



Service Employees	Union Operations
International Union	<i>Resolution 3</i>
Local 503,	2022 Committee Recommendations:
Oregon Public	<input checked="" type="checkbox"/> Do Pass <input type="checkbox"/> Pass as Amended
Employees Union	<input type="checkbox"/> Do Not Pass

Creating a Union-wide standard for Language Justice and Access

- 1 **Subject:** Creating a Union-wide standard for Language Justice and Access
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- 3 Micah Rogers, Joy Vegar and Emily Wang
- 4 **Submitted by:** SEIU Local 503 Board of Directors
- 5
- 6 **WHEREAS,** as a Union committed to Equity, Inclusion and Anti Racism, one of the ways we can live our
- 7 values is by ensuring that all members have equal access to join together in Union: regardless of what
- 8 language they speak;
- 9 **WHEREAS,** ALL members, regardless of the language they speak deserve equal access to participate in
- 10 decision making, discussion, and the anti-racist work of SEIU;
- 11 **WHEREAS,** SEIU Local 503 has many active and aspiring leaders, and a growing membership, who speak
- 12 languages other than (or in addition to) English
- 13 **WHEREAS,** many important documents vital to member engagement and participation are not easily
- 14 accessible in a language other than English.
- 15 **WHEREAS,** many automated translation software is inaccurate and unreliable, and our Union’s use of
- 16 these services in lieu of real-person translation makes it difficult for members to engage in a meaningful
- 17 way and sends the message that only fluent English speakers are valued/welcome in our Union.
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- 19 **BE IT RESOLVED by the General Council of SEIU Local 503, OPEU:** As a part of our Union’s commitment
- 20 to engage in becoming an anti-racist organization and dismantling institutions of white supremacy SEIU
- 21 Local 503 is also committed to language justice, which includes:
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- 23 1. Ensuring that all union policies and procedures, and other documents are available in the
 - 24 languages spoken by our members; at a minimum this includes translation of the
 - 25 following items in the 6 languages most spoken by members in our Union:
 - 26 a. Bylaws and AP&Ps
 - 27 b. All Union election related communications
 - 28 c. The Code of Conduct
 - 29 d. The Land Acknowledgment
 - 30 e. The SEIU Local 503 website.
 - 31 2. Collective Bargaining Agreements shall be translated into the languages spoken of the
 - 32 represented members of the bargaining unit; if many languages are spoken, they shall be

33 translated into the 6 most common languages spoken. When possible, this expense shall
34 be borne by or shared with management.

35 3. Providing meaningful access to Union meetings and event spaces in the languages
36 spoken by our members;

37 4. Working to eliminate our Union's reliance on inaccurate or unreliable automation
38 tools, such as Google Translate, and instead invest in high quality, culturally
39 appropriate/relevant translation and interpretation.

40 5. Ensure that anyone providing translation or simultaneous interpretation is respected,
41 fairly compensated, and given appropriate notice for this work.

42 6. Ensure that all translation and interpretation is supported by the General Fund of
43 SEIU Local 503, if the sub-local cannot afford it.

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45 **BE IT FURTHER RESOLVED** that SEIU shall implement the following practices to facilitate a more open
46 and accessible space for ALL members:

47 1. Use Census data and other data our Union collects, or has access to, to determine our
48 members' language needs

49 2. Continue our practice of asking event registrants for their interpretation or accessibility
50 needs in all SEIU events and meeting spaces.

51 3. Expand our offerings of simultaneous interpretation at Union meetings and events.

52 4. Providing closed captioning in virtual meetings

53 5. Provide visual descriptions during introductions and descriptions of images and videos:
54 for Blind or Low Vision Attendees (and for those participating by phone in virtual
55 meetings)

56 6. Ensure that all in-person and virtual meetings are ADA compliant