

**SEIU LOCAL 503, OPEU  
GENERAL COUNCIL  
AUGUST 2-7, 2020**

**Synopsis of "BE IT RESOLVED" Language of  
RESOLUTIONS PASSED IN 2020**

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## RESOLUTIONS PASSED JULY 28, 2020

### Round 1, Resolution 1 Unions for All and Growth in Long Term Care

**BE IT RESOLVED** by the General Council of SEIU Local 503, OPEU: That SEIU Local 503 adopts the Unions for all Agenda where we can bring workers and companies to the table by geography, industry, or occupation to negotiate for better jobs and better lives for our families and communities.

**BE IT FURTHER RESOLVED** by the General Council of SEIU Local 503: That SEIU Local 503 builds a multi-year campaign focused on growing the union and raising standards across the long-term care service sector. A campaign that is multifaceted, innovative and that provides multiple tools and finds new and innovative ways to build worker power. A campaign led by member leaders demanding to lift standards for their workforce.

**BE IT FURTHER RESOLVED** by the General Council of SEIU Local 503: That these efforts include a focus on putting public money to work to support better union jobs and put good union jobs at the center of any effort to fix the economy.

### Round 1, Resolution 2 Fair Shot Coalition & Economic Justice

**BE IT RESOLVED** by the General Council of SEIU Local 503, OPEU that SEIU Local 503, OPEU will continue to support Fair Shot for All, in coalition with other Fair Shot for All members, in order to defend the accomplishments we have made together. As part of this coalition we will continue fighting for a government and an economy that treats all people with respect and dignity, ensures that all people who work are compensated equitably in order to provide for themselves and their families, that all workers have a right to come together in union, and fight for people to have access to affordable housing, quality education at all levels, safe and healthy communities, and high quality and accessible health care. Rights all Oregonians should have.

**BE IT FURTHER RESOLVED** by the General Council of SEIU Local 503, OPEU that SEIU Local 503, OPEU will stand in solidarity with black led civil rights organization and demands for racial and economic justice for black communities. We renew our pledge to becoming an anti-racist organization and we will prioritize education opportunities for our members to understand systemic racism in Oregon and in the history of the labor movement.

### Round 1, Resolution 3 AP&P Amendments to Strike Benefit Fund

**BE IT RESOLVED** by the General Council of SEIU Local 503, OPEU that eligibility for the Strike Benefit Fund shall not be limited to strikes lasting more than seven (7) days; and

**BE IT FURTHER RESOLVED**, that strike benefits shall not be limited to weekly stipends; and

**BE IT FURTHER RESOLVED**, that the maximum stipend amount shall be the same for every

eligible striker; and

**BE IT FURTHER RESOLVED**, that the Hardship Committee shall recommend for approval by the Board of Directors the specific eligibility criteria and the amount of the strike benefit stipend provided to eligible members.

**BE IT FINALLY RESOLVED**, that the Union's Administrative Policies & Procedures be amended as follows:

ARTICLE XXI (AP&P)  
POLICY FOR USE OF STRIKE FUNDS

Section 1. Strike Benefits Fund.

The Union shall maintain a Strike Benefits Fund for the purpose of providing striking workers who actively engage in strike activities a ~~weekly~~ cash stipend during a strikes ~~that exceed seven days~~.

(a) Each month thirty cents (\$.30) per each dues and fair share payment shall be placed in the Strike Benefits Fund as provided in the Bylaws.

(b) The Hardship Committee shall ~~establish~~ recommend to the Board of Directors the specific eligibility criteria and the amount of the ~~weekly~~ stipend taking into consideration the amount available in the fund and the expected duration of the strike. The maximum stipend amount shall be the same for every eligible striker.

(c) Strike Benefits Fund expenditures are limited to paying benefits to strikers as established by the ~~Statewide Hardship Committee~~ Board of Directors. The Hardship Committee shall reasonably interpret and implement the Board's established criteria.

(d) Prior to a Board of Directors meeting, the Executive Committee may consider Hardship Committee recommendations, establish Strike Fund eligibility criteria, and decide questions about implementation of criteria established by the Board or the Executive Committee.

**Round 1, Resolution 4**  
**Sub-local Accounting**

**BE IT RESOLVED BY THE GENERAL COUNCIL OF SEIU LOCAL 503, OPEU** that the SEIU 503 Bylaws be amended as follows:

ARTICLE XX – LOCAL FUNDING AND ACCOUNTING

~~Section 6. A monthly report on the Local's disbursements and balances as well as the monthly billing shall be made available to the appropriate officers of the Local. If the billing is still unpaid in sixty (60) days, the Statewide President or Treasurer can authorize payment from the Local with a copy of the transaction to the Local Officers. Beginning January 1, 2021, the Union's Accounting Department shall:~~

(a) Debit the appropriate Local ledger for all invoices submitted for payment.

