

**SEIU LOCAL 503, OPEU
GENERAL COUNCIL
AUGUST 1-4, 2024**

**Synopsis of "BE IT RESOLVED" Language of
RESOLUTIONS PASSED IN 2024**

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RESOLUTIONS PASSED IN EARLY VOTING AUGUST 1, 2024

Early Voting Resolution 1 Align Retiree Director and Assistant Director Positions with the other Board of Directors positions.

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

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

ARTICLE IX - THE GENERAL COUNCIL Section 4. Accreditation. A Local delegate is accepted as a member of General Council upon presentation and acceptance at the regular session and/or special session of General Council with credentials signed by an officer or Local Representative of the delegate's Local. Statewide Officers, Directors, and Assistant Directors, ~~including the Retiree Local President and Vice President~~, are accepted as members upon presentation and acceptance of credentials signed by the Union President or Secretary.

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

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

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

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

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

(i) Irrespective of paragraph (b) of this Section, the terms of office for the Retiree Director and Assistant Director that began May 2024 shall end May 1, 2026 and the positions

shall be deemed vacant. The Union President shall nominate eligible members of the Retiree Local to fill the vacancies, subject to confirmation by the Board. The Retiree Local may nominate members for the President's consideration. The terms of the nominated and confirmed Director and Assistant Director shall end with the next installation of the Board provided for in paragraph (b). At that time, this subparagraph shall be deleted from the Bylaws.

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

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

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

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

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

APPENDIX 1 – BOARD OF DIRECTORS SEATS (See Article XI Section 1 of Bylaws)

BOARD OF DIRECTORS SEATS Directors and Assistant Directors are elected in the following way by bargaining groups/industry and region:

1. One member employed by a university represented by the Union;
2. Four members employed by the Department of Administrative Services (DAS), State of Oregon. The four seats will be divided among the bargaining coalitions of DAS: (a) One member employed by an agency in the Human Services Coalition of DAS; (b) One member employed by an agency in the ODOT Coalition of DAS; (c) One member employed by an agency in the Specials Coalition of DAS; (d) One member employed by an agency in the Institutions Coalition of DAS;
3. One member employed by a local government;
4. One member employed by a private non-profit agency;
5. Four members in the Client Employed Provider program or a private home care agency; 6. One member employed by a nursing home, assisted living facility or other private sector care facility;
7. One member employed as a child care provider;
8. One member employed as an adult foster home provider;
9. Three members who work in Region 1/Central Valley (Marion & Polk Counties);
10. Two members who work in Region 2/South Valley (Benton, Lane, Lincoln & Linn Counties);
11. One member who works in Region 3/Southwest Oregon (Coos, Curry, Douglas & Josephine Counties);

12. One member who works in Region 4/Southern Oregon (Jackson, Klamath, Lake, Harney, Malheur and Payette (ID) Counties);
13. One member who works in Region 5/Eastern & Central Oregon (Baker, Crook, Deschutes, Gilliam, Grant, Hood River, Jefferson, Morrow, Sherman, Umatilla, Union, Wallowa, Wasco & Wheeler Counties);
14. Three members who work in Region 6/Multnomah & Clackamas Counties (Multnomah, Clackamas, Columbia, Clark & Cowlitz (WA) Counties);
15. One member who works in Region 7/Northwest Oregon (Clatsop, Tillamook, Washington & Yamhill Counties); and
16. ~~The President and Vice President~~ One member of the Retirees' Local of SEIU Local 503, OPEU.

Early Resolution 2
Write-Ins Prohibited for Statewide Officer, Board, and International Union Delegate Elections

BE IT RESOLVED BY THE GENERAL COUNCIL OF SEIU LOCAL 503 THAT THE BYLAWS BE AMENDED AS FOLLOWS:

ARTICLE XV - ELECTIONS

Section 5. Special Rules for Election of Statewide Officers, Directors and Assistant Directors. These rules shall apply to the conduct of Statewide Officer and Board of Directors elections, in addition to the safeguards and procedures specified in Section 3 above.

