### **Sample Phone Bank script**

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| **Introduction** | Hi, is this \_\_\_\_\_\_\_\_\_\_\_\_? It’s great to meet you, I’m \_\_\_\_\_\_\_\_\_\_ and I’m a member of [Local number] with MAPE! I’m calling other state workers in our bargaining unit to talk about contract negotiations, what improvements we want to see and what it will take us to get there. Do you have a second? | | |
| **Grounding** | Great! Thank you for your time. As state workers, we have shouldered the burden of budget cuts and short staffing during hard economic times. And with inflation, our pay raises have not kept up! Our time is now to band together for better wages and working conditions. | | |
| **Gathering information [[1]](#footnote-1)** | Right now we are getting ready for contract negotiations, this means we have the ability to change things in our contract wages and benefits.  When thinking about our contract negotiations, what matters most to you?  What do you think your coworkers care about?  (*Gather information, take notes, respond as needed)* | | |
| **Inoculation of a win and the work ahead. [[2]](#footnote-2)** | Can you imagine in your life what it would look like if \_(their issue)\_ changed?  How would you use that money you get from a wage increase? What would you put it toward?  Do you feel like you deserve \_\_\_\_\_\_\_\_\_\_\_\_\_? | | |
| **Talking about power.** | Our ability to get changes like \_(their issue)\_in our contract depends on how seriously MMB takes us at the negotiating table.  **What do you think influences how seriously MMB takes us in contract negotiations?** | | |
| Governor’s office/Trifecta | We have the best argument | Member power |
| Yes, who is in the Governor’s office and State Legislature certainly matters - what also matters is the participation of our members. | While being right is great, the only way we win more money and power in our workplace is by having the membership power to back it up. | Exactly! |
| Our members’ participation at every step of the way - like the recent survey or subsequent petitions and rallies - are how MMB is going to size up our strength and how seriously they respond to our proposals.  As we ask for bigger things like \_\_(their issue)\_\_ that cost more money or take away discretion and power from state agencies – they’re going to size up what we’re capable of and how far our membership is willing to go to get those improvements. | | |
| **Ask the question** | **I want to ask you - what are you willing to do to get \_\_(their issue) ?** *(you can give examples, petition, attend a rally, strike, etc)* | | |
| **Sign onto platform** | We are strongest together which is why we are asking all represented employees to sign onto our bargaining platform that says:   * Walk through main points of the platform * Tell them they can find it online * Ask if they will sign onto the platform today. If they do, track it in your conversation tracker. | | |
| **Membership (if applicable)** | I noticed on our list that you are not a member of MAPE, meaning you are part of the bargaining unit but do not pay dues.  The first thing that MMB is going to do to assess our strength and how seriously to take our proposals like \_\_(their issue)\_\_ is look at our membership. I’d be remiss not to ask you, **will you become a member today?[[3]](#footnote-3)**  **[Move them through the membership process. Go on MAPE.org, find the join button on the top, and fill out the virtual card. You can also email them the link. You will need to read all the disclaimers out]** | | |
| **RRT (If member)** | We are strongest when our members participate in contract negotiations so we want to make sure we can keep people up to date. Would you like to join our notification text group to get updates, upcoming actions, and reports from the negotiations table?  If yes: Great! What is the best number to text you at?  Is this your personal number? (if not, try to get it.) | | |
| **CAT (If they are engaged up until this point)** | Thanks! Finally, we are building up our Contract Action Teams to support the negotiators in their work and mobilize members. These teams work to engage members in their own locals about contract negotiations and help plan events, actions, and keep people updated. Would you be interested in joining? | | |
| **Exit** | Thank you! We’ll be following up shortly! You, (\_\_person\_\_) are the union! | | |

