

# SEIU

Our Vision and Values

# POLICY

for Oregon

# BOOK



# SEIU's Vision

SEIU members are united in the belief that every worker deserves the right to join a union, earn a living wage, and access affordable health care and secure retirement. We stand for strong public services, family unity for immigrants, and equality for all—regardless of race, gender, or sexual orientation. Our vision is a fair democracy, clean air and water, and an economy that works for everyone, not just the wealthy.



# SEIU Membership

With over 2 million members, SEIU is North America's fastest-growing union and the largest in healthcare and property services. **In Oregon and SW Washington, SEIU represents about 85,000 workers across sectors** including janitorial, healthcare, homecare, education, and public service. Local 49 covers private sector and healthcare workers; Local 503 represents homecare, nonprofit, and public employees.



A full list of [SEIU Oregon employers can be found here.](#)

## SEIU LOCAL 49

**9,500 Hospitals and Clinic Workers**  
Health care workers at hospitals and clinics all over Oregon and SW Washington



**5,000+ Property Service 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 of Oregon, with many members who are people of color or who speak English as a second language.

## SEIU LOCAL 503

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

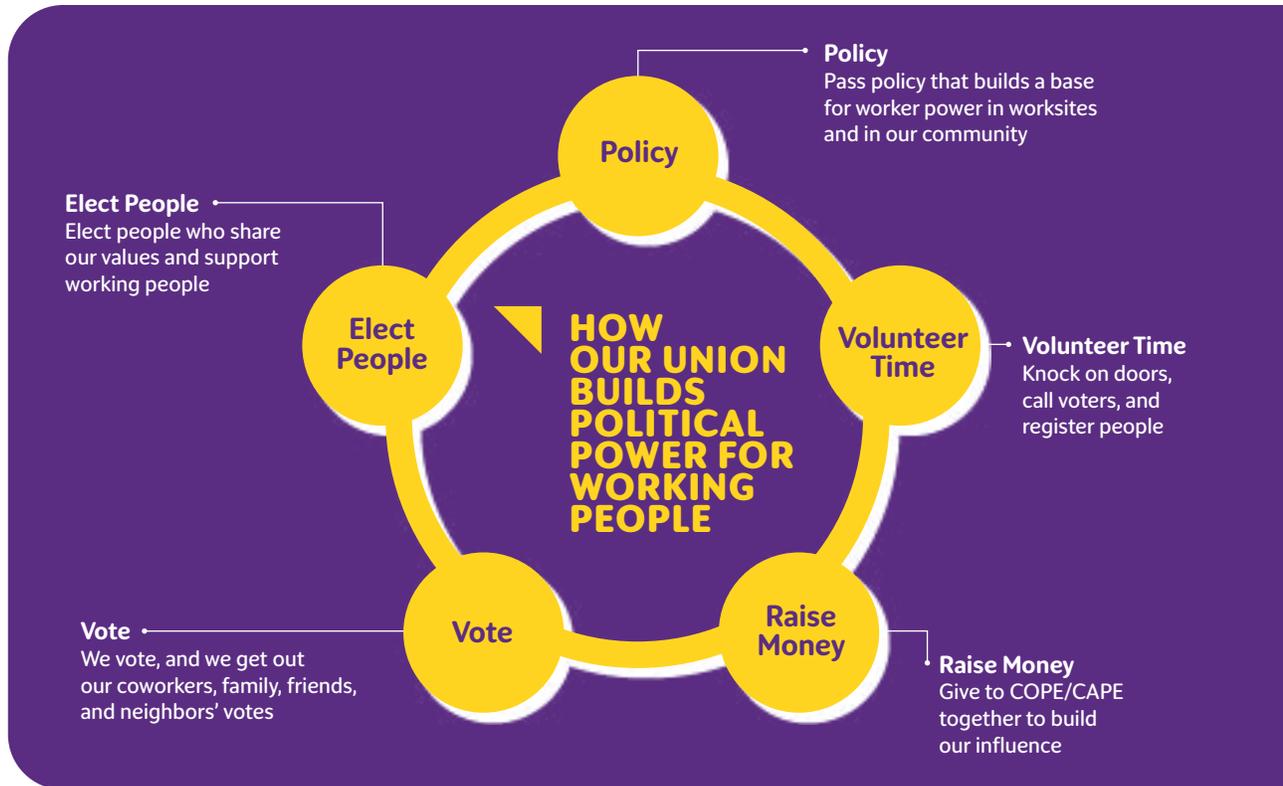
### DEMOGRAPHICS

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.



