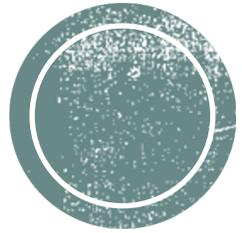


Engaging Organizing

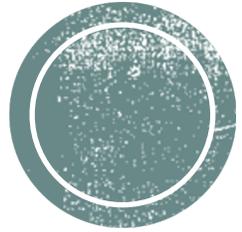
Mariana Padias, Assistant Director of Organizing
Rapid Response Conference · February 22, 2022





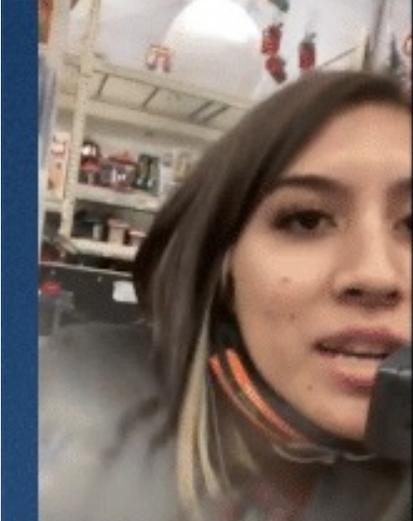
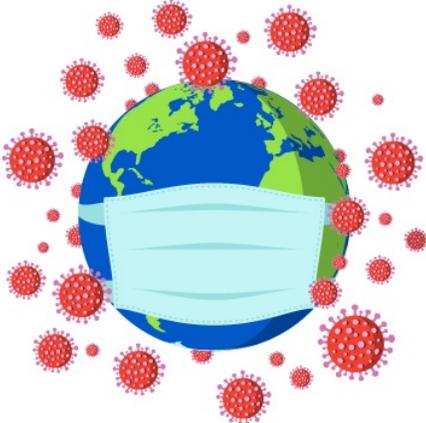
What is **ORGANIZING?**

Please write what “organizing” means to you in the chat



**How does
organizing help you
and your local?**

The current moment



The real looting in America is the Walton family becoming \$53 billion richer during a pandemic, while cutting the pay and hours of Walmart workers, bankrupting small businesses, receiving a tax break of more than \$2.2 billion a year under Trump & buying back \$20 billion in stock.

