

# PHASES OF AN ORGANIZING CAMPAIGN

| PHASE                                   | ACTION   | POINT PERSON  |
|---|--|---|
| Worker expresses interest in organizing | Gather contact information and understanding of basic issues they have at work   | Send contact info to Heather Atkinson (hatkinson@iue-cwa.org)         |
| Building list and getting contacts      | Worker has 1-on-1 with organizer; organizer works with worker to build a list of employees and set a follow-up with a few trusted co-workers | External organizer, IUE-CWA members                                   |
| Building an organizing committee        | Workers build a trusted organizing committee that reaches out to workers through 1-on-1 contact; committee tries to assess majority support  | External organizer, IUE-CWA member support                            |
| Committee goes public                   | The organizing committee goes public with their demands for a union; signs a majority of workers on cards; files cards                       | External organizer, IUE-CWA member support                            |
| Committee files for union election      | Super majority of workers sign cards and are public in their support to form a union   | External organizer, staff attorney, IUE-CWA member support            |
| Committee GOTV                          | Committee turns out supporters for elections; prepares for contract campaign   | External organizer, staff attorney, staff rep, IUE-CWA member support |