

## **Bargaining for the Common Good:**

### **Five Elements to Assess, Reflect, and Plan**

This assessment is a tool to help reflect on how to build and strengthen a Common Good Strategy for your organization or union. This will help you assess where to focus your time and resources to build towards developing transformational relationships, running strong campaigns, and winning Common Good demands!

### **5 Elements of Bargaining for the Common Good**

1. Expand the Scope of Bargaining Beyond Wages and Benefits
2. Engage Community Partners in Issue Development and the Bargaining Campaign
3. Center Racial Justice in your Demands
4. Expose the Bad Actors
5. Strengthen Internal Organizing, Membership, and Member Engagement

### **Ratings:**

**4 – Not yet**

**3 – Basic Planning and Limited Implementation**

**2 – Emerging Implementation**

**1 – In Place and Proven**

## 1. Expand the Scope of Bargaining Beyond Wages and Benefits

*Identify issues that resonate with members, partners and allies and that impact our communities. Put forth demands that address structural issues, not just symptoms of the problem.*

	Yes	No
Community bargaining survey is conducted to find out what community members want to see in negotiations	<input type="checkbox"/>	<input type="checkbox"/>
The membership-wide bargaining survey includes issues beyond wages and benefits	<input type="checkbox"/>	<input type="checkbox"/>
One-on-one conversations and small listening sessions are hosted to find out what issues members care about beyond wages and benefits	<input type="checkbox"/>	<input type="checkbox"/>
Bargaining proposals include broader community demands (such as housing, climate justice, childcare, etc.)	<input type="checkbox"/>	<input type="checkbox"/>

### Overall Ratings:

- 4 – Not yet
- 3 – Basic Planning and Limited Implementation
- 2 – Emerging Implementation
- 1 – In Place and Proven

**Based on this rating system, what overall rating would you give for this element?** \_\_\_\_\_

**What are the biggest challenges in this area?**

**Based on your rating, what would you focus on to strengthen this element in your union?**

## 2. Engage Community Partners in Issue Development and the Bargaining Campaign

*Bring in community partners on the ground floor and ask them what they need out of the bargaining campaign. Common good is about building long-term community-labor power*

	Yes	No
A list of community leaders and organizations you could have alignment with on a broad set of bargaining demands is identified 1-2 years before the bargaining campaign	<input type="checkbox"/>	<input type="checkbox"/>
One on one conversations are held with community organizations and leaders to identify common issues and strategies at least 1 year before the bargaining campaign	<input type="checkbox"/>	<input type="checkbox"/>
Members are surveyed to find out their connections with the community	<input type="checkbox"/>	<input type="checkbox"/>
Community listening sessions are held to identify issues in the community	<input type="checkbox"/>	<input type="checkbox"/>
Coalition meetings are held every few weeks to a month with key leaders and organizations to share updates and make decisions on bargaining strategy	<input type="checkbox"/>	<input type="checkbox"/>
Community members are invited to attend and speak at key bargaining sessions	<input type="checkbox"/>	<input type="checkbox"/>
Community members join membership meetings and events to share key issues and updates, and build unity	<input type="checkbox"/>	<input type="checkbox"/>

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### 3. Center Racial Justice in your Demands

*Campaign demands should address the role that employers play in creating and exacerbating structural racism in our communities.*

	Yes	No
Union leadership is representative of the racial and gender demographics of the membership	<input type="checkbox"/>	<input type="checkbox"/>
Intentional development, mentorship, and support to train members of color to union leadership positions	<input type="checkbox"/>	<input type="checkbox"/>
Community organizations and leaders rooted in racial justice in the community are identified and prioritized	<input type="checkbox"/>	<input type="checkbox"/>
Bargaining proposals are created with union and community members of color to address racial justice demands	<input type="checkbox"/>	<input type="checkbox"/>
Strategic research focuses on how corporations and individuals have extracted wealth from communities of color	<input type="checkbox"/>	<input type="checkbox"/>
We identify the languages our members speak and provide translation and interpretation of union activities	<input type="checkbox"/>	<input type="checkbox"/>
Our union has trained stewards on recognizing and understanding the impact of structural racism in our workplaces and tracks grievances and other concerns that could become racial justice demands in bargaining	<input type="checkbox"/>	<input type="checkbox"/>

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#### 4. Expose the Bad Actors

*Go on offense in your campaign by identifying, exposing and challenging the real villains, the financial and corporate actors who profit from and increasingly drive policies and actions.*

	Yes	No
You have conducted strategic research on corporate and billionaire targets who are involved in draining your city/state/district of money	<input type="checkbox"/>	<input type="checkbox"/>
You have a simple one page document with proposed targets (and revenue solutions to fund your proposals- if in the public sector)	<input type="checkbox"/>	<input type="checkbox"/>
Your campaign includes actions targeting the “real opposition”, such as tax-dodging corporations/developers or charter school billionaires	<input type="checkbox"/>	<input type="checkbox"/>
You have a well developed external campaign communications plan designed with community partners that includes media outreach, written and digital communications to engage additional community support and participation		

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## 5. Strengthen Internal Organizing, Membership, and Member Engagement

*These campaigns must deeply engage the memberships of both unions and community organizations, and there must be opportunities for deep relationship- building and joint-visioning between the members of the different organizations*

	Yes	No
You have a Contract Action Teams (CAT) at every workplace to engage members throughout the contract campaign	<input type="checkbox"/>	<input type="checkbox"/>
Hold regular union membership meetings	<input type="checkbox"/>	<input type="checkbox"/>
You have an escalating series of worksite and public actions for members to take	<input type="checkbox"/>	<input type="checkbox"/>
Hold “structure tests” such as majority petitions to test the unity of your membership and readiness to take action with majority participation	<input type="checkbox"/>	<input type="checkbox"/>
Run popular education trainings with members around the bargaining process, research, and your targets	<input type="checkbox"/>	<input type="checkbox"/>
Bargaining proposals are co-written and approved by the membership	<input type="checkbox"/>	<input type="checkbox"/>
Member activists and leaders are identified and recruited throughout the campaign	<input type="checkbox"/>	<input type="checkbox"/>
Bargaining team is intentionally large and is representative of the overall membership (e.g. demographics, work location, job), and bargaining sessions are open to all members and oral interpretation and written translation is provided in languages that members speak	<input type="checkbox"/>	<input type="checkbox"/>

Regular, timely and detailed bargaining updates are provided to members		
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