

A guide for organizing your
workplace (and community) in
response to the COVID-19 crisis

WHEN SHIT HITS THE FAN, ORGANIZE!

As prescribed by the Portland
Industrial Workers of the World



Available online at portlandiww.org/XXXXXX

TABLE OF CONTENTS

Introduction.....	02
What is a Union?.....	03
Common Demands.....	04
Workplace Mapping.....	05
Escalation Plans.....	06
Retaliation & Security.....	11
Layoff FAQ.....	12
Recent Victories.....	14
Mutual Aid & More Resources.....	18



Meet the "Sabo Tabby." It's original purpose was as a code or symbol for direct action at the point of production, specifically sabotage, in order to achieve better working conditions. This Tabby has a general association with the Industrial Workers of the World (IWW).

INTRODUCTION

We are living through a historic crisis.

Unemployment has skyrocketed 3,000%, while many of us still with jobs are forced to work during a pandemic without hazard pay, sick leave, or even affordable health insurance. Many of us are facing pay cuts or layoff without severance or a guarantee to get our jobs back. It's a scary and unpredictable time, made possible and all the more worse by an unequal society that prioritizes making profits for a select few over the lives of the many. How we, the workers, prepare to navigate this pandemic and the looming economic crisis is in our own hands and the hands of our fellow workers across the city.

By getting organized now, we can protect ourselves, our loved ones, and our community from getting sick, from losing our housing, and from falling in debt. By *staying* organized, we can use this moment to fight together for a better world, a world where no one is disposable and everyone can flourish.

This packet was compiled by a group of Portland workers from a variety of industries who have years of experience organizing in their own workplaces to win better wages, healthcare, set schedules, safe working conditions, and dignity on the job and in our communities. We're all current members of the Portland branch of the Industrial Workers of the World and invite you to join us.

This packet is an overview of organizing tactics and resources, not a comprehensive how-to, and any successful organizing campaign needs to be based on the specific conditions that you and your coworkers are facing. **Contact us at our Portland IWW Hotline (503-622-9085) and we can connect you with a mentor and a network of other worker organizers!**

Nobody is coming to save us, take action with your coworkers now!

The basics

WHAT IS A UNION?

A union is a group of workers coming together to take action in order to collectively improve their working conditions.

Sometimes this looks like handing your boss a petition demanding raises for everyone, sometimes it looks like making a plan to address dangerous working conditions, sometimes it looks like going on strike until the company is ready to listen, and sometimes it looks like bargaining at a negotiating table. A union exists wherever workers use solidarity to take matters into their own hands.

The Industrial Workers of the World (IWW) is a union that thinks workers should run their workplaces. The IWW knows that our power is found in the relationships we have with each other at work, and that if we organize those relationships, worker by worker, workplace by workplace, into one big union, we will have the power to make meaningful changes in our lives and our society.

In Portland, members of the IWW at Burgerville, Little Big Burger, Call to Safety, Voodoo Doughnuts, Scottie's Pizza, Lewis and Clark phonathon, Crush Bar and many, many other workplaces across the city are doing this right now. We're building a movement focused on finding collective solutions to the collective problems we all face at work.



COMMON DEMANDS

during the COVID-19 Pandemic

What are the issues you and your coworkers are facing? What would it take to improve your working conditions? Identify what you need and ask for it!

For workers continuing to go to work:

- 1. Store closure and paid leave** for all workplaces unnecessary to the survival of community members (hospitals and other health care facilities, grocery stores, and pharmacies).
- 2. Expansion of paid sick time and no discipline for workers calling out sick.** Union workers at Aramark just won 21 additional days of paid sick time that can be used for themselves or to care for family members.
- 3. Hazard Pay** for workers who have to remain at their workplaces. This can be an extra dollar amount or additional percentage if your hourly wage. Many grocery store workers have secured an extra \$2/hr for the duration of the pandemic.
- 4. Increased time to perform work tasks** to accommodate for additional cleaning. Housekeepers at [Executive Inn by the Space Needle and Loyal Inn \(bit.ly/2X9TGLJ\)](https://www.booking.com/hotel/us/executive-inn-by-the-space-needle.html) recently won a decreased workload and additional time to disinfect the hotel rooms.
- 5. Ability to work remotely.**
- 6. Increased health and safety precautions including** limiting interactions with other workers and customers and expanding cleaning measures in the workplace. This includes being provided with appropriate cleaning supplies and training on how to use them and how to handle dangerous customer interactions. Union cashiers at Stop & Shop grocery stores secured plexiglass walls that separate them from customers. Other grocery stores have implemented limits on how many customers can be in the store, closed unnecessary departments, and expanded their delivery services.
- 7. No doctor's note required** to prove sickness.
- 8. Ensured health insurance coverage** regardless of hours worked.
- 9. Job Security Agreements.** An agreement that would secure an employee's job in the event of company lay-offs. Can be used to ensure job protection in case the employer decides to lay off staff so they can collect unemployment instead of paying them PTO.

For workers facing reduced hours, furlough, or lay off:

- 1. Emergency Paid Time Off** for all hours lost.
- 2. Severance Pay** in the event of layoffs or business closure.
- 3. Ability to cash out sick time** if furloughed or laid off.
- 4. Half pay** for all previously scheduled shifts that were revoked.
- 5. Guarantee rehire.**
- 6. Unemployment Assistance.**
7. Create a list of **demands conditional on being met before accepting future re-hire.**



Relationships

WORKPLACE MAPPING

Knowing your workplace and having a solid understanding of the social interactions amongst your coworkers is essential to any kind of organizing. It will be well worth your time to sit down and map out your workplace. This can be done by yourself or with a few trusted coworkers who you're organizing with.

Compile a list of every worker (including bosses) at your workplace along with their position and any known contact information. Depending on the workplace, you can sometimes discretely download a roster from an employee accessible computer. Taking pictures of a posted schedule can also be helpful. Discretion is important, you don't want to accidentally tip off any bosses or unsympathetic coworkers.

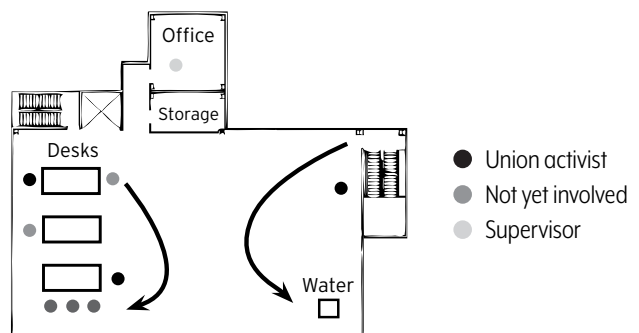
Once you have compiled a comprehensive list of your coworkers the next step is to map out the social relations between them. Are any of your coworkers relatives? Who are best friends? Who spends time with whom? Is there animosity between some coworkers?

As you are mapping your coworkers, think about who are the natural leaders at your work. Who brings coworkers together for social gatherings outside of work? Who remembers birthdays and brings a cake or a card to work?

Identifying leaders (both potentially positive and negative towards collective action) will be vitally important to your organizing as their opinion will have significant sway over your coworkers.

Mapping your coworkers can be a creative process. Use a large surface, perhaps butcher block paper, a whiteboard, or index cards with your coworker's names on them rearranged on the floor. Consider physically drawing a map of our workplace as well to help visualize. However you decide to map your workplace, don't forget to save a copy of your work.

Don't be afraid to edit and change your work as your organizing develops, these relations are not static and will likely vary over the course of a campaign.



