



## **SEIU Local 1021 Policy on Protecting Union Members and Leaders**

1. SEIU Local 1021 is very much aware that some employers deliberately target our members, member leaders and officers for their union support and activities. Such targeting and unfair treatment, if left unchecked, poses a serious threat to the wellbeing of our union and shall not be tolerated. It is the policy of this Local to fight to the fullest to protect our members and member leaders from discrimination, retaliation, harassment or unfair treatment, due to union activity.
2. Any member who believes that he or she is being unfairly targeted by his or her employer for union activity should consult and work with his or her worksite steward, chapter officers, and field representative to address the matter. In addition to filing a grievance or taking other legal actions, a strong workplace organization, and collective actions that engage co-workers (petitions, unity actions, marches on the boss), are effective antidotes to employer retaliation. Members are encouraged to contact and enlist the support of their Local 1021 Area Representative(s), Vice President, or other Eboard members in worksite actions.
3. The member may also contact the Member Resource Center (MRC), 877-687-1021 or [mrc@seiu1021.org](mailto:mrc@seiu1021.org), letting the MRC know the circumstances, and ask to speak with the Local's Vice President of Representation or appropriate field director. The MRC will also email a summary of the member's concerns to the Vice President of Representation, the appropriate field director, and open a case in Unionware.
4. The Vice President of Representation or designee shall promptly investigate the member's concerns, and within 10 business days make a progress report to the affected member, and make a confidential report at the next meeting of the Local 1021 Executive Board on his or her findings and actions being taken and/or recommended. Outcomes/resolutions shall be reported back to the Local 1021 Executive Board.