

Allina Sector Structure, Policies and Guidelines:

Purpose: To ensure consistent, uniform and democratic principles by SEIU Local 113 leaders; to provide a system of coordination and governance between and among Worksite Steward Councils by creating an Allina Sector with representatives from all Hospitals; to create a system of accountability to each other as we work to create industry leading standards for Health Care Workers in Minnesota.

Mission: A 2-Year Mission will be developed at the Allina Leadership Summit

Structure: See map.

Allina Sector Principles:

- Local 113's greatest asset is the strength, unity and solidarity of its entire membership. Within the Allina Sector of the Union there is a necessity to establish a structure, policies, and guidelines, consistent with the Constitution and By-laws of the Local, to both govern and better deal with the needs and concerns of the Allina membership
- Stewards understand that at all times their legal, moral and ethical responsibility is to represent and advocate for the members and to abide by and enforce the contract
- Stewards are the Worksite leaders of the Union. A strong, democratic and effective Union is built on a solid foundation of Stewards at each Worksite
- Stewards are elected or selected by the members at a particular place of employment and only a member in good standing and employed by Allina may serve as a Steward in the Allina Sector

- Stewards have no greater rights than any members in his/her unit. However, the responsibilities of a Steward do outweigh those of other members. Being a Steward requires that personal positions are subordinate to those positions that represent the highest good to the members of the unit
- There shall be a Leadership Summit consisting of all Allina Stewards on an annual basis to determine an agenda on how to better serve the members and raise standards over the course of the following year
- Each Worksite shall establish a Steward Council consisting of all Stewards at the Worksite. Worksite Steward Councils are the vehicles for defending the contract and the rights of our members on a daily basis. Worksite Steward Councils are a forum for discussing common problems and dialogue on issues, Union activities, training, education and other concerns. In 2006 each Worksite Steward Council shall be responsible for:
 - a) Defining constituencies within the facility that each Steward will be responsible for and to which they will be accountable
 - b) Determine who shall represent the facility on the Allina Sector, Safety committee and any other committees deemed desirable or appropriate by the Worksite Steward Council
 - c) Implementing the contract
 - d) Participating, recruiting and authorizing other Union members to participate in Strategic Alliance activities and on joint committees at the facility level
- Each Worksite Steward Council shall elect representatives to the Allina Sector. The Allina Sector delegates will be a critical link throughout Allina Hospitals and Clinics. Delegates will represent the interest of their facility and are responsible to represent and report back fully to their Worksite Steward Councils. In 2006 the Allina Sector shall be responsible for:

- a) Coordinating the strength of workers at all of the Hospitals
- b) Creating a uniform system of Steward policies on requirements, training, accountability, re-call, paid Steward time, mentors and Lead Stewards
- c) Implementing the contract and Strategic Alliance
- d) Members of the System-wide Strategic Alliance Committee will be selected from the Sector delegates.