First	Last	Work area	Job	Shift	Cell phone	Email	Wage	Steward	Safety petition 10/31	Grievance training 11/10
Wanda	Smith	X-Ray	Tech	Day	123-456-7890	wandasmith@123.com	\$15.02	X	X	
George	Hernandez	Med Rec	Clerk	Eve	234-567-8901		\$16.73		X	X

Source: <https://www.labornotes.org/secrets/handouts>



Getting Results

ESCALATION PLANS

Once you've identified your demands, turn up the pressure on your boss until you win! Here are some common tactics and sample escalation plans for different working conditions.

Power map to see where you can leverage power against the bosses

What other businesses does your boss own?

- Maybe some are still open
- Maybe there are more workers who have been laid off

Are the bosses in a coalition with other employers? (Chef's Stable, Portland Business Alliance, National Restaurant Association, etc.)

- Who are the other workers connected to them

What are your boss' extra curriculars (On the board of a non-profit? Donate to X fund? Loves X sports team? Goes to X church? Neighborhood Association?)

Look at the supply chain

- Who supplies the business with products?
- Do workers on your supply chain possibly already have a union?
- Maybe coordinate with your delivery drivers

Does your place of work have a relationship to a particular community that could support the workers?

- Example: LGBTQ+ community coming out in support of Crush Bar workers and raising hell for their boss who owns a bar that caters to the community
- Is it a sports bar? Hipster restaurateurs? Metal/punk bar? Comics culture? etc.

Write a petition and gather signatures from your co-workers

- Start with some folks you know are on board

- Then discreetly add more names to the list, use your social map to identify which leaders might be able to sign up the group they tend to hold weight with.

- Even with a small team you'll exponentially extend your reach as each worker holds unique relationships. Try to make your team represent the breadth and diversity of your workplace (race, genders, age groups, jobs in the workplace, etc.)

Sample Petition Language: Petition for Emergency Changes to Sick Time Policy

Petition for Emergency Changes to Sick Time Policy

Dear Management,

We, your hard-working employees, feel strongly that we require more sick time, especially during this COVID-19 pandemic. The last thing any of us wants is for our customers and our coworkers to get sick, but the fact is that we can't afford not to work. We might be able to if we received appropriate compensation for days missed, but 40 hours a year is simply not enough. This has been a concern in the kitchen and warehouse for a while - it was brought up both at the January department lead meetings and at the last all-staff meeting — but this pandemic is a frightening and time-sensitive emergency. We do not know when COVID-19 will die out, or how severely it will affect our kitchen. If the worst comes to pass, many or all of the employees responsible for making and shipping the majority of the product will be unable to pay their bills or feed their families. In light of this situation, we have identified four main changes necessary for safeguarding the health and welfare of kitchen and warehouse workers, our customers, and the general public:

- An increase of 40 hours of Paid Time Off for all kitchen and warehouse employees to be added on top of the current annual allotment of sick time. It is always imperative sick workers be able to stay home, and even more so in time of a serious viral pandemic. Under the current arrangement most of us have only the legal minimum of 40 hours of annual PTO, and we frequently have to choose between staying home while sick or continuing to have enough money to survive. This incentivizes coming to work in what should be a clean, food-safe environment while ill, possibly with COVID-19, and becoming a vector for contamination of coworkers and food products. This situation would be less likely to occur if workers didn't feel that missing work would put their personal well-being at risk.
- An increase of Short Term Disability pay from 60 to 80 percent. Current disability pay is not sufficient to survive off of in

Portland, and has already caused injured and sick employees to come back to work before they were fully recovered. This is an extremely dangerous arrangement in the face of a viral pandemic — sick workers must be able to stay home for the duration of their illness, and this is not possible under your current disability pay rates.

- An end to all unpaid kitchen and warehouse closures. A commitment to end unpaid holiday closures was already given in the January department lead meeting — we ask that this commitment be honored and extended to cover any other unforeseen closures that may arise. Missing even one shift can make it hard for us to pay rent on time or buy groceries — missing six days in two weeks as happened this past holiday season can be absolutely devastating. Any and all closures must include compensation for those scheduled to work that day.
- One month of severance pay for any COVID-19 related layoffs. In this time of economic uncertainty it is crucial that workers have a safety net to fall back on in the likelihood of layoffs related to the pandemic so that we can remain fed and housed. We have all given our time, energy, and labor to help grow this company; in our time of need it is only right that the company give back and help support us during this unprecedented crisis.

