

# Member Engagement Rap

## INTRO

*Hi. Several members of our union are out talking to faculty and state workers - trying to get a feel for the issues we all face. Our intent is to look at solutions for some of the problems we know are out there. I have been working here at the college/state for \_\_\_\_ years. How about you? What has your experience with the college/state been like? You know negotiations are right around the corner for faculty. If you could change something for the better what would it be? Do you think others are concerned about the same thing?*

## GET AT THE ISSUES

- What are some things you think we can work on to improve here at your job?
- What are some of the things you have seen that you would change here?

## AGITATE

- Do you think that's right? Do you think it's fair?
- Do you want to change that? (*their issue*)
- How do you think we can change these things?
- Who else do you think wants to change (issue)?

*We can solve issues if we have lots of people on board and we come up with solutions we can all agree on. Our strength is in our numbers and in our unity.*

Has anyone talked to you about joining the union?

**If they say something like “YES, I thought I was a union member,”** - It's a misunderstanding (such things happen). Work with them to get signed up.

**If not-** Explain that we are trying to do a better job of reaching out to new employees as well as employees who've been fee payers. We're determined to strengthen the union and we need everyone to do it.

If they know they are a fee payer – invite them to join. It is critical that we take action NOW. The Administration of the colleges is looking for ways to divide us so our message gets muddled. For this not to happen we need to act NOW. If we do we are more likely to get a good contract.

**If yes, but not interested-** Ask why? What could the union be doing better?

Do you want to make sure that (your issue) gets addressed? **Will you join the union?**

## Five Basics of Systematic Organizing:

1. Very few people join unless individually approached and asked to join.
2. The more people who are asked to join – the more who will join.
3. You cannot get hundreds of worker to join the union unless you have hundreds asking.
4. You cannot get hundreds of members asking people to join without strong organizing committees.
5. You cannot have strong functioning organizing committees unless people are meeting regularly, making plans, working with lists, doing charts, taking assignments, and reporting.