Welcome to Oregon’s Nursing Home Union
Making a Difference for Employees and Residents
Why Join the Union?

Welcome to Local 503 of the Service Employees International Union, Oregon’s fastest growing union, part of an organization with nearly 2 million members, including hundreds of thousands in health care.

SEIU 503 members use the power of our numbers at the bargaining table and in the state legislature. Because we are stronger together, we’ve been able to win such breakthrough victories for nursing home workers and residents as:

- improvements in CNA staffing levels;
- increases in starting wages that average 6% a year since 2004;
- establishment of a labor/management committee in this and every SEIU 503 nursing home to resolve issues before they become problems;
- a grievance procedure to protect you and make sure our contract is enforced; and
- a disciplinary procedure to safeguard your rights, assuring workers they can be disciplined only for good cause.

As a member you can also run for union office, vote for leadership positions, ratify contracts, make decisions regarding the direction of our union and gain access to some attractive benefits available only to those in the union.

Under the contract, everyone represented by the union pays their fair share of the cost of bargaining and administering the contract either as membership dues or an “agency fee.”

By joining you also show employers and the state that we stand together for improved resident care and better wages, benefits and working conditions for nursing home workers.

Member-Only Benefits Include:

- $2,000 FREE life insurance
- Life/ADD insurance, dependent life insurance, short-term disability insurance and legal services insurance at reduced group rates
- Discounts on travel, computers, auto/homeowners insurance, legal services and more
- Eligibility for SEIU Mastercard at competitive rates with no annual fee and special skip-payment privileges and strike protection
- Scholarship programs

For more information about member benefits please call the member benefits department at SEIU 503 at 800-452-2146 ext. 160.
Political Action Builds Power

We are a united voice for working conditions that help our residents and families. We write letters, make phone calls and go to Salem to educate legislators about the work that we do. And it works! We have succeeded in:

• stabilizing Medicaid reimbursement rates for nursing homes. (Medicaid covers more than 60% of the residents in our nursing homes. By stabilizing rates, we make sure that care for residents isn’t cut and nursing homes can continue to accept Medicaid-eligible residents.)

• convincing the Governor to push for better staffing ratios in nursing homes.

• getting the Legislature to approve $3 million in extra funds to help pay for staffing increases.

Get involved…Join CAPE

The CAPE (Citizen Action for Political Education) program helps us elect lawmakers who are on our side. CAPE gives a unified voice for the people who live and work in nursing homes.

And our voluntary donations qualify for an Oregon Tax Credit, so we can support nursing home residents and improve nursing home care and get all or some of the money back at tax time. (The credit covers up to $50 per year for individuals and $100 for joint filers).

There are other ways to support nursing home residents and ourselves.

• Register to vote!

• Volunteer! to support candidates who share our values.

“Usually only those with money get heard by lawmakers, but through our union, we have a voice too. I would encourage everyone to join CAPE. Our union is as strong as we make it, by getting personally involved.”

Craig Mahaffy, CNA
Avamere Newport Rehabilitation Center

“Because of CAPE, we elect lawmakers who support our residents and our jobs, resulting in better funding, wages and benefits, and staffing levels in nursing homes.”

Judy Byers, Cook
Evergreen Windsor
Look How Far We’ve Come

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<th>2001</th>
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<td>SEIU Local 503 represents a single nursing home in St. Helens.</td>
<td>The union reaches an Alliance Agreement with the owners of four nursing home chains — Evergreen, Avamere, Prestige, and Marquis — on political goals of increasing and stabilizing Medicaid funding. In return, the owners promise to be neutral on organizing attempts.</td>
<td>Nursing Home workers write letters, make phone calls, sign postcards and petitions, and lobby legislators for increased reimbursement rates for Medicaid-funded residents. Employees in 14 nursing homes begin negotiating contracts.</td>
<td>Union members ratify their first contracts, which include seniority and just cause protections, a grievance procedure and significant wage and benefit improvements including call-in pay and bereavement leave. Most importantly, the contract ensures they are treated with dignity and respect.</td>
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<td>2005</td>
<td>Workers at six more Oregon nursing homes organize with SEIU Local 503 and bargain for their first contracts under an Alliance Agreement. When members identify staffing as their number one issue, the union launches its Nursing Home Safe Staffing Ballot Measure Campaign.</td>
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<td>2006</td>
<td>After one of its homes is organized, Pinnacle joins the Alliance Agreement. Union members and supporters collect over 140,000 signatures for the Nursing Home Safe Staffing Ballot Measure, but does not need to put it to a vote: the Governor makes safer nursing homes a campaign priority and includes union representation on a study commission that recommends increased CNA staffing.</td>
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<td>2007</td>
<td>Workers at two more nursing homes organize into SEIU and join hundreds of members who lobby legislators to approve additional Medicaid funding for increased staffing ratios. Nursing home workers renegotiate their contracts, winning an average $13,000 in wage increases for each nursing home worker over 4 years.</td>
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<td>2008</td>
<td>Organizing of more nursing homes continues under a new Alliance Agreement, building SEIU 503’s power in the Legislature and at the bargaining table. State announces and implements new staffing ratios with great fanfare. Nursing home workers gear up to elect lawmakers who will support increased funding for long-term care and additional staffing.</td>
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“You have the backing of co-workers and fellow union members. It’s security in numbers so that our rights will be protected.”

