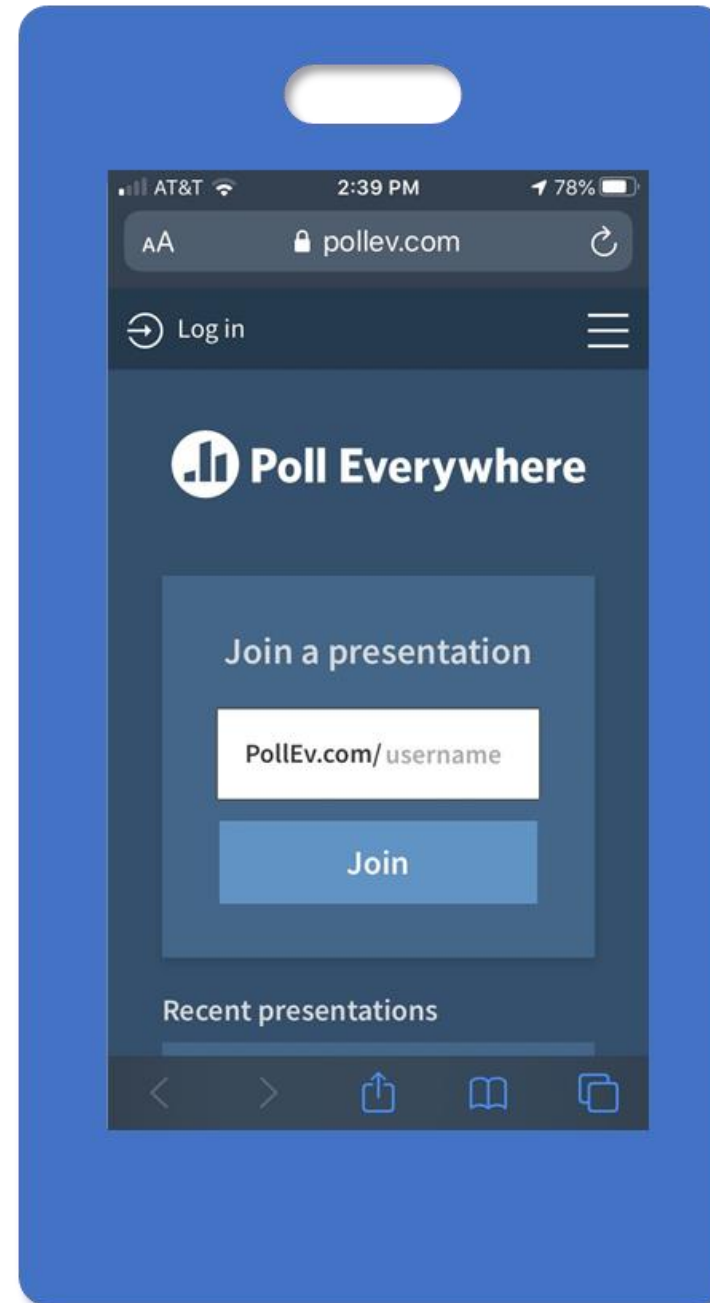


While you're waiting . . .

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go to pollev.com and
enter username [tellett154](https://pollev.com/tellett154)

tell us where you're from!





Contract Campaigns

Maximizing Worker Power





Tap on the map





Power determines success in contract negotiations



OBJECTIVES

LEARN

- How collective bargaining is different from individual negotiations.
- Demonstrated solidarity through visible union activity is the source of our power.
- What it takes to engage co-workers in union activity.
- How to plan an action & create a strategy.

AFSCME Code of Conduct

- AFSCME is committed to providing an environment free from discrimination and harassment, regardless of an individual's race, ethnicity, religion, color, sex, age, national origin, sexual orientation, disability, gender identity or expression, ancestry, pregnancy, or any other characteristics prohibited by law. As such, AFSCME will not tolerate discriminatory, harassing or otherwise unacceptable behavior at any of its activities, events or meetings. AFSCME expects everyone who participates in any of its activities, events or meetings to abide by this standard of conduct.
- There will be no retaliation or other adverse action taken against an individual who makes a complaint. Complaints should be sent to the AFSCME Human Resources Department at reportharassment@afscme.org

