



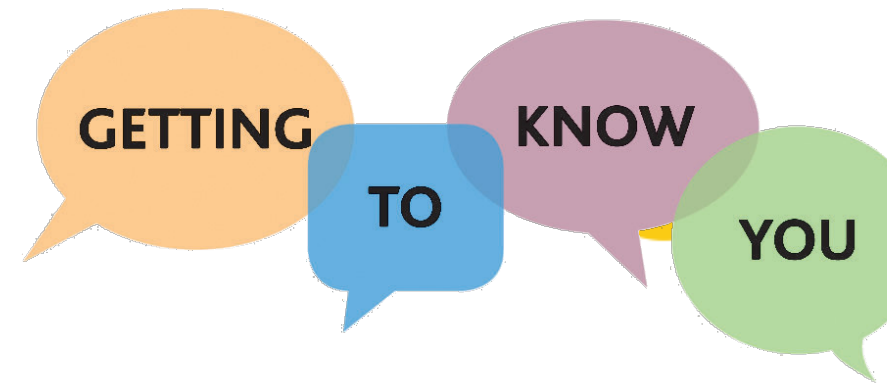
# COR 1057 Building Union Power - Stewards

One Union • **One Family** • One Fight!  
Education and Engagement



Finishing  
Trades  
Institute  
  
INTERNATIONAL

Phase **1**



WHO ARE YOU?

WHAT INSPIRED YOU TO JOIN THE  
**UNION?**

WHY DID YOU DECIDE TO BECOME A  
**STEWARD?**



## COR 1057 Building Union Power - Stewards



Centered around IUPAT's value statement "**One Union, One Family, One Fight**," the course emphasizes the importance of **commitment, mutual support, and solidarity** in driving meaningful change within our union.

This training module is designed to **empower** our members by fostering a shared understanding and **commitment** to our core **values**.

Participants will gain insight into their **personal role in strengthening union power**, understand the value of working together toward common goals, and leave with a deeper sense of how individual actions **contribute to our union's success**.

## Learning Outcomes

- Explain the importance of your **role as a Steward** to promote IUPAT's mission and value statement.
- Identify key events and milestones in our union's history.
- Explain IUPAT's Mission and Values Statement —**One Union, One Family, One Fight.**
- Recognize and describe the decline in union power and its key factors.
- Discuss ways members can take an active role in building power within our union.



## Course Topics

- 1 Introduction
- 2 Market Share Past and Present
- 3 IUPAT History
- 4 Our Mission and Value Statement
- 5 Member Empowerment







# IUPAT Steward Introduction and Role



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# Role as Steward



## Who is a Steward?

- **Representative** for fellow union members in the workplace
- **First Point of contact** for members
- **Leader and Messenger** of the IUPAT's mission and value statement

# Key Responsibilities



Representing  
Members

Enforcing the  
Contract

Resolving  
Workplace  
Issues

Communicating  
Information

Educating  
Members

Building a  
**Strong Union**





# Construction Unions: Market Share Past and Present

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### Question 1

What percentage of construction workers belonged to labor unions in the U.S. in the 1940s?

A. 12%

B. 40%

C. 73%

D. 87%





### Question 1

What percentage of construction workers belonged to labor unions in the U.S. in the 1940s?



### Answer

D. 87%

### Question 2

What percentage of construction workers belonged to labor unions in the U.S. in 2024?

A. 10.3%

B. 40.5%

C. 73.2%

D. 25%





### Question 2

What percentage of construction workers belonged to labor unions in the U.S. in 2024?

