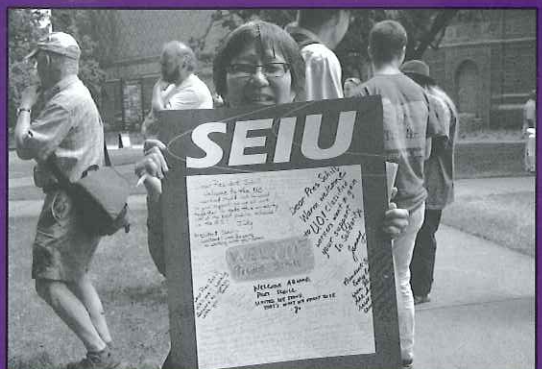
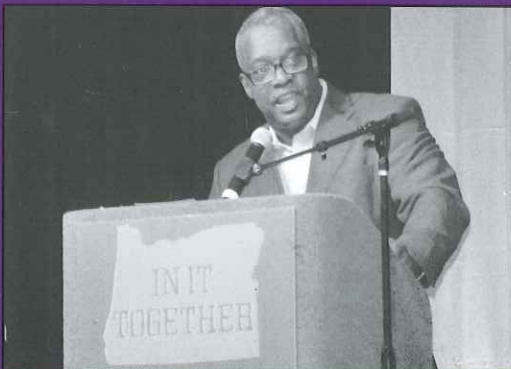


IN IT TOGETHER

# Orientation Guide for Public Sector Members

State Workers . Private Non-Profits . Higher Education . Local Governments . State



Local Governments . State Workers . Private Non-Profits . Higher Education . Local Governments . State Workers . Private Non-Profits . Higher Education . Local Governments . State

Workers . Private Non-Profits . Higher Education . Local Governments . State Workers . Private Non-Profits . Higher Education . Local Governments . State

# SEIU Local 503

LOCAL 503  
**SEIU**  
Stronger Together

Local Governments . State Workers . Private Non-Profits . Higher Education . Local Governments . State Workers . Private Non-Profits . Higher Education . Local Governments . State

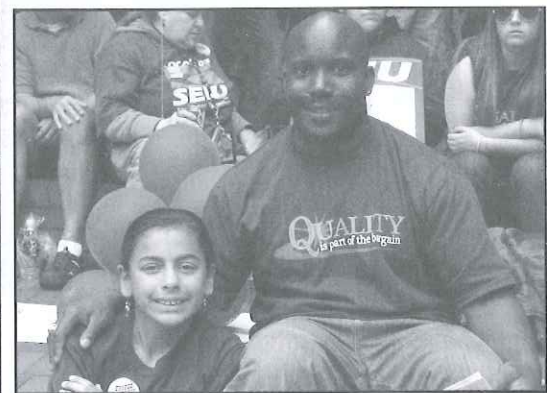


# Why You Should Join

## Creating a Better Future for Our Families and Communities

Much of our work extends beyond the workplace. We provide valuable services to our communities, doing more than 500 different jobs in 85 state, local government and non-profit agencies and care facilities. The services we provide include helping people who are deaf or hard of hearing get access to education, collecting revenue, helping veterans, assisting at-risk youth, repairing bridges, maintaining Oregon's parks and caring for children, seniors, and people with disabilities — just to name a few.

With many communities still struggling in the face of long-standing inequities, and a growing gap between the wealthy and working families, our work is far from over when we leave the workplace.



## Having a voice in our worksites is another reason we belong to a labor union.

Members of SEIU 503 exercise power in numbers to stand up to unfair treatment on the job — whether that takes the form of supervisor mistreatment, an arbitrary contract interpretation, a discriminatory policy, unsafe working conditions or inadequate resources to provide top-notch services. When faced with injustice at the workplace, contact your union steward and work together to come up with a plan to create a better workplace.

