

Vital Signs of a Strong Local Union

Date _____

Local Name _____ Number _____

Assessment Key

- 1: Non-existent. Program not in place
- 2: Somewhat Functional Program
- 3: Functional Program
- 4: Very Functional Program
- 5: Extremely Functional Program

Please assign a number value to each of the following union program categories using the assessment key.

SUPER MAJORITY MEMBERSHIP		POINT PERSON
<input type="checkbox"/>	Strong Majority Membership	At least 80% of the bargaining unit has joined the union, with a goal and plan to reach 90% membership.

ORGANIZED & INVOLVED MEMBERSHIP		POINT PERSON
<input type="checkbox"/>	Worksite/Department Leadership Structure	A member-to-member structure is in place at every site/department with 1 respected, trained, and active worksite leader for every 10-15 bargaining unit members. Training is regularly held to strengthen the knowledge and organizing skills among all union leaders.
<input type="checkbox"/>	Member Participation	A majority of bargaining unit members are active in the union as demonstrated by attending union meetings, completing union surveys, participating in union actions, and volunteering for union responsibilities.
<input type="checkbox"/>	Membership Meetings	Regular membership meetings and steward/site rep meetings are held with good attendance and participation. Meetings are engaging, inspiring, and move campaigns and goals forward.
<input type="checkbox"/>	Member Database & Charts	An accurate and complete list is maintained of all bargaining unit members by site/department with membership and COPE status, non-work contact information, union participation info and other information to help organize a stronger union. Each campus, worksite, and department is charted.
<input type="checkbox"/>	Member Communications	Face-to-face conversations are regularly conducted throughout the union. A member-to-member worksite communications network is established with a 1:5 ratio. New employees are personally contacted as soon as they start. Union news and leaflets are regularly distributed to every bargaining unit member in person, in print, and electronically.
<input type="checkbox"/>	Contract Campaigns	The union uses collective bargaining as an opportunity to strengthen the union by soliciting member input, keeping members well-informed with frequent bargaining updates, and activating significant numbers of members to win a great contract. The union uses collective bargaining as an opportunity to improve education and to build partnerships with parents, students, community groups, and elected officials in this effort.
<input type="checkbox"/>	Worksite Issues & Contract Enforcement	Worksite leaders involve and organize members to take collective action to address issues at the worksite that are important to people. A quality contract enforcement program that involves members is in place. Issues are resolved.
<input type="checkbox"/>	Focused Resources	The local union's focus and financial resources are aligned to build an organized and involved membership.

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POLITICS & POLICY		POINT PERSON
■	Monthly COPE Contributors	At least 15% of members voluntarily donate to COPE each month. If at 15%, our local union is aiming to reach 30% of members contributing monthly.
■	COPE Committee	A COPE committee that coordinates the union's political program is established and has regular participation. The committee plans for COPE fundraising drives, volunteer recruitment, communications about politics, training, endorsements, and other aspects of the union's political program.
■	Volunteer Participation	At least 5% of members volunteer to phone-bank and door canvass during elections. Many members regularly participate in the union's lobby visits in Sacramento and in the district. Significant numbers of our members also participate in other union activities that let decision-makers know our position on important local or state policy issues (e.g. meetings with local elected leaders, action letters, petitions, post-cards, district board meetings).
■	Database	A database is established and accurately maintained in order to outreach to members effectively as well as to track COPE and electoral volunteers.
■	PIPE	Our union has joined the national AFT Partners in Political Education (PIPE).
■	Endorsement Process	A clear, transparent process for the union's local candidate endorsement is in place. The local union coordinates with the CFT and other AFT locals on regional, state, and federal races.
■	Central Labor Council (CLC)	All delegate slots to the CLC are filled. The delegation regular attends CLC meetings and participates in CLC activities.
■	Community Coalitions	The local works regularly with parents, college student organizations and local community groups that have a mission of grassroots organizing and advocacy. Members' community connections have been identified.
■	Elected Officials	The local union actively meets with and builds effective working relationships with local elected officials from board members to state legislators. The local union holds local elected officials accountable on important issues that matter to our members, students and community.
■	Statewide Coordination	Local activities are coordinated with and in good communication with the statewide CFT political and legislative effort in order to maximize our voice on issues critical to our membership across the state.
■	Focused Resources	The local union's focus and financial resources are aligned to build a strong political and policy program.