

Employee Representation #3

1 **Subject:** Updating Steward Leadership Terminology

2 **Authored by:** Chelsea Alionar

3 **Submitted by:** Board of Directors

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5 **WHEREAS**, the term “Chief Steward” is currently used throughout SEIU Local 503
6 governing documents, including but not limited to the Bylaws, Administrative Policies
7 and Procedures, and various sublocal bylaws and

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9 **WHEREAS**, SEIU Local 503 is committed to advancing equity, inclusion, dignity, and
10 respect in all aspects of our union culture and governance; and

11 **WHEREAS**, the term “Chief” carries historical and cultural significance for many
12 Indigenous communities and nations, and there have been broader conversations across
13 organizations and institutions regarding the use of the term in titles and branding; and

14 **WHEREAS**, periodically reviewing and modernizing language used within union
15 structures demonstrates a commitment to ensuring that our terminology reflects our
16 values and promotes a welcoming and inclusive environment for all members;

17 **BE IT FURTHER RESOLVED**, that SEIU Local 503 shall replace the title “Chief
18 Steward” with “Lead Steward” throughout all governing documents, including but not
19 limited to the Bylaws, Administrative Policies and Procedures, resolutions, manuals,
20 guidance materials, forms, and any applicable sublocal bylaws; and

21 **THEREFORE, BE IT RESOLVED**, that all references to “Chief Steward” in future
22 publications, elections, communications, and official union materials be updated to
23 reflect the newly adopted title; and

24 **THEREFORE, BE IT RESOLVED**, that SEIU 503 shall update the Bylaws, AP&P’s
25 and all documents within six (6) months of the passing of this resolution and all

26 individual sublocals shall amend their bylaws, policies, and/or procedures within twelve
27 (12) months of the passing of this resolution.

28 **BE IT FINALLY RESOLVED**, that the Executive Director and appropriate governing
29 bodies be directed to make any technical, grammatical, and conforming changes
30 necessary to ensure consistency throughout all affected documents and materials.

31 Bylaws, ARTICLE XVI - UNION STEWARDS, Section 6. Primary Duties of
32 ~~Chief~~/Lead Stewards shall include, but are not limited to:

33 Section 7. Expectations of ~~Chief~~/Lead Stewards (a) ~~Chief~~/Lead Stewards should be
34 stewards with core competency in steward training and experience with grievances,
35 investigatory meetings, disciplinary procedures, and other processes. (b) ~~Chief~~/Lead
36 Stewards will attend the ~~Chief~~Lead Stewards training.

37 AP&P's, ARTICLE XI (AP&P) INDIVIDUAL EMPLOYEE REPRESENTATION
38 AND ARBITRATION SCREENING, Section 7. Arbitration Screening and Appeal
39 Procedures: (a) There shall be two (2) levels of review of grievances considered for
40 arbitration: the first before an Arbitration Screening Panel, and the second before the
41 President. (b) An Arbitration Screening Panel is convened for each review. The Panel
42 shall include at least two (2) stewards (~~chief~~ Lead stewards where possible) or former
43 stewards, who are neutral and not connected with the grievance or the employer involved
44 and a staff adviser.

IMPACT STATEMENTS	
45	Financial: No fiscal impact
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47	Equity: This resolution has a neutral impact. No single group advantages
48	disproportionately from its implementation, and it serves to modernize terminology in
49	SEIU503 governing documents.
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51	Legal: No legal impact
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53	Political: No political impact
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