# Political Action

SEIU members drive political action in Oregon through member-led PACs, including Local 49 COPE and Local 503 CAPE. Thousands contribute monthly, ensuring our political voice and endorsements reflect members' priorities. **Our PACs and endorsement process are member-led and driven by elected leaders of our union.**



"I can't write big checks, but I contribute what I can each month to CAPE. And I've seen the results in strong contracts with great economics and helping to shape an Oregon where everyone feels safe and has a fair shot. Join me and thousands of other SEIU 503 members and keep our political program strong."

**—IBRAHIM COULIBALY**  
BOLI Civil Rights Investigator,  
SEIU 503 CAPE Chair





## Meeting the Moment

The gap between the ultra-wealthy and working families is widening. Corporate profits and CEO pay have soared, while workers' wages have barely increased and corporations pay historically low taxes. In moments like these, unions are not just important, they are essential. A union is often the only force powerful enough to give working people a real voice, protect jobs, and raise standards in an economy designed to favor corporations over communities. But lasting change requires government action to ensure fairness and invest in public services.

**Only by standing together—workers united in their unions and lawmakers committed to serving the public good—can we build an Oregon and a nation that truly works for all of us.**

## Right to Union

Our union in Oregon and nationally unites working people to fight for issues that matter to our families. **We 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.

### IMPACT OF UNION MEMBERSHIP FOR BLACK WORKERS

**+13%**

**HOURLY WAGE**

**+16%**

**EMPLOYER-SPONSORED HEALTH INSURANCE**

**+54%**

**EMPLOYER-SPONSORED RETIREMENT PLANS**

Source: [Center for Economic and Policy Research \(CEPR\) report, August 21, 2025](#)



# Oregon and Idaho

A [2024 Salary and Benefit Report](#) found that the average compensation for Oregon state employees exceeds the market average for state workers in Idaho and Nevada by nearly 3%.

**WORKER PAY, HEALTH INSURANCE, AND VOTING RIGHTS: OREGON VS. IDAHO**

	OREGON	IDAHO
Union Density (Represented by Union), Annual Average	17.5%	5.9%
Union Membership Annual Average 2023-24	15.9%	5.0%
Minimum Wage as of July 1, 2025	Baseline: \$15.05 Portland Metro: \$16.30 Rural/Frontier: \$14.05	New hire under age 20 for first 90 days: \$4.25 Tipped wages: \$3.35
Uninsured Rate in 2023	5.4%	9.0%
Average Annual Pay 2024	\$71,313	\$59,972
Democracy & Voting Rights	✓	X



# Home Care

Through our union, Homecare Workers continue to transform in-home care work in Oregon by tackling some of our state's most persistent challenges—things like fixing chronic payment challenges, fighting for a care provider registry, and demanding better pay and working conditions.



“Being a homecare worker is a natural fit for me. I love my job and making positive impacts on the lives of my consumers.”

—JOLENE WHITE

## WHAT WORKERS HAVE TODAY

Since Oregon voters passed Measure 99 homecare and personal support workers have won major improvements:

- ✓ **Workers Compensation Coverage**  
Safety and protection on the job
- ✓ **Tax Withholding**  
Standard worker protections and financial stability
- ✓ **\$20 Starting Wage**  
A historic move from sub-minimum pay to a fair wage
- ✓ **Affordable Health Care**  
Access to reliable, high-quality coverage
- ✓ **Retirement Through Oregon Saves**  
Portable retirement savings that follow workers across jobs
- ✓ **Holiday Pay**  
Paid time for holidays worked
- ✓ **Training & Professional Development**  
Opportunities for workers to grow their skills



THE  
UNION  
DIFFERENCE

Union janitors are assured a voice on the job, fair wages, affordable benefits, and immigration protections, and, in return, building owners and tenants enjoy high-quality janitorial services with lower turnover. **These benefits extend beyond janitors and their families, but to our whole community.**

