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MOVEMENT OF UNITED PROFESSIONALS

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What is a Job Steward?

Our job stewards occupy the most valuable roles in our union.

Stewards are leaders in their workplaces. They not only provide guidance to their co-workers about their collective agreement and how our union can resolve issues, but more importantly, create a sense of community, support and solidarity between members. Stewards also act as members' connection to our union office and elected leadership.

Job stewards value their workplace functioning smoothly, and all workers being treated fairly. You will help make sure small workplace problems don't grow to big ones, and that all your co-workers feel they are respected, and have a voice. As a steward, you understand that unity is powerful and when workers stand together, we can achieve great things.

What does a Job Steward do?

Some of the things a job steward might do:

- *Distribute important information*
- *Maintain our union bulletin boards*
- *Hold management accountable by filing grievances when the collective agreement is violated*
- *Sit in on disciplinary meetings to make sure co-workers are treated with respect*

A job steward works with union staff and elected officers to address workplace concerns through grievances or bargaining. This can include:

- *Management favouritism or abuses*
- *Improper scheduling, staffing or disrespect of seniority*
- *Heavy and unsustainable workloads*
- *Health and safety concerns, harassment*

In addition to resolving issues, job stewards help foster a sense of community at their workplace and share positive news with their co-workers such as a union victory over management, an important team achievement, or celebrating a long-term employee.



Become a Job Steward!

More stewards are needed in each and every worksite to help build community and stand as representatives, ensuring our members' voices are being heard. We need to make sure your employer is following your collective agreement, and treating all workers with the respect they deserve.

Does your worksite already have a job steward? That's okay! There is no limit to how many people can step up to represent their worksite. *(If you have a MoveUP executive councillor in your workplace, they also act as a job steward!)*



We support your growth.

MoveUP provides numerous training and educational opportunities for job stewards, including an annual Job Steward Seminar, so you can feel confident in your role as a representative for your workplace. You will have a deeper understanding of your rights and your collective agreement, be effective at conflict resolution, and support your co-workers with the power of your union behind you.

In addition, stewards work closely with union staff and elected representatives, who are there to offer you all the support and guidance you need. Becoming a job steward is a rewarding experience as it provides you with opportunities to make important connections while helping others and learning valuable skills.

Interested in becoming a job steward or learning more about the role? Please email your MoveUP Vice-President!

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