Bylaws #1

Subject: Candidate Access to Member Records

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Submitted by: Local 200

WHEREAS, fair and equitable elections are essential for ensuring democracy.

WHEREAS, the LMRDA provides for a minimum level of access in cover elections but does not prohibit a union from providing greater access to member records.

WHEREAS, SEIU 503 has an established policy for the confidentiality of member records for sublocal officers which does not extend to candidates for union office.

THEREFORE, BE IT RESOLVED, that Article XV, Section 3 of the SEIU Local 503, OPEU Bylaws be amended as follows:

(e) ~~Every candidate shall have the right, once within thirty (30) days prior to the election, to inspect a list containing the names and addresses of all Union members eligible to vote in that election.~~

The union shall provide upon request all bona fide candidates for union office with a list of all members of the local or statewide organization in which the election is taking place, with contact information (including name, work location, last known mailing address, e-mail, phone) for those union members eligible to vote in an election. Candidates receiving such lists will agree to abide by the Confidentiality of Member Records Policy and shall be verified to have completed the confidentiality agreement before records are released.

IMPACT STATEMENTS

Financial: No fiscal impact

Equity: This resolution would have a negative impact and triggers privacy concerns. The current bylaws provide that candidates can receive a list of member names and addresses, but this proposed amendment would expand visibility of information to include work location, email, and phone. This expanded visibility may add personal safety risks for members who have explicitly requested that the union hide or safeguard their personal information due to domestic violence history.

Legal: Our current Bylaws language mirrors the Union's obligations under federal law and the Union must distribute communications at the candidate's expense via email, which is an option already available to candidates. The Union does not permit copying of the list in order to protect member safety and privacy. The language in this resolution makes it possible for someone running for office to have access to member personal information. Signing of a confidentiality policy does little to mitigate these concerns since signing does not ensure compliance. If the Union were to permit access to this information, this could lead to liability risks to the Union if a member were harmed as a result of the disclosure.

Political: No political impact