

R2 – 06 Union President’s Monthly Compensation

Committee Recommendation: ✓ Do pass

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 making a “**do pass**” recommendation on this resolution. We heard several arguments on the pro and the con sides. The main concern committee members had - and we even heard this from some of the members testifying on the pro side, was that the resolution could be costly as there is no monetary limit provided.

Some of the arguments we heard:

- We heard 9 total speakers 5 were pro and 4 were Con
- We heard that the current policy is outdated and has not been updated in many years.
- We heard from some speakers that the resolution would provide much needed equity for members who do not work in the public sector or who live outside of the Willamette Valley.
- We heard that the Board of Directors currently negotiates the Executive Director’s salary and there is no cap or limit; has a long history of acting judiciously in these negotiations.
- We heard concerns that this resolution could increase the risk of accusations of backdoor dealing and favoritism.

While committee members definitely heard the members testifying against the resolution, the committee members overwhelmingly felt that the resolution should go forward. This resolution proposes a major change to how we are currently paying our Union President’s salary and would be more equitable to rural members and those who do not work in the public sector. While some committee members did share the concern about there being no monetary limit/ceiling, we trust the Board as our elected officers to act responsibly. This resolution comes to the floor from our committee with a **do pass recommendation**.



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 ...

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.

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Name: Steve Demarest

Sub-local: Employment Department Local 471

Pro Statement

Our Union has paid for healthcare and retirement benefits for every 503 president since the presidency became full time. That is because each one has been a public employee, and the Union reimbursed their employer for the costs of those benefits. The Union will continue to pay for the healthcare and retirement benefits of future presidents who are public employees. However, over one-half of our members would not be eligible for employer-provided benefits if they became 503 President. Let's be equitable. Let's make the office of president accessible to all members. Let's treat all members who may hold the office the same. Let's provide the option of healthcare and retirement benefits to every president, irrespective of their represented occupation.

Similarly, let's alleviate a burden and a barrier to becoming 503 President for members who live outside the Willamette Valley by providing the opportunity for housing support. Let's open the doors to the presidency to members outside of Salem and Portland.

Our Bylaws provide that "the Board shall determine salaries, fringe benefits, and conditions of employment for the Executive Director through negotiations between the Executive Director and the Board." The Board can do the same for the fringe benefits of a President.

Finally, the \$400 monthly stipend for the president is an anachronism left over from when the office was a volunteer position. Its elimination is overdue.

Steve Demarest

President, SEIU Local 503, OPEU

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Name: Micki Varney

Sub-local: ODFW Sub-local 109

Con Statement

- R06--As written, this Resolution will deter members from running for Statewide President.

I find this resolution to actually have a negative equity impact. By removing the \$400 stipend, potential candidates from distant areas of the state don't know how much of their expenses will be covered. This uncertainty could serve to deter some from considering running for Statewide president despite the claim that they could negotiate with the Board. Would you commit to a contract without knowing what it was going to cost you out of pocket? I would be more supportive of this resolution if it had been amended to contain both a stipend and an option of additionally negotiating to help with expenses specifically associated with the position of Statewide SEIU 503 President. This would provide a means of flexibility to assist with an excessive financial burden; and thus, some security to potential candidates.

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Name: Elizabeth (Betty) Holladay

Sub-local: #218

Pro Statement

I fully support this resolution which does away with an archaic way to compensate our President. Having the Board and the President negotiate for reasonable compensation that may be needed outside of regularly work income makes sense. This resolution allows those who do earn as much as others to run for office. Prior to this, it was prohibitive to be the President if your annual income did not cover the additional expenses of being President. I like the flexibility that this resolution provides. We cannot think of every permutation that might occur in living expenses for Presidents. Let the Board handle this in the same way that it approves the salary for the Executive Director.

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Name: Michelle Jones

Sub-local: sub-local 109

Con Statement

This resolution lacks a clear upper cap on spending and lacks transparency on what future presidents might expect to receive.

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Name: Louie Vidmar

Sub-local: 085

Pro Statement

The \$400 stipend seems antiquated, and whereas the Board of Directors are elected member leaders from ALL Regions and Work Sectors, they have fiduciary responsibility to use funds wisely for the benefit of all members. This seems like a positive resolution.

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Name: Donna Weatherly

Sub-local: 99

Pro Statement

We agree that this is a fair and just, adjustment.

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Name: Alice Redding

Sub-local: sub-local 99

Pro Statement

. This is a fair and just adjustment

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Name: Anna Young

Sub-local: Homecare Local 99

Pro Statement

I support this resolution.

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Name: Becky Wright

Sub-local: sub-local 503

Pro Statement

Pro. I also agree with this resolution

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Name: Jill Smith

Sub-local: 109

Pro Statement

More Board involvement on extra funds is a positive step and helps with budgeting.

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Name: Luella Larsen

Sub-local: Homecare Local 99 District 7

Pro Statement

The president salary plus the other perks should be sufficient wage.

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Name: Denare Archer

Sub-local: Homecare sub-local central oregon

Pro Statement

What a great opportunity for others to have a chance at running for President and not be held back by finances, location, health insurance and retirement fund.

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Name: Barbara Evans

Sub-local: Local 99

Pro Statement

This is good Decisive, well thought out planning for the present and future holders of our Union President Position- Ra Ra

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Name: Christina Feigner

Sub-local: homecare

Pro Statement

Neutral

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Name: Ivonne Rivero

Sub-local: Sub-local 99

Pro Statement

Support as amended.

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Name: Mary Stewart

Sub-local: DOR 150

Pro Statement

No Statement provided

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Name: Daniel (Dan) Smith

Sub-local: OSH #392

Pro Statement

No Statement provided

R2 - 06: Union President's Monthly Compensation

Name: Temari Asazuki

Sub-local: Homecare

Pro Statement

No Statement provided.

R2 - 06: Union President's Monthly Compensation

Name: jan montes

Sub-local: Homecare

Pro Statement

No Statement provided