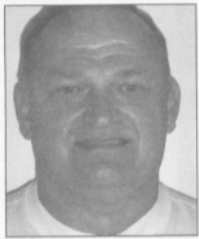


## EXECUTIVE DIRECTOR

**DUTIES OF OFFICE:** The Executive Director serves as the chief administrative officer of the Union and is responsible for carrying out the policies of the union as established by the SEIU LOCAL 503, OPEU Board of Directors. This includes oversight of programs and employment of staff for collective bargaining, grievances and unfair labor practices, internal and external organizing, politics and benefits as well as overall administrative support, including financial and clerical programs.

### Randy Davis

ODOT, 26 years  
District 6, Local 730



[Candidates were instructed to respond in the questionnaire format, with both question and answer appearing. This candidate instead submitted his statement in the following format.]

I have been a Union activist for over 26 years; I started out as a member activist in Chapter 8, in District 8 of OSEA (Oregon State Employee Association) in 1978. OSEA was the parent organization to the now SEIU Local 503/OPEU. I have held several offices with in the Union and have been on several standing committees, I have been bargaining delegate and/or alternate, General Council Delegate and/or alternate. I was the ODOT Coalition Chair for several years. I also was the ODOT Local 730 President for 11 years. The biggest and most important qualification I have, is that I am a dues paying Union member who truly believes that our Union members come first!

Over the years I have taken numerous trainings; Shop steward training, Union Stewards Training, Leadership training, different types of bargaining training, interest based bargaining, collaborative Bargaining, (RBO) Relationship by Objectives. I was a member of the flying squadron during Both strikes. In 1987, I coordinated The Tillamook area. In 1995, I was a member of the Oregon Public Employees Union Central Bargaining Team.

To organize our membership into the largest and most powerful group of Union organizer, in the history of Oregon. Representing our membership to the level that they want and that they deserve while getting a worker friendly legislature no matter what other groups do or want. I don't care what party they belong to as long as they are worker friendly.

By hiring and training qualified staff, in contract interpretation and enforcement, contract bargaining, FLSA, BOLI and internal Union organizing. By assigning qualified Union staff to work with and train the membership in all aspects of their Union contracts, and how they can enforce them by working together as a group. If the Executive Director hires qualified employees and gives them sound direction in what the expectation are and then supports them fully, this organization will run efficiently.

I feel as a whole we have started to let our membership down. We have prioritized our goals and our resources because of outside pressure, instead of for our memberships best interest. If we can't convince our membership of our goals, then we should be willing to go with their wishes, not our own agendas.

My main goal is to put the dues paying members first.

### Leslie Frane

Executive Director, SEIU Local 503 OPEU, 2.5 years  
District 2, Staff



As Executive Director, I've demonstrated the leadership our union needs during these tough times:

- I have the courage to stand up to management;
- I work 24-7 to empower our members;

- I have the strategic judgment to fight smart.

If elected, I will work with our other elected officials to lead our union toward better contract standards, more member participation, and a stronger voice for members in our worksites and in politics.

#### Collective Bargaining:

I've served as co-chief bargainer in DAS and home care bargaining, and I've advised the chief bargainers in most of our other bargaining units. I've negotiated over 100 contracts during my sixteen years with SEIU.

#### Contract Administration:

I have extensive experience handling grievances and arbitrations and training staff and members in those areas. However, while I respect the grievance process, I believe that organizing members in the workplace is equally important. Addressing worksite problems swiftly and effectively enhances the union's credibility and motivates participation.

#### Internal/External Organizing:

I'm completely committed to building a member-driven union. That means supporting, training, and recognizing our stewards and other leaders. I developed the "New Leadership Academy," in order to mentor a new generation of leaders who can help shoulder the burden currently carried by our dedicated long-time activists.

Under my leadership, we've increased the number of internal organizers so they can focus more intensively on the worksites they represent. We've hired "project organizers" to deal with crises, in order to avoid re-assigning staff whenever emergencies hit. I've also overseen successful union elections that have brought over 2000 new workers into our union.

#### Political Activity:

Despite difficult elections and legislative sessions, we've broadened our members' participation in lobbying and electoral work. Now, we are working hard to hold elected officials accountable to their campaign promises. I've tenaciously defended our PERS benefits, and I'm proud of our decision to withhold endorsements from legislators who voted against our interests on PERS last session.

#### Communications:

We've improved the quality of our publications and website during my tenure. And, we're taking needed steps to devote resources to improving the image of public employees in the media.

#### Fiscal Management:

Along with the Finance Committee, I oversee our union's \$14 million budget.

#### Staff Supervision:

While I never forget that the members are the union, I respect the critical role that staff play in furthering the union's goals. That respect underlies all of my actions as a supervisor.

## PRESIDENT

**DUTIES OF OFFICE:** Presides at all meetings of the General Council, Board and Executive Committee. Sets the Board meeting agenda and acts as the Board administrator. Chief spokesperson for the union. Attends and represents the union at all appropriate national and regional meetings. Chairs the union's Grievance Appeals Committee. Coordinates the activities of the District Directors and Assistant DDs. Represents the union at the Legislature and in ballot measure campaigns, in conjunction with the Executive Director and the Political staff.