(b) Prepare a statement of charges paid, beginning and ending ledger balances at the close of each month, and submit these statements to the Local Representatives for review. Such statements shall be held in the Accounting Department for review by the Statewide Treasurer.

(c) Provide Local Representatives forty-five (45) days to review their statements and

notify the Accounting Department of charges not appropriately attributed to the Local.

(i) If the Local does not file a notice that charges do not belong to the local within forty-five (45) days of receipt of the Local statement, it may file a petition with the Statewide Treasurer and Operations Systems Director to contest the charges.

(ii) Any statement charges not contested within sixty (60) days shall be final unless there is sufficient documentation to support good cause for such delay.

**Round 1, Resolution 5**  
**Steward and Leader Training, Tracking & Mentorship Programs**

**BE IT RESOLVED BY THE GENERAL COUNCIL OF SEIU LOCAL 503, OPEU** that SEIU 503 will develop a new Steward and Mentorship program to better support the recruitment, training, and retention of worksite leaders.

**BE IT FURTHER RESOLVED THAT THE MEMBER RESOURCE CENTER (MRC), ORGANIZATIONAL DEVELOPMENT DEPARTMENT (ODD) AND THE STEWARDS COMMITTEE** will coordinate in the creation and implementation of new curriculum, an updated recruitment and tracking system to map Stewards' development, a pilot mentorship program, and a system of evaluation to:

- a. Analyze the Steward and Mentorship programs' overall effectiveness in promoting retention, consistency, equity and diversity, and a stronger Union culture of solidarity.
- b. Help generate reports that the Executive Director (or designated person) may present to 503's Board and Stewards Committee twice a year to track each program's progress and changing needs; the first report will be set to occur 6 months after adoption of this resolution.

**Round 1, Resolution 6**  
**Climate Justice Committee Permanent**

**BE IT RESOLVED BY THE GENERAL COUNCIL OF SEIU LOCAL 503, OPEU**, that the Climate Justice Committee shall be a Permanent Standing Committee under Article III (AP&P) Board Committee Operations.

**BE IT FURTHER RESOLVED** that the Climate Justice Committee shall make recommendations to the SEIU 503, OPEU Board of Directors for action in the following areas:

1. Creating public and Union awareness of the Union's commitment to climate justice policies.
2. Developing and providing Climate justice training programs.
3. Promoting Climate Justice and Environmental sustainability in all areas that affect members.
4. Work with the Civil and Human Rights Committee; Lavender Caucus; AFRAM Caucus; Asian, Desi, and Pacific Islander Caucus; Indigenous Peoples Caucus; Latino Caucus; and all other applicable Groups/Caucuses to create inclusive "Just Transition" policies and proposals.
5. All Committee meetings and trainings will be a place where members can have a voice and feel included as we move forward to fight for climate justice for all members.

**BE IT FURTHER RESOLVED** that SEIU 503, OPEU will support legislation and contracts that allow workers to have an impact in creating more sustainable and climate conscious workplaces.

**BE IT FINALLY RESOLVED** that the Union’s Administrative Policies and Procedures shall be amended as follows:

ARTICLE III (AP&P) BOARD COMMITTEE OPERATIONS

Section 8. Committees. Within the Board structure there are two (2) types of committees: Standing and Special. The Board also has Special Councils.

(a) Standing Committees of the Board are: Member Benefits, Staff Screening, Civil & Human Rights, Member/Local Union Organizing, Hardship, Committee to Protect Injured Workers (CPIW), Pension and Thrift, ~~and the Fight Contracting Out Committee,~~ and the Climate Justice Committee.

These committees are established to respond to special interests of the Union; i.e., overseeing member benefits/insurance programs, filling staff positions, retirement benefits, monitoring equal employment opportunities, designing a structure to organize non-represented workers, providing a structure for hardship assistance, overseeing leadership training, monitoring and educating on workplace health/safety/rights of injured workers, setting policy for the staff pension plan, ~~and to develop expertise in fighting contracting out efforts,~~ and to guide the Union’s response to climate change.

Any committee with a corresponding Union conference (i.e., Civil & Human Rights Conference) will be responsible for recruiting participants to attend.

