

Employee Representation #2

Subject: Equity Training for Stewards

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Submitted by: SEIU Local 503 Stewards Committee

WHEREAS, through contract enforcement, our members have a voice at work and gain collective power to positively impact their lives.

WHEREAS, our Union's strategic plan includes a goal of winning on the core issues of wages, healthcare, and retirement through every avenue possible—bargaining, politics, worksite and community campaigns while looking at stewarding and contract enforcement with a lens on how policies impact people of color, immigrants, people with disabilities, women and LGBTQIA2S+ members differently.

WHEREAS, creating a more inclusive and equitable process to recruit more people of color, immigrants, women, people living with disabilities, and LGBTQIA2S+ members to join steward teams benefits all represented workers.

WHEREAS, identifying contract enforcement issues that disproportionately affect people of color, immigrants, women, people living with disabilities, and LGBTQIA2S+ workers allows these issues to be addressed through bargaining.

WHEREAS, utilizing an inclusive approach to translation for collective bargaining agreements and other contract enforcement related communications ensures that all members, regardless of the language they speak, can be made aware of contractual rights that impact them and have equal access to participate in their union.

THEREFORE, BE IT RESOLVED by the General Council of SEIU Local 503, OPEU: SEIU Local 503 shall offer ENDI (Equity Non-Discrimination Initiative) training to all stewards.

BE IT FURTHER RESOLVED: New Stewards shall be required to attend ENDI training, Interrupting Oppression Training and Representing Immigrant Workers training within twelve (12) months of completing their core steward training.

BE IT FURTHER RESOLVED: Existing stewards shall attend the ENDI training, Interrupting Oppression Training, and Representing Immigrant Workers training within 12 months of General Council (no later than September 1, 2027).

BE IT FURTHER RESOLVED: The Contract Enforcement Team shall notify sublocal presidents and chief stewards when a steward has not completed these equity trainings within 12 months of completing their core training.

43 **BE IT FURTHER RESOLVED:** All Stewards shall receive equity training that
44 includes a framework for thinking through the ways in which contract language and
45 employer policies impact different workers.

IMPACT STATEMENTS
46 Financial: No fiscal impact 47 48 Equity: This resolution is well-intentioned as it aids current and new stewards in 49 developing an equity lens. However, it would only have a positive impact if inequities in 50 stewardship were to be addressed; for example, expansion of stewardship into homecare 51 sector and marginalized communities, considerations for cultural taxation and equitable 52 work distribution, and inaccessibility as well as infrequency of offered training courses. 53 54 Legal: This resolution may lead to an increased understanding of the legal intersections 55 of a grievance and assist the legal team to protect statutory timelines for member's ability 56 to file individual tort claims around discrimination, harassment, and ADA issues. In turn, 57 this could result in a decrease in claims filed against the Union for inadequate 58 representation which cost significant Union resources to defend. 59 60 Political: No political impact