# Employee Representation #1

**Subject:** Stewards Conference

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**Submitted by:** SEIU Local 503 Stewards Committee

**WHEREAS,** the 5 year strategic plan prioritizes investing in member leaders;

**WHEREAS,** our Union's strategic plan includes a focus on steward support, mentorship, training access, and recognition so that stewards can learn from each other by building opportunities for mentorship and cross-sector collaboration;

**WHEREAS,** Stewards are the backbone of our Union;

**WHEREAS,** the Biennial Stewards Conference is one of the most important learning opportunities for stewards, offering essential training in contract enforcement, labor law, organizing strategy, equity, leadership development, and other continuing education and resources;

**WHEREAS,** the benefits of the Stewards Conference outweigh the cost, every time;

**WHEREAS,** the Stewards Conference is the only official space for recognition of stewards' contributions to our Union and our members;

**WHEREAS,** the Stewards Conference is one of only a few spaces where cross-sector collaboration between stewards is foundational;

**WHEREAS,** current funding levels limit access to the conference;

**WHEREAS,** exponential increases in costs including lodging, food, interpretation and translations, training materials, event space and set up require additional funding;

**BE IT RESOLVED by the General Council of SEIU Local 503, OPEU:** that SEIU Local 503 shall increase funding to $360,000 for the Biennial Stewards Conference to expand participation to 300 stewards and leaders, enhance training offerings, and ensure equitable access for all stewards.

| IMPACT STATEMENTS |
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| **Financial:** The proposed budget represents an increase of approximately 243% over the most recent conference expenditures. The fiscal cost is approximately $255,000. |

**Equity**: This resolution would have a negative impact as it disproportionately advantages stewards, a pool of largely homogeneous workers lacking diversity. This disproportionate advantage may be mitigated by the inclusion of a strong, strategic plan to expand steward participation to more diverse membership, recruit diverse members, and ensure that Homecare workers receive steward training comparable to stewards working in other sectors.

**Legal**: No legal Impact

**Political**: No Impact