

## **Steering Committees in United Campus Workers**

The steering committee is the first leadership body in your union. During the first 3 years of a local's existence, the steering committee takes the role that an executive board would in the future, but with a more flexible model in place to allow the organization to develop. This group is tasked with shepherding the union through some key milestones: drafting a mission statement and by-laws, submitting a charter application, building organizational infrastructure, and - most importantly! - deciding on your first campaigns and growing power on campus.

The steering committee should be at least 5 members, and ideally comprises a cross section of the workers you want to organize: staff, faculty, graduate workers. The people that first take on this role may change over time, and that's ok. The idea is to build the local's capacity for leadership, build internal democracy, and prepare leaders for taking on executive board roles.

At some point in the local's third year, elections will be held to select the first executive board as outlined in the by-laws. At this point, the local graduates from being an "organizing local" to a fully fledged independent local affiliated with the Communications Workers of America.

Steering committees across the different locals tend to lean on each other for ideas, guidance, and overall support. Being a part of your union's leadership team is one of the most important contributions you can make and is a great opportunity to learn and grow as an organizer!