

GET STARTED

Organize a Committee

The individual people that are part of our organizing committee are critical to building a strong local union and winning our organizing campaign. From the start, seek out co-workers who represent the diversity of the workforce and have the respect of others. Here are some tips for finding the right people and getting started.



LEADERS HAVE FOLLOWERS

By definition, leaders have followers. Start with these people.

- Identify the different parts of the workforce that need to be represented on the committee.
- Ask your co-workers to help identify people who seem like natural leaders in those areas or of different groups of people.
- Start there, but don't stop asking and recruiting others to get involved.

ONE-ON-ONE CONVERSATION

Once you identify the right people, you need them to join your committee. A one-on-one conversation is your tool to make this happen.

- Find a way to meet face to face.
- If you don't know the person well, have someone you both know make the introduction.
- Start with the things you have in common.

Questions to Ask

- Who needs to be involved to help our campaign be successful?
- Whom do people go to with a problem at work?
- Who has the respect of their co-workers?
- Whom do others trust?

GET A COMMITMENT

Ask people to join the committee. Make sure they have the information they need to make an honest commitment.

- When opinions differ, ask questions rather than arguing.
- Let them articulate why getting involved is important to them. They don't have to get involved for the same reasons you did.
- Whatever their level of commitment, find a way to include them in the campaign.

SET PEOPLE UP FOR SUCCESS

Organizing a union is always a learning process. What we learn during the campaign will be used over and over to build a strong union for the long haul.

- Match people up with their own interests and skills.
- Start with small tasks that can easily be accomplished.
- Use role-plays or modeling to teach people to take on new roles.
- Keep tasks connected to the bigger picture and why it matters.
- As people learn and succeed, make space for them to step up.
- Support each other by recognizing success and tracking progress together.

Listen Up!

This conversation is *not* a pitch about all the reasons you think forming a union is a good idea.

Get to know the other person and listen to his or her perspective. Common ground will help you find a way to move forward.