

Bargaining Delegate Application

2016 Contract Negotiations

Negotiations for a new union contract are quickly approaching in 2017! We are in the beginning stages of preparing for bargaining and recently we reviewed our process for membership engagement. With a nine member bargaining team, the team of members that meets directly with management to negotiate the contract, it is difficult to create a representational structure that would adequately reflect our membership. A bargaining delegation, described below, would act as a vital resource for bargaining as well as an intermediary body between the bargaining team and membership.

Bargaining Delegate Qualifications

We would like this delegate structure to include at least 100 delegates. **Members can become delegates by collecting the signatures of 10 members OR by writing a brief application to Executive Board describing the union work they have already completed that helps illustrate their leadership and commitment to the union or needed perspective that will benefit our Union in a meaningful way.** In order to create a broad and diverse group of bargaining delegates we are encouraging members from all backgrounds to participate including but not limited to:

- ⇒ Younger workers;
- ⇒ Workers with families;
- ⇒ Workers close to retirement;
- ⇒ Members of color;
- ⇒ Members with immigrant/refugee backgrounds;
- ⇒ Members with disabilities;
- ⇒ Veterans;
- ⇒ LGBTQ;
- ⇒ Part-time and Full-time status;
- ⇒ Regular, Probationary and Limited Duration Status;
- ⇒ And all members in the various professions and jobs comprising all 200 job classifications in Local 88.

Responsibilities & Duties of Bargaining Delegates

Bargaining delegates will be responsible for electing the bargaining team that meets with management at the first meeting of delegates in early December. There will be a minimum of four full delegate meetings scheduled between December and when we reach a tentative agreement with the County that delegates need to attend. At these meetings delegates will receive direct reports from the bargaining team, vote to refer any tentative agreement to the membership, vote to request strike authorization from the membership (if necessary), and serve as subject matter experts to bargaining team on job specific, worksite specific, equity and inclusion or other technical subjects. A standing body of delegates, that are leaders within their constituency, will help improve our ability to mobilize our MAT (Member Action Team) team and membership around bargaining issues and result in a union contract that better meets the needs of our members.