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**9. CLIMATE JUSTICE COMMITTEE**

**(a) This committee shall make recommendations to the SEIU 503, OPEU Board of Directors for action in the following areas:**

**1. Creating public and Union awareness of the Union's commitment to climate justice policies.**

**2. Developing and providing Climate justice training programs.**

**3. Promoting Climate Justice and Environmental sustainability in all areas that affect members.**

**4. Work with the Civil and Human Rights Committee; Lavender Caucus; AFRAM Caucus; Asian, Desi, and Pacific Islander Caucus; Indigenous Peoples Caucus; Latino Caucus; and all other applicable Groups/Caucuses to create inclusive “Just Transition” policies and proposals.**

**5. All Committee meetings and trainings will be a place where members can have a voice and feel included as we move forward to fight for climate justice for all members.**

**Round 1, Resolution 7  
Local Dues Rebate**

**BE IT RESOLVED BY THE GENERAL COUNCIL OF SEIU LOCAL 503, OPEU**

that SEIU Local 503, OPEU will update its Bylaws, Article XX – Local Funding and Accounting, Section 2 to include the following underlined language:

## ARTICLE XX – LOCAL FUNDING AND ACCOUNTING

Section (2)(e) A Local that has accrued an amount equal to two (2) full years of funding and a balance that exceeds \$5,000 in its Local account, shall not receive an annual funding allotment for the fiscal year.

### Round 1, Resolution 8 Endorsing the Oregon Green New Deal

**BE IT RESOLVED BY THE GENERAL COUNCIL OF SEIU LOCAL 503, OPEU** that our Union endorses the Oregon Green New Deal.

**BE IT FURTHER RESOLVED** that **SEIU 503, OPEU** participates in coalition with the Oregon Just Transition Alliance to produce an Oregon Green New Deal that advances a vision of climate justice that includes strong provisions in support of the right to organize and uplifts the interests of working people.

### Round 1, Resolution 9 Dues to the Strike & Job Protection Fund

**BE IT RESOLVED BY THE GENERAL COUNCIL OF SEIU LOCAL 503, OPEU** that members in strike-prohibited bargaining units shall not have \$0.30 of their monthly dues allocated to the Strike Benefit Fund; and

**BE IT FURTHER RESOLVED**, that members in strike-prohibited bargaining units shall have \$0.40 their monthly dues allocated to the Strike and Job Protection Fund.

**BE IT FINALLY RESOLVED**, that the Union's Bylaws shall be amended as follows:

#### ACTIVLE XVIII – DUES

Section 2. Allocations from dues for active and staff members shall be as follows.

(a) For members in strike-permitted bargaining units, \$0.30 (thirty cents) from each monthly dues payment shall be allocated to the Union's Strike Benefit Fund and \$0.10 (ten cents) goes to the Strike and Job Protection Fund. For members in strike-prohibited bargaining units, \$0.40 (forty cents) from each monthly dues payment shall be allocated to the Union's Strike and Job Protection Fund.

### Round 1, Resolution 10 Code of Conduct

**BE IT RESOLVED BY THE GENERAL COUNCIL OF SEIU LOCAL 503, OPEU:** That the existing Code of Conduct Committee will develop a Code of Conduct training and enforcement process that includes best practices when handling violations and incorporates the principles of restorative justice, to be presented to the 503 Board of Directors and the Caucuses by December 15, 2020.

**Round 1, Resolution 11  
Bargaining Inclusive & Equitable Contracts**

**BE IT RESOLVED by the General Council of SEIU Local 503, OPEU:** That the SEIU Local 503 President shall appoint a workgroup tasked with making recommendations to address the following topics:

1. Creating a more inclusive and equitable process to recruit more people of color, immigrants, women, people living with disabilities, women and LGBTQIA+ members to join bargaining teams and contract action teams.
2. Identifying bargaining issues that disproportionately affect people of color, immigrants, women, people living with disabilities, women and LGBTQIA+ workers.
3. Utilizing an inclusive approach to translation for bargaining surveys and other bargaining related communications: so that all members, regardless of the language they speak, can be made aware of bargaining related updates that impact them and have equal access to participate in their union.

The workgroup shall include representation from different demographics, geography, and work sectors.

**Round 1, Resolution 12  
Equity & Inclusion in Decision Making**

**BE IT RESOLVED by the General Council of SEIU Local 503, OPEU** that SEIU 503 will expand the scope of the General Council Equity and Inclusion Committee to include the task of conducting an equity assessment of SEIU 503's proposed budget and providing an equity impact statement prior to approval by General Council or the Board of Directors;

**AND BE IT FURTHER RESOLVED by the General Council of SEIU Local 503, OPEU** that SEIU 503 will create a workgroup to explore different options and recommend a process for the Board of Directors and other 503 decision makers to consult the Civil and Human Rights Committee, the Women's Council, and the Caucuses regarding financial, policy, or program decisions that may have an intended or unintended impact on communities of color or other historically marginalized communities.

