

**SEIU LOCAL 503, OPEU
GENERAL COUNCIL
AUGUST 12-14, 2022**

**Synopsis of "BE IT RESOLVED" Language of
RESOLUTIONS PASSED IN 2022**

Table of Contents

RESOLUTIONS PASSED APRIL 14, 2022

Resolution 1, Changes How Quorum is Measured for General Council3
Resolution 2, Allows General Council to Adopt Lesser Quorum Requirements for Votes on
Subsidiary Motions3

RESOLUTIONS PASSED AUGUST 9, 2022 IN EARLY VOTING

Resolution 16, Make Board Quorum Language Consistent with Past Practice4
Resolution 18, Clarify Term Limits for Board of Directors Positions4
Resolution 19, Clarify Which General Council Resolutions are Protected from Denial Because
of a Technicality.....5
Resolution 20, Update List of Union Member Protected Rights to Include Union Election
Speech6
Resolution 21, State the Board’s Authority to Determine Means and Location of General
Council6
Resolution 22, Update Language about Statewide Officer Vacancies.....6
Resolution 23, Clarify the Composition of the Board of Directors.....7
Resolution 24, Enable the General Council Resolutions Review Committee to Correct
Failures to Comply with the Single Subject Requirement.....7
Resolution 28, Clarify Rights to Participate in General Council Resolutions.....7
Resolution 30, Expand Pool of Members Eligible for Internal Bargaining Committee.....8

**RESOLUTIONS PASSED AUGUST 12-14, 2022 IN REGULAR SESSION OF GENERAL
COUNCIL**

BYLAWS 8
BL #1 SEIU 503 Board Seats for Homecare Workers (Amended)8

BL #2 Include “Encourage Members to Drop Membership” as Misconduct.....	10
BL #3 Clarify Required Membership Status of Statewide Officers and Immediate Past President	10
BL #4 Electronic Voting Simplified and Authorized for Private Sector Locals (Amended).....	11
BL #5 Put the Practice of Executive Committee and Member Representation Committee Executive Sessions into the Bylaws.....	11
ECONOMIC AND SOCIAL POLICY / INTERNATIONAL AFFAIRS	12
ESP/IA #1 Transparency in State Treasury Investments	12
ESP/IA #2 Legislative Action on Climate	13
ESP/IA #3 Support the Development of Tenant Unions	13
ESP/IA #4 Anti-Bullying and Anti-Harassment (Amended).....	13
EMPLOYEE REPRESENTATION	15
ER #1 Organizing and Increasing Standards in Community-Based Care (Amended)	15
ER #2 Private Equity and Quality of Long-Term Care and Jobs.....	15
ER #3 Bargaining Equity (Amended).....	15
ER #4 Confronting the Health Care Worker Crisis (Amended).....	16
UNION OPERATIONS.....	17
UO #1 Reducing SEIU 503’s Climate Impact (Amended)	17
UO #2 Overcoming the Digital Divide (Amended).....	17
UO #3 Creating a Union-wide Standard for Language Justice and Access (Amended)	18
UO #4 Ranked Choice Voting for Statewide Officer/Board of Directors Elections and Options for Locals.....	19
MEMBERSHIP AFFAIRS	20
MA #1 Documenting the History of SEIU 503 OPEU (Amended).....	20
MA #2 Engaging our Members in the Health of Our Union Through Recruitment, Reactivation and Retention (Amended).....	21
MA #3 Creating Pathways for Leadership of BIPOC Members, LGBTQIA+ People, and Members with Disabilities (Amended).....	21
MA #4 Enable Possible Additional Delegates to the SEIU International Convention (Amended)	22

RESOLUTIONS PASSED APRIL 14, 2022

Resolution 1 Changes How Quorum is Measured for General Council

BE IT RESOLVED by the General Council of SEIU Local 503, OPEU, that the SEIU 503 Bylaws be amended as follows:

ARTICLE IX, Section 5

~~(c) Quorum. A quorum at the General Council is present if two-thirds (2/3) of the voting delegates are present, provided one-half (1/2) of all the Locals are represented. A quorum at the General Council is present if a majority of the elected delegates, representing a majority of the sub-locals, register to attend. Quorum for a vote of the delegates shall be present if a majority of the registered delegates participate in the vote, including votes to abstain. Any delegate may request a quorum report following a vote before the close of the regular session.~~

ARTICLE XXV – AMENDMENT OF BYLAWS

Section 1. These Bylaws and Appendices may be amended, repealed, suspended, or replaced by: (a) Proposed to the General Council in regular session, adopted by a two-thirds (2/3) vote of the voting delegates at General Council;

Resolution 2 Allows General Council to Adopt Lesser Quorum Requirements for Votes on Subsidiary Motions

BE IT RESOLVED by the General Council of SEIU Local 503, OPEU that if the March 2022 Out of Session General Council Resolution 1 is approved, that the SEIU 503 Bylaws be amended as follows:

ARTICLE IX, Section 5

(c) Quorum. A quorum at the General Council is present if a majority of the elected delegates, representing a majority of the sub-locals, register to attend. Quorum for a vote of the delegates shall be present if a majority of the registered delegates participate in the vote, including votes to abstain. Any delegate may request a quorum report following a vote before the close of the regular session. The General Council may adopt lesser quorum requirements for votes on subsidiary motions.

RESOLUTIONS PASSED AUGUST 9, 2022

Note: The following resolutions were referred by the SEIU Local 503 Board of Directors to a pre-session vote by General Council Delegates. Resolutions are numbered as referred by the Resolutions Review Committee but not all resolutions were referred to an early vote. As a result, the numbered resolutions below will not be consecutive. Resolutions referred to committees in General Council were renumbered within their committee.

