The other side of this page shows how the boss structures the workplace. Managers and supervisors are organized in a hierarchy, and this helps them wield power over a disorganized workforce.

Steps 1, 2, and 3 show what you can do about it. A workplace organizer seeks out leaders who have their co-workers' respect, and recruits these leaders to form a committee that knits the whole workforce together.

Fold along the dotted line to see the result. Together, organized workers have power—enough to challenge the organized power of management.

Another way to visualize your progress is to picture your co-workers distributed on a dartboard. In the center is the core group, people who are always thinking about how to get others involved.

In the first ring are activists. When an issue heats up they will take responsibility to get the word out and ask other people to take action, too.

In the next ring are supporters, who will wear a button or sign a petition. The disengaged don't participate at all.

Once you get enough leaders working together in the core and activist circles, your network can reach everyone. As an organizer, you're always looking for ways to move people closer to the center, one step at a time.
A. HOW THE BOSS STRUCTURES THE WORKPLACE

- BOARD OF DIRECTORS
  - CEO
  - GENERAL MANAGER
    - DISTRICT MANAGERS
      - SHIFT SUPERVISORS
        - SUPERVISORS

WORKERS

B. HOW WE ORGANIZE OURSELVES

1. Organizer has one-on-one conversations.
2. Organizer identifies leaders.
3. Organizer recruits leaders to organizing committee.

LABOR NOTES: Secrets of a Successful Organizer
labornotes.org/organizedpeople