



Organizing Committee



An Organizing Committee (OC) is a group of workplace leaders (someone others listen to and follow) who help get other workers involved in making change. In our case, the OC work to help your local convert members to E-Dues and build union power.

The OC works with groups of workers to find out what problems they care about, come up with actions to solve them, and get people involved in doing those actions. In our case, much of that work will be converting to E-Dues to save our union and save our jobs.

This kind of organizing isn't just about signing people up — it's about giving every worker a real voice and real ownership in the union. Once we convert a coworker to E-Dues, they need to begin work converting others and getting more involved.

The main job of the OC is to spread the work out to others.

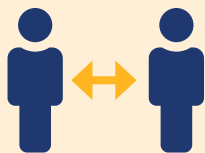
The small core group of OC leaders makes sure everyone is working together toward big, long-term goals.

Smaller organizing teams help make sure the work gets done day-to-day.

- People need real jobs to feel real commitment. They need to feel like they matter.
- Small teams help people get to know each other (not just the organizer or leader).
- Being part of a team helps people feel included, make decisions, and get better at union work over time. This builds commitment.
- Teams help us learn more and make better plans.
- Team actions help people grow as leaders with support and training.
- Team actions help people feel confident, get over fear, work together, and they should be fun.
- Even if a team action isn't perfect, it still builds ownership, leadership, and teamwork.



**Identifies
activists
(who do work)
and leaders
(whom people
follow)**



**Recruits
and other
members
of the
Organizing
Committee**



**Gets more
members
involved
in conversion
effort, union
building**



**Maps
employees,
the
relationships
and the
actions**



**Builds
capacity,
infrastructure
and individual
ownership
of the union
throughout
the
membership**

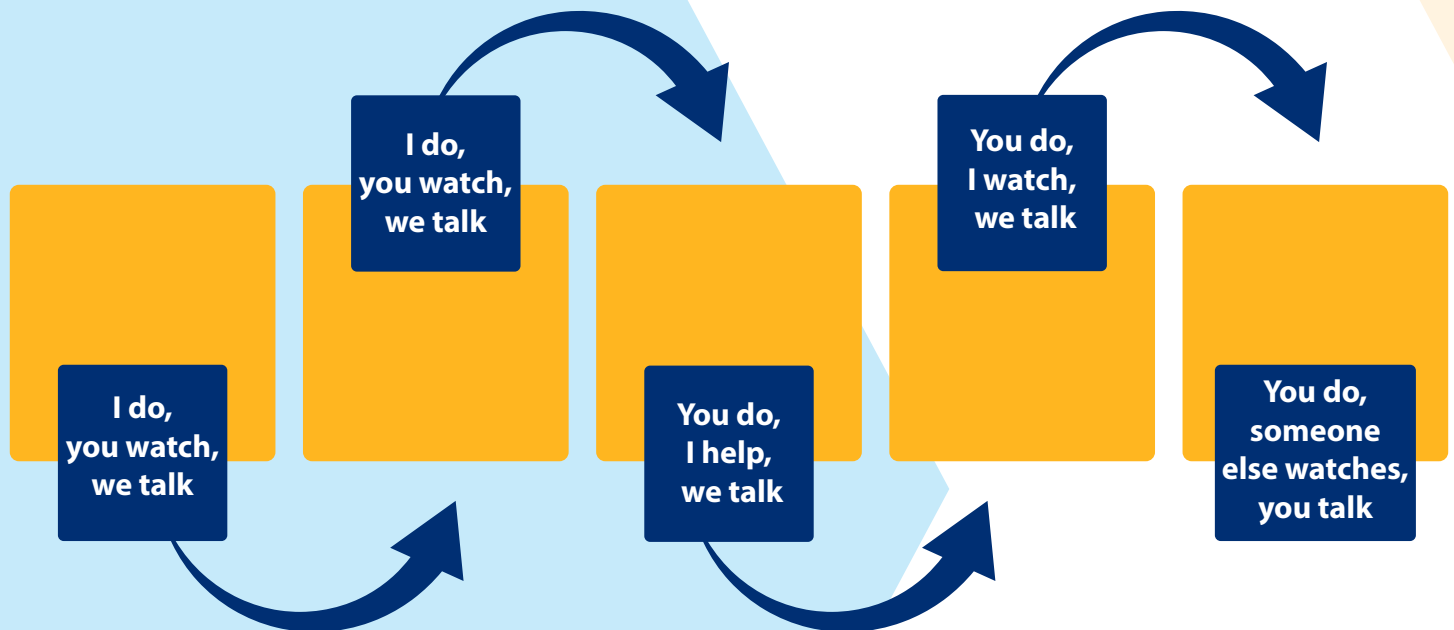


**Has one-on-
ones with all
employees
to convert
to E-Dues,
identify issues
and build
ownership
of the union**

The OC is always growing and always bringing in new people.