Early Vote, Resolution 16 Make Board Quorum Language Consistent with Practice

BE IT RESOLVED THAT SEIU LOCAL 503, OPEU Bylaws ARTICLE XI, Section 5 be amended as follows:

ARTICLE XI – BOARD OF DIRECTORS

Section 5. Quorum of the Board. A majority of the members of the Board entitled to vote at the meeting shall constitute a quorum. Assistant Directors serving in the absence of a Director shall count towards the majority.

Early Vote, Resolution 18 Clarify Term Limits for Board of Directors Positions

BE IT RESOLVED THAT SEIU LOCAL 503, OPEU Bylaws be amended as follows:

ARTICLE XI – BOARD OF DIRECTORS

Section 1.

(c) A member can serve as a in the position of Director for only two (2) terms in any six (6)-year period.

ARTICLE XIII – STATEWIDE OFFICERS AND IMMEDIATE PAST PRESIDENT

Section 4. An eligible member can serve as the in the positions of either Vice President, the Secretary, the Treasurer or a in the position of Director for only two (2) terms per position in any six (6)-year period.

Early Vote, Resolution 19
Clarify Which General Council Resolutions are Protected from Denial Because of a Technicality

BE IT RESOLVED THAT SEIU LOCAL 503, OPEU Bylaws ARTICLE IX, Section 6(a)(6) be amended as follows (*additional text included for context*):

ARTICLE IX – THE GENERAL COUNCIL

Section 6. Resolutions.

(a) Resolution Process.

- (1) The object of the resolution process is to seek a plan for solving problems for which no satisfactory plan of solution exists; to express a view not previously expressed to date; or revise the Union's position on a particular economic or social concern which directly or indirectly affects members of the Union. Plans of solution and views expressed shall be compatible with the general welfare and within the purpose of the Union. A resolution shall embrace one subject only and matters properly connected therewith. ***
- (2) [*Who may author a resolution – subject of another resolution.*] Resolutions shall be in the form outlined by the Resolutions Review Committee. Resolutions to amend the Bylaws shall address the specific language of the Bylaws with words to be removed in strikethrough and words to be inserted underlined. ***
- (3) Resolutions may be presented at Local meetings that are Local-wide and have a quorum of Local Representatives. The Local may endorse or reject sponsorship. In the event that the Local does not endorse the resolution, the author of the resolution may, after having obtained the signatures of fifty (50) active members, present it to the Resolutions Review Committee. Resolutions written by a Standing Committee of the Union are sent directly to the Resolutions Review Committee within the same time limits provided in Section 6(a)(4).
- (4) Resolutions submitted to the Resolutions Review Committee up to ninety (90) days before General Council convenes shall be considered timely filed. The Board, however, may submit resolutions up to thirty (30) days before General Council convenes. ***
- (5) Untimely resolutions shall not be accepted unless the subject matter is of such an emergency nature that it could not have been submitted in a timely manner. ***
- (6) No member's resolution that otherwise satisfies the criteria of this section shall be denied because of a technicality and/or its format.

Early Vote, Resolution 20
Update List of Union Member Protected Rights to Include Union Election Speech

BE IT RESOLVED THAT SEIU LOCAL 503, OPEU Bylaws ARTICLE XVI, Section 3, be amended as follows:

ARTICLE VI – MISCONDUCT OF MEMBERS

Section 3. Nothing in this Article is intended to, nor should it be construed to, limit the rights of any member or group of members to exercise their rights of free speech, Union candidate or election speech, redress of grievances, and dissent.

Early Vote, Resolution 21
State the Board’s Authority to Determine Means and Location of General Council

BE IT RESOLVED THAT SEIU LOCAL 503, OPEU Bylaws ARTICLE IX, Section 1(a) be amended as follows:

ARTICLE IX – THE GENERAL COUNCIL

Section 1.

(a) The General Council shall meet in regular session within the State of Oregon during every even-numbered year on dates and location and by means fixed by the Board of Directors.

Early Vote, Resolution 22
Update Language about Statewide Officer Vacancies

BE IT RESOLVED THAT SEIU LOCAL 503, OPEU Bylaws be amended as follows:

ARTICLE XIII – STATEWIDE OFFICERS AND IMMEDIATE PAST PRESIDENT

Section 6. In the event a Statewide Officer, other than the Executive Director or President, is removed from office, the Board may appoint a Board member or Assistant Director to serve the remaining portion of the term. In the case of a vacancy in the position of Executive Director, the Board may fill the position as it sees fit.

ARTICLE XIV – DUTIES OF STATEWIDE OFFICERS AND IMMEDIATE PAST PRESIDENT

Section 7. Statewide Officer Vacancies. Consistent with the provisions of Article XIII, Section 6, if a Statewide Officer, other than the Executive Director or President, is removed from office or if it is otherwise necessary to fill an office vacancy or newly created office at this level, the Board may appoint from the Board and Assistant Directors a person to serve the remaining portion of the term. In the case of a vacancy in the position of the President, a Vice President appointed by the Board shall become the President. In the case of a vacancy in the position of Executive Director, the Board can fill the position from staff, active membership, from outside the Union or as it otherwise sees fit.

