

EXISTING POLICY RESOLUTIONS DOCUMENT

SEIU LOCAL 503, OREGON PUBLIC EMPLOYEES UNION

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Note: The Existing Policy Resolutions Document contains policies adopted at General Council over a period of 4 years. See SEIU Local 503, OPEU Administrative Policies and Procedures (AP&P), Article V. For all resolutions, including both policy resolutions and resolutions containing amendments to the Bylaws or AP&Ps, see the Be It Resolved Summary.

SEIU LOCAL 503, OPEU EXISTING POLICY RESOLUTIONS DOCUMENT

2022 TO DATE

BYLAWS COMMITTEE

RANK AND FILE BILL OF RIGHTS (Amended) (Resolution 4 / August 2-4, 2024)

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.

Status: Passed August 2024.

ECONOMIC & SOCIAL POLICY/INTERNATIONAL AFFAIRS COMMITTEE

TRANSPARENCY IN STATE TREASURY INVESTMENTS (Resolution 1 / August 12-14, 2022)

BE IT RESOLVED BY THE GENERAL COUNCIL OF SEIU LOCAL 503, OPEU that SEIU 503, OPEU request the State Treasurer and the Oregon Investment Council provide annual reporting of all portfolio holdings in every asset class, especially for the Oregon Public Employees Retirement Fund (OPERF); and

BE IT FURTHER RESOLVED that SEIU 503, OPEU provide support for initiatives or legislation in the coming years that would require annual Oregon Treasury investment reporting in an accessible format online or which support related investment transparency; and

BE IT FURTHER RESOLVED that SEIU 503, OPEU advocate for a public sector union member to be appointed to the Oregon Investment Council; and

BE IT FURTHER RESOLVED BY THE GENERAL COUNCIL OF SEIU 503, OPEU re-establish the Capital Stewards Committee and request the SEIU503 President or their designee attend the OIC meetings and report to the Capital Stewards Committee.

Status: Passed August 2022. We continue to be deeply involved in the work of the Treasury. The President attends all the Oregon Investment Council meetings, provides testimony, and also feedback. Over the past year, much of our work has been to give feedback on the Treasurer's plan to align our investments with climate goals. The official Capital Stewards Committee has made some attempts at meeting, but it is not currently active although there is a group of members very involved in the work of the Treasury.

LEGISLATIVE ACTION ON CLIMATE (Resolution 2 / August 12-14, 2022)

BE IT RESOLVED BY THE GENERAL COUNCIL OF SEIU LOCAL 503, OPEU that our Union shall engage with members, caucuses including the Indigenous People's caucus, AFRAM, Latinx Caucus, ADPI Caucus and partners, and stakeholders, including Tribal Stakeholders, on climate-related legislative efforts in the 2023 and 2024 legislative sessions.

Status: Passed August 2022. The Climate Justice Committee has been leading this work and has at times worked with other Caucuses, although more work needs to be done by the caucuses and committees to combine efforts on climate.

SUPPORT THE DEVELOPMENT OF TENANT UNIONS (Resolution 3 / August 12-14, 2022)

BE IT RESOLVED BY THE GENERAL COUNCIL OF SEIU LOCAL 503, OPEU that our Union shall explore ways to empower our membership to organize and win by bringing our members and community partners together to exchange information and support on issues regarding housing justice. We will engage members and community partners in our housing work and provide information on tenants' rights and access to information on tenant unions.

Status: Passed August 2022. We have been active in the housing campaign at the State Legislature, working with tenant groups, advocacy groups, and developers. We have had

members testify. In the next two years, we need to bring members together to be a part of the campaign to think about how they support each other on housing justice.

