



IUPAT Internal Organizing Training: District Council Self-Assessment Snapshot Quiz

Question #1: What usually happens when an *average* Union member approaches a Union Representative or Steward with an individual grievance?

- A. No grievance is filed or the member is told there's nothing we can do.
- B. A grievance is filed but the member waits six months (or a long period of time) to find out the results.
- C. A grievance is filed and the member is given regular updates on how the grievance is going through regular site visits or house calls by the Rep.
- D. A grievance is filed and the member meets and works with the Representative or Steward regularly, creates an action plan with the Representative or Steward, and attends grievance meetings until the grievance is settled.

Question #2: What usually happens when a workplace problem arises that affects many *average* members at a given shop or jobsite?

- A. Members are too afraid, unaware of their rights, or uninformed on the CBA to contact a Union Representative, much less take collective action.
- B. Members call for help, but the Union Representative fails to act or prioritize the problem, or tries to remain 'neutral' between the member and employer.
- C. Members call for help and the Union Representative files a grievance, tries to resolve the problem on their own, or acts as a mediator between the employer and the member in order to address the problem and actively enforce the CBA.
- D. Members call for help and the Union Representative brings the workers together, works with them to build an action plan, and facilitates collective action to address the problem and enforce the CBA.



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Question #3: What is the *average* member's impression of a Union Meeting?

- A. "I have no idea when the Union Meetings are or what happens there. Nobody I know or work with attends."
- B. "Meetings are pointless. All they do is read the minutes, read financial reports, and the same five people talk. What's with all the 'ayes' and 'nays?' That stuff is kind of weird."
- C. "Meetings are good for Stewards to attend. If they talk about anything important, the Steward can let me know on the jobsite. There's no reason for a regular member like me to attend."
- D. "I enjoy attending union meetings. We discuss topics I care about and my Union leaders listen to my concerns and involve me in decisions. We often talk about how we can *engage in collective action on the job* to improve our position at the bargaining table and get a better contract."

Question #4: The *average* new hire at shops represented by your District Council usually first learns about the Union.....

- A. From the employer; when they notice money being taken out of their check and ask about it, or when the employer or another member badmouths the Union.
- B. From the employer or a Union admin; when they fill out their dispatch or referral paperwork, sign authorizations, or sign up for benefits.
- C. From a Steward or active member who asks them to join; at the shop or jobsite during their first 2 weeks of employment.
- D. From the Union Representative; who makes a point to meet with them in person and have a real conversation to get to know them, introduce the Union, and discuss collective power; either prior to dispatch or referral or at the shop or jobsite within the first week of employment.



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Question #5: An *average* member would describe a Union Steward as....

- A. "What's a Steward?"
- B. "A small number of people who have been in the role forever. They're probably there because they're buddies with the Union Rep and they get special privileges like getting their dues paid and extra job security."
- C. "Competent but not really engaged with most members. If you approach them with a problem, they'll take it to the Rep or file a grievance. They're knowledgeable about the CBA. They do what they're supposed to do and then go about their regular day-to-day."
- D. "Someone who talks to me almost every day. They're always friendly and ask if I have any concerns at work that I feel need to be addressed and seem genuinely concerned about how I'm doing. There are several of them and there's always at least one on every jobsite. They know the CBA forward and backward and take the time to explain it to me."

Question #6: When it's time to negotiate the CBA, the *average* member would describe the Collective Bargaining Process as....

- A. "Secretive. Proposals and progress are kept from us until its time to vote. The Reps always tell us that what we are voting on is the best deal possible and that voting 'yes' is in our best interest."
- B. "Informative. We get regular updates on progress and proposals, but we don't play much of a role in coming up with them."
- C. "Transparent. There's a bargaining committee or E-board that discusses proposals with the Reps, and the committee seeks input from the members through things like membership surveys that are mailed to us. They keep us updated on progress and ask us how we feel about it."
- D. "Inclusive. Members like me help develop the strategy and implement a plan. We create and participate in regular structure tests to ensure the bargaining unit is always strike ready in case a bad offer is presented."



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Question #7: After your District Council settles a contract, the *average* member feels like....

- A. “We lost a lot. The employer walked all over us and the Reps didn’t lift a finger. They’re more interested in keeping our dues money flowing than getting us a good deal. The Union is useless to us.”
- B. “Meh. So-so, I guess. I wish the Union would fight harder but we didn’t lose anything. Seems like they just wanted to get the employer to sign a contract as quick as possible.”
- C. “We came out pretty good. The bargaining committee and Reps did the best they could and we got a decent raise out of it.”
- D. “We got the best contract possible because we all came together and fought for it. The Employer(s) knew we were ready to strike if they didn’t agree to a good deal so we had the upper hand.”

Question #8: The *average* Union member in your District Council would describe their Union Representative as....

- A. “An authority figure. Just another boss. Someone who tells me where to go and what to do and has influence over my day-to-day work life.”
- B. “An expert. Somebody who knows a lot about the industry and can give me information when I ask for it. They usually respond when I call them, but don’t reach out unless I get behind on my dues or the employer complains about me.”
- C. “A mentor. Someone who can help me succeed in my career and someone who can help solve my problems when I come across them. They always respond when I call and give advice when I ask for it.”
- D. “A leader. Someone who cares about all the members and asks us to participate in our Union. They drop by my house to check in on me and make sure I know how to engage with my co-workers to address problems collectively. They lead by example and always fight *with* us.”



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Question #9: An *average* member tells a Union Representative that they want to get more involved. In your DC, what is that Union Rep's most likely response?

- A. The member is either ignored, or told "There's not much going on right now but I'll let you know about any events we have coming up in the future" or "I'm not sure what's going on right now, but give me a call every couple of months and I'll let you know if any opportunities arise."
- B. "The best way to get involved is to come to the Union Meetings."
- C. The Rep invites that member to attend an upcoming job action or organizing campaign event, and attends that event with them.
- D. The Rep encourages that member to actively participate in something important, like building an organizing campaign plan or joining the bargaining committee for an upcoming contract, personally connects that member to those activities, and regularly house calls that member to follow up on how they are experiencing being involved.

Question #10: When a non-union worker or worker working for a union shop who has not decided to sign up yet (RTW) asks an *average* member of your DC why they should join our union, how is that member most likely to respond?

- A. "I don't know. The Union doesn't do much to be honest. The Reps sure get paid well, though. I don't see them on jobsites much. I don't like the politics they try to push on us, either. Kind of makes you wonder."
- B. "We get benefits. Insurance. Pension. Training. We make more than the non-union workers. The dues are kind of high, but worth it for all of that."
- C. "The Union fights hard for our high wages and great benefits. The least you can do is join up and pay your fair share. It's the right thing to do."
- D. "Management knows if the Union is strong or not. If they see us all standing together, they have to give us a good contract. There's power in numbers and we need you to join the fight. That's how we win."