Solidarity is the strongest tool we have as a union. **Victories are won when we stand together and fight for what is right!**





# Membership Application

SEIU Local 503, OPEU PO Box 12159 Salem OR 97309-0159

(Please print or type clearly.)

NAME: \_\_\_\_\_ DATE OF BIRTH: \_\_\_\_/\_\_\_\_/\_\_\_\_  
MONTH DAY YEAR

ETHNICITY: \_\_\_\_\_ PREFERRED LANGUAGE: \_\_\_\_\_  
(OPTIONAL)

HOME PHONE: \_\_\_\_\_ \*CELL: \_\_\_\_\_ HOME EMAIL: \_\_\_\_\_

*\*By including your mobile number you are authorizing SEIU and its locals and affiliates, using various automated technologies, to call you and get text alerts to you- up to 5 per month. We will never charge you for text message alerts, but carrier message and data rates may apply. Text STOP to 787753 to unsubscribe, and HELP for more info. If you would like to opt out of text messages, please check the box.*

RESIDENCE ADDRESS: \_\_\_\_\_  
(REQUIRED) STREET CITY STATE ZIP

MAILING ADDRESS: \_\_\_\_\_  
(IF DIFFERENT FROM RESIDENCE) STREET CITY STATE ZIP

EMPLOYEE I.D.#: \_\_\_\_\_

EMPLOYER/AGENCY: \_\_\_\_\_ JOB TITLE: \_\_\_\_\_

WORK ADDRESS: \_\_\_\_\_  
STREET CITY STATE ZIP

HIRE DATE: \_\_\_\_/\_\_\_\_/\_\_\_\_ WORKSITE/DEPARTMENT: \_\_\_\_\_  
MONTH DAY YEAR

I hereby designate SEIU Local 503, OPEU (or any successor Union entity) as my desired collective bargaining agent. I also hereby authorize my employer to deduct from my wages all Union dues and other fees or assessments as shall be certified by SEIU Local 503, OPEU (or any successor Union entity) and to remit those amounts to such Union. This authorization/delegation is unconditional, made in consideration for the cost of representation and other actions in my behalf by the Union and is made irrespective of my membership in the Union. This authorization is irrevocable for a period of one year from the date of execution and from year to year thereafter unless not less than thirty (30) and not more than forty-five (45) days prior to the end of any annual period or the termination of the contract between my employer and the Union, whichever occurs first, I notify the Union and my employer in writing, with my valid signature, of my desire to revoke this authorization. Union dues may be tax deductible as a work related expense subject to Federal and/or State tax rules.

SIGN HERE TO JOIN

SIGNATURE: \_\_\_\_\_ DATE: \_\_\_\_\_

I want to be active in my union. I am interested in learning more about our Union and ways to become involved.

## Voluntary SEIU Local 503 Citizen Action for Political Education (CAPE) Check-off

\$10.00/month  \$13.00/month  \$15.00/month  Other \$ \_\_\_\_\_

**This contribution qualifies for the Oregon Political Tax Credit. Single filers are eligible for a credit of up to \$50/year; joint filers up to \$100/year.** I hereby authorize my Employer to deduct the designated amount from my monthly earnings as a contribution to SEIU Local 503, OPEU CAPE. My contribution will be used to support member-endorsed candidates and for expenditures in connection with elections for Local, Legislative, Statewide and Federal offices. These elected officials make critical decisions on salaries, healthcare, retirement and other benefits and laws affecting SEIU Local 503, OPEU members. A portion of this contribution (as much as 48% for the average contributor) may be used by SEIU for federal elections. The contribution amounts indicated above are only suggestions and I may choose not to contribute or to vary my contribution amount without reprisal from my Union or my Employer. As per federal law, only union members and union executive/administrative staff who are U.S. citizens or lawful permanent residents are eligible to contribute to SEIU COPE (the Federal Committee on Political Education). This authorization is made voluntarily and is not a condition of my employment or membership in the union. This authorization shall remain in effect until revoked in writing by me. This contribution is in addition to union dues. This contribution is not deductible for federal income tax purposes.

