



Strong Stewards, Stronger Unions


**Understanding the changing role of our
Stewards and Activists**

AFSCME Code of Conduct

- AFSCME is committed to providing an environment free from discrimination and harassment, regardless of an individual's race, ethnicity, religion, color, sex, age, national origin, sexual orientation, disability, gender identity or expression, ancestry, pregnancy, or any other characteristics prohibited by law. As such, AFSCME will not tolerate discriminatory, harassing or otherwise unacceptable behavior at any of its activities, events or meetings. AFSCME expects everyone who participates in any of its activities, events or meetings to abide by this standard of conduct.
- There will be no retaliation or other adverse action taken against an individual who makes a complaint. Complaints should be sent to the AFSCME Human Resources Department at reportharassment@afscme.org



Go to www.menti.com and use the code 6661 9559

 Mentimeter

What's your job title?

Press S to show image



Traditional Roles of a Steward

Leader

Organizer

Representative

Communicator



Be like water, my friend. –Bruce Lee



Any Questions?



5 Steps of Grievance Handling

Identification

Investigation

Documentation

Preparation

Presentation

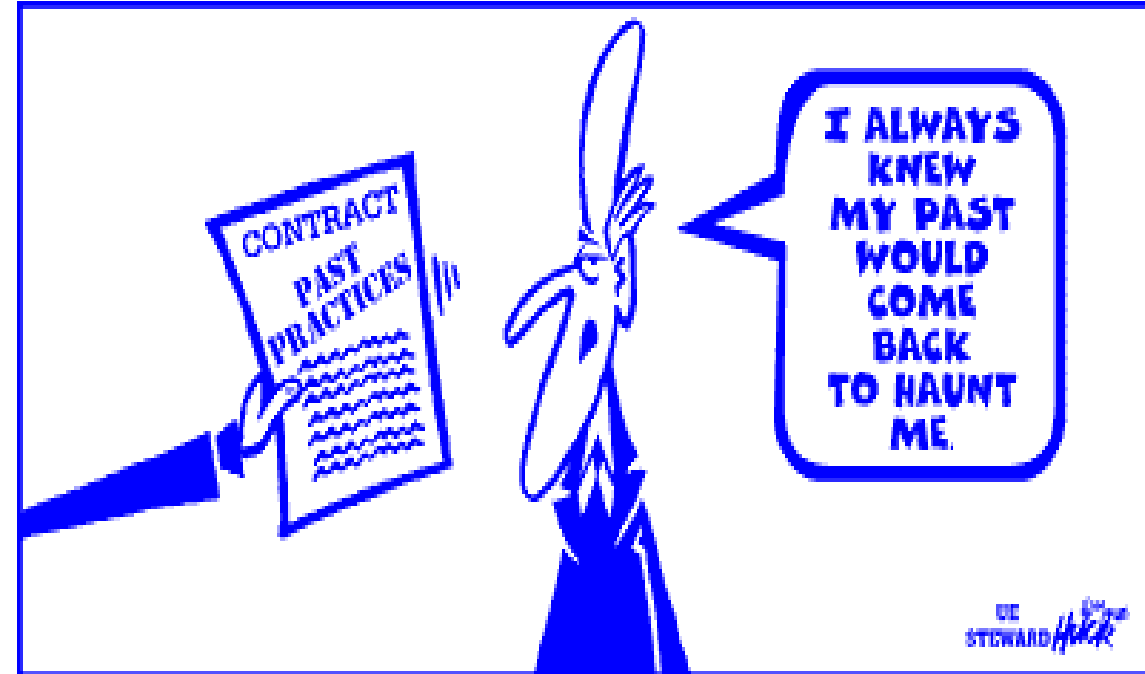
What's a grievance?

A management violation of:

- Contract
- Work rule, policy, or procedure
- Law - federal, state, county, municipal
- Health and safety regulations
- Past practice
- Discrimination or harassment
- Unjust disciplinary action
- Unequal treatment (of an employee or group of employees)

Principles of Past Practice

- Practice is Clear and Consistent
- Practice is longstanding
- Both parties - management and the union - are aware of the practice
- Contract is silent or ambiguous regarding the practice





What if
there's no
grievance?

Tips for non-grievances

Don't put off telling the grievant.

Explain the issue fully.

Explain the drawbacks of frivolous grievances.

Make sure the worker knows first.

Offer alternatives.

