### Activity L: Charting the workplace

**This activity is to build on the organisation of your branch/section. This could include engaging with members, recruiting non-members, and identifying potential activists. It’s worth remembering one of the reasons non members haven’t joined a union is because no one has asked them. (Link on Prospect website below)**

[**https://prospect.org.uk/news/12-reasons-not-to-join-a-trade-union-and-why-theyre-wrong**](https://prospect.org.uk/news/12-reasons-not-to-join-a-trade-union-and-why-theyre-wrong)

The management in your workplace have put forward some proposed changes for consultation to you, as the union rep. You have circulated an email to members asking for their views/feedback. The chart below details each member and their response. Using this information, devise a strategy to organise the members of each department and effectively feedback to management.

Consider the following points.

* How can the branch co-ordinate dialogue between the various departments?
* How can the branch use this consultation for recruitment?
* What message do the branch want to communicate to the management?

The Management are proposing the following:

* Those departments (Admin, Sales and Research) currently working on a rota of 3 days in the office and 2 days working from home, return to the office full time, like other departments.
* The Operations department are currently working on a 24-hour rolling shift pattern of 12 hours per shift 2 days on 3 days off, to the new proposed shift pattern of 8 hour shifts 6 days on 4 days off.

|  |  |  |  |
| --- | --- | --- | --- |
| Name | Description | Rep | Department |
| Fred | Complains that the proposed new shift pattern will lead to fatigue | Yes | Operations |
| Martha | Wants to know if there will be a pay offer if we go over to the new shift pattern | Yes | Operations |
| Joanne | Is worried that changing the shift pattern seriously effects their childcare provision, may look for another job |  | Operations |
| Rose | Does not want to change shift pattern |  | Operations |
| Paresh | I work part-time, I am not sure how it affects me? |  | Operations |
| Sue | I work part-time, I don’t want any change, may have to look for another job |  | Operations |
| Rita | Is concerned about the amount of work she must do already and thinks it will get worse with the changes. |  | Operations |
| Jasmin | Does not understand what the proposed changes will mean. |  | Operations |
| Bob | Wants to put forward that the department would work better working 3 days at home and 2 in the office, as the noise is distracting in the office. | Yes | Research |
| Bill | Happy to go to the office full time as finds it hard to work from home. |  | Research |
| Hillary | Our department has to go into the office full time so think other departments should go in as well. |  | Finance |
| Ben | Did not reply to the email |  | Finance |
| Wilma | Works part time and wants to continue with working some days from home. |  | Admin |
| Margaret | Works part time, wants to keep the 2 days working from home | Yes | Admin |
| Ruth | Did not reply to the email |  | Admin |
| Val | How can we stop going back full time into the office? |  | Sales |
| Anne | Want to keep to the flexible system |  | Sales |
| Chris | Did not reply to the email |  | Sales |
| Javed | Not happy with proposed changes |  | Sales |
| Julie | Would like a branch meeting to discuss the proposal |  | Sales |

**Results**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Work area | Members  in Dept | Total  in dept | Reps | Density (% or fraction) |
| Operations | 8 | 20 | 2 | 8/20 or 40% |
| Research | 2 | 10 | 1 | 2/10 or 20% |
| Finance | 2 | 4 | 0 | 2/4 or 50% |
| Admin | 3 | 4 | 1 | 3/4 or 75% |
| Sales | 5 | 5 | 0 | 5/5 or 100% |