



COR 1056 Building Union Power - Apprentices

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



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Phase 1

Introduction



Name

Title/Position

Trade

Phase 1

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**.



- 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.

- 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

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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?

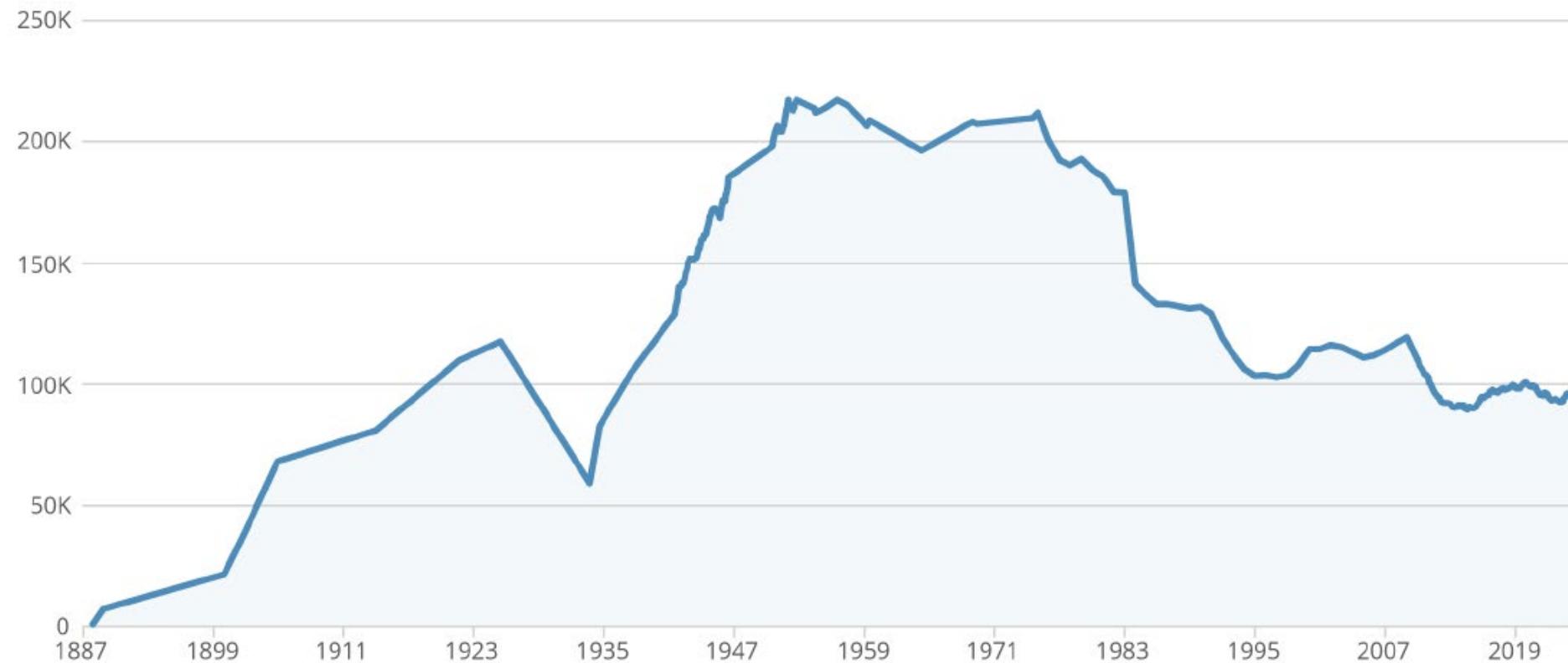
Answer

A. 10.3%

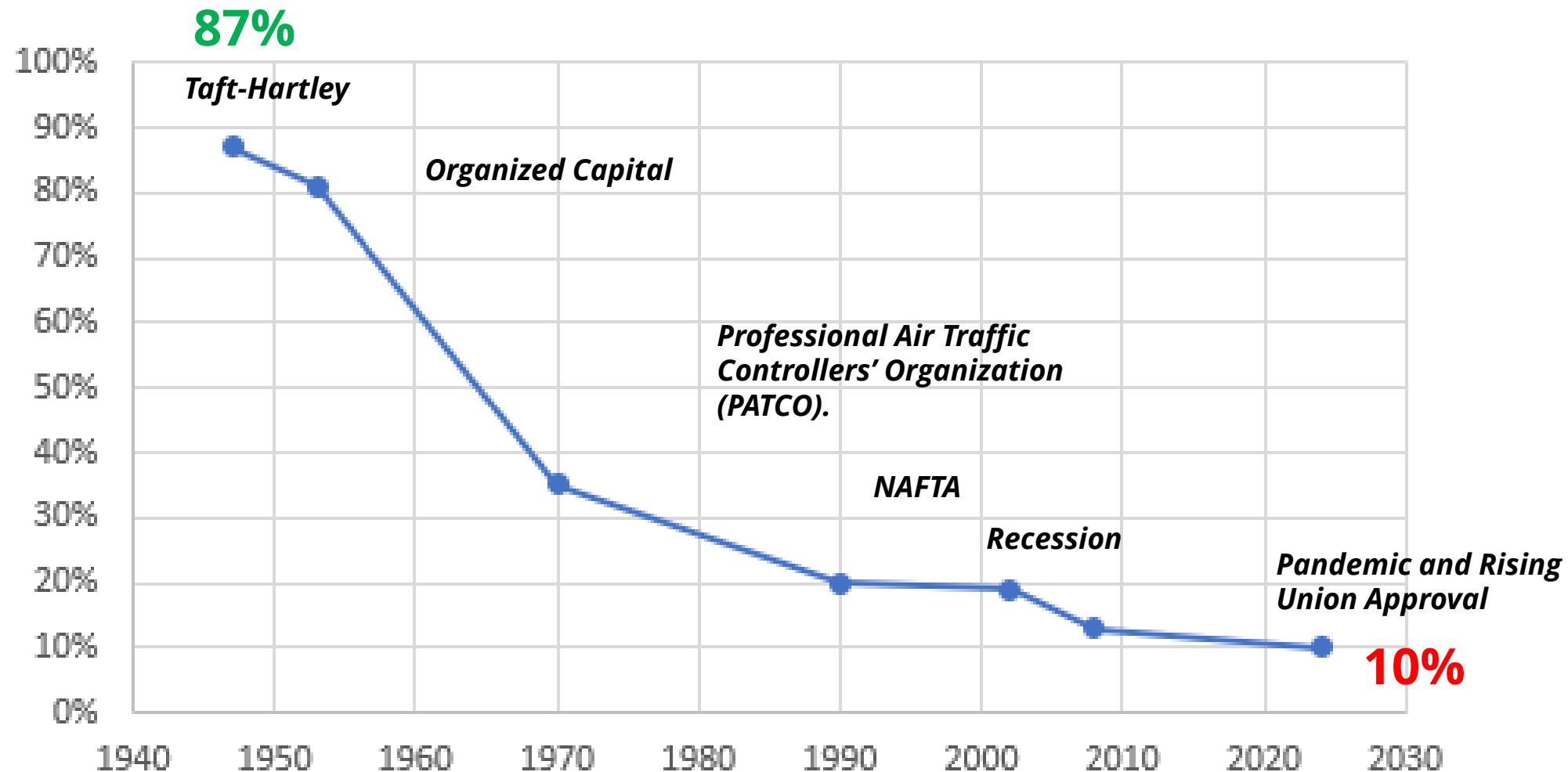


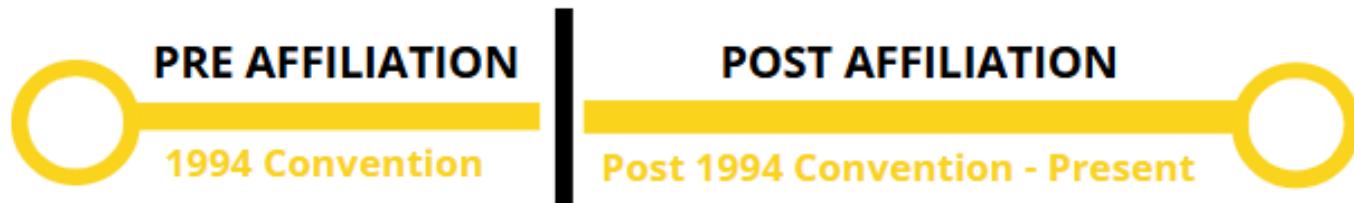
Trend of Total Membership

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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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.



