BREAK THE CHAIN · NYC-DSA ANTI-WAR WORKING GROUP

The Labor Organizing Toolkit

A guide for union members: organizing your union for Palestine and a people's arms embargo: from the first conversation with a coworker to a passed resolution, and what comes after.

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wecanbreakthechain.com/labor · linktr.ee/BreakTheChainNYC · @breakthechain4pal
Print it, share it, and bring it to your union meeting.

1. About Break the Chain

Break the Chain is a campaign for a people's arms embargo organized by NYC-DSA's Anti-War Working Group. Research by the Palestinian Youth Movement, The Intercept, and Break the Chain has revealed that military cargo, including munitions and dangerous explosives, are being shipped to Israel through John F. Kennedy International Airport (JFK) in Queens every week.

On top of fueling Israel's horrific genocide in Palestine and war on Iran, Lebanon, Yemen, and Syria, in violation of international law, these shipments threaten the safety of workers and passengers. We are a coalition of workers, families, students, and neighbors demanding that New York City's resources and public infrastructure be used to make life better for New Yorkers—to fund public transportation, strong schools, and robust social services — not facilitate the destruction of entire societies abroad.

2. Break the Chain's Labor Organizing

Workers are at the heart of the Break the Chain campaign. We know that working class people in New York City have more in common with working class people under bombardment in Palestine, Iran, Lebanon, Syria, and Yemen than they do with the billionaires profiting from war and exploitation.

Break the Chain is a local iteration of DSA's national Labor for an Arms Embargo campaign, which seeks to organize a broad coalition of workers, activists, and community members to disrupt the flow of weapons at crucial nodes in the supply chain. JFK is one of the largest transport hubs for weapons exports in the US, but it doesn't run itself—it relies on the labor of tens of thousands of workers. This means that workers have the unique power to stand up for safety, dignity, and human rights and throw a wrench in the gears of genocide.

Whether or not you work at JFK, we want you and your union to join us in our fight for a people's arms embargo, achieved through building up rank-and-file support, passing our recommended union resolutions, and organizing around arms embargo legislation On top of labor organizing resources like this one, Break the Chain offers two types of in-person meet-ups for union organizers: labor organizing trainings and workers' circles.

Labor organizing trainings

Our labor organizing trainings are spaces for rank-and-file union members to learn how to organize around Palestine in their workplace through their union's democratic processes.

Workers' circles

Our workers' circles are spaces where organizers actively working on campaigns in their local can ask questions, work through challenges, and share knowledge peer-to-peer. They often feature special guests for skillsharing or political education—in the past, we've invited author Jeff Schuhrke, organizers from Oakland Arms Embargo, comrades from the Italian labor movement, and more.

Find the next one: wecanbreakthechain.com/#events · linktr.ee/BreakTheChainNYC

3. Why Is Palestine Important to Your Union?

For many of us, Palestine feels like it is a world away. That's not to say we don't care about the genocide. According to a recent Gallup poll, Americans have become more sympathetic to Palestinians than Israelis, and the majority of Americans disapprove of a US-Israeli military alliance. But what can we do about violence "over there"? And what does it have to do with us in the first place?

The answers, in part, are at JFK airport. Inside warehouses and on tarmacs, Israeli weapons are not just words or images. They are tangible objects passing through our workplaces and communities. If you know where to look, you will find bullets, cartridges, firearms, tear gas, fuses, and parts for F-35 fighter jets. Shockingly, there are also pallets of nitrocellulose, a volatile explosive used in rockets and ammunition. In 2025 a nitrocellulose explosion munitions factory killed 16 people.

Once this cargo arrives at its destination, the carnage is horrifying. According to UNICEF, over 64,000 children have been killed in Gaza since October 2023. That statistic is just a snapshot. Murder continues to go unpunished in the Occupied Territories, as well as Syria, Yemen, Iraq, Lebanon, Iran, and beyond. Every weapon that is allowed to leave our airport is a life cut short.