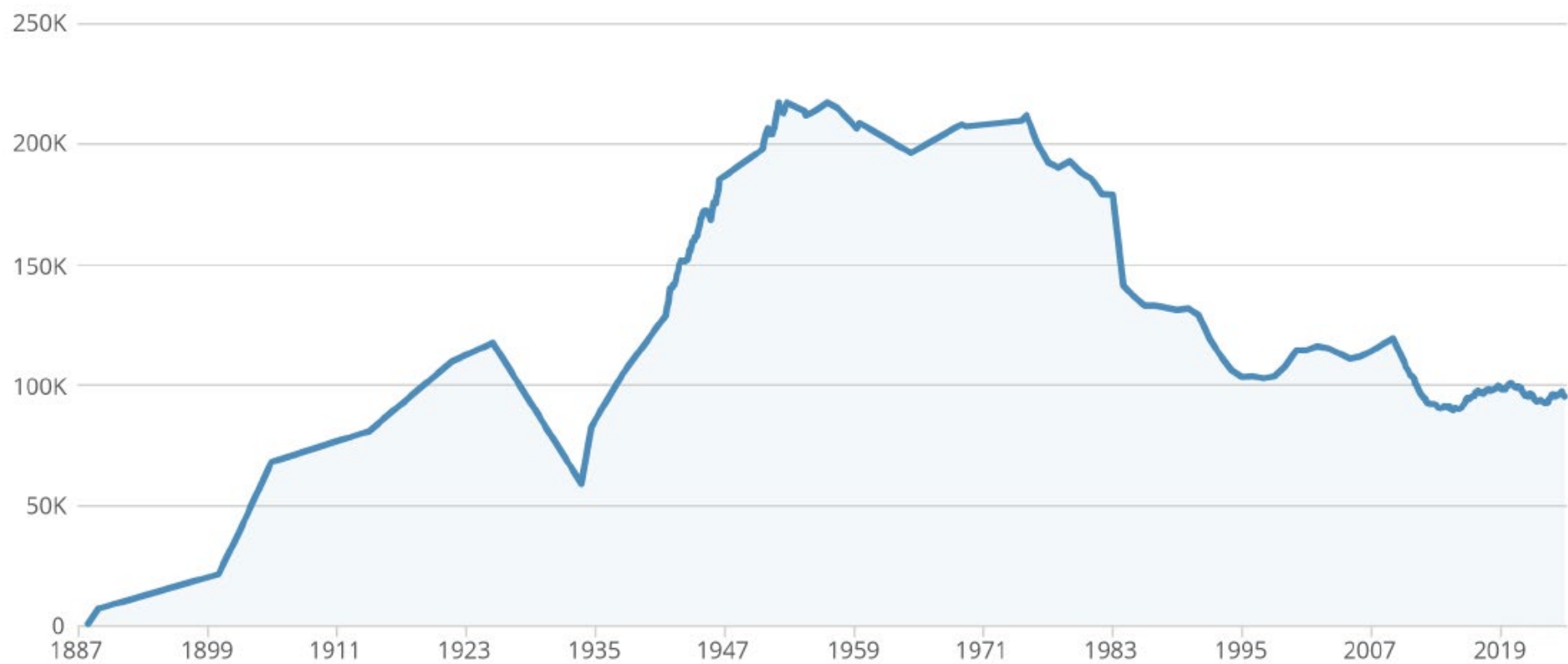
### Answer

A. 10.3%



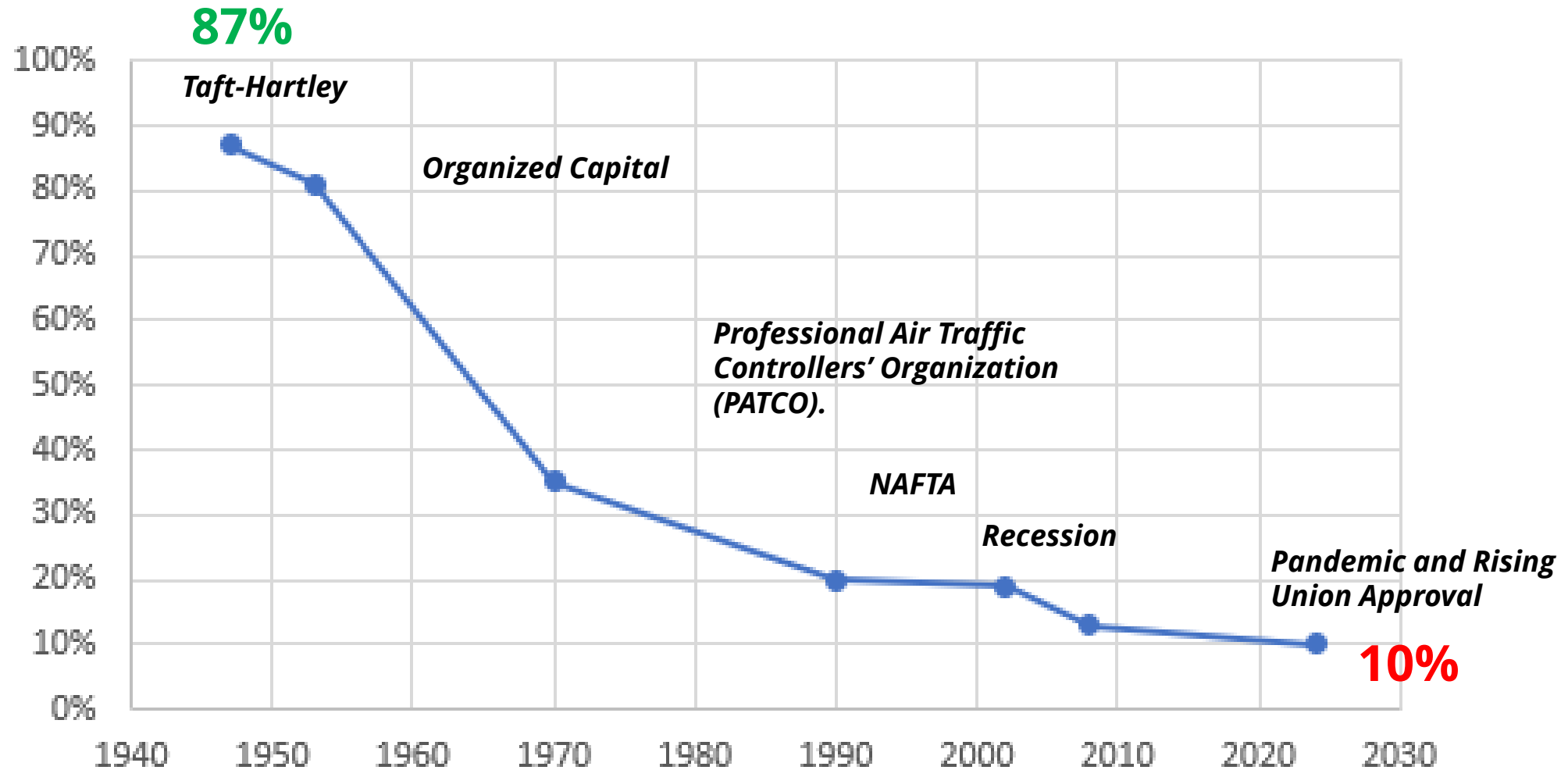
# Trend of Total Membership

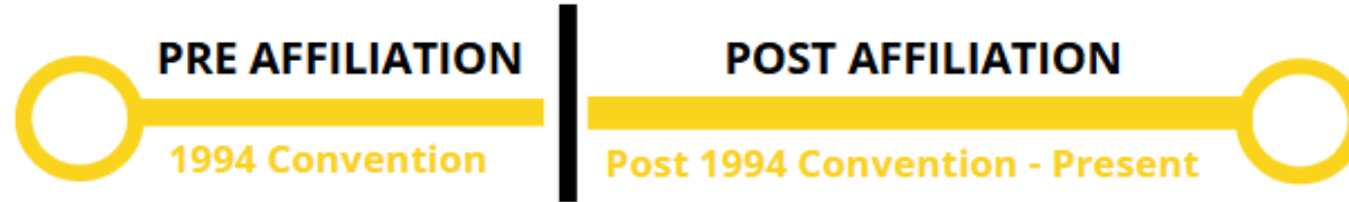
Active Member Totals 1887 to 2024





# Percentage of Construction Workers Belonging to Unions in the U.S.





# History of **Our Union**

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# Craft and Local Union Autonomy



**Local Union  
Driven**



**Broken down  
by small  
geographic  
locations.**



**Trades were  
independent.**



**Resources  
were limited.**





# District Council Full Affiliation



**Created District Council affiliation of all local unions.**



**Merged benefit plans and collective bargaining agreements on a regional level.**



**Consolidated all resources and trades under one banner.**



# Becoming ONE Union



Changed our name and logo to unite as “One Union”.



Restructured the International Union to be more Department Driven.



Created Organizing Funds to assist our District Councils organizing programs.



