

NSO: PROCEDURES AND GUIDELINES FOR CRISES AND JOB ACTIONS

"Usually those who can spare a little time for the cause are actually ready to give it all if only someone would ask them."

— Fred Ross, Sr., labor and community organizer ¹

"Organizing isn't a job done once and done with. If organizers don't renew their efforts every day of their lives, then only the grasping and greedy people remained active."

— Fred Ross, Sr.²

DON'T GO IT ALONE !!

It is important that affiliates not go it alone when bargaining, organizing, or preparing to engage in significant concerted pressure tactics, like a strike. NSO is an important resource to assist affiliates with their activities and planning. Don't wait until you are in a crisis to seek assistance or advice. We can be of the best help with advance notice.

As you begin bargaining or an organizing activity, the staff union affiliate president should contact the NSO Regional Director and the NSO Vice President for Program. Give NSO a "heads-up" about where you are and where you to go. If you are not making the kind of progress you believe is necessary, call your NSO Regional Director or the NSO Vice President for Program, again. Together a decision will be made regarding the needs of the affiliate, whether it be advice or on site assistance. If possible, the request should be made sixty (60) days before any anticipated action.

If the affiliate believes that collective bargaining may result in a crisis, the NSO will help you devise a plan and assess whether or not you are ready to take action. NSO will provide on-site assistance if necessary. It is important, though, that you not wait until you are in crisis to notify NSO. Contact names and numbers are printed in the NSO PRESIDENT'S HANDBOOK.

NSO's procedures and guidelines for conducting job actions, managing bargaining disputes, and obtaining assistance and support from NSO is attached as [Resource Document 18](#), below.

¹ROSS, AXIOMS FOR ORGANIZERS, *supra*, p. 37.

²ROSS, AXIOMS FOR ORGANIZERS, *supra*, p. 1.