- (i) All candidates running for statewide and Board of Directors office, even if running unopposed, shall be presented to the statewide membership in the form of a single ballot. ~~In addition, ballots must have a space for a write-in candidate for each office.~~

Early Voting Resolution 3
Filling of Statewide Officer and Board Vacancies

BE IT RESOLVED BY THE GENERAL COUNCIL OF SEIU LOCAL 503 THAT THE BYLAWS BE AMENDED AS FOLLOWS:

ARTICLE XI - BOARD OF DIRECTORS

Section 13. If an Assistant Director resigns or otherwise vacates an office, the President shall appoint an Assistant Director who meets the eligibility requirements for the seat, subject to confirmation by the Board of Directors. If a Director resigns, is removed from office, or ceases to work or live in the region from which the Director was elected (or in the employer group from which the Director was elected in the case of Directors representing employer groups), the Board shall appoint the Assistant Director with the highest number of votes, or the longest serving appointment if all Assistant Directors were appointed, to serve the remaining portion of the Director's term. ~~If there is a vacant Director position and there is no Assistant Director from that region or employer group, an election shall be held within sixty (60) days to elect a Director to serve the remaining portion of the term. Elections shall not be held to fill vacancies unless both the Director and Assistant Director positions are vacant.~~

ARTICLE XV - ELECTIONS

Section 5. Special Rules for Election of Statewide Officers, Directors and Assistant Directors.

These rules shall apply to the conduct of Statewide Officer and Board of Directors elections, in addition to the safeguards and procedures specified in Section 3 above.

(r) If a Statewide Officer is not installed in their office pursuant to Article XV of these Bylaws, the Board of Directors shall declare the position vacant and follow the procedures in these Bylaws for filling such a vacancy. ~~Another election for the position shall be held.~~

**Early Voting Resolution 4
Change Name of Strike and Job Protection Fund**

BE IT RESOLVED, that the Bylaws and AP&P of SEIU Local 503, OPEU, be amended as follows:

BYLAWS ARTICLE XVIII - DUES

Section 2. Allocations from dues for active and staff members shall be as follows:

(a) For members in strike-permitted bargaining units, \$.30 (thirty cents) from each monthly dues payment shall be allocated to the Union's Strike Benefit Fund and \$.10 (ten cents) goes to the ~~Strike and Job Protection~~ and Action Fund. For members in strike-prohibited bargaining units, \$.40 (forty cents) from each monthly dues payment shall be allocated to the Union's ~~Strike and Job Protection~~ and Action Fund.

**ADMINISTRATIVE POLICIES AND PROCEDURES ARTICLE XXI (AP&P)
POLICY FOR USE OF STRIKE FUNDS**

Section 2. ~~Strike and Job Protection~~ and Action Fund.

(a) Each month ten cents (\$.10) per each dues and fair share payment shall be placed into the ~~Strike and Job Protection~~ and Action Fund as provided in the Bylaws.

(b) The Board may authorize, by a 2/3 vote, transfers or expenditures from the ~~Strike and Job Protection~~ and Action Fund, activities for the purposes of mounting campaigns to increase union membership, organize unorganized workers, contract campaigns, including strike preparations and strikes, and ballot measure campaigns. Total transfers or expenditures for ballot measures or new organizing campaigns shall not exceed 50% of the total fund balance.

**Early Voting Resolution 5
Disaster Preparedness**

BE IT RESOLVED, that the union will form a workgroup to conduct research across all sectors supported by SEIU 503 to determine what provisions each sector already has in their contracts, and what provisions might still be needed;

BE IT FURTHER RESOLVED, that this workgroup will include at least one member from each sector of SEIU 503, as well as at least one SEIU 503 staff;

BE IT FURTHER RESOLVED, that this workgroup will work to form connections with various existing emergency preparedness organizations, as well as with unions who are already working to address disaster preparedness, to learn from them and to see if we might be able to support them in their efforts in tandem with improving our workers' preparedness efforts;

BE IT FURTHER RESOLVED, that this workgroup will produce and provide regular reports to the appropriate parties in the union, as well as make appropriate recommendations for bargaining committees and other bodies of the union.

Early Voting Resolution 6
Education and training benefits for SEIU Local 503, OPEU members

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

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

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

Early Voting Resolution 7
Increasing the Capacity of Our Stewards to Advocate for Members Experiencing Workplace Discrimination

BE IT RESOLVED BY THE GENERAL COUNCIL OF SEIU LOCAL 503 OPEU that SEIU Local 503 is committed to a union-wide effort to increase the ability of our stewards to support members experiencing workplace discrimination by providing and mandating equity and inclusion training, education, and ongoing support for all stewards. These support systems will provide stewards with equity and inclusion skills development for representing members facing workplace discrimination and harassment, ADA accommodation advocacy tools, training on enforcement of our Code of Conduct in union spaces and events, and would be available online in multiple languages.

