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# COR 1056 Building Union Power - Apprentices

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 1056 Building Union Power - Apprentices



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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6

### 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?

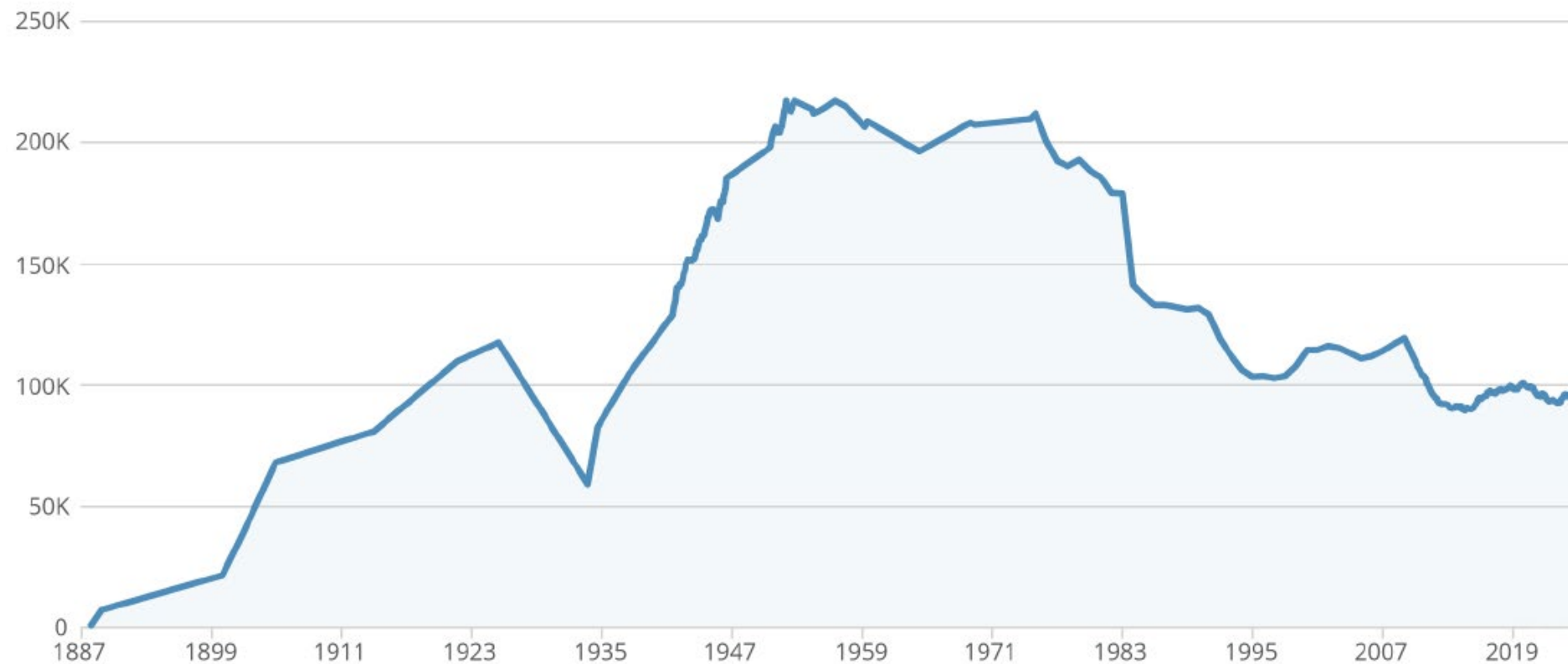
