

R2 – 02 Local Leadership Duties & Responsibilities

Committee Recommendation: ✓ Do pass as amended

Employee Representation Committee: Thuy Huyen (PSU Sublocal 89), Serena McCurdy (Homecare 99) Stephanie Prentiss (SubLocal 85) Angie Ceja (OHA, Sublocal 392), Cynthia Wice (Homecare 99), Anna Young (Homecare 99) Carla Hodges (Homecare 99)

Committee Report

The committee is recommending this resolution “**pass as amended.**”

The committee heard from a few members on this resolution. The author spoke of the intent to create a road map for leaders to carry out their sublocal duties, and to make these positions more accessible.

We heard from two pro speakers that it is a great idea to have guidelines and training, but that it should not be done like a regulatory element.

We heard one con speaker express concern about resolutions getting into sublocal activities; that sublocals are autonomous and they each govern themselves. The author clarified that it is a “road map” and “guidelines” to make duties consistent across the union. The con speaker was glad to hear that sublocals would not be bound to this.

We heard concern that while the intent is important, it is unclear how this information will be delivered and communicated to sublocal leaders.

There was committee discussion regarding concerns about the delivery of this information. An amendment was proposed to add “Local leadership in conjunction with 503 staff will conduct training for new local leadership.” The amendment passed and the resolution is going to GC with a recommendation from the committee to **pass as amended.**



Service Employees

Budget Impact/Cost Estimate: This resolution has no fiscal impact outside of the existing operating budget.
No Additional Impact

International Union

Local 503,

2020 Committee Recommendations:

Oregon Public

Do Pass

Pass as Amended

Employees Union

Do Not Pass

2020 General Council Ballot & Resolution Number:

Round 2 Resolution 2

Local Leadership Duties and Responsibilities

1 **Subject: Local Leadership Duties and Responsibilities**

2 **Authored by: General Council Governance Workgroup: Helen Moore, Mary Steward, Angelica Ceja**

3 **Ochoa, Jeni Hall Peel, Patty Falkenstein, Paula Pena, Susan Mundell, and Melissa Unger**

4 **Submitted by: General Council Governance Workgroup**

5

6 **WHEREAS**, effective Local leadership is essential to the growth and strength of our Union, and

7 **WHEREAS**, Local leaders are particularly important for membership recruitment, outreach, and support,

8 and

9 **WHEREAS**, while many Local bylaws already include some of the duties of Local leadership, the Union

10 has not established consistent expectations and responsibilities for all Local leaders, and

11 **WHEREAS**, consistent expectations and responsibilities improve the accountability and performance of

12 all leaders.

13 **THEREFORE, BE IT RESOLVED**, that the Union shall amend its Bylaws as follows:

14 **ARTICLE VII – RESPONSIBILITIES OF OFFICERS**

15 ...

16 *Section 4. Responsibilities of Local leadership also include but are not limited to:*

17 a) *Building membership and reaching out to non-members*

18 b) *Providing membership and union information at new employee orientations*

19 c) *Supporting CAPE and/or other such projects in the interest of the Local*

20 d) *Ensuring regular access to information for members of the Local*

21 e) *Engaging members and participating in the campaigns of the Union, especially when*

22 *relevant to the Local*

- 23 f) Recruiting Stewards
- 24 g) Recruiting other member leaders, including encouraging new leaders to run for office, with
- 25 an emphasis on the diversity and equity of the Local's leadership
- 26 h) Following the SEIU Code of Ethics and Conduct and maintaining the confidentiality of
- 27 sensitive issues
- 28 i) Local leadership in conjunction with 503 staff will conduct training for new local leadership.
- 29 j) Other duties as included in Local bylaws.

Local Leadership Duties and Responsibilities

Equity Statement

This resolution has a **positive** equity impact. The resolution provides a roadmap for leaders to follow and creates a baseline for expectations around equity and inclusion. The resolution specifically names the Code of Conduct and directs sublocal officers to recruit new leadership with an emphasis on diversity and equity.

Political Statement

No political impact.

Legal Statement

No legal impact.

R2 - 02: Local Leadership Duties & Responsibilities

Name: Carla Hodges

Sub-local: Homecare Sub-Local 99

Pro

This will help our leaders understand better what their duties are.

R2 - 02: Local Leadership Duties & Responsibilities

Name: Ann Montague

Sub-local: Retirees

Con

This resolution has some good points but since elected delegates were not allowed to present amendments it leaves a binary choice of yes or no.

It is surprising that there is a statement which claims there is no legal or political impact, which there is...there is also a negative equity impact. To say that it is the responsibility of rank and file democratically elected leaders to "support CAPE" violates all three areas. It creates a mandate which may violate any worker who does not support centrist Democrats or any for that matter. Particularly in this time of an uprising of workers who are rejecting the reformism of the past which has perpetrated the system they are fighting. As well as the right to oppose CAPE's consistent support of those who initiated and coerced votes for the wage theft that just happened to workers who are part of the PERS system. Even if one does not believe in basic union principles or the need for transformative change, It should be accepted that our union rank and file leaders do have that choice.

