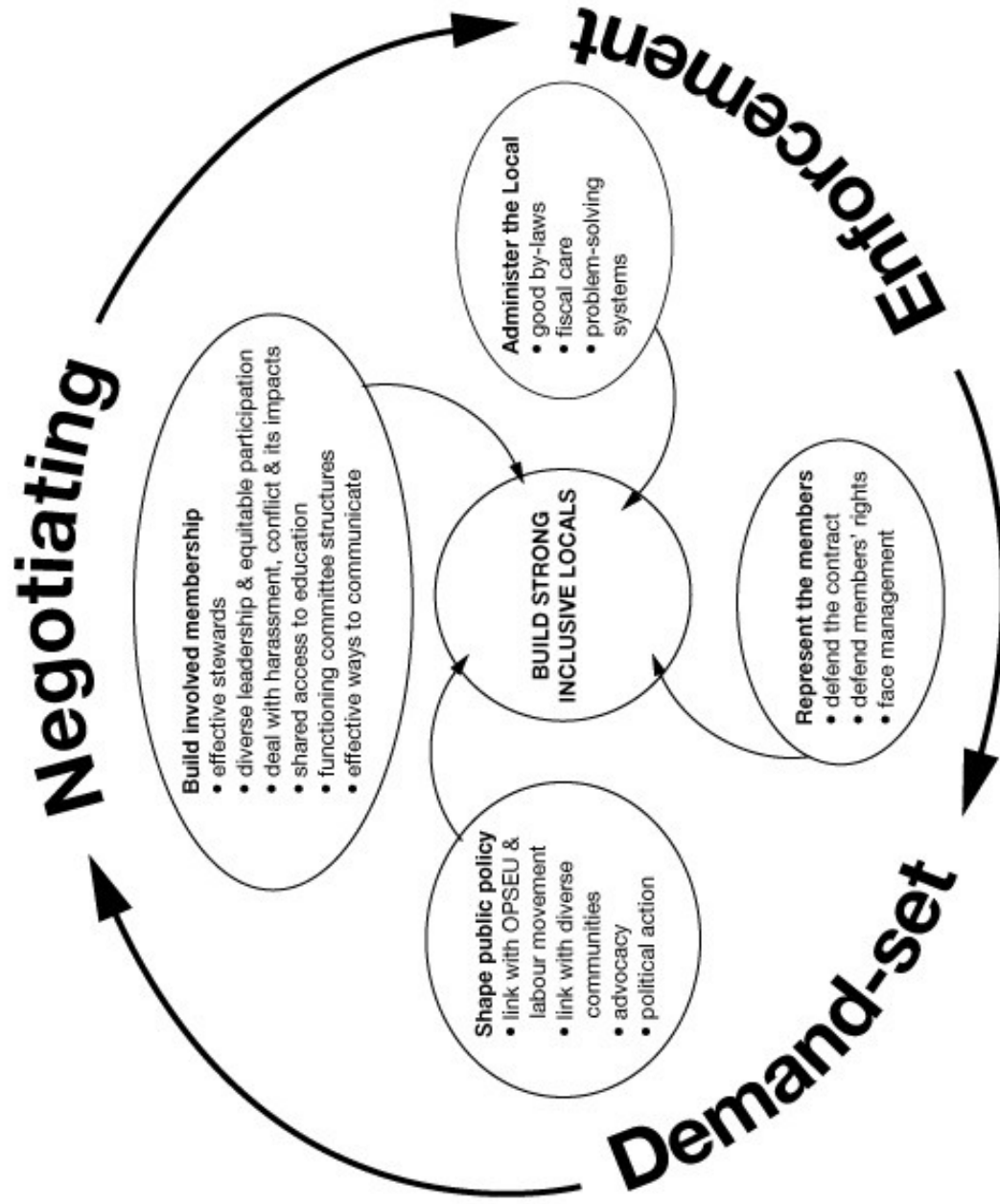


**The Bargaining Cycle
& Effective Local Leadership**





Roles of the Steward in the Bargaining Cycle

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 communicates to LEC
Act as mobilizer for events to support the bargaining team	Represent grievors at meetings with Employer	Survey the membership in preparation for demand-setting
Take a leading role at supporting events	Police the collective agreement	Link shortcomings in 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
Gets member out to ratification/strike vote/contract meetings	Participate on other workplace/LEC committees as assigned/elected	Assist LEC/Team from demand setting to ratification with research and preparation. Provides timely feedback to members
<u>Listen for and identify</u> members' diverse issues and carry these to the LEC/unit committee for decision		
<u>Communicate</u> union information to members, including LEC decisions affecting members		
<u>Bring together</u> diverse members to build solidarity and <u>seek support</u> for workplace actions authorized by LEC/Unit		
<u>Attend</u> LEC/unit committee meetings to participate in decision-making		
<u>Do basic preparation</u> and investigation on grievances arising from members		
<u>Build relations</u> with community and labour movement on issues affecting members (e.g. labour legislation, immigration, working conditions, discrimination, etc.)		