

**D1**

**Organizing**

**Workshop**

**CWA**





# The Moment

Organizing Upsurge

Thinking beyond our normal

Organizing

Fundamentals are the same



# Agenda

1. CWA Organizing Model + Intros
2. Stage 1: Contact
3. Stage 2: Committee
4. Stage 3: Campaign
5. Stage 4: Contract



# Stage 1: Contact

Exercise: Turn to your neighbor, take 10 minutes to answer your question

# Stage 1 Evaluations

- **DON'T** tell them to go talk to all their co-workers
- **DO** talk to your District Organizing Coordinator
- What else?

# Mapping



# Organize by Location, Job Title, Shift, or Other Relevant Category

## 1<sup>st</sup> Shift

<input checked="" type="checkbox"/>	Sara Hayes
<input checked="" type="checkbox"/>	Tommy Smith
<input checked="" type="checkbox"/>	Christy Brown
	John Scott
	Bill Meyer
<input checked="" type="checkbox"/>	Jason Park
<input checked="" type="checkbox"/>	Kelly Mathes
<input checked="" type="checkbox"/>	Karen Brand
<input checked="" type="checkbox"/>	Missy Clark
	Cathy Mitchell
<input checked="" type="checkbox"/>	Cindy Carnes
<input checked="" type="checkbox"/>	Carla Robinson
<input checked="" type="checkbox"/>	Sue Kelly
	Nancy Haas
<input checked="" type="checkbox"/>	Bob Bett
<input checked="" type="checkbox"/>	Joe Johnson

## 2<sup>nd</sup> Shift

<input checked="" type="checkbox"/>	Patty Lewis
	JoAnn Park
	Deb Clark
	Matt Michaels
	Jeff Lee
<input checked="" type="checkbox"/>	Rosa Miller
	Paula Harris
	Theresa Pool
	Jerry Kopp
	Nichole Parsons
	Robin Allen
	Vicki Lincoln
	Gary Moore
	Patty Petersen
	Kim Roland
	Lisa Stiver

## 3<sup>rd</sup> Shift

	Sue Valentine
<input checked="" type="checkbox"/>	Greg Ferguson
<input checked="" type="checkbox"/>	Rhonda Montgomery
	Kelly LaPorte
	Tom Carpenter
<input checked="" type="checkbox"/>	Terri Lewis
	Nathan Wise
<input checked="" type="checkbox"/>	Susan Struthers
<input checked="" type="checkbox"/>	LaTonya Marshall
<input checked="" type="checkbox"/>	Donna Craig
<input checked="" type="checkbox"/>	Sandy Courtney
	Shirley Eaton
	Mandy Robinson
<input checked="" type="checkbox"/>	Donald Jones
	Brian Atkins
	Renee Fahey

-  1 - Union Supporter
-  2 - Unsure
-  3 - Anti-Union

# Add Ratings & Leadership

## 1<sup>st</sup> Shift

1	Sara Hayes	★
1	Tommy Smith	
1	Christy Brown	
3	John Scott	
2	Bill Meyer	
1	Jason Park	
1	Kelly Mathes	
1	Karen Brand	
1	Missy Clark	
2	Cathy Mitchell	
1	Cindy Carnes	
1	Carla Robinson	★
1	Sue Kelly	
2	Nancy Haas	
1	Bob Bett	
1	Joe Johnson	★

## 2<sup>nd</sup> Shift

1	Patty Lewis	
2	JoAnn Park	
2	Deb Clark	
3	Matt Michaels	
3	Jeff Lee	
1	Rosa Miller	
2	Paula Harris	
2	Theresa Pool	
3	Jerry Kopp	
2	Nichole Parsons	
2	Robin Allen	
2	Vicki Lincoln	
3	Gary Moore	
2	Patty Petersen	
2	Kim Roland	
2	Lisa Stiver	

## 3<sup>rd</sup> Shift

3	Sue Valentine	
1	Greg Ferguson	
1	Rhonda Montgomery	
3	Kelly LaPorte	
3	Tom Carpenter	
1	Terri Lewis	★
3	Nathan Wise	
1	Susan Struthers	
1	LaTonya Marshall	
1	Donna Craig	
1	Sandy Courtney	
3	Shirley Eaton	9
3	Mandy Robinson	
1	Donald Jones	
2	Brian Atkins	
3	Renee Fahey	

★ = leader (how do you define a “leader”?)

