



Bylaws (BL #1)

1 **Subject:** General Council meets every 3 years
 2 **Authored by:** Joy'e Willman, Chair, Rules Committee; Johnny Earl, Chair, Operations
 3 Committee; Thuy Huyen, Chair, Finance Committee; Steve Demarest, Immediate Past
 4 President and Rules Committee Member
 5 **Submitted by:** Rules Committee, Operations Committee, Finance Committee
 6
 7 **WHEREAS,** the Bylaws of SEIU Local 503, OPEU currently require a regular session of
 8 General Council every two years, and
 9 **WHEREAS,** every four years, the regular session of General Council occurs soon after
 10 the SEIU International convention, which, like General Council, also takes up staff
 11 resources, and
 12 **WHEREAS,** General Council regular sessions are hybrid (in-person and online) events,
 13 and
 14 **WHEREAS,** in a year without a large bargaining campaign or a regular General Council
 15 session, space would open up to run other large events that bring in a broader group of
 16 members, for example more frequent Stewards and Civil and Human Rights Conferences,
 17 allowing us to expand and diversify our leadership base and engage more members, and
 18 **WHEREAS,** our Union has the technology to hold large virtual meetings and has held
 19 several electronic votes among General Council delegates to change our Bylaws around
 20 less complex issues between General Councils, and
 21 **WHEREAS,** General Council delegates can make decisions between large General
 22 Council hybrid events, and more complicated business could be brought to an interim
 23 General Council meeting online, and
 24 **WHEREAS,** Locals can bring issues and proposals to the Board of Directors for referral
 25 to the General Council between regular sessions, and
 26 **WHEREAS,** the cost of a General Council hybrid regular session has risen to over \$1.1
 27 million, therefore, moving to a 3-year hybrid General Council would reduce direct costs
 28 alone over \$1.1 million over six years, and
 29 **WHEREAS,** a triennial General Council would therefore open the possibility of using
 30 resources elsewhere – e.g., more focus on supporting member leaders around building
 31 their sublocals, running campaigns that impact working conditions, and engaging more
 32 members in Unionwide meetings and events, and therefore,

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36 **Be it resolved that SEIU Local 503, OPEU Bylaws, Article VIII, Sections 1 and 4 be**
37 **amended as follows:**

ARTICLE VIII - GOVERNANCE OF THE UNION

40 Section 1. The General Council is the supreme governing body of the Union and shall
41 meet in regular session ~~every even-numbered~~ in the third calendar year after the prior
42 regular session.

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

48 (a)The AP&P document is amendable by both the General Council and the Board.
49 Provisions adopted by a majority vote of the General Council shall be kept distinct from
50 those adopted by the Board. Provisions adopted by the General Council may only be
51 amended by the Board using the General Council process unless a provision has not been
52 reaffirmed or amended by General Council for more than ~~four (4)~~ six (6) years. * * *

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54 **Be it further resolved that SEIU Local 503, OPEU Bylaws, Article IX, Sections 1**
55 **and 2 be amended as follows:**

56 **ARTICLE IX - THE GENERAL COUNCIL**

57 Section 1. (a) The General Council shall meet in regular session within the State of
58 Oregon during every ~~even-numbered~~ three years on dates and location and by means
59 fixed by the Board of Directors.

60 * * * * *

61 (c) Between sessions of the General Council, the President, in conjunction with the
62 Executive Director and the Board, shall regularly communicate with General Council
63 delegates regarding the affairs of the Union and the Board, and shall convene non-
64 governance meetings of delegates as needed in calendar years without a regular session
65 for General Council business and delegate development. At least annually, the Executive
66 Director, in conjunction with the President, shall inform delegates of the status of General
67 Council resolutions.

68 Section 2.

69 * * * * *

70 (c) Voting delegates shall be elected to serve a ~~two (2)~~ three (3)-year term prior to every
71 regular session of General Council in the same calendar year. Alternates who become
72 delegates at ~~General Council~~ shall become delegates of record for the remainder of the ~~two~~
73 (2) three (3)-year term.

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75 **Be it further resolved that SEIU Local 503, OPEU Bylaws, Article XI, Section 1 be**
76 **amended as follows:**

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ARTICLE XI - BOARD OF DIRECTORS

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

84 (a)The Directors/Assistant Directors elections shall be conducted in conjunction with the
85 Statewide Officers election after the regularly scheduled, ~~biennial~~ triennial General
86 Council session.

87 (b) The term of office for the Board, including Statewide Officers, shall begin with
88 installation on the Friday immediately preceding the first, regularly scheduled, full
89 meeting of the Board following completion of the vote tally. The President and Vice

90 President of Retiree Local 001 shall serve a two-year term and shall be installed at the
91 first full meeting of the Board in May, immediately following their local election.

