



## BARGAINING TEAM

## CONTRACT ACTION TEAM

### FOCUS



#### On Negotiations:

- Surveys members & determines contract bargaining priorities
- Participates in turning the bargaining priorities into proposals & makes decisions/compromises for the good of the whole
- Assesses and creates bargaining strategies
- Leads and participates in workplace actions
- Communicates regularly with the CATs & membership
- Presents agreement to membership with a recommendation to accept or to strike if necessary

#### On Engagement:

- Keeps membership up-to-date, distributing info, engage on 1:1 convos & conveys member concerns to the bargaining team
- Maintains union visibility in the workplace (flyers, bulletin board, buttons, distributing text messages)
- Coordinates actions/events & drives turnout
- Serves as media spokespeople to help drive our public message
- Organizes community and political support for negotiations.
- Recruits non-members to activate their membership

### SELECTION & RECRUITMENT



Per the chapter bylaws require nomination and election prior to the start of negotiations

Volunteer-based:  
Union members step up to participate

### TIME COMMITMENT



- Mandatory orientation
- full-day negotiation sessions 1-2 times per week\*
- After-work & weekend meetings may also be required

*\*with possibility of increased frequency as bargaining intensifies*

**HIGH**

- Attendance at trainings and CAT Meetings
- After work meetings approximately twice a month and some weekends - may increase as contract expiration approaches
- Talking to coworkers while at work & during breaks

**MODERATE**

### SIZE



54 total, including SCC Chapter President and Vice Presidents

Recommended 1 per 20 members

Both teams are essential to winning a strong union contract. The bargaining table and workers at the worksites must operate in lock step & coordinate closely with one another. What we win at the negotiation table depends on the power we have in the worksites & the leadership we have at the table.

**NEW- LINKTREE**



**SCAN FOR UPDATES**

[SEIU521.ORG/SANTACLARACOUNTY](https://SEIU521.ORG/SANTACLARACOUNTY)