**AFT-Oregon Member Organizer Development Program**

**Proposal 2017**

**Vision**

The AFT-Oregon Member Organizer Development Program (MODP) will serve to train our member leaders on essential skills for building strength in their Locals and also put necessary boots on the ground doing organizing work.

If accepted into the program, participants will go through a series of classroom trainings and then work in coordination with their Local and AFT-Oregon to engage members 1-on-1 at worksites or in house visits for a designated period of time.

Funding for this program will be a match between participating Locals, AFT-Oregon and AFT. AFT-Oregon will work closely with Local leadership to identify messages and asks tailored to current Local campaigns, but MODP participants will be trained and led by AFT-Oregon staff.

This program will be successful to both boost membership numbers and provide leaders with the skills and training to continue to build strength in a post fair share environment.

**Expectations**

* Locals must show a commitment to organizing by having a working strategic organizing plan with goals on new member sign-ups, member activism, and building union structures that support organizing, leading up to, during and after the program

* Member Organizer work will be in coordination with organizing work already being done by Local, not instead of ongoing volunteer organizing
* Locals must be committed to using the Knack organizing during and after the program

* Locals will work with AFT-Oregon and the accepted Member Organizer to identify an area of Local strength-building to be a part of a Member Organizer’s development plan in addition to new member recruitment, with a clear plan to continue that work after the program is complete. For example:

o Building an organizing committee

o Recruiting new worksite leaders

o Mobilization in a bargaining or workplace issue campaign

* Upon completion of the program, the Member Organizer will work with the Local and AFT-Oregon to clearly state how they will use the skills and experience learned to further their ongoing work of union-building in the Local, with regular check-ins from AFT-Oregon staff

**Goals**

Membership recruitment:

* Full-time Member Organizers will have a goal of 10 new members a week, part-time Member Organizers will have a goal of 5 new members a week.

Activism:

* Member Organizers will also have clear goals around member mobilization, depending on what their additional strength-building project is

**Components**

1) Outreach

a. Program will be advertised throughout the Fall/Winter in meetings, publications and online

b. Some targeted recruitment

2) Application process

a. Two applications must be submitted, from both the Local and member

b. Process of selection will be a joint decision between both the Local and AFT-Oregon

3) Training

a. A few intensive all day trainings

b. Periodic supplemental trainings and regular debriefs

c. Partnered organizing visits before solo work

4) Site visits / House visits

a. Participants will have a weekly work-plan with goals on number of contacts and new sign-ups, with regular check-ins/debriefs with AFT-Oregon staff organizer

**Timeline**

**Budget**

Local: $9,000

AFT: $9,000

AFT-Oregon: $9,000

TOTAL: $27,000 in replacement wages

*Option #1:*

**9** full-time equivalent positions for **4 weeks** = $3,000 total each in replacement wages

· 4 full-time positions plus 10 part-time positions

· 5 full-time positions plus 8 part-time position

· 6 full-time positions plus 6 part-time positions

*Option #2:*

**6** full-time equivalent positions for **6 weeks** = $4,500 total each in replacement wages

· 3 full-time positions plus 6 part-time positions

· 4 full-time positions plus 4 part-time positions

· 5 full-time positions plus 2 part-time positions

*Option #3:*

**4.5** full-time equivalent positions for **8 weeks** = $6,000 total each in replacement wages

· 2 full-time positions plus 5 part-time positions

· 3 full-time positions 3 part-time positions

Plus mileage for potential local house visits.

Plus miscellaneous costs of food at trainings and copies for hand-outs.