



Employee Representation (ER #3)

1 **Subject:** Create a New Body of Member Leaders to Support a Strong Bargaining
2 Campaign
3 **Authored by:** Shamus Cooke
4 **Submitted by:** Sub Local 200
5

6 **WHEREAS** bargaining campaigns have been a proven way to bring new people into the
7 union and engage existing members.

8 **WHEREAS** engaging and communicating with members during bargaining is critically
9 important and an ongoing challenge for our union.

10 **WHEREAS** unions around the country have found success engaging members with
11 “open” or “expanded” bargaining, where members are invited to attend every bargaining
12 session and engage with the bargaining team on a deeper level.

13 **WHEREAS** open/expanded bargaining is a way to bring new members into the union by
14 having them experience the bargaining process and see firsthand how the union’s
15 proposals compare to management’s proposals.

16 **WHEREAS** the Portland Association of Teachers and UPS Teamsters began deeply
17 engaging members over bargaining one (1) year before their first bargaining session.

18 **WHEREAS** it is tradition to have a bargaining conference after a tentative agreement is
19 signed, where members vote on whether to recommend the tentative agreement to the
20 membership.
21

22 **BE IT RESOLVED** that the union will strive to invite all union members to bargaining
23 sessions. The union will create an auxiliary body to the central bargaining committee,
24 called the “Expanded Bargaining Committee.” The role of the new committee will be to
25 engage members and non-members around bargaining; to meet as needed to discuss and
26 plan bargaining strategies and events, and to assist in building a campaign to engage
27 members in the upcoming bargaining process.
28

29 **BE IT FURTHER RESOLVED** that the Expanded Bargaining Committee will consist
30 of bargaining delegates, General Council delegates, elected officers, stewards and
31 Contract Action Team members.
32

33 **BE IT FURTHER RESOLVED** that the Expanded Bargaining Committee or its
34 representatives will be allowed to attend caucus meetings of the central table statewide
35 bargaining team.
36

37 **BE IT FURTHER RESOLVED** that the Expanded Bargaining Committee will be privy
38 to proposals from management and potential proposals from the bargaining committee,
39 and will give feedback and suggestions about potential proposals and strategies, and be
40 able to attend all caucus meetings of the central table statewide bargaining team.
41

42 **BE IT FURTHER RESOLVED** that the Membership Committee will oversee the

43 initiation of the Expanded Bargaining Committee and give regular reports of their
44 progress to the Board of Directors.

IMPACT STATEMENTS

Financial: Unknown. Currently bargaining is in-person for most units and it is not clear in the resolution if SEIU 503 would be responsible for costs for additional members to travel to bargaining. Currently SEIU503 pays for travel for bargaining teams, including mileage, food and hotel and it costs \$100,000-\$400,000 a year depending on the number of tables and if the tables travel significantly for bargaining.

Equity: The members of the equity impact committee believe that this resolution may have a positive impact on our equity and inclusion efforts. Open bargaining, where all union members are invited to attend bargaining sessions, fosters transparency and inclusivity.

Legal: This resolution carries potential legal impacts. The Union's Bargaining Team in the public sector is entitled to reasonable paid time under state law. The expanded bargaining committee described under this resolution would not be eligible for reasonable paid time, meaning that the expanded committee members (as opposed to the core team) would likely have to take leave to participate. If all of the hundreds of bargaining delegates, General Council delegates, sublocal leaders, and CATs attended Union caucuses, it would be important for there to be clear ground rules to appropriately limit time for feedback so that the core bargaining team's ability to develop proposals in a timely manner is not hindered, which could have other impacts on bargaining.

Political: No impact