It would be in all of our best interests to provide protection to your employees from this disturbing reality. We understand these are significant changes to company policy, but strongly believe it is a small price to pay to get your workers the rest they need and to protect the health of the public. It is not appropriate or safe to have to use our vacation time as our sick-time, or vice versa. Below is a collection of signatures from kitchen and warehouse workers who would like to see immediate action on this issue. Sincerely,

I Printed Name

I Signature

I Date

March on your boss as a group and deliver your demands together

- If you're working in an "essential service" industry you might be busy, but work can wait for 5 minutes while you and your co-workers demonstrate your needs!

- If you've been laid off, perhaps the restaurant is still doing carry-out, try talking to your boss at the order window.

- If your workplace is closed completely, go online! Start a group email chain with the boss, and post your demands publicly on social media.

- Get creative! Ask co-workers to come in wearing face masks and gloves to show how dire this pandemic really is and how supporting workers is a public health issue!

Phone Zap!

- If your boss is doing carryout or drive thru only, get workers and community supporters to flood the phone during lunch/dinner time (or other busy hours) to meet your demands!
- If it's a grocery store, hospital, or childcare facility, pick a time for supporters to call in voicing support.
- Your boss really can't ignore the phone right now!

Wear matching buttons or shirts with co-workers

Have a catchy graphic and phrase

- "Sick of working sick!"
- "Hazard Pay now!"
- "Workers won't pay for this!"

Wear them prominently and as a group!



Make a media strategy

Connect with our media team who can help provide an basic outline of a press release and give a basic do's and don'ts of talking to reporters.

Have some punchy phrases/quotes to express your message clearly.

- Workers won't pay for this crisis!
- If we're essential services, it's time we're paid for it!
- Bail out workers, not bosses!

Create a social media campaign so that community supporters can help apply pressure.

If you aren't being provided proper safety gear, come to work wearing it together

- If your boss won't give you face masks and gloves to protect one another, do it yourselves .
- Put pressure on your boss to be the bad guy and tell you that you can't take safety precautions publicly. Minnesota declared grocery workers "essential services" and gave them access to masks and gloves. We don't have time to wait for the government to act, force the boss's hand!

Sick out!

- If it comes to it and the boss still won't budge, you and your co-workers can all call out sick at the same time, on the same day!
- Show the boss that your labor is what makes the place run, that they are profiting off this crisis while y'all are putting yourselves at risk of exposure to a deadly pandemic.
- Withholding your labor is your most powerful tool! It can't be taken lightly.

Here are some sample escalation plans:

1. Essential Services

Wildcat! The oldest & most powerful tool is the strike! A successful strike takes a super majority of 80-100% of co-workers, a strike committee, and proper workers educated on the consequences.

The Wobbly Ladder!
A plan for escalation
at "essential services"
amidst the COVID-19

Sick Out! What if everybody decided to call in for a sick day at once? It is a quasi-protected action, but can effectively send a message if you don't get paid sick days or safe protection from the virus. Together you can shut down the store/production!

Work to Rule/Bring your Own Gear! It's good to know your employee handbook (& where corners are cut in practice). Slow down work by getting everyone to follow the rules to a T. If your boss

isn't providing masks/allowing safety gear, bring in your own and wear them as a group.

Phone Zap! Organize workers and community supporters to call into a company phone line during some busy business hours, asking the company to meet a certain demand.

Button Up! Make buttons with catchy slogans for your target issue (i.e. sick of working sick, we need surgical masks, etc.)

and ask coworkers to wear them on shift.

March on the boss! Get a group of coworkers (ideally social leaders in the workplace) from many departments/backgrounds to briefly stop work to deliver your petition and have a conversation with the boss.