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Obstacles





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

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Our Mission

**“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

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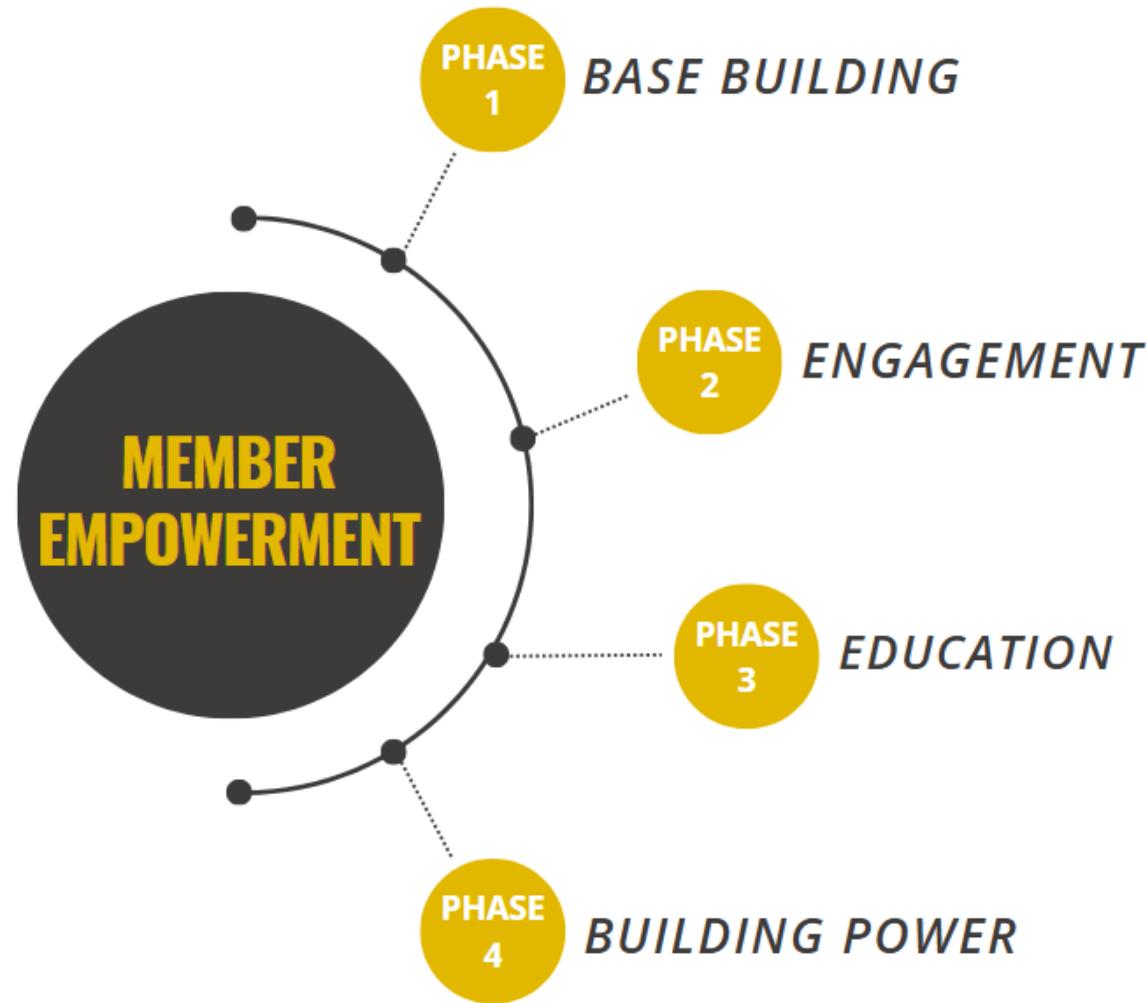


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Phase 1

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Member Empowerment: 4 Phases



Phase 1: Base Building



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



- 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.



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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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END