

Mentoring Union Members into Union Activists & Pass it Forward



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- December 2015

Creating: Committed, Trained, and Confident Activists through a Mentoring Program

Formal Mentoring Program

- Mentors can be: leaders and/or peers
- Mentoring with individuals or groups
- Mentoring is a two-way process
- Everyone becomes a part of a larger social movement making a difference for future generations and accomplishing our goals

WE CAN'T DO IT ALONE

Formal Resolutions Passed at our National Convention 2014

These Resolutions make mobilizing our Membership relevant

Resolutions #215, #216, #217 Defend the Right to Vote and Stop Voter Suppression

Resolution #218, #219 Building a Grand Alliance Between the People of this Country and Postal Workers

Resolution #222 Build a Coalition and Campaign Against Privatization

Resolution #223, #224, Overturn Citizens United

Resolution #225 Support our Canadian Postal sisters & Brothers Union

Resolution #226 Support the Robin Hood Tax Campaign work with Labor & Allies

Resolution # 227 Observe Postal Heritage Day July 26

Resolution #228, #229 Oppose Unfair Trade Deal work with Labor & Allies

Resolution #230, # 231, #232 Support Walmart Workers & Fast Food Workers

Resolution #233 Oppose Right to Work Laws with Allies

Resolution #234 Support Moral Monday Movement

Resolution # 235, #236 Stop Staples and the Boycott Resolution

Resolution #237 Opposition to Keystone Pipeline

Resolution # 238 Opposing American Legislative Exchange (ALEC) with Union & Allies

Mobilizing our Members and Allies presents us with opportunities for success.

Results from Mentoring:

- improve communications within the organization;
- create a united work environment;
- increased job satisfaction and commitment;
- transfer knowledge and history to new generations;
- reduce turnover;
- help resolve barriers and include organizational practices;
- develop new leaders who can serve the union in a variety of ways;
- diversify the leadership;
- enable personal growth;
- increase awareness of issues within the organization;
- share the workload with future leaders and seasoned leaders and
- enjoy building a partnership, mentoring members to union activists.
- Getting help to build allies with the Community

Setting Up a Mentoring Program:

1. Goals and Objectives within a budget
2. Formalizing a Program
3. How long will program run
4. Time commitment for mentors & members
5. Group Mentoring or Individual
6. Select a Program Coordinator
7. Select the Mentors; expertise, committed
8. Recruit Participants from the Membership
9. Identify Members Needs and leadership roles
10. Identify assignments for member's growth
11. Matching Mentors with Members
12. Prioritize organizational & members needs
13. Ground Rules, signed agreements
14. Orientation and Content of Mentoring Meetings
15. Keeping track of progress and place on database

Sample Outline: Lillydale Area Local, APWU

Goals: Job Assignments to choose from: Legislative work, Mobilizing Members, Media Work, Local Website manager, Constitution Committee, Budget Committee, Community Coalition Organizer, Contract Campaign Committee, Central Labor Council Delegates, Christmas Party Organizer, Associate Office Stewards, New Employee Organizer, Assistant Editor, Workroom floor Coordinator, Mobilizing online, Union Safety Committee, Planning New Hire and Conversion Meetings, APWU Designer for flyers, banners, posters, Union Meeting activities & attendance, local video maker, membership blogging Coordinator, Young Members Coordinator, Child Care Committee,

Budget: LWOP for 6 members, and for 3 Mentors for two days
Breakfast , Lunch at Union Hall, After Workshop some LWOP for assigned tasks. Reporting at every Union Meeting.

Write Program & Ground rules: new group every 6 months

Select a Coordinator: Ginny Jones VP, Select Mentors

Recruitment of Members: Advertise for Applicants in news letter, interviews at work, selection by E-Board, selection by steward council,

E-Board: prepare agreement & teaching content & materials

Coordinator: will keep track of progress on database, report to President problems, issues, and progress as well as changes that need to be made.

Sample Mentoring Agreement for Members

Instructions: This document is intended to help you establish effective mentoring habits with your mentoring team. Please answer the questions with detail and review with the mentors.

1. Will attend all _____ days working together with Mentors
2. Will be willing to meet with mentors at hall, over coffee, lunch, e-mail after _____ day mentoring program
3. We will attempt to meet at least _____ a week , and if I cannot attend a scheduled meeting, I agree to notify my mentor in advance whenever possible and so will my mentor.
4. What do I expect from my mentors? _____
5. I will agree to complete my assigned activities and responsibilities as a member of the mentoring program and any sensitive issues will be held confidential .
6. I will attend Union Meetings to report on my progress with my assignment.
7. I agree to a no fault conclusion of my mentoring relationship with my mentors if necessary. If one of us needs to terminate the relationship, we agree to abide by the decision.