Petition! Write a letter with your co-workers demanding a solution to an issue, get majority of your coworkers to sign on!



Wildcat refers to the term Wildcat Strikes. These actions are typically associated with Union members who strike and are notable because, in 1935 the National Labor Relations Act became law. This law meant that union workers lost control over one of their most powerful and effective tools—striking. Since then, additional restrictions on how and when union workers can strike makes influencing change much more difficult, that's where "wildcat strikes" come in. Union members throw out the rules during a wildcat strike and walk off the job in protest without the permission of their respective union. In the above context, Union workers can strike with a super majority of votes.

2. Workers laid off without severance

Social Distancing Demo! Public gatherings can be particularly dangerous right now, but if all else fails we can still show up to the boss' neighborhood and marched 6 feet away from one another wearing surgical masks and gloves.

Industrial Petition! 75-90% of restaurant and hospitality workers were laid off. Make connections to other restaurant workers, sign on as workplaces, so we can make demands to a wider coalition of bosses.

Other Businesses?! Maybe they shut down your kitchen but your boss also owns enterprises that are open. Show up there to picket or flyer workers about layoffs/ needing severance. Don't let the boss compartmentalize your stories. Flyer these areas. Flyer your boss' neighborhood.

Phone Zap! Get some community supporters to call into the company line during

some busy business hours asking the company to meet a certain demand.

Force a meeting! If they are going to lay you off make them do it in front of you. Approach the boss saying you'd like an open chat about whether the business will come back/their plans while closed/plans to rehire us. Put them on the spot.

March on the boss! Timing can be tricky. But is the biz open for takeout? Do people have a time to come in for last checks? Personal email address? Home address? Find a time to confront the boss & come wearing protective masks and gloves.

The Wobbly Ladder!
A plan for escalation at shops that closed amidst the COVID-19 crisis

Petition! Get together a list of severance demands with your old coworkers. Make a group chat/ have a video meeting with them to write a letter.

Prepare for re-opening! Collectively assure your boss that you will be prepared to return to work when they reopen. You love this job, but workers won't forget who was protected when business shut down! You're a union now!

3. Closing your non-essential service/unsafe work environment

Strike! If you're able to talk to a super majority of workers, they're on board, have been talked to about possible retaliation, you've taken action, and your boss STILL says "No." Do what needs to be done, shut it down!

Sick Out! Research your company's sick policy and coordinate as many workers as possible and call in sick together! Maybe you have PTO to use, maybe you get extra hours of PTO during the virus. Call-in, in mass!

Banner Drop! Drop a banner with inflammatory language that pressures the business by highlighting their failures, discourages customers, contractors, logistics / transporters. Ex: "COVID HAZARD ZONE" "WARNING

The Wobbly Ladder!
A plan for escalation to close your shop amidst the COVID-19 crisis

EMPLOYEES ARE NOT TESTED"
"BOSS IGNORING OUR SAFETY"

Phone Zap! Get supporters to call into the company line during some busy business hours asking the company to meet a certain demand.

Force a meeting! If they are going to lay you off make them do it in front of you. Approach the boss saying you'd like an open chat about whether the business will come back/their plans while closed/plans to rehire us. Put them on the spot.

March on the boss! Get a group of coworkers (ideally social leaders in the workplace) from

many departments/backgrounds to briefly stop work to deliver your petition and have a conversation with the boss. Wear protective masks and gloves to talk.

Petition! Make a group chat/ meet to write a letter and plan out how to get as many as possible to sign (who knows who? hint: this is where your previous employee mapping comes in handy!)

Prepare for re-opening! Collectively assure your boss that you will be prepared to return to work when they reopen. You love this job, but workers won't forget who was protected when business shut down! You're a union now!

The Right to Take Collective Action



RETALIATION AND SECURITY

“But won't I just get fired for sticking my neck out at work?”

Our bosses already have the power to fire us, cut our hours, and deny us raises whenever they want.