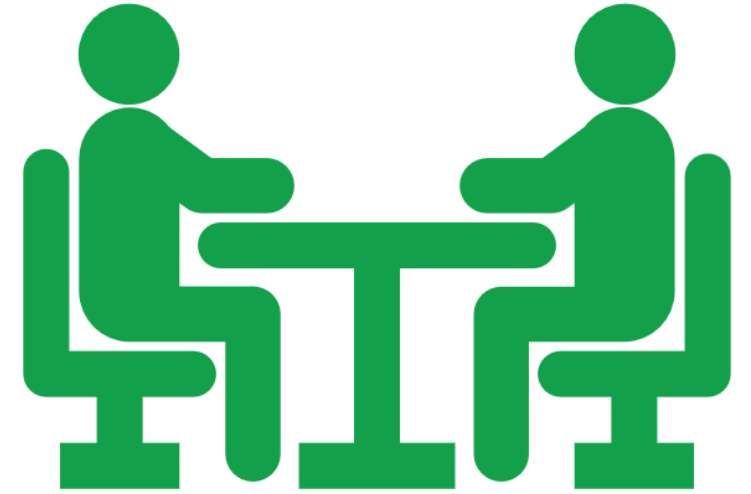


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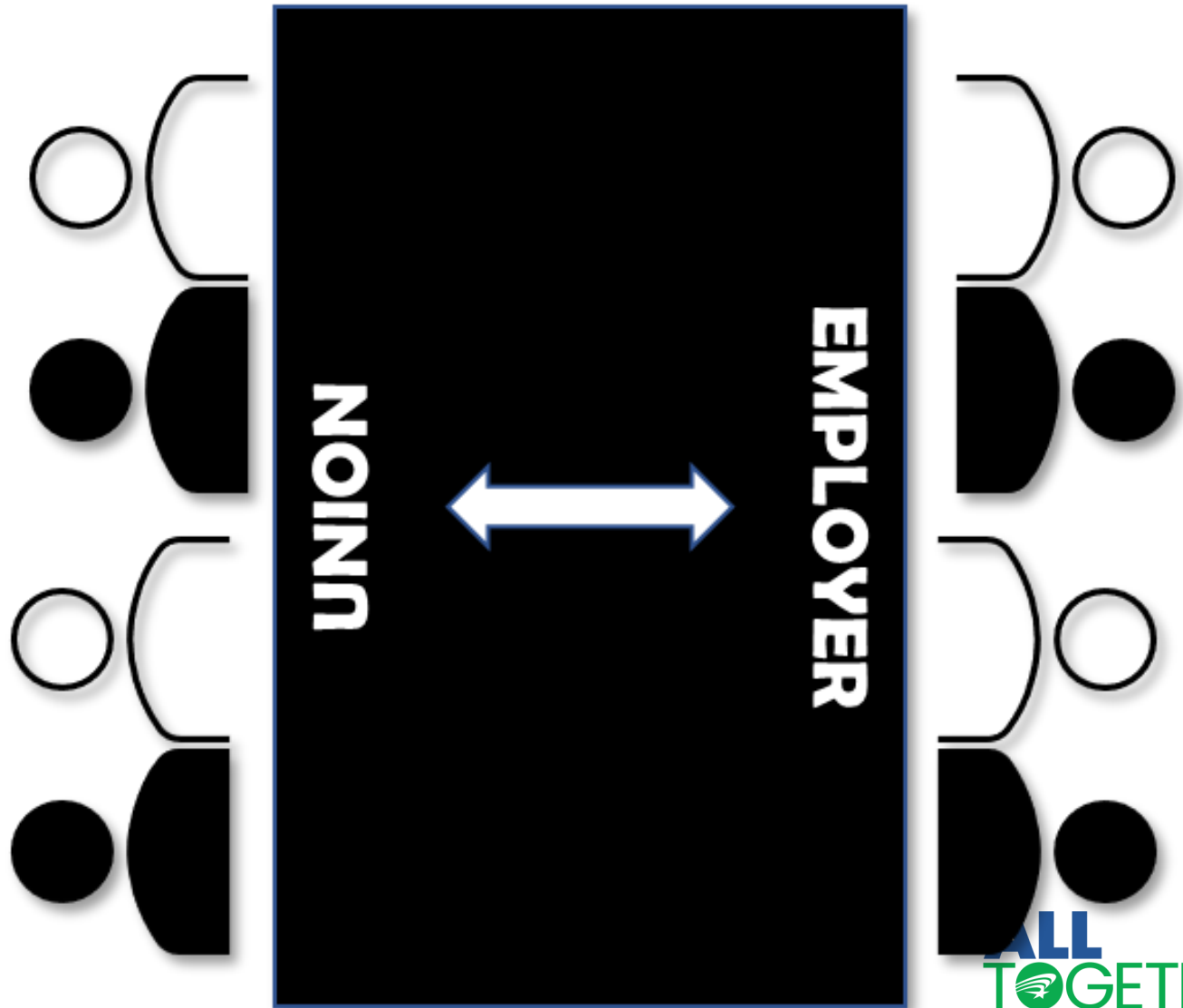
**What is your
negotiating
experience?**



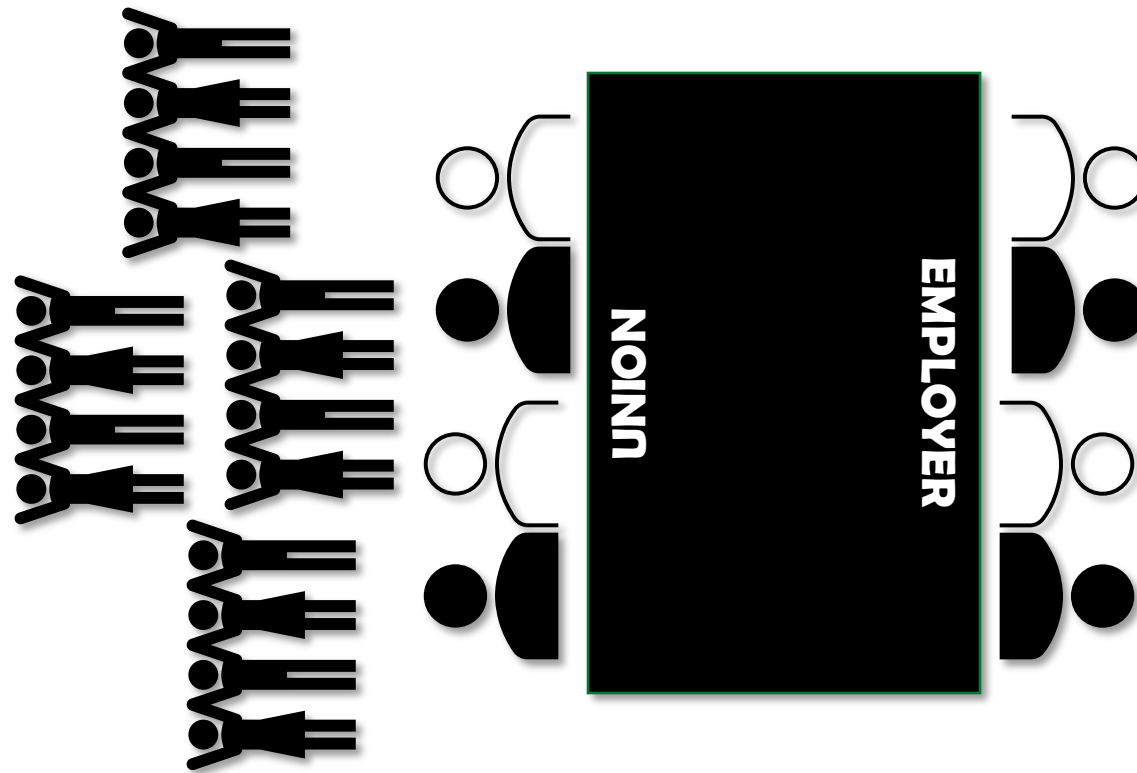


Individual Negotiations vs. Collective Bargaining

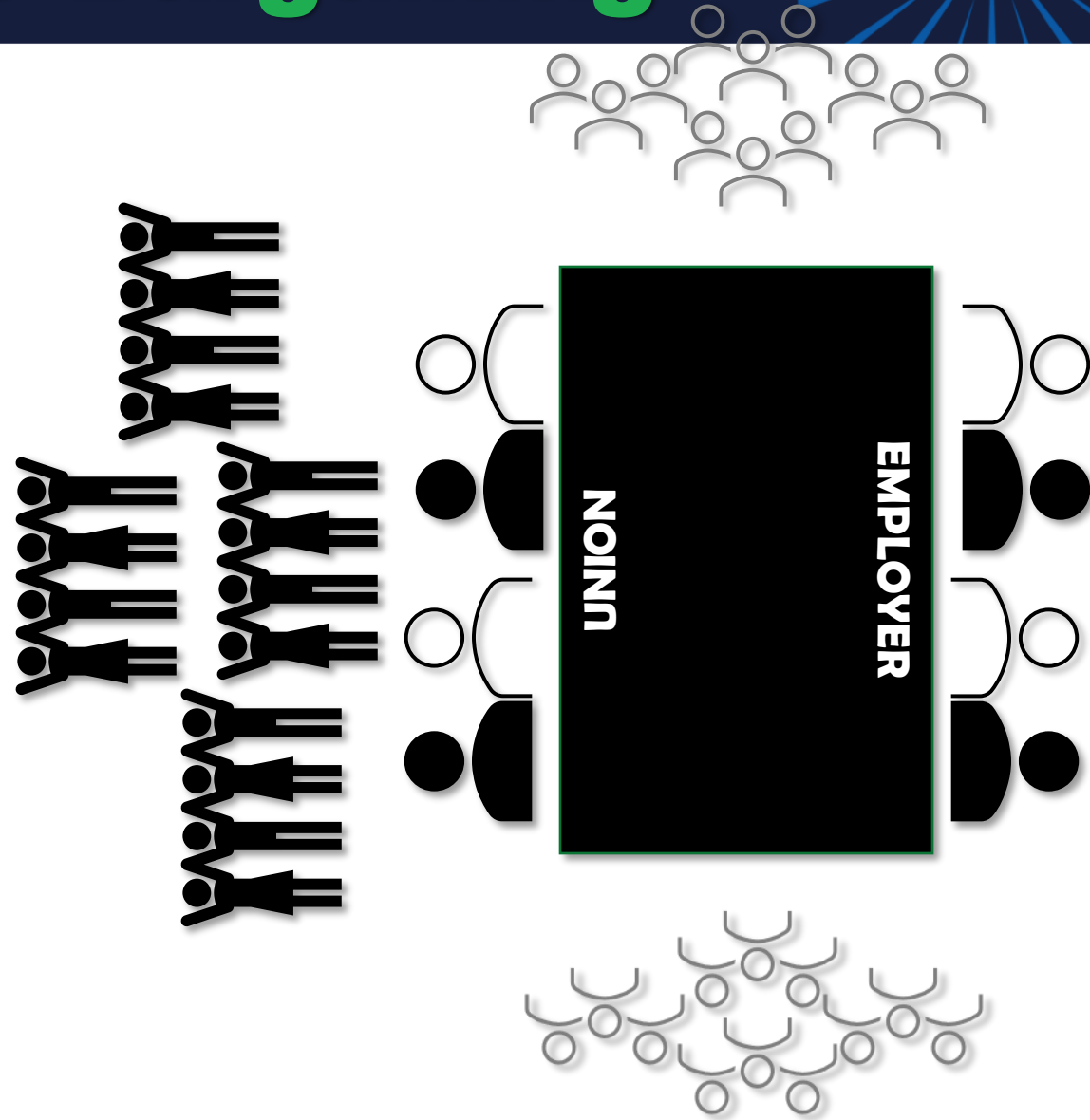
Collective Bargaining



Collective Bargaining



Collective Bargaining





Factors that Influence Bargaining

Experienced representatives at the bargaining table

Employer budget funding priorities

Public support of union

Good relationship with the employer

Percent of employees who are members of the union

Visibility of the union at the workplace, concerted action,
or other pressure on the employer