R2 - 02: Local Leadership Duties & Responsibilities

Name: Donna Weatherly

Sub-local: 99

Pro

This ensures that we are a prepared, and a well trained workforce.

R2 - 02: Local Leadership Duties & Responsibilities

Name: Louie Vidmar

Sub-local: 085

Con

Sub-locals should have oversight over their own position descriptions. As this list includes "Supporting CAPE", I find the text of this resolution to be problematic, as many members do not support the work that CAPE does (even though it is almost always in their best interest), that this language could be divisive and discourage members with varied viewpoints from running for leadership positions within the union. Please vote NO on this resolution.

R2 - 02: Local Leadership Duties & Responsibilities

Name: Alice Redding

Sub-local: sub-local 99

Pro

... Building strong leaders makes our union stronger

R2 - 02: Local Leadership Duties & Responsibilities

Name: Rhonda Morgan

Sub-local: Local 200

Con

I appreciate the intent of this resolution in that it articulates more specifically a lot of the work union officers are currently are doing. I was in full support of the resolution as presented to the committee by the author because it was presented as guidance for new leaders. Unfortunately, it was amended in committee to include a mandate that officers 'will' do these things. Please consider that the officers of the Locals in our union are elected volunteers and, in most cases, also work full time jobs. Adding more to the work they already are responsible for without providing the tools or resources for them to accomplish these expectations seems to be a disincentive for members to step up into leadership roles.

Because we did not have the ability to amend once it came out of committee, I reluctantly encourage you to vote no on this resolution.

R2 - 02: Local Leadership Duties & Responsibilities

Name: Anna Young

Sub-local: Homecare Local 99

Pro

I support this resolution. I feel we need some accountability for our elected volunteered leadership positions that we choose to take on in our locals to encourage new leadership to run for office, building membership, etc.

R2 - 02: Local Leadership Duties & Responsibilities

Name: Micki Varney

Sub-local: ODFW Sub-local 109

Con

Our Local Leaders and officers are volunteers. We must stop mandating expectations and responsibilities without providing the support to assist them in fulfilling these duties.

Our local leaders do not get paid to do all these assigned duties, they volunteer when feasible and as their work schedules allow. We bargain for contract language so that our members get breaks from their regular jobs, and then we expect them to take their break time to do much of the work of our union. Our leaders are being asked and expected to do more and more all the time without support. That goes against the basic rules of the care and feeding of volunteers.

In years past, our organizers had the time and the ability to access our members, to build relationships, and to help recruit and retain members and member leaders and stewards. Now, our organizers are seldom seen because they are spread so thin and working on special projects. They no longer know many of our members, and likewise, our members do not know them. We need the assistance and help of staff and SEIU 503 administration to continue as leaders and to keep our Union strong. We need to prioritize our members and put them first, their dues are the fuel that allows our Union to function.

R2 - 02: Local Leadership Duties & Responsibilities

Name: Cristal DeJarnac

Sub-local: HomeCare Sub-Local 99

Pro

Hi, my name is Cristal DeJarnac with Local 99, I'm a Homecare Worker and Steward in Bend, District 5 Director on HomeCare Council, Region 5 Assistant Director on Board of Directors, also Region 6 Chair for CAPE. As a Member Leader I've been afforded the opportunity to not only represent HomeCare and 503 members across Oregon but also across the United States and Canada too.

I feel if a member is going to step up into a Leadership Role than there should be certain expectations from said member. The role of a Leader is to LEAD, RECRUIT and EDUCATE. I honestly don't think this is asking too much. As a member leader you're taking on the role of representing all members of your Sub-Local and for positions on the Board of Directors and other Statewide seats you're representing every single member of SEIU 503.

Having worked in the Corporate realm for 30+ years it was expected with every position/job I had, that there was a list of Duties and Responsibilities, this was a guide on how to do the job. There is nothing worse then taking on a position and not knowing what is expected of you or what to do.

We are a huge and diverse Union filled with all sorts of passionate members who are just waiting for someone to tell them what they can do to help. Having a List of Duties and Responsibilities is like having a road map to the Future of Our Union.

R2 - 02: Local Leadership Duties & Responsibilities

Name: Jessica King

Sub-local: Oregon State University

Con

I strongly urge a NO vote on this amended resolution. Accountability of leadership is needed & the original resolution provided appropriate benchmarks; however, the amendment is asking too much. Most of our leadership is new to this role & also serve as stewards. Our membership's participation is underdeveloped. We are working to build & diversify our membership through increased outreach & engagement. We are revising bylaws to provide more opportunities for members & leadership at our statewide campuses & extension offices. This is a huge lift for an almost entirely new team & it is unreasonable to also have us conduct training for new leaders. I cannot speak for all our leaders, but I am overwhelmed due to the pressures of COVID-19 on our workload & nearing burn out. Leaders are volunteers; there is no compensation for our time, efforts, & energy other than the feedback we receive from our members. We have spent countless hours outside of our normal duties pleading with HR to provide protections through a LOA & grieve instances where they have not followed our CBA. We work hard to support our members who have been forced into vulnerable positions: financially, physically, & emotionally. Until the pandemic subsides, our leadership's workload will likely remain the same or grow as we draw closer to fall term. Our continued high performance in our roles is not sustainable, & we may not be in the best situation or able to provide training & help to transition new leaders.

