

R2 – 09 Stewards Accorded A Private Room Upon Request

Committee Recommendation: ✖ Do NOT pass

Member Affairs Committee: Michele Ford (Sublocal 220), Sara Ashmore (Sublocal 202), Michelle Roberts (MCEA) Hope Yamasaki (Homecare) Jill Smith (ODFW) Nannette “D” Carter-Jafri (Homecare), Rebecca Hernandez (Nursing Homes)

Committee Report

The Committee heard the most testimony on this resolution with 13 members contributing to the debate, 8 Con and 5 Pro. The main theme of the arguments in favor of this resolution were that private rooms for stewards are appropriate given the need for privacy of the work, that stewards are on call 24/7 and that being allowed a private room would help with recruitment and retention of stewards. The arguments against this resolution were that this resolution would be divisive among member leaders, as it only applies to stewards, and not other member leaders, that it would be costly, and that there is already an exemption process for the room sharing policy. In addition to discussing the testimony presented to the committee, we discussed the equity and inclusion impacts of this resolution and the current room sharing policy. The committee found the divisive argument compelling; a majority of committee members voted to send it to the floor with a “**do not pass**” recommendation.



Service Employees

Budget Impact/Cost Estimate: The fiscal impact of this an increase of approximately \$2000 in lodging costs, dependent on representation activities for the year.

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 9

Stewards Accorded A Private Room Upon Request

1 **Subject: STEWARDS ACCORDED A PRIVATE ROOM UPON REQUEST**

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**, a robust steward presence is vital to our union, and

9 **WHEREAS**, stewards are the first responders contacted to address workplace issues, and

10 **WHEREAS**, stewards interact with members they are representing during evenings and weekends as
11 well as during the work day, and

12 **WHEREAS**, enforcement of our bargaining contract requires a thorough knowledge of collective
13 bargaining agreements and the time necessary to interpret contract language and evaluate its
14 applicability to situations, and

15 **WHEREAS**, active stewards often conduct representational work during travel for other union duties (ie
16 bargaining, BOD, CAPE GC) and need to maintain the confidentiality of members 24/7, and

17 **WHEREAS**, stewards volunteer hundreds of hours to represent our members, and deserve recognition
18 for their selfless efforts,

19 **THEREFORE, BE IT RESOLVED**, Article VI (AP&P) REIMBURSABLE EXPENSES, Section 9, shall be amended
20 as follows:

21 Guidelines for Meeting, Lodging Arrangements, Reimbursements, and Allowances.

22 All lodging and off-site meeting arrangements will be made through Union Headquarters or a Field
23 Office except for special conditions approved in advance by the Union ~~Secretary-Treasurer~~ or the
24 ~~Secretary-Treasurer's~~ designee. The Union allows one-half (1/2) the double room rate for each
25 individual who is authorized for lodging and occupies a room. (Board of Directors Meeting/5.14.16) (a)
26 Single Rooms. Except as provided in subsection (b) of this Section, a member who requests a single
27 room or accommodations for themselves and a non-member authorized guest shall be billed the
28 difference between the cost of the single room and one-half (1/2) the double room rate. Persons who
29 do not request a single room, yet end up in single accommodations because there was no other person
30 to share a room, shall not be charged for the extra cost.

31 (b) Stewards doing representational work for the Union who are eligible for SEIU 503 lodging shall
32 receive single accommodations for themselves when requested and shall not be charged. If a steward
33 doing representational work requests accommodations for themselves and a non-member authorized
34 guest, the Union shall bill the difference between the single room rate and the double room rate.

35 (~~b~~c) * * * * *

36 (ed)

37 **BE IT FURTHER RESOLVED**, that stewards doing representational work for our union, while in overnight
38 travel status, shall receive a private room at the single room rate, when requested. The expense for this
39 accommodation will be paid from the SEIU 503 General Fund. Furthermore, recognizing the potential
40 fiscal impact of this resolution, large gatherings at steward-dedicated events (i.e. Stewards Conference)
41 will be exempt from this resolution.

Stewards Accorded A Private Room Upon Request

Equity Statement

This resolution has a **negative** equity impact. The resolution provides special privileges to one specific type of leader in our Union without extending those same privileges to other leaders who are also attending conferences or otherwise doing important Union work.

