In this workshop...

- Why Care?
- Our Government
- Influencing Lawmakers
- Building Rapid Response
Union  Management
Our Economy is Out of Balance
Our Economy is Out of Balance

**PRODUCTIVITY VS. WAGE GROWTH, 1947–2010**

CEO PAY RISES AGAIN

Today’s CEO-to-worker pay ratios are simply unconscionable. While CEO pay is stratospheric, production and nonsupervisory workers took home only $36,134 on average in 2014, and a full-time worker making the federal minimum wage earned only $15,080.

IN 2014, THE CEO-TO-WORKER PAY RATIO WAS:

373:1

The average S&P 500 Index CEO received $13.5 million in total compensation.
As Unions Decline, Inequality Rises
Issues are Increasingly Critical

- Trade
- Retirement Security
- Workers Rights
- Ability to Organize
- WAGE ACT
- OSHA
Just because you do not take an interest in politics doesn’t mean that politics won’t take an interest in you.

- Pericles (430 BC)
Three Branches of Government

**CONSTITUTION**

**LEGISLATIVE**
- The U.S. Capitol
- Congress
  - House of Representatives
  - Senate

**EXECUTIVE**
- The White House
- President
- Vice President

**JUDICIAL**
- The Supreme Court
- Supreme Court
The Presidency

• Minimum qualifications:
  – Born in U.S., 35 years old, lived in U.S. for 14 years or more

• Salary: $400,000 annually

• Four-year term (max. of two terms)

• Next election?

• First woman to run for VP (for a major party)?
Congress

• Represents the American people
• Currently in the 114th Congress
• 100 in Senate (2/state)
• 435-equally populated Districts in the U.S. House
• Terms

<table>
<thead>
<tr>
<th>Senate</th>
<th>6 years (1/3 every other year)</th>
</tr>
</thead>
<tbody>
<tr>
<td>House</td>
<td>2 years</td>
</tr>
</tbody>
</table>
Who Represents Us?

- Made $174,000 since 2009 (leadership get more)
- YES, they pay into Social Security
- There is a pension plan
- Now get health care through ACA exchanges
- Have staff, office budget
- Office in D.C. and District offices
- Get Committee assignments

Find out more:
### Who Represents Us?

<table>
<thead>
<tr>
<th>Congress</th>
<th>General Population</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average Age: 57/House 61/Senate</td>
<td>37</td>
</tr>
<tr>
<td>80% White</td>
<td>77%</td>
</tr>
<tr>
<td>80% Male</td>
<td>49%</td>
</tr>
</tbody>
</table>
How a Bill Becomes a Law
Rapid Response Works

Why does it matter to my local?

- **Education** on policy that impacts our working & retirement lives
- Ability to **impact** those legislative decisions
- Provides **experience** in working with elected officials – helpful for non-legislative work too
- Build a communication structure that builds **strength and solidarity**
Rapid Response Works

In 2015:

- Stalled Fast Track repeatedly, joining in an unprecedented coalition effort to stand against bad trade policy.
- Got a positive outcome in a historic trade case involving passenger vehicle and light truck tires.
- Fought off right to work legislation in multiple states including Kentucky, West Virginia, New Mexico and Missouri.
- Pushed back against paycheck deception and other anti-worker efforts in multiple states.
- Changed California legislation that could have hurt USW members in the oil sector.
- Worked to ensure our crude oil stays here.
- Took action to repeal the “Chevy Tax.”
- Fighting for fair trade in paper.
The Basics

• The history
• Now: 21 years strong
• Fundamentals: education, one-on-one communication, non-partisan, bypass traditional bureaucracy
Rapid Response gives members a way to engage and trusts members to vote the right way.

If the 99% vote, the 1% won’t matter!
Get Informed
Get Informed

Text: uswraprapid

To: 69866
Get Informed

Facebook: www.facebook.com/USWrapidresponse
Get the Info Out

• One-on-one communication = the heart of Rapid Response!

• Need to build and maintain a communication network
  – Rapid Response Coordinator
  – Rapid Response Team
  – Mapping your workplace

• Make sure your program can adapt to change within your local!
Rapid Response Coordinator

- Appointed by Local President
- Recruits a Team along with President & ensures Team Members are engaged
- Keeps the Team informed and ready
- Reports action results
- Reports changes in Team Members
- Personally participates!
Mapping Your Workplace

Consider:

- Goal is 4% minimum (one per 25)
- Amalgamated or Not
- Worksite Layout & Logistical Considerations
- Departments
- Shifts
Rapid Response Team Members

What do we need our team members to do?

• Circulate information to an assigned group of people
• Ensure actions are carried out
• Report results back to the RR Coordinator
• Personally participate!
Who Should be a Team Member?

Necessary: Willing to do the job

Helpful:
• Interest in legislative issues
• Good communicators
• Respected by fellow members
• In the right place at the right time & can get to others easily
Who Should be a Team Member?

- Women of Steel
- Next Gen Activists
- Stewards
- New Members
- SOAR
- CAT Team Members
- Political Activists
Who Should be a Team Member?

Hey, I need you to pass some stuff out for me . . .

Can I tell you about this great communication network that we have? I think you would really be an asset because . . .
Supporting Your Team

• Know your team
• Keep your Team together
• Make meetings interesting
• Set high standards
• Don’t overload
• Keep people informed
• Acknowledge good work
Get Active

- Act Only After Thorough Education
- Types: National, State, Local & Targeted Actions
- Defensive vs. Offensive
- Act Only When Impact Can Be Made
Feedback is Critical!

You’ll get “Feedback Reports,” but other feedback is just as important:

- From Team Members to Local Coordinator
- From your Local Coordinator to your Team
- Between you and your District Coordinator (or Congressional District or Area Coordinator if applicable)
- Always remember to report back at local union meetings as well!
The most common way that people give up their power is by thinking they don’t have any.

- Alice Walker