ANTI-BULLYING AND ANTI-HARASSMENT (Amended) (Resolution 4 / August 12-14, 2022)

BE IT RESOLVED BY THE GENERAL COUNCIL OF SEIU LOCAL 503, OPEU THAT TOGETHER WE RISE, SEIU 503 AND ITS MEMBERSHIP, with other unions, allies, business and community organizations will advocate and advance to prevent workplace bullying and harassment-- centering those historically overlooked by the labor movement-- via recommendations, including but not limited to the following:

1. That SEIU 503 AND ITS MEMBERS will lead the way to work at being the first state to introduce and pass Anti-Bullying legislation, with legislators working with union leadership to re-introduce and pass strong and enforceable legislation that will hold public and private organizations accountable to existing OSHA and EEOC legislation and new legislation with transparent, accountable and enforceable mechanisms to address workplace harassment and bullying and other abusive and discriminatory practices in the workplace environment. Legislation may include legal recourse for employees who have been harmed psychologically, physically, or economically by being deliberately subjected to abusive work environments;
2. That SEIU 503 AND ITS MEMBERS will stridently continue to organize against anti-Blackness, misogynoir (sexism directed at Black women), ableism, sexism, homophobia, transphobia, anti-Indigenous and any discrimination based on actual or perceived race, color, religion, gender, gender identity, gender expression, national origin, age, sexual orientation, disability, family structure, body type/size, marital status, educational level in the workplace; and
3. That the Bureau of Labor and Industries Commission (BOLI) establishes a transparent and accountable tracking and annual or bi-annual reporting mechanism or system of employer and employee workplace harassment incidents via formal grievances, investigations, outcomes and corrective measures.
4. That SEIU and its members investigate and educate sub-locals on labor contracts that have been enacted to address micro-aggressions.

BE IT FURTHER RESOLVED: THAT SEIU 503, leaders and represented members will work with local, city, and state governance, community allies, and employers to ensure that there are accountability systems for tracking and reporting, with benchmarking goals:

1. That employers have organizational cultures in which harassment is not tolerated, and in which respect and civility are promoted:
 - a. With regular organization-wide climate/culture assessment of all their workplaces for the risk factors associated with bullying and harassment;
 - b. exploring ideas for minimizing those risks; and
 - c. communicating widely and modeling a consistent commitment to accountable benchmarked and measurable goals.
2. That Employers devote sufficient resources to bullying and harassment prevention efforts, to:
 - a. ensure that such efforts are effective, and to reinforce the credibility of leadership's commitment to creating a workplace free of harassment
 - b. establish quantifiable and accountable measures that hold mid-level managers and front-line supervisors accountable for preventing and/or responding to workplace harassment, including through the use of metrics and performance reviews;
3. That Employers' anti-harassment policies include particular details about:
 - a. how to complain of harassment; such that transparent and accountable reporting

- structures of observed harassment are communicated frequently to employees, in a variety of forms and methods; and
- b. Anti-harassment and anti-Bullying policies should include how employers should be alert for any possibility of retaliation against an employee who reports harassment, and what steps and actions should be taken to ensure that such retaliation does not occur.
4. That Employers adopt a values-based priority for Dignity and Respect in the Workplace such that there is institution-wide Anti-Bullying, Anti-Harassment, Ally and Bystander Intervention training and other best practice trainings, to empower coworkers and to give workers the tools to intervene when they witness harassing behavior, and other trainings toward harassment prevention.

BE IT FURTHER RESOLVED that workplace harassment and bullying is unacceptable, and that together we rise for healthy, safe, inclusive, respectful workplace cultures and for workplace environments that respect the diversity and dignity of all workers.

Status: Passed August 2022. We continue to do a lot of work on discrimination and harassment in terms of our contracts. In the State Contract we made discrimination something we can grieve to the third step, we created a steward program that specially trains stewards on how to support members going through discrimination and harassment, and we now have a committee working on this.

We were also successful in passing a bill through the Legislature that requires DAS to create a tracking system for claims of discrimination and harassment and better train investigators.

Despite progress, we still have a lot to do. Many of our members continue to be impacted by discrimination and harassment at work. And while we have made some progress at the state in the contract and with legislation, we have much to do in our other contracts.

OREGON PUBLIC EMPLOYEES RETIREMENT FUND INVESTING FOR CLIMATE CHANGE (Resolution 1 / August 2-4, 2024)

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.

Status: Passed August 2024.

POLITICAL DEPARTMENT COMMUNICATION (Amended) (Resolution 2 / August 2-4, 2024)

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.

