Statement

.. We need a strong MAC to keep communications open to our members; .

R2 - 05: Member Assistance Center (MAC) - Member Resource Center (MRC) Outreach & Education

Name: Anna Young

Sub-local: Homecare Local 99

Pro Statement

I support this resolution. Developing new outreach strategies to improve communications to our members is always encouraged to help support our members. Making communications to members available in different languages will increase membership and make our Union stronger and more diverse.

R2 - 05: Member Assistance Center (MAC) - Member Resource Center (MRC) Outreach & Education

Name: Irene Hunt

Sub-local: Addus 098

Pro Statement

This would be amazing tool for Stewards. We need to be aware of all issues and be following up with all members who have called the MRC. This is how one way we can find more leaders.

R2 - 05: Member Assistance Center (MAC) - Member Resource Center (MRC) Outreach & Education

Name: Becky Wright

Sub-local: sub-local 503

Pro Statement

Pro. I agree ith this resolution

R2 - 05: Member Assistance Center (MAC) - Member Resource Center (MRC) Outreach & Education

Name: Luella Larsen

Sub-local: Homecare Local 99 District 7

Pro Statement

This will give our members a truly great resource that is greatly needed.

R2 - 05: Member Assistance Center (MAC) - Member Resource Center (MRC) Outreach & Education

Name: Melonie Morlock

Sub-local: Homecare

Pro Statement

The outreach strategies to improve communications will make members feel more a part of the Union and strengthen Union participation. I support more information disseminated to the membership through improved communication.

R2 - 05: Member Assistance Center (MAC) - Member Resource Center (MRC) Outreach & Education

Name: Denare Archer

Sub-local: Homecare sub-local central oregon

Pro Statement

Very good way to keep an open line of communication, especially with different language dialog's. Members and workers need to be kept in the loop and informed of what is going on and when things are happening.

R2 - 05: Member Assistance Center (MAC) - Member Resource Center (MRC) Outreach & Education

Name: Barbara Evans

Sub-local: Local 99

Pro Statement

Moving Forward-Great Work!

R2 - 05: Member Assistance Center (MAC) - Member Resource Center (MRC) Outreach & Education

Name: jan montes

Sub-local: Homecare

Pro Statement

I am thankful for the MAC and the work that has recently gone into improvement however, I do hope in the future to see more of a Human Resource Department-esque approach. It would be ideal to combine the philosophy of the MAC and the good points of a HRC. It is difficult to get answers concerning payroll, pay-ins rules etc when one doesn't understand.

R2 - 05: Member Assistance Center (MAC) - Member Resource Center (MRC) Outreach & Education

Name: Christina Feigner

Sub-local: homecare

Pro Statement

Neutral

R2 - 05: Member Assistance Center (MAC) - Member Resource Center (MRC) Outreach & Education

Name: Rebecca sandoval

Sub-local: Local 99

Pro Statement

This will only increase the effectiveness of our new MAC center and make our MRC even more important to our process.

R2 - 05: Member Assistance Center (MAC) - Member Resource Center (MRC) Outreach & Education

Name: Ivonne Rivero
Sub-local: Sub-local 99

Pro Statement

Support fully providing education and engagement. I would also welcome using the multi-lingual capacities of the MRC to perform engagement, education and recruitment of stewards.

R2 - 05: Member Assistance Center (MAC) - Member Resource Center (MRC) Outreach & Education

Name: Mary Stewart

Sub-local: DOR 150

Pro Statement

No statement provided

R2 - 05: Member Assistance Center (MAC) - Member Resource Center (MRC) Outreach & Education

Name: Temari Asazuki

Sub-local: Homecare

Pro Statement

No statement provided.

R2 - 05: Member Assistance Center (MAC) - Member Resource Center (MRC) Outreach & Education

Name: Daniel (Dan) Smith

Sub-local: OSH #392

Pro Statement

No statement provided