

Three Frames of Unionism Reflection Activity

What is the Union's Role in Strengthening and Sustaining Public Education Today?

The work of progressive union leaders continues to address the basic working conditions of its members. Education unions today advocate for conditions that support high quality teaching and learning. Union leaders have increasingly begun to organize efforts to insure equity in the education for all students.

These efforts are known as the Three Frames of Unionism (www.mooneyinstitute.org)

Industrial Unionism:

The collective power to meet the “bread and butter” needs of members and ensure fairness for all

Professional Unionism:

Accepting responsibility for the teaching profession to ensure quality

Social Justice Unionism:

Ensuring equity for students and their families through active engagement in the community.

This document can be a useful tool to encourage important conversations among local association leaders and members.

Questions for your Local Association Leadership?

1. Which of the examples listed in each of the columns of The Three Frames of Unionism do you “**agree with**” and is valued by your association membership?
2. Which of the examples listed in each of the columns of The Three Frames of Unionism do you “**disagree with**” and believe is not valued by your association membership?
3. **Compare your lists of “Agree” and “Disagree”.**
 - a. What surprised you about your lists?
 - b. What did not surprise you?
 - c. Which of the three frames seems to be most “valued” by your association members based on this assessment?
4. Review the list of items you “agreed” are valued by your local association members. Which of these items do you actively support and/or pursue?

Reflection:

- Is your local association utilizing its resources – time, energy, funds – to implement the issues that are most valued by your membership?
- How diverse is your local association work?



- How would you characterize the work of your local association based on the Three Frames of Unionism?
- Where are your strengths?
- Where are your opportunities for improvement?
- What “next steps” would you identify for your local association as a way to improve its ability to advocate for and support its members using the Three Frames of Unionism as a way to assess its work?