



Service Employees

Impact Statements

International Union

Resolution:

Local 503,

SEIU 503 Board Seats for Homecare

Oregon Public

Workers

Employees Union

Legal Impact

This resolution, without amendment, would make our Board elections impossible to implement and follow our Bylaws. Art. XV, Section 5(k), which is not amended by this proposal, requires that each eligible voter may cast one vote for a Director and one vote for an Assistant Director in their employment group and that where a member has more than one employer group, that member is limited to one vote in their primary employer group determined by where their longest membership status exists. This scenario is currently infrequent where a member holds two positions in two different employer groups and the employment start date at each employer is readily available, but under this proposal, there are substantially more care providers who work under more than one program (Aging and People with Disabilities (APD), Department of Disability Services (DD), and Client Employed Provider (CEP) or private homecare agency). It is not readily determinable within the Union's data to identify for every eligible voter which program they have served in longest and assign which position they would be eligible to vote for. Additionally, if a member changed provider types during the term of office, they would lose eligibility for their elected office.

The least complicated way to amend this resolution to be feasibly implemented would be to permit four at-large seats where any member working under any of these programs is eligible, which would avoid any issues of members being required to provide documentation to prove eligibility to run for a particular position, and would permit all members working in any of those categories to vote on all four positions. This change would also require amendment to Section 5(k) to authorize voting for the director(s) in your primary employment group, instead of only one, without amending existing language otherwise limiting members to their longest served employment group (permitting voting in multiple sectors would substantially increase election costs by requiring numerous unique multi-sector individualized ballots to be produced by the election vendor and would increase the likelihood of errors which could result in an election being re-run). With this amendment, the important goal of providing representation on our Board of Directors that more closely matches our membership would still be met.

Equity & Inclusion Impact

This resolution has a positive equity impact. Homecare and Personal Support Workers make up the majority of BIPOC members represented by SEIU Local 503. Currently Homecare and Personal Support Workers are disproportionately underrepresented on the 503 Board of Directors. This resolution provides more opportunities for HCWs and PSWs to hold elected leadership positions.

Financial Impact

The budget impact of this will be minimal, there will be additional members on the board and that could slightly increase travel costs but we always budget, and some board members come in person and others do not so we don't believe we will need to change the amount that we budget for board travel in the proposed budget.

Political Impact

No impact