The companies involved may not advertise their deadly cargo, but they are household names. You'll see their logos slapped on billboards and airplanes, from FedEx to Challenge Airlines.

These shipments do not move by themselves. They need workers to reach their victims. The Palestinian General Federation of Trade Unions (PGFTU) has understood this dynamic for a long time. On International Workers' Day 2026, they published an appeal to American labor. The

letter lays out eight requests, all of which are worth reading, but for our purposes we will focus on number two:

> **Work to prevent the export of weapons of destruction and death.** The union movement plays a decisive role within global supply chains, enabling it to exert direct influence to disrupt arms shipments–and to halt participation in their production or transport–through clear union stances adopted within ports, factories, and shipping.
>
> **Palestinian General Federation of Trade Unions, May 1, 2026**

PGFTU highlights our agency. This is what scares the bosses: to maintain their power, workers need to feel powerless. Over and over again we are told, "there is no alternative." In the same way that CEOs cut our benefits or make us work longer hours, they force us to be a cog in the war machine and risk our lives for war criminals. We are presented with a choice between complicity and unemployment, but we reject both options.

We've already seen that the genocidal economy can be challenged when workers take collective action at the Port of Oakland, and among dockworkers in Italy and Morocco. New York can and should be at the forefront of this movement.

A flight attendant protesting munitions shipments is fighting the lie that jobs at home must depend on death abroad. The air traffic controller who will not allow blasting caps onto the runway breaks the chain of violence that runs through our city. And when a cargo handler refuses to load a box of explosives, lives are spared. Perhaps more than any other segment of society, we have the ability to stop the war machine and demand a peace economy.

International solidarity is an opportunity to strengthen our unions. It is a chance to draw in coworkers disengaged from the life of the labor movement and build newfound motion on our shop floors. We need institutions that fight for working people all over the world. The moment demands that we start acting politically. Engaging our coworkers, even on issues outside the immediate locus of a contract fight, broadens the horizons of what is possible. Bringing together a group of coworkers around Palestine might prove invaluable the next time your local goes to bargaining, and there is an urgent need to mobilize people into action.

4. A JFK Worker Guide

Workers at the airport are uniquely positioned to address the safety and militarization concerns that come with working either directly with or in close proximity to weapons transports. Here are the key talking points we've found helpful when discussing with co-workers on how it directly connects to their workplace on a daily basis.

Worker and passenger safety concerns

Whether you are a cargo handler, a flight attendant, a ticket agent, or a service worker, being employed at JFK in close proximity to weapons transports poses serious safety concerns. Weapons materials from nitrocellulose, to explosives, to military equipment have been reported as being stored and traveling through JFK. This combination lets military cargo move in the same space as ordinary freight, hidden by commercial operations. Various carrier employers have contracts with the Department of War to continue these shipments. This brings up multiple questions:

- Workers in your union or workplace have not democratically agreed to these conditions that can pose a serious safety risk to both themselves and daily commuters through the airport. Workers should have a say as to what their employer exposes them to.
- What other worker safety issues are you facing on-the-job? Are those being neglected while dangerous explosives are being prioritized?

International law violations

The genocide in Palestine is in violation of international law. Below are a few talking points to ground any worker conversations you have in some of those violations.

- The Geneva Convention binds States to protect civilians against violence, forced displacement, collective punishment, and the destruction of civilian property. International law experts including UN experts have found that Israel's actions in the West Bank and Gaza violate the Geneva Convention. In addition, the UN Independent International Commission of Inquiry found that Israel violated the 1948 Genocide Convention by committing genocide and war crimes against Palestinians, including the deliberate killing of children.
- "The Arms Export Control Act and the Leahy Law bar U.S. assistance to military units committing human rights abuses, but exports have continued throughout the bombing of Gaza." (Source:Exposing JFK Airport's hidden arms pipeline to Israel)
- According to Patrick Wilcken, Amnesty International's head of military, security, and policing work, any state transferring arms to Israel "risks complicity in genocide and war crimes" and violates its obligation under the Genocide Convention to prevent genocide. States that knowingly continue transfers risk "aiding and assisting" in crimes under international law, including war crimes, crimes against humanity, and genocide. (Source: Exposing JFK Airport's hidden arms pipeline to Israel)

Is your employer or union invested in Israeli bonds?

