

Member Affairs #3

Subject: Resolution to Declare SEIU 503 a Strike-Ready Union

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Submitted by: Local 200

WHEREAS, SEIU Local 503 represents tens of thousands of workers across Oregon who deserve strong, bold representation in the face of escalating economic inequality, privatization, and union busting tactics.

Whereas, strikes are one of the most powerful tools available to working people to secure fair contracts, safe workplaces, and dignity on the job.

Whereas, many workers in SEIU Local 503 have expressed a growing willingness to take stronger actions, including striking, to secure better wages, benefits, working conditions, and respect.

Whereas, being strike-ready means not only knowing our legal rights, but building the infrastructure, education, staffing, and organizing capacity necessary to conduct effective strike campaigns that are democratic, disciplined, and powerful.

Whereas, SEIU Local 503 must be prepared at any time to launch coordinated and legal protected job actions to defend its members and advance the labor movement as a whole.

Whereas, beginning January 1, 2026, the protections of Senate Bill 916 go into effect, granting public sector workers in Oregon new legal protections for engaging in strikes under defined circumstances, thereby reducing risk, and removing a key barrier to collective action.

Whereas, SEIU Local 503 must lead with courage, vision, and a commitment to building real power for its members by preparing for the possibility of future job actions and strike campaigns.

Whereas, since SEIU Local 503's reaffiliation with the AFL-CIO, OUR movement has grown 300,000 members stronger, connecting us to a broader, more powerful coalition of labor organizations committed to defending and advancing the rights of all workers.

Whereas, while some SEIU Local 503 members, including but not limited to Homecare and Personal Support Workers, are legally prohibited from striking, they remain essential to our movement's strength, and their participation in strategic, high-impact actions must be central to any strike-readiness plan.

Therefore, be it resolved that SEIU Local 503 shall become a strike-ready union, investing in the structures, culture, and readiness necessary to engage in lawful strikes and job actions as a tactic to advance member power and win stronger contracts.

Be it further resolved, that SEIU Local 503 shall allocate dedicated resources to support strike-readiness efforts including but not limited to:

A defined strike-ready budget line to cover materials, logistics, travel, and communications. Growth and clear administration of the strike/hardship funds to support members who may lose income during lawful work stoppages.

SEIU Local 503 shall hire or designate staff to:

Lead the development and implementation of strike and high-visibility, legally protected organizing preparation plans.

Coordinate with sublocals, member leaders, and staff across the state.

Oversee campaign escalation strategies, timelines, and coordination with legal and communication teams.

Be it further resolved, that SEIU Local 503 shall launch a Strike Education Program accessible to all members, to include training on:

Legal rights under Senate Bill 916, PECBA (Public Employees Collective Bargaining Act) and the NLRB (National Labor Relations Act).

The History and impact of strikes.

Practical strike preparation and action planning.

Be it further resolved, SEIU Local 503 shall establish a permanent strike-ready committee, composed of members, staff, and leaders, tasked with:

Creating a strike-readiness roadmap.

Ensuring each local and sector has an escalation plan and contract campaign infrastructure.

Reporting as needed to the Board of Directors and General Council.

Be it further resolved, that SEIU Local 503 shall launch a public-facing Strike Campaign Communications plan to:

Build public support

Inform members and allies

Counter employer and employee narratives during job actions or strike votes.

Be it further resolved, that all strike actions shall be authorized through democratic strike authorization votes by affected membership, following extensive member education, outreach, and engagement.

Be it further resolved, that SEIU Local 503 shall actively pursue solidarity agreements with other unions and community partners to coordinate job actions, mobilize strike support, and build a statewide culture of resistance and worker solidarity.

Be it further resolved, that for non-strike units, and to ensure all members of SEIU Local 503, regardless of legal strike eligibility, can meaningfully participate in escalation and power-building efforts: SEIU Local 503 shall develop and implement coordinated, legally protected actions for non-strike units and others to take during high-visibility, legally protected organizing including but not limited to:

Mass press conferences or visibility events

89 Lobby days and sit-ins at agency offices or legislative buildings
 90 High-volume call-ins,
 91 Testimony at public hearings
 92 Marches, rallies, or caravan actions in solidarity with both striking and non-strike units.
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 94 **Be it further resolved,** that for non-strike units, SEIU Local 503 shall encourage “slow
 95 work” or “work to rule” campaigns, where employees provide services strictly by-the-
 96 book. This raises administrative burdens and shines light on how much uncompensated,
 97 underappreciated labor these workers do.
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 99 **Be it further resolved,** that non-strike units shall be organized to flood social and
 100 traditional media with personal stories showing how their work connects to broader
 101 bargaining goals, especially around public safety, patient care, and equity.
 102
 103 **Be it further resolved,** that “Solidarity Days” or “Days of Action” designate statewide
 104 days of visibility or protest where non-strike members wear union gear, gather at Capitol
 105 steps, deliver petitions, and coordinate with striking units, making clear, their power and
 106 presence.
 107
 108 **Be it further resolved,** that SEIU Local 503 shall organize symbolic actions such as
 109 declining to work voluntary or extra shifts, canceling participation in unpaid advisory
 110 boards or task forces, publicly revoking endorsements of agencies or elected officials.
 111
 112 **Be it further resolved,** SEIU Local 503 shall ensure non-strike units receive strike
 113 education tailored to non-strike units including: Their rights under PECBA and federal
 114 law and creative escalation.

IMPACT STATEMENTS

Financial: The resolution does not establish sufficient fiscal parameters to accurately determine the total implementation cost. Given the scope of the resolution, there would need to be at least an additional lead-level position, estimated at approximately \$150,000 - \$200,000 annually in salary and benefits. Beyond that, additional costs associated with statewide travel, lodging, per diem, training, communications, legal support, committee operations, organizing activities, and administration would depend on implementation decisions.

Equity: This resolution has a neutral impact. Although some bargaining units are not strikeable and may not be able to participate fully, all bargaining units may benefit from the strike efforts of adjacent bargaining units.

Legal: Several actions contemplated by this resolution, including “work-to-rule,” coordinated workplace actions, solidarity campaigns, picketing activities, and joint actions with other labor organizations, require careful legal review before implementation. Certain forms of slowdown activity, intermittent strikes, secondary boycott activity, or other unconventional job actions may be restricted or prohibited under Oregon law or federal labor law. Defending such allegations would require

significant Union resources for legal fees and filing costs. Implementation should include regular legal review of strike-readiness materials, communications plans, campaign tactics, and training curricula to ensure continued compliance with evolving labor laws and regulations in both the public and private sector.

Political: This resolution would require the union to organize alternative events for non-striable represented workers that could include lobby days, sit-ins, public testimony, all of which are activities the union already engages in led by the Political Department. Depending on the timing of such actions, additional resources may be needed to implement this resolution. The specific directive to publicly revoke endorsements of elected officials lacks clarity and would need further definition and discussion among CAPE members to implement.