

# RESOLUTION TO CREATE ARTICLE COMMITTEES

## ENDORSEMENTS

Department Representatives of CFA-SFSU, April 3 & 4, 2024  
Palestinian Arab Muslim Caucus, April 10, 2024

## RATIONALE

This resolution derives from the key elements of high participation negotiations detailed in *Rules to Win By: Power & Participation in Union Negotiations* (2023) by veteran labor organizer/negotiator Jane McAlevey and labor lawyer Abby Lawlor. Presenting and analyzing evidence from multiple contemporary negotiation cycles and a study of the historic practices of labor unions, the authors conclude that high participation negotiations not only win better contracts but strengthen worker organization as a whole, enabling workers to enforce their contracts, and also serve as a tool for mass-scale political education. Following many years of practice, McAlevey concludes that “to build maximum power, every single step of the negotiating process—from information requests and member surveys to offering counter proposals and ultimatums at the table—must be made into an opportunity for organizing through intentional mass participation. The informed, invested, and conscious worker organization built by structured high participation negotiations is then also ready and willing to exercise the power lying behind its demands, to move a stonewalling employer, to deflate the fiercest union busters, and to turn the words on the page into conditions enforced in practice” (6).

The following resolution advances tools that, in the words of McAlevey & Lawlor (2023: 67): “transform a union from low participation to high participation by way of contract negotiations. High participation influences everything: winning better contracts, building or maintaining high membership, unionizing more workers in a union’s industry or across a labor market, and developing a robust political mobilization structure so that workers can get more from elected politicians than does the corporate class.”

WHEREAS, the Collective Bargaining Agreement as a whole can be overwhelming and thus disempowering to workers, but many workers have the capacity to become well-informed about a single article; and

WHEREAS, Article Committees can support the leadership development of many workers not formally elected to the bargaining committee but structured into bargaining by becoming experts on the contract issues that most concern them; and

WHEREAS, *prior to negotiations* Article Committees can form to identify worker priorities and generate ideas for union bargaining proposals; and

WHEREAS, *once bargaining is underway* Article Committees can review and compare union proposals and management counter proposals and make recommendations during caucus about what to accept, reject or counter; and

WHEREAS, *after bargaining has concluded* members of Article Committees can provide vigilance to ensure contract compliance and serve as resources helping other workers at their campus to know and defend their contractual rights; and

WHEREAS, the more workers participate, the more they understand, and the more action they are willing to take; therefore be it

WHEREAS, Article XIII Section 2 of the CFA bylaws indicates that “the Assembly shall establish other standing committees as it deems necessary;” and

RESOLVED that CFA will create Article Committees, each to be chaired by a member of the standing bargaining committee to ensure direct communication between official negotiators and the larger group of workers concerned with a particular aspect of the contract; and be it further

RESOLVED that members of the Article Committees will be notified when their issue is scheduled to come up in a forthcoming session, facilitating increased turnout to negotiations by workers with expertise on that topic.