**THE UNION DIFFERENCE: JANITORIAL**

UNION		NOT YET UNION
<b>\$18/HOUR</b> Janitors in Central Business District	<b>WAGES</b>	<b>\$15.45/HOUR</b> Typical Minimum Wage
<b>FULLY PAID EMPLOYEE HEALTH CARE</b> <b>AFFORDABLE DEPENDENT CARE</b>	<b>HEALTHCARE</b>	<b>HIGH DEDUCTIBLE PLANS</b> Bronze Plan \$8,500
<b>VOICE ON THE JOB IMMIGRATION</b> <b>PROTECTION RETENTION</b>	<b>JOB PROTECTIONS</b>	<b>FEW/NO PROTECTIONS</b> <b>JOB LOSS IF CONTRACTOR CHANGES</b>
<b>EMPLOYER FUNDED PENSION</b> <b>PAID TIME OFF</b> Holidays, Vacation, Sick Time	<b>RETIREMENT &amp; PTO</b>	<b>ONLY STATE-MANDATED BENEFITS</b>



Having a Union 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**  
Custodian, SEIU 49 member



# Union Workers Provide Quality Care: A Nursing Home Study

Union nursing home workers make jobs safer and improve care for residents. A 2022 *Health Affairs* study found that nursing homes with union representation had significantly lower COVID-19 death rates among residents and fewer infections among workers.

**Researchers looked at national data from CMS and SEIU and found that union facilities had 10.8% lower resident COVID-19 mortality and 6.8% lower worker infection rates than non-union homes.**

The authors concluded that unions help strengthen workplace safety—and that this benefit shows up not just in nursing homes, but across other essential sectors like education and retail.

Read the full study [here](#).



Source: Dean et. al. "[Resident Mortality and Worker Infection Rates From COVID-19 Lower In Union Than Nonunion US Nursing Homes, 2020-21](#)". *Health Affairs*.



# Union Champions Stand Up for Workers

**SEIU members put it all on the line to improve conditions in their workplace.** This often happens despite real threats to our 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 to call ICE or otherwise 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.**
- **Interrupting anti-union rhetoric in townhalls, with colleagues, and the media.**
- **Voting and championing policies that expand workers rights to unionization and support them during strikes and lockouts.**



Congresswoman and Doctor Maxine Dexter walked the picket line with workers before and after every shift, standing with workers and sending a message to her own employer



Senator Deb Patterson and Rep. Paul Evans, both union members themselves, join Heron Pointe workers demanding their employer come to the table and bargain their first contract



# A Values-Driven Budget for Strong Public Services

Across 85 agencies and in more than 500 roles SEIU members deliver the vital public services that keep Oregon running. Budget decisions directly affect both their work and their families as many workers rely on the services they are providing. With federal funding under threat and tax cuts deepening Oregon's budget crisis, lawmakers must prioritize working families and protect essential services. SEIU urges the following principles for state budget decisions.

The state budget is a moral document, and it must reflect Oregon's values. To guide tough decisions, SEIU urges lawmakers to follow these principles:

- **Evaluate tax expenditures like spending**—end giveaways that don't benefit working people or that primarily help the wealthy and large corporations.
- **Maximize federal dollars**—pursue waivers and programs that bring money into Oregon instead of leaving funds on the table.
- **Use existing resources first**—tap special purpose appropriations and available funds before cutting services.
- **Protect revenue-generating public services**—avoid cuts that slow the economy or create costly bottlenecks.
- **Center equity and long-term impact**—prioritize essential services, protect jobs, maintain healthcare coverage, keep people housed, and invest in programs that stabilize families.
- **Ensure accountability and good stewardship**—maintain strong oversight, audits, and fraud prevention.
- **Engage frontline workers to improve efficiency**—reduce waste, streamline processes, and bring work in-house where it's more cost-effective.

