

## **R2-12 Engaging and Building Membership While Protecting Union Members Dues**

Committee Recommendation: ✓ Do pass as amended

Union Operations Committee: Patty Falkenstein (Homecare Sublocal 99), Shaun Parkman (DHS/OHA Sublocal 219), Hismelia Cardier (DHS/OHA Sublocal 203), Angela Jelley (Sublocal 99 Homecare), Diana Lobo (Sublocal 99 Homecare), DeAnna Wanke (Sublocal 99 Homecare), Leigh Roberts (University of Oregon Sublocal 85)

### Committee Report

The Committee is sending this to General Council delegates with a “**do pass as amended**” recommendation. This resolution seeks to have a clear notification process for when sublocals are going to lose their dues rebate because they have accrued 2 years worth of dues rebates without spending down their sublocal budget. Additionally, the resolution named what would happen with the sublocal funds if they weren’t going to be rebated to the sublocal by saying they would go into a special fund that sublocals could apply for to be used for a “board approved project.” We heard 3 pro statements and 2 con statements. The con statements named concerns about what a “board approved project” would look like although said they were in favor overall of the resolution. One of the pro speakers suggested an amendment to have the dues rebate be diverted to our Union’s hardship funds rather than a special board approved project. The author supported the amendment as he said during the COVID emergency, our members need all the help and support that our Union can provide and it would clear up some of the confusion about the “board approved projects” that were raised by some of the statements. Committee members agreed with the suggested amendment and approved to direct unused rebate funds into the Union’s hardship funds, instead of a “board approved project” as the author originally proposed. The committee then voted to send the resolution to the General Council body with a recommendation of **do pass as amended**.



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 SEUI503 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.

31 BE IT FURTHER RESOLVED that local funds that are not dispersed to a local under Article XX-Local  
32 Funding and Accounting because their account has equal to two (2) full years of funding will be used to  
33 support Board approved hardship funds. The local rebates not dispersed to locals will be set aside to be  
34 used for the hardship funds created to support members that are going through financial difficulties.  
35 Examples of past hardship funds are COVID hardship fund, forest fire relief, immigration assistance fund,  
36 flood hardship fund.

# 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.

## **R2 - 12: Engaging & Building Membership While Protecting Union Member Dues**

**Name: Elizabeth (Betty) Holladay**

**Sub-local: #218**

Pro

This resolution simply asks the accounting staff at the union to give adequate warning to the sublocals if they are in danger of losing a rebate. I like this "assist." I also support the fact that funds not rebated will go to the Hardship Fund. Nice save here.

## **R2 - 12: Engaging & Building Membership While Protecting Union Member Dues**

**Name: Donna Weatherly**

**Sub-local: 99**

Pro

We need a membership force. Absolutely.

## **R2 - 12: Engaging & Building Membership While Protecting Union Member Dues**

**Name: Alice Redding**

**Sub-local: sub-local 99**

Pro

... Financial support is essential in engaging and increasing union membership

## **R2 - 12: Engaging & Building Membership While Protecting Union Member Dues**

**Name: Becky Wright**

**Sub-local: sub-local 503**

Pro

Pro. I agree with this resolution to protect the union dues of the members by putting the funds in a special account



## **R2 - 12: Engaging & Building Membership While Protecting Union Member Dues**

**Name: Jill Smith**

**Sub-local: 109**

Pro

Makes fiscal sense. Glad that local can appeal to board for more time for larger expenses if needed.

## **R2 - 12: Engaging & Building Membership While Protecting Union Member Dues**

**Name: patty falkenstein**

**Sub-local: r**

Pro

locals would be notified if they are in danger of losing their rebate.

## **R2 - 12: Engaging & Building Membership While Protecting Union Member Dues**

**Name: Luella Larsen**

**Sub-local: Homecare Local 99 District 7**

Pro

Our dues are so important and need to be protected.

**R2 - 12: Engaging & Building Membership While Protecting Union Member Dues**

**Name: Denare Archer**

**Sub-local: Homecare sub-local central oregon**

Pro

The resolution speaks for itself. No comment.

## **R2 - 12: Engaging & Building Membership While Protecting Union Member Dues**

**Name: Barbara Evans**

**Sub-local: Local 99**

Pro

Amending the language to put members money back into members much needed  
use made up my mind to vote yes on this resolution-good eye to caring detail  
Melissa

**R2 - 12: Engaging & Building Membership While Protecting Union Member Dues**

**Name: Christina Feigner**

**Sub-local: homecare**

Pro

neutral

**R2 - 12: Engaging & Building Membership While Protecting Union Member Dues**

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

Pro

Support as amended.

**R2 - 12: Engaging & Building Membership While Protecting Union Member Dues**

**Name: Anna Young**

**Sub-local: Homecare Local 99**

Pro

No statement provided



**R2 - 12: Engaging & Building Membership While Protecting Union Member Dues**

**Name: Temari Asazuki**

**Sub-local: Homecare**

Pro

No statement provided.

**R2 - 12: Engaging & Building Membership While Protecting Union Member Dues**

**Name: jan montes**

**Sub-local: Homecare**

Pro

No statement provided

**R2 - 12: Engaging & Building Membership While Protecting Union Member Dues**

**Name: Daniel (Dan) Smith**

**Sub-local: OSH #392**

Pro

No statement provided