

Strong Locals Inventory

1. Name or Group: _____

2. Local Association and Chapter or Unit: _____

3. My Role is:

- Local President
- Other Local Officer
- Local Team
- MTA Field Staff

Leadership

4. All Officer positions are filled:

Rarely 1 2 3 4 Always

5. Elections are conducted annually or as proscribed by the bylaws.

Yes No

6. There is a designated ethnic minority position.

Yes No

7. For multi-unit locals, all chapters are represented in the leadership structure.

Yes No Single-unit local

8. The local governance structure is

- Just right
- Needs minor adjusting
- Needs a significant adjustment

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9. **What percentage of Building Rep positions are filled?**

- Under 50%
- 51% to 75%
- 76% to 85%
- 86% to 95%
- Above 95%

10. **Building Reps are representative of demographic make-up of the bargaining unit.**

Yes No

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Planning

11. Local develops a plan that establishes goals and benchmarks for:

	Never	Rarely	Sometimes	Often	Always
Bargaining	<input type="checkbox"/>				
Internal Organizing and Communications	<input type="checkbox"/>				
Member Engagement and Education	<input type="checkbox"/>				
Politics - Electing supportive municipal and school committee candidates	<input type="checkbox"/>				
Politics - Electing pro-education statehouse candidates	<input type="checkbox"/>				
Building Community Alliances	<input type="checkbox"/>				
Intentional media/public relations strategy	<input type="checkbox"/>				

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12. Planning Process

	Never	Rarely	Sometimes	Often	Always
Local leadership team meets regularly to review progress toward goals and adjust accordingly.	<input type="checkbox"/>				
Local goals and plans are developed through membership involvement and reviewed by the General membership.	<input type="checkbox"/>				
Local annually prepares a budget aligned to goals and plan.	<input type="checkbox"/>				
Training and Leadership Development.	<input type="checkbox"/>				

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18. Local participates in the district “New Hire” orientation or runs its own.

Yes No

19. Local enforces its right to receive notice of new hires within 10 days of their hiring and to meet with them

Never 1 2 3 4 Always

Political Activism

20.	How does the local engage in political action?				
	Never	Seldom	Sometimes	Often	Always
A representative of the local attends school committee meeting.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The local has a LPAT program that identifies and recruits new political activists.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Local LPAT activists take action on local/state/national political issues tied to education.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The local leaders or members (PALs/LPAT's) talk to other members and organize their own actions to influence legislators (emails, postcards, phone calls, meetings).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Local has contact with state reps and senators.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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CONTRACT NEGOTIATIONS

21. **Make-up of bargaining team is representative of the local.**
Yes No
22. **Local ensures its bargaining team is trained.**
Yes No
23. **Local surveys members for proposals and/or holds forums or meetings to talk about proposals. (Check all that apply):**
- Surveys
 - One to One Meetings
 - Building Meetings or Forums
 - Local-wide Meetings
24. **Unit ratifies initial package.**
Yes No
25. **The majority of members are engaged with a contract campaign that includes (check all that apply):**
- A plan and/or timeline
 - Escalating tactics
 - Regular bargaining updates
26. **Local bargaining strategy includes (check all that apply):**
- Coordinated or concurrent bargaining (bargaining in step with other MTA locals or units with same employer)
 - Coalition bargaining (other unions in the same community)
 - Bargaining Council (locals in other communities)
 - Expanded team or open bargaining
27. **At the table, bargaining team members present the proposals, counter proposals, and respond to management proposals.**
Never/Rarely 1 2 3 4 Almost Always
28. **Local has Contract Action Team or other support team throughout bargaining.**
Yes No

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Advocacy/Organizing

29. How does the local engage in contract enforcement and member engagement?

	Never	Seldom	Sometimes	Often	Always
A local grievance committee, trained in representing members, meets to discuss grievances.	<input type="checkbox"/>				
Step 1 grievances are done by the local at the building level.	<input type="checkbox"/>				
Building and local leaders or committee represent members throughout the grievance process.	<input type="checkbox"/>				
Contract issues are discussed in small group meetings i.e., building base meetings, Association Rep council meetings etc.	<input type="checkbox"/>				
Local mobilizes membership around grievances and contract enforcement issues.	<input type="checkbox"/>				
Local Leader(s) meet with the district administration.	<input type="checkbox"/>				
Building Reps meet with leadership about member/building concerns.	<input type="checkbox"/>				
Building Reps recruit members to get involved in local and MTA activities.	<input type="checkbox"/>				

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Internal Communications

30. How does the local leadership communicate to members?

	Never	Rarely	Sometimes	Often	Always
Local utilizes a two-way communication system.	<input type="checkbox"/>				
Local tracks communications to members.	<input type="checkbox"/>				
Local tracks member action or engagement.	<input type="checkbox"/>				
Local has proactive (and reactive) media plan that reaches members.	<input type="checkbox"/>				

NOTES: