

Moving to an Organizing Mindset

Servicing	Your Local Assessment ←—————→	Organizing
Reluctant to involve members in bringing pressure on the employer. Members have not built power. Union organization at the worksite is weak. Management takes advantage of this lack of unity and loss of confidence in the union.	1 2 3 4	Encourages initiative and creativity of members. Members are empowered and the union is better organized at the worksite. The more collective understanding and action, the more change is institutionalized and sustained.
Limits the scope of bargaining to bread and butter issues of salary, hours, and “working conditions.”	1 2 3 4	Infuses bargaining with concerns that go beyond wages and benefits and isn’t afraid to take on broader issues with a bold stance.
Exclusive. Little turnover in leadership. Suspicious of newcomers. Small group of leaders handpicks participants.	1 2 3 4	Inclusive union. Tries to reflect the workforce in the composition of union leadership. Democratic input by all stakeholders creates processes for institutionalized teacher, parent, and student empowerment.
Member expects Business Agent or Steward to fix their problem. Steward or Business Agent talks to the boss alone and settles issues without members present.	1 2 3 4	Member understands their responsibility to be part of the solution, asking what <i>we</i> can do to solve the problem. Organizer talks to other members about how the issue affects us all and members have a united message for management.
Small bargaining committee, negotiations are kept secret until a settlement is reached.	1 2 3 4	There is a large bargaining committee or a transparent model for negotiations to maintain a constant flow of information to members.