SEIU members stand ready to partner with lawmakers to protect services for Oregonians. **Budget choices should strengthen our communities—not balance the books on the backs of the workers who keep Oregon running.**



“When the budget is tight, our knee-jerk history of cutting and gutting services for Oregonians is incredibly harmful. We need to find ways to continue to make intentional investments with a high-level thought process and accountability. Our members have first-hand knowledge about how programs are implemented. We see the real-world impacts of funding decisions, which help or harm our most vulnerable folks in Oregon, and that perspective is invaluable for lawmakers.”

—ALLYSE LEE  
DHS, Coos County



# Building a Fair Revenue System to Protect Oregon's Future

SEIU will continue fighting for a revenue system that puts working families first by ensuring the wealthiest corporations pay their fair share. **For too long, profitable companies have benefited from tax breaks while Oregon faces deep budget pressures and communities struggle to maintain essential services.** To protect the programs our members deliver every day, and the people who rely on them, elected leaders must say no to corporate and wealthy giveaways and raise new, sustainable revenue from those most able to afford it. That includes:

- **A comprehensive transportation package to keep our roads and bridges safe, expand transit options, and support the frontline workers who maintain this critical infrastructure.**
- **Requiring large employers whose workers rely on Medicaid to contribute more, rather than shifting their labor costs onto taxpayers.**

**SEIU will stand up for a fairer revenue system that invests in strong public services, stable communities, and an economy that works for all of us, not just the wealthy and powerful.**



## Workforce Standards Boards & New Forms of Organizing

Oregon's long-term care system depends on a skilled, stable workforce, yet caregivers face low wages, inconsistent training, and high turnover. These challenges—rooted in a long history of undervaluing care work performed largely by women and people of color—have left the system unable to meet growing needs. **By 2030, Oregon will see a 26% increase in residents over age 85, and without reform, care quality and access will continue to decline.** >>



## Workforce Standards Boards cont.

>> **A Home and Community-Based Care Workforce Standards Board offers a clear solution.** The Board would unite workers, consumers, employers, and state leaders to establish consistent standards for wages, benefits, training, and working conditions across the care system. With public funds already supporting most care services, Oregon has both the power and responsibility to ensure these jobs are stable, well-trained, and fairly compensated.

We know higher standards work: unionized homecare workers in Oregon have already improved wages and care quality. A Workforce Standards Board would build on that progress by creating real career pathways and ensuring caregivers have a meaningful voice. Just as public works projects required fair pay and training since 1959, Oregon can now extend the same respect and economic justice to caregiving—essential work that keeps our communities healthy.

## Affordable, Accessible, and Equitable Health Care

**Access to quality, affordable care is a human right.** Too many Oregonians are priced out, shut out, or treated unfairly. SEIU members both deliver and depend on Medicaid services. SEIU will fight to:

- **Rein in rising costs by holding hospitals, pharmaceutical companies, and insurers accountable.**
- **Protect Oregon's cost-growth limits and transparency laws.**
- **Reduce underinsurance by lowering out-of-pocket costs.**
- **Expand access to providers, especially in underserved communities.**
- **Eliminate health inequities through culturally and linguistically appropriate care.**
- **Protect Oregon's progress on health-care mergers and quality-based payments.**
- **Make health care jobs good jobs by improving wages and benefits.**
- **Defend health care for all, regardless of immigration status, gender, or race.**

 Oregonians, especially in rural areas, are losing labor and delivery units and critical access to hospitals and health clinics. Drug prices are rising, and our broken health care system is being defunded by the federal government. Policymakers need to remember that they will have a choice: rip away care from people who need it or fight to preserve what we have. This matters for my family and my community."

—ANDREA CARR



# Raising Standards in Oregon's Data Center Boom

Data centers are expanding rapidly in Oregon and have become critical infrastructure in our state. These centers make huge profits, often while receiving large tax breaks but they create very few permanent jobs. Security officers at these centers often face poor treatment, low wages, and high turnover.

**SEIU calls on lawmakers to create standards for higher standards for wages, benefits, and training for all data center workers, ensuring every job is a good job with a path to union representation.**



# Using Public Dollars to Create Good Jobs, Not Poverty Jobs

Across Oregon, janitors and security officers without union representation are paid poverty wages and often experience wage theft or retaliation, many of these workers are immigrants, people of color or people with disabilities. Low bid contracting lowers job quality and increases risk for public institutions.

