We know what we need...

If WE ran our worksite, how would it look different?

- What rules would be in place?
- What would workload/schedules be?
- What would pay/benefits look like?
- How would decisions get made? How would supervisors act?
- What health and safety training and equipment would we have?
- What would it feel like to come to work every day if we made the rules?

Every few years we negotiate a new union contract with the companies. Our next round is in late 2015. How can we use it to move towards this vision?
What happens when workers make the decisions?

- **Argentina**: The workers at the IMPA aluminum plant here all can remember when their company was privately owned, but now it is the workers themselves who are the factory's stockholders and managers. When the economy collapsed here 18 months ago, the situation was so bad that the owners of many factories simply shut their doors and walked away, in most cases owing their employees months and months of back pay. Rather than accept that situation, workers -- backed by neighborhood associations-- have re-opened the factory as a cooperative. "The only boss here now is the customer," said Plácido Peñarieta, one of nine employees at the Chilavert Artes Gráficas cooperative, which prints art books and posters, calendars and concert programs. "We've learned to depend on ourselves and nobody else, because we know that our success or failure depends on what we, and we alone, do."

- **New York**: The victims of the World Trade Center attack included 73 restaurant workers from Windows on the World, a luxury restaurant more than 100 floors above the street. After years of effort, those survivors realized a dream of opening a new restaurant. It's called Colors – a cooperative restaurant. There are 58 members of the co-op from about 25 countries, most of them former Windows' workers. No one is paid less than $13.50 an hour. Tips are pooled and they even hired an ergonomics expert so workers would get fewer injuries.