

August 21, 2020 12 - 1 via Zoom

--Treasurer's Report (Roxy)

As of July: ending balance \$32,280.29

A chunk of \$25,000 got moved over to our hardship fund, meaning there is \$7,380.29 in our general fund.

Members can request \$250 if needed due to financial hardship.

Related: Oregon Legislative report -- school adjudication bill fails --

<https://katu.com/news/local/oregon-unemployment-bill-failed-over-claims-it-prioritized-public-employees-special-session>

That money is now gone (\$500 was available per person). There were 70,000 recipients, half of it was gone yesterday, today it is all gone.

--PERS decision

(see article on PERS below)

-- General Council 2020 is over. <https://seiu503.org/general-council-2020/>

Under OSU Sublocal 083 some executive officers are automatic delegates, and others are voted on during our local elections. Thanks to all who participated including Gloria O'Brien, Ben Merrell, Jessica King, Anne Gross, Patrick Breshears, Susan Clark, Mark Dunbar, Brady Esch Every 2-years, delegates meet as a voting body to influence the direction of SEIU Local 503.

This year it was all-remote, it had been planned for Eugene (it moves around the state).

About 25 resolutions were voted on. Here is a full list of resolutions:

<https://seiu503.org/gc2020results/>

--Culture of Care -- any reports (Ben) -- This is not the full resumption committee. We are bargaining for more input and on impacts -- more in bargaining report.

Last week, UHDS attended meeting and reported 3500 students expected on campus. That # is expected to fall. Since that meeting last week, announcement 90% remote.

We have questions about safety and cleaning. Very generalized information right now.

The university is requesting a seal of approval but are not acting collaboratively with our union.

The committee is winding down right now.

From Jessica King, Secretary & steward of our local:

Higher Education Classification and Compensation Advisory Committee

for SEIU met yesterday. Consists of 6 members, led by Joe Cartino of SEIU and Bill Harris of Portland State; includes a member from SOU, UO, WOU, and an alternate from OSU.

This advisory committee's purpose is to build a statewide campaign to raise wages and create career ladders for workers whose jobs are within the Administrative Support Families & the Financial/Property Management Technician Family; the committee is looking at classifications of Office Assistant, Office Specialists 1 & 2, Paralegal, Administrative Program Assistants & Specialists, Executive Support Specialists 1 & 2, and Accounting & Payroll Technicians.

Data shows that workers in these classification families are on average 6% behind the market wage—and in some cases up to 13% behind market wage--and workers in these classifications make up 25% of our statewide higher ed union membership! If you're in one of these classifications, or interested in taking actions (big or little) around this issue reach out to Jessica King (Jessica.King@oregonstate.edu, jesslynking@gmail.com, or 510-798-8967).

--12:35 pm - Gloria on bargaining

Statewide LOA sought for months, instead each university has done separate LOAs. Seven universities don't want to bargain together and the bargaining has been tough. We have

exchanged proposals, and management wanted us to sign by the 15th. Management dragged its feet though during the process taking several days to get their proposals back while we turned ours around quickly. One point of disagreement is term of agreement, we wanted June 30 2021. Management wants to only extend through Dec. 2020. One issue that we feel is pretty important is payroll draw accrued leave payout. We believe and are fighting for that people waiting for unemployment should be able to tap into accrued leave to get payout. Management says it's already covered in CBA. Our bargaining team feels strongly we want to keep on pushing on that because people are facing emergency situations. We want them to agree they will notify within 1 business day about possible exposure to COVID 19. They say it might violate HIPPA.

Reopening Committees - we asked months ago to be on the main reopening committee here at OSU, instead they created a secondary committee for unions and is not a decision-making committee. We know at this point universities have submitted reopening plan to HECC and those will go to governor. We are not pushing that as much on statewide level, but on local level we will keep pushing.

