

# JOB STEWARDS

*Make us Stronger*

## Want to be a Job Steward?

CAPT is looking for interested CAPT members who would like more information about becoming a job steward. If you are interested in learning more about CAPT and our contract or would like to attend a Job Steward training session, contact your local chapter president by Nov. 1. Training sessions will be scheduled throughout the months of November and December.

*Don't forget that 2020 is an election year and to run for CAPT office, you must have been a CAPT member and completed job steward training on or before Jan. 1, 2020.*

CAPT is always seeking Bargaining Unit 18 employees who want to help their colleagues by serving as job stewards. Stewards help employees resolve all kinds of job-related problems and concerns. They work to solve problems informally if they can. But sometimes it involves filing grievances over contract violations or filing complaints about other issues. Stewards may also provide representation in parts of the adverse action process.

The more stewards we have, the better. That's why we need you! Stewards aren't just contract enforcers and grievance handlers; they are also grassroots leaders for change. Stewards work with chapter officers on issues facing our bargaining unit, the individuals we care for, and our services.

Becoming a job steward begins with completing a training session. If you are not a CAPT member, you may still attend a training session by signing a membership application at the door.



### **CAPT Steward Training**

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Steward training typically begins with a brief overview of CAPT's history, structure, leadership, and goals before moving into matters of representation, steward certification, policies, and duties. Attendees learn about contractual issues and how to represent and assist employees through informal and formal resolution procedures.