

# ROLES OF A

# NEGOTIATOR

Equity bargaining process

## 1 BUILD THE AGENDA

Extend the bargaining agenda to include the issues at the intersection of the private area of family/home and the public area of work.

## 2 SOCIAL NORMS & PRACTICES

Chip away at deeply entrenched gender roles, norms and stereotypes in both the union and workplace.

## 3 CARE WORK & THE WORKER

Ensure that employers take into account the care responsibilities of workers.

## GOAL

Have the issues that reflect the intersection of the private area of family/home and the public area of work in the union's bargaining agenda.

## 4 HOURS OF WORK

Ensure that leave and hours of work are seen through a gender lens.