### Answer

A. 10.3%

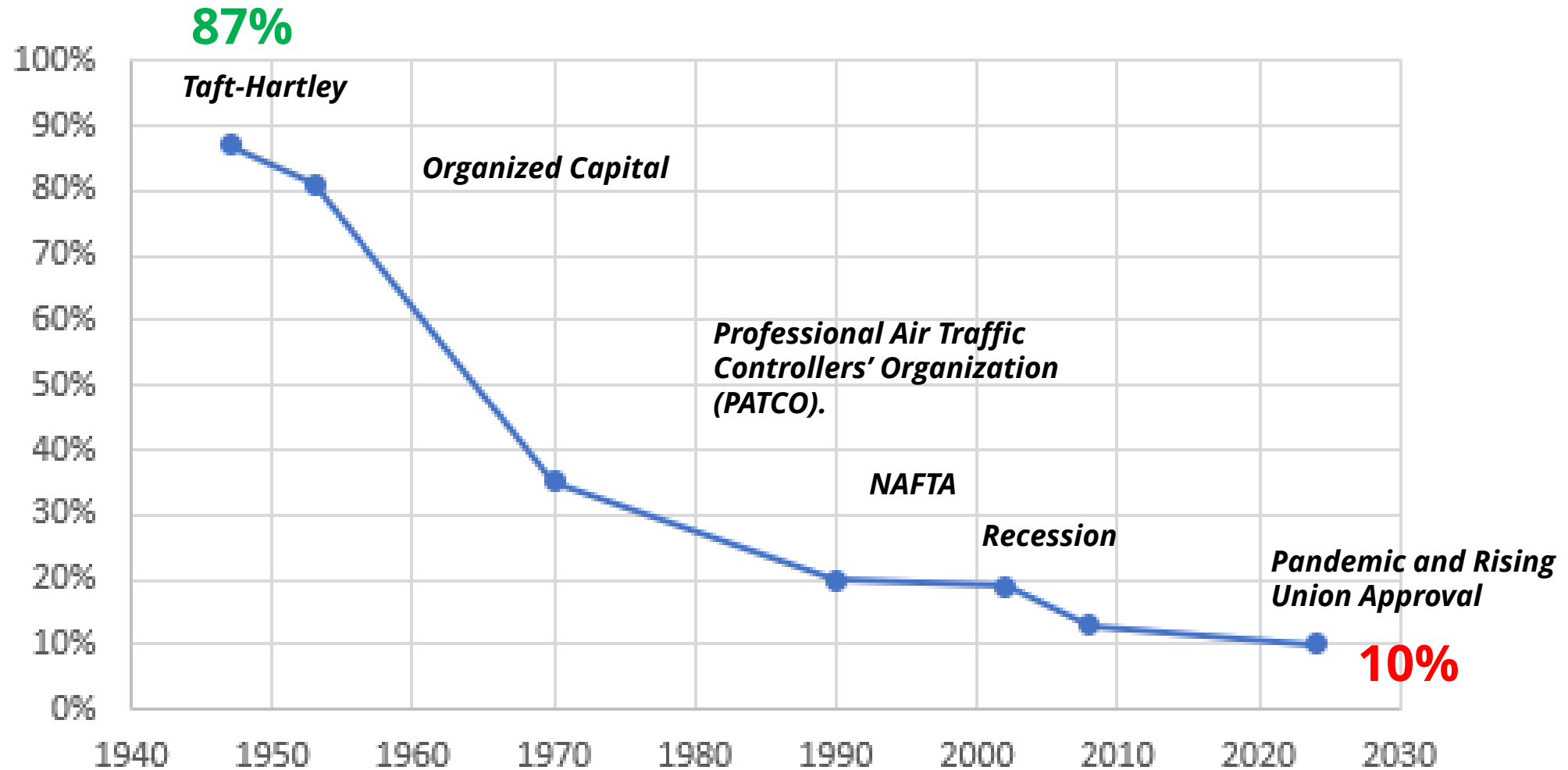


# Trend of Total Membership

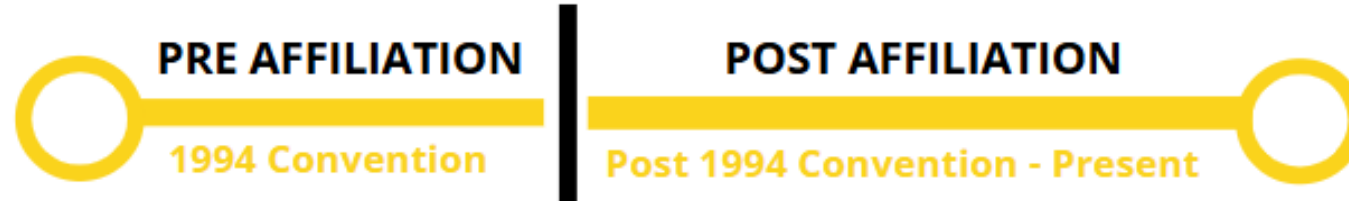
Active Member Totals 1887 to 2024



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







# History of **Our Union**



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# 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