**Government can and should adopt fair contracting policies, the state can promote equity, stability, and accountability.**

- **Fair wage standards:** Require contractors to pay wages and benefits that meet or exceed the federal Service Contract Act standards for similar work.
- **Worker retention:** Ensure new contractors retain existing employees to maintain service quality and prevent unnecessary job loss.
- **Transparency:** Require bidders to disclose labor costs, staffing plans, and wage scales to stop unfair competition based on unrealistic bids.
- **Accountability:** Strengthen enforcement of Oregon Forward contracting policies and ensure smooth service transitions.

*"I'm a proud janitor and I work at the City of Portland. The janitors and security officers work hard to make sure public buildings and spaces are secure and safe for everyone, we need policies that not only create good jobs but that ensure that janitors and security officers can live and thrive in Portland."*

*"Yo orgullosamente trabajo como janitor en la ciudad de Portland. Los janitors y los oficiales de seguridad trabajamos duro para asegurar que los edificios y espacios públicos sean seguros para todos. Necesitamos políticas que no solo creen buenos empleos, sino que también garanticen que los janitors y oficiales de seguridad podamos vivir y prosperar en Portland."*

**—MARÍA FLORES**

Janitor at Relay Resources



# A Just Transition for Workers in an AI Economy

The rapid spread of Artificial Intelligence in workplaces threatens jobs and livelihoods by prioritizing corporate efficiency over human dignity. Too often, AI replaces essential roles, increases workloads, and embeds bias. SEIU believes AI should improve work, enhance safety, and share prosperity by centering the public good ahead of corporate profit. Workers must have a real voice in shaping how AI is implemented, with clear protections for jobs and human judgment.



“As a healthcare worker, I know A.I. has the power to transform our workplaces, but that transformation must include the voices of frontline workers. When technology decisions are made without us, it risks replacing our skills instead of elevating them. If we center people and partnership, A.I. can be a tool that strengthens quality care, safety, and dignity. Not a threat to it.”

—KEVIN DARDEN

Kaiser, SEIU 49





“For me as a Personal Support Worker it is extremely important that we receive a strong and well-planned education that provides good, accessible training that equip us to do our work so that we can provide excellent care for our consumers. We deserve and demand a quality training program that focuses on language inclusion, respects our labor rights and contract, and is accessible to everyone no matter where they live. We care providers are an important and foundational workforce in Oregon and we deserve to be treated as any workforce because the work we do saves lives!”

—NOEMI OSORIO SARMIENTO

## Ensuring Dignity and Independence Through Worker-Centered Care

ODHS employs more than 30,000 SEIU 503 homecare and personal support workers who make independent living possible for seniors and people with disabilities. **Strengthening long-term care means investing in this workforce, directing Medicaid dollars to care, and centering the voices of workers and people with disabilities.**

Instead, ODHS has shifted thousands of hours from union jobs to private, for-profit agencies—despite paying those companies more for the same services and despite repeated Medicaid fraud issues. Rather than fixing the systems that support the union workforce, ODHS and the Legislature have created financial incentives that help anti-union agencies grow. These companies offer no benefits, rely on high turnover, and provide minimal protections, yet they receive higher rates while union workers are pushed aside. Oregon is choosing a more expensive, lower-quality model instead of investing in the proven, stable SEIU-represented system people rely on.

### Elected Leaders Should Stop Anti-Union Actions by ODHS

- **Fix the rate model** so state funding no longer incentivizes or rewards anti-union, for-profit agencies over union jobs.
- **Champion new forms of organizing**, including a Care Workforce Standards Board, to strengthen worker voice and raise standards across the system.
- **Hold private agencies accountable**, with strong penalties and enforcement for companies that defraud the state or misuse public dollars.
- **Prevent state agencies from undermining union jobs** by restricting or prohibiting contracting that bypasses unionized workers.
- **Require transparency and oversight** to ensure that public funds support quality care, fair wages, and a stable, union-represented workforce.
- **Prevent disruption due to labor unrest.**



# ODHS: Caring for Our Most Vulnerable

ODHS is Oregon's largest executive agency, employing 10,000 SEIU members who support more than 1.5 million people—one in three Oregonians. Through its five divisions, the agency delivers essential services that flow directly into communities, including Medicaid for 1.38 million people, SNAP for 750,000, Summer EBT for 343,000 children, TANF for 56,000 families, foster care support for 4,700 youth, and WIC for over 109,000 parents and children. These programs stabilize families, reduce poverty, and strengthen local economies.