The history of corporations and unions are often financially tied to the development of the state of Israel, through bonds and pensions. If your employer is not one of the companies in a contract

with the Department of War, you can still advocate for the demilitarization of the airport on the shared tarmac, and you can also explore the potential for a divestment campaign.

The first phase of organizing your workplace

1. **Identify a few co-workers who are passionate about Palestine and have the time to commit to creating an Organizing Committee for an Arms Embargo**

   Workplace organizing requires a core organizing committee to successfully achieve results. The first step is to identify 3 to 4 other co-workers passionate about Palestine and anti-war efforts. These are people you can rely on to powermap the workplace with you as well as expand the network of solidarity. After you have identified a few members of your core team, we can offer support and can help with the strategic planning. Please reach out to info@wecanbreakthechain.com to request a meeting with one of our labor organizers.

2. **Identify any internal organizing committees for workplace safety and human rights concerns that already exist in your workplace**

   If you are part of a union who already participates in internal organizing, you may already have a roadmap for passing an arms embargo resolution in your local (see our template resolution in the next section for guidance). Whether or not your workplace is unionized, and whether or not you are a part of a union, any collective effort will require building up a large worker base of support so leadership cannot ignore your request.

   - Organize a workplace committee around health and safety issues which can raise concerns pertaining to workers' exposure to hazardous materials and weapons being transported through the JFK airport.
   - Organize a workplace committee for Human Rights and Equity which could help facilitate workplace organizing around flagrant human rights violations that directly affect you and your co-workers, both around your employer's complicity in genocide as well as other issues such as ICE presence and detainment.

3. **Collect data on your employer's complicity in genocide**

   Your organizing committee can help conduct research requests through your union as well as independent, publicly published sources on your employer and their complicity in genocide. If you are needing more data about your employer's complicity in genocide, or if you know of their weapons transfer activity within the workplace please reach out to us: info@wecanbreakthechain.com

The second phase of organizing your workplace

1

Create a workplace petition

The airport can often be a difficult place to organize on the job, which is why a petition around the above mentioned concerns can be a great way to build contacts. If your employer is directly complicit in war crimes, and you have data requested through your union or through published research, it will make building consensus in your workplace that much easier. If you don't have either of those things, you can still circulate a petition to build solidarity, but it will likely be a slower process to bring people onboard.

Template for a petition (please customize to your workplace)

No More Military Cargo for Israel Through Our Airports!

Civilian airports are in danger due to the shipments of arms, ammunition, and military cargo through our travel nodes.

Shipping weapons on our planes is dangerous - in May 2025, a shipment of 14 tons of a highly explosive TNT equivalent to the Israeli military through a cargo terminal at JFK Airport put the lives of thousands of workers and community members at risk.

According to research published in September 2025, commercial cargo flights from JFK carry F-35 components and bomb release units hidden among civilian freight, with Israel's Nevatim Air Base as the final stop.

[IF AVAILABLE, INSERT PUBLIC RESEARCH RELATED TO YOUR EMPLOYER HERE]

Israel is the largest recipient of U.S. foreign aid, having received $300 billion in assistance from American taxpayers. That money could be better spent helping people here at home. Israel has directly killed over 73,000 people in Gaza including over 21,000 children, and has indirectly killed over sixty thousand more through its blockades on food aid. The hospitals, schools, water systems, and agriculture built by Gaza's workers have been destroyed by Israel.

We are joining the majority of people across the country who believe that we should stop sending military aid to Israel.

