

How To UNIONIZE YOUR WORKPLACE!



WORKERS OF THE WORLD!

The greatest and most urgent task facing the working class in America today is the organization of the tens of millions of unorganized workers across industries. As of 2024, unions represent only about 14.3 million workers—roughly 9.9% of the wage and salary workforce—leaving over 90% without union protection. Organized labor controls just a small fraction of the workforce, while the vast majority remain vulnerable to exploitation by employers.

Key sectors like tech, retail, hospitality, healthcare aides, delivery and ride-sharing, and much of manufacturing remain largely non-union or only partially organized. Even in stronger sectors like education, transportation, and construction, union density often falls below 50%, and in many cases much lower.

Private-sector unionization stands at just 5.9%, while public-sector workers fare better at around 32%. This imbalance leaves most workers isolated and powerless.

This situation is unsustainable. A small organized minority cannot achieve lasting gains when pitted against a massive non-union majority that drags down wages, benefits, and standards for everyone.

Real progress—for higher wages, better conditions, job security, and broader economic justice—depends on bringing millions more workers into unions.



Unionizing your workplace is about empowering employees to come together, address shared challenges, and create a fairer environment. When workers unite, they gain the collective strength to negotiate better pay, safer conditions, and more respect on the job. This process highlights how individual efforts can lead to broader improvements, showing that everyday people have the power to shape their own futures when they stand as one.

ASSESS INTEREST AND EDUCATE YOURSELVES

The most effective organizers dedicate much more time to listening than to speaking. They ask questions and invest effort into understanding individuals and what truly matters to them. By showing authentic care through active listening, you build trust, which encourages others to work alongside you. Engage in private conversations with trusted peers about common issues like low wages, long hours, or inadequate benefits. Such discussions can reveal that many share the same sentiments, fostering a united sense of purpose.

Educate everyone on basic labor rights—such as the legal protections against retaliation for organizing—to reduce fears and foster unity. Remember, when employees recognize their common struggles, it becomes clear that change happens through group action, not isolated complaints.

As part of your planning, create a confidential chart (like a spreadsheet) listing all coworkers with details such as department, shift, contact info, and level of support. Use a simple 1-5 scale to track engagement:

SCALING THE CHART

- 1 - Strong, Active Support**
- 2 - Passive Support**
- 3 - Neutral**
- 4 - Passively Against**
- 5 - Strong, Active Antagonist**

WORKPLACE MAPPING

Complete a physical mapping of your workplace. Include areas such as: Offices, Break Areas, Locations of Cameras.

KEEP NOTE OF

What are some areas where employees congregate?

What are some areas where bosses and supervisors can reliably be found?

Is there a place where you can talk in seclusion?

Workplace Mapping

kitchen		works from home X
office X		X

X pro-union **X anti-union**
X unknown **X supervisor**



AMERICAN PARTY OF LABOR
ALL POWER TO THE WORKING PEOPLE!

BUILD AN ORGANIZING COMMITTEE

Form a small, diverse group of committed coworkers from different departments or shifts to lead the effort. This committee should represent the workforce's variety, ensuring everyone feels included. Meet outside work hours to discuss goals, like improving job security or work-life balance, and create a plan. This step reinforces that workers' voices are strongest when amplified together, turning individual frustrations into a unified push for equity.

Imagine a workplace where decisions reflect the needs of those who make it run. Your committee is the first step toward that brighter future.



CONNECT WITH UNION SUPPORT

Reach out to an established union in your industry (like retail, healthcare, or manufacturing) for guidance. They can provide resources, training, and experienced organizers without you starting from scratch. If no union fits, you can form an independent one, but partnering often speeds things up. This collaboration shows how linking with others who've faced similar battles can level the playing field against larger corporate interests.



With experienced allies, what felt overwhelming becomes achievable. Workers have won big by standing shoulder-to-shoulder—your turn is coming.

Research groups online or through trusted contacts. Schedule a confidential meeting to discuss your situation. They'll help navigate legal aspects and offer strategies tailored to your industry.

GATHER SIGNATURES ON AUTHORIZATION CARDS

Using your map and chart, systematically approach every coworker and collect union authorization cards. Shoot for 70-80% support—far above the legal minimum—to create an overwhelming show of unity. Each signed card is a worker stepping firmly onto the side of their class, declaring that the value they create should serve the people who produce it, not just those who own the company. When the vast majority signs, the employer is confronted with undeniable reality: the workforce has awakened to its own power and will no longer accept exploitation without a fight.

Signing shows workers recognizing their shared power against imbalances in the workplace. It's a vote of confidence in each other.