Status: Passed August 2024.

INDIVIDUALS WITH DISABILITIES DIGNITY (Amended) (Resolution 3 / August 2-4, 2024)

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.

Status: Passed August 2024.

GREEN NEW DEAL FOR PUBLIC HOUSING (Amended) (Resolution 4 / August 2-4, 2024)

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

Status: Passed August 2024.

SUPPORT WORKERS' RIGHTS IN THE PHILLIPINES (Amended) (Resolution 5 / August 2-4, 2024)

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

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/>

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.

Status: Passed August 2024.

PROTECT AND EXPAND OUR CIVIL AND HUMAN RIGHTS (Resolution 6 / August 2-4, 2024)

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.

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.

Status: Passed August 2024.

EMPLOYEE REPRESENTATION COMMITTEE

ORGANIZING AND INCREASING STANDARDS IN COMMUNITY-BASED CARE (Amended) (Resolution 1 / August 12-14, 2022)

BE IT RESOLVED that the Union shall commit to prioritizing the utilization of SB 1556, passed in the 2022 Legislative Session, to organize and increase the standards in the community-based care industry and to provide training in an equitable manner that does not create barriers to certification or licensure so that all care providers are certified and/or licensed.

Status: Passed by 2022 General Council. Senate Bill 1566 implementation has been delayed. We continue to follow up with the agency about the full implementation of the registry. Despite this delay, we continue to work to align training and systems standards in community-based care through advocacy and organizing as well as working with our workforce trusts.

PRIVATE EQUITY AND QUALITY OF LONG-TERM CARE AND JOBS (Resolution 2 / August 12-14, 2022)

BE IT RESOLVED BY SEIU LOCAL 503, OPEU, requests that Oregon Department of Human Services and the Oregon Health Authority, along with SEIU 503 demand transparency and accountability for privately-owned nursing homes, home healthcare, and hospice companies; and

BE IT FURTHER RESOLVED that our Union requests that the Oregon Treasury performs a thorough investigation and provides a report of all investments in private equity firms involved in nursing home, in-home healthcare, and hospice services in Oregon; and

BE IT FURTHER RESOLVED BY SEIU Local 503, OPEU, to support through all means possible investment in the Care Economy to support those giving care and receiving care by greatly expanding wages and other financial support for housework, childcare, and elder care.

Status: Passed by 2022 General Council. Since this resolution has passed we have seen 3 of the nursing home chains we represent be bought by REITs (real estate income funds) who make their money through real estate. We continue to be very active in research, advocacy, and organizing in long term care and we have worked with our International Union on research regarding private equity and REITs. The nursing home bargaining team is making REIT transparency a part of their nursing home campaign.

BARGAINING EQUITY (Amended) (Resolution 3 / August 12-14, 2022)

BE IT RESOLVED by the General Council of SEIU Local 503, OPEU: All SEIU Local 503 Bargaining Teams shall consider the Bargaining Equity Workgroup's recommendations and will take into account the potential impacts of bargaining proposals on workers from traditionally marginalized and currently underrepresented communities.

BE IT FURTHER RESOLVED: Bargaining Teams shall explore and prioritize winning contract language in the following areas:

- a. Strong grievable anti-harassment and bullying, contract, language especially toward BIPOC, LGBTQIA+ & Women, people with disabilities, Ageism, gender expression and all forms of discrimination.
- b. Racism, discrimination, microaggressions, explicit and implicit bias, and harassment as a health issue
- c. Gender and trans-affirming access, rights and protections, including Trans-affirming healthcare coverage
- d. Equitable workloads that recognize the "invisible labor," including emotional labor - that many women, BIPOC, and multilingual employees carry
- e. Background checks and the use of the information contained in them and their impact on the formally incarcerated-- who are disproportionately Brown and Black people.
- f. Address retention issues of workers from traditionally marginalized and currently underrepresented communities (examples: Exit Interviews, Employee Resource Groups and other identity-based spaces, and track attrition rates of workers from traditionally marginalized and currently underrepresented communities)

BE IT FURTHER RESOLVED: all Bargaining Teams shall receive equity training that includes a framework for thinking through the ways in which bargaining proposals impact different communities differently.

