

# Roles of the Steward in the bargaining cycle



Source: OPSEU Course, *Stewards 1: Making a Difference in the Workplace*

Negotiations	Enforcement	Demand-setting
Communicate between bargaining team and the membership	Communicate between LEC, Chief/Unit Steward and affected members	Listen for members' issues and communicate to LEC
Act as mobilizer for events to support the bargaining team	Represent grievors at meetings with the employer	Survey the membership in preparation for demand-setting
Take a leading role at supporting events	Police the Collective Agreement	Link shortcomings in the Collective Agreement identified in the grievance process to demands for negotiations
Prepare for strike/mobilizing possibility	Mobilize member support for key issues	Get members out to demand set meetings
Get members out to ratification/strike vote/ contract meetings	Participate on other workplace/LEC committees as assigned	Assist LEC/Team from demand setting to ratification with research and preparation. Provide timely feedback to members
<b>Listen for and identify</b> members' diverse issues and carry these to the LEC/unit committee for discussion		
<b>Communicate</b> union information to members, including LEC decisions affecting members		
<b>Bring together</b> diverse members to build solidarity and seek support for workplace actions authorized by LEC/Unit		
<b>Attend</b> LEC/Unit committee meetings to participate in decision-making		
<b>Do basic preparation</b> and investigation on grievances arising from members		
<b>Build relations</b> with community and labour movement on issues affecting members (e.g. labour legislation, immigration, working conditions, discrimination, etc.)		