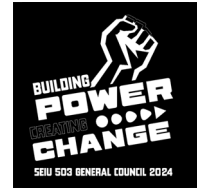




Service Employees International Union, Local 503,  
Oregon Public Employees Union



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

1 **Subject:** Education and training benefits for SEIU Local 503, OPEU members

2 **Authored by:** Max Brown, Pradnya Garud, Emily Wang

3 **Submitted by:** Sub Local 200

4

5 **WHEREAS,** the Service Employees International Union (SEIU) Local 503, OPEU  
6 General Council recognizes the importance of investing in the professional development  
7 and educational advancement union members.

8 **WHEREAS,** providing tuition waiver, prepaid learning stipend, work time learning, and  
9 paybacks for union members contributes to a skilled and knowledgeable workforce,  
10 improves job performance, attracts and retains staff, and enhances the quality of public  
11 services in Oregon.

12 **WHEREAS,** providing tuition waiver, prepaid learning stipend, work time learning, and  
13 paybacks for union members serves our shared value of equity by giving workers who  
14 have not been able to pursue higher education or high-cost training programs, which can  
15 advance their careers and facilitate greater benefits for their families and communities.

16 **WHEREAS,** investing in union members to fill gaps and high need areas in our  
17 workforce by leveraging federal and local funding sources and partnerships including  
18 state government, community and technical colleges, universities, employers, etc., can  
19 expand union members' knowledge, skills, and abilities to benefit all Oregonians.

20 **WHEREAS,** equitable access to educational and training opportunities is essential for  
21 promoting economic mobility, reducing income and wealth inequality, and fostering a  
22 more inclusive and equitable society.

23

24 **BE IT RESOLVED** that SEIU Local 503, OPEU shall advocate for the establishment of  
25 comprehensive education and training benefits for its members, including tuition  
26 assistance, prepaid learning stipends, scholarships, professional development, and  
27 payback programs, regardless of job classification, income level, or employment status,  
28 and prioritize support for historically marginalized and underrepresented communities.

29

30 **BE IT FURTHER RESOLVED** that SEIU Local 503, OPEU General Council shall  
31 endorse the establishment of comprehensive education and training benefits for its  
32 members as a critical initiative to promote economic mobility, enhance job performance,  
33 and foster and retain a more inclusive and equitable public sector workforce in Oregon.

34 **BE IT FURTHER RESOLVED** that SEIU Local 503, OPEU shall call upon  
35 policymakers, state agencies, and educational institutions in Oregon to prioritize and  
36 implement the education and training benefits program as part of a comprehensive  
37 investment and retention strategy in the professional development and educational  
38 advancement of its members.

**IMPACT STATEMENTS**

**Financial:** This would be incorporated into our current bargaining and political program, so there would not be a financial impact.

**Equity:** Providing education and training benefits for members significantly promotes equity and inclusion by ensuring that all workers, regardless of job classification, income level, or employment status, have access to opportunities for professional development and educational advancement. This initiative prioritizes support for historically marginalized and underrepresented communities, helping to reduce income and wealth inequality, promote economic mobility, and create a more equitable and educated workforce.

**Legal:** No impact

**Political:** Our union has a history of advocating for education and training benefits for members to support recruitment and retention. This resolution specifically directs the union to "call upon policymakers, state agencies, and educational institutions" to further our educational goals for members. This would not be new work, but would recommit us to that advocacy.