

# Basic Steps to a Bargaining for the Common Good (BCG) Campaign

## 1.5 YEARS BEFORE BARGAINING:

1. Meet with the local e-board and staff to discuss and present the plan for your BCG campaign and get feedback. You will need staff dedicated to the following roles:
  - a. Strategic research
  - b. Community organizing
  - c. Internal/member organizing
2. Begin strategic research on corporate and billionaire targets who are involved in draining your city/state/district of money, and produce a simple one page document with proposed targets and revenue solutions
3. Identify a list of community leaders and organizations you could have alignment with on a broad set of bargaining demands
  - a. Identify connections your membership has with these organizations
  - b. Think about past relationships and partnerships with these individuals and groups - What are the patterns? Were these deep collaborations? Successes/Failures? What should you do differently for BCG work? Was there member to member engagement?
4. Begin one on one conversations with community org leaders to talk about upcoming negotiations, possible alignment, and confirm them for a kick-off coalition meeting
5. Run popular education trainings with members and community partners around research from #2

## 1 YEAR BEFORE BARGAINING:

6. First coalition meeting - organize a first coalition meeting with key community organizations and leaders, to discuss the plan, get feedback, and make a plan to launch a community survey (a community survey is just like a member contract survey-- it asks what they would like to see improved in the schools/universities/workplaces)
  - a. Continue to collect community survey feedback for a few months, to engage as many community members as possible & educate people about negotiations
  - b. Meet with the coalition regularly (every 2 weeks or every month) to collect and discuss survey results, and begin to identify issues to turn into bargaining demands
7. Launch Contract Action Teams (CAT) at every workplace to engage members in the contract writing process
  - a. Contract action teams should meet regularly to give updates, discuss possible contract language, etc
8. Launch internal member survey through CAT structure, with the goal of 75% participation
9. Develop basic bargaining priorities based on member surveys and community surveys, and bring them to the coalition and CAT teams for feedback.
10. Publicly launch a set of bargaining priorities (based on surveys) internally and externally
  - a. Turn bargaining priorities into forward-facing pieces such as visuals and newsletters

## THROUGHOUT BARGAINING

11. Hold "big" bargaining, with participation from a large group of members from as many worksite areas as possible. Give regular updates through your CAT structure, delegate structure, and/or other worksite structures.

12. Invite community members to attend and speak at key bargaining sessions where common good demands are being discussed
13. Hold regular union membership meetings AND coalition meetings to give updates and plan an escalating series of actions
14. Hold “structure tests” such as majority petitions to test the unity of your membership and readiness to take action with majority participation
15. Hold actions targeting the “real opposition”, such as tax-dodging corporations/developers or charter school billionaires

#### **AFTER SETTLING THE CONTRACT**

16. The fight continues! You never win everything at the bargaining table. Meet with your coalition partners to debrief the campaign, identify which demands have not been won in the contract, and which demands you would like to continue to fight for as an “issue campaign” outside of the bargaining table.