BE IT RESOLVED BY THE GENERAL COUNCIL OF SEIU LOCAL 503 OPEU that SEIU Local 503 commits to bargaining stronger, enforceable, anti-discrimination and harassment language in all of our contracts.¹

BE IT FURTHER RESOLVED BY THE GENERAL COUNCIL OF SEIU LOCAL 503 OPEU that SEIU Local 503 is committed to investing resources in recruiting and retaining stewards from historically marginalized and oppressed communities, members who speak languages other

¹ This resolution included legal advice regarding implementation in the legal impact statement, which can be viewed in the full resolution online at: [EV-7-Increasing-capacity-of-stewards-to-advocate-for-mbrs-exping-work-discrimntn-1.pdf \(seiu503.org\)](#)

than English, or are bilingual, and members from other demographics or communities currently underrepresented in our union, such as young workers.

**Early Voting Resolution 8
Health Insurance for Retirees**

BE IT RESOLVED, SEIU Local 503, OPEU shall support and advocate for efforts, including legislative efforts, to increase and expand PERS subsidies for health insurance coverage without an overall reduction of subsidies for any individuals.

**Early Voting Resolution 9
Unions for All**

BE IT RESOLVED by the General Council of SEIU Local 503, OPEU that our union will use its organizing and political power to make Unions for All a reality for all Oregon workers, and that SEIU 503 will continue our work to organize long-term care workers, public workers, and hospital workers to build power for our SEIU members in the key industries we represent.

BE IT RESOLVED that our union will explore new, innovative ways to organize, working to bring industries together through sectoral organizing and using government to set standards with paths for workers to join together in union, and that our union will explore ways to support gig workers organizing through SEIU and other unions.

**Early Voting Resolution 10
Financial Transparency**

BE IT RESOLVED that SEIU Local 503, OPEU shall develop and share a document that clearly articulates and illustrates the dues structure and how dues are spent. The Finance Committee shall help create this document.

**Early Voting Resolution 11
Field Organizer Staffing and Workload Analysis**

BE IT RESOLVED that this governing body supports a workload analysis of all field organizer positions, including meaningful input from all field organizers, and implementing improvements based on the analysis, including but not limited to additional FTEs (full-time equivalent staff), organizing and equity training, strategic planning, and systems restructuring to advance the interests and well-being of our members.

BE IT FURTHER RESOLVED that this analysis shall be shared in its entirety as a report, which shall be presented to the Board of Directors before implementation of changes, with Leadership of the SEIU 503 staff union, PERU, in attendance to provide their perspectives to the Board, ensuring transparency and opportunity for the Board to fully understand the situation so they might confidently make any final decisions on matters within their purview, such as directing the organization to increase FTEs.

**Early Voting Resolution 12
Retiree Dues Resolution**

BE IT RESOLVED that SEIU Local 503, OPEU Article XVIII Section 3 of the Bylaws be changed as follows:

For retiree members who pay \$60.00 (sixty dollars) annually, ~~\$1.00 (one dollar) shall go to the Union's General Fund, \$2.67 (two dollars and sixty seven cents)~~ \$12.00 (twelve dollars) shall go to the Retiree Local account, ~~and \$0.50 (fifty cents) shall go to reimburse the cost of the retiree life insurance policy.~~ Members may make additional contributions to Citizen Action for Political Education (CAPE).

**Early Voting Resolution 13
Legal Department Staffing and Workload Analysis**

BE IT RESOLVED that SEIU Local 503, OPEU shall support a workload analysis of attorney and paralegal positions as well as other relevant positions for support of the legal department, including input from current department staff, other adjacent departments which require legal assistance (e.g. Bargaining Organizer Team, Contract Enforcement Team), and a range of stewards across all bargaining units, and implementing improvements based on the analysis, including but not limited to additional FTEs (full-time equivalent staff) and systems restructuring to better support members and stewards.

BE IT FURTHER RESOLVED that this analysis shall be shared in its entirety as a report, which shall be presented to the Board of Directors before implementation of changes, with Leadership of the SEIU 503 staff union, PERU, in attendance to provide their perspectives to the Board, ensuring transparency and opportunity for the Board to fully understand the situation so they might confidently make any final decisions on matters within their purview, such as directing the organization to increase FTEs.

