

SEIU POLICY BOOK



Our Vision and Values for Oregon 2024–2025



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OUR MISSION AND VISION

Service Employees International Union (SEIU) members seek a just and vibrant society where everyone is treated with dignity and respect, and where all workers have jobs that provide for themselves and their families. SEIU members are working to achieve a higher standard of living by elevating their social conditions and by striving to create a more just society.

SEIU members share a vision of an America where all working people can join together in unions and earn a living wage; where quality health care is accessible and affordable for all and everyone has a secure retirement; where immigrant families are able to stay together; where all communities have access to quality public services; where we work to dismantle structural racism and achieve equality for all people regardless of gender or sexual orientation; where every vote counts; where we all have clean air to breathe and clean water to drink; and where our economy and democracy work for all of us, not just millionaires and billionaires.

SEIU International

SEIU is the fastest-growing union in North America. Focused on uniting workers in three sectors to improve their lives and the services they provide, SEIU is:

- The largest healthcare union, with more than 1.1 million members in the field, including nurses, doctors, lab technicians, nursing home workers, and homecare workers.
- The largest property services union, with 225,000 members in the building cleaning and security industries, including janitors, security officers, superintendents, maintenance workers, window cleaners, and door people.
- The second largest public services union, with more than 1 million local and state government workers, public school employees, bus drivers, and child care providers.
- A leader in the Fight for \$15, working with fast food workers, airport workers, homecare workers, and child care workers in a campaign that has changed the conversation around low-wage work and the minimum wage in the United States.

SEIU IN OREGON

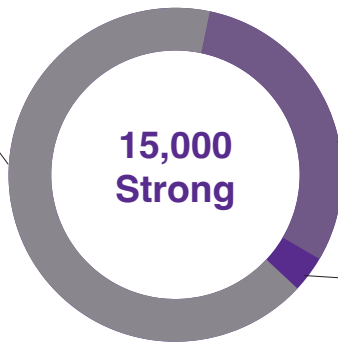
SEIU represents more than 84,000 working people in Oregon & SW Washington. Our members participate at every level of politics and policy in Oregon either through giving to the COPE fund (Local 49) or through the Citizen Action for Political Education (CAPE), a group of 52 leaders elected by members to drive Local 503's voice in politics.

SEIU Local 49

SEIU Local 49 started in 1922 when 6 janitors in downtown Portland stood together, determined to make a better life for themselves and their families. Recognizing the impact a union had for janitors, local hospital workers soon united, organizing to join Local 49 for a living wage and respect on the job. In 2017, Local 49's membership has grown to 15,000 members in Oregon and Southwest Washington.

9,500 Hospitals and Clinic Workers

Healthcare workers at hospitals and clinics all over Oregon and SW Washington.



5,000+ Property Services Workers

Janitors, security officers, maintenance and custodial workers, stadium and arena workers, window cleaners, and other workers who provide important services.

930 Allied Workers

Local 49 members who work in laundries across the state, as well as Xerox workers, Pendleton Woolen Mills workers and other allied workers.

Demographics

Most SEIU 49 members are low-wage workers. The Union is more diverse than the general population in Oregon, with many members who are people of color or who speak English as a second language.



SEIU IN OREGON

SEIU Local 503

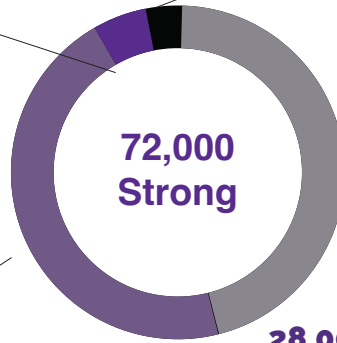
SEIU Local 503 was founded as a professional association for state workers before World War II. Over the course of the next twenty years, publicly funded workers in local governments and private non-profits joined the union. Over the last 20 years, homecare workers, personal support workers, child care providers, and adult foster home providers joined the Union. Local 503 now represents more than 72,000 workers.

3,000 Adult Foster Care Providers

Care providers who provide Medicaid services to low-income seniors and people with physical, mental, and developmental disabilities.

5,000 Nursing Homes & Non-Profit Workers

Employees of nursing homes and private non-profits including Oregon Public Broadcasting (OPB), The Cascade AIDS Project, and The Parry Center for Children.



36,000 Homecare and Personal Support Workers

Homecare and personal support workers, caring for Oregon's seniors and people with disabilities at publicly funded homecare services throughout the state.

28,000 State, Local, and Higher Ed Workers

Hundreds of different jobs at State and local government agencies, and Oregon's public universities. We are the front-line workers who provide Oregon's critical public services.

Demographics

71% of members are women. 60% of members earn less than \$40,000 per year. We are a diverse union that communicates in five languages.



THE UNION DIFFERENCE

Our union in Oregon and nationally unites working people to fight for issues that matter to our families. Working people united in SEIU demand that candidates for every elected office unabashedly champion economic and racial justice and commit to throwing open the doors for every person in this country to have the opportunity to join a union, no matter where they work.

When workers are able to join together in a union, everyone benefits. Full-time women workers in unions earn 23% more than their non-union counterparts, and Black union workers are 13% more likely to have health care than non-union workers. These benefits support workers and their families to be more financially stable, and access to improved training and benefits also contributes to better outcomes at work.

Here in Oregon, the union difference has been felt by SEIU members working in homecare, at airports, and in a variety of jobs across our state. For many, being represented by a union can be the difference between making ends meet and facing housing, food, and financial instability.

