



CUSW • A 21ST CENTURY UNION

Member Pride

- Union IS the Members, Members ARE the Union
- Organization is self-governed by Members
- Constitution written and maintained by Members for Members
- Constantly improving the quality of life for Members and their families

Member Skills

- Members have “blended” skill-sets
- Flexible workforce
- Have tools to enable members to improve their workforce and interpersonal skills
- Members are well “educated” on relevant issues and embrace continuous learning
- Members are job-ready prior to dispatch

Member Participation

- Members have a democratic “voice” in the operation of their workplaces
- Members contribute to the success of their workplaces through their active participation
- Members work WITH employers for joint success
- Seamless partnership between Members and Employers
- Every Member acts as a “steward” of the union
- Every Member is active in helping Employer to continuously improve their operations
- Every Member responsible for protecting and maintaining safe working environments
- Members see participation adds value to them personally
- Members can participate freely in their workplace with no fear of retribution

Member Values and Beliefs

- Live up to our values and beliefs: honesty; integrity; fairness; equality; respectful treatment; family consideration; common sense; decisions benefiting the Members; decisions promoting the workers; involvement (including stakeholders); and democratic process
- Diverse membership of people who want to belong
- Value diversity of every Member (ethnic, gender, age, religion, past work experiences)
- Member-to-Member peer support

Members are CUSW

- An “open organization” that responds to the environment around it
- Forward-thinking, eyes on the future
- Able to adjust and adapt quickly to all changes
- Members mentor other Members, freely sharing their knowledge and expertise with each other
- Proactive rather than reactive - Ride the “bow wave”
- Engaged in many partnerships with like-minded organizations
- Evaluate, embrace and act upon risk
- Use up-to-date technologies and create new ones as they are needed
- Easy access to an abundance of good information

... There are NO limits to what we can accomplish together!