SIGN HERE FOR CAPE

SIGNATURE: \_\_\_\_\_ DATE: \_\_\_\_\_

- \*FOR OFFICE USE ONLY\***
- OTHER MAIL
  - MEETINGS/TRAININGS
  - IN-PERSON NEO
  - NEW HIRE MAIL
  - MAIL RETURN FROM ORIENTATIONS
  - WORKSITE/HOUSE VISIT
  - OTHER

# Join Us!

SEIU Local 503 is nearly 65,000 women and men who, by joining together, are achieving what we cannot accomplish alone. By standing together, we have a voice in our contracts and our daily work lives.

The work of SEIU 503 members touch the lives of every single citizen of Oregon. Our members work in state and local government offices, private non-profits, and every public higher education university in Oregon. In addition, our care provider division has members in homecare, child care, nursing homes, adult foster care, and personal support workers.

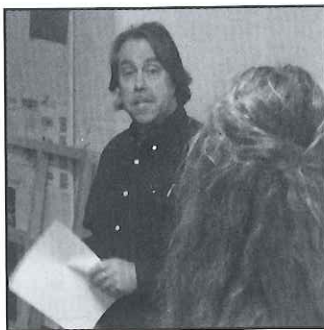


"We are the union. If you want to have a voice in your workplace and participate in securing your healthcare, benefits, and wages, you have to get more involved, because your opinion counts. It has nothing to do with an organization. It has to do with who we are. We are SEIU."

*LaTricia Straw, Office Specialist - Marion County*

"Whether it's working to improve our wages and benefits or helping to resolve workplace issues, the union is strongest when we stand together. It's not uncommon for us to be spread out and confined to our offices. It's important to know our union is there for us."

*Bethani Rivera, Paralegal - Child Welfare Services*

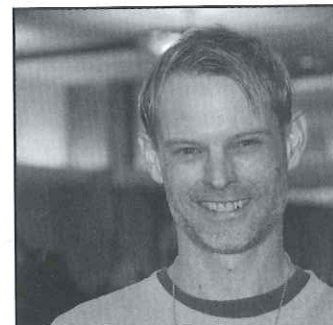


"The classified staff are the people helping students navigate their day-to-day lives at the university. Our union works hard to secure adequate funding for Oregon's public higher education institutions. If we couldn't join together in our union, the wage gap between classified staff and senior administrators would be even greater than it already is."

*Paul Keats, Office Specialist - University of Oregon*

"My union uplifts my voice and the voices of my coworkers. Our union strengthens the public services we provide. In it together, we fight for economic, social, racial, and LGBTQ justice for all. "

*Benjamin Gerritz, Prevention Educator - Cascade AIDS Project*





# SEIU 503 and Oregon

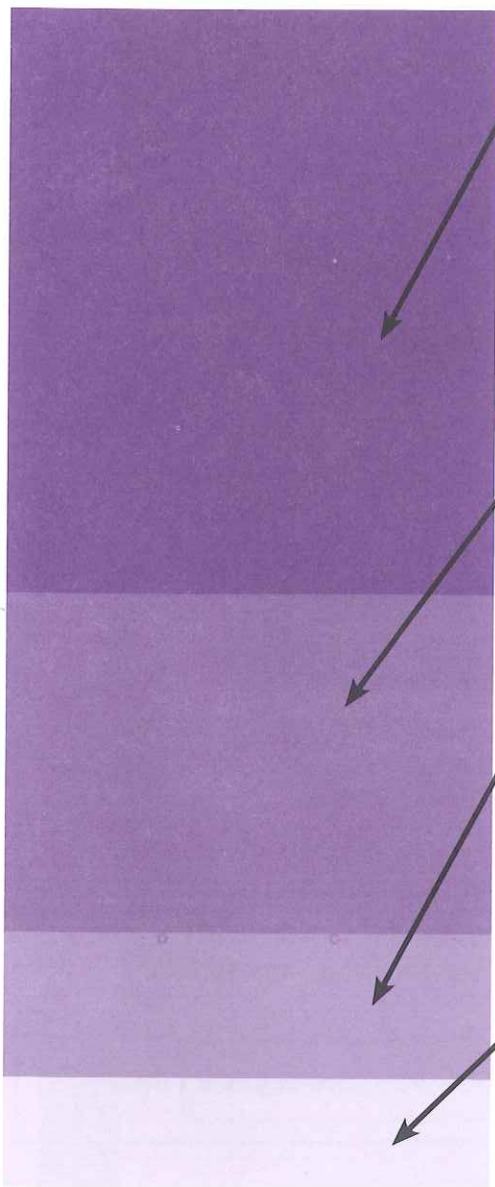
**We share a vision of a better life for everyone.**