Early Vote, Resolution 23
Clarify the Composition of the Board of Directors

BE IT RESOLVED THAT SEIU LOCAL 503, OPEU Bylaws ARTICLE XI, Section 1 be amended as follows:

ARTICLE XI – BOARD OF DIRECTORS

Section 1. ~~The Board of Directors of the Union (the Board) is comprised of Directors holding the seats set forth in Appendix 1 to these Bylaws, including the President of Retiree Local 001; the Statewide Officers; and the Immediate Past President. The Board of Directors of the Union (the Board) is comprised of:~~ (a) Directors holding the seats set forth in Appendix 1 to these Bylaws, including the President of Retiree Local 001; (b) The Statewide Officers; and (c) The Immediate Past President.

Early Vote, Resolution 24
Enable the General Council Resolutions Review Committee to Correct Failures to Comply with the Single Subject Requirement

BE IT RESOLVED THAT SEIU LOCAL 503, OPEU Bylaws ARTICLE IX, Section 6 be amended as follows:

ARTICLE IX – THE GENERAL COUNCIL

Section 6. Resolutions.

(b) Duties of Resolutions Review Committee.

(2) Resolutions accepted by the Committee shall be edited prior to submission for General Council. The editing process shall not change the ~~object~~ author's intent of any Resolution. Editing may include dividing a resolution into multiple resolutions so that each resolution shall embrace one subject only and matters properly connected therewith.

Early Vote, Resolution 28
Clarify Rights to Participate in General Council Resolutions

BE IT RESOLVED THAT SEIU LOCAL 503, OPEU Bylaws be amended as follows:

ARTICLE III – MEMBERSHIP

Section 6. Staff Membership. Staff membership is open to Union staff. Staff members have the right to:

(a) ~~Submit resolutions to General Council, v~~ Vote in statewide votes on dues increases and other union governance issues, including economic and social policy positions, but not on issues specific to bargaining units.

ARTICLE IX – THE GENERAL COUNCIL

Section 6. Resolutions.

(a) Resolution Process.

(2) Resolutions may be authored by any active or semi-active member, any member with full retiree membership rights, the Executive Director, and/or the Immediate Past President. Resolutions shall be in the form outlined by the Resolutions Review Committee. Resolutions to amend the Bylaws shall address the specific language of the Bylaws with words to be removed in strikethrough and words to be inserted underlined. Local Representatives are responsible to provide assistance in the drafting process.

**Early Vote, Resolution 30
Expand Pool of Members Eligible for Internal Bargaining Committee**

BE IT RESOLVED THAT SEIU LOCAL 503, OPEU Bylaws ARTICLE XI, Section 7 be amended as follows:

ARTICLE XI – BOARD OF DIRECTORS

Section 7. Terms and conditions of employment for represented employees of the Union shall be subject to collective bargaining, in which the Union shall be represented by a committee consisting of management staff members appointed by the Executive Director; and active and/or semi-active Union members and/or members with full retiree membership rights appointed by the President and approved by the Board.

RESOLUTIONS PASSED AUGUST 12-14, 2022

BYLAWS

**Bylaws Resolution 1 (Amended)
SEIU 503 Board Seats for Homecare Workers**

BE IT RESOLVED that the make-up of the SEIU Local 503, OPEU Board of Directors includes 4 Homecare and Personal Support Workers on the Board to reflect the growing number of members in Local 99 and that the Bylaws be amended as follows:

APPENDIX 1
(See Article XI Section 1 of Bylaws)
BOARD OF DIRECTORS SEATS

Directors and Assistant Directors are elected in the following way by bargaining groups/industry and region:

1. One member employed by ~~OUS~~ a university represented by the Union.

2. Four members employed by the Department of Administrative Services (DAS), State of Oregon. The four seats will be divided among the bargaining coalitions of DAS:
 - (a) One member employed by an agency in the Human Services Coalition of DAS;
 - (b) One member employed by an agency in the ODOT Coalition of DAS;
 - (c) One member employed by an agency in the Specials Coalition of DAS;
 - (d) One member employed by an agency in the Institutions Coalition of DAS;
3. One member employed by a local government.
4. One member employed by a private non-profit agency;
5. ~~One~~ Four members in the Client Employed Provider program or a private home care agency.
6. One member employed by a nursing home, assisted living facility or other private sector care facility;
7. One member employed as a child care provider;
8. One member employed as an adult foster home provider;
9. Three members who work in Region 1/Central Valley (Marion & Polk Counties);
10. Two members who work in Region 2/South Valley (Benton, Lane, Lincoln & Linn Counties);
11. One member who works in Region 3/Southwest Oregon (Coos, Curry, Douglas & Josephine Counties);
12. One member who works in Region 4/Southern Oregon (Jackson, Klamath, Lake, Harney, Malheur and Payette (ID) Counties);
13. One member who works in Region 5/Eastern & Central Oregon (Baker, Crook, Deschutes, Gilliam, Grant, Hood River, Jefferson, Morrow, Sherman, Umatilla, Union, Wallowa, Wasco & Wheeler Counties);
14. Three members who work in Region 6/Multnomah & Clackamas Counties (Multnomah, Clackamas, Columbia, Clark & Cowlitz (WA) Counties);
15. One member who works in Region 7/Northwest Oregon (Clatsop, Tillamook, Washington & Yamhill Counties); and
16. The President and Vice President of the Retirees' Local of SEIU Local 503, OPEU.

The other Board seats are the following:

17. The Statewide President of SEIU Local 503, OPEU;
18. The Statewide Vice Presidents of SEIU Local 503, OPEU;
19. The Statewide Secretary of SEIU Local 503, OPEU;
20. The Statewide Treasurer of SEIU Local 503, OPEU;
21. The Statewide Immediate Past President of SEIU Local 503, OPEU; and
22. The Executive Director of SEIU Local 503, OPEU.

END OF APPENDIX 1.