**Round 1, Resolution 13  
Outreach & Integration of Rural & Coastal Workers**

**BE IT RESOLVED by the General Council of SEIU Local 503, OPEU** that SEIU 503 is to implement a coordinated plan to accomplish the following:

1. Field teams will be able to schedule monthly meetings, bring updated information about workers' rights and benefits
2. Provide periodic updates to members about the Union contact information for the MAC, MRC, field staff, and Contract Specialists/MLDPers.



3. Utilize each of our methods, including but not limited to, our various forms of social media outreach to educate members about our Union.
4. Make training available to members in rural areas via webinars
5. Create incentive methods to increase the participation of members in rural and coastal areas.

**RESOLUTIONS PASSED AUGUST 12, 2020**

**BYLAWS**

**BYLAWS (Round 2, Resolution 1) (Amended)  
Local Leader Status Under LMRDA in the Public Sector**

**BE IT RESOLVED** by the General Council of SEIU Local 503, OPEU, that the Union should amend the bylaws to better comply with the new legal guidance and provide greater flexibility for conducting sub-local elections including the ability to vote electronically- thereby granting greater access to our membership so that we may have a more inclusive and democratic union.

**BE IT FINALLY RESOLVED**, that the Union’s Bylaws shall be amended as follows:  
*See Appendix 1 for bylaws.*

*Note: This resolution included an Appendix with the Union’s Bylaws in their entirety indicating amendments made by the resolution. Due to its size and the fact that it reflects amendments for only one resolution, it is not attached to this summary. See the revised 2020 Bylaws for the amendments made by this resolution and all other resolutions.*

**BYLAWS (Round 2, Resolution 3)  
Authority of Board of Directors to Amend the Administrative Policies & Procedures (AP&P)**

**BE IT RESOLVED BY THE GENERAL COUNCIL OF SEIU LOCAL 503, OPEU**, that effective four (4) months after General Council, all GC approved AP&P provisions that have not been reaffirmed or amended by GC for more than four (4) years may be amended (including deletion) by the Board.

**BE IT FURTHER RESOLVED**, that the Union’s Bylaws shall be amended as follows:

ARTICLE VIII – GOVERNANCE OF THE UNION

...

Section 4. In addition to these Bylaws, the Union shall maintain a governing document termed Administrative Policies and Procedures (AP&P). To the extent a provision in the AP&P conflicts with a provision in these Bylaws, the terms of these Bylaws shall prevail.

- (a) The AP&P document is amendable by both the General Council and the Board. Provisions adopted by a majority vote of the General Council shall be kept distinct from those adopted by the Board. Provisions adopted by the General Council may only be amended by the Board using the General Council process unless a provision has not been reaffirmed or amended by General Council for more than four (4) years. Beginning four (4) months after the conclusion of every General Council, the Board shall have authority to amend such provisions.

- ~~(a) Beginning February 1, 2011, the AP&P shall be a wholly Board of Directors' document except for those provision for which an adopted General Council resolution, or other conclusive evidence, is presented to the January 2011 Board meeting to establish that a particular provision had previously been adopted by the General Council. Any adoption/approval of a revised version of the AP&P by the 2010 General Council shall not be deemed evidence of prior General Council adaptation for purposes of this Section.~~
- (b) All special rules of order governing Board of Director Meetings shall be placed in a separate document named by the Board.

**BYLAWS (Round 2, Resolution 10) (Amended)  
Location of Regular Board of Directors Meetings**

**BE IT RESOLVED** by the General Council of SEIU Local 503, OPEU, that regular in person Board meetings will be held at least once, in every 2-year period, in each of the 6 communities where Regional Union Offices are located, and

**BE IT RESOLVED**, Board meetings will be publicized to members in the regional area at least one month prior to the regular Board meeting, and a caveat to add virtual meetings in the event of inclement weather and / or unsafe travel.

**BE IT FURTHER RESOLVED**, a half-hour time slot shall be dedicated on the agenda of regular Board meetings for Board members to hear general comments from members.