We envision a just and vibrant society where everyone is treated with dignity and respect, and where all workers can provide for themselves and their families.

Together, we are building a better Oregon.

## What dues pay for...

2016<sup>1</sup>



### **56% Bargaining, Internal Organizing, and Worksite Campaigns**

In order to build power, the core of SEIU 503's program is internal organizing, leadership development, contract negotiations, and contract enforcement. This includes maintaining six offices throughout Oregon, Board meetings, salaries for internal organizers and support staff, member organizers, support for collective bargaining and member mobilization around worksite issues, and our research and legal departments. Fighting for worksite justice also includes expenditures to pursue legal strategies and member mobilization to affect policy changes at the executive or legislative level, as well as committing resources to prepare for and conduct strikes. Rebates to locals, life insurance for members, trainings, and conferences are also included here.

### **24% Labor Affiliations for Local, State, and National Strength**

All Service Employee International Union locals are required to contribute membership fees to our International Union, SEIU. Additionally, 503 is a fee-paying member of the SEIU Oregon State Council. These affiliations provide us with the strength to create a better future by fighting for the issues that matter to working families – including fair taxation, labor rights, funding for public services, and much more.

### **12% External Organizing**

More members mean a stronger voice for our contract negotiation and more political power. As more Oregonians become union members and raise their pay and workplace standards, the better Oregon becomes for ALL working people. External organizers, member organizers, and volunteer organizers help build our numbers and strength, increasing our ability to win a better future.

### **8% Politics and Communications**

Our political department works with the member-elected CAPE Committee and Board to set a strategy to hold politicians accountable, win important ballot initiatives that reflect our core values, hold lobby days, and win in the voting booth – insuring that we have the elected officials that support our vision. The communications department works with members and the media to build a positive image for the quality services we provide and to present our members' case to the public.

<sup>1</sup>Total Operating Expenditures for 2016 were \$27,785,007.

# Why Politics Matter

- **We keep Oregon working.** Members at DHS provide direct services to over one million Oregonians a year; ODOT members put in the long hours to ensure safe roads; higher ed members ensure that Oregon's public universities run smoothly; members have vital roles in city, county, and state government offices; and our non-profit agency members take an active role in improving the quality of life for our communities.
- **Funding for our jobs, wages and benefits is set in large part by decisions made in national, state and local government.** Our state legislature allocates funds for state workers and care providers, as well as setting Medicaid rates for nursing homes. Local governments and many private nonprofits are tied to state spending. **This is why it is VITAL that we work to support the elected officials who share our vision.**
- **Many Oregon elections are decided by just a few thousand votes.** When nearly 65,000 members of our union speak with one collective voice, we are able to drive change.
- When we join with our allies to form community coalitions such as Fair Shot For All, we are able to lobby and win legislation **that helped end profiling, and won ban the box, paid sick days, retirement security, and the highest minimum wage in the country.**
- **Our work touches the lives of every single Oregonian.** We proudly stand together for the quality services our communities and families rely on. When we stand together as one, we create a better future for all.

