

Job Descriptions – For Bargainers

Bargainers: Prepare and present detailed proposals to management that reflect the bargaining goals set by the members and work to achieve strong contracts/compensation packages through negotiation. You will work in groups to develop proposals and receive training.

Roles and Responsibilities:

- Familiarity with the current RX/TX Contract as well as the analytical ability to suggest and implement improvements to the contract. Previous experience in stewarding is helpful, but not essential. Bargainers should be prepared to incorporate and solicit suggestions from the Systemwide Leadership and local members in negotiating contract language. ***Not everyone knows everything about the contract. You will learn as you go along and utilize other members and staff to help***
- Excellent note-taking skills, which also includes the ability to transcribe dialogue and listen carefully to what was said amongst bargainers.
- Ability to travel throughout the State of California roughly 2 to 3 days every month on average (it could be more or less depending on the rhythm of bargaining) for a period of anywhere from 12 to 18 months (depending on how long bargaining takes). Bargainers will be allowed the time off by UC and will be compensated accordingly, but ideally should have a supervisor that is understanding to the role. Bargainers will be responsible for tracking travel expenses and obtaining reimbursements through UPTE's Systemwide Office (if fronting major expenses like airfare is a problem we can work around that).
- Is a team-player. Ability to remain cool under pressure and not be baited by provocative behavior from anyone.
- Willing to work with the mobilizing coordinator, mobilizing team and UPTE staff to plan local bargaining events (this we will work around if bargainer is off campus).
- Computer skills that involve SAS or Excel programming are helpful for the number crunching aspects of bargaining.
- Ability to report to the local E Board and membership regularly on the progress (or lack of progress) of bargaining. Write up local bargaining reports when needed.
- Aptitude for thinking creatively "outside the box" and being able to generate, analyze and weigh as many alternatives as possible.