**ECONOMIC & SOCIAL POLICY/INTERNATIONAL AFFAIRS**

**ECONOMIC & SOCIAL POLICY/INTERNATIONAL AFFAIRS (Round 2, Resolution 7)  
Civil & Human Rights Committee**

**BE IT RESOLVED BY THE GENERAL COUNCIL OF SEIU LOCAL 503, OPEU** that SEIU 503 will update its Administrative Policies and Procedures (AP&Ps), Article III - Board Committee Operations, Section 8 - Standing Committees, subsection (a)3 - Civil and Human Rights Committee, as follows:

**3. CIVIL AND HUMAN RIGHTS COMMITTEE.**

a) The purpose of the Civil and Human Rights Committee is to monitor and increase awareness of our union's commitment to equity and inclusion, as well as to support the caucuses in building a strong power base for promoting civil rights in all areas that affect members and their communities.

b) The Civil and Human Rights Committee will function as both a coalition and a coordinating body for equity and inclusion work across our union. Any caucus recognized by this committee and the 503 Board of Directors, as well as the Women's Council, will select two (2) representatives to serve on the Civil and Human Rights Committee. The committee may also appoint two additional at large positions to be filled at the committee's discretion.

ac) The Civil and Human Rights Committee will make recommendations to the Board for action in the following areas:

1. Creating public and Union awareness of the Union's commitment to equity and inclusion ~~Equal Employment Opportunity (EEO) policies;~~
2. Developing and providing equity and inclusion ~~EEO~~ training programs; ~~and~~
3. Promoting of Civil Rights, equity and inclusion in all areas that affect members, including policy, program, and funding decisions;
4. Conducting an annual organizational equity and inclusion assessment; and
5. Creating a process for recognizing new caucuses.

~~b~~d) The Civil and Human Rights Committee will ~~oversee~~ include representatives from the Latinx ~~Caucus~~ which promotes the leadership and organization of Latinx ~~and~~ members, with a stated vision to:

1. Organize, educate and develop the Latinx people around issues that uniquely impact our community in the areas of education, healthcare, immigration laws, economic justice for the members and the Latinx community in particular.
2. Achieve power, respect and social justice for the working class.

~~e~~e) The Civil and Human Rights Committee will ~~oversee~~ include representatives from the Lavender ~~Caucus~~ which promotes the leadership of Gay, Lesbian, Bisexual, and Transgendered ~~and~~ members.

~~f~~f) The Civil and Human Rights Committee will ~~oversee~~ include representatives from the African/American (AFRAM) ~~Caucus~~ which is charged with meeting the following organizational goals: (ESP #7/1998)

1. Build a strong power base for fighting unique issues of cultural diversity;
2. Develop unity and a sense of solidarity within the membership of African American descent to build power within the Union as a whole;
3. Develop a systematic forum to identify and develop, train and organize African American leadership;
4. Draw on the perspective and experience of African American members to expand our awareness of multi-cultural and multi-racial issues; and
5. Work in partnership with the SEIU International AFRAM caucus.

~~g~~g) The Civil and Human Rights Committee will ~~oversee~~ include representatives from the Indigenous Peoples ~~Caucus~~ which is charged with the following:

1. Establishing a place where members can have a voice and feel included as we move forward to fight for racial justice for all members;
2. Create a space where our brothers and sisters who identify as Indigenous would have a "safe space" to participate. This would increase participation among diverse members within our union;
3. Create opportunities for developing leadership, promoting respect, improving communication for members, and fostering a culture of inclusion; and
4. Draw on the perspective and experience of members who identify as Indigenous to expand our awareness of multi-cultural and multi-racial issues. (BOD Meeting/1.21.17)

~~h~~h) The Civil and Human Right Committee will ~~oversee~~ include representatives from the Asian, Desi and Pacific Islander ~~Caucus~~ which is charged with the following:

1. Establishing a place and/or avenue where Asian, Desi, and Pacific Islander members can have a voice and feel included as we move forward to fight, with coalition partners and allies, for racial justice, health equity, and economic justice for all members.
2. Creating a space where our culturally diverse brothers and sisters who identify as Asian, Desi, and/or Pacific Islander have a "safe space" to participate, increasing participation among diverse members within our union.
3. Creating opportunities for developing leadership, promoting respect, improving communication for members, and fostering a culture of inclusion; and

4. Drawing on the perspectives and experience of members who identify as Asian, Desi, and Pacific Islander to expand our awareness of multiethnic, multicultural, multilingual and multiracial issues. An Asian, Desi, or Pacific Islander is a person with origins in any of the original peoples of the Far East and Southeast Asia, including but not limited to Japan, China, Taiwan, Korea, Cambodia, Vietnam, Laos, and the Philippines; the Indian subcontinent, including India, Pakistan, Bangladesh, Sri Lanka, Maldives, Nepal, Sikkhim and Bhutan; or the Pacific Islands of Polynesia, Melanesia, and Micronesia, including but not limited to Samoa, Fiji, Guam, the U.S. Territories of the Pacific or the Northern Mariana Islands. (BOD Meeting/7.15.17)

i) The Civil and Human Rights Committee includes representatives from the Women of Color Caucus.

