

R2 – 08 Expansion of Steward Leadership Training

Committee Recommendation: ✓ Do pass

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 making a “**do pass**” recommendation on this resolution.

We heard many arguments on the pro and the con sides, with folks on each side agreeing with portions of the other. There was overwhelming support expressed for the importance and necessity of more quality steward training. The con arguments centered on the lack of cost detail in the resolution.

We heard from many stewards that they feel unprepared to deal with the depth and breadth of issues that are brought to them; that more trainings are “desperately needed across the state” and; stewards are the backbone of the Union so we need to invest in them with more training.

We heard from some speakers that while more steward training is important, the resolution came without a budget, an explanation of how funding would be spent or fiscal impact; and that we “can’t have open buckets hanging out there.” It was mentioned that the MRC has an allocated budget for trainings and those trainings should be further developed.

We heard concern from steward committee members about the lack of transparency on how much is currently being spent on trainings through the MRC.

There was a lot of discussion about amending the language to include a specific percentage of the annual budget to be spent on steward training (1%), but the amendments ultimately failed. This resolution comes to the floor from our committee with a **do pass recommendation**.



Service Employees

Budget Impact/Cost Estimate: This resolution does not provide sufficient detail for the assessment of fiscal impact. Currently, the MRC and program budgets for Public Sector and Care Provider organizing provide budget for trainings and meetings for members that encompass steward training. Any names percentage of total budget would need to be assessed in comparison to these existing figures.

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 8

Expansion of Steward Leadership Training

- 1 **Subject: EXPANSION OF STEWARD LEADERSHIP TRAINING**
- 2 **Authored by: Alisha Goodwin, Jo Hickerson, Shawn Holliday, Tammy Tate Houdroge, Diana Lobo,**
- 3 **Mike Scott, Adam Korst, Sally Cumberworth, Rhonda Morgan, Janet Ferris, Terry Haydon, Micki**
- 4 **Varney**
- 5 **Submitted by: Micki Varney, Co-Chair, SEIU 503 Stewards Committee**
- 6 **Resolution Endorsed by: SEIU 503 Stewards Committee**
- 7
- 8 **WHEREAS,** stewards are the backbone of our Union, and
- 9 **WHEREAS,** union stewards, officers, and leaders are called upon to have union skills to further their
- 10 abilities to represent our members, and
- 11 **WHEREAS,** the continuing creation and implementation of leadership development curriculum is a
- 12 needed investment in the long term success of our leaders and our Union, and
- 13 **WHEREAS,** there should be progressive levels of skills development, and
- 14 **WHEREAS,** resources for training are often one of the first things to be cut during times of fiscal
- 15 deficiencies, and
- 16 **WHEREAS,** specialized leadership trainings do exist outside of SEIU 503 offerings, yet they can be
- 17 potentially cost prohibitive to attend or participate in, and

18 **WHEREAS**, relevant and well-developed training and workshops that provide valuable leadership skills
19 necessary for the success and development of Stewards and member leaders are available from outside
20 entities. As examples:

- 21 • Workplace Bullying Institute
- 22 • Mediation Training and Certification
- 23 • Labor Law Conference, and

24 **WHEREAS**, there should be funds be available to stewards for external trainings through the scholarship
25 petition process, and

26 **WHEREAS**, resources need to be available that are focused on the needs of both worksite-based and
27 non-worksite-based stewards:

28 **THEREFORE, BE IT RESOLVED**, that our Union dedicate a percentage of total annual budget toward a
29 standing budget line item dedicated to Steward and Officer Leadership development, training and
30 support, and

31 **BE IT FURTHER RESOLVED**, that a Steward, Officer and Leadership Training program be developed with
32 input from Stewards Committee that;

- 33 1. provide successive levels of advancement based on responsibility for the position held by
34 the member seeking training.
- 35 2. These levels are specifically designed for a) union activists, b) union officers and c) union
36 stewards, and

37 **BE IT FURTHER RESOLVED**, that a Steward, Officer and Leadership Training Scholarship program be
38 developed with the purpose of making funds available through a scholarship application process to
39 participate in appropriate external learning opportunities, and

40 **BE IT FURTHER RESOLVED**, that a Steward and Leadership Training Scholarship Committee be created to
41 develop the guidelines and oversee the process used to evaluate scholarship applications, and

42 **BE IT FURTHER RESOLVED** that a detailed plan outlining the above determined Steward, Officer and
43 Leadership development Training Scholarship program logistics and procedures be presented to the
44 SEIU 503 Board of Directors by April 30, 2021.

