

Professional Aviation Safety Specialists, AFL-CIO Contract Representative Training



▶ Representative Standards

Representational Authority

PASS representatives' rights are determined by three basic factors:

- Union Solidarity
- Contract Rights
- Labor Law Rights

Representational Role

You are the face of the union!

PASS reps have two roles:

- Building a strong union in your workplace
- Handling grievances

Leadership!

You are the face of the union!

Remember...

- Don't take things personally.
- Attend chapter meetings.
- Have internal conversations privately.
- Share information: communicate.
- Lead, don't manage.

Advice

- Don't miss your deadline.
- Don't forget about the grievant.
- Never bad-mouth the union! A house divided against itself will fall!
- Catch the routine fly ball.
- Maintain control: expect to be tested.
- Get those new members early.
 - Even if they are on probation, a friendly piece of advice and support will be long remembered.
- Discuss the grievance with the grievant.

Advice

Take a breather!

This can be intense and stressful work. PASS reps work a full-time job and then take on their union responsibilities. This kind of existence is rewarding but is fraught with burn-out.

Take time for yourself and your family.

Establish Yourself

- Demonstrate to the membership that you can get the job done.
- Establish your position.
- Represent the rank-and-file

Build Solidarity!



Being situated right in the middle of the structure amid the union, management and the rank-and-file, a good PASS representative can do a lot to build unity. In everything you do, you are setting an example to the rank-and-file that they have power, and that power is the union. Your actions every day build the union.