1. The women of color caucus (WOCC) seeks to promote social justice, develop & empower Women of Color's leadership within our union and community.

2. WOCC works to increase the Stewardship and leadership of Women of Color within our unions. We seek to work across cultures so we can transform and improve our communities and enhance our wellbeing.

3. Women of Color Caucus is not only a safe space to bring up our struggles, challenges, triumphs, and experiences as women of color, it has also been a collective of strength, resilience, and love. Here in WOCC, we create community, invest in self-care, & to educate one another, and strive to increase equity in our society & union."

gj) The Civil and Human Rights Committee will, in furtherance of the above goals, convene a Civil and Human Rights Conference to be held no more than every three years. (BL#22 (LR)/2014)

**ECONOMIC & SOCIAL POLICY/INTERNATIONAL AFFAIRS  
(Round 2, Resolution 11) (Amended)  
SEIU 503 OPEU Headquarters Shall Remain in Salem**

**BE IT RESOLVED BY THE GENERAL COUNCIL OF SEIU LOCAL 503, OPEU** that the SEIU Local 503 OPEU Executive Director, President, staff and members shall prioritize, when feasible, the utilization of Salem Headquarters in Marion County thereby demonstrating we are an active, robust and vibrant union that is accessible and visible; and

**BE IT FURTHER RESOLVED**, that in this time of post Janus transformation, our union shall keep our focus on being INCLUSIVE of the diverse needs of our STATEWIDE membership.

**EMPLOYEE REPRESENTATION**

**EMPLOYEE REPRESENTATION (Round 2, Resolution 2) (Amended)  
Local Leadership Duties & Responsibilities**

**BE IT RESOLVED by the General Council of SEIU Local 503, OPEU**, that the Union shall amend its Bylaws as follows:

ARTICLE VII – RESPONSIBILITIES OF OFFICERS

...

Section 4. Responsibilities of Local leadership also include but are not limited to:

- a) Building membership and reaching out to non-members;

- b) Providing membership and union information at new employee orientations;
- c) Supporting CAPE and/or other such projects in the interest of the Local;
- d) Ensuring regular access to information for members of the Local;
- e) Engaging members and participating in the campaigns of the Union, especially when relevant to the Local;
- f) Recruiting Stewards;
- g) Recruiting other member leaders, including encouraging new leaders to run for office, with an emphasis on the diversity and equity of the Local's leadership;
- h) Following the SEIU Code of Ethics and Conduct and maintaining the confidentiality of sensitive issues;
- i) Local leadership in conjunction with 503 staff will conduct training for new local leadership;
- j) Other duties as included in Local bylaws.

<p><b>EMPLOYEE REPRESENTATION (Round 2, Resolution 8)</b>  <b>Expansion of Steward Leadership Training</b></p>
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**BE IT RESOLVED BY THE GENERAL COUNCIL OF SEIU LOCAL 503, OPEU**, that our Union dedicate a percentage of total annual budget toward a standing budget line item dedicated to Steward and Officer Leadership development, training and support; and

**BE IT FURTHER RESOLVED**, that a Steward, Officer and Leadership Training program be developed with input from Stewards Committee that:

1. Provide successive levels of advancement based on responsibility for the position held by the member seeking training;
2. These levels are specifically designed for a) union activists, b) union officers and c) union stewards; and

**BE IT FURTHER RESOLVED**, that a Steward, Officer and Leadership Training Scholarship program be developed with the purpose of making funds available through a scholarship application process to participate in appropriate external learning opportunities; and

**BE IT FURTHER RESOLVED**, that a Steward and Leadership Training Scholarship Committee be created to develop the guidelines and oversee the process used to evaluate scholarship applications; and

**BE IT FURTHER RESOLVED** that a detailed plan outlining the above determined Steward, Officer and Leadership development Training Scholarship program logistics and procedures be presented to the SEIU 503 Board of Directors by April 30, 2021.

**EMPLOYEE REPRESENTATION (Round 2, Resolution 14) (Amended)  
Resolution Process and General Council Training**

**BE IT RESOLVED** by the General Council of SEIU Local 503, OPEU that SEIU 503 staff in conjunction with members shall develop and provide semi-annual training on the resolution process to include--writing a resolution, presenting it at General Council, and timelines to be observed.