## HUGE VICTORIES FOR WORKING FAMILIES

RAISE THE MINIMUM WAGE **PASSED!**

PAID SICK DAYS **PASSED!**

RETIREMENT SECURITY **PASSED!**

BAN THE BOX **PASSED!**

END PROFILING **PASSED!**

**FAIRSHOT FOR ALL**





# How We Make Decisions

Vision and process is developed and adopted by member leaders elected throughout Oregon to our union's highest governing body, **General Council**. The council meets biennially in the even-numbered years to adopt our budget, deliberate policies and set the union's direction for the next biennium. Members submit resolutions on policies and goals that are reviewed, discussed and voted on by our General Council.



Our **Board of Directors** governs the union day-to-day, monitoring and carrying out the policies set by General Council. The Board meets every other month, and consists of elected Directors and Assistant Directors along with four elected Statewide Officers: President; Vice-President; Secretary-Treasurer; and Executive Director. An **Executive Committee** – made up of the Statewide Officers and three Board members elected by the Board – meets during the months when the full Board does not.



## CAPE

Citizen Action for Political Education (CAPE) is a voluntary association composed of members of our union, their family members, and other persons or organizations who seek a better future. Our CAPE Council consists of locally elected member representatives that drive SEIU 503's vision. The Council provides a voice for everyday Oregonians by recommending endorsements and working to get the right candidates elected.

CAPE is run by the members of our union and is not affiliated with a political party.

## BARGAINING

Members in individual bargaining units elect bargaining teams and vote to ratify or reject any proposed contract that is negotiated. Proposals for bargaining are drawn from member surveys and strategies developed by each unit's bargaining team in consultation with the staff negotiator.



# Our History

The history of SEIU Local 503 is an important part of progressive, democratic unionism within Oregon and the nation.

Our members have joined with other SEIU locals throughout the country and transformed our parent organization into one of the fastest-growing and most democratic unions in North America. Our local continues to support efforts by SEIU to bring more workers into the labor movement through an unprecedented commitment to organize unrepresented workers and change the political process.

Closer to home, our union has led in advancing family wages, employer-paid health and retirement benefits, workplaces free of discrimination, and strong protection against arbitrary discipline and termination. Many of these advances have become standards in Oregon's public and private sectors, addressing larger community issues of economic and social justice. Knowledge of our history helps us understand change and how our Union came to exist.

## Here are a few highlights from SEIU 503's long history of building power for working people:

### 1943

State highway workers vote to form the Oregon State Employees Association (OSEA).

### 1977

OSEA changes its constitution to allow organizing of local government workers.

### 1979

OSEA negotiates employer-paid retirement as part of its contract with the State.

### 1980

OSEA, now Oregon Public Employees Union, affiliates with Service Employees International Union (SEIU).

### 1987

On September 16 at 12:01 a.m., state workers conduct a "rolling strike" and remain on the picket line until September 24. Primary issues leading to the walkout are pay equity and fully paid health insurance.

### 1991

Local 503 helps organize the "Heart of Oregon Coalition," a broad-based, statewide amalgam of labor and community organizations unprecedented in Oregon's political history. The coalition organizes around anticipated impacts of 1990 Ballot Measure 5 on state's communities and education system.

### 1995

State and University workers undertake the first statewide strike in our history over employer-paid retirement benefits. More than 13,000 state workers stay on the picket line from May 8-14. May 9, members conduct the largest march in Salem's history with more than 10,000 striking workers. This "March for Justice" is a big step forward for public workers in demonstrating their newly realized power.

Measure 8, which stripped state and higher ed workers of a portion of their retirement benefits in 1994, is ruled unconstitutional by Oregon's Circuit Court.

### 2001

Homecare workers vote by 92% in favor of joining Local 503, and our union grows by 13,000 members.

### 2005

200 employees at six more nursing homes join Local 503 and negotiate their first contracts; more than 3,000 child care providers sign cards to join Local 503.

