



LEADERSHIP APPRENTICE PROGRAM for STEWARDS

SEIU LOCAL 1000
STEWARD PROGRAM

Overview Guide



STRONGER TOGETHER



A Message from President Yvonne R. Walker

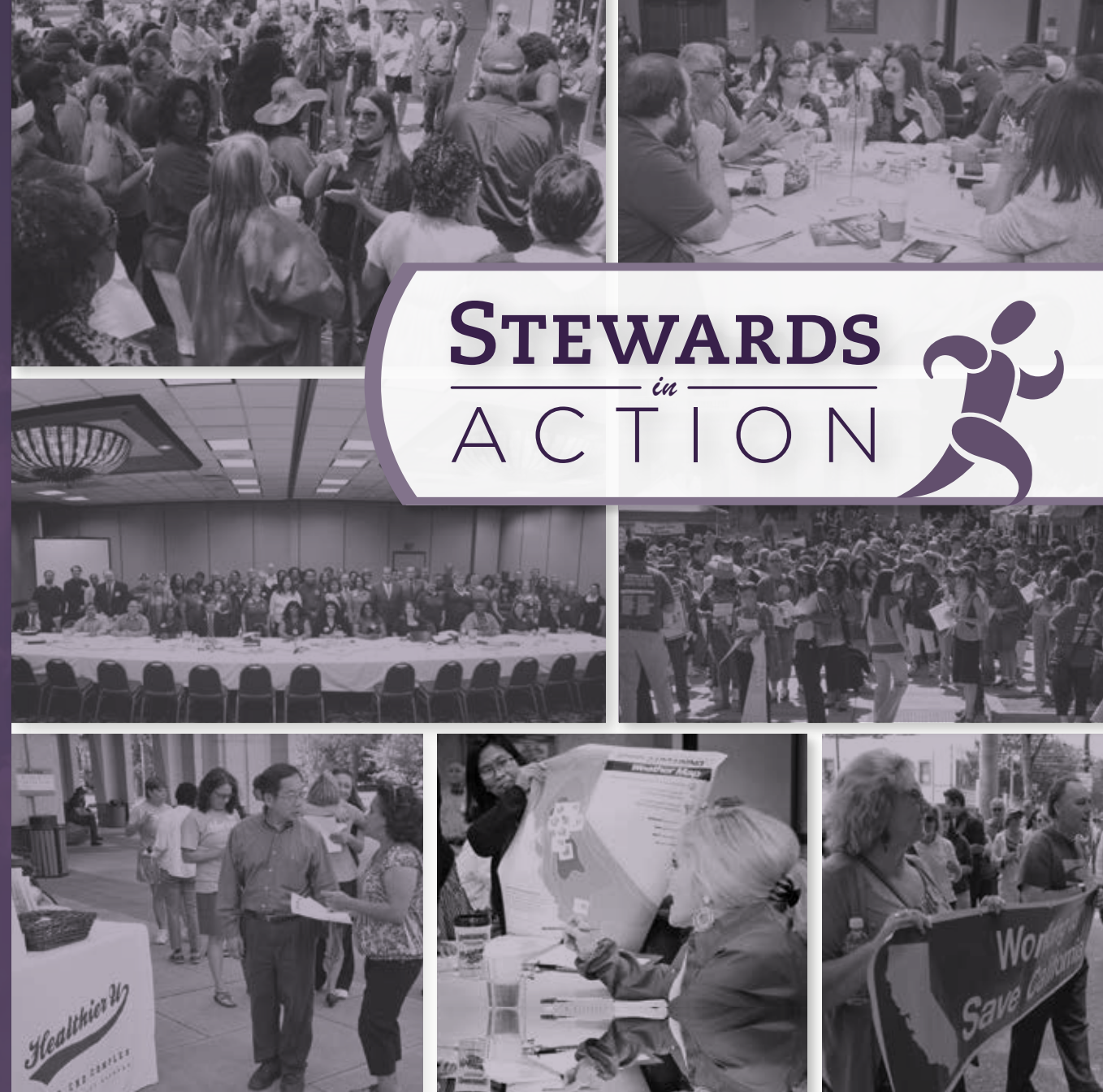
Stewards are the building blocks of the collective power of our union. They connect members to their union and to one another, they amplify member voices in the workplace and in the community, and they harness the energies and talents of Local 1000 members to build power across the state. By giving our stewards new tools and training to be effective leaders, we are truly investing in the grass-roots strength of our union.

