



## Employee Representation (ER #5)

1 **Subject:** Note Taker for Bargaining

2 **Authored by:** Jennifer Cranmer

3 **Submitted by:** Sub Local 200

4

5 **WHEREAS,** the intent of bargained language is used to determine grievance outcomes.

6 **WHEREAS,** the intent of bargained language is used to determine arbitration outcomes.

7 **WHEREAS,** the grievance and arbitration outcomes determine the strength of our  
8 contracts.

9 **WHEREAS,** strong contracts build membership and union strength.

10

11 **BE IT RESOLVED** that SEIU Local 503, OPEU shall provide a trained note taker for  
12 all bargaining units.

13

14 **BE IT FURTHER RESOLVED** that SEIU Local 503, OPEU shall consult with its  
15 Legal Department to provide note taking training or guidance on necessary training.

16

17 **BE IT FURTHER RESOLVED** that SEIU Local 503, OPEU provide coverage for any  
18 costs of note taking curriculum as determined by the Legal department, including paid  
19 time for designated note takers to complete training.

20

21 **BE IT FURTHER RESOLVED** that SEIU Local 503, OPEU shall make these notes  
22 available to stewards and the contract enforcement team within 20 days of contract  
23 ratification.

### IMPACT STATEMENTS

**Financial:** Our union currently does have notes from bargaining, those notes are either done by a member of the bargaining team, a staff member at the table or a volunteer. We do pay for travel and hotel for members or volunteers that are note-takers, but we do not compensate them directly. In any given year, we have as many as 15-20 open contracts and bargaining tables. In order to do this, we would need to hire at least one staff person and potentially some additional temporary workers since there are times when bargaining tables overlap. The additional staff person would be \$80,000-\$160,000. depending on the classification, step and health insurance costs and the additional temporary costs are currently unknown.

**Equity:** No impact

**Legal:** The Union's Legal Department is already collaborating with the Bargaining Organizer Team regarding establishing training for members who take bargaining notes to improve the Union's records to support grievances. Bargaining notes can be used as

evidence in grievance arbitrations and better training support will benefit representation. If this resolution were implemented in a manner that required paid staff to take notes at bargaining tables and resulted in hiring temporary workers, this would have a negative legal impact because temporary workers likely would not be available to be consulted with later on and may be difficult or impossible to call to testify at arbitration regarding their notes.

**Political:** No impact