



# FOCUS

## BARGAINING TEAM

## CONTRACT ACTION TEAM

**On Negotiation:**

- Surveys members & determines bargaining priorities
- Participates in turning bargaining priorities into proposals & makes decisions/compromises for the good of the whole
- Assesses bargaining strategies and plans for table and workplace actions
- Presents agreement to membership with a commendation to accept or to strike

**At the Table**

**On Engagement:**

- Keeps membership in the loop, distributing updated info, having 1-on-1 convos & conveying membership concerns to the barg. team
- Maintains union visibility in the workplace (flyers, bulletin boards, buttons)
- Coordinates action/ events & drives turnout
- Organizes community, political and legislative support for negotiations
- Recruits non-members to join the union

**Street Heat**

# SELECTION & RECRUITMENT

Per chapter bylaws requires nomination and election. Some chapters designate officers as bargaining team members.

**Volunteer basis:**  
Chapter leaders, staff rep and bargainers should all be asking interested members to participate

# TIME COMMITMENT

- Mandatory all day training
- All day negotiations/caucuses 1-2x each week (usually on release time)
- After work meetings 1x per month

**HIGH**

- Optional attendance at training
- After-work meetings approx. 1x per month
- Activity during breaks

**MODERATE**

# SIZE

Approximately 1-2 per 100 members depending on bargaining unit size.

Recommended 1 per 20 members depending on bargaining unit size or at least 1 per major worksite

**Both teams work in tandem with staff negotiator and chapter leadership to plan, strategize and campaign to win a great contract.**