

Bargaining for the Common Good



What is Bargaining for the Common Good?

The Bargaining for the Common Good network grew out of successful campaigns driven by unions, community groups, and racial justice organizations. Today, groups across the country are partnering around a long-term vision for the structural changes they want to see in their communities and using union bargaining as a critical moment in a broader fight for the common good. The BCG network is convened by the Action Center on Race and the Economy, the Center for Innovation in Worker Organization at Rutgers University, and the Kalmanovitz Initiative for Labor and the Working Poor at Georgetown University.

Key Principles of BCG Campaigns:

- Expand the scope of bargaining beyond wages and benefits
- Go on offense in your campaign by identifying, exposing and challenging the real bad actors
- Engage community allies as partners in issue development and the bargaining campaign
- Center racial justice in your demands
- Strengthen internal organizing, membership and member engagement
- Leverage capital in our campaigns
- The campaign doesn't end once the union settles its contract

Contents:

Below is a sample of common good demands that unions and community groups have bargained for across the country. Some of these demands have been won in bargaining or outside the negotiations table, and some have only been introduced. This is a living document as new demands are always being put forward and brought to our attention.

These sectors and issues are covered here and in a longer version of this memo:

- Racial Justice
- Education
- Immigration
- Private Sector
- Climate Justice
- Finance
- Public Service
- Privatization
- Housing



GEORGETOWN UNIVERSITY
*Kalmanovitz Initiative
for Labor and the Working Poor*

RUTGERS

School of Management
and Labor Relations

Center for Innovation in Worker
Organization

Concrete Examples



Education

Community Schools. The school district and the union will work together to establish community schools, which will feature expanded services for the community and community input in school governing decisions.

Chicago Teachers Union, AFT Local 1

Educating the Whole Child. We demand a well-rounded pre-K through 12 curricula which includes physical activity, appreciating or creating art and music, learning new languages, learning how things work by creating science experiments, solving mathematics problems with multiple approaches, reading fiction and non-fiction books, and more.

Manchester Education Association, MEA/NEANH/NEA

Racial Justice

Black Lives Matter. We demand an end to zero-tolerance discipline measures that disproportionately affect minority children, implementation of restorative justice in schools, hire and support more black teachers, and mandate black history/ethnic studies in K-12.

New Jersey Education Association, NJEA/NEA

Climate Justice

End Fossil Fuel Subsidies. We demand that the city and state stop providing subsidies to companies that rely on fossil fuels as a core component of their business model.

Florida Public Services Union, SEIU Local 8

Finance

End Predatory Banking. The Committee for Better Banks is organizing bank workers to demand fairer sales goals and end predatory practices.

Committee for Better Banks, CWA Union

Immigration

Provide Immigration Resources. We demand that the school district provide immigration-related trainings and other resources for students and staff, as well as establish a \$1 million immigration legal defense fund.

United Teachers Los Angeles, NEA/CTA/AFT

Public Services

Ensure Enrollment in State Programs. We demand that the county provide resources to ensure that all qualifying county residents are enrolled in the state's CalFresh, CalWorks, and Medical programs.

San Diego County Employees, SEIU 221, Invest in San Diego Families

Private Services

Ban the Box. We demand that the company remove any questions pertaining to a potential employee's criminal record from employment applications.

Minnesota Property Services Union, SEIU Local 26

Housing

Affordable Housing. The city will restore its affordable housing budget to pre-recession levels, require Ellis Act evictors to pay their tenants the difference in affordable housing rates and market rates for two years, and put a windfall tax for properties that are bought and quickly flipped on the ballot.

United Teachers of Los Angeles, NEA/CTA/AFT