# One Union. **One Family.** One Fight



Created Model  
District Council  
Structure  
transparency of  
Departments



Full-time  
Directors of  
Organizing,  
Service, Training  
and Government  
Affairs



Increased our  
Training,  
Organizing,  
and Political  
Power



Built our “One  
Union, One  
Family, One  
Fight” member-  
driven campaign  
for Power



Unite our  
membership  
under the values  
of increased  
participation,  
solidarity, and  
empowerment



# Obstacles





# Our Value Statement – One Union. One Family. One Fight!

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## Our Mission

**“TO BETTER THE LIVES OF  
EACH AND EVERY MEMBER  
BY BEING THE STRONGEST,  
MOST POWERFUL VOICE IN  
THE INDUSTRIES WE  
REPRESENT.”**





## **One Union**

Our strength is forged through unity by every member within our union working together, regardless of our individual trades, throughout North America. We stand united as one, transcending individual differences and creating collective power.

## **One Family**

We stand together as one. We support, care for, and respect each other in our union halls, on and off the job sites, each and every day. We leave no members behind.

## **One Fight**

We fight together for stronger contracts — that means safer job sites, industry-leading pay, and democracy at work. When we win stronger collective bargaining agreements for IUPAT members, we win higher standards of living for every worker in our crafts.





# Member Empowerment

## Ways Members Can Build Power within the Union

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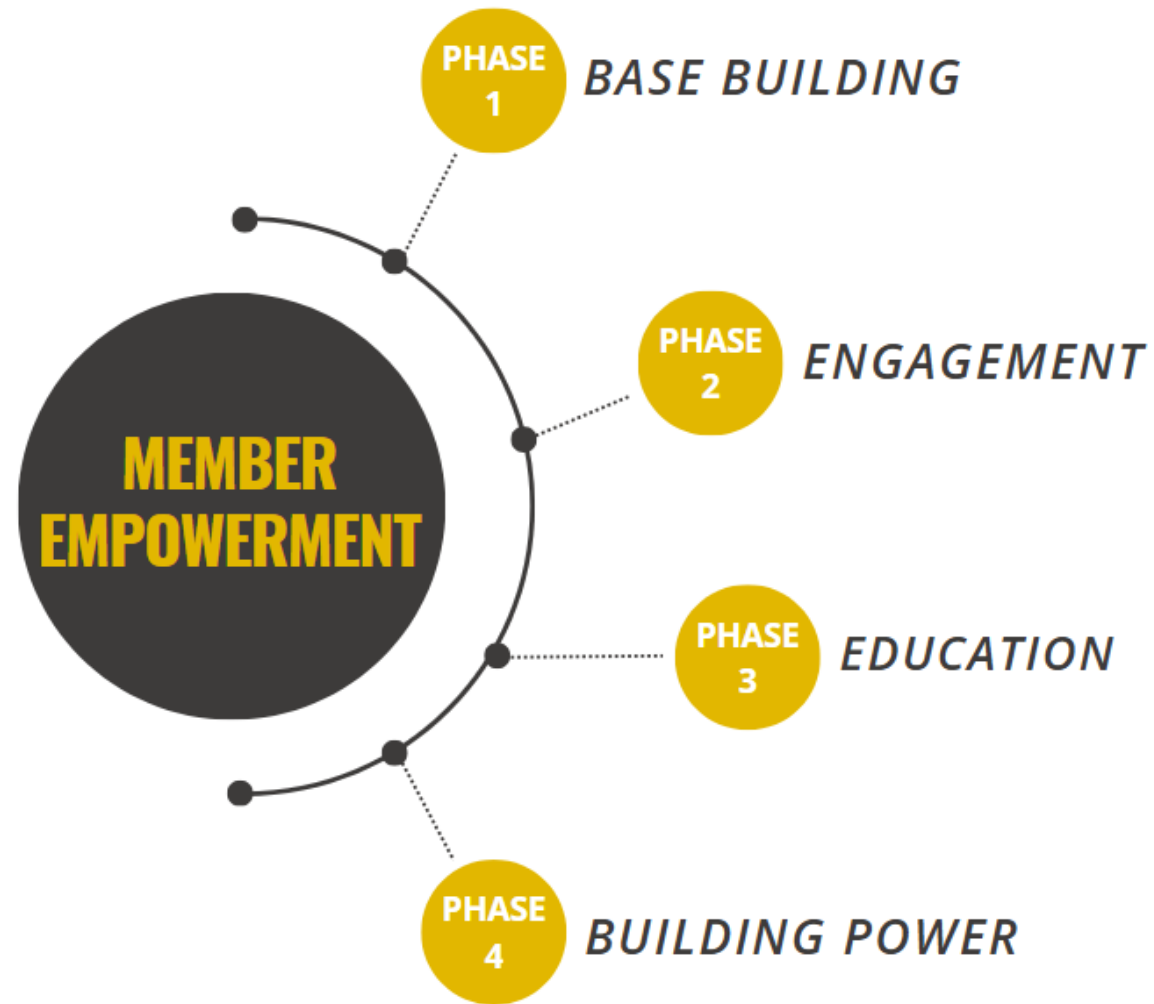
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# Member Empowerment: 4 Phases