ODHS workers help seniors and people with disabilities live safely at home, protect children, deliver disability supports, connect families to benefits, and help Oregonians with disabilities find employment. **Continued investment, accountability, and meaningful engagement of frontline workers in policymaking are essential to reducing case-loads, improving outcomes, and ensuring Oregon's most vulnerable residents receive the support they deserve.**



**“ODHS employees show up to work every day with the desire to help people and make their communities stronger. Serving people from birth to death and everything in-between; case planning, job placement, eligibility determinations, housing, childcare, connections to ongoing services and other community resources. Our staff are the heartbeat of Human Services work.”**

**—JENN CRANMER**  
ODHS VP Local 200

## Public Employee Compensation

People often confuse frontline worker pay with management salaries, but they're very different. Managers and union-represented workers usually receive the same cost-of-living raises and similar benefits, even though their salaries aren't comparable—which makes frontline pay easy to misrepresent.

State employees are paid through a total compensation package of wages, health care, and retirement. Public workers earn about 96% of the wages of similar private-sector workers, and strong benefits keep overall compensation in line with the private sector.

That's the real context: looking at just health care or retirement can make costs seem high, but the full package matches market standards. Public sector jobs remain some of the last with secure retirement and good health care—and they keep Oregon families stable. **That's worth fighting for.**



# Higher Education Quality Service and a Pathway from Poverty

SEIU represents about 4,500 classified workers on Oregon’s seven public university campuses—many in low-wage jobs that keep campuses running. Affordable college is a critical path out of poverty, but rising tuition caused by an increase in inflated administrative costs including salaries and a 4 to 3 manager to worker ratio threaten access.

**SEIU supports increased state funding to lower tuition and strengthen student services—and we urge legislators to hold universities accountable for how they spend public dollars.**

**Investment in Higher Education is the cornerstone of our state’s future.** Attracting industries that ensure good paying jobs can only be done by increasing the funding to our trade schools, community colleges, and universities. Oregon’s future depends on it.”

**—JOHNNY EARL**

Custodial Coordinator  
University of Oregon



## Airport Workers United

SEIU is the largest union representing service workers at PDX Airport—janitors, cabin cleaners, and wheelchair agents who keep the airport running safely and smoothly every day. Nationally and at PDX, SEIU airport workers are pushing to improve subcontracted. When airport jobs are good jobs, air travel is safer, more efficient, and better for passengers.

At PDX, workers have already made progress: their organizing pushed the Port of Portland to raise standards on wages, paid time off, and healthcare, helping stabilize the workforce. But many “below-wing” workers—those loading baggage, cleaning planes, and working on the tarmac—are still non-union and face low pay, unsafe conditions, and few benefits. Without a union voice, they’re forced to choose between dangerous jobs or constant turnover.

**The Port and state leaders must hold every contractor to high standards so all airport jobs are safe, stable, and fair.**





“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  
Oregon Health Authority

**Essential Worker Health Care Trust**

A first-in-the-nation plan providing affordable, quality coverage to long-term care workers through an employer and labor partnership leveraging federal, state, and employer contributions for more than 2,000 essential nursing home workers

**Medicaid / Oregon Health Plan (OHP)**

Thousands of SEIU members—particularly homecare, personal support, and lower-wage private-sector workers—qualify for health coverage through OHP

**Health Insurance Marketplace(Exchange)**

Many homecare and personal support workers, along with members who don't receive employer-sponsored coverage, access affordable health care through Oregon's Marketplace. Home Care workers have an additional wrap-around benefit negotiated with the state through a health care trust

SEIU Members  
Health Care

**Our union protects health care coverage—no matter where members get their care**

**PEBB (Public Employees' Benefit Board)**

State and higher-education employees and their families receive comprehensive, union-protected health coverage through a labor management

**Taft-Hartley Trusts**

Union benefit trusts providing affordable, stable health coverage for Janitors, Security Officers, and Industrial Laundry Workers

**Employer-Based Health Care**

Many SEIU members—especially hospital, clinic, nonprofit, and some public workers—receive health care through employer plans negotiated in union contracts

“Long term care workers save hundreds of dollars every month compared to the old employer provided healthcare. Being able to afford this quality health coverage has literally changed workers' lives. Finally, they are seeing a doctor, a specialist, or refill prescriptions that they couldn't do so before—staying healthy so that they can care for others.”