In 2022, union density in Oregon was at 15.5% while Idaho was at 4.7%, the 10th lowest in the United States. And that difference matters. Research shows that in states where unions are strong, everyone is better off. Wages are higher on average, the uninsured rate is lower, and unions are good for Democracy. Here are some differences between Idaho and Oregon, by the numbers:

CATEGORY	OREGON	IDAHO
Minimum Wage	Baseline: \$14.20 Portland Metro: \$15.45 Rural/Frontier: \$13.20	Federal: \$7.25
Uninsured Rate (2018)	8.6%	13.2%
Average Salary	\$62,680 (14th)	\$51,350 (42nd)
Democracy & Voting Rights	<input checked="" type="checkbox"/> Automatic Voter Registration <input checked="" type="checkbox"/> Drop Boxes <input checked="" type="checkbox"/> Vote by Mail	<input type="checkbox"/> Automatic Voter Registration <input type="checkbox"/> Drop Boxes <input type="checkbox"/> Vote by Mail
Voter Turnout: 2022 General Election % of voting age population	61.5% (highest in nation)	42.3%

SHOWING UP FOR WORKERS



SEIU members put it all on the line to improve conditions in their workplace. This often happens despite real threats to their financial security, employment, and/or futures. In recent bargaining and organizing campaigns, we have seen employers:

- ✗ Circulate flyers with false claims about the union
- ✗ Spend hundreds of thousands of dollars on union-busting consultants
- ✗ Directly and indirectly threaten workers' jobs
- ✗ Change workers' schedules to divide union supporters and non-supporters
- ✗ Threaten workers based on their immigration status

It is during these times that we look towards our elected officials for support. There are many ways that elected officials can make a difference when workers are fighting for a better future, including, but not limited to:

- ✓ Writing letters to and calling company executives
- ✓ Conducting card counts for newly organized units
- ✓ Speaking at rallies
- ✓ Showing up in solidarity at our information pickets/strikes
- ✓ Holding anti-union employers accountable



On May 17, 2023, hundreds of SEIU homecare and personal support workers and their allies rallied in Salem to fight for a strong contract as part of the "Drive to \$25" campaign. As a PSW and SEIU member herself, Senator Patterson was there to show her support and lend her voice to the fight.

LONG-TERM CARE



“The silver tsunami is coming. The baby boomers are aging out. We will all need caregivers ourselves some day and we need to make this job valid and a career people are willing to do.”

—Joy'e Willman
SEIU 503 HOMECARE WORKER

More than 73,000 Oregonians work in caregiving and personal support jobs, providing services to seniors, people with disabilities, and children. The COVID-19 pandemic exposed significant gaps in long-term care and support staffing and in emergency planning and preparedness, as well as the lack of transparency about outcomes. These gaps affect consumers and families as well as caregivers and support staff, including those in facilities and home settings. Now is the time for bold action to address these challenges.

Projected Growth of Long-Term Care Professions in Oregon Through 2030

↑ 26%
NURSING & RESIDENTIAL
CARE JOBS

↑ 18%
HEALTH-RELATED SOCIAL
ASSISTANCE JOBS

EXPECTED # OF OREGONIANS OVER AGE OF 85 BY 2030

Unless we address issues in the long-term care system, the largest share of new jobs entering the labor market will not support strong families or build strong communities.

26%

One of the biggest needs care and support providers have is high-quality training and economic opportunities to continue in the work past one consumer and one job. However, the systems either don't exist or fail to meet the need. Many employers are also faced with staffing shortages, and potential caregivers – particularly young people – do not see the opportunity for a career in this industry. To meet this challenge, caregivers should have a voice in designing and implementing workforce development programs that provide career development, training, flexibility, job stability, and job growth.

There is no justification for other tax-paid services not to have such systems in place, especially a sector that is mostly women and people of color who do the hard work of caring and providing support for Oregon's most vulnerable people. A prevailing wage has been attached to public works projects since 1959, and the Legislature continues to add jobs often held by men to the list of public works jobs that should abide by a prevailing wage session after session. It's time Oregon starts focusing on the jobs usually held by women and people of color.

LONG-TERM CARE

Long-Term Care Career Paths

Building career pathways in caregiving is essential for elevating the profession, ensuring high-quality care, addressing workforce challenges, and providing caregivers with opportunities for growth and professional development. Ultimately, these pathways contribute to better outcomes for both caregivers and the individuals they care for. SEIU supports strategies to building career pathways, including:

- ✓ Building stackable credentials for workers to earn higher wages and demonstrate skills
- ✓ Creating opportunities to receive credit for work experience in care settings to advance to other license types like CNA
- ✓ Provide wrap around support to workers pursuing additional education and credentials in care professions
- ✓ Aligning training across community based care settings and improving enforcement and quality

Oregon's long-term care (LTC) and disability support workforce is in crisis. High vacancy rates, significant turnover, and low wages across the sector are costly, and they further degrade quality of care at a time when seniors and people with disabilities increasingly need support. In order for Oregon to deliver on its commitment to serve Oregonians in home and community-based care settings, we must invest in long-term care workforce solutions. As Oregon ages, the need for these essential and cost-saving services will increase. Establishing a direct care workforce standards board and a prevailing wage for care work must be part of the solution.

Care Workforce Standards Board

- ✓ Bring workers, employers, and consumer advocates together to set and enforce workforce standards
- ✓ Give workers a voice in working conditions and build worker power
- ✓ Establish a prevailing wage for Medicaid-funded attendant care

Prevailing Wage for a Historically Disenfranchised Workforce

Oregon has a prevailing wage for publicly funded construction projects. A prevailing wage ensures that workers employed by government-funded projects are able to be self-sufficient. Oregon's establishment of a prevailing wage for construction projects has provided trade workers, who are predominantly male, with the family wages they deserve. We should extend this security, respect, and value to care workers who are undervalued and marginalized. Long term care workers disproportionately identify as female and BIPOC. These historically disenfranchised Oregonians provide an essential service to some of the most vulnerable people in our state, but are paid poverty wages. Establishing a prevailing wage for care work would level the playing field, advance equity, and finally address this essential workforce crisis.

