

# **Frequently Asked Questions**

## **Serving Your School on the Bargaining Committee**

The Bargaining Committee is a group of CTA members from across the district who work with union leadership to guide and support the bargaining process. Members serve as a direct line between their schools and the union's bargaining team, providing another avenue for educator's voices to be represented in negotiations with the district.

Any CTA member can be part of the committee. Ideally, we are looking to have one representative per school/worksites to ensure broad and diverse input from across the district.

1. What are the responsibilities of a Bargaining Committee member?

- Attend virtual committee meetings (typically held after school hours)
- Review bargaining suggestions and provide feedback
- Share updates with educators at your school
- Gather staff input and experiences related to bargaining topics
- Help mobilize your school when actions or support are needed

2. Do I need bargaining experience?

Not at all! We provide orientation and support. What matters most is your willingness to learn, communicate with your colleagues, and represent your school's voice.

3. What is the time commitment?

Generally, we will have one or two in-person meetings before negotiations begin to go over the bargaining suggestions and gather feedback on possible proposals and articles to open. Once negotiations begin we usually do one virtual meeting after each meeting with the district, occasional proposal review, and school communication during campaigns.

4. How long is the commitment?

Typically one school year or through the conclusion of active negotiations.

5. Will I be negotiating directly with the district?

No. The Bargaining Committee provides support in the bargaining process. The official bargaining team is the smaller group that negotiates at the table. Your input directly shapes the union's proposals.

6. How is this different from an Association Representative (AR)?

Category	Bargaining Committee Member	Association Representative
<b>Primary Role</b>	Support and advise during contract negotiations	Assist members at the school/worksite level
<b>Focus Area</b>	District-wide bargaining issues	School-level contract enforcement, membership growth, and member support
<b>Who They Answer Questions For</b>	Both members and non-members, about bargaining	Members only, about contract rights and site issues
<b>Meetings Attended</b>	Bargaining updates, bargaining prep meetings	AR trainings, school site meetings, grievance meetings
<b>Key Responsibilities</b>	<ul style="list-style-type: none"> <li>- Share bargaining updates</li> <li>- Gather site input on proposals</li> <li>- Help mobilize members</li> <li>- Provide proposal feedback</li> </ul>	<ul style="list-style-type: none"> <li>- Communicate union info</li> <li>- Support members with contract concerns</li> <li>- Monitor contract enforcement</li> <li>- Assist with grievances</li> </ul>
<b>Training</b>	Orientation and proposal briefings	Full AR training including grievance handling
<b>Term/Commitment</b>	Typically for the duration of a bargaining campaign	Elected for two years
<b>Key Contribution</b>	Ensures school voices shape bargaining decisions	Ensures contract is upheld at the school level

7. I'm interested! What's next?

Complete the [Bargaining Committee Interest Form](#), and we'll follow up with you.