



PORTRAIT OF A WELL-ORGANIZED WORKPLACE

The union is visible daily in the workplace to members and management.

1. Stewards or union volunteers make regular walk-throughs and have relationships with all members, not just elected leaders.
2. There is a steward or union volunteer on every shift, in every department. The list is written down, regularly updated, and widely available.
3. Membership meetings are regular and well-attended.
4. A union representative attends every new-employee orientation.
5. There is regular communication through newsletters, flyers, up-to-date bulletin boards, and a member-to-member network.

We defend our standards and enforce our contracts.

6. Members mobilize and use collective action to solve everyday problems. Grievances are not our primary line of defense.
7. Contracts are widely available and promptly distributed, both electronically and in print.
8. Stewards are trained and empowered to resolve issues at the lowest level, including filing grievances.
9. Managers do not act unilaterally or abusively, because they know they will get blowback.

Members own the union.

10. Members feel that their union is strong and can resolve problems.
11. Through stewards, members have immediate access to resources to resolve their problems, without having to track down the union rep.
12. Members participate in union-wide programs and campaigns.
13. Members are glad they belong to the union. Social events are well-attended.