**Early Voting Resolution 14
Updated Fiscal Year**

BE IT RESOLVED that the Bylaws of SEIU Local 503, OPEU, be amended as follows:

ARTICLE XIX - GENERAL FINANCIAL MATTERS

Section 1. The fiscal year of the Union is ~~October 1 through September 30~~ January 1 through December 31.

RESOLUTIONS PASSED AT GENERAL COUNCIL AUGUST 2-4, 2024

BYLAWS

Bylaws Resolution 4 (Amended) Union Members' Rights In the Community

BE IT RESOLVED that every new member and every new staff person will be educated on the Union Members' Rights In the Community. Local organizers will support education of existing members through regularly scheduled meetings with our members.

BE IT RESOLVED that Local 503 will post prominently on their home page the Union Members' Rights in the Community.

BE IT FURTHER RESOLVED,

Union Members' Rights In the Community.

SEIU 503 welcomes you as a member of our Union. We encourage you to learn about the organizational structure of our Union and think about participating in your workplace and in the larger Union.

We also encourage you to engage in activities outside the governing body of SEIU.

In your local community, state and nation there is an uprising of working class struggles. We encourage our members to work with other unions, coalitions and movements to advance civil and human rights as well as the economic issues that affect us all.

We also encourage involvement in global solidarity activities where workers are struggling around the world.

We are all protected by the same Bill of Rights in the U.S. Constitution.

Freedom of Association. "The right of individuals to interact and organize themselves to collectively express, promote, pursue and defend common interests."

The freedom of assembly, rally, picket, march including the time-honored right to use civil disobedience.

Freedom of religion, expression, speech. Freedom to publish

As a union we believe in collective action, we also believe every individual has the right to decide the issues and movements they want to build to make this a better world for all of us.

ECONOMIC & SOCIAL POLICY/INTERNATIONAL AFFAIRS

Economic & Social Policy/International Affairs Resolution 1 Oregon Public Employees Retirement Fund Investing for Climate Change

BE IT RESOLVED, SEIU 503, OPEU, will support efforts to bring the carbon emissions of OPERF investments to net zero as soon as financially feasible. Those efforts include, but are not limited to, support for legislation to provide capacity at the OST to achieve OPERF net zero, consideration of support for OPERF net zero in candidate endorsement decisions when relevant, and engagement with OST and the Oregon Investment Council.

BE IT FURTHER RESOLVED, SEIU 503, OPEU shall support coordination of OPERF and other public pension funds to leverage investments to transition Oregon and the country from carbon emissions.

Economic & Social Policy/International Affairs Resolution 2 (Amended) Political Department Communication

BE IT RESOLVED that the SEIU Local 503, OPEU Political Department and Communications Departments shall at least monthly notify Member Leaders about the bills, budgets, initiatives and meetings that may impact their members.

BE IT FURTHER RESOLVED that the SEIU Local 503, OPEU Political Department shall develop a training for union members on what virtual testimony and written testimony involves.

BE IT FURTHER RESOLVED that the SEIU Local 503, OPEU Political Department establish methods for member leaders to participate in or provide testimony for their scheduled meetings with legislators and their staff, when reasonable.

Economic & Social Policy/International Affairs Resolution 3 (Amended) Individuals with Disabilities Dignity

BE IT RESOLVED, SEIU 503 will encourage the International to support passage of legislation outlawing both section 14c of the Fair Labor Standard Act and forcible sterilization of any individual who is in the United States of America or its territories.

Therefore, SEIU 503 will encourage the International to support passage of the Convention of Rights of Persons with Disabilities.

Therefore, SEIU 503 shall coordinate with the Differently-Abled Caucus to develop and hold a yearly seminar on the history of individuals with disabilities and how its members can further advance the rights, inclusion and equitable treatment for all individuals with disabilities.

**Economic & Social Policy/International Affairs Resolution 4 (Amended)
Green New Deal for Public Housing**

BE IT RESOLVED by the General Council of SEIU Local 503, OPEU that our Union shall endorse the Green New Deal for Public Housing as a critical and necessary initiative to address the intersecting crises of housing affordability, climate change, and economic inequality in Oregon.

