

Duties & Responsibilities Of...

TEAMSTER STEWARDS AND ORGANIZERS

TEAMSTER STEWARDS AND ORGANIZERS challenge workers to protect their common interests. They empower workers to develop shared relationships, understandings, and tasks, through which to gain unique resources, a positive understanding of interests, and a new capacity to use these resources on behalf of these interests. Teamster stewards and organizers work through "dialogues" in relationships, understanding and action carried out as campaigns; they identify, recruit and develop leadership, build community leaders, and they build power out of that community.

TEAMSTER STEWARDS AND ORGANIZERS know it takes trust, mutual understanding, rapport and a willingness to improve life for all. It's about striving and making a difference – whether on the grievance front, at the bargaining table or in local, regional and national politics.

TEAMSTER STEWARDS AND ORGANIZERS develop new relationships - sometimes by linking one person to another and sometimes by linking whole networks of people together. It's about building unity and solidarity in the organized workplace. It's about working together with your officers, agents, committee members and delegates to make a difference for our brothers and sisters in the union. It's about mutual support and consideration. It's about managing differences and building strength from diversity and differences. It's about understanding our common interests as working men and women, all Teamsters.

TEAMSTER STEWARDS AND ORGANIZERS deepen understanding by creating opportunities for people to deliberate with one another about their circumstances, to reinterpret these circumstances in ways that open up new possibilities for action, and to develop strategies and tactics that make creative use of the resources and opportunities that their circumstances afford.

TEAMSTER STEWARDS AND ORGANIZERS motivate people to act by creating experiences to challenge those feelings which inhibit action, such as fear, apathy, self-doubt, inertia and isolation with those feelings that support action such as anger, hope, self-worth, urgency and a sense of community.

TEAMSTER STEWARDS AND ORGANIZERS work through campaigns. Campaigns are very highly organized, energized, intensely focused, concentrated streams of activity with specific goals and deadlines. People are recruited, battles fought and organizations are built through campaigns. Campaigns polarize by bringing out conflicts ordinarily submerged in a way contrary to the interests of the organizing constituency. One critical dilemma is how to depolarize in order to negotiate resolution of these conflicts. Another dilemma is how to balance the work of campaigns with the ongoing work of organizational survival.

TEAMSTER STEWARDS AND ORGANIZERS build community by developing leadership. They focus on identifying leaders and enhancing their skills, values and commitments. They also focus on building strong communities: communities through which people can gain new understanding of their interests as well as power to act on them. Teamster stewards and organizers work at constructing communities which are bounded yet inclusive, communal yet diverse, united yet tolerant. They work at developing a relationship between community and leadership based on mutual responsibility and accountability.

ORGANIZING – whether as a member, steward, activist, organizer, business agent or elected union leader – means working together to build the Teamsters and secure a better future for Teamster members.
