



Job Description

OPS Bargaining Team member

Duties and Responsibilities

Individually

- stay knowledgeable about member demands and problems with the
- current collective agreement
- keep current on organizational and wider social and economic factors
- affecting member demands
- understand the economics and trends affecting bargaining at this time
- keep yourself healthy and balanced during times of high stress and
- inactivity in bargaining

With the Bargaining Team

- prepare proposals, evaluate offers, discuss concerns
- actively listen to views different from your own
- participate in constructive debate to build consensus
- contribute to building an effective bargaining team
- contribute to dealing with conflicts that arise
- consult with and value views of other team members and staff
- identify priorities
- make decisions about what can and cannot be achieved

At the Bargaining Table

- take written notes at the bargaining table
- note employer reactions for later discussion
- work in a disciplined, confidential environment

With the Members

- stay in ongoing communication with your members re meeting
- schedules and general progress (not specifics)
- think strategically about overall membership mobilization, as well as
- members in your region and bargaining unit
- promote team decisions to the members, even when you don't agree
- with them or when the decisions may be unpopular with members

Requirement

To be elected to an OPS bargaining team, a member must have been an OPSEU/SEFPO steward or a member of a MERC/LERC/RERC/H&S Committee for at least six months prior to his or her election.

(As per the OPSEU/SEFPO OPS Unified & Corrections Bargaining Procedures)

Helpful Qualities and Skills

- energetic
- hardworking
- committed to representing all members
- active listener, as well as a contributor of ideas
- respectful and abiding by team decisions, even when you don't fully agree
- work effectively with a team of people with diverse views and accountabilities
- willingness and ability to work through conflicts in the caucus
- can get things done and maintain relationships in both stressful and inactive periods of the bargaining
- can make rapid sense of new information
- willingness to speak effectively in public to members
- ability to grasp the interests of the other side
- ability to recognize and value incremental progress in bargaining over time
- familiar with the specific clauses of the collective agreement
- important to members, and to the bargaining strategy
- ability to set goals and identify priorities among competing interests