



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

Impact Statements

Resolution:

Documenting the History of SEIU503 OPEU

Legal Impact

No impact.

Equity & Inclusion Impact

This resolution has a positive equity impact. The historical context of our union is important for understanding who we are today and how we got here. Making this context available to all members makes our union more accessible, particularly for newer members and younger workers for whom 503 may be their first union experience. Our history helps us understand what we are fighting for and reminds us of what we can accomplish when we are together in union. In this way, this resolution also creates potential pathways for newer members to get involved and step into leadership roles. Knowing the history of our union, including history of racism and other forms of oppression in that history can help us learn from our past and dismantle the historical barriers to reaching our goal of becoming an anti-racist union. Additionally tracking our growing diversity and recognizing our antiracism work over time can encourage members of marginalized communities to be more involved in our union.

Financial Impact

The cost of this program will depend on how extensive the volumes are. We would likely work to find a former member or staff person who would want to work with us to document our history. Our lowest estimated cost is \$20,000 and to meet all the outcomes in the resolution it could be as high as \$30,000-\$50,000.

Political Impact

This resolution will have minimal political impact, but will be a helpful resource for educating political leaders about the history of our union and how it has grown over the past 80 years. It also presents an opportunity to incorporate the ways in which our members have built political power and how that has contributed to the growth of our union and increasing standards for workers across Oregon.