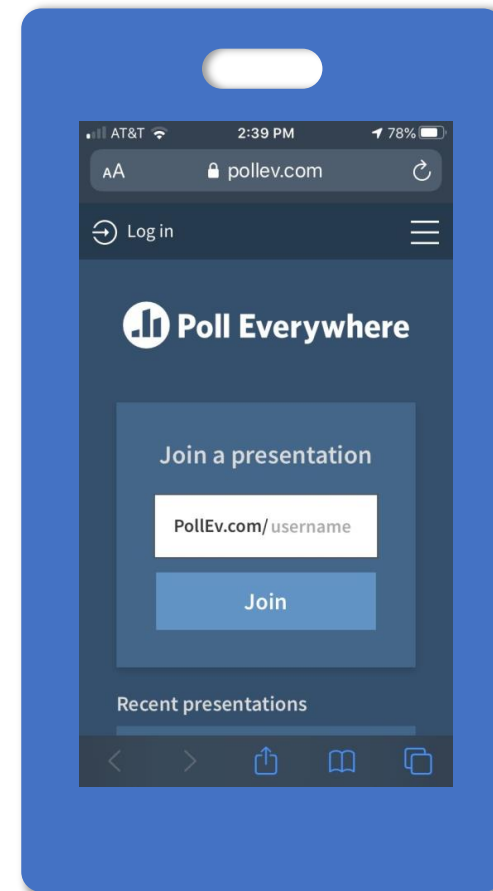
Good lawyers

Opposition to collective bargaining on the part of the
employer

Effective lobbying program

Connect to Poll Everywhere

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Factors that Influence Bargaining

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Contract Campaigns

- **Win improvements in wages, hours, & working conditions (or stop concessions).**
- **Build a stronger union.**
- **Create an opportunity for everyone to be an active part of our union.**
- **Enhance communication with the membership.**
- **Develop new leaders & activists.**
- **Recruit new members.**

- **Surveys**
- **One-on-one conversations**
- **Meetings**
- **Grievance records**

[illegible]

Targets & Allies

Primary Target



Secondary Target



Targets & Allies





**Strategy without
TACTICS is the slowest
route to victory**

—Sun Tzu

Successful Actions



Everyone can take part



Visible



People are willing to do it

Tactics

Tactics

1. Group meeting & decision making
2. Collectively signed grievance
3. Stand-up or sit down on the job
4. Button/ribbon/armbands
5. Workplace/site survey
6. Same color clothes
7. Newsletter or flyer
8. Involving community and/or union allies
9. Petition
10. Phone-in/email-in
11. Balloons
12. March into work together
13. Rally
14. Boycott event
15. Tapping pencils, coughing or sneezing at the same time
16. Strike
17. Evaluation of supervisors
18. Comparing their behavior toward employees
19. Awards to employers
20. Color coordinated ink on forms
21. Take over of office or meetings
22. Information leaflet at public event
23. ~~Press release~~

