



Finishing
Trades
Institute

INTERNATIONAL



COR 1028 Building Union Power - Leadership

One Union • **One Family** • One Fight!
Education and Engagement

Phase **1**

Introduction

Phase

1



Name

Title/Position

Trade

Answer the Questions:

1. How did you become a member?
2. What are you expecting from becoming an IUPAT member?



COR 1028 Building Union Power - Leadership



Centered around IUPAT's value statement "**One Union, One Family, One Fight**," the course emphasizes the importance of **commitment, mutual support, and solidarity** in driving meaningful change within our union.

This training module is designed to **empower** our members by fostering a shared understanding and **commitment** to our core **values**.

Participants will gain insight into their **personal role in strengthening union power**, understand the value of working together toward common goals, and leave with a deeper sense of how individual actions **contribute to our union's success**.

Learning Outcomes

- Identify key events and milestones in our union's history.
- Explain IUPAT's Mission and Values Statement —**One Union, One Family, One Fight.**
- Recognize and describe the decline in union power and its key factors.
- Discuss ways members can take an active role in building power within our union.



Course Topics

- 1 Market Share Past and Present
- 2 IUPAT History
- 3 Our Mission and Value Statement
- 4 Member Empowerment





Construction Unions: Market Share Past and Present

01

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Phase **1**

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Question 1

What percentage of construction workers belonged to labor unions in the U.S. in the 1940s?

A. 12%

B. 40%

C. 73%

D. 87%



Question 1

What percentage of construction workers belonged to labor unions in the U.S. in the 1940s?



Answer

D. 87%

Question 2

What percentage of construction workers belonged to labor unions in the U.S. in 2024?

A. 10.3%

B. 40.5%

C. 73.2%

D. 25%



Question 2

What percentage of construction workers belonged to labor unions in the U.S. in 2024?