**BE IT FURTHER RESOLVED**, that SEIU 503 staff in conjunction with members shall develop and provide semi-annual training on General Council process and procedure.

**UNION OPERATIONS**

**UNION OPERATIONS (Round 2, Resolution 4)  
Sub-local Rebate Distribution**

**BE IT RESOLVED** that the body move to amend the SEIU 503 Bylaws to provide for a minimum of two equal disbursements to be made to each Local in each fiscal year in accordance with Article XX, Section 2(e). The remainder of the disbursements shall be held in the General Fund and thereby earning interest for the benefit of the membership.

**BE IT FURTHER RESOLVED**, that should a local require additional funding to supplement the first fiscal disbursement, the Local will make a request to Accounting to ascertain funds availability and the funds will be processed.

**UNION OPERATIONS (Round 2, Resolution 12) (Amended)  
Engaging & Building Membership While Protecting Union Member Dues**

**BE IT RESOLVED** by the General Council of SEIU Local 503, OPEU, that SEIU 503 Staff will assist our union's elected voluntary local leaders by causing a timely warning to the local's officers, no more than six months or no less than three months in advance, to any local in danger of losing their rebate due to exceeding the limits set by Article XX – Local Funding and Accounting, Section e.

**BE IT FURTHER RESOLVED** that should a local need to build up funds for a "Board Approved Project" intended to serve the intent of ARTICLE II" of SEIU503's Bylaws, then with Board Approval, such funds will be excluded from the local's account calculations for the purposes of Article XX – Local Funding and Accounting, Section e.

**BE IT FURTHER RESOLVED** that local funds that are not disbursed to a local under Article XX- Local Funding and Accounting because their account has equal to two (2) full years of funding will be used to support Board approved hardship funds. The local rebates not disbursed to locals will be set aside to be used for the hardship funds created to support members that are going through financial difficulties. Examples of past hardship funds are COVID hardship fund, forest fire relief, immigration assistance fund, flood hardship fund.



**UNION OPERATIONS (Round 2, Resolution 15) (Amended)**  
**Union Communications Accessible for Blind or Visually Impaired Members**

**BE IT RESOLVED** by the General Council of SEIU Local 503, OPEU, that the SEIU Local 503 Administrative Policies and Procedures (AP&P), Article XXVI, Communication Guidelines, (a) shall be amended to require that communication from Local 503 be accessible to members who are blind or visually impaired by making all announcements, updates, and other communication also available in an electronic format that is accessible for screen readers such as JAWS. In addition, to the extent permitted by law, ballots, including elections of Sub-local and Local 503 officers shall be made accessible so that screen reader users can participate in the voting process independently without assistance from a sighted person. Lastly, the SEIU Local 503 website shall be made accessible to screen readers in its entirety.

**BE IT ALSO RESOLVED**, that the Union's AP&Ps shall be amended as follows:

Article XXVI (AP&P)  
Communication Guidelines

Section 1. The following statement of criteria will be published by the Union once each year for use by Locals in setting editorial policies.

...

Section 2. The Union shall ensure that its website and all announcements, updates, and other communications are accessible to members who are blind or visually impaired to the greatest degree possible. This includes but is not limited to the use of electronic media that are compatible with the use of a screen reader or other assistive device. To the extent permitted by law, accessible electronic ballots shall also be made available for all Union elections to ensure blind or visually impaired members can participate in the voting process independently without assistance from a sighted person.

**MEMBERSHIP AFFAIRS**

**MEMBERSHIP AFFAIRS (Round 2, Resolution 5)**  
**Member Assistance Center (MAC) – Member Resource Center (MRC) Outreach & Education**

**BE IT RESOLVED BY THE GENERAL COUNCIL OF SEIU LOCAL 503, OPEU** that SEIU 503 will develop new outreach strategies to improve communication with its members.

**BE IT FURTHER RESOLVED** that SEIU 503 is to implement new member outreach that will include the following:

1. Monthly updates to members regarding workers' rights and benefits, new collective bargaining agreements, member representation, steward recruitment and training program, hardship benefits for members in need and other resources;
2. Utilize methods of communication such as newsletter available by email, SEIU 503 website, worksite literature and other;
3. Make communication to members available in different languages.

4. Sub-locals will be provided quarterly reports on member supports provided, i.e. grievances, pay issues, etc.

**MEMBERSHIP AFFAIRS (Round 2, Resolution 6)  
Union President's Monthly Compensation**

**BE IT RESOLVED BY THE GENERAL COUNCIL OF SEIU LOCAL 503, OPEU** that the President shall not receive a fixed monthly stipend of \$400 in addition to their salary, and

**BE IT FURTHER RESOLVED**, that the Union shall consider the unique circumstances of each President and authorize negotiations with the Board of Directors for ad hoc compensation, including but not limited to the need for housing or relocation assistance, health insurance, and retirement contributions.

