



# Stewards'

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## Roles and Responsibilities

**EP's, ESP's and TSP's**

**Steward Training**

**Fall 2018**



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“When I rise it will be with the ranks  
and not from the ranks.”

Eugene V. Debs



# Stewards' Roles & Responsibilities

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- Recruiting members
- Advocating for members' rights
- Organizing for action
- Engaging potential supporters
- Running Contractual Committees



# Objectives

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- Understand the basic elements of the various roles of BTU Steward
- Approach BTU Stewardship as a team effort in which the Steward acts as a coach



# Objectives

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- Provide resources to assist in fulfilling the responsibilities of BTU Steward
- Understand the requirements for being awarded the BTU Steward training incentive
- Learn how to earn 38 Inservice Points for your work as a Steward



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What skills, talents, abilities or qualities do you possess that will help you do the job of BTU Steward well?



# Leading the labor movement

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- You are management's EQUAL when dealing with labor issues.
- You serve as a model of union professionalism to others.
- Your goal is to empower co-workers.
- You should coach, consult, and mentor co-workers.
- You need to be informed by attending meetings and reading information provided by BTU Communications



# Engaging potential supporters

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- You should make personal contact with all employees new to the worksite.
- You should employ successful communication skills including a personalized message, face-to-face contact, active listening, and finding contacts with common ground.
- Reach out to Potential Members at every opportunity.





## Special contract provisions have been negotiated to provide additional incentives for Education Professionals working in schools. They are:

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- Article Five - Release time for union business
- Article Six - Super-seniority placement for summer school employment\*
- Article Twenty-six - Super-seniority from surplussing\*
- Article Twenty-nine - Release time to attend meetings
- Article Fourteen (ESP) – Super-seniority exemption from layoff

***\*Designated Stewards Only***



# TSP Steward Contract Language

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## Article 5 L- Union Rights

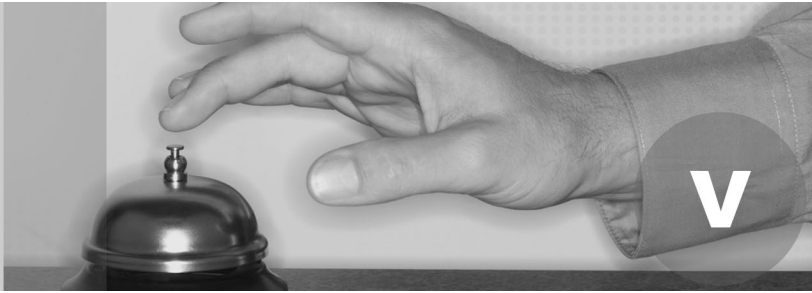


# ESP Steward Contract Language

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- Article 5 Paragraphs C -E – Steward Rights
- Article 14 B#2 – Superseniority for Reduction of Force

## Things Every Steward Should Do



- ○ Every Steward Should:
  - 1. Welcome each new teacher as soon as possible and share information about BTU. Ask them to join
  - 2. Ask each school based education professional if he/she is receiving a Basic or Advanced incentive, especially third-year Annual Contract employees who should apply so they can receive the incentive in their fourth year (Article 21).
  - 3. Stress the fact that in any meeting with the administrator or manager that may be disciplinary in nature or lead to disciplinary action, the employee shall be provided a written notice stating the infraction and has the right to union representation. The employee has three (3) days to get representation.
  - 4. Notify the BTU staff of any violation of the contract or call and ask, if you have any doubts.
  - 5. For school based EP stewards, organize a faculty council; develop a Professional Development Team, and a strong student discipline procedure for the school, as outlined in the contract.



# Advocating Members' Rights

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- Varying Roles of a Steward
  - Observer
  - Mediator
  - Advocate
  - Investigator



# Advocating Members' Rights

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- You need to advocate and advise NOT judge.
- You need to represent members' interests, issues and concerns.
- You need to educate members about their representation rights.
- You need to be vigilant about violations of the contract.



# Advocating Members' Rights

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- Employees have the right to request union representation.
- Employees **MUST MAKE** the request.
- Always use your Weingarten Rights
- BTU does not represent non-members.




# Advocating Members' Rights

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- Weingarten Rights
- Due Process
- Notice of Potential Discipline
- Just Cause





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“In Unity there is strength. We can move mountains when we’re united and enjoy life – Without unity we are victims. Stay united.”  
Bill Bailey



# Organizing for action

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- You should balance service to members and organizing activities.
- You should be aware of issues that can best be used to organize and unite your co-workers.
- You should know your members and existing relationships among co-workers.
- Use these relationships to build a Leadership Network to help with strategy and communication.



# Leadership Network

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Worksite:

Steward:

○ Leader

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● Team member

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● Team member

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● Team member

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● Team member

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● Team member

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○ Leader

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● Team member

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● Team member

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● Team member


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● Team member

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● Team member

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“We must learn to live together as brothers, or we are going to perish together as fools.”

Martin Luther King, Jr.



# My Union Story....

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- I was motivated to join the union because .....
- The greatest thing about BTU is .....
- I became a believer in BTU when .....
- When more people actively support the union the most positive result is .....
- I give my active support to the union because .....
- The values important to me that I see reflected in the union are .....