BE IT FURTHER RESOLVED that we call upon policymakers at all levels of Oregon's government to prioritize and implement the Green New Deal for Public Housing as part of a comprehensive strategy to build a more just, inclusive, and sustainable future for all Oregonians, and to also connect with local tribes and tribal governments to make sure treaties are honored and no violations are happening.¹

**Economic & Social Policy/International Affairs Resolution 5 (Amended)
Support Workers' Rights in the Philippines**

BE IT RESOLVED, SEIU 503 commits to building solidarity for the fight for workers' rights in the Philippines through:

- A. Continuing to provide education about the conditions facing workers in the Philippines and the role of the US in supporting the brutal anti-worker policies of Ferdinand Marcos Jr.
- B. Encouraging the International Union to supporting the passage of the PHRA.
- C. Supporting the campaigns of Filipino workers in Oregon, many of whom work dangerous, underpaid jobs as nurses, caregivers and seafarers.
- D. Encouraging the International Union to partner with the International Coalition for Human Rights in the Philippines (ICHRP) in continuing to build solidarity for the fight for workers' rights in the Philippines.

**Economic & Social Policy/International Affairs Resolution 6
Protect and Expand our Civil and Human Rights**

BE IT RESOLVED by the General Council of SEIU Local 503, OPEU that SEIU Local 503 recommits and affirms our inclusive belief that all workers should have the freedom to live and work without discrimination; to make our own personal decisions and access the healthcare we need to live and thrive without political control, discrimination, and interference. Each of us, regardless of our gender identity, sex, or who we love, should be able to live, work, and make deeply personal decisions about our lives with dignity, respect, and equality of rights and freedoms.

¹ The resolution author included a link to the following reference. Another reference linked to material no longer available and is not included.

<https://www.sanders.senate.gov/press-releases/news-sanders-and-ocasio-cortez-reintroduce-green-new-deal-for-public-housing-act/>

BE IT RESOLVED by the General Council of SEIU Local 503, OPEU that we will work with other labor unions to educate and unite workers in our shared struggle for social and economic justice and ensure that labor is at the forefront of the movement for body autonomy, gender, LGBTQIA2s+, and reproductive justice. That we as a union help lead any future legislative or political efforts to ensure that Oregon’s Constitution explicitly protects sexual orientation, gender identity, and the individual's right to make our own decisions about marriage, our reproductive health, and healthcare.

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

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

EMPLOYEE REPRESENTATION

Employee Representation Resolution 1 (Amended) Steward Training Requirements

BE IT RESOLVED by the General Council of SEIU Local 503, OPEU, the Bylaws be amended as:

ARTICLE XVI - UNION STEWARDS

Section 5. Stewards will be required to complete ~~at least one~~ training with a comprehensive approach to representation, set forth by the Stewards’ Committee, provided by a chief steward, a senior steward, or SEIU staff, specifically for stewards within nine (9) months of official designation as a steward. Core concepts of required training shall include representation, contract interpretation, code of conduct, organizational equity & inclusion, grievance and arbitration processes, and steward rights and responsibilities. Locals can grant extensions for stewards showing reasonable effort to complete training, and locals may also develop additional requirements of their stewards as long as those requirements don’t discriminate or create an undue burden.

BE IT FURTHER RESOLVED: If the steward fails to complete the required training within the timeline, the steward will be notified by the Contract Enforcement Team that they have exceeded the timeline. The steward will be granted one (1) additional month to complete training. If at the end of the one (1) month period the steward still has not completed training, the Contract Enforcement Team will suspend the steward's record and notify the sublocal President and Chief and/or Lead Steward(s), if any.

BE IT FURTHER RESOLVED: The Membership Development Team and Contract Enforcement Team staff shall develop metrics, in conjunction with the Stewards Committee, to establish an experienced steward pool and a mentoring system.

BE IT FURTHER RESOLVED: The SEIU Local 503, OPEU will provide full compensation for the training to members if provided during work hours per each sublocal contract language on Union Business.

**Employee Representation Resolution 2 (Amended)
Chief (Lead) Steward Expectations**

BE IT RESOLVED, that the Union shall amend its Bylaws as follows:

ARTICLE XVI - UNION STEWARDS

Section 6. Primary Duties of Chief/Lead Stewards shall include, but are not limited to:

- a) Direct representation of bargaining unit members, including assigning stewards or representation as appropriate.
- b) Develop and support Stewards.
- c) Communicate Standard Operating Procedures to the Contract Enforcement Team.
- d) Keep appropriate documentation of grievances and share those grievances with the Contract Enforcement Team.
- e) Other duties as included in sublocal bylaws.