In Solidarity,

A handwritten signature in white ink that reads "Yvonne R. Walker". The signature is fluid and cursive, with the first letters of the first and last names being capitalized.

SEIU Local 1000 Purpose Statement

The purpose of Local 1000 is to have the power necessary to give our members and all Californians the opportunity to have a good life, live in sustainable communities and enjoy the fruits of social and economic justice. We will achieve this by engaging and developing our members and by creating strategic alliances with key leaders and organizations who share our purpose and values.



STEWARDS
in
ACTION

A stylized graphic of a person in motion, running or jumping, positioned to the right of the text "STEWARDS in ACTION".

Steward Purpose Statement

A Local 1000 steward acts with diplomacy and ethics and is a respected resource. As an agent of our Local, a steward advocates for and educates our members. A steward enforces the contract by applying sound knowledge of our hard-earned rights and benefits. A steward fosters unity and strength in the worksite through leadership reflecting the values of the organization.



LEADERSHIP APPRENTICE PROGRAM for STEWARDS

GOALS

Of the Local 1000 Steward Program



Recruit the Leader in You

Recruit the best steward candidates with criteria that are uniformly applied.

Find the Best

Screen steward candidates by requiring them to demonstrate their qualifications.



Build a Better You...Build a Better Union

Educate, mentor and train our stewards so they learn their role as an agent of Local 1000; gain effective leadership skills; experience real-life representation; and, develop the ability to successfully engage our membership.



Find Success in Commitment

Maintain accountability to ensure current stewards remain committed and active.





Member Spotlight

Dalia Jaramillo

CalTrans | Associate Right of Way Agent

Dalia Jaramillio grew up in a large extended family and came to realize that her personal strength came from the knowledge that her family was there for her. She carried that strength with her, became a member leader and discovered that the other member leaders all had the same goal—to do the right thing.

“When you stand up to protect your rights and the rights of others, you are standing with an entire family of brothers and sisters that have your back.”

Now she focuses on fighting for better working conditions for members and protecting the vital state services we provide.

RECRUIT THE LEADER IN YOU



It is the goal of member leaders, stewards and staff to ensure all members are represented.

Recruitment Drives

Local 1000 will host a recruitment reception providing candidates an opportunity to meet other stewards, find out what it means to be a Local 1000 steward and become familiar with expectations for stewards.

Steward Nomination

Candidates may be nominated by member leaders, other stewards or staff.

FIND THE BEST



The Process

Through an application and letters of recommendation from members at their worksite, a candidate will detail why they want to be a steward, their qualifications, community service and what Local 1000's purpose statement means to them.

Chief Stewards' Committee Approval

A candidate's application will be approved by a simple majority vote of the Chief Stewards' Committee.

A large crowd of people is gathered for a protest or demonstration. Many individuals are holding up signs, some of which are clearly visible and read "I am California", "NO PAY PENSION Cuts", "GOVERNMENT EMPLOYEES", "WORKERS WAGES", and "GOVERNMENT". The crowd is dense, and the atmosphere appears to be one of active participation in a public event. The background shows a city street with buildings and a flagpole.

LABOR

IT MUST NOT
CANNOT RETREAT

IT MUST
Go On **OR** Go Under

—Harry Bridges



John A. Collier III

Bargaining Unit 1—Local 1000 Steward

John Collier has always lived by the saying ‘together we stand, divided we fall,’ which is why he is so passionate about the cultivation of member leaders to strengthen Local 1000.

“Local 1000 will become even more powerful and effective, as more and more people step up and become member leaders.”