GOVERNMENT PROCUREMENT POLICY



“Responsible contracting means that me and my family can count on regular wage increases, and I can provide a better education for my daughters. I feel like we are finally moving ahead and have been able to pay off our debts. I worked in a non-union janitorial company for 11 years, and it was hard. In these 4 years with the Union my life has completely changed.”

—Santa Gonzalez
SEIU 49 JANITOR

Janitors and security officers without a union, many of whom are immigrants and people of color, are paid poverty wages and are often victims of wage theft and retaliation for asserting their rights in the workplace.

Government’s procurement policies for janitorial, security, and laundry services can have a negative or positive impact on the workers, communities, and economy of our state. Low bid procurement policies can have a disproportionate impact on Black, Brown, and Native workers. When governments rely on low-bid contracts, they can inadvertently pay the “high cost of low wages” by providing de facto subsidies to employers, in the form of other government subsidies like food stamps, medicaid, and other public programs required to meet the needs of low wage workers. This in turn creates unfair competition, giving an advantage to companies that pay lower wages and have fewer benefits than their competitors.

Government should use its purchasing power and make rules and laws to improve the quality of jobs in janitorial, security and laundry. This will help Oregon workers and their families, boost our economy, and reduce the risk of disruption for the government when they hire companies. These policies could include things like:

- ✓ **Require contractors to pay wages and benefits that meet the standards set by the federal Service Contract Act**, which sets a floor for wages and benefits for federal contractors based on job classifications.
- ✓ **Retain predecessor contractors’ employees** to maintain service quality and prevent worker displacement.
- ✓ **Document Labor Peace:** binding agreements that reduce the risk of labor disruption, such as a labor peace agreement, collective bargaining agreement, or labor-management partnership.

AIRPORTS



“We are strong when we are united! Together, we are demanding the benefits all airport workers deserve from these giant airlines making their best profits ever. We are fighting for quality, affordable health insurance. Many of our co-workers are hurt, and many more of us are afraid of hurting ourselves. We are asking for what we deserve in exchange for the hard work and service we provide.”

—Gladys Hernandez
PASSENGER SERVICE AGENT WITH HUNTLEIGH, USA

Our union is the largest service worker union at PDX Airport. Our members include the janitors who clean the terminal, gates, lounges, and many offices on the property, employed by subcontractors hired by the Port of Portland and by airlines. Airline subcontractors also employ our members to clean aircraft cabins and to assist passengers who require a wheelchair to move to and from their flights.

Alongside tens of thousands of airport workers in SEIU nationally, our union is fighting to improve our nation’s air travel system by improving the jobs of the mostly Black, Brown, and immigrant workforce employed by airline subcontractors. We believe that a well-paid, trained, and stable workforce is essential for an efficient 21st-century national air travel system. Airlines must invest in the workers who perform essential yet often overlooked tasks, such as supporting passengers with disabilities, cleaning planes, and performing security sweeps in a limited amount of time. Research over decades has shown that high job quality standards for airport workers leads to improved services for airport passengers, employee retention, improved safety and security, and shared economic prosperity.

At PDX, the largest Oregon airport, workers have already shown a path forward. In response to their efforts, the Port of Portland, which owns and operates PDX, established wage and Paid Time Off standards that have improved the quality of jobs and stability of the workforce. While these are major steps forward, PDX workers still lack a standard for health care like those at other leading airports. Additionally, the rest of Oregon’s airports and many airports nationwide have no standards for wages, benefits, and paid time off. All airport service workers nationwide deserve such a standard.

Airport workers are also calling on Congress, who has invested billions in our airports and air travel infrastructure, to act now and help stabilize and empower the workforce that helps power our air travel system, ensuring that every airport service job is a good job that puts workers on a path to a livable wage, while reducing turnover and leading to a better-trained, more resilient workforce. This means passing federal legislation called the Good Jobs for Good Airports (GJGA) Act. This critical legislation would set minimum wage and benefit standards for airport service workers at large, medium, and small hub airports, providing stability for this essential workforce and ensuring smooth airport operations for travelers.

STATE BUDGET



“For years, we have shown up and stayed when everyone else went home. We have dedicated our careers and lives to the stewardship of the state.”

—Mike Powers
SEIU 503 PRESIDENT

The Governor’s Recommended Budget and the Legislatively Adopted Budget are moral documents that express the values and priorities of the decision makers of this state. Through funding, the state budget highlights the workers, communities, and issues that matter to the Governor and the Oregon Legislature.

Every Oregonian benefits from the dedication of our members to delivering high-quality care and services to communities across the state. SEIU 503 members maintain our roads and forests, risk their lives to fight wildfires and protect communities, care for our most vulnerable residents, and keep our communities safe. 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. We are committed to providing the highest quality services that will help Oregon thrive.

Every aspect of the state budget impacts SEIU members and their families, no matter where they work or live, whether it’s for a state agency or for a hospital or nursing home. SEIU members are also low-income earners, who rely on state services such as the Oregon Health Plan and OregonSaves. Budget decisions made by policymakers have both the ability to transform our members’ lives by supporting the work they do or passing critical programs, and the ability to cause significant harm when cuts are made or services are not adequately funded.

SEIU fights for a state budget that supports working families to thrive in Oregon. Better wages, affordable health care, a secure retirement, and safer workplaces are things all workers deserve. That’s why lawmakers need to work with people who do the services to help develop the budget.