Expansion of Steward Leadership Training

Equity Statement

This resolution has an overall **positive** equity impact with a potentially negative equity impact in the funding mechanism. Developing a comprehensive training and mentoring program for new stewards will help bring more diverse leaders into our Union and ensure that they are getting the support they need to be successful. However, while it is important to allocate resources to leadership development, assigning a percentage of the budget specifically to steward development is an arbitrary approach to funding and may result in inequities across our Union's other programs, including those intended to promote inclusion and develop leaders of color.

Political Statement

No political impact.

Legal Statement

No political impact.

R2 - 08: Expansion of Steward Leadership Training

Name: Micki Varney

Sub-local: ODFW Sub-local 109

Pro

Our Stewards need accessible and improved training and training options

On behalf of our Members, we need to invest in and prioritize the needs of our stewards

The training currently offered our stewards is woefully inadequate for the duties we depend on them to fulfill. Our members need to be confident that the representation they receive is professional and adequate to address hundreds of different issues. Our Stewards are the face of our Union that our Co-workers see. I actively seek out and have taken a number of trainings outside of our union. I am committed to doing my very best and to do that, I need well-designed and applicable training. This resolution provides multiple levels of learning so that the entire range of new to experienced stewards can be accommodated. It provides an additional option to pursue funding through the scholarship application process for outside trainings that meet gaps not met by our MRC. We also need to make a range of trainings accessible throughout the state. We can do this because we have to do this for our members and the perpetuity of our Union.

R2 - 08: Expansion of Steward Leadership Training

Name: Mary Stewart

Sub-local: DOR 150

Con

1. Members are the backbone of our Union. As Stewards, Activists, Bargaining delegates, and others, they should have access to approved and qualified training programs.

2. Already programs exist and members utilized them; LERC summer school, Labor Law Conference, Women's Summer Conference, AFRAM Conference, Climate Change Conference, SEIU Financial Training, Stewards Conference etc. SEIU503, approved by the BOD, has paid for tuition, travel, lodging and meal costs. Contract Enforcement trainings open to all members.

This resolution:

1. Provides no financial request. In committee it was indicated the intended ask was 1% of the SEIU503 budget with a dedicated budget line. That would be approximately \$290,000.

2. Provides no specific format for a program, administration center, curriculum, instructors or, who would select those taking the trainings.

3. Does't address the core issue of those needing the training the most are not taking current trainings and, there's no requirement they do.

4. Doesn't provide for a comprehensive review of all trainings, an evaluation of content, how they may be restructured and made relevant to the needs of the membership and the union.

Until the aforementioned work is done, there can be no full accounting of current funds available and what additional funds may be needed. Or, what other sources of training may be looked at.

I urge you to vote No on this resolution as it is presented.

R2 - 08: Expansion of Steward Leadership Training

Name: Elizabeth (Betty) Holladay

Sub-local: #218

Pro

I had problems with this resolution. It infers that our union does not offer sufficient steward training. I am not certain of that premise at all. Amendments initially offered sought to prescribe the amount of funds that should be spent on Stewards and the training. Once those failed, I was more supportive of this resolution. It seeks to promote different trainings over and above the standard training provided. This will be a work in progress, I imagine, but there is nothing that makes this resolution a fatal one. I will be watching to see what evolves.

R2 - 08: Expansion of Steward Leadership Training

Name: Jolene White

Sub-local: 99

Con

There is no fiscal impact outlined in this resolution. There seems to be a unified call for more training for stewards. However, there are already funds allocated for training, within the Union's budget. This resolution is unclear on what external training would be implemented. In addition, internal training may be much more applicable in preparing stewards for direct member questions and situations that need to be addressed. I think we need to currently work with what we have, as far as training goes, and go back to the drawing board on distinguishing what kind of further, including external, training would best support our stewards.

R2 - 08: Expansion of Steward Leadership Training

Name: Latricia Straw

Sub-local: MCEA 294

Pro

Without properly trained stewards a sublocal can't function properly. Stewards are burned out due to lack of participation & proper training. With more expanded training the work can be evenly dispersed & the quality of stewardship will increase.

R2 - 08: Expansion of Steward Leadership Training

Name: Carla Hodges

Sub-local: Homecare Sub-Local 99

Pro

Training is always a good idea. All Stewards will benefit from the training. When I first became a steward I had a little understanding of what I was suppose to do but if they would of had training I would of understand what my duties as a steward was suppose to be.

R2 - 08: Expansion of Steward Leadership Training

Name: Louie Vidmar

Sub-local: 085

Pro

Stewards are the backbone of the union, and new stewards need training and guidance that is not always available in the local. Please vote yes on this resolution.

