



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

Employee Representation

Resolution 3

2022 Committee Recommendations:

Do Pass

Pass as Amended

Do Not Pass

Bargaining Equity

1 **Subject:** Bargaining Equity

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3 Micah Rogers, Joy Vegar and Emily Wang

4 **Submitted by:** SEIU Local 503 Board of Directors

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6 **WHEREAS**, through collective bargaining, our members have a voice at work and gain collective power
7 to positively impact their lives.

8 **WHEREAS**, our Union’s strategic plan includes a goal of winning on the core issues of wages, healthcare,
9 and retirement through every avenue possible—bargaining, politics, worksite and community
10 campaigns while looking at bargaining with a lens on how policies impact people of color, immigrants,
11 people with disabilities, women and LGBTQIA+ members differently.

12 **WHEREAS**, our 2020 General Council passed a resolution that creates a Bargaining Equity Workgroup
13 tasked with creating recommendations on the following bargaining topics.

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

23 **BE IT RESOLVED by the General Council of SEIU Local 503, OPEU:** all SEIU Local 503 Bargaining Teams
24 shall consider the Bargaining Equity Workgroup’s recommendations and will take into account the

25 potential impacts of bargaining proposals on workers from traditionally marginalized and currently
26 underrepresented communities.

27 **BE IT FURTHER RESOLVED:** Bargaining Teams shall explore and prioritize winning contract language in
28 the following areas:

- 29 a. Strong grievable anti-harassment and bullying; contract, language especially toward BIPOC,
30 LGBTQIA+ & Women, people with disabilities, Ageism, gender expression and all forms of
31 discrimination.
- 32 b. Racism, discrimination, microaggressions, explicit and implicit bias, and harassment as a health
33 issue
- 34 c. Gender and trans-affirming access, rights and protections, including Trans-affirming healthcare
35 coverage
- 36 d. Equitable workloads that recognize the "invisible labor," including emotional labor - that many
37 women, BIPOC, and multilingual employees carry
- 38 e. Background checks and the use of the information contained in them and their impact on the
39 formally incarcerated-- who are disproportionately Brown and Black people.
- 40 f. Address retention issues of workers from traditionally marginalized and currently
41 underrepresented communities (examples: Exit Interviews, Employee Resource Groups and
42 other identity-based spaces, and track attrition rates of workers from traditionally marginalized
43 and currently underrepresented communities)

44 **BE IT FURTHER RESOLVED:** all Bargaining Teams shall receive equity training that includes a framework
45 for thinking through the ways in which bargaining proposals impact different communities differently.