Bylaws Resolution 2
Include “Encourage Members to Drop Membership” as Misconduct

BE IT RESOLVED THAT SEIU LOCAL 503, OPEU Bylaws ARTICLE VI, Section 1 be amended as follows:

ARTICLE VI – MISCONDUCT OF MEMBERS

Section 1. Members who engage in the following or other forms of misconduct shall be subject to discipline up to and including revocation of membership and expulsion from the Union pursuant to the disciplinary procedures set forth in Appendix 4 of these Bylaws.

- (a) Fail to pay dues and lawful assessments as called for in Article XVIII;
- (b) Engage in the following conduct:
 - (1) Conspire with management to the detriment of the Union or with them in collusion against collective bargaining by the Union;
 - (2) Solicit another labor organization or solicit other Union members or other employees eligible for Union membership to become a member of another labor organization;
 - (3) Pass information or initiate petitions which:
 - a. Call for a new labor organization; or
 - b. Seek to decertify the Union;
 - c. Encourage members to drop membership.

Bylaws Resolution 3
Clarify Required Membership Status of Statewide Officers and Immediate Past President

BE IT RESOLVED THAT SEIU LOCAL 503, OPEU Bylaws ARTICLE XIII, Section 5 be amended as follows:

ARTICLE XIII - STATEWIDE OFFICERS AND IMMEDIATE PAST PRESIDENT

Section 5. Statewide Officers shall be active or semi-active members of the Union except that the Executive Director may maintain staff membership status. ~~and t~~ The Immediate Past President may maintain active, semi-active, sStaff or retiree Mmembership status ~~or other Union membership status except associate membership.~~

**Bylaws Resolution 4 (Amended)
Electronic Voting Simplified and Authorized for Private Sector Locals**

BE IT RESOLVED that the Union shall amend its Bylaws as follows:

ARTICLE XV – ELECTIONS

Section 6. Special Rules for Elections in Locals.

(f) Electronic voting may shall be utilized in ~~public sector~~ all local elections, with such voting being conducted in a way that secures the secrecy, integrity, and accuracy of electronic ballots. A sub-local may choose an outside independent and neutral vendor or a process set up by the Union that will ensure secrecy. ~~by an independent and neutral organization that shall be under contractual commitment to maintain the secrecy of the ballot. In the event a public sector local's elected representatives by a majority vote decide to hold an election by any other means, the local shall be responsible for the complete cost of the election.~~ Elections for Private sector that are not conducted electronically may be conducted by direct mail, a worksite ballot, or at a duly publicized Local meeting ensuring that absentee ballots are available.

BE IT FURTHER RESOLVED that the Union shall amend its Administrative Policies and Procedures (s) as follows:

ARTICLE XXVIII (AP&P) ELECTION ADMINISTRATION

Section 1. The Board of Directors shall retain the right to amend all provisions of this article to provide flexibility with changing technology, staffing, or vendor requirements to administer elections.

Section 2. Sub-local Elections. The Union shall provide elected Local leaders at least thirty days to determine their election method. If no method is selected, the lowest cost option for the sub-local shall be chosen. An election vendor may be utilized if requested by the sub-local or as directed by the Executive Director or Board of Directors. The Board of Directors shall create a process if using a third-party vendor to add clarity and language to ensure communications are identified as SEIU elections for balloting purposes.

**Bylaws Resolution 5
Put the Practive of Executive Committee and Member Representation Committee
Executive Sessions into the Bylaws**

BE IT RESOLVED THAT SEIU LOCAL 503, OPEU Bylaws be amended as follows:

ARTICLE III - MEMBERSHIP

Section 2. Active Membership.

(e) A member's right to attend meetings shall not be limited to those of the member's Local, the Board or its committees, but shall apply to meetings of any Local although the member's right to vote at such meeting shall be governed by the established policies of such meeting group. The

visiting member should be identified as a guest. Nothing in this provision shall limit the Board's or the Executive Committee's ability to conduct its business in Executive Session in appropriate circumstances.

ARTICLE XV - ELECTIONS

Section 4. Challenges to Elections.

(c) The Chair of the Member Representation Committee shall set a date at the earliest practical time for a meeting of the Member Representation Committee to hear and consider evidence in support of and in opposition to the challenge(s). Notice of the time and place of that meeting shall be given to the challenger(s) and the individual(s) whose election is being challenged.

(h) After hearings, the Member Representation Committee may conduct its deliberations in executive session that shall include only the Member Representation Committee, the staff advisor, and any other person the Committee Chair deems necessary.

APPENDIX 4

Section 4. Member Representation Committee (MRC) Determination of Compliance of Charges.

(b) Upon receipt of the charge and the supporting materials, the MRC shall confer to determine whether the charge is in compliance with Section 3 above. The MRC may confer in executive session that shall include only the Member Representation Committee, the staff advisor, and any other person the Committee Chair deems necessary.

Section 6. MRC Determinations.

(a) Upon receipt of the materials submitted pursuant to Section 5, the MRC shall meet within 60 days for purposes of assessing whether reasonable cause exists to believe that the charges at issue have merit and constitute a violation of Article VI.

(b) The Charging Party and the Charged Party shall receive written notice of such meeting no less than 10 days prior to the meeting and may appear at the meeting to present argument to the MRC. Both parties may submit written statements prior to the MRC meeting.

(c) Following any arguments, including acknowledgement of any submitted written arguments, the MRC shall enter in deliberations in executive session that shall include only the MRC, the staff advisor, and any other person the Committee Chair deems necessary.