**BE IT FINALLY RESOLVED**, that the Union shall amend its Bylaws as follows:  
ARTICLE XIII - STATEWIDE OFFICERS AND IMMEDIATE PAST PRESIDENT

...

Section 7. The President shall be paid a salary (through the President's respective employer if possible) during the President's term of office. That salary shall be the salary the President earns in the bargaining unit position held at the beginning of the term, including any increases due during the term. But no less than the top step of the organizer/senior organizer salary chart in the Public Employee Representative Union contract. The Union shall ~~also compensate the President at the rate of four hundred dollars (\$400.00) per month~~ consider the unique circumstances of each President and authorize negotiations with the Board of Directors for ad hoc compensation, including but not limited to the need for housing or relocation assistance, health insurance, and retirement contributions. The President shall receive no salary or other payments than those provided by the Union or by the President's bargaining unit employer. The President's membership rights required for holding office shall be maintained during the President's terms(s).

**RESOLUTION PASSED OCTOBER 10, 2020**

Question referred to General Council by the SEIU Local 503 Board of Directors: For the first disbursement of Local funding allotments in 2021, shall each Local, except for Local 200, be allowed to receive a disbursement or to opt out, irrespective of their funding accruals?

Background: Beginning in 2021, annual funding allotments to Locals will be in two disbursements. The Bylaws prohibit annual allotments to Locals that have accrued an amount equal to two (2) full years of funding (with some exceptions). Some Locals have accrued two years of funding due to the pandemic and subsequent quarantine, which have reduced activities and spending. Re Local 200, its accrued funding is due to special circumstances that have been addressed by the Board of Directors.

Result: The resolution was approved by the General Council.



## RESOLUTION PASSED DECEMBER 16, 2020

Question referred to General Council by the SEIU Local 503 Board of Directors: Shall the proposed Bylaws language (attached) be approved to bring SEIU 503 bylaws into compliance with the approved General Council, Round 2- Resolution 4: Sublocal Rebate Distribution resolution and allow implementation of the resolution to update funding distribution to locals twice a year?

### PROPOSED BYLAWS UPDATE - Article XX, Section 2. Local Funding

~~(a) Out of each member or fair share payer's dues received at Headquarters, there shall be returned to each Local on a quarterly basis the following amounts except that the Local shall receive an extra five (5) cents per member per month for each CAPE contributor in its membership.~~

~~90¢ per member per month for single site Locals.~~

~~70¢ per fair share payer per month for single site Locals.~~

~~\$1.10 per member per month for statewide Locals.~~

~~90¢ per fair share payer per month for statewide Locals.~~

~~(b) Beginning January 1, 2017, the funding structure in subsection (a) above shall be discontinued and Locals shall be allotted funds on an annual basis based on the rate of \$1.15 per dues paying member per month and \$.90 per fair share payer per month. The number of members and payers shall be based upon the September membership report immediately prior to the allocation. In no event shall a Local receive less than \$400 per year, except as described in subsection (e) and (f) of this Section.~~

(b) Annual funding shall be allotted with a minimum of two equal disbursements to each Local in each fiscal year, except as described in subsection (e) and (f) of this Section. Allotments pending disbursement shall be held in the General Fund to earn interest for the benefit of the membership. Should a Local require additional funding to supplement the first fiscal disbursement, the Local may request early allotment of the next disbursement and funds shall be disbursed if available.

(c) Locals may initiate a review of membership and fair share numbers when changes occur that cause the actual number of members and fair share payers to differ significantly from the September membership report. Such requests shall be made to the Finance Committee who shall determine whether or not to grant additional funding. Requests for increased funding based on documented, sustained membership growth and that follow the funding allocation formula in subsection (b) above shall not be denied.

(d) Newly established Locals that have ratified their first contract shall be granted an initial funding as determined by the Board of Directors taking into consideration the amount of funding allotted to Locals of a similar size. This initial Local funding allotment is made on a one time only basis, and is not required to be repaid.

(e) A Local that has accrued an amount equal to two (2) full years of funding and a balance that exceeds \$5,000 in its Local account, shall not receive an annual funding allotment for the fiscal year.

(f) Local funding shall not be allocated to Locals in inactive status.

Result: The resolution was approved by the General Council.

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Note: Where any amendment shows only a specific section, any other sections not displayed remain unchanged.