

HOW OPEN (TRANSPARENT) IS YOUR BARGAINING PROCESS?

INPUT TO IDENTIFY ISSUES AND CONCERNS	Yes	No
Member bargaining priority survey conducted	☐	☐
One-on-one conversations with members held	☐	☐
Small group discussions with members held	☐	☐
Input solicited from community and external allies/coalitions	☐	☐
Issues and concerns go beyond traditional bread-and-butter issues	☐	☐
 BARGAINING PLATFORM	 Yes	 No
Input is used to create a bargaining platform that identifies two or three primary bargaining goals	☐	☐
Members are asked to approve/support the bargaining platform	☐	☐
Community and external allies/coalitions are asked to approve/support bargaining platform	☐	☐
 MEMBER EDUCATION	 Yes	 No
Members are educated on the collective bargaining process	☐	☐
Members are educated on the terms and conditions in the collective bargaining agreement	☐	☐
Members are educated on the principles of unionism	☐	☐
 MEMBER INVOLVEMENT	 Yes	 No
Member activists and leaders are identified and recruited	☐	☐
Action teams are created to support bargaining campaign (e.g., research, communications)	☐	☐
Organizing/crisis team that is separate and distinct from the bargaining team	☐	☐
Members surveyed to assess comfort/willingness to engage in escalating levels of collective actions	☐	☐
Members asked to sign up for specific bargaining support/organizing activities	☐	☐
 BARGAINING TEAM	 Yes	 No
Bargaining team is representative of the overall membership (e.g., demographics, work location, job)	☐	☐
Size and makeup of bargaining team restricted by contract and/or ground rules	☐	☐
Bargaining team/committee is intentionally large	☐	☐
Individual team members take the lead and speak on specific issues at the table	☐	☐
If size of team is fixed, members are rotated on/off team so content experts can speak to specific issues	☐	☐
Side bar conversations always involve at least two team members	☐	☐
Bargaining representatives avoid meeting with management outside formal bargaining process	☐	☐
 BARGAINING PROPOSALS AND UPDATES	 Yes	 No
Proposals made on nontraditional issues and/or permissive subjects	☐	☐
Initial bargaining proposals are shared with members	☐	☐
Regular, timely and detailed bargaining updates are provided	☐	☐
Tentative agreements are shared with members	☐	☐

HOW OPEN (TRANSPARENT) IS YOUR BARGAINING PROCESS? – Continued

MEMBER COMMUNICATIONS	Yes	No
Collect and keep current member personal contact information	☐	☐
Communication with members restricted by contract and/or ground rules	☐	☐
Association reps and/or action team members hold ten-minute meetings to share bargaining information	☐	☐
EXTERNAL COMMUNICATIONS	Yes	No
External communications restricted by contract and/or ground rules	☐	☐
Bargaining proposals are shared with the community	☐	☐
Message and talking points are developed	☐	☐
Association responds to interview/information requests from media	☐	☐
Social media is used to support bargaining campaign	☐	☐
OPEN BARGAINING	Yes	No
Communication forums are designed to educate the public on the issues and proposals	☐	☐
Negotiations are open to the public	☐	☐
Members are encouraged to attend bargaining sessions	☐	☐
Parents/community members are on the bargaining team/committee	☐	☐
Bargaining proposals are posted online on public site	☐	☐
Negotiation sessions are broadcast live on social media	☐	☐