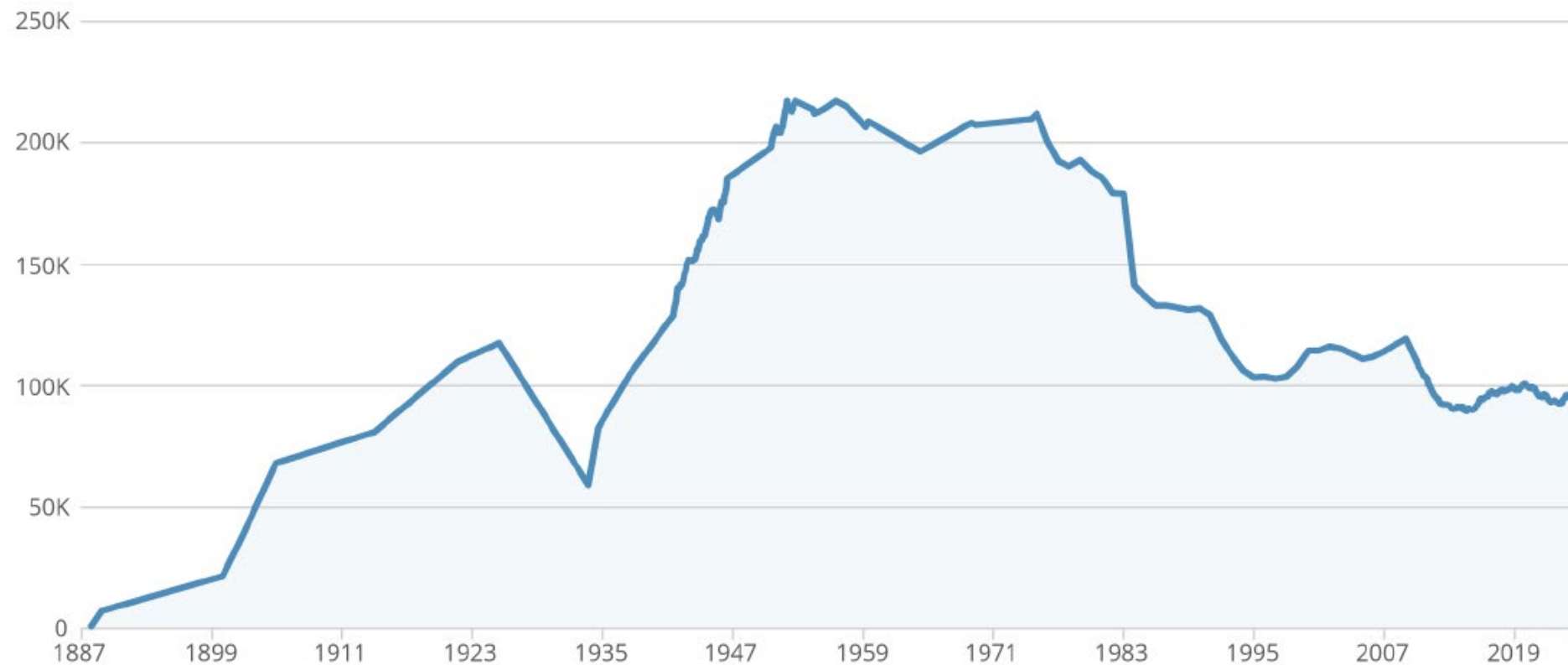
Answer

A. 10.3%

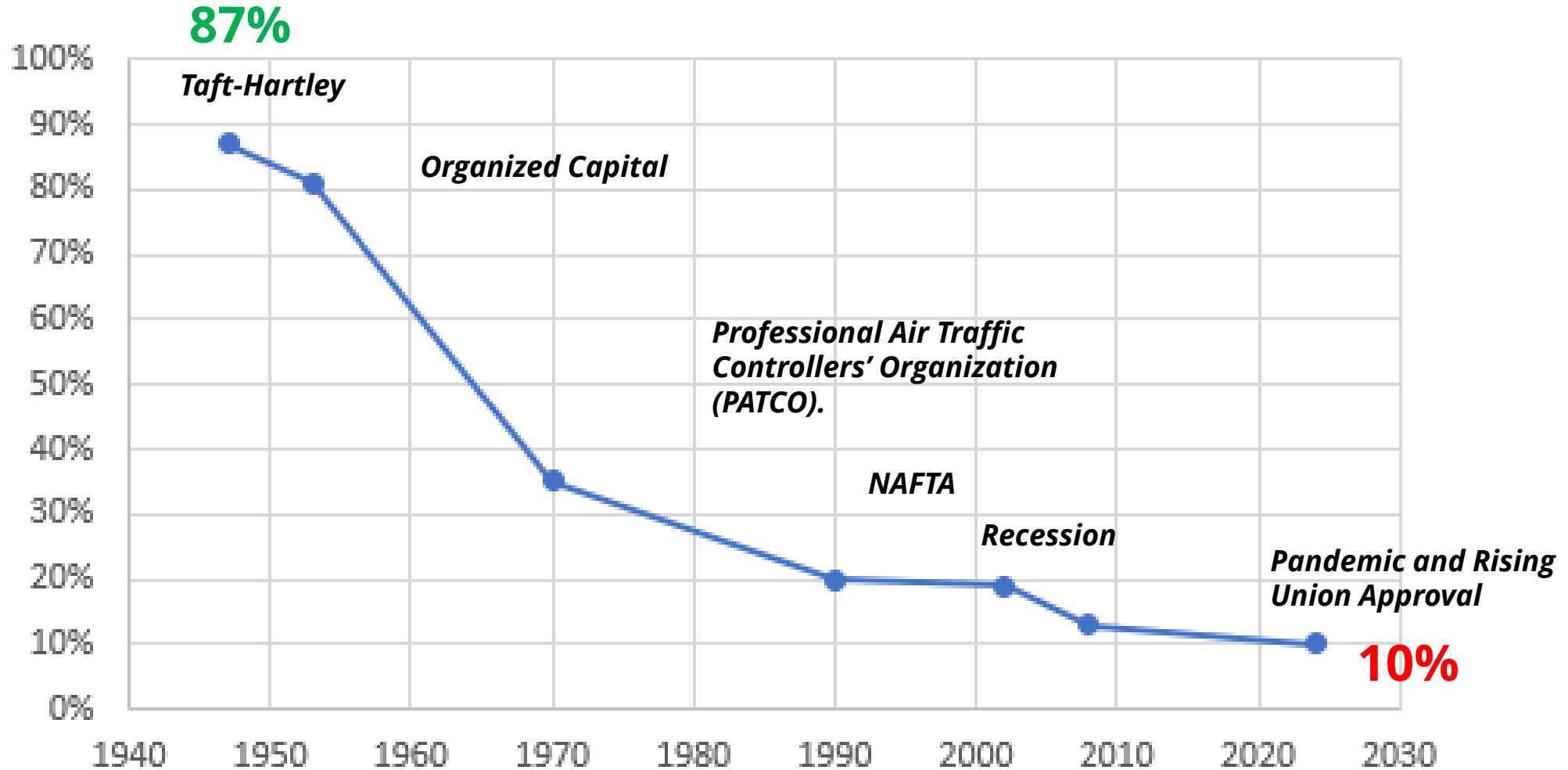


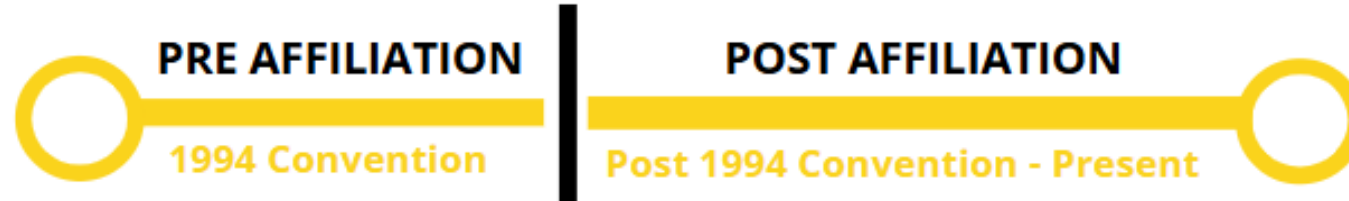
Trend of Total Membership

Active Member Totals 1887 to 2024



Percentage of Construction Workers Belonging to Unions in the U.S.





History of **Our Union**



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Phase **1**

Craft and Local Union Autonomy



**Local Union
Driven**



**Broken down
by small
geographic
locations.**



**Trades were
independent.**



**Resources
were limited.**

District Council Full Affiliation



Created District Council affiliation of all local unions.



Merged benefit plans and collective bargaining agreements on a regional level.



Consolidated all resources and trades under one banner.



Becoming ONE Union



Changed our name and logo to unite as “One Union”.



Restructured the International Union to be more Department Driven.



Created Organizing Funds to assist our District Councils organizing programs.



One Union. **One Family.** One Fight



Created Model District Council Structure
transparency of Departments



Full-time Directors of Organizing, Service, Training and Government Affairs



Increased our Training, Organizing, and Political Power



Built our “One Union, One Family, One Fight” member-driven campaign for Power



Unite our membership under the values of increased participation, solidarity, and empowerment

Obstacles





Our Value Statement – One Union. One Family. One Fight!

03

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Phase 1

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**“TO BETTER THE LIVES OF
EACH AND EVERY MEMBER
BY BEING THE STRONGEST,
MOST POWERFUL VOICE IN
THE INDUSTRIES WE
REPRESENT.”**



One Union

Our strength is forged through unity by every member within our union working together, regardless of our individual trades, throughout North America. We stand united as one, transcending individual differences and creating collective power.

One Family

We stand together as one. We support, care for, and respect each other in our union halls, on and off the job sites, each and every day. We leave no members behind.

One Fight

We fight together for stronger contracts — that means safer job sites, industry-leading pay, and democracy at work. When we win stronger collective bargaining agreements for IUPAT members, we win higher standards of living for every worker in our crafts.