ECONOMIC & SOCIAL POLICY/INTERNATIONAL AFFAIRS

Economic & Social Policy/International Affairs Resolution 1 Transparency in State Treasury Investments

BE IT RESOLVED BY THE GENERAL COUNCIL OF SEIU LOCAL 503, OPEU that SEIU 503, OPEU request the State Treasurer and the Oregon Investment Council provide annual reporting of all portfolio holdings in every asset class, especially for the Oregon Public Employees Retirement Fund (OPERF); and

BE IT FURTHER RESOLVED that SEIU 503, OPEU provide support for initiatives or legislation in the coming years that would require annual Oregon Treasury investment reporting in an accessible format online or which support related investment transparency; and

BE IT FURTHER RESOLVED that SEIU 503, OPEU advocate for a public sector union member to be appointed to the Oregon Investment Council; and

BE IT FURTHER RESOLVED BY THE GENERAL COUNCIL OF SEIU 503, OPEU re-establish the Capital Stewards Committee and request the SEIU503 President or their designee attend the OIC meetings and report to the Capital Stewards Committee.

**Economic & Social Policy/International Affairs Resolution 2
Legislative Action on Climate**

BE IT RESOLVED BY THE GENERAL COUNCIL OF SEIU LOCAL 503, OPEU that our Union shall engage with members, caucuses including the Indigenous People’s caucus, AFRAM, Latinx Caucus, ADPI Caucus and partners, and stakeholders, including Tribal Stakeholders, on climate-related legislative efforts in the 2023 and 2024 legislative sessions.

**Economic & Social Policy/International Affairs Resolution 3
Support the Development of Tenant Unions**

BE IT RESOLVED BY THE GENERAL COUNCIL OF SEIU LOCAL 503, OPEU that our Union shall explore ways to empower our membership to organize and win by bringing our members and community partners together to exchange information and support on issues regarding housing justice. We will engage members and community partners in our housing work and provide information on tenants’ rights and access to information on tenant unions.

**Economic & Social Policy/International Affairs Resolution 4 (Amended)
Anti-Bullying and Anti-Harassment**

BE IT RESOLVED BY THE GENERAL COUNCIL OF SEIU LOCAL 503, OPEU THAT TOGETHER WE RISE, SEIU 503 AND ITS MEMBERSHIP, with other unions, allies, business and community organizations will advocate and advance to prevent workplace bullying and harassment-- centering those historically overlooked by the labor movement-- via recommendations, including but not limited to the following:

1. That SEIU 503 AND ITS MEMBERS will lead the way to work at being the first state to introduce and pass Anti-Bullying legislation, with legislators working with union leadership to re-introduce and pass strong and enforceable legislation that will hold public and private organizations accountable to existing OSHA and EEOC legislation and new legislation with transparent, accountable and enforceable mechanisms to address workplace harassment and bullying and other abusive and discriminatory practices in the workplace environment. Legislation may include legal recourse for employees who have been harmed psychologically, physically, or economically by being deliberately subjected to abusive work environments;
2. That SEIU 503 AND ITS MEMBERS will stridently continue to organize against anti-Blackness, misogynoir (sexism directed at Black women), ableism, sexism,

homophobia, transphobia, anti-Indigenous and any discrimination based on actual or perceived race, color, religion, gender, gender identity, gender expression, national origin, age, sexual orientation, disability, family structure, body type/size, marital status, educational level in the workplace; and

3. That the Bureau of Labor and Industries Commission (BOLI) establishes a transparent and accountable tracking and annual or bi-annual reporting mechanism or system of employer and employee workplace harassment incidents via formal grievances, investigations, outcomes and corrective measures.
4. That SEIU and its members investigate and educate sub-locals on labor contracts that have been enacted to address micro-aggressions.

BE IT FURTHER RESOLVED: THAT SEIU 503, leaders and represented members will work with local, city, and state governance, community allies, and employers to ensure that there are accountability systems for tracking and reporting, with benchmarking goals:

1. That employers have organizational cultures in which harassment is not tolerated, and in which respect and civility are promoted:
 - a. With regular organization-wide climate/culture assessment of all their workplaces for the risk factors associated with bullying and harassment;
 - b. exploring ideas for minimizing those risks; and
 - c. communicating widely and modeling a consistent commitment to accountable benchmarked and measurable goals.
2. That Employers devote sufficient resources to bullying and harassment prevention efforts, to:
 - a. ensure that such efforts are effective, and to reinforce the credibility of leadership's commitment to creating a workplace free of harassment
 - b. establish quantifiable and accountable measures that hold mid-level managers and front-line supervisors accountable for preventing and/or responding to workplace harassment, including through the use of metrics and performance reviews;
3. That Employers' anti-harassment policies include particular details about:
 - a. how to complain of harassment; such that transparent and accountable reporting structures of observed harassment are communicated frequently to employees, in a variety of forms and methods; and
 - b. Anti-harassment and anti-Bullying policies should include how employers should be alert for any possibility of retaliation against an employee who reports harassment, and what steps and actions should be taken to ensure that such retaliation does not occur.
4. That Employers adopt a values-based priority for Dignity and Respect in the Workplace such that there is institution-wide Anti-Bullying, Anti-Harassment, Ally and Bystander Intervention training and other best practice trainings, to empower coworkers and to give workers the tools to intervene when they witness harassing behavior, and other trainings toward harassment prevention.

BE IT FURTHER RESOLVED that workplace harassment and bullying is unacceptable, and that together we rise for healthy, safe, inclusive, respectful workplace cultures and for workplace environments that respect the diversity and dignity of all workers.