- First name
- Last name
- Phone number
- Personal email

- What airline do you work for?
- Which airport is your base/workplace?
- What department do you work in?
  - Customer Service Representative
  - Ticket Agent
  - Ramp
  - Maintenance
  - Pilot
  - Tech Ops
  - Flight Attendant
  - Other:
- Do you want to make the campaign stronger and organize your coworkers into action?
- Do you have any questions or comments?

2 **Distribute the petition for signatures**

Below are a few different ways to successfully solicit petition signatures. When doing this organizing work, please keep in mind the politics of your workplace and what you think will be the most effective strategies for successfully getting people to sign on.

- One-on-one conversations with co-workers as a call-to-action after discussing the issue with them. These can take place on the job or after work, depending on your workplace environment (i.e. flight attendants are often on a plane together for long periods of time and the conversation may come up more naturally there than for a baggage handler who is too busy to talk on the job).
- Distributing flyers at General Meetings for your union or at worker events
- Off-the-job at a social gathering, usually at a bar, coffee shop, or BBQ
- Invite everyone interested to a worker hang where you can educate co-workers about what is going on and brainstorm together to get everyone's thoughts/collectively sign on together. We are happy to help organize this and educate, or we can provide you with materials so you can do it independently!

Next steps

After you've taken the above steps to build worker power through an organizing committee and petition, there will be more active organizing for your Arms Embargo committee in the coming months.

This will include:

- Passing an arms embargo resolution in your local (use this organizing toolkit as a guide)
- Attending JFK workers circles and press conferences
- Organizing around future arms embargo legislation

Please make sure to maintain a pipeline of communication with our labor organizing team so we can plug you into further actions. If you run into any challenges, or require any support along the way, we are here to provide resources and brainstorm together: info@wecanbreakthechain.com.

A list of current published airport research

- Nitrocellulose explosives flown from JFK to Israel's IMI Systems via Challenge Airlines, sharing the same runways as passenger flights, May 2025: https://theintercept.com/2025/05/10/israel-weapons-explosives-jfk-airport/
- Commercial cargo flights from JFK carry F-35 components and bomb release units hidden among civilian freight, with Israel's Nevatim Air Base as the final stop, September 2025: https://mondoweiss.net/2025/09/exposing-jfk-airports-hidden-arms-pipeline-to-israel/

5. Union Resolutions

A union's strength is based on its ability to execute collective action determined by the will of its rank-and-file members. One such mechanism is through passing a union resolution, which can acts as a mandate from members communicating your local's political positions, such as in support of an arms embargo on Israel, and direct your local to sanction new organizing work. They can also be used as part of a larger strategy to exert pressure on an employer, industry or even the state.

Resolutions are not the end-all-be-all of labor organizing for Palestine — and we will later share further suggested avenues for organizing opportunities in your local — but they are valuable conduits through which to raise discussions with your coworkers and engage with and learn more about your local's internal democratic processes. Below is a template resolution you can borrow from when attempting to pass a resolution in your local. Additional resources include the resolution passed by SWC-UAW 2710, written by a Break the Chain organizer, and the

compendium of Palestine and arms embargo resolutions passed in unions across New York City: **wecanbreakthechain.com/resolutions**

TEMPLATE RESOLUTION

Materials adapted from: Template Resolution, Break the Chain

WHEREAS [insert local] members understand that our struggles for fair wages, safe conditions, and dignity are connected to struggles against exploitation and violence around the world; and

WHEREAS through our city's critical public infrastructure—especially John F. Kennedy International Airport—New York has become a lynchpin in the global war economy, handling shipments of military cargo that fuel conflict abroad; and

WHEREAS as of August 2026, over seventy-three thousand Palestinians have been recorded as killed in Gaza—with independent studies showing this to be an undercount—and hundreds of thousands have been injured since October 2023, with hundreds more killed in the West Bank, while civilian casualties continue to mount across Lebanon, Iran, Syria, and Yemen from ongoing bombardment and conflict; and

WHEREAS logistics companies complicit in the movement of military cargo through New York's public infrastructure, like Maersk and Challenge Airlines, have attacked workers' rights and labor organizing;