When we are NOT organized, we are always at their mercy. Only by building solidarity with our coworkers can we shift the power dynamics in our workplaces to actually improve and defend our jobs.

All workers have the right to take collective action and organize a union at their workplace without retaliation from their boss. The National Labor Relations Act Section 7 guarantees “the right to self-organization, to form, join, or assist labor organizations, to bargain collectively through

representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection.” It is against the law for your boss to cut your hours or fire you for delivering a petition with your coworkers about hazard pay, simply wearing a union button to work, or even going on strike.

That said, we know our bosses break the law all the time. They change our timesheets, steal our tips, ignore safety protocol, and make us work without breaks. Companies cut legal corners when it's convenient and they think they can get away with it. ***Here are a few tips to help best defend yourself and your coworkers from retaliation:***

- 1. Document everything:** Keep track of all the changes, big and small, in policy enforcement, scheduling, and raises that take place after your boss knows about the workplace organizing. Include dates and as much detail as you can remember, and even take pictures when it makes sense. This information is useful for proving retaliation is happening and is important for building a legal case that can even win someone their job back with back-pay in the event they are illegally fired.
- 2. Solidarity and Direct Action is the Key:** Retaliation is a bullying tactic to try and make us scared and isolated. Continuing to have each others' backs and maintaining a visible pro-union presence is effective for getting the boss to back down from their bully tactics once they realize they can't just intimidate workers away from taking action.
- 3. Don't give them an easy way out:** Since managers can't directly fire you for union organizing, they will sometimes try and find sneaky ways to get around the law to retaliate. Some examples of this include harsh penalties for being late, write-ups for "stealing" food, and other general over-enforcing of company policy. If your manager sees you as a leader in the workplace, they may try to punish you any chance they get. Try your best to not give them anything they can use against you.
- 4. Contact the IWW:** We can help file a legal complaint called an "unfair labor practice" with the National Labor Relation Board, help boost public media criticizing your boss' retaliation, direct public attention to a "phone zap" action, or help turn out our network of members to an action demanding the company stop retaliating.
- 5. Build an Escalation Plan:** If the retaliations won't stop, it's time to escalate your tactics. Go to the "Escalation Plans" section in the packet for guidance on some ideas on how to do so.

Questions to ask your boss

LAYOFF FAQ

In the event that you are laid off, lose hours, or your company shuts down completely, here are some important questions to ask your boss. These will help you get a better understanding of your situation, what legal benefits and rights apply to you, and what opportunities for organizing you have. Be sure to document these answers to hold your boss accountable.

Am I temporarily or permanently laid off?

This is important for understanding your own employment situation, and it also impacts your ability to be a part of a union bargaining unit.

The National Labor Relations Board has said that employees who are temporarily laid off can still vote and be counted as part of the bargaining unit, but permanently laid off employees cannot.

Is the company going bankrupt? Closing permanently? Closing temporarily? Am I guaranteed re-hire when the company re-opens?

This helps you to understand your employment situation and the possibility of future organizing or potential demands around getting re-hired, collective severance pay, etc.

Will I get severance pay?

Severance pay is a one-time payment when your employment ends involuntarily. There is no legal right to severance pay. Lots of workers are organizing to get this as a final benefit if a company goes out of business.

Will I be compensated with half-pay for the hours I was scheduled to work this pay period?

This demand is in accordance with the Oregon Fair Work Week Act.

Can I cash out my sick hours or PTO?

This page shares BOLI's understanding of the Oregon Sick Leave Act during the COVID-19 crisis: <https://www.oregon.gov/BOLI/WHD/OST/Pages/index.aspx>

There, it states that permanently laid off workers at this time cannot collect accrued sick time, but that they will have their sick time upon rehire. However, if a business has "temporarily closed" due to the public health crisis then workers should have the option to cash out accrued sick time.

