

# BUILDING REP NOMINATIONS/ELECTIONS AND NEW STRUCTURE

## FAQ

### Why was the rep structure changed?

- The duties that reps performed weren't explicitly defined in the By-Laws, there was no explicit role involving Membership, and frankly, the structure wasn't working well system-wide. The revision passed by a majority vote of Rep Council in April 2021

### Why make Membership so important?

- Membership should be the highest priority of our union. If membership isn't prioritized, and we lose members, we lose power, our voice becomes diminished, and our collective strength wanes

### What are the other roles?

- The other two focus areas are **Advocacy** (tracking contract violations, representing members facing potential discipline, etc.) and **Communications** (planning and running monthly meetings, maintaining accurate communication—text and home email—networks, keeping members up to date on union matters)

### How many reps are there per building?

- Formerly, there was an allocation of 1 rep for every 20 members in the building. On the advice of WEA Legal, we changed that language (and moved it from the Constitution to the By-Laws—which was approved in June by a majority vote of the membership) to read: “the exact number of representatives at each building/work site shall be subject to final approval by the Executive Board.” The following guidelines incorporate that thinking as well as the new structure and its roles:
  - **Buildings with 50 or fewer staff—2 reps (one Advocacy, one Membership/Communications)**
  - **Buildings with 50-100 staff—3 reps (one each for the three roles)**
  - **Buildings with 100+ staff—4 reps (two Advocacy, one Membership, one Communication)**
  - **Non-student sites—2-3 reps (if 2, same formula as above, if 3 one each for the three roles)**
  - **Small alternative sites—1-2 reps (same as above)**

### Can a building have more reps than the guidelines above?

- If a building sees their work needing more reps than the guidelines above, that is a conversation we can have. Realistically, however, it has been hard in some cases to find reps to do the work, so if we have that issue, we will address it on a case-by-case basis

**If I'm thinking about being a rep, in one of the three roles, what is the expected time commitment?**

- Because one of the goals of revising the structure (and the roles and responsibilities) was to make the work of building reps more streamlined and more efficient, a realistic assessment would be 5-7 hours a month

**Will building reps still be expected to attend Rep Council?**

- Yes, the expectations for Rep Council as outlined in the By-Laws have not changed

**Will the new structure still allow for full representation at the building level?**

- Yes, the new structure will allow for fair representation. In addition, what it does is prioritize the value of the work being done at the building level, and it adds efficiency to the organizational structure so that problems can be addressed at the closest possible level