### Joe DiNicola

Oregon Dept. of Revenue, 18 years  
District 2, Local 150



#### Qualifications for this office:

- Member since 1986
- Corporation Tax Auditor
- Revenue Local President
- Steward
- General Council Delegate
- District Director, Statewide Board
- Executive Board Member
- Bargained DAS Central Table 2000-

2002 contract • Organized Worksite actions • Built Coalitions • Phone-banked • Lobbied • Marched • Rallied • Picketed • Testified • Activist

#### Other union experience:

I monitor Oregon Investment Council decisions as an SEIU Capital Steward. OIC manages \$40+ billion in members' pension assets. I make sure corporate executives and pension investments meet high standards of accountability. Our pension dollars must be managed solely for the benefit of members. I communicate with Locals and Districts all over Oregon about anti-worker politicians' illegal "reform" and \$9 billion theft of PERS assets. All our members must get the pensions they are promised. I work to protect our pension benefits. If the PERS contract is only smoke and mirrors, no Oregon contract will be safe for workers. A deal IS a deal.

#### Why I am seeking this office:

We must and we can win for workers. We face many difficult issues and fierce fights are ahead. Local 503 won't achieve our Union's goals for fair contracts with benefits, and dignity and respect on the job, with only 10% or 15% participation. I confront worksite problems like yours every day. While Revenue local President, our membership increased by 75%; two dozen two-cent contributors turned into 140, and those numbers continue to grow. Whether we're talking about Homecare, Public Employees, Private Non-Profits or Nursing Homes -- we need every one of our members to get in the game. I plan to win for workers by involving more SEIU Local 503 members every day and at every level.

#### Goals during the term of office:

- Defend quality, affordable healthcare for our members.
- Elect worker-friendly legislators.
- Hold elected officials accountable.
- End Kulongoski's wage freeze.
- Build stronger community coalitions.
- Grow our Union by organizing new workers.
- Demand respect for our members and a voice on the job.

#### Biggest single issue the union is facing:

Skyrocketing healthcare costs threaten to strangle our future wages and benefits. Wage freezes and takebacks are wrong.

#### How I would propose to resolve it:

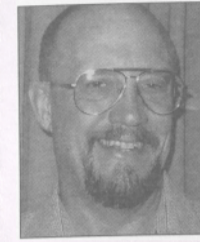
We must: • Elect legislators, Governors and national leaders who stand up for workers. • Roll back irresponsible corporate giveaways. • Show how our healthcare fight helps everyone win. • Build strong coalitions. • Focus on leading our communities. • Win with the help and support of our families, friends and neighbors. • Stand together to fight for fair contracts.

#### Other information:

We are all in this together. When you vote "Joe DiNicola for President," you can count on me to work with you every day to build a stronger and more effective Union.

### Mark Gronso

ODOT, 23 years 4 months  
District 5, Local 730



#### Qualifications for this office:

Vice President SEIU Local 503, OPEU 2000-Present, V.P. ODOT Local 1997-2000, Steward 1992-Present, Chief Steward 1995-Present, Picket Captain 1995 Strike.

#### Other union experience:

Local 503 Board 2000-Present, 503 Executive Committee 2000-Present, 503 Finance Committee 2000-Present, 503 Staff Screening 2001-2003, ODOT Coalition Bargaining 1999, SEIU MPO 2000-Present, NASHTU Panelist 2000, LERC Summer School 2001, 28 LERC U-LEAD Credits, Leadership Level I and II, Member United Brotherhood of Carpenters and Joiners, 1972-1980.

#### Why I am seeking this office:

As Vice President of Local 503 the past two terms I feel I have gained the knowledge and experience necessary to move the local forward by listening to our membership's concerns and to help all workers gain the respect and dignity they deserve in the workplace.

#### Goals during the term of office:

To see 90% of our coworkers vote in all elections. If we don't show up at the polls we won't win. When we win we can improve our working lives by bringing back a decent family wage. The labor movement and SEIU in particular have the ability to move politically and win for working families. To see the mentorship programs in 503 move forward with particular tough grievances or worksite issues, utilizing more Project Coordinators and decreasing the member to organizer ratio so the organizers aren't spread so thin.

#### Biggest single issue the union is facing:

We must win acceptable DAS and OUS contracts at the bargaining table next year with a smart negotiation strategy. If a good contract settlement can not be obtained I truly believe we must ALL stand together collectively and withhold our labor walking united on the picket lines. Right now everyone must prepare economically for this possibility to make us all stronger together.

#### How I would propose to resolve it:

By mustering some political muscle against a Governor we elected that totally betrayed us in the last contract negotiations. We need to have many more Lobby Days next year at the legislature getting members to talk one-on-one with their legislators.

We must proudly identify ourselves in our communities as members of Local 503 when we are participating in our many and varied community volunteer programs. We must project a positive image to the public to prove we are providing the best quality public services for the money and no outsourcing or contracting-out of our jobs can compete with our skill, talent, and dedication to our jobs.

#### Other information:

I will work hard as possible to represent you to the best of my ability.