Regardless of the law, you can always organize to receive what you deserve. Crush Bar workers were initially denied being paid out for their sick time, but they organized a sit-in and through direct action they won their demand to be paid out for sick time! Oregon law does not require that an employer pay out sick hours or PTO upon layoff, but if there is information posted or in your

handbook that would make you think you were entitled to being paid out, you can bring your case to court (or threaten to). Moreover, if the employer is silent about paying out vacation time upon separation, they most likely have to pay out your vacation time at layoff, if not also your sick time.

Do I have access to more paid sick time? When can I use sick time?

You do not have to be sick to use sick time. You can use sick time to care for members of the household who are sick, for children who are home from school even if they are not sick, etc. Also employers cannot ask for proof of illness in Oregon for calling in sick.

Congress recently passed a law which guarantees 80 additional hours of paid sick time for workers at a company with less than 500 employees. Many other employers have offered expanded sick time to workers at this time. If you have not heard about any expansion to your paid sick leave, ask and document what your employer says.

What am I guaranteed if there are further cuts or closures?

Get this in writing if possible, even if it's a text or email. Examples include: ongoing health insurance, re-hire after the crisis, half-pay for scheduled hours, severance pay.

Can I get a letter on company letterhead stating that my hours have been reduced or that I have been fired?

Proof of loss of income is extremely important! This can help you file for unemployment, and is necessary to qualify for the eviction moratorium (meaning that you are protected from being evicted if you can prove loss of income). Proof of loss of income is also being used to get student loans, credit card debt, and mortgages suspended. You can qualify for relief, including unemployment benefits, even if your hours are reduced without being fired.

You Can Too



RECENT VICTORIES

Workers with the Portland IWW are organizing and winning victories!

Organizing your workplace can seem daunting (especially during a global pandemic!) but workers around Portland and around the world are doing it every day. Here are a few inspiring stories of worker solidarity:

Lewis and Clark

Student workers across the country are in crisis as their places of residence and employment have closed and sent them packing, often with no transparency or severance pay. However, student call center workers at Lewis and Clark College in SW Portland have taken matters into their own hands by forming the United Student Workers of Lewis and Clark College (USWLC) earlier this year. Earlier this month, during the most important fundraising day of the year, they went on strike for a 40% pay increase to match the college's union workers contract. On March 17, they announced a huge victory—workers would receive full paid leave for the duration of the semester.



Crush Bar

As soon as local bars were mandated to close, the owner of Crush Bar and Woody's Coffee Tavern laid off his entire staff without a penny of severance, with no promise of rehire when the business reopened, and without allowing them to use their accrued sick time. Thankfully, workers at the bar had been organizing for the previous 6 months—through petitions, delegations to their boss, button up actions, and all staff meetings—for a voice on the job and more equitable wages and benefits. They even won a free shift meal previously in the year! So when they were all laid off they knew what to do: they collectively descended on the bar for a sit-in to confront the owner with their demands. But, rather than listen to any of their demands, the General Manager called the cops on the workers! Just a day later, he agreed to their demands to pay out their sick time and opened the door for them to get their jobs back when the bar reopens. As they wrote on their Facebook page, “Keep up with our fight, because at Crush we’re continuing a struggle that’s all too familiar for the queer community: the struggle to be seen, to be recognized, and to be valued. And that struggle has never been more life or death than it is for us now.”



Voodoo Donuts

Since last June, workers at Voodoo Donuts have been building a union in their workplace in an effort to change their low wages and unsafe conditions. When 20 employees were laid off and COVID-19 threatened to close their business entirely, they decided to speed up their timeline for going public with their union. The next week, workers gathered to collect their checks wearing matching masks that one of the crew members sewed themselves. They delivered a message to their manager asking for a response to their demands for hazard pay, severance pay, access to accrued PTO, and voluntary recognition of their union. Members of Corporate met them with silence and neglect: saying they wouldn't even be allowed to gather their personal belongings from the restaurant. While workers wanted to negotiate with the company on good terms, Corporate seems to be unwilling to talk to their workers with the basic dignity they deserve. Workers are likely to take further action.