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graph TD; A[Investigation] --> B[Documentation]; B --> C[Preparation]; C --> D[Presentation];
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Investigation

Documentation

Preparation

Presentation

**4
Remaining
Steps**



Is there
another way?



Grievances Revisited

PROS



CONS

Workplace Action

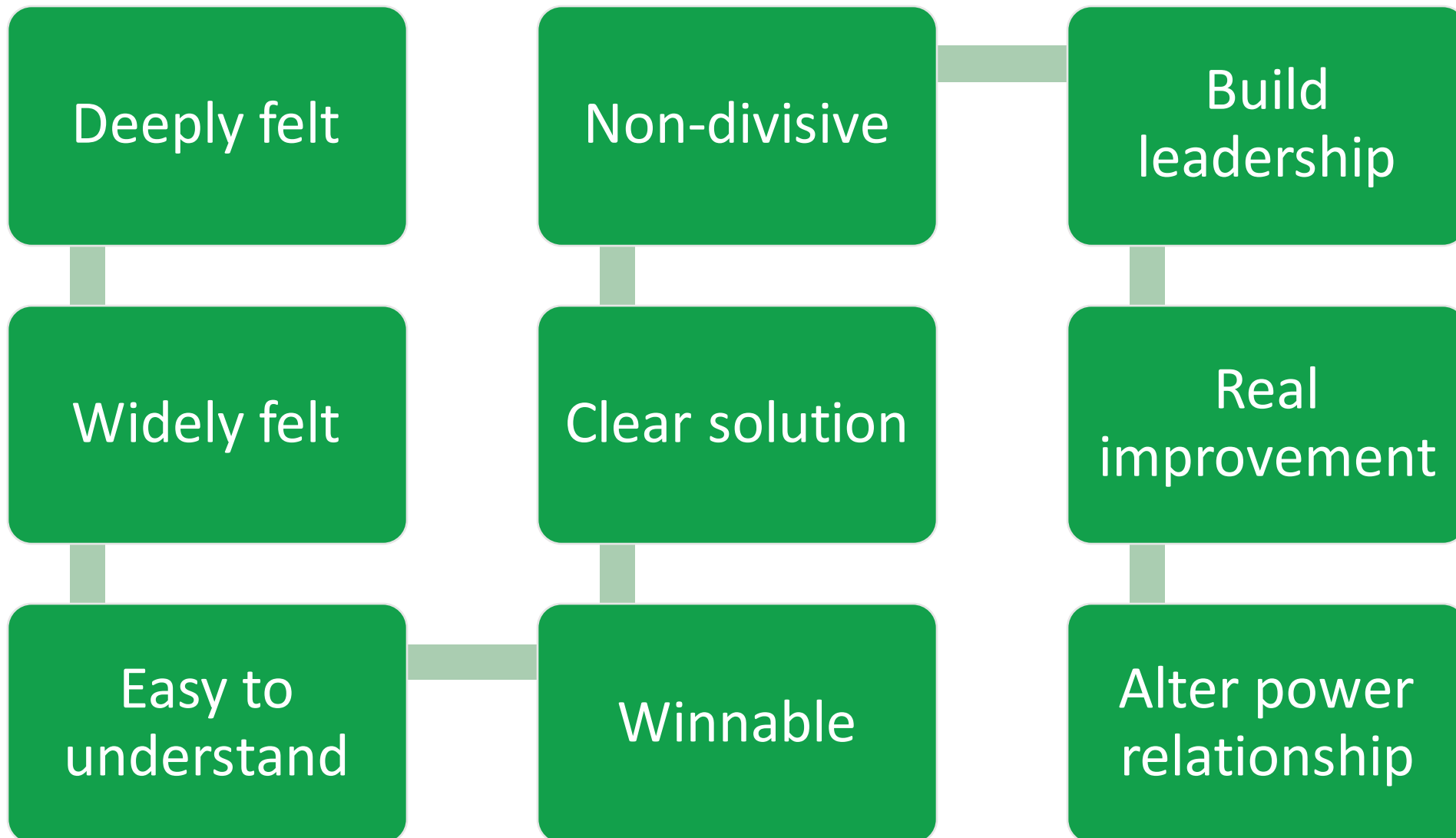
A workplace action is an activity undertaken in our workplace that involves our members and mobilizes them to action.

A Brick...



1:00

How to choose issues



A few ideas for actions

Petitions

Workplace posters

Flyers/leaflets

Informational pickets

Mock elections

Mock awards

AFSCME t-shirt day

Supervisor evaluations

Motorcade



Any Questions?