Successful Actions



Workplace

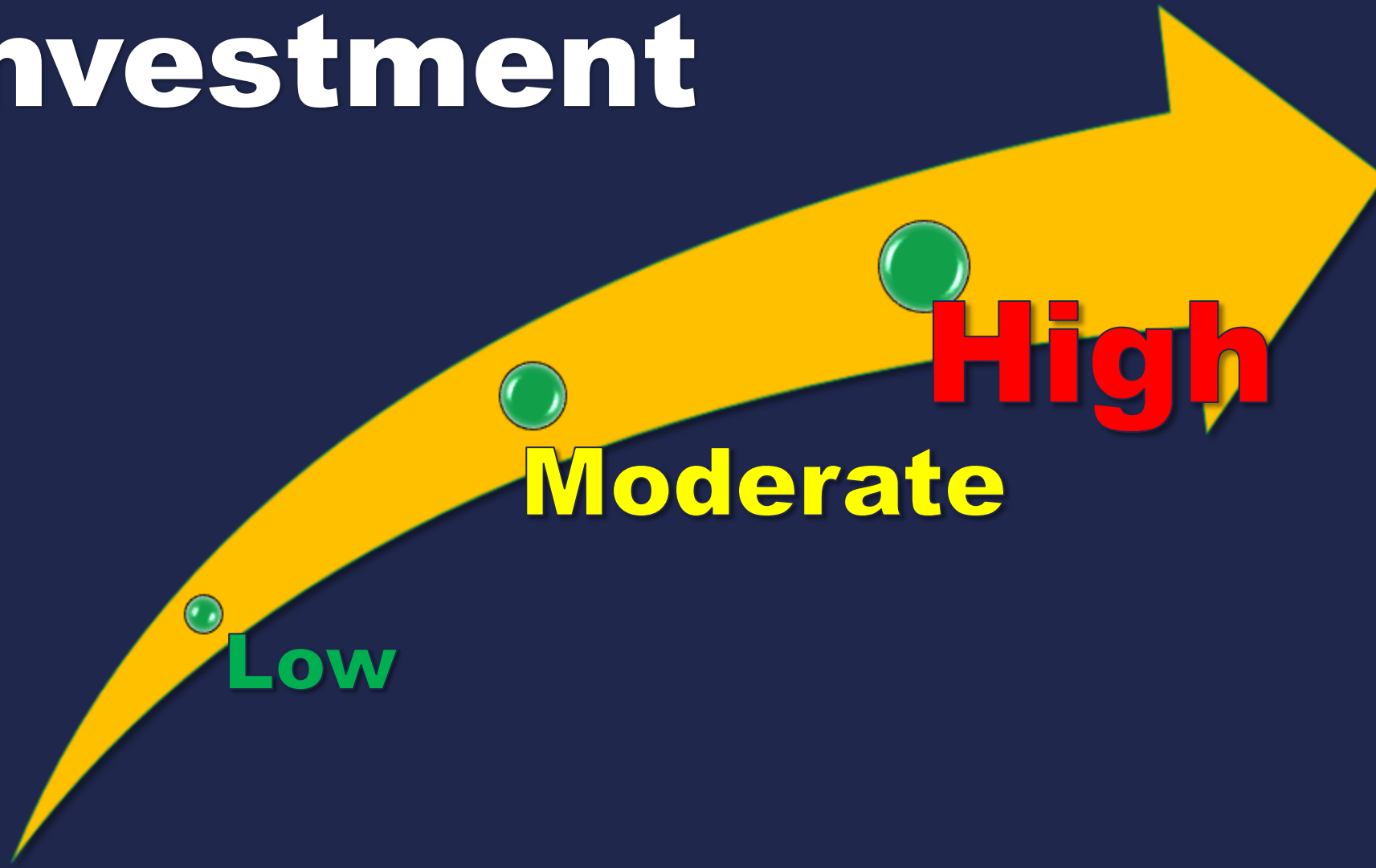


Community



Political action

Investment



AFSCME buttons

**Informational
picketing**

**Circulate and sign
a petition**

**Sit down together
(or stand up) on
the job**

Parking lot rally

Strike

**Distribute a flyer
at a public event**

**March into work
together**

AFSCME T-Shirts

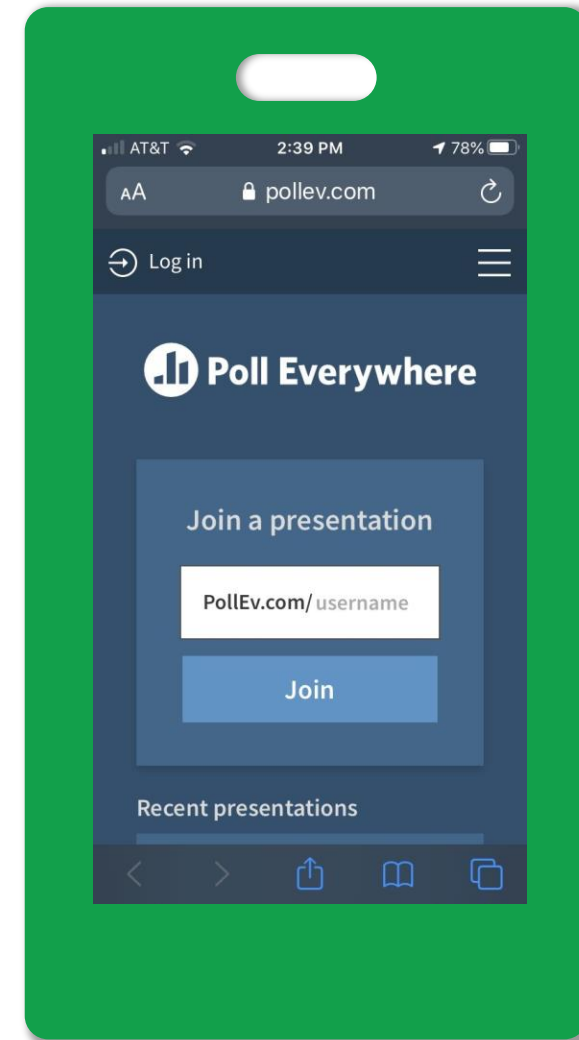
**Break room
meetings**

Connect to Poll Everywhere

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Determining the Right Workplace Action

When survey is active, respond at pollev.com/tellett154

0 done

 **0 underway**

Start the presentation to see live content. For screen share software, share the entire screen. Get help at pollev.com/app

Break room meeting

Low

Medium

High

March into work together

Low

Medium

High

Wear AFSCME green labcoats/scrubs

Low

Medium

High

Signing a petition

Low

Medium

High

Distributing a flyer at a public event

Low

Medium

High

Capital or city hall rally

Low

Medium

High

Wear AFSCME lanyards

Low

Medium

High



Investment is determined by ...

- **History of confrontation**
- **Organized membership**
- **Strong leadership**
