



HATS OF A BUILDING REP

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UNISERV DIRECTORS

Housekeeping

- Keep your camera on
- Be prepare to share your thoughts and ideas
- Respect the thoughts and ideas of others who share
- If you don't know or understand, ASK!

A HIGH FUNCTIONING LOCAL

- Has informed members
- Has active members
- Has effective internal and external communications
- Has knowledgeable and committed leaders
- Has leaders with effective subgroups of leaders and activists
- Is principled and focused on the goal of achieving on behalf of its members

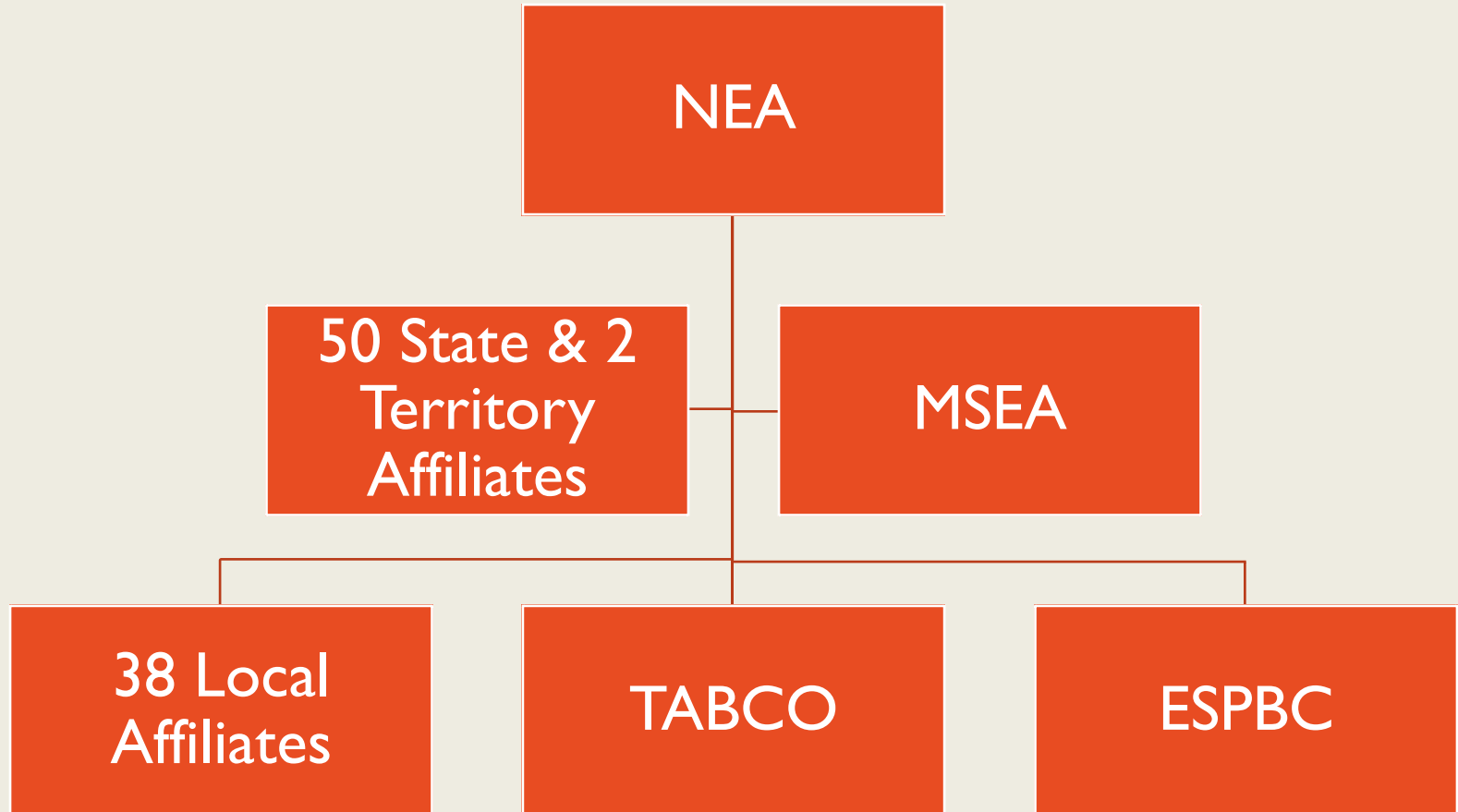




BUILDING REPRESENTATIVES ARE...

- An organizer
- An advisor
- An advocate
- A representative
- A leader

Who Are ESPBC and TABCO?



How are ESPBC and TABCO organized?

- President
- Vice President
- Secretary
- Treasurer
- ESPBC: 8 at-large Board members
- TABCO: 9 geographic Board members

Board of Directors

- Represents each worksite within BCPS
- 1 official building rep per 20 members at a worksite

Representative Assembly

- Budget
- Bylaws and Resolutions
- Membership
- Member Rights
- Government Relations
- Negotiations
- Scholarship

Committees and Action Teams

A white, scalloped-edged shape, resembling a seal or a badge, is centered on a solid orange background. The shape has a slightly irregular, hand-drawn appearance with rounded corners and a wavy border. The text "THE ORGANIZER" is printed across the center of this shape in a bold, dark grey, sans-serif font.

THE ORGANIZER

Building Representatives are organizers...

- Get others involved
- Communicates
- Spokespersons
- Informers
- Problem solvers
- Story tellers
- Flexible

A white, scalloped-edged shape, resembling a seal or a badge, is centered on a solid orange background. The shape has a slightly irregular, hand-drawn appearance with rounded corners and a wavy border. The text "THE ADVISOR" is printed across the center of this shape in a bold, dark grey, sans-serif font.

THE ADVISOR

An advisor is

- Knowledgeable in
 - Association programs and services
 - Association bylaws
 - Member rights and Maryland law
 - Master Agreement
 - Legislative updates



THE ADVOCATE

An advocate...

- Knows the contract
- Speaks to administration on behalf of the members in your building
- Attend low level disciplinary and investigation meetings with administration
- Confidential
- Takes action



**THE
REPRESENTATIVE**

A Representative...

- Attends and participates in Representative Assembly meetings
- Facilitates 10-minute meetings with the staff
- Shows members how to use member benefits
- Disseminates information to membership
- Provides members with MSEA and ESPBC/TABCO updates
- Participates in committee work

THE LEADER

THE LEADER



“A good leader inspires others with confidence in the leader...”

A great leader inspired them with confidence in themselves.”

**How to be a building
rep in a virtual world?**

Riddle

What punctuation mark changes
the meaning of "impossible"?

Riddle

Answer:

"I'm possible."

KEY LEARNINGS

- **You, as the Association Representative at your site, are the key to establishing and maintaining a credible, effective, and powerful organization for the benefit of the members, the education profession, and the community it serves.**
- **Come back for additional training.**

