



Economic and Social Policy/International Affairs (ESPIA #6)

1 **Subject:** Protect and expand our Civil and Human Rights
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4 Huyen, Civil and Human Rights Committee
5 **Submitted by:** Board of Directors
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7 **WHEREAS** Our union is deeply committed to fighting for justice and equity not only
8 within the workplace but also in our communities and society at- large. We believe that
9 safeguarding civil and human rights is essential for fostering a just and equitable society
10 where all individuals can live and thrive, free from discrimination and oppression.

11 **WHEREAS** While hate against systemically and historically oppressed communities (i.e.
12 Black, Indigenous, People of Color, LGBTQIA2S+, Immigrants, people living with a
13 disability) seeks to divide workers, our biggest strength as a union is our collective power
14 and solidarity.

15 **WHEREAS** Workers from systemically and historically oppressed communities deserve
16 to have their union stand behind them in this growing national climate of hate, and an
17 unprecedented number of attacks on our rights and freedoms.

18 **WHEREAS** SEIU acknowledges the significant contributions made by workers from
19 historically and systemically marginalized communities.

20 **WHEREAS** While Oregon has strong laws that protect access to reproductive health
21 care, gender expression and identity, and sexual orientation, countless bills are
22 continually introduced in the Oregon legislature that intend to roll back these statutory
23 protections; including the U.S. Supreme Court’s overturn of Roe v. Wade in 2022 which
24 undermined abortion rights and access throughout the country.

25 **WHEREAS** While countless laws and policies are being passed across the US that seek
26 to limit or eliminate reproductive rights and outright attack our LGBTQIA2S+ union
27 siblings, there is also a rise in antisemitism and islamophobia.

28 **WHEREAS** As a union, we recognize the importance of actively supporting and
29 advocating for the rights and well-being of all members, regardless of their background.
30 We understand that workers from marginalized communities face unique challenges and
31 vulnerabilities, including the threat of hate and bigotry. Therefore,
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33 **BE IT RESOLVED** by the General Council of SEIU Local 503, OPEU that SEIU Local
34 503 recommits and affirms our inclusive belief that all workers should have the freedom
35 to live and work without discrimination; to make our own personal decisions and access
36 the healthcare we need to live and thrive without political control, discrimination, and
37 interference. Each of us, regardless of our gender identity, sex, or who we love, should be
38 able to live, work, and make deeply personal decisions about our lives with dignity,
39 respect, and equality of rights and freedoms.
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41 **BE IT RESOLVED** by the General Council of SEIU Local 503, OPEU that we will
42 work with other labor unions to educate and unite workers in our shared struggle for

43 social and economic justice and ensure that labor is at the forefront of the movement for
44 body autonomy, gender, LGBTQIA2s+, and reproductive justice. That we as a union
45 help lead any future legislative or political efforts to ensure that Oregon’s Constitution
46 explicitly protects sexual orientation, gender identity, and the individual's right to make
47 our own decisions about marriage, our reproductive health, and healthcare.

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49 **BE IT FURTHER RESOLVED** by the General Council of SEIU Local 503, that we
50 stand resolute in our dedication to combating Antisemitism and Islamophobia within our
51 communities and workplaces. We are committed to promoting inclusivity and equity for
52 all workers, irrespective of their religious beliefs, ethnicity, or any other identity. Just as
53 we champion the freedom of individuals to make their own private healthcare decisions
54 and access necessary reproductive healthcare without interference, we also uphold the
55 right of every individual to live and work free from discrimination based on religion,
56 ethnicity, or any other characteristic. We reaffirm our unwavering support for our
57 fundamental right to freedom of speech as a cornerstone of democracy. This includes the
58 right to advocate for peace and social justice both domestically and internationally, and to
59 critique government actions that infringe upon our civil and human rights. We recognize
60 that distinguishing between critiquing a government's policies and engaging in hate
61 speech against individuals or groups is essential for maintaining a healthy public
62 discourse.

63
64 **BE IT FURTHER RESOLVED** by the General Council of SEIU Local 503, that SEIU
65 Local 503 is committed to taking a proactive role in any future legislative or political
66 efforts aimed at standing in solidarity with our union siblings from historically and
67 systemically marginalized communities who experience hate or discrimination.
68 Therefore, we affirm our commitment to use our collective voice and resources to
69 champion policies and initiatives that promote inclusivity, equity, and social justice for
70 all.

IMPACT STATEMENTS

Financial: This would be worked into our current political program and coalition work with other unions, so there would be no financial impact.

Equity: In the face of attempts to divide workers, especially those from Black, Indigenous, People of Color, LGBTQIA2S+, immigrant, and disabled communities, our union’s greatest strength lies in our collective power and solidarity. By standing firmly behind workers from historically and systemically oppressed communities, we demonstrate our commitment to supporting them amid the growing national climate of hate and unprecedented attacks on our rights and freedoms.

Legal: No impact

Political: Through our work with Fair Shot for All and other coalitions, SEIU members have made clear that the fight for economic and worker justice is deeply linked to the fights for racial, environmental, and gender justice. This resolution reaffirms that belief

and commits our union to showing up as an ally for bodily autonomy, LGBTQ+ rights, immigrant justice, and more. It is also in line with resolutions passed during the 2024 International Union Convention.