UNION STRUCTURE 101 for Child Care Providers

(A one hour workshop for family child care providers)

Objectives:

After completing this workshop, students will be better able to:

- Identify internal and external trends, both positive and negative, that affect child care providers
- Analyze top trends and identify what steps union activists can take to respond to these trends
- Recognize the importance of becoming active in organizing, political action and legislative matters

Techniques:

Classroom discussion, small groups

Time: 1 hour

Handout:

- “Blank” FLOWER (see last page)

Materials/Aids:

- Markers for each table
- Flip chart paper

Advance Preparation:

Posted on the wall have a large colorful flower with all the different AFSCME groups filled in the petals, such as Child Care Providers, Corrections Officers, Nurses, Office Workers, Bus Drivers, etc, with AFSCME written in the center.

Post a second flower with the different locals and workers of Council ## on it. Title them the “AFSCME Family”. Keep covered until #3 of the exercise.
Facilitator’s Notes:

1. Distribute “Blank Flower” Handout to each participant. Explain that one way to think about a union is to think of it as a family/community. Every family has many different people that together form something bigger than just themselves. Some of us have lots of aunts, uncles, cousins, grandchildren. Some of us have only our siblings. Alone, they are like petals – just one person, but united they are like a flower – all connected together forming your family.

2. Ask participants to write down all the people who make up their families in the petals.

3. Explain that AFSCME is a lot like a flower too. Refer to large colorful flower posted on the wall that has all the different AFSCME groups filled in the petals, such as Child Care Providers, Corrections Officers, Nurses, Office Workers, Bus Drivers, etc, with AFSCME written in the center. Have a second flower with the different locals and workers of Council # #. Title them the “AFSCME Family”. Keep covered until this part.

4. Tell them that alone each group focuses on their own key issues and support issues that impact all workers. Today, we’re going to be focusing on them, child care providers. However, these other parts that make up AFSCME are also what gives AFSCME its strength and power. So when we talk about AFSCME’s family, we mean everyone. This benefits child care providers because it means that they are connected to other groups that also provide necessary public services.

5. Transition to the Child Care petal and tell participants we are going to focus on child care providers, the structure and how it relates to the union.
6. **Provide an overview of the AFSCME structure, including:**
   - AFSCME Structure: Local, Council, International
   - AFSCME Officers
   - Council # # Structure: Locals and workers represented
   - Council # # Officers
   - Child Care Providers Together Structure
   - Oregon Child Care Providers

7. **Summarize this section by making the following points:**

<table>
<thead>
<tr>
<th>Summary Points:</th>
</tr>
</thead>
<tbody>
<tr>
<td>• AFSCME brings together the strengths and experiences of many difference workers.</td>
</tr>
<tr>
<td>• Child care providers are an important part of the AFSCME family.</td>
</tr>
</tbody>
</table>
FLOWER POWER