

Union Roles During Negotiations

Negotiating Committee	Staff Negotiator	CAT/Field Support	Membership
<ul style="list-style-type: none"> • <i>Information & Preparation</i> • Survey membership • Assists in research • Help formulate initial proposals • Maintain communication between members and committee • <i>Representation</i> • Present all bargaining sessions & caucuses • Speaks at bargaining table on issues • Makes all decisions on positions, proposals, and bargaining strategies • Presents tentative agreement (or final employer demand) with recommendation to membership for ratification/rejection • <i>Strategy & Power</i> • Defines (and redefines) bargaining priorities • Assesses (and reassesses) bargaining strategies for table and workplace actions • Provides direction to bargaining support campaign through worksite networks • Focuses power of membership on main bargaining objectives for maximum pressure on employer • <i>Contract Implementation</i> • Uses knowledge of bargaining intent to help enforce the agreement 	<ul style="list-style-type: none"> • Provides technical skills (language writing, speaking at the table, research, etc.) • Provides background information and input based upon experience • Provides resource documents and other support • Facilitates committee decisions by making suggestions & recommendations • Provides support and input to help move the bargaining process forward • Provides ongoing training and support to help committee member leadership development 	<ul style="list-style-type: none"> • Assists in basic research for bargaining • Distributes updated information on bargaining to the membership • Conveys membership concerns & attitudes to the bargaining committee • Maintains Union visibility at the work site • Helps organize support for bargaining, e.g., community, political, and legislative support • Organizes escalating worksite actions (especially turnout) in coordination with bargaining • If necessary, prepares for and leads a strike 	<ul style="list-style-type: none"> • Elects the committee (DBURS who elect the BUNC) • Submit surveys & provides background information to support proposals throughout bargaining • Stays informed during bargaining • Trusts committee members and only raises concerns about proposals or process, not against individual committee members • Participates in activities that help support bargaining • Attend membership meetings and other forums to stay informed about bargaining • Participates in ratification vote • Participates in implementing and enforcing the agreement