Member

Date

Mentor's Sharing and Objectives

- Orientation and Union History
- Running of a Union, Constitution, Rules
- Activities – Union Business
- Assignments for Member to choose from
- Training for Assignments and Role Playing
- Benefits and resources to accomplish the goals
- Work Plan, Timeline and Commitments
- Feedback, New Ideas, Suggestions

Sample Content of a Two Day Program

• Day 1

• Mentors & Members share background

- 1) Program needs of members/mentors
- 2) Members Agreement/ survey to get to know the member
- 3) Ground Rules
- 4) Mentors share union story
- 5) Members share experiences
- 6) Talk about goals, review survey of members
- 7) Start with Union History
- 8) Discuss the operation of the local, state, national
- 9) Constitution, Union Paper, Union Activities, Organizing , budget
- 10) Participation at Union Meetings, role play, Robert's rules, grievances, safety & health
- 11) Politics, culture, workplace environment
- 12) Have a list of work assignments, and/or project assignments for the members to choose from, and let them select one
- 13) Discuss what assignments entail

Day 2

14. Open discussion on ways to work on the assignments effectively
15. Keeping track of steps to success
16. Resources and Research
17. Commitment to stay active after assignments are completed
18. Open discussion on ways to make our local better for our members
19. Reaching for more members after being mentored and what to look for
20. Continued reporting from those mentored at the next Union Meetings

Examples of great assignments:

- Building a Community Coalition that includes Postal Issues
- Building a Media Relationship
- Building political legislative relationships with legislative leaders, local, state & federal
- Getting started on 2016 Elections, education, voter rights, registration, and vote by mail.

Leadership Goals



Assignment: National Elections

- What we can learn from the last event?
Best Practices
- Registering and Education
- What we can do better?
- What do we need to do to get our members and communities to vote?
- Absentee, Voting By Mail



**REGISTER
TO VOTE!**



Assignment for Coalition Building

1. Define the Problem and its impact on the Community & the People's Postal Service
2. Identify strategic organizations and stakeholders
3. Convene and prepare for a Meeting, or town hall to build unity on important issues
4. Share Perspectives find issues to work on
5. Discuss the goals, activities, and resources
6. Creating a vision for your community
7. Determine the Next Steps to action and commitments for information and action
8. Follow up with results of meeting to build ongoing relationships and activities

Assignment for Internal Mobilizing

- **Workplace Structure and Work group Coordinators assign each coordinator to work with 10- 20 members in a specific section or sections**
 1. Every member can be contacted by a Coordinator one-on-one in short period
 2. Written materials , collecting e-mails and contact information, surveys, petitions,
 3. A higher level of participation for collective actions and commitments
- Place your plan and structure on paper as it is critical (see example, next slide)
- Educational Flyers - Information on the issues and how it connects to members lives and future lives, give them a reason to care
- Solidarity Actions in the Workplace (wearing red, buttons, lunch meetings, walking together, standing up at the same time on workplace issues)
- Special Events to build attendance
- External Events press conference, town hall, legislative visit, pickets
- Don't try to push members too far, too fast, building a workplace structure starts with putting the plan on paper and let members know when, where, how and why we are campaigning on a particular issue and building solidarity

ONE-ON-ONE MOBILIZATION CONTACTS

- Building Address _____
- Building Mobilization Coordinator _____
- **Work Group Coordinator** _____
- Number in Work Group _____ Please complete Contacts by: _____

Name	Member/non	Telephone	E-mail	Address	Results
1. Beth Smith	Member	845-705-6991	bsmith@aol.com	23 Logan Way, LA	yes
2. John Moore	Non	845-609-2344	jmoore@q.com	240 G Street, LA	no

3.

4.

5.

6.

7.

8.

9.

10.

11.

12.

13.

14.

15.

Each Work Group Coordinator could be assigned 10 people in a section, You could have 5 or 10 Coordinators in a Plant or 1 Coordinator in each Station, Branch or each Associate Office attached to your Local. It is important to have each member assigned to the Coordinator listed on paper. They have a checklist to follow for each communication assigned. The conversations Coordinators have with other co-workers is not union time, but simply discussion about work issues while working in their section. Stewards could utilize Coordinators to help get documentation, or spread the word about activities the union is working on, or a reminder about a union meeting or union activity.

New Activist

Long term

Goals



1. Where do you see yourself in 5 years?
2. How do you envision your community in the next 8 years?
3. What are your major aspirations within the union and with the community?
4. What steps will you need to take, to achieve such a role?

Member's Feedback:

1. Did you get the resources you needed?
2. What was the best part of the mentoring program?
3. What was the worse part of the mentoring program?
4. What recommendations or ideas would make it better?

Conclusion of Mentorship

- Define your challenges
 - Technological as well as personal
- Set realistic expectation
 - Mobilizing Members is not achieved overnight
- Keep your eye on the goal
 - Continue to Mentor and try new ideas

Resource: The Next Generation: A Handbook for Mentoring Future Union Leaders

www.bergermarks.org

Youth and Unions Cornell University

http://digitalcommons.ilr.cornell.edu/working_papers