



TNG Steward Info Call

Steward Info call (60 mins)

1) Introduction (10 min)

- a) Share: name, pronouns, role, location, and what brought you to a call to learn more about the steward role?
- b) Purpose of today's call
 - i) Review the steward role and impact in our union
 - ii) Discuss the culture of the role and leadership of our union
 - iii) Outline the practical pieces of the role
 - iv) Answer questions together
 - v) Grow our power as a union

2) What's a steward and what role do they play in building the power of our union? (15 min) (Philip)

- a) Brainstorm - What do you imagine Stewards do? What role do you imagine they play in your union?
- b) Making the most of your workplace democracy
 - i) We have established a workplace democracy in forming our union! We now need to assert ourselves in that forum and regularly activate supermajority support in order to win our vision for the workplace. Stewards play the vital role of bringing coworkers into our union as active members who know: how to engage their union, who to contact for what purpose, how to contribute to the direction of our organizing, how to assert their rights. Just like in any other democracy, if the people don't

stand en masse to push for a particular outcome, the results will be determined by a small majority (management). Let's ensure that we have enough stewards in place to activate all of our coworkers.

- c) Steward Roles - Pull up Four Roles PDF below and popcorn the reading of each section
 - i) [Four Roles](#)
 - (1) Workplace Organizer
 - (2) Communicators and Educators
 - (3) Problem Solvers
 - (4) Union Representatives
 - ii) Characteristics - What makes a good steward? (draw people out. give time for answers from the group)
 - (1) [LN Qualities of a Good Organizer.pdf](#) (Philip read them or choose 1 person.)

3) Steward Culture and Basic Practice (20 min) [Taqi]

- a) This is a role to grow into over time and attached to the expectation of constant learning! Nobody expects anyone to be an expert on anything and certainly not all at once.
- b) [Learn, Do, Teach](#) - This is not a service role in which you do everything for the members of our union. It is a leadership role in which you educate and support our coworkers to take on more responsibility and feel confident in doing things for themselves over time.
- c) **Let's hear from a current steward and learn how this work has played out in their experience.(Introduce Mo, Treasurer and Steward)**
 - i) How did you become a steward and why did you choose to be one?
 - ii) What has been most rewarding in your work as a steward? What has been most challenging?
 - iii) What difference could people make in their union as a steward?
- d) Basic Practice
 - i) Let's review what the steward's work looks like practically in our union. In our union stewards:
 - (1) take on a number of (6-10) coworkers to meet with regularly and act as the first point of contact for our union
 - (2) ensure our coworkers know how to participate in the workplace democracy we've created and understand their ownership and active role
 - (a) **Member:** Active participant in our workplace democracy. Each member, via their participation or inaction, will inform the strength of our union and directly impact our ability to win our collective vision.

- (3) Attend weekly steward meetings and the occasional steward training to develop themselves as workplace organizers.
- (4) onboard new hires and be deliberate about welcoming them to the workplace and our union.
- (5) Plan collective actions to be taken in coordination with proposals presented to management by the bargaining committee when in bargaining, or when to address workplace issues, grievances, or other organizing goals in an ongoing way.

4) Questions and Group discussion (10 min) - Survey & Registration reminder sent 6/23

We've covered a lot! What are your impressions and questions?
Look over the survey responses for additional questions

5) Next Steps (5 min)

- a) Who is ready to join as a steward in our union?
- b) We will be planning our first steward training soon. In the meantime, more trainings can be found here (<https://labornotes.org/events/chinalabor>) if you want to get more involved.
 - i) Clean Water Guild Event Calendar:
<https://newsguild.org/calendar/guild-events/>