



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

Impact Statements

Resolution:

Creating a Union-wide standard for
Language Justice and Access

Legal Impact

Increased access to translated materials and events will help the Union to better represent all members and provide all members with a better understanding of their rights.

Equity & Inclusion Impact

This resolution has a positive equity impact. Expanding our translation and interpretation offerings would lift barriers members may experience to participating in their union and has the potential of creating pathways for leaders from marginalized communities.

Financial Impact

The cost to translate our by-laws into our 7 most spoken languages is \$43,000. The resolution does not mandate that we translate all contracts, but the ones where we have monolingual non English speakers. Currently, we have translated the homecare contract into Spanish and Russian which are the most commonly spoken languages in that unit after English, our nursing home contracts have been translated into Spanish and several of the Higher Ed contract articles into Spanish. We continue to embed translation into our overall budget and need to plan on setting aside \$100,000 - \$200,000 per budget year to continue translating our contracts into more languages.

Political Impact

No impact