

Policy on Stewards and Decertification, Dual Unionism and
Aiding a Rival Labor Organization

Resolution 02-11

SEIU-UHW stewards, bargaining team members, and other elected leaders are leaders of the union in the workplace. It is important that stewards, bargaining team members, and other elected leaders work to build and strengthen SEIU-UHW. It confuses members and weakens the union in the eyes of management and others when a union steward, bargaining team member, and other elected leaders work to decertify the union or advocates for a rival organization that seeks to decertify SEIU.

Therefore:

- 1) When a member is nominated for the role of steward, bargaining team member, and other elected leader, they must first sign an Acceptance of Nomination form which will include the statement: "I accept the nomination for (*Union Steward, or Bargaining Team Member, or other Elected Leader*) for SEIU-UHW. If elected, I will represent my co-workers to the best of my ability and work to build a strong SEIU-UHW union in my facility/county. I will support the continued certification of SEIU-UHW as the exclusive bargaining representative at my facility/county and will not advocate or take action to encourage decertification of any SEIU bargaining unit nor support any organization that is seeking to decertify any SEIU bargaining unit."
- 2) In the event that a union steward, bargaining team member or elected leader does actively support decertification of SEIU as the exclusive bargaining representative for any bargaining unit or actively supports a rival labor organization that is seeking to decertify SEIU as a bargaining representative for any bargaining unit, the local steward council shall be consulted first and call an emergency meeting to address the issue of decertification in conjunction with the division director. The Division Director will have the authority to remove that individual as a union steward, bargaining team member or other elected leader. The steward, bargaining team member or elected leader will have the right to appeal that decision to a committee appointed by the Executive Board, whose decision shall be final and binding.

Nothing in this policy is meant to prohibit any member or steward from expressing disagreement with a policy or practice of the union.