**You Can Build the Power to Win**

**the Schools Workers and Students Deserve**

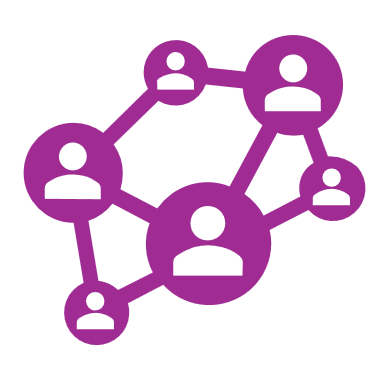
CUPE members are at a breaking point due to overwork, workplace violence, and burnout. Student and school needs have been consistently unmet due to the understaffing crisis.

Funding investments are desperately needed to ensure much higher levels of support staff in all classifications. Instead, the provincial government and school boards want to make further cuts.

**A group of fish in the shape of a fish

Description automatically generated**As your central bargaining committee prepares for negotiations, the work begins now to methodically build member power behind each proposal to improve our lives and students’ lives.

A Contract Action Team (CAT) is crucial for building negotiating power.

**What is a Contract Action Team (CAT)?**

A CAT is a team of CUPE members at a local, made up of representatives from each work site.

This team is responsible for communicating directly with other CUPE members in their work sites to ensure they are fully informed and participating in collective bargaining.

A CAT also helps to bust myths and misconceptions from the employer, as well as address tactics intended to divide and weaken workers during negotiations.

The CAT has the pulse of members in the workplace and supports maximum union solidarity and power.

**What are the responsibilities of a CAT member?**

The work of the CAT is developed through teamwork as the campaign progresses.

Typical tasks include:

* Have one-on-one conversations with coworkers.
* Take notes and track progress on member participation level.
* Input information into shared spreadsheets.
* Attend team meetings and occasional organizing training sessions.

**What are desired qualities of a CAT member?**

* Enthusiastic.
* Committed to collective worker power.
* Open to learning and practicing organizing skills.
* Determined, as opposed to easily frustrated.
* Speaking with colleagues and identifying opportunities for face-to-face connections, as opposed to relying on email and text.
* Listening as much as talking.

**Contact [local email address] to sign up or nominate a coworker to the CAT!**