EMPLOYEE REPRESENTATION

Employee Representation Resolution 1 (Amended) Organizing and Increasing Standards in Community-Based Care

BE IT RESOLVED that the Union shall commit to prioritizing the utilization of SB 1556, passed in the 2022 Legislative Session, to organize and increase the standards in the community-based care industry and to provide training in an equitable manner that does not create barriers to certification or licensure so that all care providers are certified and/or licensed.

Employee Representation Resolution 2 Private Equity and Quality of Long-Term Care and Jobs

BE IT RESOLVED BY SEIU LOCAL 503, OPEU, requests that Oregon Department of Human Services and the Oregon Health Authority, along with SEIU 503 demand transparency and accountability for privately-owned nursing homes, home healthcare, and hospice companies; and

BE IT FURTHER RESOLVED that our Union requests that the Oregon Treasury performs a thorough investigation and provides a report of all investments in private equity firms involved in nursing home, in-home healthcare, and hospice services in Oregon; and

BE IT FURTHER RESOLVED BY SEIU Local 503, OPEU, to support through all means possible investment in the Care Economy to support those giving care and receiving care by greatly expanding wages and other financial support for housework, childcare, and elder care.

Employee Representation Resolution 3 (Amended) Bargaining Equity

BE IT RESOLVED by the General Council of SEIU Local 503, OPEU: All SEIU Local 503 Bargaining Teams shall consider the Bargaining Equity Workgroup's recommendations and will take into account the potential impacts of bargaining proposals on workers from traditionally marginalized and currently underrepresented communities.

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

- a. Strong grievable anti-harassment and bullying, contract, language especially toward BIPOC, LGBTQIA+ & Women, people with disabilities, Ageism, gender expression and all forms of discrimination.
- b. Racism, discrimination, microaggressions, explicit and implicit bias, and harassment as a health issue
- c. Gender and trans-affirming access, rights and protections, including Trans-affirming healthcare coverage
- d. Equitable workloads that recognize the "invisible labor," including emotional labor - that many women, BIPOC, and multilingual employees carry
- e. Background checks and the use of the information contained in them and their impact on the formally incarcerated-- who are disproportionately Brown and Black people.
- f. Address retention issues of workers from traditionally marginalized and currently

underrepresented communities (examples: Exit Interviews, Employee Resource Groups and other identity-based spaces, and track attrition rates of workers from traditionally marginalized and currently underrepresented communities)

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

**Employee Representation Resolution 4 (Amended)
Confronting the Health Care Worker Crisis**

BE IT RESOLVED THAT SEIU LOCAL 503, OPEU, PRIORITIZE THE FOLLOWING DEMANDS THAT EMPLOYERS AND GOVERNMENT RESPECT US, PROTECT US, PAY US, AND STAFF US.

RESPECT US: Regardless of our jobs, our race, where we live, or where we are from, we are at the center of healthcare delivery and should be respected.

- We demand a seat at the table and a voice in decisions that affect us and those we care for and serve.
- We demand unions for all healthcare workers.
- We demand that the healthcare workforce, at every level of compensation, reflect the diversity of the communities we care for and serve. We demand opportunities for training and pathways to advance in our careers.

PROTECT US: Every worker must be able to work without fear for their health, safety, or well-being.

- We demand safe workplaces where we can do our jobs without harassment, intimidation, bullying, threats, or acts of violence, including threats based on our gender identity, sexual orientation and expression, ability, marital status, body type, education level, economic status, race, ethnicity, who we love, or where we were born.
- We demand the personal protective equipment (PPE) we need to keep us safe, so our patients, clients and families are also protected.
- We demand comprehensive mental health support and services to manage the pain and trauma we experience in our work.
- We demand paid leave so we can take care of ourselves and our families when they need us.

PAY US: All healthcare workers deserve wages that allow us to provide for our families and get ahead. We cannot fix the critical workforce shortage if healthcare workers do not have economic security.

- We demand a true living wage in every corner of the country, never less than \$15, and more where conditions require it.
- We demand that public dollars, including Medicaid and Medicare, be used to fund good union jobs; employers should not be allowed to use public dollars to fund jobs that keep workers living in poverty.
- We demand paid leave, a path to a secure retirement, and affordable, quality healthcare, including mental health coverage, for every healthcare worker and our families.
- We demand increased corporate transparency and rigorous enforcement of standards to

ensure that resources are directed to care and those who provide it.

STAFF US: The staffing crisis requires lasting solutions to provide quality care and keep workers and the people we care for safe.

- We demand safe staffing-inclusive of all care and service jobs in all of our workplaces.
- We demand that government adopt and hold employers accountable to safe staffing standards.
- We demand that employers pay enough to keep dedicated healthcare workers on the job and attract new full-time workers, rather than adding to the existing crisis by paying corporate temp agencies premium rates to fill high-demand positions.

UNION OPERATIONS

Union Operations Resolution 1 (Amended) Reducing SEIU 503's Climate Impact

BE IT RESOLVED BY THE GENERAL COUNCIL OF SEIU LOCAL 503, OPEU that our Union shall task the Climate Justice Committee to lead a comprehensive environmental assessment of our policies and practices related to transportation, events, and buildings and share its findings and suggestions with the Board of Directors no later than July 2023. Following the assessment, a climate action plan will be developed and reported on annually.

