

## Evaluating democracy in your union

Questions to evaluate your union's democracy:

- Do members identify options available to your union and choose together from them?
- Does the membership include all and only the relevant workers? (Member-controlled unions can encourage organizations of family and community supporters but such allies should not make the union's decisions.)
- Do members discuss details of your union's funding and decide its budget?
- Does money get used only in ways approved by the members in your budget?
- Do members directly choose your officers at all levels?
- Do non-officer members do most of your union's work as volunteers (far more than staff and officers do)?
- If union officers get paid, does their pay resemble the pay of regular members?
- Can a member or group of members propose an idea and get it considered?
- Do members form active subgroups (often called caucuses) within the union to advocate for the policies they want?
- Does everybody consider caucuses legitimate even for caucuses with which they disagree?
- Does your union offer constant, helpful training for all members in how to do all these things?
- Do members gladly participate in your union's work?
- Does your union generally do what most of its members want?

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