Political Statement

No Political impact.

Legal Statement

No legal impact.

R2 - 09: Stewards Accorded a Private Room Upon Request

Name: Micki Varney

Sub-local: ODFW Sub-local 109

Pro

This resolution acknowledges the specialized needs of stewards. Being a steward is so much more than accompanying a member to an investigatory meeting and filing grievances. We are the on-call, frontline workers defending our co-workers in our workplaces. Our stewards are truly the backbone of our Union and provide the strong support our members and our Union need to persist.

Stewards need a private place from which to conduct confidential business, to quietly work on contract interpretation details associated with their cases and they need these resources available at all times, especially when caseloads are high. Having the option to have a private room when needed would assist and support the work they do. We can't pay our stewards, but we can help them fulfil their duties.

Sublocals struggle with recruitment and retention of stewards and officers; let's be honest, we ask a lot of them, they volunteer hundreds of hours and get burned out. Not being able to recruit and keep stewards becomes an impediment to being a strong sublocal.

Some of our members already receive the benefit of a paid private room for their use. HC and PSW's who bring their clients with them to SEIU functions receive the private room fully covered by SEIU. They need this because they are working 24/7 and the cost to cover it would otherwise be prohibitive. Our HC members need this; I believe our stewards deserve equal consideration.

R2 - 09: Stewards Accorded a Private Room Upon Request

Name: Elizabeth (Betty) Holladay

Sub-local: #218

Con

. This resolution sought to provide single rooms for stewards upon request. But it gave no other allowance for other members who also traveled. I also thought that when the next Stewards council was held, if this resolution was in effort, every attendee could get a single room. Goodness that would be costly. Hopefully, stewards needing a single room can make those requests on an as needed basis. Our union has been responsive to those types of requests in the past. I think it will be responsive in the future. I do not see a valid rationale to pass this resolution. I do not want it to pass.

R2 - 09: Stewards Accorded a Private Room Upon Request

Name: Alice Redding

Sub-local: sub-local 99

Pro

.; but I feel there should be exceptions requesting a private room; such as a union member who snores so loud; or a member who has a loud. c-pap

R2 - 09: Stewards Accorded a Private Room Upon Request

Name: Lorna Burnell

Sub-local: Addus sub-local 98

Con

I have a con statement for round 2, resolution 9, regarding stewards' private room request. It's unfair to only give this benefit to stewards' and no other elected leaders, it shows favoritism to stewards.

Lorna Burnell, sub local 98 Eugene steward, delegate & past 98 president

R2 - 09: Stewards Accorded a Private Room Upon Request

Name: Rhonda Morgan

Sub-local: Local 200

Pro

Please vote yes on this resolution. Unlike other union officers, Stewards are on the front lines of defending our members when they face harassment, discrimination and bullying from the boss. They respond when the phone rings to answer questions and provide support- regardless of when that call comes in. The stewards ability to maintain confidentiality of members sharing their crisis and, equally important, being able to internally process the vicarious trauma that comes from hearing those heartbreaking stories is challenging to do when sharing a room. The option to request a private room comes with a cost to the steward, basically requiring them to pay for the work they do for the union. This is a small way to acknowledge the value of the work stewards do for our members and afford them the privacy in which to do the work and to heal from the personal internal cost associated with that work. Please vote yes.

R2 - 09: Stewards Accorded a Private Room Upon Request

Name: Carla Hodges

Sub-local: Homecare Sub-Local 99

Con

I am against stewards having private rooms upon request. This will cost the union so much more money which isn't worth it. If a steward has to conduct confidentiality meetings with another steward or member then they can find a private room in the hotel or ask you room mate to leave the room for a hour or for every how long you think you will need to talk.

R2 - 09: Stewards Accorded a Private Room Upon Request

Name: Jill Smith

Sub-local: 109

Pro

Stewards are asked or need to go to conferences. Their stewards responsibility does not stop at the door. Often Stewards are juggling multiple issues. Privileged information and discussion is required. How can a steward do their job if they are rooming with another person. Everyone knows how hard stewards work to support workers rights under stressful times when an employee is being investigated or just needs to know their rights. Support all stewards.