Section 7. Expectations of Chief/Lead Stewards

- a) Chief/Lead Stewards should be stewards with core competency in steward training and experience with grievances, investigatory meetings, disciplinary procedures, and other processes.
- b) Chief/Lead Stewards will attend the Chief Stewards training.
- c) Maintain the confidentiality of sensitive issues.
- d) Follow the SEIU Code of Ethics and Conduct.

Employee Representation Resolution 4 (Amended)
Building Strike Ready Bargaining Campaigns through Cross Union Collaboration

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

BE IT FURTHER RESOLVED that participation in such assignments prioritize union members whose units are currently engaged in a bargaining campaign defined as from the launch of a bargaining survey or first bargaining conference up until a tentative agreement is reached as long as participation would not hinder that member's participation in their own campaign.

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

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

Employee Representation Resolution 5 (Amended)
Note Taker for Bargaining

BE IT RESOLVED that SEIU Local 503, OPEU shall provide a trained note taker for all bargaining units.

BE IT FURTHER RESOLVED that SEIU Local 503, OPEU shall consult with its Legal Department to provide note taking training or guidance on necessary training.

BE IT FURTHER RESOLVED that SEIU Local 503, OPEU provide coverage for any costs of note taking curriculum as determined by the Legal department.

BE IT FURTHER RESOLVED that SEIU Local 503, OPEU shall make these notes available to stewards and the contract enforcement team within 20 days of contract ratification.

UNION OPERATIONS

Union Operations Resolution 1
Reaching Net Zero by 2030

BE IT RESOLVED BY THE GENERAL COUNCIL of SEIU Local 503, OPEU shall provide the resources and staff capacity to implement the work of the Climate Justice Committee with the urgency required by the climate crisis and demanded by members.

BE IT FURTHER RESOLVED BY THE GENERAL COUNCIL of SEIU Local 503, OPEU

authorizes the Climate Justice Committee to collaborate with the Organizational Equity, Inclusion, and Belonging Department and other Departments in implementing this resolution.

BE IT FURTHER RESOLVED that the Green Audit Subcommittee, with support from the Climate Justice Committee, will refine and adopt a formal definition of sustainability to guide our work. With appropriate technical assistance and resources, including staff, we will begin an inventory of our Union’s measurable consumption, emissions, and waste. Once this baseline inventory has been established, a comprehensive strategy will be developed to reduce our environmental impact, establish new operational norms, educate members and staff, and more fully integrate our Union into Oregon’s growing movement for sustainability and environmental justice.

**Union Operations Resolution 2
Prioritizing and Tracking Organization Equity, Inclusion and Belonging**

BE IT RESOLVED BY THE GENERAL COUNCIL OF SEIU LOCAL 503 OPEU that we commit to actively tracking our progress in our organizational equity and inclusion efforts and regularly reporting on the strides we make year after year, ensuring transparency and accountability in our journey towards a more inclusive and equitable union. This includes implementing and/or improving tracking mechanisms for the following:

- Incidences of workplace discrimination
- Code of Conduct complaints, specifically repeat offenders.
- Recruitment and retention of member leaders from historically and systemically marginalized communities.
- Languages, other than English, spoken by our members.
- Our efforts to secure stronger contract language in the areas of equity, inclusion, anti-harassment, and anti-discrimination.
- Our implementation efforts of our General Council resolutions related to equity and inclusion.

BE IT RESOLVED BY THE GENERAL COUNCIL OF SEIU LOCAL 503 that SEIU Local 503 will create or improve the following:

- Our internal process for collecting demographic data and bargaining for stronger language on data collection with employers.
- Analyzing grievance data, particularly focusing on demographics and worksite issues related to discrimination.
- Providing training to our caucuses on available data to facilitate membership growth.

BE IT RESOLVED BY THE GENERAL COUNCIL OF SEIU LOCAL 503 OPEU that we will prioritize our values of social and economic justice as a union in all of our future five-year strategic plans and by ensuring that we conduct our 5-year strategic planning process with an equity and inclusion lens by actively engaging the voices of historically and systemically marginalized communities, in the various languages our members speak, through tele-town halls, written communications, and other forms of engagement.

MEMBERSHIP AFFAIRS

Membership Affairs Resolution 1 (Amended) Ongoing Member Leader Development Program (MLDP)

BE IT RESOLVED that SEIU Local 503, OPEU Member Leader Development Program (MLDP) shall have a focus on membership in every wave and at least one MLDP wave a year will be solely focused on building membership.

