

Club to Fighting Union

Katie Bishop [WA] <KBishop@Washingtonea.org>

Tue 1/3/2023 9:12 PM

To: Holmes, Ellen [NEA] <eholmes@nea.org>

Cc: Donaghy, John [NEA-FO] <jdonaghy@nea.org>

 1 attachments (94 KB)

9 Scenario Organizing for the Common Good.docx;

Howdy,

Okay- here is what I got done today on this. I have a little time at the end of the week I can keep going. If I am way off, let me know.

1. For the participant handouts:

- You need to change Levels of Organizing Complete (either delete it or add in the fourth box I added to the complete version).
- You need to change Planning for levels of organizing (either delete it or add in the fourth box I added to the complete version).
- I added some Marshall Ganz snippets from his readings.
 - Constituency Definition
 - Leadership development cycle

2. The facilitator agenda

- Adding in a lot of content and thinking. It is a bit of a mess, but day 1 and 2 have content. You will need to move it around to work time wise and maybe some better activities, but the trainers should get the highlights to hit.
 - I think you have to address constituency versus community, resources, who is the boss, and issues. All things clubs struggle with and are fundamental. You can mix that up, but I think you can spend A LOT of time on leader ID and deeper 1-1s on day 1 and get good outcomes.
 - As I reflect, I think there is not enough time spent on the cycle of leader ID and building it into the work of the union... but I could be over thinking. (Shocker).
- For day 2 afternoon and day 3 am, I like the idea that we use the scenario you produced and having them work through it and chart it up. (Attached is the scenario). It needs to be cleaned up a bit and maybe simplified?
 - For the final work product: I think everyone working through the same thing helps them see different ideas and strategies.
 - I do not think that organizers get the same access as UDs to a fix constituency.

3. What is needed...

- Day 2 needs a good example of a union transformed. We need a good story and maybe a video to show case that transformation from club to fighting union.
- I wonder if we could highlight the "red wave strikes" Indiana, Oklahoma, West Virginia- how they built up, and how they fell apart from a lack of structure because the clubs weakened them?

Should I keep going? Am I off track? The notes we put together were good, but I do not think the content could cover all the time we have...

Let me know!

Katie Bishop

UniServ Representative

WEA Sammamish

Office | (425) 440-6161

Cell | (425) 457-6934