



1 **Subject:** Align Retiree Director and Assistant Director Positions with the other Board of
2 Directors positions.

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4 **Submitted by:** Retiree Local 001

5

6 **WHEREAS**, the Union’s Bylaws (Bylaws) provide for a Retiree Director and an
7 Assistant Director (AD) on the Union’s Board of Directors (the Board); and

8 **WHEREAS**, the Bylaws provide that the Retiree Local 001 President and Vice President
9 shall serve as the Retiree Director and AD, respectively; and therefore

10 **WHEREAS**, the Bylaws establish the terms of the Retiree Director and AD as May to
11 May of even-numbered years, to match the terms of the Retiree Local Representatives;
12 and

13 **WHEREAS**, this puts the terms of the Retiree Director and AD out of alignment with the
14 rest of the Board; and

15 **WHEREAS**, joining the Board in the last six months of the terms of the rest of the Board
16 and leaving the Board before the rest of the Board completes their terms is awkward and
17 not conducive to team building and good governance; and

18 **WHEREAS**, every four years, candidates for Retiree President (Director) and Vice
19 President (Assistant Director), and the Union, do not know if the members will be
20 eligible to attend the SEIU International Convention as a Board member or AD until the
21 results of Retiree Local elections shortly before the convention; and

22 **WHEREAS**, the Retiree Local does not have the option of electronic elections for its
23 sublocal elections because federal regulations do not allow electronic voting for positions
24 on the Board; and

25 **WHEREAS**, the Retiree Local should have the option of electronic elections for its
26 Local Representatives and General Council delegates; and

27 **WHEREAS**, for the above reasons, the Retiree Local President and Vice President
28 should be elected separately from the Retiree Director and AD, *therefore*

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30 **BE IT RESOLVED THAT SEIU LOCAL 503, OPEU Bylaws** be amended as
31 follows:

32 **ARTICLE III – MEMBERSHIP** Section 5. Retiree Membership. (a) Retiree
33 membership is open to persons who, while employed, were active, staff, or associate
34 members of the Union or its predecessor organizations or other SEIU affiliated unions.
35 (b) Retiree members have all the rights of Union membership except those rights
36 excluded herein. The ~~President of the~~ Retiree Local 001 Director, or, in the ~~President’s~~
37 Director’s absence, the ~~Vice President of the~~ Retiree Local 001 Assistant Director, shall
38 have voting rights as a member of the Board. Delegates to General Council shall have the
39 same voting rights as other General Council delegates.

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41 **ARTICLE IX - THE GENERAL COUNCIL** Section 4. Accreditation. A Local
42 delegate is accepted as a member of General Council upon presentation and acceptance at
43 the regular session and/or special session of General Council with credentials signed by

44 an officer or Local Representative of the delegate's Local. Statewide Officers, Directors,
45 and Assistant Directors, ~~including the Retiree Local President and Vice President~~, are
46 accepted as members upon presentation and acceptance of credentials signed by the
47 Union President or Secretary.

48
49 **ARTICLE X - CONVENTIONS** Delegates to the SEIU Convention shall be
50 determined as follows: Statewide Officers and members of the Board of Directors shall
51 serve as automatic delegates to the SEIU Convention, as long as they meet all criteria set
52 out by SEIU (which may include having been elected in an LMRDA governed election
53 and having been a member in good standing for at least two years). For the ~~President of~~
54 ~~the Retiree Local~~ Director, this may include the Local meeting a threshold number of
55 retiree members.

56
57 **ARTICLE XI - BOARD OF DIRECTORS** Section 1. The Board of Directors of the
58 Union (the Board) is comprised of: (a) Directors holding the seats set forth in Appendix 1
59 to these Bylaws, ~~including the President of Retiree Local 001~~; (b) The Statewide
60 Officers; and (c) The Immediate Past President.

61 (a) The Directors/Assistant Directors elections shall be conducted in conjunction with the
62 Statewide Officers election after the regularly scheduled, biennial General Council
63 session.

64 (i) After 2024, the Directors/Assistant Directors elections shall include the Retiree
65 Director/Assistant Director. After the first such election, this subparagraph shall
66 be deleted from the Bylaws.

67 (b) The term of office for the Board, including Statewide Officers, shall begin with
68 installation on the Friday immediately preceding the first, regularly scheduled, full
69 meeting of the Board following completion of the vote tally. ~~The President and Vice~~
70 ~~President of Retiree Local 001 shall serve a two-year term and shall be installed at the~~
71 ~~first full meeting of the Board in May, immediately following their local election.~~

72 (i) Irrespective of paragraph (b) of this Section, the terms of office for the Retiree
73 Director and Assistant Director that began May 2024 shall end May 1, 2026 and
74 the positions shall be deemed vacant. The Union President shall nominate eligible
75 members of the Retiree Local to fill the vacancies, subject to confirmation by the
76 Board. The Retiree Local may nominate members for the President's
77 consideration. The terms of the nominated and confirmed Director and Assistant
78 Director shall end with the next installation of the Board provided for in
79 paragraph (b). At that time, this subparagraph shall be deleted from the Bylaws.