Kim McRae, CMA
Evergreen Independence Health and Rehab
Alliance Agreement Gives Us a Much Stronger Voice

As a Union, our power comes from our numbers and our unity. Under the Alliance Agreement we have with a group of nursing home operators, they remain neutral in future organizing campaigns in facilities not yet organized and work together with us on three important political goals:

- gaining further staffing improvements,
- establishing more CNA training opportunities, and
- protecting and improving Medicaid reimbursements for nursing home care, safeguarding the raises we have won and laying the groundwork to win further wage and benefit improvements in our next contract.

We work with employers to resolve worksite problems cooperatively. Even when we disagree, neither the union nor the employers will publicly disparage the other.

Under this and prior Alliance agreements, we:

- improved staffing requirements for all Oregon nursing homes. This makes a huge difference in our ability to give residents the best possible care.
- increased wages significantly and improved benefits. Raises vary by facility, but union members in nursing homes have averaged 6% a year from 2004-08.
- resolved many problems at the facility level through improved communication, grievances, arbitrations, labor-management meetings, and mediation.
New Staffing Ratios Make a Difference

Due to our hard work as a union, new and improved staffing ratios went into effect in March, 2008.

A second phase is scheduled for April 2009 with further improvements expected in 2010/2011 dependent in part on continued legislative support.

Staffing was identified as the single most important issue by nursing home union leaders in 2006 and it took years of effort to make this improvement in care for our residents and a better working environment for ourselves.

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<td>March 1 2008</td>
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<td>20:1</td>
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<td>April 1, 2009</td>
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“...I’m very attached to the people I take care of. It’s hard to cut somebody off when they are trying to tell you a story. It will be much better now because there will be more of us, which means we’ll have more time to spend with residents. The ratios will especially help on night shift.”

Laura Blosser, CNA
Menlo Park
As a nursing home worker and elected representative from our sector on the union’s board of directors, I am pleased to welcome you to SEIU Local 503. It is one of the greatest teams you will find anywhere because we care about people. We are dedicated to the quality care of our residents, wages and benefits befitting our labor, and the continued profitability of our nursing homes. We know without one the other two cannot be obtained and our residents will suffer.

We in union leadership care about you and ask that you get involved. I did and I have never been sorry. Please remember that leadership does not begin at a meeting of union leaders. Leadership — and teamwork — begins on the floor.

Welcome to our union!

Bruce McCutcheon
SEIU 503 Board Director
Nursing Home Sector

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**SEIU LOCAL 503**

**Care Worker Resource Line**

1.877.451.0002

To assist and empower SEIU members caring for Oregon’s children, seniors, and people with disabilities. The Resource Line is available to answer questions about:

- Our Contract ✔
- Our Union ✔
- Our Rights ✔

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**Leadership, Staff and Field Offices**

**SEIU Local 503 Headquarters/Salem Office**

1730 Commercial St SE, PO Box 12159
Salem, OR 97309
Hours: 8 am - 5 pm, Mon - Fri
Phone: 503-581-1505 or 800-452-2146
Fax: 503-581-1664
E-mail: salem@opeuseiu.org

**Portland Office**
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Fax: 503-408-4099
Email: pdx@opeuseiu.org

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Fax: 541-342-2932
Email: moorec@opeuseiu.org

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Bend, OR 97702
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Email: routts@opeuseiu.org

**Pendleton Office**
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Pendleton, OR 97801
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Fax: 541-276-4984
Email: cherryd@opeuseiu.org

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1257 N Riverside #7
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Email: loguel@opeuseiu.org

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