Walmart cuts workers' hours but increases workload as sales rise amid pandemic

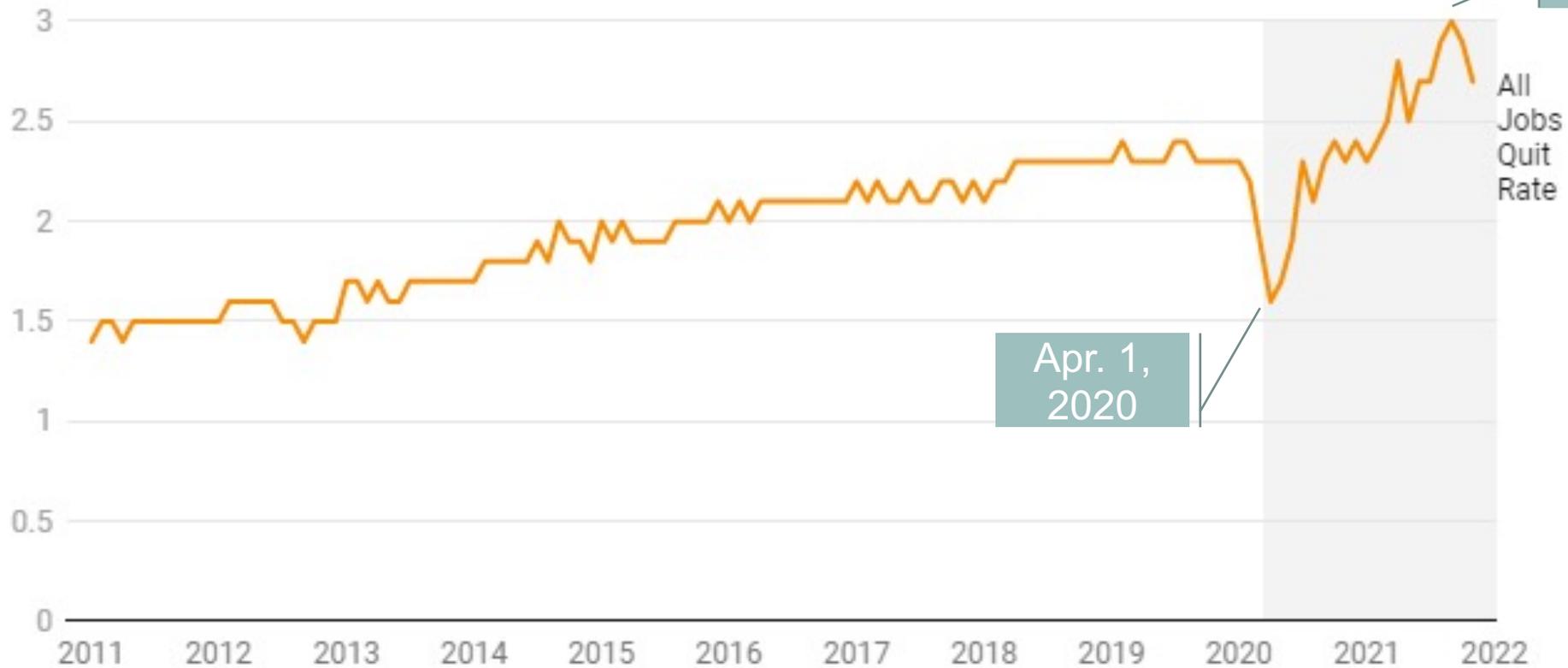
108 4.7K 12.4K

“11.5
work
their
during
spring o
business world by surprise. It's always beid that pe
job they could get. While this shift in work life
why people are leaving these once coveted jobs



Workers are quitting at the highest rates in a decade

The quits rate initially dipped at the beginning of the pandemic



The quits rate is the number of quits during the entire month as a percent of total employment. The rate for November 2021 is preliminary.

Chart: Ryan Little • Source: [U.S. Bureau of Labor Statistics](#) • [Get the data](#)



U.S. job openings double what 2019 trend would predict

Job openings are more than three times the 2011 totals



The 2019 trend created by averaging change in total openings from January to December.

Chart: Ryan Little • Source: [U.S. Bureau of Labor Statistics](#) • [Get the data](#)



Quitting is, in some ways, the sad resort of an individualized working class. Unorganized, you can quit. But the institutional changes needed—from stronger labor protections to child care policies—await better contracts or legislative victories.

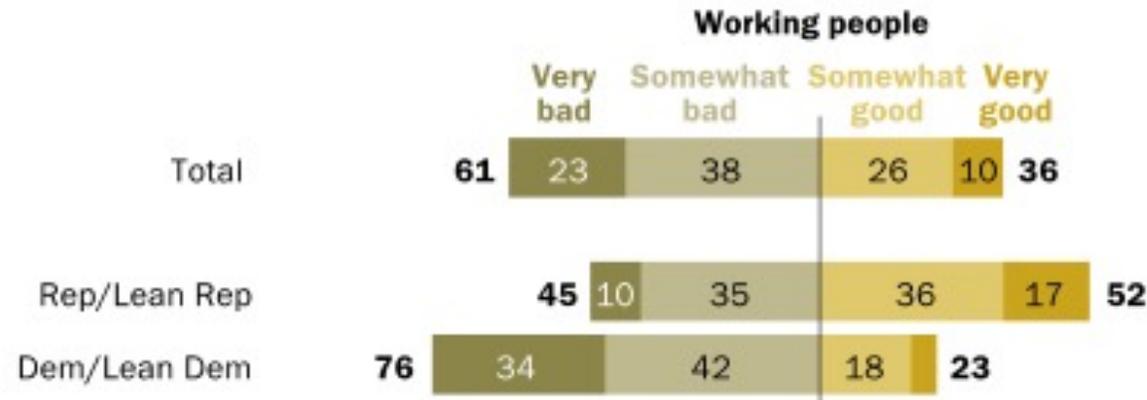
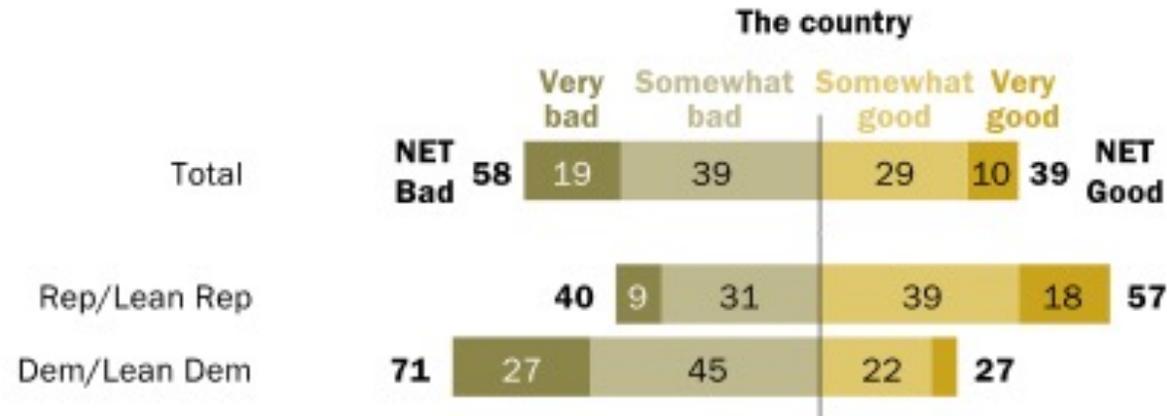
[We risk now] . . . an overhyping of quitting as revolution, and underplaying its ability to show workers' agency. If you read enough quitting stories, you'll find how that individual decision—*well, this isn't worth it*—came about because of a unique confluence of recent events and policies that allowed workers, for once, to imagine a better way. We should be skeptical about just how much lasting change will come from the actions we're seeing today, but also keenly aware that some things have already changed—and that workers, in some sort of crazy-quilt general strike, did fight back.

