

SDEA CONTINUOUS MEMBERSHIP ORGANIZING RESOLUTION

ADOPTED, JANUARY 17, 2007

The San Diego Education Association stands for:

- **P**romoting excellence in urban education,
- **I**nvesting in student success, and
- **E**nhancing member professionalism.

In the over 80 years since SDEA was founded, we have built a strong voice for education professionals in San Diego and for public education through member action and engagement.

The SDEA Continuous Organizing Resolution has its origin in our attempt to answer some basic questions about our union:

- How does the daily work of SDEA members, leaders, and staff make us stronger?
- How does our work unite us?
- What practical steps must we take to be a more effective union?
- How can we become a more democratic and inclusive union?

After examining our own past, as well as that of other labor unions, we found that the answer to all of these questions is simple: unions are stronger, more democratic, and effective when they have an informed, active, and educated membership.

Labor historians often claim that union ineffectiveness results from a lack of democracy and influence. We agree, but democracy and power go hand-in-hand. Building a powerful yet undemocratic union, just like building a democratic union that doesn't have enough power, will not allow us to achieve our goals. So we intend to build SDEA's power *through the very process* of building our democracy: from the bottom up!

SDEA has committed and talented leaders, representatives, and staff. But power doesn't come from our hiring decisions, technical expertise, dues money, or budget. Our strength is our membership, and unprecedented economic and political times require that we develop new ways of tapping into the energy, intelligence, and passions of our members.

The SDEA Continuous Membership Organizing Plan is designed to revitalize our union by engaging more of us in its work – including bargaining, political action, and community involvement. The Plan is designed so that every job site will have a mobilization coordinator

and the necessary group coordinators to ensure that two-way communication is ongoing and that SDEA members remain informed and actively supportive of our collective efforts.

We believe that true power comes from union solidarity. SDEA will be the union that speaks softly and carries a big stick – and that “big stick” will be our active, informed, and united membership. The solidarity and resolve that we build through our organizing Plan will allow us to accomplish the fundamental goals of our union.

1. To bargain and maintain good wages, benefits, and working conditions for our members.
2. To empower SDEA members with a strong voice at work. SDEA recognizes that we are successful when we participate as equals in meaningful collaboration with the District.
3. To advocate for public education, which faces greater and ever-pressing threats (i.e., No Child Left Behind, lack of adequate funding, school choice, etc.).
4. To fulfill our broader responsibilities by ensuring that our local communities benefit from our efforts.

Our wages, benefits, and working conditions are under continuous attack, as is public education in general. Meeting these challenges will require fundamental changes to our union, as well as a greater commitment from us all. **Therefore:**

RESOLVED: That SDEA will begin the process of implementing transparent communication and mobilization structures into every worksite to involve all SDEA members in the challenges we face.

RESOLVED: That the Continuous Membership Organizing Plan will be the primary framework by which we collectively achieve our goals.

RESOLVED: That SDEA will provide the necessary human and material resources, along with ongoing training, consultation, and materials, to support and maintain the Plan.

RESOLVED: That new communication and mobilization structures will be maintained and institutionalized by their appropriate inclusion in the SDEA Constitution and Bylaws.