



Service Employees	Bylaws Committee
International Union	<i>Resolution 2</i>
Local 503,	2022 Committee Recommendations:
Oregon Public	<input type="checkbox"/> Do Pass <input type="checkbox"/> Pass as Amended
Employees Union	<input type="checkbox"/> Do Not Pass

Include “Encourage Members to Drop Membership” as Misconduct

1 **Subject:** Include “Encourage Members to Drop Membership” as Misconduct

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6 **Submitted by:** SEIU Local 503 Board of Directors

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8 **WHEREAS,** the Union’s Bylaws identify conduct subject to discipline; and

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10 **WHEREAS,** conduct subject to discipline includes calling for a new labor organization or
11 seeking to decertify the Union, for examples; and

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13 **WHEREAS,** post-*Harris v. Quinn* and post-*Janus*, encouraging Union members to drop
14 membership is an existential threat to the Union as bad or worse than calling for a new labor
15 organization or seeking to decertify the Union; and

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17 **WHEREAS,** this is demonstrated by the Freedom Foundation’s focus on and expenditure of
18 resources to encourage members to drop membership; and

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20 **WHEREAS,** a member and especially a member-leader should be subject to consequences for
21 using their position to harm or attempt to harm the Union; and

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23 **WHEREAS,** any member charged with misconduct is protected by due process provision in
24 Union Bylaws; *therefore,*

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26 **BE IT RESOLVED THAT SEIU LOCAL 503, OPEU Bylaws ARTICLE VI, Section 1** be
27 amended as follows:

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

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33 1. Fail to pay dues and lawful assessments as called for in Article XVIII;

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2. Engage in the following conduct: Include “Encourage Members to Drop Membership” as Misconduct
 - a. Conspire with management to the detriment of the Union or with them in collusion against collective bargaining by the Union;
 - b. 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;
 - b. Seek to decertify the Union; or
 - c. Encourage members to drop membership.**