

# Shop Stewards

## **What does being a Shop Steward mean?**

- Communicating on an equal footing with management.
- Satisfaction in knowing you contribute to a better quality of the life at the workplace.
- Getting a thorough understanding of your department, work procedures, classifications and rates of pay.

**CONSIDER BEING A SHOP STEWARD ...it's worthwhile!!**

## **Thinking about being a Union Steward?**

Union Stewards, also called Shop Stewards, are the eyes, ears and voice of the Union at the workplace.

As representatives of CUPE in the workplace, Stewards communicate on an equal footing with management.

They also get the satisfaction of knowing they contribute to a better quality of life at the workplace by helping resolve issues before they become full-blown problems.

Being a Steward is a vital job. In fact, many call it the most essential job in labour-management relations at the workplace. Without Stewards to make sure management lives up to its responsibilities under the collective agreement would be worthless. Stewards get the satisfaction of knowing they can help their co-workers solve problems. Stewards receive training in collective agreement interpretation, conflict resolution, problem solving, etc.

Training helps you become a good resource of knowledge for your co-workers and others with questions about your collective agreement, labour law, employer policies and how they should be applied.

## **Being a steward is a rewarding way of making a contribution to your workplace.**

Co-workers at the workplace with easy access to Stewards have found to them to be an invaluable resource. Increasing numbers of departments and workplaces appreciate the value of Stewards in heading off problems. Yet not every workplace has Stewards, so we're looking to remedy the situation. Stewards have the opportunity to meet with other Stewards from other CUPE locals for educational activities, exchange of ideas and social events.

All you need to do to become a Steward is have a keen interest in people and an enthusiasm for CUPE ideas and activities. You should enjoy helping others and have the desire and initiative to look after the interests of fellow members. Training and assistance will be provided.

So why not consider being a Union Steward? While you may find the role challenging, you will certainly gain satisfaction of doing an important job for your co-workers.

**Contact your CUPE Executive or CUPE National Representative to set up a Steward election meeting at your workplace or contact your union executive for further information.**