



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

Impact Statements

Resolution:

Include “Encouragement to Drop  
Membership” as Misconduct

### **Legal Impact**

This resolution amends our Bylaws to include encouraging members to drop their membership as misconduct which can subject a member to discipline up to the revocation of membership, when following the existing disciplinary process in the Bylaws. Currently, the Bylaws provide that seeking to decertify the Union is misconduct, but do not provide a process to discipline a member for encouraging others to drop their membership. When members drop their membership or are discouraged from joining the Union, this could ultimately result in the decertification of the Union if the Union does not maintain majority support, harming all workers in the bargaining unit. This resolution will provide potential consequences if members encourage other members to drop their membership.

### **Equity & Inclusion Impact**

This resolution has a positive equity impact. Our union works to improve wages and working conditions and lift standards for all workers. We know that workers from marginalized communities, particularly Black workers, earn higher wages when they are represented by a union. In fact, nonwhite union families have almost five times the median wealth as their nonunion counterparts. In addition to strengthening anti-discrimination and harassment protections, having a union also means that women, BIPOC, and LGBTQIA+ workers have a voice in their workplaces and are able to negotiate policies to improve recruitment, retention, and promotion policies and practices that impact workers' earning potential over time. Our ability to close the wage gap and achieve income equality depends on the strength of our membership. Those who encourage others to drop their membership threaten the success of our union and our ability to fight for more equitable policies that impact workers from marginalized communities.

### **Financial Impact**

No impact

### **Political Impact**

No impact