	Union Member
	Unsure
	Anti-Union

# Social Networks Matter

## 1<sup>st</sup> Shift

1	Sara Hayes	★
1	Carla Robinson	★
1	Christy Brown	
1	Kelly Mathes	
1	Joe Johnson	★
1	Jason Park	
1	Tommy Smith	
1	Karen Brand	
1	Missy Clark	
2	Cathy Mitchell	
1	Cindy Carnes	
1	Sue Kelly	
2	Nancy Haas	
1	Bob Bett	
3	John Scott	
2	Bill Meyer	

## 2<sup>nd</sup> Shift

3	Matt Michaels	
3	Jeff Lee	
3	Jerry Kopp	
1	Patty Lewis	
2	JoAnn Park	
2	Deb Clark	
1	Rosa Miller	
3	Gary Moore	
2	Patty Petersen	
2	Kim Roland	
2	Lisa Stiver	
2	Paula Harris	
2	Theresa Pool	
2	Nichole Parsons	
2	Robin Allen	
2	Vicki Lincoln	

## 3<sup>rd</sup> Shift

1	Rhonda Montgomery	
3	Kelly LaPorte	
3	Shirley Eaton	
3	Mandy Robinson	
1	Greg Ferguson	
3	Tom Carpenter	
3	Nathan Wise	
2	Brian Atkins	
3	Sue Valentine	
1	Terri Lewis	★
1	Susan Struthers	10
1	LaTonya Marshall	
1	Donna Craig	
1	Sandy Courtney	
1	Donald Jones	
3	Renee Fahey	

# Do's and Don'ts

- **Do** find out about the physical space where people work
- **Do** talk about how to identify leaders and not just union supporters
- **Do** reach out to your DOC
- **Do** make sure its strategic
- **Don't** tell them to talk to everyone
- **Do** find widely felt issues, not just one issue boss can cure.

# Stage 2: Committee

- What makes a good committee?
- What do we need to have a successful campaign?
- Why do we need a 10% committee, and not just 2 or 3 leaders?
- 10:1 Structure

# Committee Expectations

- Meet once a week, and grow each week
- Start and end on time, have an agenda
- Have each others back until the end
- Eventually will be public
- Talk to and educate coworkers
- Take over captives

# What do we train on?

## Join the Majority in Voting Union Yes!



### We're Voting Union YES:

Kelly Bell-Brown	Grant Hayes	Chris Martel	Erik Schneider
Vianey Betancourt	Hanna Hentze	Andy McGlashen	Hanako Shigenobu
Lia Bocchiaro	Jason Howe	Gabrielle McPhaul-Guerrier	Chaney Sims
Lindsay Buckland	Tykee James	Erin Meade	Jeremiah Steen
Daniel M Burns	Mikko Jimenez	Terry Mingle	Brian Tavernia
Elizabeth Burns	Victoria Johnston	Julia Morton	Bethary Taylor
Safya Cathey	Joey Kahn	Amanda Mourant	Gregory Taylor
Xian Chiang-Waren	Avak Kahramanian	Nelida Mulero	Lotem Taylor
Bill DeLuca	Lander Karath	Elizabeth Munoz Huber	Amy Tibbs
Jean-Marie Enjuto Quiles	Kimberly Keller	Patricia Nagle	Alex Tomlinson
Christina Farber	Erika Knight	Allison Niescier	Maria Vertrees
Shilo Felton	Eva Lark	Alisa Opar	Caitlin Wall
Eliana Fenyes	Lani Le	Estefania Palacio	Hannah Waters
Marina Fisher-Phelps	Rodrick Leary	Mariene Pantin	Hadassah Williams
Kranz Fontanilla	Chandler Lennon	Felicia Pardo	Chad Witko
Luke Franke	Christine Lin	Shyamlee Patel	Tiffany Witmer
Sarah Friedman	Dennis Lloyd	Marisa Rader	Maddox Wolfe
River Gates	Margarita Luque	Shabab Rahman	Joanna Wu
Nicolas Gonzalez	Victoria Lyons	Jack Ren	Nick Yacullo
Alan Gottlieb	Max Malmquist	Rosa Rivera	Sophia Zar
Rachel Guillory	Hannah Maratea	Julie Roseman	
Shannon Guthrie	David Marchese	Charlotte Runzel	
Gregorlah Hartman	Libby Marking	Sarah Saunders	

