The basic premise of unionism:
● “An injury to one is an injury to all”
● Mistreatment of one employee creates the possibility of mistreatment of others
● Creates a balance of power – between employer and employees
● Forms the foundation of solidarity

The policy making body of the Association is the Representative Council. Site Representatives have the right to be treated by management as an equal, to be provided information related to possible contract violations, health issues, and disciplinary investigations. They have the right to conduct legitimate union activities before and after work and on breaks and lunch.

They shall:
1. Support and defend the rights of members, and represent members with site administration.
2. Establish Association policies and objectives.
3. Adopt the annual budget of the Association on or before the first meeting of the school year and establish the dues of the Association.
4. Approve the establishment or discontinuance of committees recommended by the Executive Board.
5. Meet once during each school month

Representatives shall:
1. Conduct constant and ongoing liaison between the Representative Council and the active members of their school site.
2. Serve as the official channel through which written communications and publications can be easily and quickly transmitted between the Association and the members.
3. Listen and represent the views and input of their active membership in votes taken in the Representative Council, conducting frequent and regular polls of such membership for this purpose.
4. Establish a relationship and Represent active membership in monthly meetings with site principals.
5. Be given a stipend at the end of the year for the completion of site representative duties and attending Representative Council Meetings.