

Union United Coalition Structure

Different levels of involvement in the coalition:

- *Member groups.* Member groups sign a membership pledge and commit to sending at least one representative to coalition meetings. Each member group gets one vote in decisions that cannot be made by consensus. Residents and business owners are each a member group.
- *Member individuals.* Member individuals sign a membership pledge and attend coalition meetings. Member individuals can participate in working groups but do not vote individually.

Member groups:

- Union Square residents
- Union Square business owners
- CAAS/Tri-Cap
- Concord Ave Community Space
- Groundwork Somerville
- The Haitian Coalition
- IBEW Local 103
- Immigrant Service Providers Group/Health
- SEIU Local 888
- SCATV
- Somerville Community Corporation
- Somerville Homeless Coalition
- Somerville Labor Coalition
- Teen Empowerment
- The Welcome Project

Working groups:

- Coalition structure
- Campaign strategy
- Messaging and communications
- Community benefits agreement
 - Housing
 - Jobs and workers' rights
 - Green and open space
 - Public safety and accessibility
 - Small businesses
 - Art and culture
 - Participatory planning
 - Design

New member groups or individuals can join at any point, but they cannot retroactively change decisions that the coalition has already made by that point. Each member group will have a demand represented in the CBA – all members are in solidarity with the equity principles in the membership pledge and no member will take individual action that is at odds with the coalition goals.

The goal is to arrive at decisions by consensus. If consensus can't be reached, each member group will get one vote. If there is a direct conflict between two coalition member groups, the groups will attempt to resolve the conflict between them before it goes to the full coalition.

For decisions involving issue areas for the CBA (ex: jobs, housing, open space), the working group for that issue will make a final recommendation for the coalition to approve or revise. For decisions involving legal strategy or final content for the CBA, each member group will have set amount of time to take the question back to their boards or decision-making bodies.

When we reach the stage of negotiations with US2 and other groups, we will use the decision-making process described above to select a negotiating team and agree on negotiables and non-negotiables. Throughout the process, the negotiating team will take decisions back to the coalition for approval.