HIGHER EDUCATION

Access to higher education is out of reach for many Oregonians. SEIU represents approximately 4,500 workers on our state's seven public university campuses – many of them low-wage employees. Our classified members on campuses maintain grounds and campus spaces and support libraries, IT, health services, nutrition, and academic programs in most of the non-teaching and non-management positions on campus. At the same time, we see Higher Education issues from a second vantage point – over half of our 82,000 statewide members are low-wage earners, many without quality health care and retirement benefits. We all know that post-secondary training and education is a way out of poverty for their families, neighbors, clients, and loved ones.

Over the last decade, though, tuition at Oregon's public universities has doubled and the average debt carried by students approaches \$38,000. Our universities have misplaced their priorities, choosing to focus on administrative bloat, athletics, and capital construction projects over providing a quality, affordable education and good jobs.

Oregon's public universities employ too many supervisors and they pay them out-sized salaries. Universities report 4.3 workers per supervisor. By way of comparison, Oregon's state agencies averaged 10.2 non-supervisory workers per supervisor in 2023. Presidents of Oregon's largest public universities are paid more than \$600,000 a year, more than six times as much as Oregon's governor. John Scholz at UO made \$725,000 in 2022 — he's the highest paid president in



Oregon and 40th highest compensated in the country. Four university coaches have a base salary of \$1 million or more – with three making more than \$2 million a year. As of 2018, there were 70 people who made \$400,000 or more, and 411 who made more than \$200,000. SEIU prioritizes funding to the public university system to lower tuition and increase support for students and urges legislators to continue to hold the university system to be more transparent with their budgeting priorities.

PUBLIC EMPLOYEES MAKE OREGON WORK

From maintaining our roads to fight wildfires and protecting Oregon's most vulnerable citizens, public employees make Oregon work. SEIU members are an integral part of the myriad essential services that every Oregonian relies on every day.

Caring for Our Most Vulnerable Communities

The Oregon Department of Human Services (ODHS) employs more workers than any other executive agency and serves communities and Tribal Nations all around the state, from the Willows through the Painted Hills to Crater Lake along the beautiful coast and through the Willamette Valley. SEIU workers serve more than 1.5 million people – or one in three Oregon residents – through four divisions: Aging and People with Disabilities (APD), Child Welfare (CW), Developmental Disabilities Services (ODDS), Self-Sufficiency Programs (SSP), and Vocational Rehabilitation (VR).

"I've worked for ODHS in Child Welfare for 16 years. Whether you work in Child Welfare like me, or any other ODHS program, our job is to support some of the most vulnerable Oregonians. In fact, 1 in 3 Oregonians rely on the services provided by our dedicated frontline staff every day. We are proud to do this work in every community of our state."

—Andrea Kennedy-Smith
ODHS, 16 YEARS

A SNAPSHOT OF ODHS'S IMPACT ON THE COMMUNITY:

- 1,455,380 served by Health Services Medicaid
- 900,330 served by Supplemental Nutrition Assistance Program (SNAP)
- 140,170 served by Self-Sufficiency Programs
- 82,120 served by Child Welfare
- 83,890 served by All others divisions
- 257,820 served by Mental Health
- 109,440 served by Women Infants and Children (WIC)

PUBLIC EMPLOYEES MAKE OREGON WORK

Keeping our Roads, Bridges, and Infrastructure Operating

The Oregon Department of Transportation (ODOT) maintains the transportation infrastructure people in all four corners of our state need to stay connected to each other and get to school, work, family, and friends.

“We do a very specialized service for the people of Oregon and our communities—and that’s keeping our highway system open and safe. We are first responders without the recognition of being first responders. Whether it’s dragging something off the road, helping a stranded motorist, filling potholes, assisting IR, closing lanes, or working with law enforcement. Not to mention winter ops and reacting to major emergencies such as wildfires, floods, slides, hazmat spills, and other extraordinary events. And we are experts at traffic control and working accidents”



—Mike Scott
ODOT, 25 YEARS

The Oregon Department of Transportation (ODOT), established in 1969, develops and implements programs related to how Oregonians move around and how business get products from point A to point B.

Oregon has almost 74,000 miles of roads managed in partnership with federal, state, county, and city governments. Our state highways carry more than 20.7 billion vehicle miles a year.

ODOT manages Oregon’s system of highways, roads, and bridges; bicycle and pedestrian facilities; passenger and freight railways; public transportation services; transportation safety programs; driver and vehicle licensing; and motor carrier regulation. The department is organized into five areas: Operations; Revenue, Finance and Compliance; Equity and Civil Rights; Government and External Relations; and Support Services.

SEIU 503 ODOT members perform the daily and life-saving duties of maintaining and repairing existing highways. The Operations Division is responsible for maintaining ODOT buildings and equipment and serves as the main point for public contact regarding questions related to state highways in general, special highway-use permits, and general overall road maintenance information.

Workers in the DMV Division promote driver safety, protect financial and ownership interests in vehicles and collect revenues for Oregon’s highway system. DMV services touch almost every Oregonian by issuing over 600,000 driver licenses and identification (ID) cards, one million vehicle titles, and almost two million vehicle registrations each year. DMV also regulates and inspects about 3,500 vehicle and driver related businesses in Oregon. DMV provides driver licensing, vehicle titling and registration, and driver/vehicle records online and at 60 service locations throughout the state.

Protecting Natural Resources and Oregon's Beauty

Oregonians, the environment, and the economy rely on Forestry to protect the state's natural resources or respond to natural disasters. When Oregonians rush to stores to stock up on essentials during an emergency, our Forestry frontline workers are braving the elements to protect our communities and our environment. Over the last decade, from 2013 to 2022, Forestry responded to an average of 1,025 fires per year.

