

AFL-CIO Organizing Institute 3-Day Training Agenda

Day One Agenda

9:30 Welcome & Opening Remarks - Guest Speaker

A local labor leader welcomes the group to the city and the training. A framework for why we organize and why this training is important to building capacity within our movement.

10:15 Introductions

Small Group Exercise

The group introduces itself through a small group exercise. The large group is divided into smaller groups of 4-5 participants. Each group answers a series of questions. Once the large group is rejoined each group has the opportunity to answer the discussion questions and each participant briefly shares their background and union affiliation.

10:45 Break

11:00 Principles of Union Organizing

Lecture

Discussion of why workers organize unions and the three fundamental principles of union organizing.

11:45 Listening – A Worker's Story

Small Group Exercise

Listening is one of the most important skills of an organizer. The group is read the story of a worker. The worker shares information about their job, issues at work and why they need change. Participants are asked to listen and then answer questions about the worker.

12:30 Lunch

1:15 What happens in an Organizing Campaign Group Discussion

A discussion of the basic elements of an organizing campaign. Covers the phases of a campaign and the ground work to be done in each phase.

2:15 One-on-One Conversation

Group Discussion & Exercises

The best way to move a worker is face-to-face and to have a productive conversation we need to have an agenda. This section is a discussion of the one-on-one agenda we follow when talking with workers.

2:45 One-on-One Communication Role-Play Stop Action Discussion

Two teaching fellows do a complete house call in front of the entire group. Once they complete each section of the house call agenda they will stop the action and discuss it with the entire group. This allows the group to see a full visit done and ask questions along the way.

3:30 Break

3:45 Introduction & Get the Story

Small Group Exercise

The last of the listening exercises. In this exercise participants begin the conversation with the worker and overcome any objections and hesitations at the door. Once they get the conversation going participants ask questions, listen and then ask follow up questions until they get the full story. The larger group is broken down to smaller groups of 4-5 participants. The teaching fellow plays the role of the worker and each participant is given the chance to get the worker issues.

5:15 Vision of the Union

Large Group & Small Group Exercise

When we get the story in a one-on-one conversation we must then talk with the worker about the union. This is the time where we explain the union and how the union will allow workers to make real changes at work. Participants are taught to explain the union as it relates to the worker issues. The group is separated into their small groups of 4-5 participants.

6:15 Adjourn & Dinner

Dav Two Agenda

8:15 Breakfast

9:00 Day 1 Recap

9:15 Leadership/Organizing Committee

Lecture/Exercise

When we get the story in a one-on-one conversation we must then talk with the worker about the union. This is the time where we explain who the union is, what a union is, and how having a union will allow workers to make real changes at work. Participants are taught to explain the union as it relates to the worker issues. The group is separated into their small groups of 4-5 participants.

11:15 **Break**

11:30 The Employer Campaign

Lecture and Exercise

In order to beat the boss we must understand how they fight. In this section we discuss the themes of the boss fight and how they are centered around fear, money and the union being a third party. The group watches an anti-union video and is then asked to identify examples of the anti-union themes which are then discussed in the larger group.

12:00 Inoculate on the Boss Campaign

Small Group Exercise

In campaigns where we know the boss will fight we need to arm the workers with the information of what the boss will do in order to minimize the impact. In this exercise we are still in the one-on-one conversation and we share what the boss will do, but we also talk with the worker about why the boss fights. It is important for the worker to have an analysis of the power dynamics in the workplace. The group is separated into their small groups of 4-5 participants.

12:30 **Lunch**

1:20 Assess/Agitate and Move to Action

Discussion & Small Group Exercise

The only way we know workers support the union is by asking them. Once they confirm their support workers must take action. In this group exercise participants practice ask the assessment question and move workers to take action. Participants must learn how to help workers overcome their fears. The group is separated into their small groups of 4-5 participants.

2:45 Campaign Scenario Set Up & Exercise

Large Group Discussion

The participants are paired up into teams to visit workers. The organizing team is given a campaign scenario and then sent to visit the teaching fellows who play the role of workers. Participants have the opportunity to do a complete house visit. When completed teaching fellows give feedback on that visit.

5:00 Campaign Scenario Debrief

Large Group Discussion

Following the full house call exercise the entire group debrief their experiences, both good and bad. The goal is for the group to share what they learned by doing a full visit.

5:30 Adjourn (Dinner on Own)

Day Three Agenda

8:15 Breakfast

9:00 Issue Campaigns

Lecture and Exercise

Issues are used to move workers to get involved with the union. In this section we discuss issue campaigns, what they are and how to move them in the workplace to optimize their effect. We move these campaigns to inspire people to join the fight for the union.

10:15 Break

10:30 Organizing Our Work

Lecture & Small Group

It is very important for organizers to keep good records on the list of workers, conversations and assessments of workers. This lecture discusses how and why we do work plans, list building and charting.

Campaign Panel Discussion (time permitting) Large Group Discussion

The teaching fellows sit on a panel and share their organizing experiences and discuss current campaigns.

11:45 Group Evaluation & Break

The group is given the opportunity to give their written opinions and feedback on the training.

12:00 Graduation

Large Group Discussion

Attendees get the opportunity to graduate and to graduate their training cohort to close out the training.

12;30 Adjourn