

TIPS

Build Power to Win a Strong First Contract

Once our organizing campaign is successful, we will begin the process of negotiating our first contract. There are many factors that play a role in negotiating a strong first contract, but people power is our best weapon. Here are some ways to help get started building power and winning.



✓ COMMUNICATION

Create a structure to effectively communicate with every person in the workplace. You can start with networks from the election campaign, but find ways to involve everyone, including people who voted against forming a union. We're in this together and stronger together!

✓ GET ACTIVE

We win a strong contract when others see we are resolute in our goal. Develop campaigns and actions around issues people care about. Every time there is something to do get people involved, be visible and celebrate victories no matter how small—this helps build momentum and brings people back for the next fight.

✓ MAJORITY MEMBERSHIP

Power in numbers still makes a difference. Membership is an obvious way to show management we care about the issues. Ask everyone to join, and make membership urgent, important and necessary in order to win on the issues.

Networks

Can we successfully create a network of co-workers that can reach each and every co-worker one on one? How many people do we need? How quickly can we get the word out?

✓ **ACTIONS HAVE CONSEQUENCES**

Over and over again, show people that what they do matters. Connect actions in the field to results at the bargaining table. Small victories count!

✓ **BUILD ALLIANCES**

Visible allies hold our employer accountable to community, not just to us. Getting members involved in outreach to people they know can be a great way to involve new people.

People Power

Activity in the workplace is what gives us power. That means continuously building our membership, getting everyone involved and being visible to win on the issues we care about.