SEIU workers sustain the operations of the Forestry's divisions: Fire Protection, Forest Resources, and State Forests.

- The Fire Protection Division protects roughly 16 million acres (roughly the size of West Virginia) of private and public forestland with a coordinated system of 12 fire districts. The Fire Protection Division is the largest program at the agency with 789 authorized positions.
- The Forest Resources Division provides education, inspection, and enforcement of the lawful management of Oregon's forestlands along with collaborative activities including improving forest health, urban forestry, and the operation of the tree-seed orchard. The division has 204 authorized positions.
- The State Forests Division manages roughly 763,000 acres of state forestland for a variety of public purposes. The division operates with 213 authorized positions funded through an enterprise revenue model that shares forest harvest receipts between the division and the counties where the timber is harvested.



PUBLIC EMPLOYEES MAKE OREGON WORK

Protecting Everyday Oregonians

Whether it's SEIU members at the Department of Revenue making sure our state's finances are functional to Child Support Enforcement workers getting resources to children in need or Employment Department workers helping people get by when they are unemployed, our members keep the day-to-day business of our state running and protect everyday Oregonians/



"As a Senior Auditor with the Department of Revenue's Multi-entity Domestic Corporations Unit, I work to ensure compliance with Oregon tax law. I serve my fellow Oregonians by being a force for fairness to ensure that Oregon Corporations are bearing their fair share of our collective state tax burden each year. All other auditors and I at the department also help the public by being a source of education about tax policy information for anyone who contacts us with questions and/or concerns.

"I serve my fellow workers by holding the elected office of Treasurer for our union's sub-local, Revenue 150. In addition to financial account management, the Treasurer's duties also grant me the privilege of regularly interfacing directly with agency leadership to better communicate the needs of my fellow agency employees."

—Thomas Prislac
SENIOR TAX AUDITOR, MEDC UNIT, DEPARTMENT OF REVENUE

The Oregon Department of Revenue started as the Oregon Tax Commission over 100 years ago in 1909. The agency continued to receive new tax and fee programs to administer and became the Oregon Department of Revenue in 1969. Each biennium more than 97 percent of Oregon's General Fund is attributable to the work done by the Oregon Department of Revenue, with the support of over 1,000 employees who help achieve its mission.

In support of its mission, the agency:

- Administers 65 tax and fee programs, including Oregon's Personal Income Tax, Corporation Excise Tax, Marijuana Retail Tax, Corporate Activity Tax, and cigarette and other tobacco tax programs.
- Supervises the state's property tax system and supports county property tax administration.
- Appraises large industrial and centrally assessed properties.
- Administers tax programs for other state agencies and local governments, including the State Transient Lodging Tax, vehicle privilege and use taxes, local marijuana taxes, and transit district taxes.
- Serves as the primary collections agency for executive branch agencies and state boards and commissions.

PUBLIC EMPLOYEE COMPENSATION

State workers in Oregon receive a total compensation package that consists of a salary, a retirement plan (PERS), and a health care plan (PEBB). Due to bargaining for strong health and retirement benefits in exchange for lower wages, total public employment compensation is not out of line with the private sector. Corporations continue to attack public workers to distract from their own low wages and to avoid paying their fair share of taxes to support the infrastructure necessary to fuel our economy.

As elected leaders, you can advocate for government to be an employer of choice by listening to workers, paying living wages, and providing the benefits every working family needs to be self-sufficient. It's important for leaders to support public workers when their wages and benefits are under attack. Growing unions in the public and private sector empowers workers to fight for their own wages and benefits. Creating career pipelines in the public and private sector will reintroduce the mobility that saw the greatest periods of prosperity our nation and our state have experienced. The public sector must continue to set the standard for fair wages and benefits for workers. We're counting on you.

PERS

The Public Employees Retirement System (PERS) is the State of Oregon's defined benefit retirement plan for public workers. In the past, public employees were promised a secure retirement in exchange for their service. But now, that retirement is under attack. The Oregon Legislative Assembly is the plan sponsor for (PERS). The legislature determines the benefit structure for participating public employees. Those benefits have been modified over time, generally with benefit enhancements through 1995, but then reducing benefits since, including the creation of the Tier Two program for employees starting in 1996 and then the Oregon Public Service Retirement Plan (OPSRP) for employees that started after August 28, 2003. For the past 20 years, all newly hired public employees have received a reduced pension from the old PERS. Today, about 80% of the public workforce in Oregon is in this new, self-sustaining system. Oregon's pension system was 111% funded in 2007. But the market crashed in the Great Recession and the fund lost 30% of its value. At the end of 2021, PERS was 86% funded. Most people believe that it shouldn't be up to today's public employees to make up those investment losses.

Yet, this did not stop the 2019 Oregon Legislature from again cutting retirement benefits for current and future public employees. SEIU members hope to work with legislators on creative solutions to buying down the unfunded actuarial liability (UAL), like using State Accident Insurance Fund (SAIF) reserves, rather than continuing the never-ending cycle of cuts and litigation. A dedicated, well-trained workforce serving the needs of all Oregonians and business ensures that communities continue to thrive throughout the state.

HEALTH CARE AND RETIREMENT FOR ALL

OregonSaves

Most Americans struggle with saving for retirement due to the increase in the cost of living and stagnant wages that do not keep up with inflation, including here in Oregon. Without a nationwide retirement savings program, many states have begun considering state-based programs like OregonSaves. In Oregon, an estimated one million workers lacked access to a work-based retirement plan prior to OregonSaves. The retirement savings gap in America is estimated to be at least \$28 trillion and OregonSaves provides Oregonians who fall in that gap with a clear means to save for their future.

