

WHAT IS A “STAFF REP”?

Staff Representatives are in KEY leadership positions on your staffs. Your roles can be compared to that of *shop stewards* in many other unions. You are the legal representatives of the HGTA at your school. You are the frontline representatives of our union at the level of teachers’ working lives. You must be effective interpreters of their needs to the union and of the Union’s goals to your staffs.

THE ROLE OF THE STAFF REPRESENTATIVE

In general terms, a staff representative should have three goals. They are:

1. To assume the authority within the school as the HGTA/BCTF representative
2. To become regarded as an effective problem-solver, advocate, and source of information.
3. To take on a leadership role within your staff.

More specifically, these three goals of the staff representative can be achieved by:

- Being an effective spokesperson for your staff at HGTA Executive committee meetings;
- Accurately and promptly communicating information from the HGTA Executive Committee meetings;
- Participating in the business of the HGTA executive committee;
- Participating in a Staff Rep training program;
- Acting as a teacher or staff advocate;
- Facilitating school based discussions of relevant issues
- Initiating and fostering collegial decision-making practices within the school;
- Working with other HGTA committee reps within a school staff
- Gaining experience to be better equipped to take on HGTA executive committee leadership positions.
- Encouraging substitute teacher participation in HGTA membership and school activities.
- Participating in establishing HGTA bargaining objective;
- Encouraging member involvement in HGTA meetings, processes, committees and social events;

The HGTA pays the costs of the TTOCs needed for staff rep training sessions. Articles A.4.2.1 or our collective agreement guarantees one day’s paid leave of absence for staff reps to take part in this training.

The HGTA thanks you for taking the job on for this school year. We hope that the training session is useful and that you have an interesting and rewarding year.