Ana Newberry

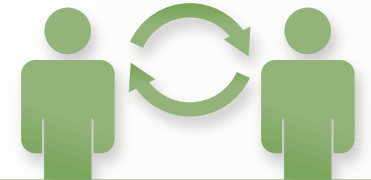
Local 1000 Union Representative

Ana Newberry became a Union Representative to fight against unfairness, defend those who need her help and encourage members to grow in the workplace and within Local 1000.



“Member leaders develop into powerful advocates for themselves and their coworkers when armed with proper training and expertise.”

Build a Better You... Build a Better Union



1. Organize the Workplace

Engage and develop our members to give them a voice in the workplace

2. Achieve Leadership Skills

Deliver tools for personal development

3. Navigate the Contract

Enforce and build on our hard-earned rights and benefits

4. Provide Hands-on Representation

Participate in solution-based, real-time steward activity

5. Continue your Education

Engage in lifelong learning opportunities

6. Mentor

Provide experienced leaders to promote and cultivate personal and professional growth



LEADERSHIP APPRENTICE PROGRAM for STEWARDS

Steward candidates participate in a six-month apprenticeship that includes orientation, mentoring, education and on-the-job training.

Mentor Assessments

Apprentices graduate from the program upon receiving at least four passing mentor assessments throughout the LAPS.

Graduation

Successful candidates are sworn in and presented a certificate of completion at the annual RTSC conference.



LAP 1

Orientation

LAP 1 is the introduction to the steward program. During this phase, the apprentice is exposed to an overview of the expectations of a Local 1000 steward, basic information about Local 1000 and assigned a mentor.

ACTIVITIES	One Month
<ul style="list-style-type: none">• Submit application• Submit three letters of recommendation• Attend Orientation Day• Complete six introductory online courses	



LAP 2

Education

LAP 2 provides the foundation of knowledge and understanding for a new steward to be successful. The apprentice completes Local 1000 courses and participates in a variety of real-time steward activities.

ACTIVITIES	Three Months
<ul style="list-style-type: none">• Complete four intermediate or advanced online courses• Complete two classroom courses• Shadow half-day URC, half-day Field• Participate in two Field activities• Consult weekly with mentor	



LAP 3

Practice

LAP 3 is a transitional time of hands-on experience with a field representative and with a URC representative. The apprentice participates in a retreat where they use the skills they have acquired over the past six months.

ACTIVITIES	Two Months
<ul style="list-style-type: none">• Intern one week in the Field• Intern one week in the URC• Consult weekly with mentor• Graduation/Commencement	

Finding Success in **COMMITMENT**



MONTHLY REPORTS

Current and apprentice stewards track and score their activities to earn points. Stewards must earn a minimum of five points per month—60 points per year. Those who fail to meet the minimum of five points per month for four consecutive months, or do not achieve 60 points per year, will forfeit their steward certification.

CONTINUING STEWARD EDUCATION (CSE)

CSE classroom and online coursework is offered. Current stewards and apprentices who successfully complete the LAPS also complete CSE courses to increase their skills. All stewards must complete one CSE course per year or forfeit their certification without appeal.

RECOGNITION

Current stewards who are top performers and DLCs that excel at recruiting stewards are recognized annually at RTSC.

ANNUAL STEWARD CONFERENCE

Stewards attend an annual regional one-day conference where they gather in their area to share issues, hear speakers and benefit from other programs.



**Do you want to find out more about the
SEIU Local 1000 Steward Program (LAPS)?**

*Speak with a representative at your
Member Resource Center (MRC)*

MEMBER RESOURCE CENTER
TOLL FREE 866.471.SEIU (7348)

LAPS@SEIU1000.ORG



The
ONLY EFFECTIVE ANSWER
TO
ORGANIZED GREED
IS
ORGANIZED
LABOR

— Thomas Donahue



**A Message from Vice President for
Organizing/Representation, Tamekia N. Robinson**

As stewards, you represent your co-workers and your community on the front lines every day. Local 1000 relies on a grass-roots network of passionate, effective stewards and this training program is designed to give you the tools and skills you will need as advocates in your workplace. We want you to reach your full potential as a leader. Thank you for stepping up and making a difference. Your leadership will give a voice to those around you.

In Solidarity,

Tamekia N. Robinson



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