

## TIPS

# Leaders that Last: Working with Committees

Committees are a critical part of successful campaigns. People must be invested in the change they want to see and get the training and preparation to succeed. Remember these tips.



### BE HONEST ABOUT OBSTACLES

**Be honest about the employer's anti-union activity, criticism from some of its peers, and the hard work it will take to win. Help the committee take on the challenges by:**

- discussing solutions and making decisions together;
- spreading out the workload;
- creating strong communication networks;
- preparing workers for what others will say and do to oppose their union organizing drive; and
- standing together to confront employer activity.

### TRAIN PEOPLE FOR SUCCESS

**Provide discussion and training for committee members so they will be successful with tasks and their role as union leaders:**

- one-on-one communication and role-plays;
- information on how to run successful actions;
- best practices for meetings and followup; and
- recruiting and developing other activists.

### EYES ON THE PRIZE

**We're building a democratic activist organization to give working people more power. The committee must build *majority support* and engagement among co-workers.**

This can be done by:

- continuous one-on-one outreach;

#### Continue One-on-One Communication

Allow time for people to raise their concerns, questions and doubts.

Keep individuals involved with regular meetings to discuss the roles they want to play and opportunities to develop skills and expertise.

- 
- being in tune with how the majority of co-workers feels about the organizing campaign; and
  - finding ways to involve as many people as possible in organizing campaign activities.

## SUPPORT AND ACCOUNTABILITY

**Doing things that help people stay on track with day-to-day tasks of the campaign builds trust and morale among the committee and helps show progress:**

- hold regular, face-to-face meetings to follow up on assignments;
- ensure tasks are clear and have deadlines;
- help people understand how small tasks fit into the overall plan to win;
- train and prepare people for what they will be doing;
- hold committee members accountable to each other; and
- track and share everyone's progress to help the committee adjust and learn together.

### Commitment to Clear Roles

Lay out what it takes to win and what role the committee needs to play in order to form a union.

- To be successful, committee leaders need to:
- have a shared vision;
- understand the campaign plan; and
- commit to the work of forming a union.

## RECOGNITION

**Organizing a union, winning a first contract and seeing the changes you have been fighting for come to fruition takes hard work and perseverance. Keep committee leaders motivated and focused:**

- celebrate small victories;
- recognize individual contributions;
- create time for reflection on what we're doing and why;
- challenge each other; and
- have a sense of humor.