

# EXISTING POLICY RESOLUTIONS DOCUMENT

## SEIU LOCAL 503, OREGON PUBLIC EMPLOYEES UNION

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# **SEIU LOCAL 503, OPEU EXISTING POLICY RESOLUTIONS DOCUMENT**

**2020 TO DATE**

## **BYLAWS COMMITTEE**

### **LOCATION OF REGULAR BOARD OF DIRECTORS MEETINGS (Amended) (Round 1, Resolution 10 / August 12, 2020)**

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.

**Status:** Passed August 2020.

## **ECONOMIC & SOCIAL POLICY/INTERNATIONAL AFFAIRS COMMITTEE**

### **TRANSPARENCY IN STATE TREASURY INVESTMENTS (Resolution 1 / August 12-14, 2022)**

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.

**Status:** Passed August 2022.

### **LEGISLATIVE ACTION ON CLIMATE (Resolution 2 / August 12-14, 2022)**

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.

**Status:** Passed August 2022.

SUPPORT THE DEVELOPMENT OF TENANT UNIONS (Resolution 3 / August 12-14, 2022)

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.

**Status:** Passed August 2022.

ANTI-BULLYING AND ANTI-HARASSMENT (Amended) (Resolution 4 / August 12-14, 2022)

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.

**Status:** Passed August 2022.

SEIU 503 OPEU HEADQUARTERS SHALL REMAIN IN SALEM (Amended) (Round 2, Resolution 11 / August 12, 2020)

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.

**Status:** Passed August 2020.

## **EMPLOYEE REPRESENTATION COMMITTEE**

### **ORGANIZING AND INCREASING STANDARDS IN COMMUNITY-BASED CARE (Amended) (Resolution 1 / August 12-14, 2022)**

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.

**Status:** Passed by 2022 General Council.

### **PRIVATE EQUITY AND QUALITY OF LONG-TERM CARE AND JOBS (Resolution 2 / August 12-14, 2022)**

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.

**Status:** Passed by 2022 General Council.

### **BARGAINING EQUITY (Amended) (Resolution 3 / August 12-14, 2022)**

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.

**Status:** Passed by 2022 General Council.

CONFRONTING THE HEALTH CARE WORKER CRISIS (Amended) (Resolution 4 / August 12-14, 2022)

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.

**Status:** Passed by 2022 General Council.

#### EXPANSION OF STEWARD LEADERSHIP TRAINING (Round 2, Resolution 8 / August 12, 2020)

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.

**Status:** Passed by 2020 General Council.



RESOLUTION PROCESS AND GENERAL COUNCIL TRAINING (Amended) (Round 2, Resolution 14 / August 12, 2020)

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.

**Status:** Passed by 2020 General Council.

**UNION OPERATIONS COMMITTEE**

REDUCING SEIU 503'S CLIMATE IMPACT (Amended) (Resolution 1 / August 12-14, 2022)

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.

**Status:** Passed by 2022 General Council.

OVERCOMING THE DIGITAL DIVIDE (Amended) (Resolution 2 / August 12-14, 2022)

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.

**Status:** Passed by 2022 General Council.

CREATING A UNION-WIDE STANDARD FOR LANGUAGE JUSTICE AND ACCESS (Amended)  
(Resolution 3 / August 12-14, 2022)

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.

**Status:** Passed by 2022 General Council.

ENGAGING & BUILDING MEMBERSHIP WHILE PROTECTING UNION MEMBER DUES (Amended)  
(Round 2, Resolution 12 / August 12, 2020)

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.

**Status:** Passed by 2020 General Council.

## **MEMBERSHIP AFFAIRS COMMITTEE**

### **DOCUMENTING THE HISTORY OF SEIU 503 OPEU (Amended) (Resolution 1 / August 12-14, 2022)**

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.

**Status:** Passed by 2022 General Council.

ENGAGING OUR MEMBERS IN THE HEALTH OF OUR UNION THROUGH RECRUITMENT, REACTIVATION AND RETENTION (Amended) (Resolution 2 / August 12-14, 2022)

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.

**Status:** Passed by 2022 General Council.

CREATING PATHWAYS FOR LEADERSHIP OF BIPOC MEMBERS, LGBTQIA+ PEOPLE, AND MEMBERS WITH DISABILITIES (Amended) (Resolution 3 / August 12-14, 2022)

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.

**Status:** Passed by 2022 General Council.

**MEMBER ASSISTANCE CENTER (MAC) – MEMBER RESOURCE CENTER (MRC) OUTREACH & EDUCATION (Round 2, Resolution 5 / August 12, 2020)**

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.

**Status:** Passed by 2020 General Council.

**OTHER POLICIES PASSED THROUGH OUT-OF-SESSION GENERAL COUNCIL VOTES**

**UNIONS FOR ALL AND GROWTH IN LONG TERM CARE (Round 1, Resolution 1 / July 28, 2020)**

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.

**Status:** Passed by 2020 General Council.

**FAIR SHOT COALITION & ECONOMIC JUSTICE (Round 1, Resolution 2 / July 28, 2020)**

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.

**Status:** Passed by 2020 General Council.

STEWARDS AND LEADER TRAINING, TRACKING & MENTORSHIP PROGRAMS (Round 1, Resolution 5 / July 28, 2020)

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.

**Status:** Passed by 2020 General Council.

ENDORISING THE OREGON GREEN NEW DEAL (Round 1, Resolution 8 / July 28, 2020)

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.

**Status:** Passed by 2020 General Council.



CODE OF CONDUCT (Round 1, Resolution 10 / July 28, 2020)

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.

**Status:** Passed by 2020 General Council.

BARGAINING INCLUSIVE & EQUITABLE CONTRACTS (Round 1, Resolution 11 / July 28, 2020)

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.

**Status:** Passed by 2020 General Council.

EQUITY & INCLUSION IN DECISION MAKING (Round 1, Resolution 12 / July 28, 2020)

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.

**Status:** Passed by 2020 General Council.



OUTREACH & INTEGRATION OF RURAL & COASTAL WORKERS (Round 1, Resolution 13 / July 28, 2020)

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.

**Status:** Passed by 2020 General Council.

TEMPORARY FUNDING ALLOTMENTS FOR 2021 DUE TO COVID-19 (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.

**Status:** Passed by 2020 General Council.