

Member Affairs #4

Subject: Create training regarding the Code of Conduct accessible to all members in SEIU 503

Authored by: Michea Bonilla, Angie Foster-Lawson, Nanette Carter-Jafri

Submitted by: Homecare Sub-local 99

WHEREAS, members are the backbone of the union and the workforce of the state of Oregon, and

WHEREAS, the Code of Conduct was created to ensure the safety of all members, regardless of gender, gender identity and expression, sexual orientation, disability, mental illness, neurotype, physical appearance, body, age, race, ethnicity, nationality, language, family status, economic status, immigration status, or religion, yet

WHEREAS, most members do not receive any education on the Code of Conduct unless they are training to be a steward or entering into an elected position.

WHEREAS, the Code of Conduct is a necessity born from the lack of equity and inclusion we continue to see today not just in the union, but in the world around us.

WHEREAS, to be effective in promoting equity and inclusion, people must first understand what is being asked of them when the Code of Conduct is read at the start of meetings or presented in union spaces.

THEREFORE, BE IT RESOLVED, that SEIU 503 create a training or training series that is accessible to all members in regard to the Code of Conduct, regardless of position within the union.

BE IT FURTHER RESOLVED, the training is created through the work of the Code of Conduct Committee, the CHRC, and staff to ensure that all parties are presenting accurate information.

BE IT FURTHER RESOLVED, that the trainings include education on why the Code of Conduct was created, and what the Code of Conduct Committee's job is within SEIU 503.

BE IT FURTHER RESOLVED, that the trainings include education on the terms used in the Code of Conduct, as members have been shown to not know many of the terms listed within.

BE IT FURTHER RESOLVED, that the trainings include education on what a "union space" is within SEIU 503.

43 **BE IT FURTHER RESOLVED**, that the trainings include education on what
44 constitutes a Code of Conduct violation and what does not.

IMPACT STATEMENTS
Financial: No fiscal impact Equity: This resolution has a positive impact in that it would expand the reach of current Code of Conduct 101 trainings; potentially evolving into a training series that all members could benefit from. It further iterates the historic importance of protecting members from harm while conducting union activities, particularly members belonging to marginalized identity groups. Legal: No legal impact Political: No political impact