WHEREAS the Palestinian General Federation of Trade Unions has issued a historic call for global working-class solidarity, demanding that workers worldwide refuse to build or transport weapons, halt all military trade fueling the war machine, and boycott companies profiting from apartheid;

THEREFORE, BE IT RESOLVED that [insert local]:

- Endorses the Break the Chain campaign and its call for an immediate arms embargo on all weapons shipments passing through JFK Airport destined for Israel and all parties to the conflicts in Gaza, Yemen, Iran, Lebanon, and Syria;
- Affirms its support for the PGFTU's call for workers across the world to refuse to facilitate the transport of military cargo fueling the genocide on Gaza;
- Calls for an immediate arms embargo on Israel; and

BE IT FURTHER RESOLVED that this local shall designate and support the participation of two union members to join the Break the Chain Union Organizing Committee, empowering them to:

- Coordinate with other union locals endorsing this campaign;

- Participate in worker-to-worker education on the connection between our labor and the violence abroad;
- Help organize actions in solidarity with the Palestinian call to refuse to build or transport weapons; and
- Report back regularly to the membership.

6. How to Have an Organizing Conversation

Materials adapted from: Secrets of a Successful Organizer, Trainer's Guide, National Education Association/Labor Notes & Break the Chain Rap Training

One of the most important ways in which we begin to kickstart discussion around Palestine solidarity in our workplaces is through organizing conversations. These are one-on-one discussions with individual coworkers in which we aim to cultivate trust, develop direct relationships, and seed the idea of workplace organizing for Palestine and an arms embargo across our shops.

Example outreach message to schedule initial conversation

"Hey X! A group of us at [your workplace] are signing on to a union resolution to call for an arms embargo, to stop weapons shipments to Israel. As part of that, I'm helping to reach out to everyone in [DEPT NAME]. Do you have 15 minutes this week to chat about this effort?"

Steps in an organizing conversation

AHUY (Anger, Hope, Urgency, You) is an acronym we use to remember the steps in the organizing conversation.

Nobody should follow a script mechanically. We need to talk to people like human beings. However, organizing conversations are not gripe sessions. An organizing conversation has specific goals: to introduce an individual to the organizing work we are moving, connect them to a plan of action, and get them to commit to participating.

The organizer follows a structure we call a "rap." We want our co-workers to realize:

- There is reason to care about arms shipments in their capacity as a worker.
- There is a decision-maker who has the power to fix this problem.

- The decision-maker won't fix it until someone pushes them to.
- If your coworker really wants this problem to be fixed, they have to join you and other coworkers in taking action.

1 **Opening**

Strike up a conversation to get the other person talking. Based on your relationship with and assessment of this person, think about a story you may be able to show/share that could engage them.

- Do you have a few minutes to talk about Palestine?
- Did you hear about [recent headline] in Palestine?
- What did you think?

2 **Anger**

"There is an injustice. We have to fix this." Tap into righteous anger at the injustice and create determination to do something about it. What questions will you ask to learn how the issue affects this person?

- What do you think about our tax money being spent on weapons for Israel?
- Over $23 billion of our tax dollars were spent on weapons for Israel to bomb people in Gaza. Half of the people in Gaza are children. We funded 70% of Israel's genocide. What would you rather put that money towards?

3 **Hope**

"Change is possible. We can fix this. Here's our plan." Inspire hope by conveying a clear,credible, worthwhile plan and sharing why you feel hopeful. What are the steps we need to take together? Workers are stepping in where elected officials have failed to protect human rights. Workers can stop the shipment of weapons to Israel:

- Port workers in Morocco and Spain refused to unload military weapons headed to Israel and it led to a two-month delay of weapons reaching Israel
- In July 2025, Port workers in Greece refused to unload military steel
- In June 2025, unions in France and Italy refused to load and unload machine gun parts for Israel, leading to a historic general strike in Italy
- Mask off Maersk campaign's research and collaboration with union in Spain helped pressure a major steel company to stop supplying Israeli military with steel
- Unions in New York City, such as ALAA-UAW 2325 and SWC-UAW 2710, have passed resolutions calling for an arms embargo on Israel

4 **Urgency**

"Now is the time. We can't wait any longer."