Universities want workers to do "self-check" where workers take temperature and file report on travel/symptoms etc. It takes about five minutes. They want all workers to do it (even those at home). Bargaining team feels that only workers going into campus/OSU worksite should have to do self-check, and universities want it on unpaid time. We believe we should be paid, and have put the question out to BOLI on this wage and hour question. BOLI said we could not file a complaint as an organization but would have to file as individuals, and that would be our plan if it's implemented.

Vacation cap is another sticking point. After 250 you stop accruing. For people on workshare people will start losing vacation which we believe is very unfair. Universities are pushing back on this because they benefit them for people to lose. We need members to help put pressure on universities. At PSU they extended vacation cap to 305 and we think we can win an improvement.

Recall period - they have moved a little bit on this, they have extended it to 15 months from 12 months. Because so many people are unemployed we want the recall period expanded to 24 months. We have sent management a counter proposal with these provisions.

--plan for action/how to support: Next Thursday, 8/27, 5 pm car caravan

We will ask people to make signs and put them on their cars. More information coming.

--We will meet with President on August 28. Do you have questions we should ask?

--we need cats - cats support bargaining by getting the word out and also talking to coworkers. We will be having a cat meeting soon - want to be a cat? Let Siobhan know at burkes@seiu503.org.

--we need stewards! Want to get trained on contract enforcement:
<https://seiu503.org/members/get-involved/event-calendar>

One-time \$500 Relief Payments - \$ ran out

Our SEIU Local 083 Hardship Fund

Our member dues are used for member events for our members put on by our union, such as our monthly membership meetings. Since we haven't been able to gather in-person for these type of events, we have reallocated the money we have been saving towards hardship funds for our members during this pandemic to provide some economic relief. If you are experiencing financial hardship of any kind, please fill out our application. Applications are reviewed by our Hardship Committee and acted on in a prompt manner: <http://local083.seiu503.org/our-union-hardship-fund/>.

Report: Since May \$2800 has been distributed to 10 members.

Statewide SEIU 503 Hardship Fund

In times of need, our union believes we are stronger if we pull together and lift each other up. That's why our Union created a COVID-19 hardship fund to provide cash assistance to any SEIU member who has faced financial hardship due to the COVID-19 public health crisis. Any SEIU member (or sub-local) may donate to the fund, and all members in good standing are eligible to receive funds: <https://seiu503.tfaforms.net/613>.

Report: Since March over \$200,000 distributed to over 1000 members.

Oregon Supreme Court upholds public employee retirement cut

Published: August 6, 2020

This morning the Oregon Supreme Court [denied our petition](#) to overturn SB 1049, impacting public employee retirement benefits.

Statement from SEIU 503 Executive Director Melissa Unger

This is a disappointing loss with real impacts on thousands of workers' lives and future plans. We will continue to work with our PERS coalition partners to figure out our next steps. The court affirmed that benefits for years worked prior to SB 1049's implementation are protected, as was the case when OPSRP and Tier 2 were created.

We also know, as we look at what's ahead, that we must force the Legislature, the State, and our country to stop pitting public employees against the services we provide – once and for all. This is a false narrative that has been created by corporations that have been decimating the retirement of private sector workers for decades. Instead of cutting hard-earned benefits, we should be creating stable retirement options for all workers, including the caregivers SEIU represents that don't have employer-paid retirement options.

Background on the legislation

Starting July 1, 2020, for people earning more than \$2,500 a month, part of the 6% of salary that previously went into Individual Account Programs is diverted into a new account to lower employer costs for the PERS Unfunded Actuarial Liability (UAL). The amount diverted depends on tier level.

OPSRP members lose .75% and Tier 1/Tier 2 members will 2.5%. Members will see no benefit from that diversion.

SB 1049 also made changes to the final average salary which can be used to calculate pension benefits after January 1, 2020.

Here are [FAQs we prepared](#) when SB 1049 was moving through the Legislature.

Here's a [calculator](#) that shows the difference the cut will make.

For more information on your retirement plan, visit [PERSexplained.com](#).