Jacob Rosenberg, "The Big Quit," *Mother Jones*, Jan.-Feb. 2022,
<https://www.motherjones.com/politics/2022/01/record-quits-great-resignation-labor-workers-pandemic/>



Majority of Americans say long-term decline in share of workers represented by unions is bad for the U.S.

% who say the large reduction in the percentage of workers represented by unions has been ___ for ...



Note: No answer responses not shown.

Source: Survey of U.S. adults conducted Jan. 10-17, 2022.

PEW RESEARCH CENTER

Opinions about unions

By political party

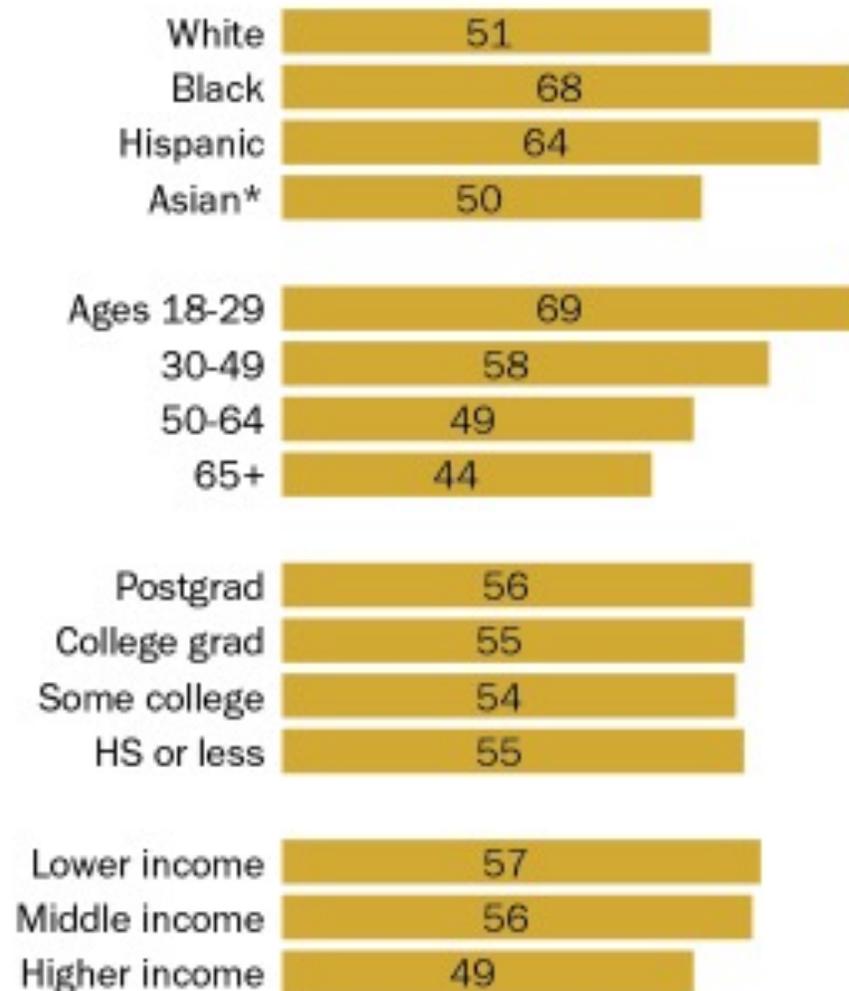
Pew Research Center

Jan. 10-17, 2022



Demographic differences in Americans' views of labor unions

% who say labor unions have a positive effect on the way things are going in the country



