

UNION SECURITY — AGENCY SHOP OR FAIR SHARE

There are two types of internal organizing drives in locals which have union security arrangements: those designed to gain union security, and those designed to build power and reduce the number of fee payers when union security is in force.

When there are union security provisions, all workers in the unit either pay dues or are fee-paying non-members. Under these circumstances, local unions sometimes overlook the need for internal organizing. Internal organizing may simply be viewed as a way for locals without agency shop or fair share to sign up members. In reality, internal organizing serves an important function in union security situations. Internal organizing campaigns build power for contract negotiations, help stop threats such as privatization, help avert the threat of decertification and reduce the proportion of fee payers to dues payers.

An election campaign adds a new dimension to an internal organizing campaign.

In campaigns to gain union security, it may be necessary to raise membership to a threshold level (such as 50 percent, depending on the law or the collective bargaining agreement), or it may be necessary to win an authorization election. An election campaign adds a new dimension to an internal organizing campaign.

ASSESSING SUPPORT IN UNION SECURITY ELECTIONS

In any organizing campaign, one-on-one contacts should result in an assessment of the workers' support for the union. Earlier in this guide, we discussed a rating system for these assessments. A different system must be used for union security elections. Every worker in the unit should be contacted one-on-one for an assessment. Assessments should be part of the evaluation process, but should not be the sole reason for the visit. (All the principles of listening and moving to action in home visits still apply.)

Union Security Voter Assessment System

1. *Supports union security.*
2. *Persuadable.*
3. *Against.*

GET-OUT-THE-VOTE FOR UNION SECURITY ELECTIONS

Union security elections also require systematic tracking of supporters for the election. Systems should be set up to record support according to the rating system and make sure that every supporter votes. The principle of GOTV is to maximize turnout of supporters, so that union supporters vote in higher numbers than other workers. We must assess enough voters to win the election and concentrate GOTV efforts on identified supporters.

For a more complete explanation of GOTV efforts read *The AFSCME Organizing Model and Manual*.

Components of a GOTV Plan

1. *Identify support.*
2. *Confirm work schedules of supporters.*
3. *Check for planned absences.*
4. *Locate all supporters who will not work on site where the election will be held.*
5. *Educate MAT on election rules.*
6. *Establish transportation plans for those who need rides.*
7. *Establish contingency plans for unknown absences and assignments.*
8. *Establish plan for making sure that every single supporter votes.*
 - A. *Visibility plan*
 - B. *Phone bank plan*
 - C. *One-on-one and MAT assignments*
 - D. *Written voting instructions and notification to supporters*
9. *Establish communications plan for MAT to confirm that supporters voted.*

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