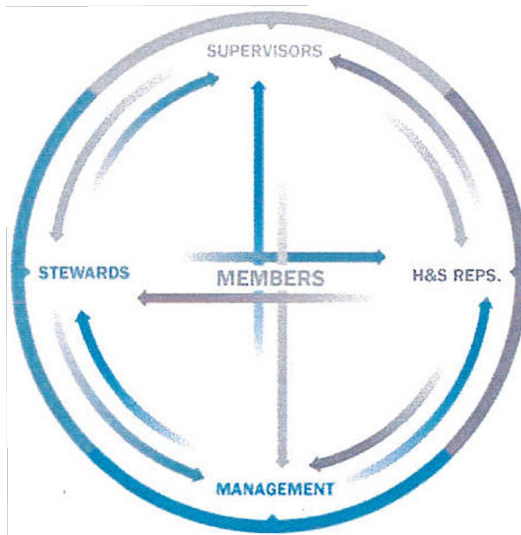


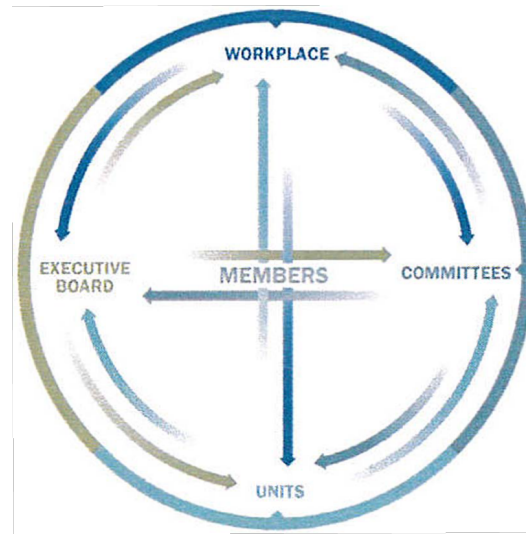
ELECTIONS: Workplace Steward

HERE'S YOUR CHANCE TO PARTICIPATE!

Workplace Participation Model



Union Participation Model



Participation is one of the keys to the ongoing success of our union - this could mean participating as a Workplace Steward or a Health and Safety Representative.

Steward Duties

When deciding to run for one of these positions, the Member must be committed to work in areas for which they are elected and fulfill the duties of the steward as outlined in our constitution, collective agreement and applicable legislation.

The Steward is a demanding position

You are chosen by your peers to represent them on workplace issues and to up hold the values and beliefs as laid out in the constitution. You become the voice of the Members when participating in regular workplace visits, discussions with Management, meeting with Members to answer questions and provide advice, etc.

The Steward must be prepared to work with the Employer in resolving workplace issues through the collective agreement and related legislation (O.L.R.B., H.R.C., etc.).



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The Steward must be also prepared to work with our Supervisors, and others to resolve workplace issues and to ensure that all parties involved are treated fairly with respect to the collective agreement and constitution.

The Steward must be prepared to work with the Members, progressively building the Canadian Union of Skilled Workers. Each Steward is expected to be a participating Member of the union, it is mandatory to attend or send reports to Unit Executive meetings and Membership meetings, and special call meetings and other union sponsored activities.

The list below are some of duties (but not limited to) expected by the **Members of Canadian Union of Skilled Workers for each Workplace Steward.**

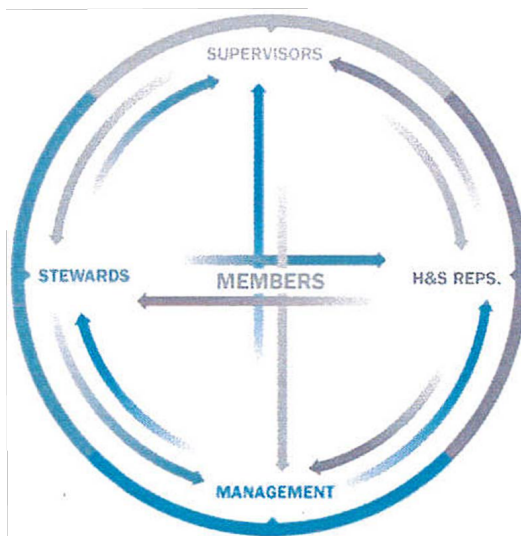
- Represent the members in the workplace.
- Participate on workplace committees that require Membership representation.
- Welcome Members referred to the workplace.
- Connect with Members on all work sites regularly.
- Jointly enforce the collective agreement with Employers.
- Protect our work jurisdiction by participating in mark up meetings and jurisdictional arrangements (IOPAA, CPAA, OLRB, etc.)
- Investigate and Research workplace issues for solutions.
- Participate in the improvement of collective agreements.
- Support the development of competent journeypersons in collaboration with the Joint Apprenticeship Council.
- Participate in the Steward training and leadership development program.
- Develop working relations with Government and Industry organizations (ie. Ministry of Labour, Ontario Labour Relations Board, Employer Associations, College of Trades, etc.)
- Keep all issues confidential and remain neutral when assisting Members.
- Collaborate with Members, Officers and Committees on common issues.
- As a Steward you must be available for the Members whenever they are working including weekends.