Status: Passed by 2022 General Council. We have worked to implement this resolution in every contract bargaining campaign. We have developed a training that all bargaining teams go through and bargaining teams have worked to create proposals that address inequities at work. One piece that has been very helpful is that we include demographics in our bargaining surveys, specifically around race/ethnicity, gender, and age to better understand how issues at work impact different groups of workers, especially workers from marginalized communities. While we have made some progress on equity issues, we still have work to do.

CONFRONTING THE HEALTH CARE WORKER CRISIS (Amended) (Resolution 4 / August 12-14, 2022)

BE IT RESOLVED THAT SEIU LOCAL 503, OPEU, PRIORITIZE THE FOLLOWING DEMANDS THAT EMPLOYERS AND GOVERNMENT RESPECT US, PROTECT US, PAY US, AND STAFF US.

RESPECT US: Regardless of our jobs, our race, where we live, or where we are from, we are at the center of healthcare delivery and should be respected.

- We demand a seat at the table and a voice in decisions that affect us and those we care for and serve.

- We demand unions for all healthcare workers.
- We demand that the healthcare workforce, at every level of compensation, reflect the diversity of the communities we care for and serve. We demand opportunities for training and pathways to advance in our careers.

PROTECT US: Every worker must be able to work without fear for their health, safety, or well-being.

- We demand safe workplaces where we can do our jobs without harassment, intimidation, bullying, threats, or acts of violence, including threats based on our gender identity, sexual orientation and expression, ability, marital status, body type, education level, economic status, race, ethnicity, who we love, or where we were born.
- We demand the personal protective equipment (PPE) we need to keep us safe, so our patients, clients and families are also protected.
- We demand comprehensive mental health support and services to manage the pain and trauma we experience in our work.
- We demand paid leave so we can take care of ourselves and our families when they need us.

PAY US: All healthcare workers deserve wages that allow us to provide for our families and get ahead. We cannot fix the critical workforce shortage if healthcare workers do not have economic security.

- We demand a true living wage in every corner of the country, never less than \$15, and more where conditions require it.
- We demand that public dollars, including Medicaid and Medicare, be used to fund good union jobs; employers should not be allowed to use public dollars to fund jobs that keep workers living in poverty.
- We demand paid leave, a path to a secure retirement, and affordable, quality healthcare, including mental health coverage, for every healthcare worker and our families.
- We demand increased corporate transparency and rigorous enforcement of standards to ensure that resources are directed to care and those who provide it.

STAFF US: The staffing crisis requires lasting solutions to provide quality care and keep workers and the people we care for safe.

- We demand safe staffing-inclusive of all care and service jobs in all of our workplaces.
- We demand that government adopt and hold employers accountable to safe staffing standards.
- We demand that employers pay enough to keep dedicated healthcare workers on the job and attract new full-time workers, rather than adding to the existing crisis by paying corporate temp agencies premium rates to fill high-demand positions.

Status: Passed by 2022 General Council. Our homecare and nursing home members have worked side by side with members from across the country to implement this resolution. Thanks to our International Union leading on this effort through mobilizing all care provider locals, this past winter the Federal Government released national staffing standards for the first time. Our members and staff will continue to work closely with the International to implement this resolution.

STEWARD TRAINING REQUIREMENTS (Amended) (Resolution 1 / August 2-4, 2024)

This resolution amended the Bylaws and set forth policy expectations related to those changes. The policy portions of the resolution are set forth below. See Art. XVI, Section 5 of the Union's Bylaws, or the 2024 Be It Resolved Summary, for the amendments to the Bylaws made by this resolution.

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, 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.

Status: Passed August 2024.

BUILDING STRIKE READY BARGAINING CAMPAIGNS THROUGH CROSS UNION COLLABORATION (Amended) (Resolution 4 / August 2-4, 2024)

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.

Status: Passed August 2024.

NOTE TAKER FOR BARGAINING (Amended) (Resolution 5 / August 2-4, 2024)

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.