- Dozens of Palestinians are being killed by US-financed weapons every day, even under so-called "ceasefire" conditions in Gaza, whilst settler violence continues to proliferate in the West Bank and occupied territories

5 **You**

"You can make a difference. Your participation matters." Why is this person's support critical? What concrete action are you asking them to take? Don't shy away from being direct. Don't move on until you get an answer.

- A group of us at work are signing on to a resolution for our union to call for an arms embargo, to stop weapons shipments to Israel. Could you take a second to sign on?
- Are you interested in organizing with us around Palestine solidarity in our workplace and union?

6 **Follow-up plan**

- Who else in our union do you think may support this?
- Would you be able to talk to them by the end of the week?
- What's a good time next week for a quick check-in call?

How to be a good listener

Try to follow the 80/20 Rule – we should be listening 80 percent of the time and talking 20 percent of the time. One of the most important parts of an organizing conversation is active listening.

DON'T

- Don't assume you know the answers to questions. Let people tell you what they think is important. It might not be what you think.
- Don't ask questions that are really statements: "Don't you think what we need to do is go on strike?"
- Don't go fishing – running through a laundry list of questions or issues
- Don't talk like a salesperson

DO

- Do listen more than you talk (80/20)
- Do slow down. Don't rush through the conversation to get to the "ask."
- Do show you are listening by acknowledging what the other person says. Ask follow-up questions.
- Do practice empathy. When people tell you what they're upset about, acknowledge their experience. Don't judge or dismiss it.

How to ask good questions

Having an organizing conversation is a skill. It gets easier the more we practice it! Remember the 80/20 rule? – we should spend the majority of our time listening. Good listeners ask good questions.

Try to tend towards open questions, which require fuller responses. Examples:

- Closed question: "Do you like where you work?"
- Open question: "What do you like about your job?"

Nobody likes to be talked at or told what to think, but you can go really far in a conversation just by asking the right questions.

Intro questions

- How is your day going?
- How long have you worked here?
- How have things changed since you started?

Agitating questions

Once the other person has mentioned some issues, what are some agitating questions you could use to get this person fired up and figure out how strongly they care about an issue?

- Is that okay with you?
- How long has that been going on?
- Is that how you would do things, if you were in charge?

Polarizing questions

What are good polarizing questions you could use to get your co-worker to lay the blame for the problem, and move towards getting a commitment to action?

- Who is in the position to fix this? What would they have to do?
- How much longer are you willing to put up with this?
- Is that ever going to get better if we do nothing?

Answering tough questions and inoculating

We know that our conversations won't always be easy. We are likely to get some pushback from our coworkers when talking to them.

- I don't want to risk my job/get in trouble.
- It's pointless. Things will never change.
- I'm too busy. I don't have time.

Affirm, Answer, Redirect: Let them know you're listening, you understand, and their feelings are valid. Your co-workers may be scared or upset by what they've heard. Don't get mad at them. It's management's fault, not theirs. For example, say your coworker says: "I was told that we will risk our jobs if we pass a resolution about Palestine."

Give a truthful, concise response. Don't be evasive. If there's a grain of truth to management's message, say that up front. For example, you could say: "It's true that this resolution will anger management, and we may be retaliated against, but I will always have your back if anyone gives you a hard time." If you don't know the answer, don't guess. Tell them you'll find out and get back to them. Make sure you follow through, to maintain trust.

But once you've answered their concern, don't get bogged down in too much back-and-forth about it. Instead, be ready with a question that brings the conversation back to your message and points out what management is trying to distract them from. Remind your co-workers of

the issues that inspired them to organize in the first place. Ask whether that's changed. Steer the conversation back to the plan to win, and the next steps.