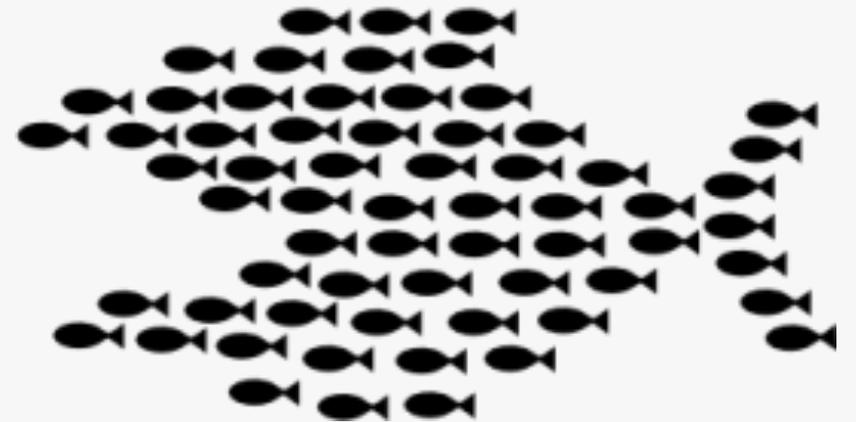
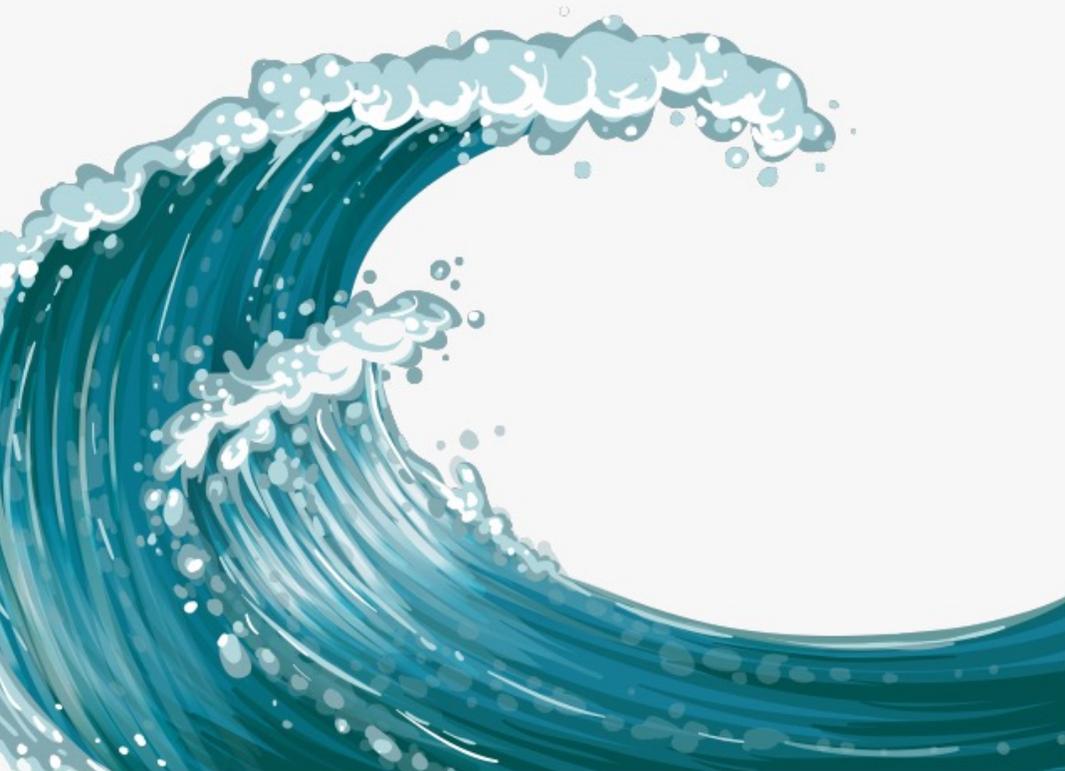
Opinions about unions

By race, age, education, income



Wave of unionizing?

- NOT YET



Federal and state policy

- **Congress**

- PRO Act: making it easier to organize
- Sneaking union-friendly language into other bills

- **Executive Branch**

- White House Task Force on Worker Organizing and Empowerment
- Appointments

- **State and Local**

- Public sector: encourage neutrality
- Police incentives given to employer



November 19, 2019

Policy at work

- Holding employers to their promises of job growth
- Investigating whether public money is being used to support “good” jobs
- Encourage neutrality and unionization in procurement

RESOURCES

**Good Jobs Everywhere: Why
Manufacturing Jobs Should
Advance Equity and Strengthen
Communities**



Putting it all together

	Jan	Feb	March	April	May	June	Next 6 months
Workers		-Catholic Labor Network panel -SCEA panel					
Community	-Coalition meeting -H3389 -community videos to workers	-RVA letter -start Chester County intros	-H3389 hearing -engage a peer leader around Intl Women's Day	-Worker hearings -ABSI fellow starts	-Labor in the Pulpit	-Chester County action	-prepare for Chester County elections?
Leadership Engagement/ peer education	-Sharan Burrow outreach -Walmart letter	-SC Peer Education	-Jeff Sachs outreach	-Walmart engagement	-WRC/MAPI	-Indonesia Peer Education	-Trade investigation

We need YOU!

Mariana Padias, mpadias@usw.org

