

## Steward Resources

*UPTF contract*  
[www.uptf.org](http://www.uptf.org)

*AAUP-AFT (WSU)*  
[www.aaupaft.org](http://www.aaupaft.org)

*GEOC-AFT (WSU)*  
[www.gradunionwsu.org](http://www.gradunionwsu.org)

*AFT Michigan*  
[www.aftmichigan.org](http://www.aftmichigan.org)

*Metro Detroit AFL-CIO*  
[www.metrodetroitaflcio.org](http://www.metrodetroitaflcio.org)

*MI AFL-CIO*  
[www.miaflcio.org](http://www.miaflcio.org)

*AFL-CIO*  
[www.aflcio.org](http://www.aflcio.org)

[www.reclaimingtheivorytower.org](http://www.reclaimingtheivorytower.org)

*“The Legal Rights of Union Stewards,”* by Robert Schwartz

*“The Union Steward’s Complete Guide,”* (2nd Edition), by David Prosten

*“The Troublemakers Handbook,”* Edited by Jane Slaughter

*“Education for Changing Unions”*

*“Labor Guide To Labor Law,”* by Bruce Feldacker

## About your rights

If you are called to a meeting with management that you suspect will be disciplinary in nature you have the right to request union representation under the U.S. Supreme Court ruling, Weingarten Rights.

If in a meeting with management you are questioned to obtain information and you have reasonable apprehension that your answers could be used as a basis for discipline or other adverse action, it is your responsibility to ask to reschedule the meeting or resume when your union representative is present. If you choose to remain you may refuse to answer.

If you are in a situation where Weingarten may apply, read or present the following statement:

## Weingarten Rights

If this interview could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union be present at this meeting. Until my representative arrives, I choose not to participate in this discussion.

**Union of Part-Time Faculty Local 477  
AFT / AFL-CIO**

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Detroit, MI 48202**

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uptfaft@gmail.com**

**[www.uptf.org](http://www.uptf.org)**



*A Union of Professionals*

# Union Steward FAQs



**Union of Part-Time Faculty-  
AFT Local 477**

**[www.uptf.org](http://www.uptf.org)**

*An injury to one  
is an injury to all!*

## **What Is A Steward?**

A steward is a UPTF member who represents his/her individual department or school on the union's stewards council. Stewards serve as the collective voice of the UPTF members in their departments and schools to the Union Council, ensuring that each department's/school's unique issues are addressed. In short, the objective of stewards is to see that the current union contract is being adhered to by their departments/schools and to ensure the democracy of the union, all of which contribute to a higher quality of education for Wayne State students.

## **What does a UPTF steward do?**

- Act as a liaison between UPTF members in his/her department or school and the Union Council—gathering and conveying information from one to the other;
- Become familiar with our contract, and be able to answer questions about it raised by members in his/her department or school, or refer them to someone with an answer; →

- Recruit members from his/her department or school to be active in the union;
- Help members in his/her department or school to resolve work-related problems, by meeting with the appropriate people and by encouraging a collective approach where possible;
- Help members in his/her department or school to file grievances, when necessary, and participate in the resolution of grievances and/or assist in arbitrations if necessary.

## **How many stewards are needed?**

The union's goal is to have one steward for every ten union members—this would mean having more than one steward in departments employing many part-time faculty. There should be, at least, one steward per department. This will ensure that each department's or school's part-time faculty receive vital information about our union and our contract and are fairly and adequately represented. →



## **What are the benefits of being a steward?**

Like all member-held UPTF positions, stewards are unpaid volunteers. However, stewardship brings with it unique benefits such as being more informed about UPTF members' rights, being more involved in union decision-making, helping ensure that your department or school is run in compliance with the union contract, making sure concerns and issues specific to your department and school are addressed by the union, and, perhaps most importantly, connecting with and getting to know other part-time faculty at Wayne State.

## **What should I do if I am interested in being a steward?**

Let a member of the Union Council or the staff organizer know of your interest by calling or emailing the office (see contact information on reverse). The Union Council will provide resources and training for stewards, as well as answer any questions you may have about being a steward. Δ

**SOLIDARITY FOREVER!**