



# Representation, Negotiation, Advocacy

**Your union officers, stewards and MSEA-SEIU staff work every day to enforce your contract.**

## **We do this through three key areas:**

### **Representation:**

- Union stewards are MSEA-SEIU members and your co-workers. Union stewards are trained to enforce your contract. Stewards work closely with MSEA-SEIU field representatives and our Legal Department to ensure our contracts are respected and enforced in the workplace.
- Stewards are your first level of support in your workplace. They can answer questions as well as attend discipline meetings with you to make sure your contractual rights are respected and enforced.
- Take a look at our website database (<https://www.mseaseiu.org/index.php/find-your-steward/>) of union stewards and find the one nearest to you. You can also call MSEA-SEIU headquarters at 1-800-452-8794 or (207) 622-3151 with any questions or concerns.

### **Negotiations:**

- MSEA-SEIU members elect a bargaining team to represent our bargaining units in contract negotiations with management.
- During contract bargaining, proposed changes to the existing contracts will be discussed and negotiated. At the end of negotiations, members only will vote on whether or not to accept any tentative contractual agreement.

### **Advocacy:**

Members, staff and community partners all work hard to make sure our interests are represented at the State House. We lobby legislators at the State House, build relationships with our representatives and work to elect leaders who support quality public services and the workers who provide them. By speaking with a strong collective voice, we can advocate for ourselves and the public services we provide.

