

Organizing goals and core strategies definitions:

Structure tests:

Repeated, escalating worker-led mobilization actions that increase in risk over time and ultimately can prove “demonstrable,” supermajority participation. They require meticulous, disciplined and semi-public data tracking of who participates and who doesn’t. Countless structure tests are conducted in advance of knowing a workplace or workplaces are actually ready to walk out to win.

100 percent participation:

Structure tests build over time to move member participation from activist-only participation, to minority participation, to 50 percent participation, to supermajority participation and ultimately to 100 percent participation. For members to win and own the victory, no less than 90 percent participation of workers is required. High participation builds unbreakable solidarity by overcoming the many divisions perfected and deployed by our opponents.

Walkout ready:

To be “walkout ready,” our membership must pass the highest risk pre-walkout structure tests with supermajority participation. Our reporting must demonstrate that our base is unified, secure and is so committed to our demands that 95-plus percent will follow through if and when the time comes to walk out. Our membership must be unbreakably unified and clear on the message and what they are fighting for. The logistical preparations must be fully complete (signs, slogans, materials, etc.), but the most important measure is supermajority participation in the preceding structure tests. Becoming “walkout ready” is as important as a walkout itself.


Walkout vs. strike:

Strikes are legal in Minnesota, but only under certain circumstances defined in the Public Employment Labor Relations Act. Using the word “strike” could cause confusion about whether your action is lawful protected speech or a violation of PELRA that could subject your local or Education Minnesota to fines and other penalties. It is important to say that we are building power to be “walkout- or direct action-ready” across the state. In some other states that have staged mass walkouts, administrators have canceled school and supported the effort, and there were no penalties against the participating employees or locals. Getting buy-in from administrators and the public are key to our efforts long term.

Organic leaders vs. activists:

Organic leaders are those people who are the most highly respected by their peers in a workplace and have a following. For example, organic leaders are those who are identified when you ask the question, “Who in your workplace do you turn to for help with teaching and learning issues?” Activists are those people who already enthusiastically support the union and take part in union actions. Some activists are organic leaders, but we need both to unify a supermajority to win.

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