After "refusing to choose" between wage increases and health insurance, State and higher ed workers draw more than 5,000 members and supporters to the capitol for the United for Fairness march, and ultimately win a fair contract.

### 2009

On June 7, SEIU 503 members and allies stage a 2,500-participant "United for Oregon" march across the Hawthorne Bridge in Portland, bringing attention to the need for public services and programs, and urging state lawmakers to make them a priority.

Lawmakers did just that, by referring Measures 66 and 67 to voters, who chose overwhelmingly to raise taxes on corporations and the wealthy to protect vital services.

### 2015

Higher ed members ratify a four-year contract addressing long-standing inequities facing part-time employees and featuring some of the highest cost of living adjustments higher education classified workers have seen in decades. State members ratify a four-year contract securing wage increases, affordable healthcare and winning a new paid holiday.

With our allies, we formed the Fair Shot Coalition, securing major legislative wins for all Oregon's working families.

### 2017

Thousands of SEIU 503 members elect to update governing policies to protect member privacy and democracy with an overwhelming 91 percent Yes vote.



# Member Resource Center

Our Member Resource Center (MRC) consists of organizers who are available to provide advice and assistance to stewards and members with worksite issues, contract questions or grievances. MRC organizers are available Monday-Thursday 9:30 AM- 5:30 PM and on Friday from 10:30 AM-4:30 PM (except holidays), and can be reached by calling:

- **844-503-SEIU (844-503-7346)**

## **A special set of benefit options available to union members only.**

### **Free Basic Life Insurance**

Members automatically receive \$2,500 of term life insurance.

### **Supplemental Life Insurance**

You may purchase additional supplemental term life insurance, spouse/partner and dependent life insurance. You must work at least 80 hours per month and may be required to prove Evidence of Insurability.

### **Short Term Disability Insurance**

You may purchase short term disability insurance. You must work at least 80 hours per month and may be required to prove Evidence of Insurability.

### **Legal Insurance**

You may purchase legal insurance. Legal insurance gives you a place to turn to when you need help with a wide range of legal matters such as buying a home, or creating a will. As well as unexpected issues like a dispute with a home contractor or identity theft restoration. You will receive legal advice and representation that is 100% paid-in-full for most covered legal matters when you work with a ARAG® Network Attorney.

### **Northwest Community Credit Union**

You will receive a special offer when opening a new account with Northwest Community Credit Union.

### **Resident Lending Group**

Resident Lending Group is a mortgage broker who specializes in educating home buyers in the home purchasing process. They offer traditional, speciality and "outside the box" mortgages.

### **Auto & Home Insurance**

You can protect your auto and home with special rates and multiple discounts through MetLife and Hartford.

### **Aflac**

Aflac offers guaranteed-renewable insurance policies including accident, hospital indemnity, dental and cancer/specified disease policies. The benefits are predetermined and paid in addition to any other insurance you have.

### **Dental Discounts**

You and your family are eligible for discount dental services through participating Bright Now! Dental and Sunrise Dental offices.

### **Smart Savings**

You can access online discount purchasing through Motivano Smart Savings. Motivano Smart Savings offers discounts at more than 800 merchants. Including local discounts.

### **Union Plus Benefits**

Union Plus benefits provide consumer benefits to members. Discounts on car rental, mortgage, cell phones, travel & more.

### **Scholarships**

We offer two types of one-year scholarships to active members, their spouse/partner, children, and grandchildren. Awards are based on financial need and scholastic ability. One year of active membership is required before applying.

### **Great Wolf Lodge**

You will receive a discount off their best available rates.

