



A Union of Professionals

WORK SHOULDN'T HURT

Developing a Strategic Plan to Improve Workplace Health and Safety

Activity Handout

1. Identify the issue: What do we want? State clearly what the union is trying to accomplish.

2. What are our short-term and long-term goals for this issue?

Short-term goals	Long-term goals

The **American Federation of Teachers** is a union of 1.7 million professionals that champions fairness; democracy; economic opportunity; and high-quality public education, healthcare and public services for our students, their families and our communities. We are committed to advancing these principles through community engagement, organizing, collective bargaining and political activism, and especially through the work our members do.

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PRESIDENT

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3. How does our desired goal benefit:

- Members?

- Employer?

- Union?

- Community?

4. Who are the major decision-makers—those with the power to give us what we want?

Decision-makers	Who has relationships with them?

5. Who are our allies—either individuals or groups—that support our agenda and are organized to fight with us?

Allies/supporters	Who knows them/can get them on board?

6. What barriers might we face (what could stand in our way) in trying to achieve our short- and/or long-term goals?

Barriers	What can we do to overcome them?

7. What law or policy do we have to help? What law or policy might we want?

Have	Want

8. What information/resources do we have or need to reach our goal? Where can we get this information?

People and Organizations	Research	Other

9. What strategies/tactics will we use to get our solution? What needs to be done to reach the goal?

List the strategies you will use to start building a campaign around this issue. List the people who would do each task and the kinds of resources needed to accomplish the task (such as money, time off, and people).

Strategy or tactic?	Who will do it?	What resources will we need?

10. How can we communicate with union members about this issue/problem, and what are the key things we want our members to know or understand?

11. How will our strategy for dealing with this issue/problem help activate and engage members? List three ways the strategy will involve our membership.

For more information, contact the health and safety team at 4healthandsafety@aft.org [May 2022]