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93 **Be it further resolved that SEIU Local 503, OPEU Bylaws, Article XV, Sections 5**
94 **and 6 be amended as follows:**

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ARTICLE XV - ELECTIONS

96 Section 5. Special Rules for Election of Statewide Officers, Directors and Assistant
97 Directors. These rules shall apply to the conduct of Statewide Officer and Board of
98 Directors elections, in addition to the safeguards and procedures specified in Section 3
99 above.

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101 (b)Nominations shall be open and forms shall be made available to all eligible members
102 statewide no later than the last Monday in June the month prior to the month immediately
103 prior to the ~~biennial~~ triennial session of General Council of the election year and
104 nominations shall close at 5:00 pm on the Friday before General Council.

105 * * * * *

106 Section 6. Special Rules for Elections in Locals.

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108 (b): Elections for Local Representatives and General Council delegates shall be
109 conducted in accordance with procedures provided in the Local's governing documents
110 so long as they are not inconsistent with law or these Bylaws.

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112 **Be it further resolved that SEIU Local 503, OPEU Bylaws, Article XVII, Section 6**
113 **be amended as follows:**

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ARTICLE XVII - COMMITTEES

115 Section 6. The Union Finance Committee shall consist of the Treasurer, as chair, the Vice
116 Presidents, the Secretary and members as designated pursuant to Section 1 of this
117 Article. The Finance Committee shall:

118 (a)Develop plans for adequately financing the Union and shall, in ~~even-numbered~~ years
119 with a regular session of General Council, present to the Board at ~~their~~ the Board of
120 Directors' meeting preceding the General Council session ~~Board of Directors' meeting~~, a
121 budget of estimated receipts, expenditures, and budget balances for the ensuing fiscal
122 year. In ~~odd-numbered~~ years without a regular General Council session, the same
123 information shall be presented to the Board for approval, at ~~their~~ the last Board meeting
124 in the fiscal year.

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126 **Be it further resolved that SEIU Local 503, OPEU Bylaws, Article XIX, Section 6 be**
127 **amended as follows:**

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ARTICLE XIX - GENERAL FINANCIAL MATTERS

129 Section 6. The total annual budget of the Union as approved by the General Council, or
130 the Board in ~~odd-numbered~~ years without a regular General Council session, shall not be
131 exceeded, except by authority of the Board or General Council.

132 **Be it further resolved that Local Representative training and communication will**
133 **include advice on bringing proposed actions by the General Council between**
134 **regular sessions to the Board of Directors.**

IMPACT STATEMENTS

Financial: The Board budgeted \$1 million for General Council in 2024, with the main cost drivers being food, hotels, and interpretation. The increase in costs with inflation for General Council has been significant, the cost in 2022 was \$800,000.

This resolution calls for general council to meet in between general councils, and depending if that was in person or not, that could have costs associated with it. If those meetings were virtual, there would be no additional costs.

Without knowing what the increasing costs are, if we assume 4% inflation a year, which is lower than the current inflation costs we have seen the costs over 6 years would be the cost savings as shown below.

	Every 2 years (4% inflation/yr)	Every 3 years (4% inflation/yr)
current 2024	\$1,000,000	
2025		
2026	\$1,080,000	
2027		\$1,120,000
2028	\$1,166,400	
2029		
2030	\$1,259,712	\$1,254,400
Total cost for 6 years	\$3,506,112	\$2,374,400

Savings over 6 years

\$1,131,712

Equity: Transitioning General Council to a triennial schedule will enable our union to allocate resources more effectively toward events and initiatives that enhance accessibility for members facing participation barriers. This change allows for more frequent Stewards Conferences, Civil and Human Rights Conferences, and other events, fostering greater representation and leadership within the union. By engaging a broader range of members in decision-making and expanding involvement opportunities beyond governance roles to include positions such as CAT, steward, and caucus leader, we can better serve our diverse membership. Additionally, creating avenues for member engagement between General Council meetings ensures that diverse voices are heard and included in decision-making processes, reinforcing our commitment to equity and inclusion.

Legal: The passage of this resolution would have no impact on the Union's ability to perform necessary governance functions. The Union already uses out-of-session voting when issues arise which must be addressed by General Council delegates between

sessions of General Council. Holding General Council every three years would save a substantial amount of money and staff time in preparing for General Council every two years, which could be reallocated to serve other representational needs of members like more frequent Steward Conferences or other representation trainings.

Political: Reducing the frequency of General Council could create more space for other events, including a possible political conference or additional trainings for members who are interested in CAPE & the political program.