## Phase 1: Base Building



**RECOMMIT & EDUCATE OUR MEMBERS  
ON THE VALUES OF THE UNION**



## Phase 2: Engagement

### Two-way Communication



### Inclusive Leadership



### Regular Interaction

### COMPONENTS OF ENGAGEMENT





## Phase 2: Engagement - Membership Participation Check List



- **Commit** to the values.
- **Live** the values.
- **Share** the values.
- Be a leader on the job site.
- Be a leader in your local union.
- **Participate** in the union activities.

**“TO EDUCATE MEMBERS ON HOW TO BUILD UNION POWER, IT'S ESSENTIAL TO PROVIDE EACH OTHER WITH THE KNOWLEDGE, SKILLS, AND MOTIVATION TO ENGAGE ACTIVELY AND EFFECTIVELY IN OUR UNION'S WORK. ”**





# What is Active Listening?

**Active Listening** is an essential skill for fostering effective communication, particularly in union settings where challenging or sensitive conversations are common.



# Key Elements of Active Listening

## ACTIVE LISTENING

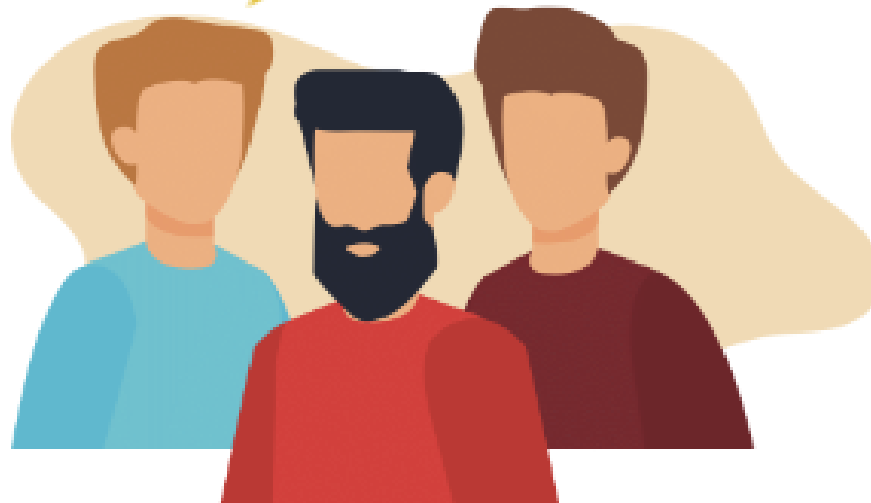


# 7 Key Tips for Dealing with Difficult Situations



## Practice Active Listening

What are you hearing at  
jobsites?





## Phase 4: Building Power



**Union Power** comes from the strength of engaged and committed members who unite and speak with one voice.

The more **involved**, **informed**, and **unified** we are, the stronger our union becomes, giving us the power to **drive meaningful change**.

Strength is found in the solidarity of our union's members.



# Summary



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- The future of **OUR** Union is in **OUR** hands.
- Membership participation is **CRITICAL**.
- The value statement of ***One Union, One Family, One Fight*** is the foundation for building a united and powerful union.

**OUR Union is only as Strong as OUR Members.**



# Stay Connected to Our Union Family

**Member  
Mobile Portal**



**IUPAT YouTube**



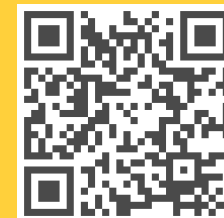
**IUPAT Facebook**



**IUPAT Instagram**



**IUPAT Tiktok**



**IUPAT X**



- ✓ Open your phone's camera.
- ✓ Scan the QR code with the camera.
- ✓ Tap to open the site/app.





Questions or Comments?



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## Contact Information

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**ONE UNION. ONE FAMILY. ONE FIGHT!**

END