



Ready to sign a

# STEP agreement?

1

## CRIO AND UNION MEET

to discuss how a STEP agreement can support the union's goals for recruitment, membership, training, and DE&I initiatives



2

## UNION GATHERS INFORMATION

1. Union membership and composition: These baseline numbers will define the starting point of the STEP agreement
2. Patterns of recruitment, retirement, and retention: STEP targets should take these into account
3. Union designated point person: The DPP will liaise with CRIO throughout the life of the agreement



3

## UNION DRAFTS STEP AGREEMENT

using CRIO-provided template



4

## CITY APPROVES STEP AGREEMENT

after speaking with all union stakeholders



5

## CITY AND UNION ANNOUNCE AGREEMENT