Membership Affairs Resolution 3 (Amended) Member Growth Lead

BE IT RESOLVED that every sublocal of 503 may designate a Member Growth Lead to coordinate membership growth work, and

BE IT FURTHER RESOLVED that sublocals and the Member Growth Lead will regularly recruit additional member activists to engage in membership growth work.

BE IT FURTHER RESOLVED that Local 503 will provide support to the Member Growth Lead through trainings and tools that assist with membership growth efforts.

Membership Affairs Resolution 4 Reaffiliating with the Oregon AFL-CIO

BE IT RESOLVED that the members of SEIU Local 503, OPEU hereby reaffirm their commitment to the principles of solidarity, collective bargaining, social justice, and building worker power by voting to rejoin the Oregon AFL-CIO.

BE IT FURTHER RESOLVED that the members of SEIU Local 503, OPEU will set conditions for reaffiliating, to include but not be limited to a minimum of two seats on the board of the Oregon AFL-CIO, and a three-year phase-in for the per-capita cost of membership.

BE IT FURTHER RESOLVED that the President and Executive Director, and official designees, of SEIU Local 503, OPEU are authorized and directed to take all necessary steps to facilitate the re-affiliation process with the Oregon AFL-CIO in accordance with this resolution, and its constitution and bylaws. Likewise, they are authorized not to re-affiliate if these conditions cannot be met.

BE IT FURTHER RESOLVED that this resolution shall take effect after the President and Executive Director of SEIU Local 503, OPEU report to the Board of Directors that all conditions have been met and the AFL-CIO has agreed to the terms of re-affiliation.

Membership Affairs Resolution 5
Languages of Labor: Advancing Language Justice and Access in SEIU Local 503

BE IT RESOLVED by the General Council of SEIU Local 503, OPEU that we reaffirm our commitment to prioritizing language justice by investing resources to improve our translation and interpretation services and processes. To that end, SEIU will support the CHRC in conducting a comprehensive review of our current processes to identify areas for improvement and develop strategies for enhancing language justice and access. This review process should be led by our Civil and Human Rights Committee members in partnership with our Board of Directors and include the following:

- Ensuring translation of all essential documents including Collective Bargaining Agreements, Bylaws and Administrative Policies and Procedures (AP&Ps), all Union election-related communications, the Code of Conduct, the Land Acknowledgment, and the SEIU Local 503 website, as well as materials for sub locals.
- Support and train sub local leaders to ensure their investment in these efforts.
- Work closely with our union's caucuses to provide interpretation services for all caucus events, meetings, and materials.
- Collaborate with the Organizational Equity, Inclusion, and Belonging department to provide training and support for member leaders on inclusive meeting facilitation.
- Collect comprehensive data on the languages spoken by our members to better tailor our language access initiatives.
- Improve the quality of translation services we utilize and provide culturally specific translations to better meet the needs of our membership.
- Remove all barriers to engagement and provide accessibility features and measures, such as closed captioning, ASL interpretation, and Braille.
- Partner with the Indigenous People's Caucus and other indigenous organizations to invest in and advocate for indigenous language interpretation services.
- Hire staff that speak the languages that our members speak.

BE IT RESOLVED by the General Council of SEIU Local 503, OPEU that SEIU Local 503's statewide Treasurer will present a biannual report to the Civil and Human Rights Committee and the Board of Directors on our Union's financial investment and spending on translation and interpretation.

BE IT FURTHER RESOLVED by the General Council of SEIU Local 503, OPEU that SEIU Local 503 will foster a culture change within our union, including by enforcement of the Code of Conduct, so that all members, regardless of the language they speak, have equitable access to participate in decision making, discussion, and work of our union.

BE IT FURTHER RESOLVED by the General Council of SEIU Local 503, OPEU that SEIU Local 503 will demonstrate its commitment to language justice by investing the appropriate financial resources in our interpretation and in translation efforts, processes, and services.

**Membership Affairs Resolution 6 (Amended)
Non-Member Data for Sublocal Presidents**

BE IT RESOLVED that SEIU Local 503, OPEU shall develop and implement within four months of the closing of General Council a streamlined process to send non-member data, to include employee's agency, email, phone number, and worksite where applicable to sub-local presidents on a quarterly basis.

Note: Where any amendment shows only a specific section, any other language not displayed remain unchanged.