It's also important that we solicit tough questions so we can collectively work through what we expect the boss will do. We don't want our co-workers to be caught off guard when management pushes back. One method for preparing our co-workers for whatever the boss throws at us is inoculation:

- Ask questions about how management will react to your organizing.
- Discuss how and why they will fight.
- After discussing, recommit to the action. Inoculation is not about scaring our coworkers. It's about deepening their commitment to action.

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7. Powermapping Your Union

Materials adapted from: Sparking Solidarity: The Basics of Democratic Workplace Organizing, Emergency Workplace Organizing Committee

As you begin to have conversations with your coworkers, you should track the discussions you are having as best as possible, both so that you have a record of who was receptive, any recurring difficult questions you might be receiving, and who you might need to follow up with several times about the same topic, but also so that you can begin to map out the different actors in your local.

Powermapping your union

Make an effort to visualize, and subsequently understand, the internal structure of your local — is it organized in a specific way, such as by department? Who do you know in each sector of the local?

As your organizing conversations proceed, you will gradually accrue a sense of where your bases of support, or conversely opposition, are in the union. A little bit of listwork goes a long way — make sure that every touchpoint with a coworker is logged and that the information you are recording furthers your understanding of your organizing terrain.

- Who is your union Shop Steward? (They have access to worker contacts)
- What are the various internal committees within your union and who co-chairs them? (i.e. Human Rights & Equity Committee)
- Do you have union General Meetings to discuss workplace issues and contract negotiations? If so, who is in charge of organizing those and are you currently comfortable speaking at the meetings about workplace concerns?

Building an organizing committee

Over time, you should aim to create a core group of individuals interested in pushing around Palestine and supporting your organizing efforts. You want to get these people coordinated around a shared plan. An organizing committee (OC) is a group of coworkers developing and implementing that shared plan, which might include:

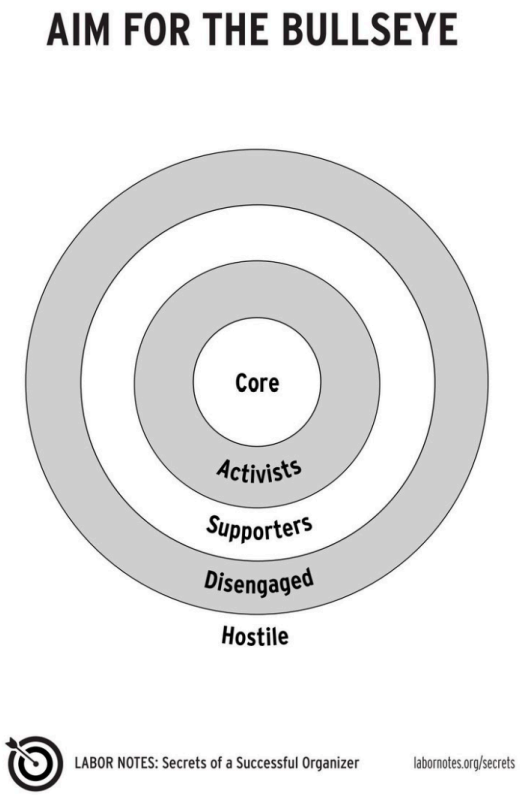
- Identifying potential leaders
- Building support amongst and educating coworkers
- Mentoring new leaders who can help the OC grow
- Helping coworkers overcome fear and division, and preparing them for how the employer might respond

In searching for people who might be assets to your OC, consider:

- Who are the organic leaders in your local? Whose work is respected?
- Who has a group of followers at meetings? Who can move debate?
- Who is a good listener who makes people feel heard and understood?
- Who is inclusive, welcoming, and doesn't alienate people?
- Who embraces democratic decision making, and collective problem solving?

Moving members

Consider the Labor Notes bullseye — your goal is to move people into the center of the bullseye; that means more and more people are increasingly aligned and involved in your campaign. Your job is to convert those disengaged with workplace organize towards being supportive of your organizing, even if they are not yet prepared to be involved; to convert your supporters into activists, people who are outspoken about Palestine on the job and at union meetings; and to convert activists into core organizers capable of helping you execute your resolution and coordinate other organizing.