Status: Passed August 2024.

UNION OPERATIONS COMMITTEE

REDUCING SEIU 503'S CLIMATE IMPACT (Amended) (Resolution 1 / August 12-14, 2022)

BE IT RESOLVED BY THE GENERAL COUNCIL OF SEIU LOCAL 503, OPEU that our Union shall task the Climate Justice Committee to lead a comprehensive environmental assessment of our policies and practices related to transportation, events, and buildings and share its findings and suggestions with the Board of Directors no later than July 2023. Following the assessment, a climate action plan will be developed and reported on annually.

Status: Passed by 2022 General Council. The Climate Justice Committee has been leading on this work, including evaluating how to implement. We have not had the resources to fully implement and the Climate Justice Committee is coming back to General Council with further resolutions to help implement the next steps they see as necessary.

OVERCOMING THE DIGITAL DIVIDE (Amended) (Resolution 2 / August 12-14, 2022)

BE IT RESOLVED by the General Council of SEIU Local 503, OPEU: SEIU Local 503 shall explore concrete and accessible ways to bridge the digital divide so that all members are able to participate in our Union, including but not limited to exploring ways to:

1. Provide internet literacy education and support to those who have a need for it and in languages spoken by those members;
2. Provide access to internet via a technology room for members within driving distance (and ability) of a SEIU Local 503 office;
3. For SEIU events that are online, connect members with resources needed for reliable internet access at home, which may include providing internet stipends and/or routers, monitors, tablets, and other hardware for members that show financial hardship and are not within driving distance and/or ability from an SEIU Local 503 office;

4. Partner with community organizations and social services agencies who are also working to bridge the digital divide; and
5. Provide hybrid or virtual options as applicable for as many Union events as possible.

Status: Passed by 2022 General Council. We have created member tech centers in our offices for members to use, we provide hybrid options for meetings whenever possible including all of our board meetings, and we continue to support members who need help accessing technology to fully participate in our union. This work will be ongoing.

CREATING A UNION-WIDE STANDARD FOR LANGUAGE JUSTICE AND ACCESS (Amended)
(Resolution 3 / August 12-14, 2022)

BE IT RESOLVED by the General Council of SEIU Local 503, OPEU: As a part of our Union's commitment to engage in becoming an anti-racist organization and dismantling institutions of white supremacy SEIU Local 503 is also committed to language justice, which includes:

1. Ensuring that all union policies and procedures, and other documents are available in the languages spoken by our members; at a minimum this includes translation of the following items in the 6 languages most spoken by members in our Union:
 - a. Bylaws and AP&Ps
 - b. All Union election related communications
 - c. The Code of Conduct
 - d. The Land Acknowledgment
 - e. The SEIU Local 503 website.
2. Collective Bargaining Agreements shall be translated into the languages spoken of the represented members of the bargaining unit; if many languages are spoken, they shall be translated into the 6 most common languages spoken. When possible, this expense shall be borne by or shared with management.
3. Providing meaningful access to Union meetings and event spaces in the languages spoken by our members;
4. Working to eliminate our Union's reliance on inaccurate or unreliable automation tools, such as Google Translate, and instead invest in high quality, culturally appropriate/relevant translation and interpretation.
5. Ensure that anyone providing translation or simultaneous interpretation is respected, fairly compensated, and given appropriate notice for this work.
6. Ensure that all translation and interpretation is supported by the General Fund of SEIU Local 503, if the sub-local cannot afford it.

BE IT FURTHER RESOLVED that SEIU shall implement the following practices to facilitate a more open and accessible space for ALL members:

1. Use Census data and other data our Union collects, or has access to, to determine our members' language needs
2. Continue our practice of asking event registrants for their interpretation or accessibility needs in all SEIU events and meeting spaces.
3. Expand our offerings of simultaneous interpretation at Union meetings and events.
4. Providing closed captioning in virtual meetings
5. Provide visual descriptions during introductions and descriptions of images and videos: for Blind or Low Vision Attendees (and for those participating by phone in virtual

- meetings)
6. Ensure that all in-person and virtual meetings are ADA compliant.