In 2019, homecare and personal support workers won a retirement plan in their contract for the first time ever. OregonSaves is a state retirement program that allows workers or employers to enroll in the program and have a retirement that follows them throughout their career – it isn't tied to just one job. Through OregonSaves, these workers can save thousands of dollars toward a secure retirement. This was a historic win for SEIU members and was only possible because thousands of homecare and personal support workers took our bargaining surveys and said that retirement security was a top concern. In response, the care providers on our union's bargaining team fought hard for, and won, a proposal to create a new retirement plan for care providers – the first of its kind in Oregon! This could not have happened without all of us joining together in union. As of July 2023, these workers have saved an incredible \$217 million dollars through OregonSaves.

Affordable, Accessible, and Equitable Health Care

Affordable: We need to take action to rein in the rising health care costs that are straining working families, and employers, across Oregon. While hospital, pharmaceutical, and for-profit healthcare industries collect billions in payments, patients are emptying savings accounts and filing for bankruptcy. Oregon has adopted important reforms to address these challenges, including limiting health care cost increases, paying for quality rather than quantity, and reviewing health care business deals before they are finalized, but the work continues.

Accessible: Health insurance coverage has expanded in Oregon to a laudable degree. This is due in large part to the state's implementation of the Affordable Care Act. Now only about 6% of Oregonians lack access to health insurance, a historic low. While we must maintain and advance Oregon's uninsured rate, we must also draw attention to the underinsured rate—those that have insurance but cannot afford to use it. We also must seek solutions for those who may have insurance, but are unable to find a provider or the services they need in their community.

Equitable: It is clear that our healthcare system does not work for many Oregonians, including women, people of color, LGBTQ+ communities, immigrants, and working families. This extends beyond affordability and into differences in quality of care receive and discrimination in available services.

HEALTH CARE

SEIU leads in health care policy because our members get their health care from all types of health care services in Oregon and thousands of us work directly in health care.

Hospitals & Clinic Workers - 9,000

In addition to Kaiser Permanente, SEIU represents health care workers at:

- Legacy
- Samaritan
- PeaceHealth
- McKenzie Willamette
- Planned Parenthood (Columbia Willamette)
- Planned Parenthood (Southern Oregon)
- Columbia Memorial
- Providence

Property Services Workers - 4,000

The SEIU Local 49 Health & Welfare Trust purchases Kaiser health and dental benefits for 1,800 subscribers and 2,100 covered lives. It is a Taft-Hartley fund covering master janitorial contractors, security officers, and Xerox. Kaiser is the exclusive offering at this time. Plan covers individuals and children. The Trust pays more than \$16 million each year for services.

Workers United: Laundries, Woolen Mills, etc. - 700

Currently covered by the Workers Amalgamated Trust which does not offer any Kaiser plan. We are interested in moving workers into SEIU 49's Taft-Hartley Trust, however the current composite rate is challenging.



Essential Worker Healthcare Trust

"I have some health issues that require a lot of meds and doctor visits. I'm not only saving in premiums, but all my medications have been free. My access to care has become drastically easier, which has improved my quality of life."

—Samantha Anderson
CNA, PRESTIGE COAST FORK NURSING CENTER

In a first-of-its-kind partnership, long-term care employers and the union have teamed up to provide affordable healthcare to more than 2000 of Oregon's most essential workers.

Oregon's essential long-term care workers have had far too little access to healthcare for far too long. Even in cases where workers have gotten health insurance through their employer, plans are often so costly and confusing that workers can't afford to use the benefit. Both employers and employees recognized that long-term care workers' jobs are hard enough without having to worry about getting medical care. That's why responsible employers and SEIU 503 came together in 2021 to provide an affordable, quality healthcare plan to long-term care employees.

HEALTH CARE

Public Employee Benefit Board (PEBB)



“As an employee of the State of Oregon, I am grateful that we are able to work with management to provide the best possible benefits to me and my co-workers. As one of the largest purchasers of healthcare in our state, we lead on the importance of providing health care that is accessible and affordable to people of every background. Facing health challenges in my own family, we remain grateful for our life-saving community & union-fought health care and work benefits that have enabled all of us to access culturally and linguistically appropriate health care and thus heal faster—close to home.”

—Emily Wang

MEMBER AT OREGON HEALTH AUTHORITY.

PEBB designs, administers, and contracts out for medical, dental, vision, life, accident, disability, and long-term care coverage. In addition, they have flexible spending accounts, and wellness and employee assistance programs. They govern plan choices with an eye towards improving health, the experience of members, and quality of care. They do this while centering health equity and controlling costs. PEBB covers over 130,000 state and higher education employees and their families throughout the state. The PEBB Board is structured to include labor and management representation. There are also two legislators, one from each chamber, that serve as non-voting board members.

Hospital and Long-Term Care Workforce

“Health care jobs should be good jobs, but we have more work to do. We all work together—Nurses, Doctors, CNAs, EVS, Dietary and all the people who care for your loved ones. These jobs need to provide a good living and a safe and thriving workplace. It doesn’t matter if you work in a nursing home as a community-based caregiver or in a large hospital, we all play a part in caring for our community. All too often I see management cut back on staffing or make decisions that go against the needs of my patients; that is why I am proud to be part of a union where I can raise my voice for better jobs and better patient care.”



—Aaron Green

CNA, MCKENZIE WILLAMETTE

SEIU, partnering employer, schools and community organizations have built three workforce training trusts in Oregon. These are organizations designed to bridge the gap between education and employment by offering specialized training programs and initiatives. Through the RISE Partnership in long-term care, Education Fund in Hospitals and Clinics and the Green Build Trust in property services we serve thousands of workers in furthering their careers. Recipients of training trust investments in Oregon are predominantly women and people of color, making these programs a critical component to address historical inequalities. Policy makers are a key partner in passing procurement policies that incentivize training and investments to grow opportunities for workers to grow in their careers.