Ballots are being mailed out on July 28! You should receive your ballot by July 28. If you haven't received it by July 28, you should call for a replacement ballot. You can call the National Labor Relations Board Region 2 (Phone: 212-264-0300) no later

than 5:00p.m. on July 30, 2024 in order to arrange for another mail ballot to be sent to you. You must mail your ballot in so that it is received at the National Labor Relations Board by August 15th. If you have questions, call CWA Organizer, Leslie Fine at 917-593-7204.

Date: 10/15/24  
 Time: 7-8pm  
 CWA Office:  
 Zoom: <https://us06web.zoom.us/j/84823861313>

- Agenda:
1. 10/18 Coordinated 15 RSVPs
  2. 10/18 communications
  3. MagicCon Solidarity Picket on 10/28
  4. Members Meeting 10/20

Facilitator: Eric		Notetaker: Maddox	
Time	Item	Lead	Notes
7-7:05	Welcome		
7:05-7:10	Agenda setting		
7:10-7:20	10/18 Coordinated 15 RSVPs	Eric	<ul style="list-style-type: none"> <li>- Coordinated 15 set for 2:30pm</li> <li>- Who are you talking to between now and Friday?</li> </ul>
7:20-7:30	10/18 Coordinated 15 Communications	Julia	<ul style="list-style-type: none"> <li>- Flyer with grievance talking points and ask</li> <li>- Slack statement for after</li> <li>- Mass Text</li> <li>- Email</li> </ul>
7:30-7:40	MagicCon Solidarity Picket 10/28	Ciarán	<ul style="list-style-type: none"> <li>- Who can take ownership for putting on the action? Can be more than one</li> </ul>



# Do's and Don'ts

- **DO** build a representative committee of workplace leaders.
- **Don't** send one or two leaders to go do everything
- **Don't** meet once a week forever if we're not growing
- **Do** push your committee to be public once we are ready

# Stage 3: Campaign



How do you know  
when it's time to start  
signing cards and go  
public?



# Breakouts



# Why is it important to be public?

- Cards don't vote, people do: it's the way we track our supporters and quantify support
- Protects each other, protects committee
- How to move people to be public
- Visibility= worker's unity and strength
- What would you do if someone said they'd sign a card, but not sign the vision statement?



# The Boss Fight

- What challenges do we face when fighting for a first contract?

# The Boss Fight

- What challenges do we face when fighting for a first contract?
  - Bosses stalling
  - Building membership
  - Building union culture
  - Building effective pressure on the boss

# We need to use all sides of the CWA Triangle

Organizers

Research

Mobilizing  
committee

Political/Legislative

Communication

Community Allies



CWA officers

Staff reps

Legal Bargaining  
Committee





**TREVOR PROJECT MANAGEMENT:**

 **CWA 1180**  
EST. 1968

YOUR WORKERS DESERVE

- ✓ Humane Working Conditions
- ✓ Anti-Racist Policies
- ✓ Health & Safety Protections