## **SEIU 503 Member Benefits Support**

Monday – Friday, 8:00 am – 4:30 pm  
503.581.1505 or 800.452.2146, ext. 160  
[memberbenefits@seiu503.org](mailto:memberbenefits@seiu503.org)

More information: [seiu503.org/benefits](http://seiu503.org/benefits)

*The information provided in this notice does not fully describe the insurance policies, provisions, limitations and exclusions.*



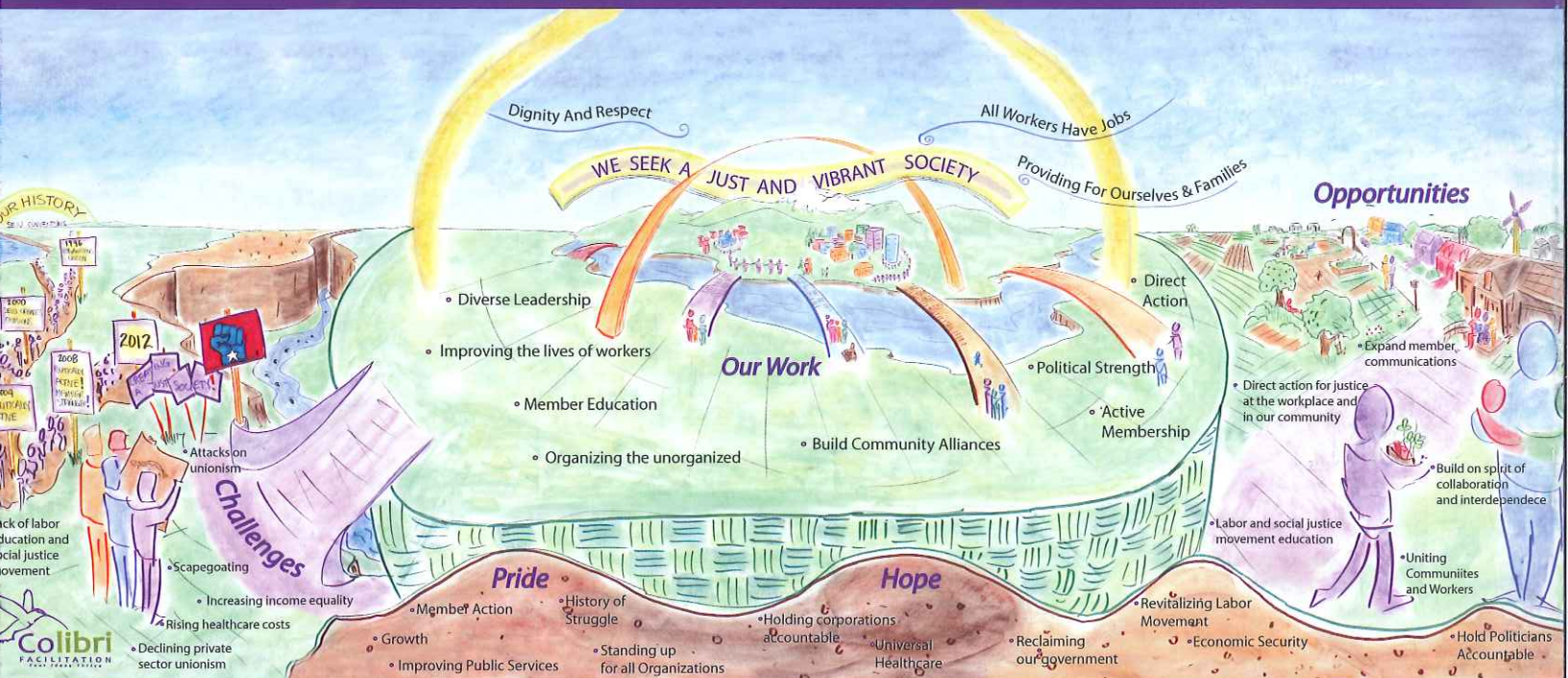
# We envision a just and vibrant society where everyone is treated with dignity and respect, and where all workers can provide for themselves and their families.

## Main Office

1730 Commercial St. SE

Salem, OR 97302-5155

844-503-SEIU (844) 503-7346



[www.seiu503.org](http://www.seiu503.org)