- **Weak employer**
- **What's going on at the table**



**Tactics without
STRATEGY is the
noise before defeat**

—Sun Tzu

AFSCME Buttons

**Informational
picketing**

**Circulate and sign
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**Sit down together
(or stand up) on
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Parking lot rally

Strike

**Distribute a flyer
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AFSCME T-Shirts

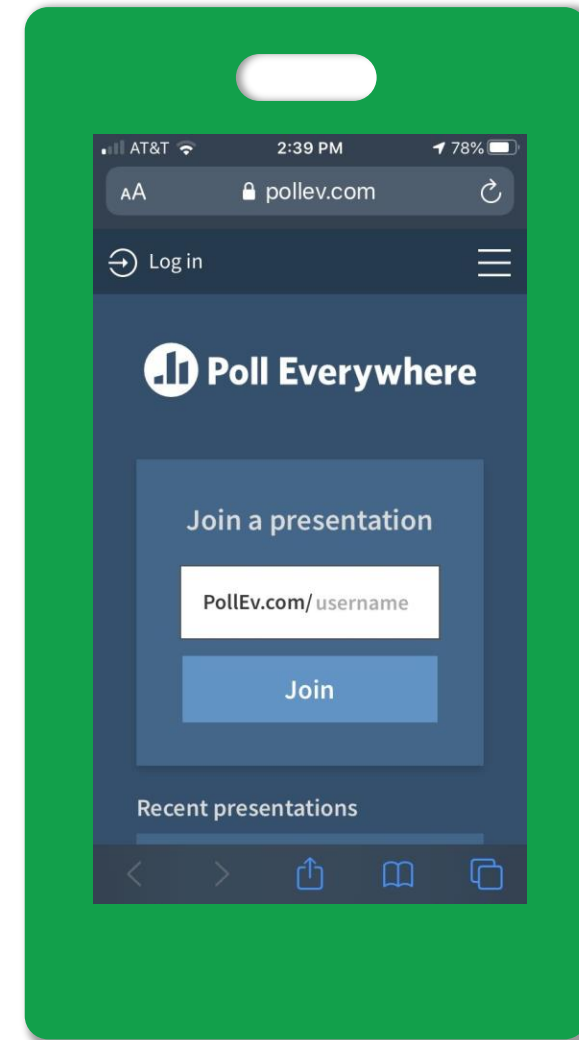
**Break room
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Determining the Right Workplace Strategy

AFSCME lanyards

Sit down together (or stand up) on the job

March into work together

Circulate and sign a petition

Strike

AFSCME green labcoats/scrubs

Informational picketing

Parking lot rally

Flyer a public event

Break room meetings

AFSCME Buttons

**Circulate and sign
a petition**

**Informational
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**Sit down together
(or stand up) on
the job**

Parking lot rally

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AFSCME T-Shirts

**Break room
meetings**

Strategy





Contract Campaigns

Maximizing Worker Power

Questions

