



## **COMMITMENT AND PLEDGE FOR EXECUTIVE BOARD AND ADVISORY COMMITTEE SEIU Local 521**

WHEREAS, the member leaders of SEIU Local 521 serving on the Advisory Committee and the Executive Board are responsible for building a new union out of five legacy unions, and developing new traditions and creating a vibrant and welcoming culture in our new union; and

WHEREAS, these leaders have experience in the legacy locals and have served in positions of trust and responsibility in those locals, but have never been involved in something so historic as inventing a new union with its own cultures and power; and

WHEREAS, each of these leaders is very mindful that, although elected into previous positions, these roles are new and even more important and that because permanent bylaws have not been developed, these positions are non-elected; and

WHEREAS, each of these members is honored to hold such provisional/interim appointed positions, they want to commit to the members that they are holding themselves to the highest ethical standards and deserve the members' trust and respect.

THEREFORE, we have collectively and individually agreed to live by this commitment and pledge to act in every way, in our relationships and responsibilities, these roles to the following standards as Board or Committee members:

1. I will conduct myself as if I had been elected to the position I hold, keeping the good of the entire Union and its membership and future members as my highest goal, acting with integrity and honesty in all my dealings. I will earn the members' trust and respect, being honest and ethical in my dealings.
2. I will treat other members of the Committees and Boards I serve on with civility and courtesy. I will not be disruptive at meetings or engage in personal attacks on other members, staff or leaders at Union meetings, in the press or other literature or venues.

I will be mindful that emails could become public, and will not disparage other leaders, staff or members in any way that could become public, either intentionally or not.

3. I will not take issues outside of the appropriate meeting and will respect the democratic process. Once a decision has been made, I will support that decision to members and others. I am not giving up my right to speak and make my position clear, but as a member of the Board or Committee, I will support the decision once it has been made.

4. I will not authorize anyone to use my name in any decertification attempt, nor encourage anyone to leave the Union, or take other legal action against the Union or its leaders and other Committee members for actions they take in their legal role as leaders, as long as I remain a member of this Union appointed Board or Committee.
5. I will strive to attend all meetings of the Board or Committee to which I am appointed and will notify the proper person if I cannot attend. I will also make myself available, whenever possible, to explain the Union's vision, programs and decisions to chapter, industry or similar meetings.
6. I will make myself aware of the Union's policies and procedures about reimbursements, etc. and follow them, protecting always the resources of the Union for members and future members.
7. I understand that these are policy making positions or advisory roles in making policy. Therefore, I will be responsible for the "big picture" work of the Union: organizing, politics, representation, preservation, encouragement of democracy, building power, member advocacy and member activity. I will be responsible for planning, monitoring and recommending action on the political, organizing and general budget, strike funds and other funds, as well as our relationship and standing in the International Union.
8. As a member of the Board or Committee, my job is to advance and support the programs of the Union. I do not have any responsibility or authority to manage or direct the staff of the Union, and I shall not take any action which will undermine the authority of the Union management to direct or manage the staff. My involvement in those issues will be as a policy maker and adviser in Board or Committee meetings. If I have concerns regarding staff, I agree that I shall bring them to the attention of management of the Union for discussion and resolution.

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Signature

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Date