



Union Operations (UO #6)

1 **Subject:** New Employee Orientations
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3 **Submitted by:** Sub Local 200

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5 **WHEREAS,** it is critical that our union consistently increase membership unionwide by
6 engaging the current workforce.

7 **WHEREAS,** new employees shall receive a New Employee Orientation within the first
8 30 days of service per the Collective Bargaining Agreement. This does not consistently
9 occur and additional touch points of outreach to new employees are needed.

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11 **BE IT RESOLVED** that SEIU Local 503, OPEU shall email each new employee, within
12 60 days of employment start date, the specific information for the employee’s sub-local
13 leadership contact information, direct branch leadership contact information, and union
14 organizer contact information to encourage involvement with our union.

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16 **BE IT RESOLVED** that SEIU Local 503, OPEU shall create a process to give new
17 employees contact information for sub-local leadership, direct branch leadership, and
18 union organizer within the first seven (7) days of start date.

IMPACT STATEMENTS

Financial: We currently do emails to new members, there would be no financial impact as this could be worked into the current program.

Equity: We currently do emails to new members, there would be no equity impact.

Legal: Union collective bargaining agreements do not require data or information about new hires to be received within seven days. This resolution cannot be fulfilled as currently written because the union does not receive this information from employers this quickly. There are also operational limitations that prevent the union from guaranteeing immediate communication.

Political: No impact