

## **Stewards Information and FAQ**

### **What Is A Steward?**

A steward is a CCCUE member who represents his/her individual department on the union's Stewards' council. Stewards serve as the collective voice of the CCCUE members in their departments to the CCCUE E-board, ensuring that each department's unique issues are addressed. The objective of stewards council is to see that the current union contract is being adhered to by their departments and to ensure the democracy of the union.

### **What does a CCCUE steward do?**

- Act as a liaison between CCCUE members in his/her department and the CCCUE E-board; gathering and conveying information from one to the other;
  - Become familiar with our contract, and be able to answer questions about it raised by members in his/her department, or refer them to someone with an answer. Enforcing our Collective Bargaining Agreement with the district.
  - Motivating the membership. Recruit members from his/her department or school to be active in the union;
  - Assist the Union Advocate with promoting membership among non-members and new employees.
  - Keep members informed of important meetings and information coming from the E-board.
  - Assist the E-board with recommendations of activities or trainings that the membership might want.
  - Help members in his/her department to resolve work related problems, by referring members to correct resources for assistance and if necessary, by meeting with the appropriate people to encourage a collective approach to problem solving where possible;
- Help members in his/her department or school to file grievances, when necessary, and participate in the resolution of grievances and/or assist in arbitrations if necessary.

### **How many stewards are needed?**

The union's goal is to have one steward for every department, or building. There should be, at least, one steward per department. This will ensure that each department's staff will receive vital information about our union and our contract and are fairly and adequately represented.

### **What are the benefits of being a steward?**

Like all member-held CCCUE positions, stewards are eligible for a quarterly stipend. In addition, stewardship brings unique benefits such as being more informed about CCCUE members' rights, being more involved in union decision-making, helping ensure that your department and college is run in compliance with the union contract, making sure concerns and issues specific to your department and school are addressed by the union, and, perhaps most importantly, connecting with and getting to know other

Cuesta staff in your department and throughout the college.

**What should I do if I am interested in being a steward?**

Contact the CCCUE Vice President or the CCCUE Secretary by phone or email and let them know of your interest. The CCCUE E-board will provide resources and training for stewards, as well as answer any questions you may have.

**What is my commitment? What are the expectations?**

It will be up to the Steward's Council in conjunction with the E-board to determine the frequency and type of meetings that will be necessary. At a minimum, stewards are to meet monthly to ensure the Stewards are supported and can bring any issues forward that need to be discussed and/or problem solved.