



## **What is Organise Now?**

Built by workers for workers, Organise Now! is a peer to peer organising network responding to the crises in work, pay and living standards. Skilled and experienced workers from across different sectors are available to support you and your co-workers to improve your working lives and build power.

Organise Now is a collective of experienced workers from across the Trade Union and social justice movements, dedicated to, and with track records of, helping workers defend their pay and conditions – and to secure better work lives through collaborating with others.

## **Why now?**

One of the major challenges facing the workers movement is the long term decline in union membership. In 2022 200,000 left the union movement 129,000 women in the private sector. This means that most workers today are not, and have never been, members of a trade union. There are many sectors with no active unions, while in other sectors union membership has become less active or effective, and some workplaces where unions are a new idea for much of the workplace. We also recognise many employers are hostile to the idea of a union even being started.

What we lack are the institutions and capacity to help workers take the first steps to organising. All workplaces have their specific challenges and barriers to getting organised. There are very few places where workers can get advice and support at an early stage.

In an environment that is hostile to unions, it can be hard for new campaigns to get going. There are few routes to supporting new workers getting involved.

Through inactivity, the structures and strategies of unions can become 'rusty' too.

However, over the past few years, there has been a growing interest in left wing politics, with many people becoming active in campaigns and joining the Labour Party during Corbyn's leadership. Part of this has involved a growing interest in organising at work, or at least a realisation that joining a union is important.

We are now going into an exciting moment with national strikes back on the agenda and renewed militancy in unions. These combine to offer a rare opportunity to start organising in new parts of the economy.

That is why Organise Now matters in the current moment: we want to take that energy into new workplaces, but also connect to the wider union movement. This is about giving workers the confidence and resources to fight, but also for existing organisers to learn from and be inspired by these new struggles.



# How does it work?

We have a support form for workers who want support and advice. After submitting the form, you will receive a call within 72 hours. We will put you in touch with an experienced organiser. They will listen to you and assist you in forming a plan on how to build change.



## Step 1

Go to  
[organisenow.org.uk](https://organisenow.org.uk)

## Step 2

Complete our  
organising help form



## Step 3

in 72 hours get a call  
from our organiser  
volunteers

## Step 4

get organising  
at work



## Who is involved?

Organise Now is a collaboration between unions and campaigns, working together to help as many workers as possible get organising. This includes support from ASLEF, BFAWU, NUS, Strike Map, and Notes From Below.

We want to grow this collaboration to scale up the project. We are open to others joining us to provide the skills, experience and support needed to get the UK organised.

We are not supportive of any political party, or one single union or worker organisation. If we recommend joining any union as part of the advice, it will be recommending that workers join the union most suitable for their situation.

## We have helped workers across the economy\*



Hospitality: 22%



Health and social care: 15%



Education: 14%



Charity: 11%



Retail: 11%



Politics: 3%



IT: 2%



Transport: 3%

*\*Data from June 2023*

# How we Organise

Whether you are starting a union from scratch, or you have an existing union in the workplace, the below are some steps to help you in starting to organise, revitalise and energise a union at your workplace. You can always contact Organise Now for support with these steps, covered on page 12.



## Step 1: Talk to others you work with

- See if other workers have concerns similar to you or other concerns.
- This starts with talking to your coworkers.
- There are some useful resources for having “organising conversations” and more at Labor Notes as part of the Secrets of a Successful Organiser.



## Step 2: Get together with others you work with

- Have a meeting to discuss what to do. Sometimes it’s easy to just vent, which will feel better in the moment, but nothing will change. Commit to doing.
- Find ways to keep in touch and organise meetings.
- Use communication tools that workers already use (and the employer doesn’t control).
- Have a meeting to discuss what to do, sometimes it’s easy to just vent – it’ll feel better in the moment but nothing will change, commit to doing.
- Decide your demands to take forward to the boss and what tactics you want to use e.g. petition, collective letter.
- “Elect” a group of workers to take your demands to the boss. If you have a union you should work with your workplace representative.
- If you do not have a union at your workplace, you should

### Step 3: Raise your demands with the boss

- Write to your boss with your demands, make sure to be clear this is on behalf of your co-workers.
- Include any actions you have taken e.g. petition, written letter.
- Set a deadline for a response.
- Step 4: The boss's reaction
- After you collectively present your demands and take action, your boss may respond in a number of ways that try to minimise the need for changes or may even illegally retaliate against workers.
- It's important to inoculate your coworkers for various scenarios so you'll be able to respond collectively and effectively.