FILE FOR AN ELECTION

Submit the cards to the National Labor Relations Board to force a vote.

During the campaign, relentlessly highlight the gap: record profits versus stagnant wages, executive pay versus overwork.

Show how unions elsewhere have narrowed that gap through collective refusal to accept less.

The campaign period sharpens the line: workers on one side, ownership on the other. Voting yes becomes an act of choosing your class interest over submission.



WIN THE ELECTION AND NEGOTIATE A CONTRACT

A majority victory legally binds the employer to bargain. Elect a bargaining committee to demand wages that reflect the value workers create, ironclad protections against arbitrary discipline, and real input over conditions. Expect fierce resistance—threats, delays, divide-and-conquer tactics—because every concession reduces the share that flows upward. But history proves that determined, united workers win. A strong first contract isn't charity; it's wealth redirected from those who accumulate it to those who produce it.



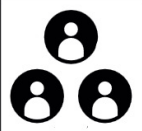


If you win, celebrate together! This victory demonstrates concretely that when workers organize and stay disciplined, they can overcome even well-resourced opposition. It's a powerful reminder that collective will is stronger than individual isolation.

Unionizing isn't just a process—it's a step toward a world where workers' voices outweigh corporate greed. Time and again, organized labor has proven its might, from shorter workweeks to health protections that once seemed impossible. Your workplace can be next. By coming together, you're not only improving your own lives but inspiring others to do the same. The road may have challenges, but the rewards are immense: dignity, security, and the knowledge that united workers are an unstoppable force. Let's build that future—one conversation at a time.

For further assistance in organizing, reach out to the Emergency Workplace Organizing Committee.

YOU DESERVE A UNION!

EWOC provides workers with information and support to win better benefits, better pay, and a voice at their job. Learn from experienced organizers all the skills you'll need to organize a **UNION!**

	BETTER BENEFITS! RESPECT & DIGNITY ON THE JOB! BETTER WAGES!	
	IT TAKES TIME AND EFFORT BUT ANY WORKER, ANYWHERE CAN ORGANIZE AND WIN!	EWOC

WORKERORGANIZING.ORG/SUPPORT

The Emergency Workplace Organizing Committee (EWOC) is a volunteer-run network of hundreds of workers, organizers, and supporters who together are building a stronger, worker-led labor movement. We support and train any non-union worker in any industry who wants power and agency at work. Along with unions and other labor organizations, we can build the militancy and strength of the working class and effectively organize the millions of unorganized workers in the United States.

**It's illegal for employers to interfere with, restrain, or coerce employees exercising their rights (e.g., threatening, interrogating, spying on, or firing workers for union activity).
The NLRB: Allows workers (or unions) to file a charge alleging a ULP (free, with forms available online).**

Investigates through regional offices—often quickly dismissing meritless claims or seeking settlements.

Issues complaints if evidence supports the charge, leading to hearings before administrative law judges.

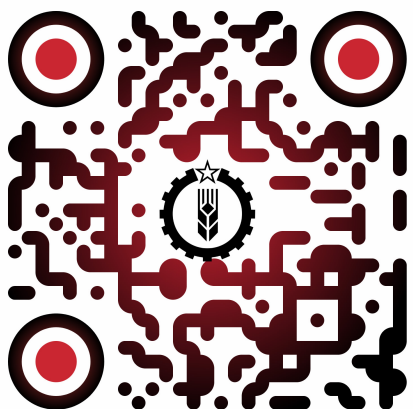
Provides remedies like reinstatement with back pay, stopping illegal actions, or (in severe cases) ordering bargaining without an election.



LEARN MORE ABOUT EMPLOYEE RIGHTS, EMPLOYER AND UNION RIGHTS AND OBLIGATIONS, THE RIGHT TO STRIKE, THE USE OF SOCIAL MEDIA UNDER THE NLRA, AND WORKPLACE RETALIATION.

WWW.NLRB.GOV

PRESENT-DAY SOCIETY IS WHOLLY BASED ON THE EXPLOITATION OF THE VAST MASSES OF THE WORKING CLASS BY A TINY MINORITY OF THE POPULATION, THE CLASS OF THE LANDOWNERS AND THAT OF THE CAPITALISTS. IT IS A SLAVE SOCIETY, SINCE THE FREE WORKERS, WHO ALL THEIR LIFE WORK FOR THE CAPITALISTS, ARE ENTITLED ONLY TO SUCH MEANS OF SUBSISTENCE AS ARE ESSENTIAL FOR THE MAINTENANCE OF SLAVES WHO PRODUCE PROFIT, FOR THE SAFEGUARDING AND PERPETUATION OF CAPITALIST SLAVERY.



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