19



**“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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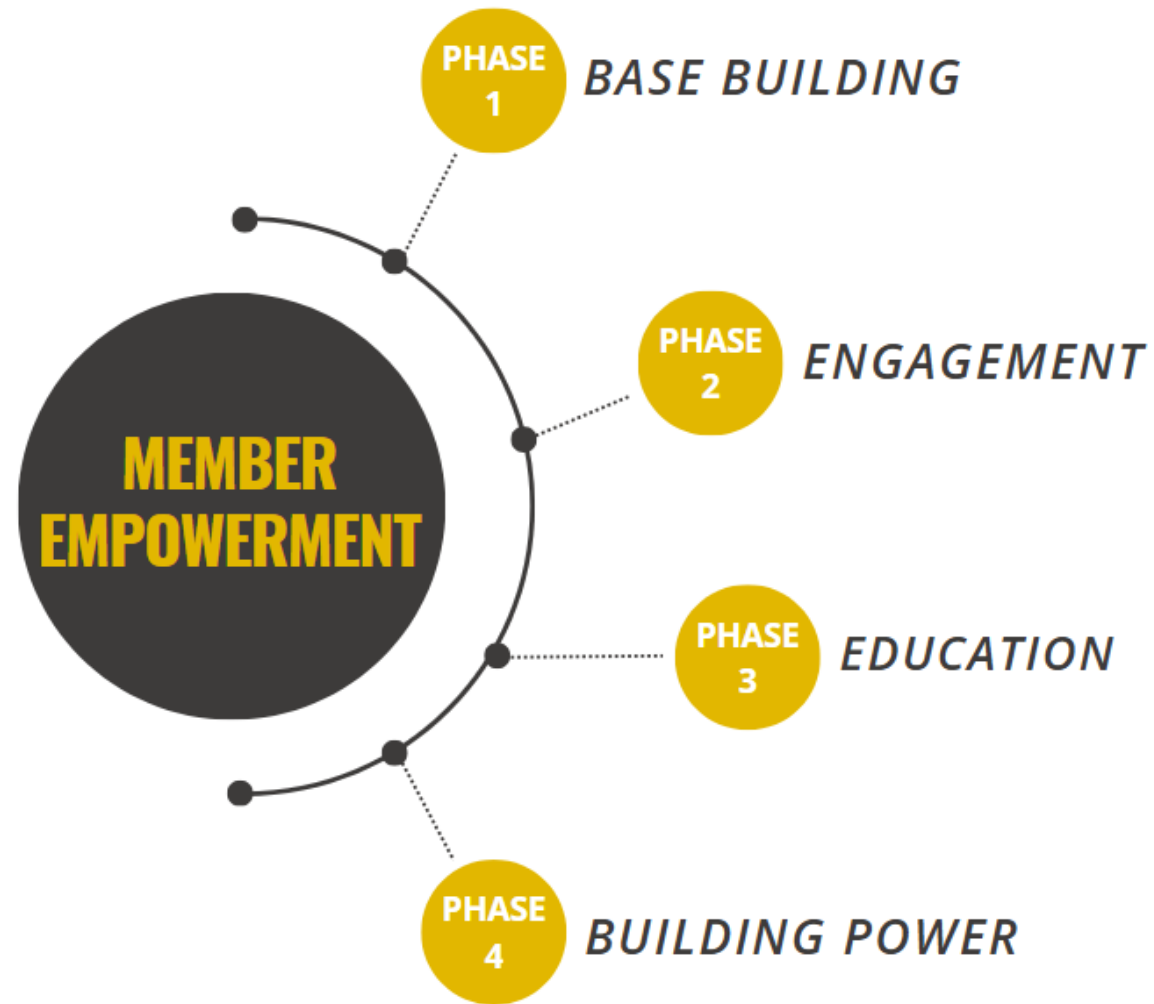


One Union. **One Family.** One Fight!

Phase 1

22

# 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. ”**



# Why Apprentices Matter



You are the **FUTURE** of our Union.  
You **REPRESENT** our Union at the jobsite.  
You bring a **FRESH PERSPECTIVE**.

# What Does it Mean to be in a Union?



- **Showing up**, working safely, and bringing skill to every job.
- **Having each other's backs**—taking care of **your brothers & sisters**.
- **Looking out for one another**, because we're stronger together.



# Labor Movement



You're part of a powerful movement-the Labor Movement!







*Members of LU2012 on the ratification of their historic Collective Bargaining Agreement between the Members and Contractors of Kansas City*

## What is a **Collective Bargaining Agreement (CBA)**?

- It is our **power in writing**.
- Nothing is handed to us—**everything we have comes from bargaining**.
- Our CBA reflects **generations of struggle**.

Think back to something you saw or experienced—big or small—that connects to what we just discussed.

What happened? Why did it stick with you?



## 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.**



# United People Will Never Be Divided!



# 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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## Contact Information

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**ONE UNION. ONE FAMILY. ONE FIGHT!**

END