—JERI S.  
HCSG Housekeeper,  
Royale Gardens Health,  
Grants Pass





## Workforce Development Through Strong Partnerships

**“I am so lucky and blessed to be part of this journey to become a certified CNA. I came from Morocco with a pocket full of hopes and dreams for a chance for a better life, and to be part of this program feels like the beginning of endless possibilities and opportunities.”**

**–KAWTAR CHAKAR**

SEIU, partnering with employers, schools, and community organizations have built workforce training trusts in Oregon. These are organizations designed to bridge the gap between education and employment by offering specialized training programs and initiatives for workers who are currently in the workforce.

- **RISE Partnership** focuses on developing training in long-term care settings, homecare, nursing homes etc.
- **Shirley Ware Education Fund** in Hospitals and Clinics and Futuro Health–career counseling, educational reimbursements, and training in the acute care and clinical health care settings.
- **Green Janitor training program certified by the US Green Building Council**, which is a proven educational model for engaging frontline workers in reducing carbon emissions and creating climate justice.
- **Uplift Oregon**–Training and advancement for state employees >>

**“Since we graduated as ‘Green Janitors’ I’ve noticed that we are cleaning with more caution. We are reading the sheets of all the chemicals before using them, and we look for the best way to mix them. It helps us feel healthier and avoid health problems like allergies. Also, now at home I ask my family to save energy–it’s better for the Earth, the environment, and it also helps us save money.”**

**“Desde que nos graduamos comoe ‘Green Janitors’ he visto que estamos limpiando con más precaución. Estamos leyendo las hojas de todos los químicos antes de usarlos, y buscamos la mejor manera para mezclarlos. Nos ayuda a sentirnos más saludables y evitar problemas de salud como alergias. También ahora en la casa pido a mi familia que conservemos energía–es mejor para La Tierra, el ambiente, y también nos ayuda a guardar dinero.”**

**–ADELA**  
ABM Janitor



## Workforce Development Through Strong Partnerships cont.

>> SEIU Labor Management training trusts 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 policies that incentivize training and investments to grow opportunities for workers to grow in their careers.**



“When we are able to allocate money for workforce development our first priority should be labor management training trusts. Doing so maximizes federal dollars, meets employer needs, and ensures that the jobs we are training for are quality jobs.

– SENATOR DEB PATTERSON





## A Secure Retirement

Across the country, most households struggle to save for retirement as the cost of housing and essentials rises while wages fail to keep up. With a national retirement savings gap estimated at \$28 trillion, Oregon is no different. SEIU has fought to expand retirement savings for every Oregonian. At the same time, our own members' retirement has been under attack.

Oregon's Public Employees Retirement System (PERS) is a defined-benefit pension that helps public workers retire with dignity after careers spent serving their communities—often for lower pay than in the private sector. But PERS has been repeatedly targeted by powerful interests, and decades of legislative changes have reduced benefits for most new workers. Today, about 80% of Oregon's public workforce is in these lower-benefit plans, even though the system's unfunded liability stems largely from Great Recession market losses—not worker benefits.

**SEIU members are fighting to protect retirement security and advance real solutions like using SAIF reserves to reduce the unfunded liability instead of more harmful cuts.**

Oregon Saves fills another critical gap. Thanks to SEIU bargaining, homecare and personal support workers won access to this portable retirement program in 2019, and by 2023 had already saved \$217 million toward their futures.

Strong retirements don't happen by chance; they're won in union contracts, which secure stable pensions, employer contributions, and real pathways to retire with security.



