



Employee Representation (ER #1)

1 **Subject:** Steward Training Requirements
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4 **Submitted by:** Stewards Committee

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6 **WHEREAS,** stewards are the backbone and heart of the Union.
7 **WHEREAS,** the Stewards Committee are a body of appointed, experienced stewards
8 from across our Union, tasked to build our steward base and develop standards to ensure
9 that our Duty of Fair Representation has been met.

10 **WHEREAS,** Failure to receive quality training could result in legal issues around duty of
11 fair representation for employees, up to and including ULPs and lawsuits against SEIU
12 Local 503, OPEU.

13 **WHEREAS,** we all want to be there for our members in the best capacity that we can. In
14 order to do so we must build our knowledge and utilize the resources available through
15 SEIU Local 503.

16 **WHEREAS,** we believe Knowledge is Power. The Stewards Committee believes in a
17 holistic approach to representation in the workplace provided by stewards who have a
18 broad depth of knowledge in their own ever-changing sectors.

19 **WHEREAS,** SEIU Local 503, OPEU strives to offer consistent, inclusive, and
20 transparent trainings for member leaders and stewards, in order to achieve the greatest
21 equity in representation across all bargaining units.

22 **WHEREAS,** mentoring and coaching within sublocals and the Contract Enforcement
23 Team is vital to development of stewarding skills.

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25 **BE IT RESOLVED by the General Council of SEIU Local 503, OPEU, the Bylaws**
26 **be amended as:** Section 5. Stewards will be required to complete ~~at least one~~ training
27 **with a comprehensive approach to representation, set forth by the Stewards'**
28 **Committee, provided by a chief steward, a senior steward, or SEIU staff, specifically for**
29 **stewards within 9 months of official designation as a steward. Core concepts of**
30 **required training shall include representation, contract interpretation, code of**
31 **conduct, organizational equity & inclusion, grievance and arbitration processes, and**
32 **steward rights and responsibilities.** Locals can **grant extensions for stewards showing**
33 **reasonable effort to complete training and locals may also** develop additional
34 requirements of their stewards as long as those requirements don't discriminate or create
35 an undue burden.

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37 **BE IT FURTHER RESOLVED:** The Membership Development Team and Contract
38 Enforcement Team staff shall develop metrics, in conjunction with the Stewards
39 Committee, to establish an experienced steward pool and a mentoring system.

IMPACT STATEMENTS

Financial: This would be incorporated into our current steward program, so there would not be a financial impact.

Equity: Implementing these training requirements and mentorship programs would have a positive impact on our union. By ensuring that stewards have the necessary knowledge and skills to provide fair and inclusive representation, we are taking a significant step towards creating a more equitable and just workplace environment for all members. This investment in ongoing education and development will help cultivate an inclusive union community that effectively advocates for the rights and needs of all workers.

Legal: Potential minor impact. It is not clear what happens to Stewards who fail to satisfy the required trainings in a timely way. If Stewards are removed from office if they do not complete these trainings, this should be clear in the resolution. If Steward removal is not clarified, the removal provisions (if any) in sublocal bylaws would determine appropriate sanction for not completing trainings.

Political: No impact