

## ORGANIZING / MOBILIZING

**Organizing** is about building long term capacity and power.

- In this context, we are talking about organizing members who are part of the union, but may not see how or where they fit into Health and Safety matters/concerns. In either case, organizing (by definition) is about “recruiting” members to our side so that they are willing, prepared and organized to help make change. Organizing is about building strength and depth and the capacity to take action.

**Mobilizing** is about leveraging that capacity and power for immediate action.

- Mobilizing, by definition, is about getting those members who are on our side to take action. Stewards/Health & Safety activists mobilize members to participate in specific campaigns, rallies, plant gates, events or one-offs where a union presence is important. Mobilizing is, more often than not, to achieve a singular purpose. Mobilizing is about exercising our strength and capacity to make a specific gain.
  - Activates members who are already activists and who support the union, to participate in the union’s activities and actions

You will have a *harder time* mobilizing on issues if there has been no organizing done before.

Unions have to both organize and mobilize in order to make advances.

TASK - On the next page, in your group brainstorm 3 ideas how to organize members for Health and Safety matters and 3 ideas how to mobilize members if you have a Health and Safety issue.

<b>Health and Safety Organizing</b>	<b>Mobilizing for a Health and Safety Issue</b>
<p>Advertise PSAC Health and Safety courses</p> <p>Make sure that the membership knows who is part of the Joint Health and Safety committee.</p> <p>Who are the union representatives and how can they be reached.</p> <p>Post the minutes of the regularly held Health and Safety meetings on the union boards in the work site.</p> <p>Post the meeting dates of the H&amp;S committee.</p> <p>Do a local lunch and learn about basic Health and Safety rules</p> <p>Let members know what they must do if they encounter a Health and Safety issue.</p> <p>Post, on the union boards, information about Ergonomics, Mental Health in the Workplace etc.</p> <p>Acknowledge annually Day of Mourning April 28<sup>th</sup></p> <p>Organize for an engaged informed union membership, on H&amp;S matters in the workplace and knowledgeable of their rights</p>	<p>Identify members who have indicated interest in H&amp;S issues.</p> <p>Meet with the Chief Shop Steward and other Stewards in the work site affected by an issue</p> <p>Host information sessions</p> <p>Seek input from members for solutions for an issue</p> <p>Ask other members if they have also encountered a recently identified H&amp;S issue</p> <p>Work with the members of the Health and Safety committee</p> <p>Identify the issue</p> <p>Identify who can speak to the issue</p> <p>Work with the OSH committee</p> <p>Inform the union members</p> <p>Decide what mobilization methods would be most effective</p>