Burgerville

Two years ago, workers at the 92nd and Powell Burgerville became the only federally recognized fast food restaurant union in the country. As the COVID-19 crisis broke out, Burgerville workers received a series of confusing messages from the company. While the CEO stated she was “deeply saddened” to be reducing hours and furloughing the vast majority of employees, our local managers were telling us they didn't have any information and were unable to post the schedule. Workers at 92nd and

Powell refused to accept that over half the staff was being furloughed, raising concerns about their ability to take proper health and safety precautions while hugely understaffed. They walked out for one day over their demands of understaffing, hazard pay, severance pay for furloughed workers, expansion of sick time, and an end to the disrespectful and incoherent communication from corporate about the livelihoods and wellbeing of workers.

Other worker actions:

[Strike google document roundup \(bit.ly/2x2vhNI\)](https://bit.ly/2x2vhNI)

[Black rose round up \(bit.ly/39KDKBY\)](https://bit.ly/39KDKBY)

[GE workers demand to make ventilators \(bit.ly/39KgLHt\)](https://bit.ly/39KgLHt)

[Detroit bus driver strike victory \(bit.ly/2Ra7MJd\)](https://bit.ly/2Ra7MJd)

[Auto manufacturing closures following wildcat strikes \(bit.ly/2yrwyOf\)](https://bit.ly/2yrwyOf)

[Kroger workers walkout \(bit.ly/3dUAdnY\)](https://bit.ly/3dUAdnY)

[Pittsburgh trash collection strike action for hazard pay and protective gear \(bit.ly/2V64IPe\)](https://bit.ly/2V64IPe)

[Instacart strike \(bit.ly/2yB50Gr\)](https://bit.ly/2yB50Gr)

[500 workers at ASOS factory in the UK \(bit.ly/349WCcA\)](https://bit.ly/349WCcA)

We are all we have!



MUTUAL AID & MORE RESOURCES

In times of crisis, and in our everyday lives, we know it is the people in our community who we can rely on to take care of one another. Organizing to improve your working conditions and building networks of mutual aid go hand in hand in our efforts to build a better future. Many workers are forming mutual aid facebook groups or chats to coordinate amongst their coworkers to make sure everyone is taken care of, because we know our bosses won't.

Comprehensive spreadsheet of community resources (bit.ly/33zUCtP)

If you need childcare (bit.ly/2UIVHBr)

If you can offer childcare (bit.ly/3b7RxUm)

If you need support with food, medication, or other supply delivery (bit.ly/3djhpib)

If you can offer support with food, medication, or other supply delivery (bit.ly/2QxYzdj)

If you want to donate to the mutual aid fund (bit.ly/2vC37bg)

If you want to support with rent strike (bit.ly/2QJYiUP)

Resources for kids at home during quarantine (bit.ly/2UIXLtb)

COVID-19 unemployment benefits FAQ (bit.ly/3bblCm0)

Additional Resources

[AEIOU](#) – Agitate, Educate, Inoculate, Organize, Unionize (From [Wages So Low You'll Freak](#)) (bit.ly/2JB9OOa)

[Organizing Conversations](#) – How to talk to your coworkers, from Labor Notes (bit.ly/2JBhe46)

[Workplace Mapping](#) – From Labor Notes (bit.ly/2yB6TTx)

[Workplace Mapping 2: Make a Chart!](#) – From Labor Notes (bit.ly/2UHgqki)

[Wages So Low You'll Freak](#) – Story of organizing at Jimmy Johns (bit.ly/3dVP3e4)

[I've Got Your Back](#) – Collection of stories of worker organizing (bit.ly/2UFZWch)

[Salt N Pepper](#) – Guide to “salting” (getting a job to organize the shop) from IWW (bit.ly/3bPGj7f)

[Offensive Bargaining](#) – Guide to bargaining a contract when the boss won't play fair (bit.ly/2wTBfjK)