### **Sample House Visit Script**

**Knock and be persistent - don’t be shy - knock like you mean it.**

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| --- | --- | --- | --- |
| **Introduction** | Hi, is \_\_(targeted member)\_\_ home?  Hi, \_\_\_\_\_\_.  It is great to meet you! My name is \_\_\_\_\_\_, and I am a State employee as well. I do \_\_\_\_\_ at \_\_\_\_\_ agency. I’m out talking with other state workers in MAPE about our contract negotiations - what improvements we want to see - and what it will take to get there. | | |
| **Grounding:** | As state workers, we have shouldered the burden of budget cuts and short staffing during hard economic times. And with inflation, our pay raises have not kept up! Our time is now to band together for better wages and working conditions. | | |
| **Gathering information [[4]](#footnote-4)** | Right now we are getting ready for contract negotiations, this means we have the ability to change things in our contract wages and benefits.  When thinking about our contract negotiations, what matters most to you?  What do you think your coworkers care about?  (Gather information, take notes, respond as needed) | | |
| **Inoculation of a win and the work ahead. [[5]](#footnote-5)** | Can you imagine in your life what it would look like if \_(their issue)\_ changed?  How would you use that money you get from a wage increase? What would you put it towards?  Do you feel like you deserve \_\_\_\_\_\_\_\_\_\_\_\_\_? | | |
| **Talking about power.** | So look, our ability to get changes like \_(their issue)\_in our contract depends on how seriously MMB takes us at the negotiating table.  What do you think influences how seriously MMB takes us in contract negotiations? | | |
|  | Governor’s office/Trifecta | We have the best argument | Member power |
|  | Yes, who is in the Governor’s office and State Legislature certainly matters - what also matters is the participation of our members. | While being right is great, the only way we win more money and power in our workplace is by having the membership power to back it up. | Exactly! |
|  | Our members’ participation at every step of the way - like the recent survey or subsequent petitions and rallies - are how MMB is going to size up our strength and how seriously they respond to our proposals.  As we ask for bigger things like \_\_(their issue)\_\_ that cost more money or take away discretion and power from state agencies – they’re going to size up what we’re capable of and how far our membership is willing to go to get those improvements. | | |
| **Ask the question** | **I want to ask you - what are you willing to do to get \_\_(their issue) ?** *(you can give examples, petition, attend a rally, strike, etc)* | | |
| **Sign onto platform** | We are strongest together which is why we are asking all represented employees to sign onto our bargaining platform that says:   * *Walk through main points of the platform* * *Tell them they can find it online* * **Ask if they will sign onto the platform today.** *If they do, track it in your conversation tracker.* | | |
| **Membership (if applicable)** | I noticed on our list that you are not a member of MAPE, meaning you are part of the bargaining unit but do not pay dues.  **The first thing that MMB is going to do to assess our strength and how seriously to take our proposals like \_\_(their issue)\_\_ is look at our membership. I’d be remiss not to ask you, will you become a member today?[[6]](#footnote-6)** | | |
| **RRT (If member)** | We are strongest when our members participate in contract negotiations so we want to make sure we can keep people up to date. **Would you like to join our notification text group to get updates, upcoming actions, and reports from the negotiations table?**  If yes: Great! What is the best number to text you at?  Is this your personal number? (if not, try to get it.) | | |
| **CAT (If they are engaged up until this point)** | Thanks! Finally, we are building up our Contract Action Teams to support the negotiators in their work and mobilize members. These teams work to engage members in their own locals about contract negotiations and help plan events, actions, and keep people updated. **Would you be interested in joining?** | | |
| **Exit** | Thank you! We’ll be following up shortly! You, (\_\_person\_\_) are the union! | | |

### **Sample events invite script**

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| --- | --- |
| Introduction | Hi, is this \_\_\_\_\_\_\_\_\_\_\_\_? It’s great to meet you, I’m \_\_\_\_\_\_\_\_\_\_ and I’m a member of [Local number] with MAPE! I’m calling to invite you to an upcoming event our [region/local] is hosting. Do you have a second? |
| Invite to event | Great! Our [local/region] is hosting a [event] on [date/time] at [location]. We plan to do [What are you doing at the event?]. Can you join us?  **Yes:** Great! I will mark you down. Do you have any questions about the event?  **No:** No worries! I hope you can join us for future events!  **Maybe:** Can I ask what is holding you back? |
| Contract negotiations | Right now we are getting ready for contract negotiations, this means we have the ability to change things in our contract wages and benefits.  When thinking about our contract negotiations, what matters most to you?  What do you think your coworkers care about?  (Gather information, take notes, respond as needed) |
| The Ask | **I want to ask you - what are you willing to do to get \_\_their issue) ?** *(you can give examples, petition, attend a rally, strike, etc)* |
| Platform Ask | We are strongest together which is why we are asking all represented employees to sign onto our bargaining platform that says:   * *Walk through main points of the platform* * *Tell them they can find it online*   **Will you sign onto the platform today?.** *If they do, track it in your conversation tracker.* |
| RRT ask | We are strongest when our members participate in contract negotiations so we want to make sure we can keep people up to date. **Would you like to join our notification text group to get updates, upcoming actions, and reports from the negotiations table?**  If yes: Great! What is the best number to text you at?  Is this your personal number? (if not, try to get it.) |
| Membership ask | I noticed on our list that you are not a member of MAPE, meaning you are part of the bargaining unit but do not pay dues.  **The first thing that MMB is going to do to assess our strength and how seriously to take our proposals like \_\_(their issue)\_\_ is look at our membership. I’d be remiss not to ask you, will you become a member today?[[7]](#footnote-7)** |
| CAT request | Thanks! Finally, we are building up our Contract Action Teams to support the negotiators in their work and mobilize members. These teams work to engage members in their own locals about contract negotiations and help plan events, actions, and keep people updated. **Would you be interested in joining?** |
| Close | Thank you! We’ll be following up shortly! You, (\_\_person\_\_) are the union! |

1. Some people may not know, it is important to have your own story of what matters to you. You can also give them ideas like higher pay, lower healthcare costs, stronger pathways for career advancement. [↑](#footnote-ref-1)
2. We are asking this because they need to say for themselves, they deserve that pay raise, career pathway etc. MMB will be making the unions requests out to be unreasonable and they often have a louder mic with our members so it is important we get them to feel to their core that they deserve what our platform is asking for. [↑](#footnote-ref-2)
3. Once you make this ask, count of 5 in your head. Don’t answer for them or tell them right away its okay if they don’t want to be a member. [↑](#footnote-ref-3)
4. Some people may not know, it is important to have your own story of what matters to you. You can also give them ideas like higher pay, lower healthcare costs, stronger pathways for career advancement. [↑](#footnote-ref-4)
5. We are asking this because they need to say for themselves, they deserve that pay raise, career pathway etc. MMB will be making the unions requests out to be unreasonable and they often have a louder mic with our members so it is important we get them to feel to their core that they deserve what our platform is asking for. [↑](#footnote-ref-5)
6. Once you make this ask, count of 5 in your head. Don’t answer for them or tell them right away its okay if they don’t want to be a member. [↑](#footnote-ref-6)
7. Once you make this ask, count of 5 in your head. Don’t answer for them or tell them right away its okay if they don’t want to be a member. [↑](#footnote-ref-7)