STOP Silencing Your Workers  
**FAIR CONTRACT NOW!**

TREVOR PROJECT MANAGEMENT  
**STOP SILENCING YOUR WORKERS**

**WORKERS DESERVE**

**FUCK YOU FIRE ME!**

**WORKERS DESERVE**

**NO RIDES TO GENOCIDE**

**1180**

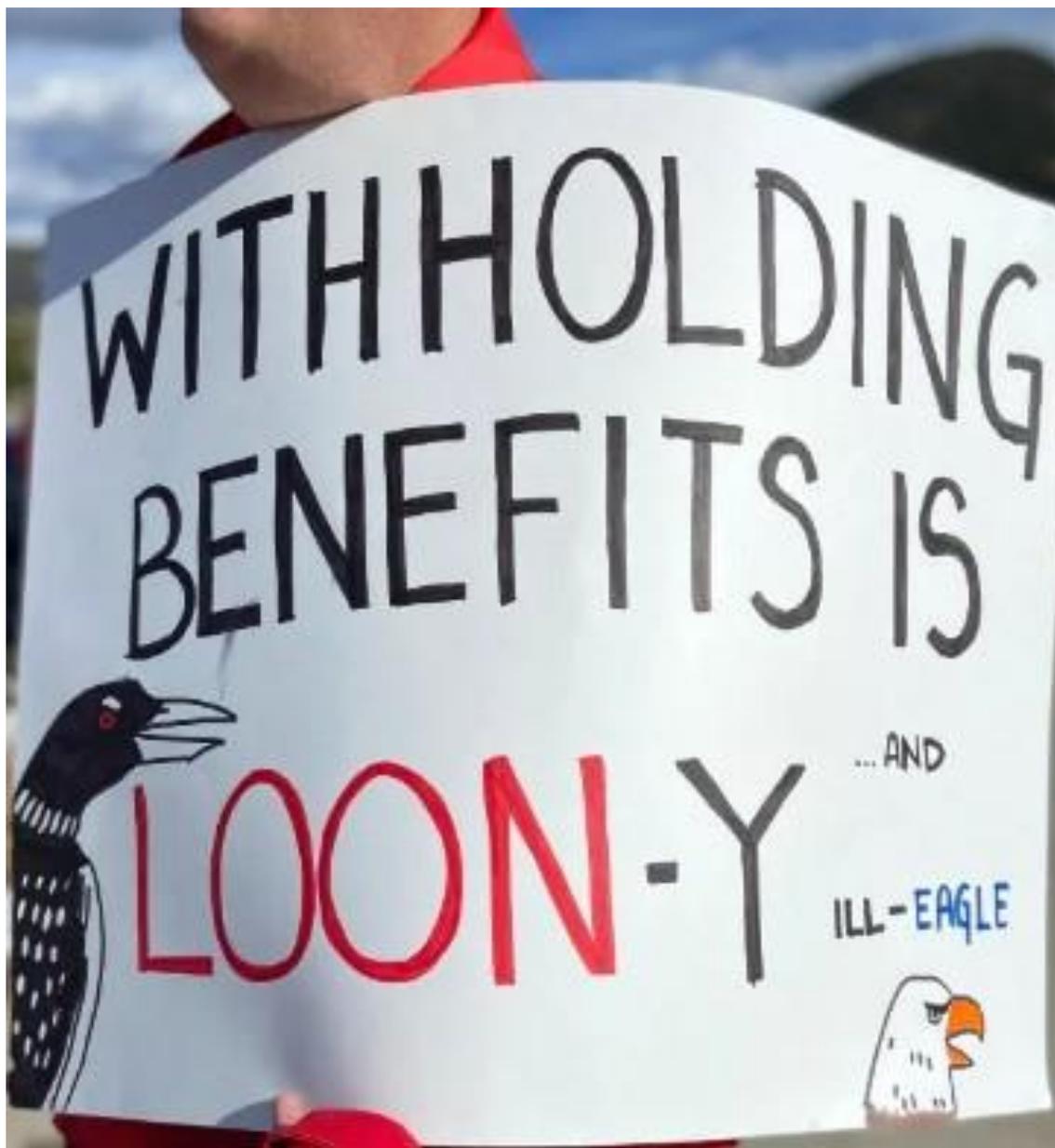
**TOGETHER. A**

**E**

**CWA 1180**



**CWA Strong**



# Q&A

**CWA**