

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 steward for at least six months prior to his or her election. (OPSEU Bargaining Procedures, 2.3.4.)

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