Member Empowerment

Ways Members Can Build Power within the Union

04

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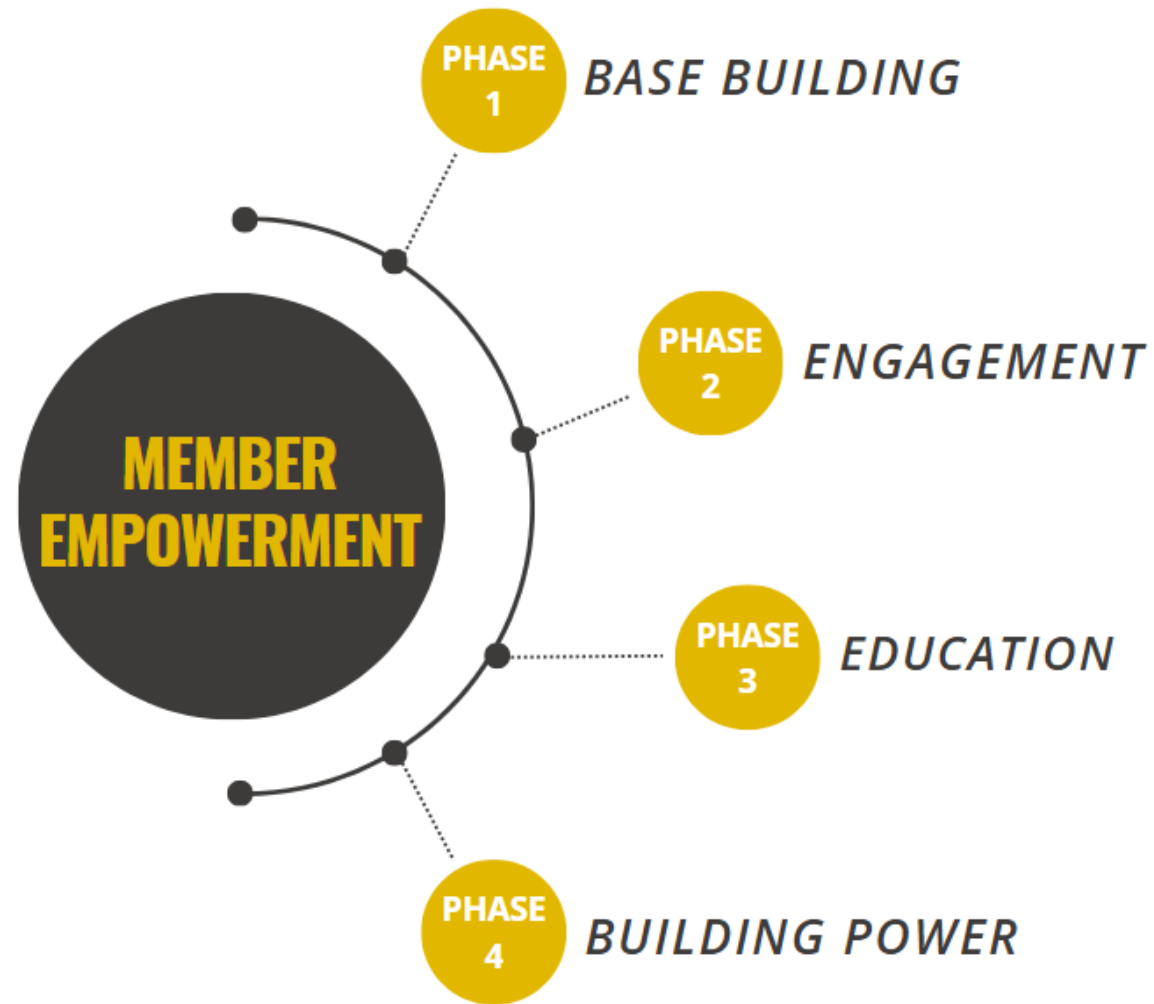


One Union. **One Family.** One Fight!

Phase **1**

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Member Empowerment: 4 Phases



Phase 1: Base Building



**RECOMMIT & EDUCATE OUR MEMBERS
ON THE VALUES OF THE UNION**

Phase 2: Engagement

Two-way Communication



Inclusive Leadership



Regular Interaction

COMPONENTS OF ENGAGEMENT



Phase 2: Engagement - Membership Participation Check List



- **Commit** to the values.
- **Live** the values.
- **Share** the values.
- Be a leader on the job site.
- Be a leader in your local union.
- **Participate** in the union activities.

“TO EDUCATE MEMBERS ON HOW TO BUILD UNION POWER, IT'S ESSENTIAL TO PROVIDE EACH OTHER WITH THE KNOWLEDGE, SKILLS, AND MOTIVATION TO ENGAGE ACTIVELY AND EFFECTIVELY IN OUR UNION'S WORK. ”



What is Active Listening?

Active Listening is an essential skill for fostering effective communication, particularly in union settings where challenging or sensitive conversations are common.



Key Elements of Active Listening

ACTIVE LISTENING



7 Key Tips for Dealing with Difficult Situations



Practice Active Listening - Scenario 1: We Don't Have A Voice.

It feels like we don't have a say in things. The District Council seems to make all the decisions.



Practice Active Listening - Scenario 2: Our Union Does Not Support Me.

My contractor screwed me over.
I went to the local union for
help, but they didn't do
anything.

I feel like I've been left out to
dry. What's the point of being in
the union if I'm not getting any
support?



Practice Active Listening - Scenario 3: Failed To Prioritize Our Interests

The union doesn't have our best interests in mind. All they do is tell us who to vote for.



Phase 4: Building Power



Union Power comes from the strength of engaged and committed members who unite and speak with one voice.

The more **involved**, **informed**, and **unified** we are, the stronger our union becomes, giving us the power to **drive meaningful change**.

Strength is found in the solidarity of our union's members.

Summary



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- The future of **OUR** Union is in **OUR** hands.
- Membership participation is **CRITICAL**.
- The value statement of ***One Union, One Family, One Fight*** is the foundation for building a united and powerful union.

OUR Union is only as Strong as OUR Members.

Stay Connected to Our Union Family

**Member
Mobile Portal**



IUPAT YouTube



IUPAT Facebook



IUPAT Instagram



IUPAT Tiktok



IUPAT X



- ✓ Open your phone's camera.
- ✓ Scan the QR code with the camera.
- ✓ Tap to open the site/app.



Questions or Comments?



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END