

R2 – 14 Resolution Process and General Council Training

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 a lot of support for this resolution with eight members speaking “pro.”

- We heard that how a resolution gets to GC is shrouded in mystery, and keeping the process inaccessible is a detriment to the union.
- We heard from several members that were at GC for their first time and some said things like: they came into this “blind but excited,” “I am new to all of this so I really support this because it is really needed,” and “my first GC was very complicated and I wish I had had more training.”
- We heard from one member that they have been frustrated with the lack of training and timeline between being elected as a GC delegate and when resolutions are due; that this training needs to be in a timely manner in conjunction with sublocal elections.

One “con” speaker expressed support for the concept, but raised a concern: Anyone can write a resolution, and as this was written, it sounded like it is with the 503 Board of Directors. “Our union” was too vague because it does not say who. Amendments were proposed to change “our union” in the “Be it resolved” sections to “SEIU 503 staff in conjunction with members.” Amendments passed and the resolution is going to GC with a recommendation from the committee to **pass as amended.**



Service Employees

Budget Impact/Cost Estimate: No fiscal impact outside of operating budget.

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 14

Resolution Process and General Council Training

1 **Subject: Resolution Process and General Council 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**, our members are the guiding force and inspiration of our member-run union, and

9 **WHEREAS**, General Council is the supreme governing body of our Union, and

10 **WHEREAS**, transparency in our governing body and operations is a priority, and

11 **WHEREAS**, the development and presentation of resolutions should be driven by our members, and

12 **WHEREAS**, newly elected General Council delegates and member leaders would benefit from a greater
13 understanding of the resolution process, and

14 **WHEREAS**, a training on General Council and resolutions would be an excellent recruiting tool for future
15 leaders, and

16 **WHEREAS**, providing opportunities to increase the knowledge base of new leaders on union governance
17 strengthens our democracy,

18 **BE IT RESOLVED**, that SEIU 503 staff in conjunction with members of our Union shall develop and provide
19 semi-annual training on the resolution process to include--writing a resolution, presenting it at General
20 Council, and timelines to be observed.

21 **BE IT FURTHER RESOLVED**, that SEIU 503 staff in conjunction with members of our Union shall develop and
22 provide semi-annual training on General Council process and procedure.

Resolution Process and General Council Training

Equity Statement

This resolution has a **positive** equity impact. The resolution requires regular training on the General Council resolution process, which can seem prohibitively complicated to many members. By providing opportunities for members to learn about and understand the process, we will increase access to our Union's governing process for many who might otherwise be excluded from that process.

Political Statement

No political impact.

Legal Statement

No political impact.

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Name: Micki Varney

Sub-local: ODFW Sub-local 109

Pro

Members would benefit from gaining an understanding of the purpose and process behind resolutions and how to navigate the rules and complexities that characterize our General Council meetings.

This resolution was developed by the Stewards Committee to address a need. General Council is fast paced with a lot of moving parts. Being a General Council delegate entails a lot of responsibilities that can be daunting, especially for new delegates attending their first GC. Many members have never seen or written a resolution or been exposed to the process a resolution goes through in order to become adopted or not.

The Stewards Committee developed this resolution in the hopes that GC attendees will feel more comfortable and confident in the process as a whole and with their responsibilities as GC delegates. Also, members, who may want to run for a delegate position, would benefit from gaining an understanding of what the position entails prior to making a decision to run. This resolution would provide a training opportunity to help our members to grow as leaders within their sublocals and our Union.

Both General Council and resolution training are crucial to understanding our how our Union's governing process works, and when our members have a good understanding of the procedures and processes, that in turn strengthens our Democracy.

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Name: Elizabeth (Betty) Holladay

Sub-local: #218

Pro

. I have my doubts that any amount of training will properly prepare members for General Council. This resolution has the best of intentions. And I fully support education and training. Many who attend get lost in the fray, no matter what training is given. But let's go ahead and try this out and see if it improves members' acuity with regard to the General Council process. You never know until you try, I guess.

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Name: Carla Hodges

Sub-local: Homecare Sub-Local 99

Pro

Training for General Council is a good idea because I know the first time I went to General Council I had no idea what I was supposed to be doing.. Thanks for the person and some friends they help me make it a fun and learning experience for me.

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Name: Louie Vidmar

Sub-local: 085

Pro

I am in support of this motion. I have been incredibly frustrated with the lack of training and the unfortunate timing with the resolution deadline as it corresponds to sublocal elections.

By the time we know we're delegates, it's virtually too late to submit anything. Delegates learn a lot "on the job" at their first Council, but then have to wait 2 more years to get engaged again, and the timing with elections and deadlines, it's too late again, and the cycle continues.

Having this training in a timely manner corresponding with sublocal elections and the deadlines for submitting resolutions to the board would be incredibly beneficial in getting members to be more engaged in the governing process.

PLEASE vote YES on this resolution.

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Name: Donna Weatherly

Sub-local: 99

Pro

Training is very important. How can we help you?

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Name: Alice Redding

Sub-local: sub-local 99

Pro

... General Council can be overwhelming; especially for members for the first time

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Name: Anna Young

Sub-local: Homecare Local 99

Pro

I support this resolution. When it is your first time coming into a General Council, it can be very overwhelming. There is so much to learn, people to meet, and deadlines to meet. To have a member run union we need to support and understanding the resolutions. Having training's on the General Council process and procedures will ensure a better understanding to our members and give them more knowledge and confidence about the process. The outcome will be more rewarding for our Union members.

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Name: Becky Wright

Sub-local: sub-local 503

Pro

Pro. I like the fact that there is a training for members to be on the board to be able to vote and be included in with SEIU to become delegates and be a part of General Council

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Name: Luella Larsen

Sub-local: Homecare Local 99 District 7

Pro

Like I have said so many times. Training is essential!

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Name: Michelle Jones

Sub-local: sub-local 109

Pro

Our sub-local had primarily new delegates and thus were unable to provide any resolutions simply because we didn't realize this was an option. This type of training would allow all members, versus a minority of long-term officers, to participate in the process effectively. In turn, this would make the process more democratic.

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Name: Denare Archer

Sub-local: Homecare sub-local central oregon

Pro

Again, I am all for training and educational programs to improve the quality and professionalism of the work place.

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Name: Thuy Huyen

Sub-local: SEIU 89

Pro

I'm all in favor of this resolution. We definitely need to establish a process & a procedure for the General Council. We have to develop General Council Training for our stewards and delegates to participate in the General Council, the supreme governing body of our Union. We also must offer General Council Training at least twice a year to all stewards and delegates who are interested in writing out the resolutions and presenting them to the General Council committee. One of the first and top priorities should be to recruit great and strong leaders to take on new roles and responsibilities to help and support our union members.

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Name: Barbara Evans

Sub-local: Local 99

Pro

ABSOLUTELY-this furthers the awareness of how our Union works and how we work with the Union!..Yea!

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Name: Christina Feigner

Sub-local: homecare

Pro

Neutral

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Name: Rebecca sandoval

Sub-local: Local 99

Pro

These trainings will undoubtedly lead to greater member involvement in our governance process—always a good thing.

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Name: Ivonne Rivero

Sub-local: Sub-local 99

Pro

Supporting as amended, it is needed. I know there might be financial considerations, but it is really important to provide constant education.

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Name: Daniel (Dan) Smith

Sub-local: OSH #392

Pro

No statement provided

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Name: jan montes

Sub-local: Homecare

Pro

No statement provided

R2 - 14: Resolution Process and General Council Training

Name: Temari Asazuki

Sub-local: Homecare

Pro

No statement provided.