Union Operations Resolution 2 (Amended) Overcoming the Digital Divide

BE IT RESOLVED by the General Council of SEIU Local 503, OPEU: SEIU Local 503 shall explore concrete and accessible ways to bridge the digital divide so that all members are able to participate in our Union, including but not limited to exploring ways to:

1. Provide internet literacy education and support to those who have a need for it and in languages spoken by those members;
2. Provide access to internet via a technology room for members within driving distance (and ability) of a SEIU Local 503 office;
3. For SEIU events that are online, connect members with resources needed for reliable internet access at home, which may include providing internet stipends and/or routers, monitors, tablets, and other hardware for members that show financial hardship and are not within driving distance and/or ability from an SEIU Local 503 office;
4. Partner with community organizations and social services agencies who are also working to bridge the digital divide; and
5. Provide hybrid or virtual options as applicable for as many Union events as possible.

**Union Operations Resolution 3 (Amended)
Creating a Union-wide Standard for Language Justice and Access**

BE IT RESOLVED by the General Council of SEIU Local 503, OPEU: As a part of our Union's commitment to engage in becoming an anti-racist organization and dismantling institutions of white supremacy SEIU Local 503 is also committed to language justice, which includes:

1. Ensuring that all union policies and procedures, and other documents are available in the languages spoken by our members; at a minimum this includes translation of the following items in the 6 languages most spoken by members in our Union:
 - a. Bylaws and AP&Ps
 - b. All Union election related communications
 - c. The Code of Conduct
 - d. The Land Acknowledgment
 - e. The SEIU Local 503 website.
2. Collective Bargaining Agreements shall be translated into the languages spoken of the represented members of the bargaining unit; if many languages are spoken, they shall be translated into the 6 most common languages spoken. When possible, this expense shall be borne by or shared with management.
3. Providing meaningful access to Union meetings and event spaces in the languages spoken by our members;
4. Working to eliminate our Union's reliance on inaccurate or unreliable automation tools, such as Google Translate, and instead invest in high quality, culturally appropriate/relevant translation and interpretation.
5. Ensure that anyone providing translation or simultaneous interpretation is respected, fairly compensated, and given appropriate notice for this work.
6. Ensure that all translation and interpretation is supported by the General Fund of SEIU Local 503, if the sub-local cannot afford it.

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

1. Use Census data and other data our Union collects, or has access to, to determine our members' language needs
2. Continue our practice of asking event registrants for their interpretation or accessibility needs in all SEIU events and meeting spaces.
3. Expand our offerings of simultaneous interpretation at Union meetings and events.
4. Providing closed captioning in virtual meetings
5. Provide visual descriptions during introductions and descriptions of images and videos: for Blind or Low Vision Attendees (and for those participating by phone in virtual meetings)
6. Ensure that all in-person and virtual meetings are ADA compliant.

Union Operations Resolution 4
Ranked Choice Voting for Statewide Officer/Board of Directors Elections and Options for Locals

BE IT RESOLVED that the Union shall amend its Bylaws as follows effective October 1, 2022:

ARTICLE XV – ELECTIONS

Section 5. Special Rules for Election of Statewide Officers, Directors and Assistant Directors.

(k) Each eligible voter may ~~cast one~~ vote for a the Directors and ~~one vote for an~~ Assistant Directors in their employment group (See Items 1-448 in Appendix 1). Where a member has more than one employer group, that member is limited to ~~one~~ vote in their primary employer group which shall be determined by where the longest membership status exists. Each eligible voter may also ~~cast up to the number of~~ votes for the Directors and ~~for~~ Assistant Directors from the member's geographic area (see Items 9-1542-22 in Appendix 1) ~~that match the number of seats~~. Homecare, Adult Foster Care and Childcare members shall be represented and vote in the geographic area in which they live. Out-of-state Homecare, Adult Foster Care and Childcare workers shall be represented in the geographic area closest to their home. All other members shall be represented and vote in the geographic area in which they work except that any member may opt, on an individual basis, to have their voting rights for Director and Assistant Director determined by where they live rather than where they work.

(o) The Union shall use ranked choice voting to determine the winner of all Statewide Officer, Director, and Assistant Director positions. Reasonable rules regarding the total number of candidates which may be ranked, procedures for rounds of elimination, or other procedural rules shall be evaluated and implemented by the Elections Committee. If the costs of a ranked choice vote election are quoted to exceed the amount budgeted, the Board of Directors, in their discretion, may direct that ranked choice voting be limited to Statewide Offices, or that the entire election may be conducted where candidates win by a plurality, provided such decision is made at least sixty (60) days prior to the opening of nominations. If no member eligible for an office receives a majority of votes for the office, the eligible members receiving a plurality of votes shall be deemed the winner.

Section 6. Special Rules for Elections in Locals.

(j) Locals may elect candidates via a plurality or through ranked choice voting to determine the winner of any/all elected positions in accordance with their Local Bylaws. Other voting methods may be utilized if approved by the Board of Directors. If the local bylaws are silent regarding the method of election, the default shall be that candidates are elected by a plurality. Locals shall be responsible for the cost of the election and the voting method choice selected. When a local employs a method of voting other than a plurality, the Board of Directors may adopt reasonable rules regarding the total number of candidates which may be ranked, procedures for rounds of elimination, limiting the use of ranked choice voting in races where multiple candidates are elected, or other procedural rules for administering voting in local elections if a local authorizes the use of ranked choice voting or another alternative voting method in their bylaws.

Section 7. Election of General Council Delegate Alternates.

- (a) In all General Council delegate elections using simple majority/plurality voting to determine the winner, the formula of a minimum of one (1) alternate for each two (2) delegates shall be followed. If an elected delegate or alternate cannot serve/attend the function to which they were elected, then the candidate with the next highest number of votes shall become the delegate/alternate for the remainder of the term.
- (b) If a Local employs ranked choice voting in their election, rules regarding the election of Alternates shall be implemented as part of the administrative rules for ranked choice voting adopted by the Board of Directors.
- (c) Regardless of the voting method used to determine a winner, if an elected delegate/alternate cannot serve/attend the function to which they were elected and if there are no other candidates who ran in the same election, then the members shall be notified of a special election to fill the position. In such instances where a special election is necessary, the election shall be called with a fifteen (15)-day notice to the members.