These positions come with formal training but the real training occurs on the job, and you can expect support from your fellow Workplace Representatives and Officers. The successful candidate should be a person with good problem solving skills and the basic sense of right, wrong and fair-ness. It is also a position that will require a lot of ones personal time to be successful and a good steward. These positions are not simply a way of gaining "super" seniority under the collective agreement.

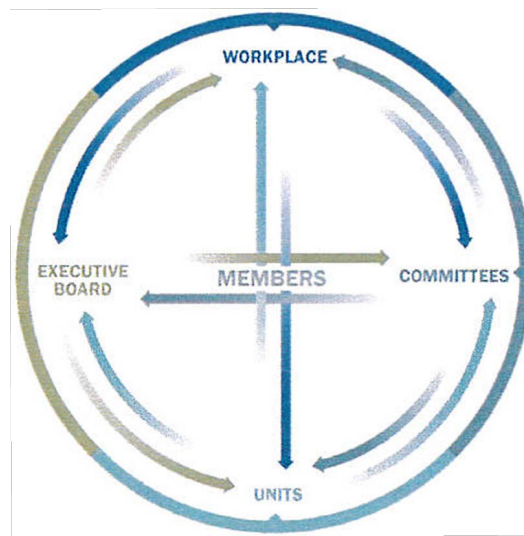
ELECTIONS: Health & Safety Rep.

HERE'S YOUR CHANCE TO PARTICIPATE!

Workplace Participation Model



Union Participation Model



Participation is one of the keys to the ongoing success of our union -this could mean participating as a Workplace Steward or a Health and Safety Representative.

Health & Safety Representative Duties

When deciding to run for one of these positions, the Member must be willing to work in areas for which they are elected and fulfill the duties of the representative as outlined in our constitution, collective agreement and applicable legislation.

The Health & Safety Representative is a demanding position

You are chosen by your peers to represent them on issues of Health, Safety and Well-ness and to uphold the values and beliefs as laid out in the constitution. You become the voice of the Mem-bers when participating in workplace inspections, Joint Health & Safety Committee meetings, in-cident investigations, CUSW health, safety and well-ness activities, etc.



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The H&S Representative must be prepared to work with the Employer, our Supervisors, Ministry Inspectors and others in identifying hazards and resolving these issues to protect the Members from harm.

The H&S Representative must also be prepared to work with the Membership, progressively building the Canadian Union of Skilled Workers. Each H&S Representative is expected to be a participating member of the union, it is mandatory to attend or send reports to Unit Executive meetings, and membership meetings, CUSW Health & Safety Conferences, and special call meetings and other union sponsored activities.

The list below are the duties (but not limited to) expected by **the Canadian Union of Skilled Workers for each H & S Representative.**

- Represent Members in the workplace.
- Participate on the workplace Joint Health & Safety Committee.
- Collaborate with the CUSW Health & Safety Committee.
- Inspect the workplace a minimum of once per month to identify H&S issues.
- Research Health & Safety issues.
- Recommend to the employer corrective action required.
- Participate in the development and implementation of H&S Programs.
- Identify training needs in the workplace.
- Participate in Health & Safety Testing.
- Participate in Health & Safety Training Program.
- Develop working relations with Government and H&S Agencies. (i.e. Ministry of Labour Workplace Safety and Insurance Board, Workers Health and Safety Centre, Infrastructure Health and Safety Association, etc.)
- Investigate accidents.
- Investigate work stoppages and work refusals.
- Assist injured Members in Early and Safety Return to Work WSIB.
- As Health and Safety representative you must be available for the Members whenever they are at work including weekends

These positions come with formal training but the real training occurs on the job, and you can expect support from your fellow Representatives and Officers. The successful candidate should be a person with problem solving skills and the basic sense of right, wrong and fairness. It is also a position that will require a lot of ones personal time to be successful and a good H & S representative. These positions are not simply a way of gaining "super" seniority under the collective agreement.