Status: Passed by 2022 General Council. We have implemented much of this and our work continues. We will have simultaneous interpretation at General Council, we have interpretation at most of our board meetings in Spanish, we have better systems internally and work with more vendors to support our translation and interpretation needs. At the same time our systems remain clunky and we need to figure out how to streamline the work so that our members that speak different languages have the support they need.

REACHING NET ZERO BY 2030 (Resolution 1 / August 2-4, 2024)

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.

Status: Passed August 2024.

PRIORITIZING AND TRACKING ORGANIZATION EQUITY, INCLUSION AND BELONGING (Resolution 2 / August 2-4, 2024)

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.

Status: Passed August 2024.

MEMBERSHIP AFFAIRS COMMITTEE

DOCUMENTING THE HISTORY OF SEIU 503 OPEU (Amended) (Resolution 1 / August 12-14, 2022)

BE IT RESOLVED that the time, resources and commitment of The Union be engaged to document The Union's history from its beginning as an Employee Association in 1943 to its current form as SEIU 503, OPEU through General Council 2022 and create a book-like publication.

BE IT FURTHER RESOLVED that this publication shall be created in four (4) volumes of roughly 20 years each.

BE IT FURTHER RESOLVED that these volumes will be created in print and electronic format.

BE IT FURTHER RESOLVED that this history will be provided to members of The Union's Board of Directors and Assistant Board of Directors as part of their on-boarding process and print copies made available to members of The Union at the cost of printing.

BE IT FURTHER RESOLVED that the electronic format of this history will support the submission of stories from members and past members about their participation in the historical events through photos, videos, and text narratives.

BE IT FURTHER RESOLVED that this history would be presented to The Union's Board of Directors meeting in March 2023 or at the meeting closest to the actual birthday of Public Employee Collective Association in Oregon and we encourage the Board to highlight the history throughout the year, incorporate in trainings, and included in an annual history event.

BE IT FURTHER RESOLVED THAT SEIU 503, OPEU that continued documentation of The Union's history is maintained by the production of "an annual" document of The Union's actions, activities, struggles, leadership, and engagement with members. This document would be created on a biannual basis to coincide with the General Council meeting. The period of the first of these "Annuals" is to begin with General Council 2022 and delivered to General Council 2024.

BE IT FURTHER RESOLVED THAT when the History is complete it is to be announced to members

and a digital copy be posted to the website.

Status: Passed by 2022 General Council. This resolution has been implemented and members, along with the research team, and a group of former staff have worked hard to document our history. Over the next year, we will continue to release the information that has been gathered.

ENGAGING OUR MEMBERS IN THE HEALTH OF OUR UNION THROUGH RECRUITMENT, REACTIVATION AND RETENTION (Amended) (Resolution 2 / August 12-14, 2022)

BE IT RESOLVED that the Union Board of Directors shall establish a Member Committee that would be supported by staff using data and current best practices to guide a discussion regarding ways that low membership sub-locals can recruit, reactivate and retain members.

THEREFORE, BE IT FURTHER RESOLVED that the committee works to develop a statewide pool of volunteers to actively engage with new members using best practices as determined by the Member Committee.

BE IT FURTHER RESOLVED the established Member Committee shall provide an annual update to the Board of Directors. Membership density and reports will be shared with the Board of Directors and Sublocal Leadership quarterly. Recommendations for new strategies and feedback on the effectiveness of existing strategies to improve recruitment, reactivation, and retention.

BE IT FURTHER RESOLVED the first report to the Board shall be May 2023 and the committee will continue to report annually to the Board.

Status: Passed by 2022 General Council. This committee has been regularly meeting, has helped make sure sublocal leaders have more information about their union membership and increased support in building membership. The committee is bringing forward recommendations to the 2024 General Council.

CREATING PATHWAYS FOR LEADERSHIP OF BIPOC MEMBERS, LGBTQIA+ PEOPLE, AND MEMBERS WITH DISABILITIES (Amended) (Resolution 3 / August 12-14, 2022)

BE IT RESOLVED BY THE GENERAL COUNCIL OF SEIU LOCAL 503, OPEU, that our Union shall continue and expand language and caucus-specific cohorts for Member Leadership Development Programs (MLDPs) designed specifically to develop leaders from these communities.