MEMBERSHIP AFFAIRS

Membership Affairs Resolution 1 (Amended) Documenting the History of SEIU 503 OPEU

BE IT RESOLVED that the time, resources and commitment of The Union be engaged to document The Union's history from its beginning as an Employee Association in 1943 to its current form as SEIU 503, OPEU through General Council 2022 and create a book-like publication.

BE IT FURTHER RESOLVED that this publication shall be created in four (4) volumes of roughly 20 years each.

BE IT FURTHER RESOLVED that these volumes will be created in print and electronic format.

BE IT FURTHER RESOLVED that this history will be provided to members of The Union's Board of Directors and Assistant Board of Directors as part of their on-boarding process and print copies made available to members of The Union at the cost of printing.

BE IT FURTHER RESOLVED that the electronic format of this history will support the submission of stories from members and past members about their participation in the historical events through photos, videos, and text narratives.

BE IT FURTHER RESOLVED that this history would be presented to The Union's Board of Directors meeting in March 2023 or at the meeting closest to the actual birthday of Public Employee Collective Association in Oregon and we encourage the Board to highlight the history throughout the year, incorporate in trainings, and included in an annual history event.

BE IT FURTHER RESOLVED THAT SEIU 503, OPEU that continued documentation of The Union's history is maintained by the production of "an annual" document of The Union's actions, activities, struggles, leadership, and engagement with members. This document would be created on a biannual basis to coincide with the General Council meeting. The period of the

first of these “Annuals” is to begin with General Council 2022 and delivered to General Council 2024.

BE IT FURTHER RESOLVED THAT when the History is complete it is to be announced to members and a digital copy be posted to the website.

Membership Affairs Resolution 2 (Amended)
Engaging Our Members in the Health of Our Union Through Recruitment, Reactivation and Retention

BE IT RESOLVED that the Union Board of Directors shall establish a Member Committee that would be supported by staff using data and current best practices to guide a discussion regarding ways that low membership sub-locals can recruit, reactivate and retain members.

THEREFORE, BE IT FURTHER RESOLVED that the committee works to develop a statewide pool of volunteers to actively engage with new members using best practices as determined by the Member Committee.

BE IT FURTHER RESOLVED the established Member Committee shall provide an annual update to the Board of Directors. Membership density and reports will be shared with the Board of Directors and Sublocal Leadership quarterly. Recommendations for new strategies and feedback on the effectiveness of existing strategies to improve recruitment, reactivation, and retention.

BE IT FURTHER RESOLVED the first report to the Board shall be May 2023 and the committee will continue to report annually to the Board.

Membership Affairs Resolution 3 (Amended)
Creating Pathways for Leadership of BIPOC Members, LGBTQIA+ People, and Members with Disabilities

BE IT RESOLVED BY THE GENERAL COUNCIL OF SEIU LOCAL 503, OPEU, that our Union shall continue and expand language and caucus-specific cohorts for Member Leadership Development Programs (MLDPs) designed specifically to develop leaders from these communities.

BE IT FURTHER RESOLVED that our Union shall recruit, develop and retain leaders from marginalized and underrepresented communities (specifically Black and Indigenous members, people of color, young people, LGBTQIA+ people, members with disabilities, and members living in rural areas) in all of its leader development programs, including but not limited to MLDPs, steward and activist training, elected officer recruitment, and the Contract Specialist program, as well as other opportunities hosted by our international Union and other organizations.

BE IT FURTHER RESOLVED that SEIU Local 503 shall explore opportunities for deep leadership development, such as the 2017 Leadership Academy, prioritizing the development of traditionally marginalized or underrepresented leaders.

BE IT FURTHER RESOLVED that SEIU local 503 staff will establish and follow an equitable, documented, procedure for ensuring inclusion of underrepresented members in leadership opportunities. The documented procedure shall be available to members online for their review.

BE IT FURTHER RESOLVED that SEIU Local 503 staff and sublocal elected leaders distribute information on about these leadership opportunities that our union distribute current/future leadership opportunities in a readily accessible way to all members.

Membership Affairs Resolution 4 (Amended)
Enable Possible Additional Delegates to the SEIU International Convention

BE IT RESOLVED THAT SEIU LOCAL 503, OPEU Bylaws Article X be amended as follows:

ARTICLE X – CONVENTIONS

~~Effective September 2008,~~ Delegates to the SEIU Convention shall be determined as follows:

Statewide Officers and members of the Board of Directors shall serve as automatic delegates to the SEIU Convention, as long as they meet all criteria set out by SEIU (which may include having been elected in an LMRDA governed election and having been a member in good standing for at least two years). For the President of the Retiree Local, this may include the Local meeting a threshold number of retiree members. If there are more people entitled to delegate status than the number of delegate slots to which the Union is entitled, then the Statewide Officers shall be automatic delegates, and names of eligible Directors shall be randomly chosen until all delegate slots are filled. If there are fewer people entitled to delegate status than the number of delegate slots to which the Union is entitled, then Assistant Directors who meet SEIU criteria shall be randomly chosen until all delegate slots are filled. If the Union is entitled to more Delegate slots than can be filled with Statewide Officers, Directors, and Assistant Directors, the Board of Directors may create a process to elect additional Delegates to the SEIU Convention and the Board of Directors will notify General Council delegates of the process created.

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