**I really appreciate Oregon Saves. Although I am an older worker, I appreciate every dollar I am saving to help with my retirement."**

**—JOY'E WILLMAN**





**“When SEIU Oregon stands together with other unions, nonprofit organizations, and community groups, we have the power to achieve real and tangible change—not just for our members, but for all communities in Oregon. That’s how we tackle the biggest issues affecting working families and build a fairer, more reasonable future for everyone.”**

***Nuestra lucha no se trata solo de mejores contratos, sino de construir un Oregon más justo y equitativo. Cuando SEIU Oregon se une a otros sindicatos, organizaciones, y grupos comunitarios, tenemos el poder de lograr cambios reales y palpables, no solo para nuestros miembros, sino para todas las comunidades de Oregon. Así es como enfrentamos los problemas más grandes que afectan a las familias trabajadoras y construimos un mejor futuro más justo y razonable para todos.”***

**—GEORGINA LAZARO**  
Janitor, SEIU 49 member

## Housing

Oregon’s housing crisis is putting SEIU members at real risk. More than 22,800 people were homeless in January 2024 and Oregon now has the highest rate of unsheltered homelessness among families with children. With over 2,300 eviction filings each month, entire communities are being displaced, and more than half of workers have nothing left after paying rent. Most evictions happen simply because people fall behind.

This crisis is driven by high housing costs, too few affordable homes, and stagnant wages. SEIU is fighting for real solutions: eviction prevention, caps on rental application fees, rental assistance, and major investments to build affordable and workforce housing—including social housing. Without action, the crisis will continue to destabilize workers, families, and our economy.

### SEIU will advocate for real solutions:

- Eviction prevention strategies
- Capping rental application fees
- Fighting for bonding, additional funding, and innovative financing to build more affordable and workforce housing including social housing
- Rental assistance



**“My rent is nearly \$1,400 plus an additional \$155 a month for utilities. These costs continue to increase every year, and it’s gotten to the point where my social security check no longer covers my rent. On top of that, I still need to pay for my insurance, medical, and groceries. I am 72 years old and I had to go back to work as a janitor just to make ends meet. People like myself are in desperate need of affordable housing and a lower cost of living.**

**—CYNTHIA LACHESTER**  
Janitor with Relay Resources



# Immigration

SEIU was founded by immigrants, and our union is strengthened every day by our immigrant family in our union and in our community. More than 404,000 immigrants call Oregon home, contributing billions to our economy and forming the backbone of entire industries. **Immigrants are not a threat; they are essential to our communities and our workforce.**

Yet instead of honoring that contribution, federal leaders continue pushing fear-driven policies from mass deportation plans to attacks on birthright citizenship and TPS. These efforts don't make anyone safer; they divide working people and destabilize the workforce our economy relies on. When immigrant communities are under attack, all working families feel the impact.

**SEIU will fight for immigrant members by:**

- **Pushing for real federal immigration reform that keeps families together.**
- **Protecting Healthier Oregon so everyone can access care.**
- **Demanding accountability for federal enforcement to prevent abuses.**
- **Supporting funding for immigrant community organizations.**

**When immigrant families are safe and supported, every Oregon community is stronger.**

**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."**

**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."**

**—RENATO QUINTERO**

SEIU Local 49 Janitor at Somers Building Maintenance



**OUR SEIU  
COMMUNITY  
& POLICY WE  
DEPEND ON**



## Climate Justice

Our members include tens of thousands of Oregonians already living with the impacts of climate change. We know Oregon must lead with bold, immediate action to protect our state and our communities. SEIU members have backed major legislation to move Oregon toward a 100% clean, renewable energy economy, and we are committed to ensuring a just transition that creates good union jobs while protecting communities from wildfires, drought, and extreme heat.

We worked with the State Treasurer to analyze PERS investments and set a path to net-zero emissions by 2050, and helped pass the 2025 Climate Resilience Investment Act to support that work. We also continue partnering with environmental allies and our Green Janitor program to expand climate-smart building standards.

**SEIU will keep working with our members and community partners to reduce carbon, prevent wildfires, safeguard Oregon's air, land, and water, and ensure frontline workers have the resources they need to stay resilient in a changing climate.**