BE IT FURTHER RESOLVED that our Union shall recruit, develop and retain leaders from marginalized and underrepresented communities (specifically Black and Indigenous members, people of color, young people, LGBTQIA+ people, members with disabilities, and members living in rural areas) in all of its leader development programs, including but not limited to MLDPs, steward and activist training, elected officer recruitment, and the Contract Specialist program, as well as other opportunities hosted by our international Union and other organizations.

BE IT FURTHER RESOLVED that SEIU Local 503 shall explore opportunities for deep leadership development, such as the 2017 Leadership Academy, prioritizing the development of traditionally marginalized or underrepresented leaders.

BE IT FURTHER RESOLVED that SEIU local 503 staff will establish and follow an equitable, documented, procedure for ensuring inclusion of underrepresented members in leadership opportunities. The documented procedure shall be available to members online for their review.

BE IT FURTHER RESOLVED that SEIU Local 503 staff and sublocal elected leaders distribute information on about these leadership opportunities that our union distribute current/future leadership opportunities in a readily accessible way to all members.

Status: Passed by 2022 General Council. We have continued to increase the number of caucus MLDPs, we have continued to enhance our training programs, we have better tracked the race/ethnicity of our leaders and tried to balance committees and appointed leadership positions to make sure they reflect the diversity of our membership. In the next two years, we have work to do to further implement this resolution.

ONGOING MEMBER LEADER DEVELOPMENT PROGRAM (MLDP) (Amended) (Resolution 1 / August 2-4, 2024)

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.

Status: Passed August 2024.

MEMBER GROWTH LEAD (Amended) (Resolution 3 / August 2-4, 2024)

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.

Status: Passed August 2024.

REAFFILIATING WITH THE OREGON AFL-CIO (Resolution 4 / August 2-4, 2024)

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.

Status: Passed August 2024.

LANGUAGES OF LABOR: ADVANCING LANGUAGE JUSTICE AND ACCESS IN SEIU LOCAL 503
(Resolution 5 / August 2-4, 2024)

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.

Status: Passed August 2024.

NON-MEMBER DATA FOR SUBLOCAL PRESIDENTS (Amended) (Resolution 6 / August 2-4, 2024)

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.

Status: Passed August 2024.

OTHER POLICIES PASSED THROUGH OUT-OF-SESSION GENERAL COUNCIL VOTES

DISASTER PREPAREDNESS (Early Voting Resolution 5 / August 1, 2024)

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.

Status: Passed August 2024.

EDUCATION AND TRAINING BENEFITS FOR SEIU LOCAL 503, OPEU MEMBERS (Early Voting Resolution 6 / August 1, 2024)

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.

Status: Passed August 2024.

INCREASING THE CAPACITY OF OUR STEWARDS TO ADVOCATE FOR MEMBERS EXPERIENCING WORKPLACE DISCRIMINATION (Early Voting Resolution 7 / August 1, 2024)

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.²

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

Status: Passed August 2024.

HEALTH INSURANCE FOR RETIREES (Early Voting Resolution 8 / August 1, 2024)

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.

Status: Passed August 2024.

² 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-discrimn-1.pdf](https://seiu503.org/ev-7-increasing-capacity-of-stewards-to-advocate-for-mbrs-exping-work-discrimn-1.pdf) (seiu503.org)

UNIONS FOR ALL (Early Voting Resolution 9 / August 1, 2024)

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.

Status: Passed August 2024.

FINANCIAL TRANSPARENCY (Early Voting Resolution 10 / August 1, 2024)

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

Status: Passed August 2024.

FIELD ORGANIZER STAFFING AND WORKLOAD ANALYSIS (Early Voting Resolution 11 / August 1, 2024)

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.

Status: Passed August 2024.

LEGAL DEPARTMENT STAFFING AND WORKLOAD ANALYSIS (Early Voting Resolution 13 / August 1, 2024)

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.

Status: Passed August 2024.