### Step 4: Next steps

- You have heard back from your boss and they are not going to make the changes you have asked for.
- Meet with coworkers and discuss next steps.
- You may want to consider escalating your actions. There are many different ways to escalate, from smaller actions to going on strike



# Organising conversations

A key part to organising a fighting union at work and winning, is the conversations we have with co-workers on the job, during breaks or even in our social time. When building for a collective action or campaign in your workplace, it is key that time you spend speaking to co-workers has an organising focus. A model that you can use is the below six parts.

1. **Introduction:** Who you are, what are your concerns?
2. **Get the issues:** What does your coworker care about?
3. **Agitation:** Why is this unfair?
5. **Inoculation:** Prepare for your boss's response.
6. **Call the Question:** Ask them to take action.

This does not mean that every single conversation you have with anyone from your work has to be like a formulaic robot, but trying to fit these parts into any conversations can really help identify others that want to take on the fight with you, and understand the issues that matter to others around you.





## The law won't save us

Surely that is illegal? A question we have all asked ourselves at work from time to time. The reality is, it probably is legal, and even if it is not, like the shameful sacking of all P&O staff in March 2022, even when the employer does act illegally, there are no consequences. The law should be seen as a tool we can use, but our collective strength through actions together, is what makes us powerful.



Below are some key law highlights:

### 1.) Everyone has a right to join a trade union

#### You have the right to:

- choose to join or not join a union
- decide to leave or remain a member of a union
- belong to the union you choose, even if it's not the one your employer negotiates with on pay, terms and conditions
- belong to more than one union

#### Your employer is not allowed to:

- offer you a benefit to leave a trade union
- threaten to treat you unfairly if you do not leave a union

## **2.) Refusing to employ you for trade union membership reasons**

**An employer or employment agency is not allowed to insist that you:**

- join or leave a trade union
- leave one union for another

## **3.) You cannot be dismissed for trade union membership reasons**

**Your employer is not allowed to dismiss you or choose you for redundancy because you:**

- are or want to be a union member
- are not or do not want to be a union member
- took part or wanted to take part in union activities

Source: [www.gov.uk/join-trade-union/](http://www.gov.uk/join-trade-union/)

## **Boss bingo card**

A sample of our favourite phrases to stop your effective organising campaigns. Make sure you speak to others involved in your organising work, so they do not fall for the boss lingo.

**We're family here,  
you do not need  
a union**

**My door is open  
anytime, come  
and speak to me**

**A staff survey  
is a much  
better idea**

**We cannot  
afford it**

**Pizza party**

**Away day  
and social**

**HR is there for  
you if you need  
to talk**

**Unions never  
achieve anything**

## Organise Now works

We have helped workers from all over our economy to take on the boss and develop fighting unions. Below are some testimonials from workers who have benefitted from the support of our volunteers.



"The call was really helpful and exactly what I needed.

Afterwards, I felt more confident and positive about the next steps, less worried about our anxious/reluctant management team. I was clearer about the issues and benefits of working towards a recognition agreement."

### **Tess, charity/voluntary sector worker**



"I'm glad I found Organise Now! The help and support has been very welcome and beneficial. The coach gave me valuable tips and advice which I have implemented to good effect at my workplace.

The best thing is the support is ongoing and has given me the confidence to tackle the issues that exist. Thank you!"

### **- Lee, waste and recycling worker**

# Get support

Organise Now is unique as a project. We have an incredible group of volunteers who have organised fighting unions that win campaigns in some of the hardest parts of our economy.

If you want support organising a fighting union that wins in your workplace, then fill out our simple form via [organiseno.org.uk/worker-support](https://organiseno.org.uk/worker-support).

Once you have completed a form, a volunteer will be in touch within 72 hours.



# Support Organise Now!

Help support the project by sharing it on social media and promoting it with your friends, colleagues and family. Encourage people to move from just talking about how bad problems are to actually doing something about it. Help them realise that there are ways to change things and people who will help. If you have experience of organising successful workplace campaigns, we need your help! You can also support our project through helping out with social media, data management or induction calls - the initial calls we make to gather more information about someone's workplace problems. Join our growing volunteer team here:





@organise\_now



@getorganisednow



@organise\_now



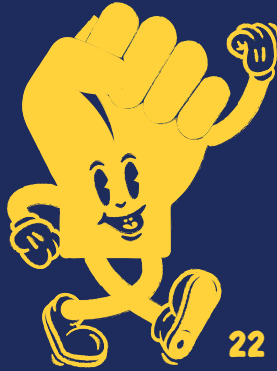
@organise\_now

**Organise  
Now!**

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[www.organisepnow.org.uk](http://www.organisepnow.org.uk)

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# NO WORKER LEFT BEHIND

—————> **NOW**

[ORGANISENOW.ORG.UK](https://organisenow.org.uk)

A partnership by ASLEF, BFAWU, NUS, Notes From Below and Strike Map