80 (c) A member can serve in the position of Director for only two (2) terms in any six (6)-
81 year period.

82 (d) Directors and Assistant Directors, other than Directors or Assistant Directors from the
83 Retiree Local, shall be active members of the Union.

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85 **ARTICLE XV – ELECTIONS** Section 5. Special Rules for Election of Statewide
86 Officers, Directors and Assistant Directors. These rules shall apply to the conduct of
87 Statewide Officer and Board of Directors elections, in addition to the safeguards and
88 procedures specified in Section 3 above.

89 (a) The President shall appoint members to a Statewide Officer and Board of Directors
90 Elections Committee, subject to ratification by the Board of Directors. The Statewide
91 Officer and Board of Directors Elections Committee shall designate the open period for
92 nominations for Union President, Vice President, Secretary, Treasurer, Executive
93 Director, Directors and Assistant Directors ~~except for the Retiree President and Vice~~
94 ~~President.~~

95 Section 6. Special Rules for Elections in Locals. (a) Local representative elections for
96 all Locals within the Union shall be held between January and April of even numbered
97 years, with those elected taking office no later than May 1st of that year. ~~The seated~~
98 ~~Retiree Local President shall complete the full two-year term of office on the Board, and~~
99 ~~the Retiree Local President-elect and the Retiree Local Vice President shall be installed~~
100 ~~with the full Board.~~

101

102 **APPENDIX 1 – BOARD OF DIRECTORS SEATS (See Article XI Section 1 of**
103 **Bylaws) BOARD OF DIRECTORS SEATS** Directors and Assistant Directors are

104 elected in the following way by bargaining groups/industry and region:

- 105 1. One member employed by a university represented by the Union;
- 106 2. Four members employed by the Department of Administrative Services (DAS), State
107 of Oregon. The four seats will be divided among the bargaining coalitions of DAS: (a)
108 One member employed by an agency in the Human Services Coalition of DAS; (b) One
109 member employed by an agency in the ODOT Coalition of DAS; (c) One member
110 employed by an agency in the Specials Coalition of DAS; (d) One member employed by
111 an agency in the Institutions Coalition of DAS;
- 112 3. One member employed by a local government;
- 113 4. One member employed by a private non-profit agency;
- 114 5. Four members in the Client Employed Provider program or a private home care
115 agency;
- 116 6. One member employed by a nursing home, assisted living facility or other private
117 sector care facility;
- 118 7. One member employed as a child care provider;
- 119 8. One member employed as an adult foster home provider;
- 120 9. Three members who work in Region 1/Central Valley (Marion & Polk Counties);
- 121 10. Two members who work in Region 2/South Valley (Benton, Lane, Lincoln & Linn
122 Counties); 11. One member who works in Region 3/Southwest Oregon (Coos, Curry,
123 Douglas & Josephine Counties);
- 124 12. One member who works in Region 4/Southern Oregon (Jackson, Klamath, Lake,
125 Harney, Malheur and Payette (ID) Counties);
- 126 13. One member who works in Region 5/Eastern & Central Oregon (Baker, Crook,
127 Deschutes, Gilliam, Grant, Hood River, Jefferson, Morrow, Sherman, Umatilla, Union,
128 Wallowa, Wasco & Wheeler Counties);
- 129 14. Three members who work in Region 6/Multnomah & Clackamas Counties
130 (Multnomah, Clackamas, Columbia, Clark & Cowlitz (WA) Counties);
- 131 15. One member who works in Region 7/Northwest Oregon (Clatsop, Tillamook,
132 Washington & Yamhill Counties); and
- 133 16. ~~The President and Vice President~~ One member of the Retirees' Local of SEIU Local
134 503, OPEU.

IMPACT STATEMENTS

Financial: This will likely increase the cost of our statewide election ballot since it would require an additional race on our statewide ballot, but actual cost is unknown although it would be a minimal increase in the cost of the statewide election.

Equity: The proposed resolution would provide retiree members with clear and predictable guidelines regarding their eligibility to attend the SEIU International Convention as Board members. Additionally, implementing electronic elections for retiree positions will further promote inclusivity by enabling broader participation from all retiree members, regardless of their ability to vote in-person. This change ensures that all voices are heard and represented, fostering a more equitable and inclusive environment within the union.

Legal: The election of the Retiree Director and Assistant Director would change to a ranked-choice vote election conducted with the rest of the Statewide Officer and Board of Director elections. The Retiree sublocal would still have to conduct their own elections for other sublocal positions, and appropriate amendments to the Retiree Sublocal Bylaws are strongly recommended (but not strictly required).

Political: No impact