R2 - 08: Expansion of Steward Leadership Training

Name: Donna Weatherly

Sub-local: 99

Pro

Steward training just makes sense. in rural areas as well.

R2 - 08: Expansion of Steward Leadership Training

Name: Alice Redding

Sub-local: sub-local 99

Pro

... We need strong stewards to protect our union members who are in need of a steward

R2 - 08: Expansion of Steward Leadership Training

Name: Anna Young

Sub-local: Homecare Local 99

Pro

I support this resolution. I have always encouraged Steward Leadership training in all locals. I feel we should have a updated trained steward in every town, city and county.

R2 - 08: Expansion of Steward Leadership Training

Name: Irene Hunt

Sub-local: Addus 098

Pro

We absolutely need to expand and put more depth into our trainings for leaders. As a newer steward and President I know first hand how much this is needed

R2 - 08: Expansion of Steward Leadership Training

Name: Rhonda Morgan

Sub-local: Local 200

Pro

I ask that you join me in voting in favor of this resolution and secure dedicated funding for ongoing training and development of the backbone of our union- our stewards and Local elected officers. Stewards are volunteers and they take on the responsibility of defending and enforcing our contracts and resolving worksite issues. We invest in what we value, and this resolution lays out a requirement for dedicated funding and a specific program framework to create progressive development opportunities so those who do this work have opportunities to grow and develop their leadership and representation skills. Often our members see the local steward as the embodiment of 'the union' in their worksite. Those stewards deserve the tools and resources they need to be positive examples of who we are as a Union. I ask the Delegates to vote in favor of this resolution and support our Stewards and Officers.

R2 - 08: Expansion of Steward Leadership Training

Name: Becky Wright

Sub-local: sub-local 503

Pro

Pro. I believe that training to be a steward in the union would be beneficial for the ones who want or have the time to lead the union in any cause that is risen

R2 - 08: Expansion of Steward Leadership Training

Name: Thuy Huyen

Sub-local: SEIU 89

Pro

We all want to feel confident and at ease. I'm pro for this "Expansion of Steward Leadership Training" resolution. We need to invest our time, energy, and money (a well-planned budget of course!) in training great leaders in order to be successful stewards/delegates. Taking on a new role or project can be very challenging and stressful, especially without the proper training. It is extremely important to have the right knowledge and skills to serve and help our union members at work. We will all benefit from this resolution as union workers.

R2 - 08: Expansion of Steward Leadership Training

Name: Luella Larsen

Sub-local: Homecare Local 99 District 7

Pro

I am always for more training and mentoring when someone is brave enough to volunteer to take on this position.

R2 - 08: Expansion of Steward Leadership Training

Name: Michelle Jones

Sub-local: sub-local 109

Pro

Stewards are ambassadors of the union and often the only union leaders represented members ever meet. They are the face of the union when members face difficult situations that cover sensitive topics. However, stewards are also volunteers and therefore require training to handle these new situations. Is it really fair to expect stewards can "figure it out" from more experienced stewards, who themselves are also volunteers ? Diverting funding directly to steward training would directly place member dues back in their worksites by making sure the people faced with protecting them are appropriately trained.

R2 - 08: Expansion of Steward Leadership Training

Name: Denare Archer

Sub-local: Homecare sub-local central oregon

Pro

I am all for any kind of educational and training programs for our members and workers.

R2 - 08: Expansion of Steward Leadership Training

Name: Barbara Evans

Sub-local: Local 99

Pro

good..but we still have alot to work out and follow through in detail..stay open to one another and ask many questions..listen thoughtfully to one another and the plan will follow

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Name: jan montes

Sub-local: Homecare

Pro

Not only do we need to expand this; we need to get more members involved.

R2 - 08: Expansion of Steward Leadership Training

Name: Christina Feigner

Sub-local: homecare

Pro

Neutral

R2 - 08: Expansion of Steward Leadership Training

Name: Rebecca sandoval

Sub-local: Local 99

Pro

The better trained our stewards the more effective they can be for our members.

R2 - 08: Expansion of Steward Leadership Training

Name: Ivonne Rivero

Sub-local: Sub-local 99

Pro

In support. Definitely need to expand Leadership training.

R2 - 08: Expansion of Steward Leadership Training

Name: Temari Asazuki

Sub-local: Homecare

Pro

No statement provided.

R2 - 08: Expansion of Steward Leadership Training

Name: Daniel (Dan) Smith

Sub-local: OSH #392

Pro

No statement provided