BUILDING A BETTER OREGON FOR ALL

SEIU members are dedicated to building vibrant, thriving communities that are fair and equitable for every Oregonian, Black, white, and brown; rural and urban. We use our collective power to advocate for issues that impact people across our state with a focus on equity, justice, and giving everyone a fair shot to live the life they desire.

Medical Debt

KGW8. INVESTIGATES

**DEBT COLLECTOR
WRONGLY WIPES
OUT MAN'S ENTIRE
BANK ACCOUNT**



“Because of a past medical bill that I was not even aware of I had my entire life turned upside down. One day you have money in your account, and the next day you don’t. It is like robbery. They did not care if my brother is sick and this is going to put us on the street, they did not care.”

—John Salazar
CAREGIVER, SEIU 503

Housing



“Oregon is currently struggling with a housing crisis which has jeopardized the homes and lives of our members; many of whom are low-income frontline workers. This has negative impacts on our workforce and local economies, cause when you displace a tenant you displace part of our workforce. Oregonians everywhere have seen a 14.6% rent increase average for 2023 and there have been more than 2,000 eviction filings every month, which is like evicting the whole city of Woodburn or Roseburg every year. These filings will only continue to grow as more than 86% of all evictions happen because someone is behind on their rent. Even when workers are able to make their rent payments, more than 50% of them don’t have enough money left over for food, child care, transportation, health care, taxes, and other necessities.

“As a housing provider/landlord and someone who is invested in his community, I work hard to make sure my units are at fair market value and work with my tenants. Now I am asking the state and potential state representatives to work with working families who are tenants. Tenants are customers and like in any industry consumer protections are needed.”

—Austin Fohnagy
BUSINESS AND EMPLOYMENT SPECIALIST, OREGON EMPLOYMENT DEPARTMENT

BUILDING A BETTER OREGON FOR ALL

Immigration

“Vine a Oregón desde México hace 30 años para crear una vida mejor para mi familia y para mí mismo, y he trabajado duro todos los días para lograr el sueño americano. Las familias inmigrantes no vienen para cometer crímenes ni para obtener cosas gratis. Es importante que sigamos apoyando las políticas proinmigración para enviar un mensaje a las comunidades de inmigrantes en todo Oregón de que somos bienvenidos aquí. Oregon es nuestro hogar y voy a seguir trabajando para que sea un lugar donde todos sean tratados por igual, sin importar de donde vengan.”



“I came to Oregon from Mexico 30 years ago to make a better life for my family and myself, and have worked hard every day to achieve the American dream. Immigrant families do not come here to commit crimes or to get things for free. It is important that we continue to support pro-immigration policies to send a message to immigrant communities across Oregon that we are welcome here. Oregon is our home and I’m going to continue working towards making it a place where everyone is treated equally regardless of where they came from.”

—Renato Quintero

JANITOR. SOMERS BUILDING MAINTENANCE

Paid Leave



“In 2007, I was in a terrible motorcycle accident. I was rushed to the trauma unit at Legacy Emanuel and put into a medically induced coma. The doctors made it clear that my recovery would take months. I would need to rely on my family’s time and assistance.

One of the most important people in my life—my husband—was not able to take time off from his job as a fast food restaurant manager to be by my side regularly. And this is despite having worked there for 27 years!

This is why I want Paid Family Medical Leave for working families in Oregon. No one should be forced to choose between a job and a caring for a loved one.”

—Julie Markiewicz

RETIRED KAISER PERMANENTE EMPLOYEE

Climate Justice

“As a founding member of the SEIU 503 Climate Justice Committee, I am pushing our Union to get more involved in environmental justice. Climate change disproportionately impacts low-wage workers and people of color, and as a union of low-wage workers and people of color, we must take on this fight.”



—Twila Jacobsen
RETIREE

BUILDING A BETTER OREGON FOR ALL

Workplace Safety



“All workers have the right to a safe and healthful workplace—but that is not the reality for too many of us, especially at the airport. Cabin cleaning is a physical job. We clean using solutions, removing heavy trash, vacuuming, sanitizing/disinfecting and cleaning all the areas of the aircraft and doing it all as fast as possible. I injured my arm on the job, and my former supervisor didn’t take my doctors note seriously so injury to injury. Luckily, I have a union so when I was treated unfairly we fought back. There’s no substitute for a safe workplace or for a union to protect your rights.”

—Raquel Travilla
CABIN CLEANER FOR G2 AT PDX

Criminal Justice Reform

“Oregon’s criminal justice system continues to disproportionately detain, criminalize, and harm communities of color. We must approach public safety and criminal justice reform with a racial justice lens that provides transparency and accountability and restores Oregonians who are impacted by the criminal justice system. Our union will continue to work in coalition to fight for our vision of a just society where our public safety and criminal justice system builds strong families and safer communities.”



—Ibrahim Coulibaly
LEAD CIVIL RIGHTS INVESTIGATOR, BOLI

A Fair Shot for All

SEIU members work in partnership with other organizations to address these issues and more through the Fair Shot for All coalition. We’re a proud founding member of Fair Shot.

SEIU LOCAL 49 EMPLOYERS

SEIU Local 49 members work in communities across Oregon and Southwest Washington, primarily in healthcare, janitorial, airport, security, and allied worksites.