R2 - 02: Local Leadership Duties & Responsibilities

Name: Becky Wright

Sub-local: sub-local 503

Pro

Pro. I agree with this resolution

R2 - 02: Local Leadership Duties & Responsibilities

Name: Jill Smith

Sub-local: 109

Con

All that is needed is the code of conduct to be accepted and that is all the General Council should tell how a local should run their local or what is required for leadership positions.

R2 - 02: Local Leadership Duties & Responsibilities

Name: patty falkenstein

Sub-local: r

Pro

this provides a consistent roadmap for local leaders to follow. Its helpful to know what duties to perform to help grow membership and meet members needs.

R2 - 02: Local Leadership Duties & Responsibilities

Name: Darlene Sprecher

Sub-local: ODOT Coalition

Con

Enough is enough. You can't keep asking the same volunteers to give more. You can't keep asking the local leadership to do more. As the Statewide Volunteer Coordinator for ODFW and a volunteer myself, It is always the same volunteers that give 85% of their time and effort. Eventually the time will come when the stress is no longer worth the effort, and the volunteers will take a break or decide to leave, a more suitable opportunity will present itself down the road. The individuals that volunteer as local leaders already give enough of their free time and should not be asked to do more. If you continue to ask these volunteers to do more, you will lose more members.

R2 - 02: Local Leadership Duties & Responsibilities

Name: Luella Larsen

Sub-local: Homecare Local 99 District 7

Pro

I believe this will be a big help to teach and support our leaders.

R2 - 02: Local Leadership Duties & Responsibilities

Name: Michelle Jones

Sub-local: sub-local 109

Con

All elected sub-local officers are volunteers. We can't continue to throw responsibilities on them while simultaneously cutting back training and resources. Moreover, staff in sub-locals vote for their leaders to represent them at their work-places to focus on particular problems unique to their own work-sites. Recruitment to the union more generally, while beneficial, shouldn't be obligatory and isn't necessarily what our on-site leaders should be focused on. Rather, I believe this should be the focus of our organizers. This resolution would deter members from running for office by making too many requirements and it is unclear how it would be enforceable.

R2 - 02: Local Leadership Duties & Responsibilities

Name: Denare Archer

Sub-local: Homecare sub-local central oregon

Pro

I feel this is a positive move to enhance the skills and experience in the Leadership role. There was a lot of Pro and Con opinions and this one took some time to pass. It finally passed with an Amendment. I am glad everything came together.

R2 - 02: Local Leadership Duties & Responsibilities

Name: Barbara Evans

Sub-local: Local 99

Con

If you are going to make recommendations for leadership to our local volunteers who give all they have for the belief in our union sovereignty, that is one thing, but when you start using language that is controlling in a way that designates a job requirement position, it no longer is a volunteer position, it is a job and a job that doesn't designate the full requirements (and Pay) and only hints that there may be more ..later...that is ludicrous and unconscionable,,NO NO and NO

R2 - 02: Local Leadership Duties & Responsibilities

Name: Christina Feigner

Sub-local: homecare

Pro

neutral

R2 - 02: Local Leadership Duties & Responsibilities

Name: Rebecca sandoval

Sub-local: Local 99

Pro

Leader should already be doing all of this, but if they are not, this will serve as a great guideline.

R2 - 02: Local Leadership Duties & Responsibilities

Name: Thuy Huyen

Sub-local: SEIU 89

Pro

I'm pro for "Local Leadership Duties and Responsibilities" resolution. I always try to recruit new members to join and participate in our meetings, rallies, Take Back Your Break, special events, etc. I think it is also very important to encourage union members to run for office. We need to expand and increase the number of union members to make our union bigger and stronger. We must also embrace and welcome diversity.

R2 - 02: Local Leadership Duties & Responsibilities

Name: Ivonne Rivero

Sub-local: Sub-local 99

Pro

R2-02: I am in support of having clarity of duties, in particular, of welcoming people who are new on the job, and at orientation; reaching out, reaching cross-culturally and having a wide outreach, across language barriers, to make the union stronger in Oregon and beyond. I wish somebody had been “there” at my new employee orientation. I had to wait 2.5 years for somebody to reach out to me to tell me about the union. Belonging to the union shouldn’t take that long. I particularly support “guaranteeing constant access and supporting information (specially in times of change as we are experiencing during the Pandemic)- Specially, if this information is RELEVANT to the culture and language of our current membership and new membership being recruited.

R2 - 02: Local Leadership Duties & Responsibilities

Name: Temari Asazuki

Sub-local: Homecare

Pro

No statement provided

R2 - 02: Local Leadership Duties & Responsibilities

Name: Mary Stewart

Sub-local: DOR 150

Pro

No statement provided

R2 - 02: Local Leadership Duties & Responsibilities

Name: Daniel (Dan) Smith

Sub-local: OSH #392

Pro

No statement provided

R2 - 02: Local Leadership Duties & Responsibilities

Name: jan montes

Sub-local: Homecare

Pro

No statement provided