



2024 Committee Recommendations:  
Do Pass \_\_\_\_\_ Pass as Amended \_\_\_\_\_  
Do Not Pass \_\_\_\_\_ Held in Committee \_\_\_\_\_

## Employee Representation (ER #4)

1 **Subject:** Building Strike Ready Bargaining Campaigns through Cross Union  
2 Collaboration  
3 **Authored by:** Rachele Mullins  
4 **Submitted by:** Sub Local 200  
5

6 **WHEREAS**, SEIU Local 503, OPEU members in many bargaining units lack first-hand  
7 experience with strike preparation and execution.

8 **WHEREAS**, SEIU Local 503, OPEU as Oregon’s largest union is regularly asked to  
9 provide staff support to other Oregon unions during bargaining campaigns and strikes.

10 **WHEREAS**, SEIU Local 503, OPEU as a member of SEIU International is regularly  
11 asked to provide staff support to other SEIU Locals across the county.

12 **WHEREAS**, SEIU Local 503, OPEU members in both strike-permitted and strike-  
13 prohibited bargaining units have a vested interest in raising wages for the entire working  
14 class.  
15

16 **BE IT RESOLVED** that SEIU Local 503, OPEU shall upon receipt of requests for  
17 support from either other unions in Oregon or nationwide, make those opportunities  
18 available to union members on an equitable basis for the purpose of leadership  
19 development and field training.  
20

21 **BE IT FURTHER RESOLVED** that participation in such assignments prioritize union  
22 members who are engaged in a bargaining campaign defined as from the launch of a  
23 bargaining survey or first bargaining conference up until a tentative agreement is reached  
24 as long as participation would not hinder that member’s participation in their own  
25 campaign.  
26

27 **BE IT FURTHER RESOLVED** that SEIU Local 503, OPEU shall provide coverage for  
28 the costs of transportation, lodging, and other expenses, including, if necessary, lost  
29 wages for members participating in these campaigns.  
30

31 **BE IT FURTHER RESOLVED** that elected bargaining delegates shall be empowered  
32 through their own agreed upon process to call on SEIU Local 503, OPEU to make a  
33 request for staff or member support and participation from other SEIU Locals or other  
34 Oregon unions and that such requests shall be relayed by the SEIU 503 Executive  
35 Director.

### IMPACT STATEMENTS

**Financial:** The fiscal impact of this resolution is unknown, but not expected to be significant. We often send members to other states to do solidarity work. There are times when the solidarity campaigns pay for our members to travel there and there are times

when we fund the members to travel depending on the resources of the on-the-ground campaign. This would formalize a process but not clearly increase costs.

**Equity:** While our union regular sends members to support solidarity work in other unions, this resolution's emphasis on prioritizing those currently engaged in bargaining campaigns inadvertently disadvantages members not already in leadership roles. This approach conflicts with our union's 5 year strategic plan of creating new pathways for leadership, as it limits opportunities for broader member involvement and development.

**Legal:** No impact

**Political:** No impact