R2 - 09: Stewards Accorded a Private Room Upon Request

Name: Donna Weatherly

Sub-local: 99

Con

But there needs to be some exceptions here?

R2 - 09: Stewards Accorded a Private Room Upon Request

Name: Michelle Jones

Sub-local: sub-local 109

Pro

Stewards are the ones responsible for enforcing the contract and representing staff when violations occur, yet they must do this work outside of work hours. Therefore, stewards usually need time to follow-up on grievances during other union events. Allowing stewards a space to confidentially work while on the road is crucial to their mission. Moreover, it will help with recruitment to union events that stewards currently neglect to go to because of their inability to complete their stewarding obligations while on the road under the current policy.

R2 - 09: Stewards Accorded a Private Room Upon Request

Name: Becky Wright

Sub-local: sub-local 503

Con

Con. I don't think it is right for one person to get special privileges and not someone else

R2 - 09: Stewards Accorded a Private Room Upon Request

Name: Denare Archer

Sub-local: Homecare sub-local central oregon

Pro

I don't mind having to share a room so as to to benefit from training and educational programs.

R2 - 09: Stewards Accorded a Private Room Upon Request

Name: patty falkenstein

Sub-local: r

Con

favors one type of member over others.

R2 - 09: Stewards Accorded a Private Room Upon Request

Name: Christina Feigner

Sub-local: homecare

Pro

Neutral

R2 - 09: Stewards Accorded a Private Room Upon Request

Name: Mary Stewart

Sub-local: DOR 150

Con

I support the Do Not Pass recommendation of the Committee for this resolution:

1. The current governing documents of SEIU503 currently provide for private rooms on request. This resolution is not needed.
2. The current governing documents of SEIU503 provide that when any member has a reason to ask for a private room they may do so.
3. All members of our Union are treated equally under the governing documents of SEIU503.
4. It has been previously decided by General Council that members attending meetings, conferences or other events will share rooms unless a member receives a waiver or pays for the additional cost of a private room. Rooming together promotes inclusion and getting to know other union members.
5. If Stewards need a private meeting room for representation purposes then one should be requested through the scheduling coordinator.
6. This resolution seeks to provide a new special status to Stewards above that of members who are the backbone and reason for our Union, delegates, directors and officers. Never has this been done before.
7. This resolution creates additional expense for lodging and scheduling issues when lodging is required.

I urge you to vote NO on this resolution and do not create special treatment for some and not others.

R2 - 09: Stewards Accorded a Private Room Upon Request

Name: jan montes

Sub-local: Homecare

Pro

No statement provided

R2 - 09: Stewards Accorded a Private Room Upon Request

Name: Joye Willman

Sub-local: homecare

Con

this is not necessary and I will not support this resloition.

R2 - 09: Stewards Accorded a Private Room Upon Request

Name: Temari Asazuki

Sub-local: Homecare

Pro

No statement provided.

R2 - 09: Stewards Accorded a Private Room Upon Request

Name: Ivonne Rivero

Sub-local: Sub-local 99

Con

I believe Stewards should be able to have privacy (and the union should support the right to CONFIDENTIALITY for worker's issues and cases. As I know the work and the complexity of worker's issues, labor issues, negotiations, disparities in treatment, in payment and the sometimes traumatic situations arising from labor disagreements, Stewards should be able to have protected space to be able to carry on the work on behalf of a multitude of workers - and cases, be it taking private notes, studying cases while away from home, conducting video and cell phone conversations with people affected at work. Stewards should not be carrying vicarious trauma, and sharing the room sometimes with the affected person when travelling. The people whom they are representing should have their private spaces specially during COVID times and the post- pandemic times.

R2 - 09: Stewards Accorded a Private Room Upon Request

Name: Anna Young

Sub-local: Homecare Local 99

Con

No statement provided

R2 - 09: Stewards Accorded a Private Room Upon Request

Name: Daniel (Dan) Smith

Sub-local: OSH #392

Con

No statement provided

R2 - 09: Stewards Accorded a Private Room Upon Request

Name: Luella Larsen

Sub-local: Homecare Local 99 District 7

Con

No statement provided