> Always remember, that no matter what management or union leadership tells you, you are within your rights to whip votes and participate in the internal democratic life of your union, even if you are not in leadership.

8. How to Pass a Resolution

Materials adapted from: DSA National Labor Commission & Divestment Workshop, City Workers for Palestine

Every union's internal process is a little bit different. Your local might adopt resolutions at a meeting accessible to all members. Alternatively, many unions confer authority over political decisions, like the passage of resolutions, to elected officers, which might sit on a body like a Delegate Assembly or a Political Committee. In that case, knowing who your union's officeholders are, building relationships with them, and engaging them in your campaign will be crucial. Nevertheless, even if you are not an officeholder in your union, your Delegate Assembly or equivalent might allow you to attend as an observer, even one with speaking rights, which will prove relevant in your effort to pass a resolution.

Preparing for a vote

- Anticipate arguments in advance and be prepared with rebuttals
- Anticipate efforts to circumvent normal process, such as by ending a meeting early or attempting to prevent a vote, and be prepared with procedural or constitutional rebuttal
- Ensure you have an understanding of whatever procedure will govern your meeting (e.g. Robert's Rules), and are familiar with mechanisms such as motioning and seconding that will be employed during the vote itself
- Ensure that all of your fellow organizers are familiar with a shared message, ready to stay on message, and remain civil and political rather than personal
- Ensure that all of your fellow organizers are coordinated, such as through a platform like Signal or WhatsApp that can double as a space for real-time communication and decision-making during the vote itself
- Look up your Local's constitution as well as your international's to see what rights you have as a union member and what decision making procedures are outlined. These are publicly accessible in the OLMS database link: https://olmsapps.dol.gov/olpdr/

9. Turning Your Resolution Into Action

No good organizing goes to waste. Win or lose, keep your coworkers activated; even if your resolution did not pass, many of your fellow members might still be interested in collaborating on Palestine solidarity work through some of the avenues outlined below. And if your resolution does pass, your coworkers' involvement will be crucial to your next steps.

Designate two liaisons to the Break the Chain campaign

Our template resolution indicates the formation of an internal body within your local to coordinate its involvement in the campaign. This body can work with your union's officeholders to produce internal (e.g. member email) and external (e.g. social media) communications about your resolution's passage and your local's subsequent endorsement of Break the Chain. It can also work to connect interested members to campaign events, like canvassing and tabling dates, labor trainings, workers' circles, and more. In the long run, this group could also be responsible for coordinating other Palestine solidarity work in your union, or be the point of origin for another body doing such work, like an industry network or reform organization.

Further Palestine solidarity work in your union

Some resolutions authored by Break the Chain organizers have outlined other areas of organizing work your union could take up, such as:

- Investigating whether or not your pensions are invested in the genocide, and if so, pushing for their divestment
- Investigating whether or not any of your union's other investments, contracts, or business relationships make your dues indirectly complicit in the genocide, and, if so, pushing for their divestment
- Advocating for divestment and arms embargo positions in the regional and national organizations with which your union is affiliated
- Participating in the external work being done by campaigns like Break the Chain, such as advocacy work around airline safety practices

10. Recommended Workplace Reading

We encourage everyone to learn more about the history of labor organizing in the United States, so we can better understand the current political climate and how we can build worker power together. Whether you are new to organizing labor or want to sharpen your strategic skills when organizing for Palestine, below are some great materials to help us think together on what's possible.

- No Shortcuts: Organizing for Power in the New Gilded Age by Jane F. McAlevey
- No Neutrals There: US Labor, Zionism, and the Struggle for Palestine by Jeff Schuhrke

Take this into your union.

Bring this toolkit to a coworker, and come to a labor organizing training or a workers' circle. We will work through your local's terrain with you. You do not have to do this alone.

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