

Who Would be Your Steward?

Unions generally give special treatment and perks to employees who help the union organize fellow employees, including the position of union steward.

A steward would be your SEIU-UHW representative on a day-to-day basis, and make decisions for you about work-related matters, sometimes regardless of your input.



Stewards...

Generally become your voice at work and speak for you even though you are used to speaking for yourself.

Generally are part of any investigation or grievance, knowing all your personal details.

May not be able to fully understand your individual concerns or matters specific to your unit/department given the diversity of jobs SEIU-UHW is trying to unionize. Would a clinical employee want a non-clinical employee negotiating a labor contract or handling a grievance on their behalf? How would SEIU-UHW effectively represent this group's broad interests or the needs of such a diverse group of individuals?

May have biases in representing you because they are your co-workers.

Work with union leaders to decide what issues are important to the union.



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If SEIU-UHW represents you, ask yourself...

Who would your steward be?

What would you do if your steward doesn't like you?

Will your steward care about your specific concerns?

How hard will your steward fight for your issues or concerns?

How does the person who may be your steward treat you and your co-workers now? How would they handle the added authority as your steward?


Is the person who may be your steward a good employee or one who doesn't set a good example?

Does it concern you that your steward may have access to personal information about you?

Who could you talk with if your steward isn't doing a good job representing you?

Since the union organizers aren't treating Sharp Crossmont employees equally or fairly now when they're trying to persuade you to join SEIU-UHW, why should you believe they will treat you fairly if you vote to unionize?

Here's what SEIU-UHW's Constitution and Bylaws say employees can do about stewards ...



In the event of dissatisfaction with a steward/leader or area leader, the member(s) must first present the issues of concern to the worksite steward/leadership council and allow the steward council to investigate, mediate, and resolve the issues or take satisfactory action to address the issues.

Protect your voice. Protect your personal information.