The OC and the organizing teams they build talk one-on-one with every worker. These talks follow a process — they measure support and help move workers into action. Each worker is marked based on how supportive they are.

As the OC talks to workers, they make a map of the whole group, sorting people by things like job type, telework, issues they care about, and how long they've worked.



Leaders are developed over time.

They start as supportive workers, then are asked to help out, then take on bigger jobs.

Eventually, they join a team, help talk to coworkers, and become part of the OC, helping lead the campaign. The main job for now is converting members of the local to E-Dues, and getting more people involved in the effort.

Each OC member tracks who they talk to and how those workers are getting involved using Broadstrips. The main ask should be conversion to E-Dues at this stage of our work.

The OC meets every week to plan what to say, talk about problems at work, and plan their efforts.

As things move forward, the OC finds issues that matter to workers — things that are simple, winnable, and important. Then they plan actions that get bigger over time. These actions build energy and lead to wins that workers create together.

Structure

The main OC is at the center of smaller OC teams. Leadership is shared. No one person or group makes all the decisions. This way, everyone is held accountable to each other. This is called the “snowflake model.”

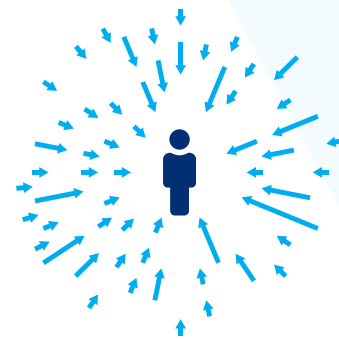
The snowflake model is made of many teams that work together. It's built to grow new leaders. Everyone is responsible for finding and training new leaders. Leaders help other leaders grow, and those leaders help even more leaders grow. That's how we build union power.

The snowflake model works by sharing leadership and always building new leaders. Strong relationships keep the snowflake connected. Decisions are made by many people, not just a few. The main OC team makes the big plans, and local teams test them, change them if needed, and give feedback. Everyone helps plan, learn, and grow new leaders and resources.

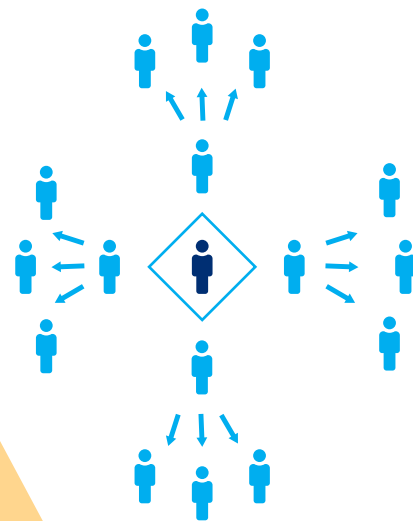
In the snowflake model, each person should only manage a few close relationships. If you're organizing full time (40 hours/week), you can handle up to ten close relationships. If you're organizing part time (like most people), you can handle about five. You keep those relationships strong with regular team or one-on-one meetings.

Everyone in the OC is responsible to each other. This isn't a top-down system where one person gives orders. Team members agree on tasks together and help each other succeed. Sometimes a core leader gives a task to a local team. Other times, a local team can give a task to the core team.

Each person has a clear role with clear



“I am the Leader”



Snowflake / Interdependent Leadership

Credits: Marshall Gantz, “People, Power, Change”
Harvard Kennedy School, Spring 2019

responsibilities. Even though the team works together, each job should be assigned to a person (or two). Everyone should know what they're supposed to do. In our case, each team member organizes and supports their group of leaders.

Because the snowflake has lots of small teams and grows new leaders all the time, it can grow really fast. One team adds new people. Those people start their own teams. Then those teams start new teams. That's how you go from 5 to 25 people in three months, then to 125 in the next three months, and 625 after that. You grow your power, your union and those you have converted to E-Dues.