Healthcare

- Columbia Memorial Hospital, Astoria
- Kaiser combined NW & National Agreement
- Legacy Emanuel Hospital, Portland
- Legacy Good Samaritan Hospital, Portland
- McKenzie-Willamette Hospital, Springfield
- PeaceHealth Peace Harbor, Florence
- PeaceHealth Sacred Heart, Springfield
- PeaceHealth St. John Medical Center, Longview
- Planned Parenthood
- Samaritan Albany General Hospital
- Samaritan Pacific Health Services, Newport
- Samaritan North Lincoln Hospital
- Good Samaritan Regional Medical Center, Corvallis

Janitorial

- ABM Schools
- Centerra
- Daimler Trucks North America
- GCA at Oregon State University
- Manor Management: Smith Tower
- ULRA

- Ya Po Ah Terrace
- Reed College:
- UA Local 290
- Able
- ABM
- GCA
- ISS
- NJSI
- Relay Resources (formerly PHC)
- SBM
- ServiceMaster of Swan Island
- Skyline Building Maintenance
- State Building Maintenance
- Township United Building Services

Airport

- Bags, Inc. (Alaska Airlines)
- G2 wheelchair workers (Delta)
- Huntleigh wheelchair passenger service
- ABM cabin cleaners (Southwest Airlines)
- ISS cabin cleaners (American Airlines)
- Relay workers in terminals and public spaces (food courts, bathrooms, main terminal areas)

Security

- Inter-con Security Systems
- Allied Universal Security Services
- G4S Secure Solutions

- Securitas Security Services
- Star Protective Agency
- US Security Associates

Allied

- AlSCO Linens, Portland
- AlSCO Industrial, Portland
- AlSCO Medford
- Aramark
- Portland Hospital Services Corporation
- ABM Windows
- Portland Meadows
- Pendleton Woolen Mills
- Xerox

SEIU LOCAL 503 EMPLOYERS

SEIU Local 503 represents workers at every State agency, including all 7 public universities, as well as the following:

- Addus Homecare
- Adeo in Home Care
- Adult Learning Systems
- Adventist Health Personal Care
- Albertina Kerr Centers
- All Care
- Alternative Services, Inc.
- Alvord Taylor
- Always at HomeCare
- Angler
- AREA Relief Staff
- At Ease Home Care
- Atwater
- Avalon Health Care
- Avamere Health Services
- Baker County
- Basin Transit Service
- Baxter
- Benco
- Benicia
- Bethesda Lutheran Communities
- Bling Commission
- Cannon Beach City Hall
- Cascade AIDS Project
- Catholic Community Services
- City of Beaverton
- City of Pendleton
- City of Springfield
- City of the Dalles
- City of Tigard
- City of Wilsonville
- CODA
- Coloma
- ComForCare
- Community Access Services II, Inc.
- Community Services, Inc.
- Community Vision, Inc.
- Coos Bay - North Bend Water Board
- Curry County
- Dakavia
- Dalke
- Dungarvin Oregon, LLC
- Helping Hands
- Eastco Diversified Services
- Edwards Center
- EmpRes Healthcare Management
- Helping Hands
- Home Care Assistance of Oregon
- Home Instead Senior Care
- Homewatch
- Horizons
- IND Resources
- Jackson County Employees' Association
- Josephine County Public Works
- Linn County
- Marquis At Home
- Marion County Employees' Association
- Meadow Park
- National Mentor Services, LLC
- New Horizons
- Northern Heights
- Northwest Mental Health Management Services
- Oregon Public Broadcasting
- Oriole
- Osbeels
- Parry Center Worksite
- Partnerships In Community Living
- Pioneer PIKE
- Portland Metro
- Portland Public Schools
- Prestige - Cascade Terrace
- Regency
- Renew Consulting
- Right At Home
- RISE, Inc
- Riverside Training Center, Inc.
- Ron Wilson Center
- RUTH Drive
- Select Home Care
- Shangri La Corporation
- Signature Home Care - Eugene
- Signature Inc
- Sinai In-Home Care
- Spruce Villa, Inc.
- Sunny Oaks
- Supported Independence Services of Oregon
- The Child Center
- The Springs Living - Wilsonville
- Trilogy Home Care
- United Cerebral Palsy
- United Homecare Services
- Up & Out, Inc.
- Visiting Angels
- Wallowa County
- WEST Vista
- Working Life Center
- Work Unlimited, Inc.
- Wormwood

MEET THE TEAM



Felisa Hagins

State Council Director
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Leads combined political efforts of SEIU Locals 503 and SEIU 49 to have a more integrated lobby and political program that improves the lives and working conditions for all 85,00 SEIU members.



Courtney Graham

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Leads the political program for SEIU 503 across all programs, including public services, higher education, and home and community based care.



Yasmin Ibarra

SEIU 49 Political Director
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Leads the political program for SEIU 49 members in property services, acute care health care, local governments and election reforms.



Anthony Castaneda

Policy & Political Strategist
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SEIU Advocates for effective state agencies and governments. We advocate for budgets that reflect the value of public sector workers and protect the services they provide.



David Ramos

Policy & Political Strategist
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We advocate for our higher education members, aim to improve revenue for sustainable funding of public services, and advocate to protect our democracy and election process.



Alberto Gallegos

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Our union aims to enhance the lives of our members and their communities through various initiatives, including fair opportunities, housing, immigration, and climate justice. Alberto also leads our federal outreach.



Matt Swanson

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We advocate for quality, affordable healthcare for all Oregonians, quality patient care and good jobs for our members at hospitals and clinics.



Alice Longley Miller

Policy & Political Strategist
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Alice Leads on long term care and disability policy that improves job quality and ensures older adults and people with disabilities have high quality services and supports.

SEIU also works with Mahonia Public Affairs Principal Debbie Koreski on budget issues and workforce as well as strategic legislative advice.



