



Organizer Training

*Class 1: Intro to Unions and Organizing
Student Handout V 1.3*

OVERVIEW & PURPOSE

In this training today, we're going to talk about unions, the CWA organizing model, and some key ways to connect with co-workers when talking about issues they care about.

Our goal today is that you all walk away with the tools to start having meaningful organizing conversations and beginning to build your committee.

EDUCATION STANDARDS

1. Safe and confidential space
2. Everybody has a voice; one at a time
3. Actived, engaged, and focused on the topic
4. (If online) Video on and engage with your fellow students

LEARNING OBJECTIVES

1. Introductions
 - a. Name, pronouns, company, job title.
2. Intro to Unions
 - a. What is a Union?
 - b. Where Union Power Comes From
 - c. What is CODE-CWA? Why CWA?
 - d. 4 Stages of Organizing
 - e. Organizing and Labor Law
3. Intros to 1on1s
 - a. Identifying Coworker Issues
 - b. Active Listening and Semantics
 - i. 80/20 rule
 - c. The Right Time and Place



- d. The Five Steps of 1on1s
 - i. Introduction
 - ii. Get the Story & Agitation
 - iii. Share the Union/Vision of Our Power
 - iv. Assess and Move to Action
 - v. Inoculation and Handling Objections
- 4. Campaign Information and Assessments
 - a. Social Charting and Workplace Mapping
 - b. The 1/2/3 Assessment System
 - c. Getting accurate assessments
- 5. Organizing Committees
 - a. Why a Committee
 - b. What Being on the Committee Means
- 6. Reviewing the Material
- 7. Putting It In Practice

PUTTING IT IN PRACTICE

What is your plan for what you will do in the coming weeks to build your campaign?

- 1. Social Charting Mapping
 - a. Write out the teams, departments, social groups at your workplace.
 - b. Start gathering contact information.
 - c. Identify social leaders among the many groups at work.
- 2. 1on1 Conversations
 - a. Identify a few trusted coworkers to have organizing conversations with.
 - b. Prep and debrief with an experienced coworker and/or CODE-CWA organizer.

Remember, union organizing is about building a culture of care in the workplace by building your power as workers. Root organizing in empathy and you can't go wrong.

ROLEPLAY ACTIVITY (20 MINUTES)

Split the room into pairs.

Roleplay 1on1 organizing conversations (8 minutes) in pairs with one “organizer” and one “worker.” Give critique in order (2 minutes). Rotate roles. Roleplay and critique.

