

DELEGATE

Responsibilities & Roles

UUP's delegates make up the governing body of UUP. They have chapter-level and state-level responsibilities. Delegates represent their chapter colleagues in UUP discussions, decision-making, and efforts to help solve problems. They also play an important role in facilitating chapter communications with members, serving as and recruiting department/building reps, and organizing and engaging members in union activities.

At the state level, delegates from all chapters meet each year at UUP Delegate Assemblies (DAs). At the DAs, delegates do the work of the union, which includes establishing policy, deciding on proposed amendments to the UUP Constitution, adopting UUP's annual budget, and electing statewide officers and Executive Board members (UUP Constitution, Article VI).



Each chapter is allotted one delegate for every 75 members (Article VIII, Section 2c).

Delegates have a responsibility to represent the members of their chapters. They play key roles in their chapters and have a number of important responsibilities.

UUP Delegates:

- ▶ **Develop and implement the chapter's plan to organize and activate chapter members**
 - Play a part in one-to-one communication with members
 - *Having personal conversations with members is the most effective organizing strategy*
 - Be a department/unit/building rep and recruit colleagues for this as well
- ▶ **Identify issues colleagues are interested in and would be willing to work on**
- ▶ **Recruit members to get involved**

Delegates should consider establishing chapter committees or work groups focused on specific issues and/or constituencies. Examples include Professionals Advisory Committee, Academics Advisory Committee, Contingent Employment Committee, Women's Issues Committee, Workload Work Group, Technology Issues Committee, etc.

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▶ **Spearhead chapter outreach—on campus, at the hospitals and in the community**

- Collaborate with campus governance
- Collaborate with student groups
- Collaborate with other unions on campus
- Meet with department chairs/professional unit heads
- Meet with academic departments/professional units
- Participate in area labor councils
- Help build coalitions with other groups

▶ **Prepare for and attend Delegate Assemblies**

- Read materials posted online and in DA packets
- Solicit input from chapter members on issues delegates will discuss at the DA
- Participate in discussion and debate
- Represent chapter members' perspectives and experiences in state-level discussions
- Actively participate in statewide committees when appointed to them
- Learn about all UUP statewide committees to present chapter members with updates and opportunities to get involved in state-level work
- Report back to chapter colleagues about issues discussed at the DA

▶ **Communicate with chapter colleagues and document chapter issues for state-level discussion**

Delegates serve as an information conduit between chapter members and UUP Headquarters by sharing state-level information with UUP members—email messages, social media posts, informational flyers and brochures, reports, etc. Communication is crucial to empower our union.

UUP Headquarters can't communicate quickly with every UUP member. So, delegates are called on to assist the chapter president/chapter office to communicate with members.

▶ **Take action and ask colleagues to do the same**

At times, UUP Headquarters will direct delegates to take actions that will involve legislative and political advocacy—contacting legislators to support UUP advocacy items, advocating for UUP initiatives, etc.

UUP Delegate = Chapter Representative, Chapter Activist, and State-Level Activist