



JOB DESCRIPTION TEAMSTERS LOCAL 1150 LABOR STEWARD



Teamster Stewards are the backbone of the Union. Teamster Stewards are leaders who wear many hats and play a critical role in building the strength of our membership. Teamster Stewards are the face of the Union in the workplace. The Labor Steward is the first line of defense when a member is in need of representation. The Labor Steward must be comfortable with confrontation and questioning of authority. The Labor Steward must be a quick-thinker, adaptable, and able to clearly express their thoughts. The Labor Steward should be confident and capable and should be dedicated to the principals of the Labor Movement.

FUNCTION

Ensure that Union members are treated fairly, that their rights under the collective bargaining agreement and under the law are protected, and that their voices are heard in the workplace. Police and enforce the terms of the collective bargaining agreement.

TYPICAL RESPONSIBILITIES

- Responsible to the area Business Agent and Chief Labor Steward.
- Attend all Steward and Membership meetings.
- Have a complete familiarity and understanding of the collective bargaining agreement.
- Uphold the principals of unionism and solidarity by supporting fellow workers, by honoring the Teamsters oath of obligation and **never** disparaging a fellow member.
- Make contact with and welcome new members in the workplace and ensure they know how to request a Steward.
- Educate members about their rights, obligations and benefits under the collective bargaining agreement.
- Accurately answer questions of members on a variety of subjects, including contractual language, union activities, actions of union leadership, union initiatives, or company initiatives that affect members.
- Encourage members attendance and participation at meetings and events that show solidarity.
- Monitor the Company's compliance or non-compliance with the collective bargaining agreement, address violations by working with management and Human Resources to reach resolutions.
- Thoroughly investigate member grievances and complaints prior to entering the grievance procedure.
- Formulate contractually viable and legitimate resolutions to member grievances.
- Provide direct representation to union members through the grievance procedure.
- Provide representation to union members during investigatory meetings.
- Conduct all union business in a timely and efficient manner.
- Take thorough, accurate, and comprehensible notes during all official activities.
- Precisely follow all procedures outlined in the collective bargaining agreement.
- Provide regular updates of activities to the area Business Agent.