

# Organising: A Voice in Every Workplace



**Mandate is the union of first choice for thousands of retail and bar workers across the length and breadth of the country.**

**We are a local and easily accessible union with trained and experienced local representatives and activists. Highly trained and skilled Mandate Officials also provide professional advice and assistance, where appropriate, on a variety of employment issues.**

Your membership of mandate gives you protection at work in relation to pay and conditions of service, health and safety, harassment and bullying at work, unfair dismissal and legal protection to name but a few.

If you work full-time or part-time, you are entitled to all the benefits of joining Mandate – Your Union of First Choice.

**Respect is the Foundation of Organising.**

## **Organising Together**

The Mandate organising model is about empowering our members to have the collective strength and solidarity to resolve issues as a unified group of workers with less need to call on officials for issues such as grievances and disciplinary. This will allow officials to dedicate more time to organise companies where we don't yet have a presence.

In many workplaces workers aren't respected. Most of us don't get paid well enough, or get a real voice on the job. When you have self-respect it means you won't put up with bullying, intimidation or exploitation.

The first time a group of workers went together to face the boss and say 'we want things to be different here,' a union was born. Each time that primal confrontation takes place for the first time in a work-place, the union is born or reborn.

Our stated aim is to help workers sort out problems for themselves by getting organised and standing together. One voice is lonely and ineffective but when workers speak as one they have a voice that is heard. We will achieve this by ensuring that it is our members who decide the issues that need to be raised and by ensuring that it is our members who as skilled representatives are equipped to take up issues on behalf of their fellow workers.





We will endeavour to have reps in each workplace who can:

- Encourage members to discuss their thoughts and ideas that affect them and coordinate collectively to guarantee success
- Take up issues within the workplace on behalf of members
- Represent members effectively at grievance and disciplinary hearings in the workplace
- Give the union a strong visible presence in the workplace and encourage active participation in the democracy of Mandate

Mandate is committed to building an activist based organising and campaigning union of first choice with strong self-sustainable structures in and between workplaces with activists and workers at the centre of everything the union does.

### Campaigning to Win

Using our dedicated network of trade union activists, Mandate campaigns on a wide variety of issues reflecting our social justice agenda and the important role Mandate has in Irish society.

Campaigning is the lifeblood of any active and organised trade union and your union develops campaigns that really matter in and from the workplace, onto the streets and into the heart of Government when necessary.

As a member you are actively encouraged to develop and contribute to local union campaigns and to embrace and participate in national campaigns.

Our negotiators continue to raise campaign issues on an ongoing basis with employers securing improved terms and conditions for our members.

Campaigns are run on issues that really matter to you, your colleagues, your family and wider society domestically and abroad. We continue to use campaigns to fight for your issues and to grow the collective power of your union through inspiring and recruiting new members.

### Recruiting new Members

The need to organise the unorganised is obvious. As a union with a strong social conscience, Mandate is not just about looking after our existing members. We all have a responsibility to organise the unorganised and spread the message of trade unionism far and wide. Every non-union worker weakens our position at the negotiating table. Mandate has an aggressive growth strategy to organise the many thousands of non-union workers in our sectors and give power and influence back to working people. Unions that are strong in the workplace are likely to be more successful in organising and can point to their successes as reasons to join. A stronger Mandate means better pay and conditions, which, in turn will help us to grow further.

