



MEMBERSHIP INFORMATION

APRIL 2016

ABOUT USFWC

The United States Federation of Worker Cooperatives (USFWC) is the national grassroots membership organization for worker cooperatives. Our mission is to build a thriving cooperative movement of stable, empowering jobs through worker-ownership. We advance worker-owned, -managed, and -governed workplaces through cooperative education, advocacy and development.

As a membership and advocacy organization, we connect worker cooperative members to benefits, to each other and to the larger cooperative and economic justice movements. We amplify our members' voices to advocate for worker cooperatives at the local, state and national level. We provide consulting and technical assistance to cooperatives old and new. And through the education, training and organizing work of our partner organization, the Democracy at Work Institute, we are committed to ensuring cooperative business ownership reaches those who need it the most.

Our Federation represents over 160 business and organizational members representing over 4,000 workers across the country. We organize through local cooperative networks while building power with national and international partners to advance an agenda for economic justice rooted in community-based, shared ownership.

The USFWC was founded in 2004 when a core of worker co-op members came together with co-op developers, scholars, community organizers, and supporters from the broader co-op sector to strengthen worker co-ops through a national, sector-specific organization. Building on growing momentum, this founding event brought together worker co-op practitioners from the existing Western Worker Co-op Conference and the Eastern Conference for Workplace Democracy, as well as key players in Midwest and Southern states, to galvanize and support rising interest in the worker co-op business model. We organized an inaugural conference in Minneapolis to launch the Federation, deliberating over a long weekend to articulate a shared vision, identity, and organizational structure for this new democratically-run national organization.

From its very inception, the USFWC has centered the leadership of workers from democratic workplaces and of historically marginalized communities; especially leadership of color and leaders from low-income and immigrant communities. To this day, our membership is comprised of worker co-ops, democratic workplaces (consumer cooperatives, non-profits, and ESOPs with democratic staff management), cooperative developers, and various organizations and individuals that support worker cooperatives. These Federation members range from 2 to 2,000 workers and span dozens of industries with varying management and governance structures.

Our Federation is led by a 100% member-elected Board of Directors, member councils, and a small but mighty staff with offices in Oakland, CA and Philadelphia, PA. Annual membership dues are our primary funding source, supplemented by small grants, consulting and program contracts, and individual contributions.

We invite you to join us in advancing the movement for workplace democracy and economic justice by becoming a workplace member or individual supporter today.

CONTACT US

US Federation of Worker Cooperatives
1904 Franklin Street, #400
Oakland, CA 94612

Amy Johnson, Co-Executive Director
amy@usworker.coop

www.usworker.coop
info@usworker.coop
(415) 392-7277

Esteban Kelly, Co-Executive Director
esteban@usworker.coop

BECOME A USFWC MEMBER

MEMBER CLASS	MEMBERSHIP CRITERIA	ANNUAL DUES (2016)
WORKER COOPERATIVE*	Workplaces that are democratically owned and governed by paid workers. <i>Votes weigh 3; unlimited eligibility to run for board.</i>	Total 2015 Wages x 0.1% (\$200 minimum)
DEMOCRATIC WORKPLACE*	Workplaces that are democratically managed and/or governed, but do not meet the full definition of a worker cooperative. Includes democratically managed non-profits, multi-stakeholder cooperatives with worker member class, and democratically-run 100% ESOPS. <i>Votes weigh 2; board representation limited to 1/3 of seats</i>	Total 2015 Wages x 0.1% (\$200 minimum)
FEDERATION PARTNER*	Associations of three or more democratic workplaces joined together for purposes of mutual aid. Cross-sector cooperative associations with at least worker cooperative members are invited to join under this member class. <i>Votes weigh 3; unlimited eligibility to run for board</i>	Dues are Optional \$0 - \$500 Sliding Scale Determined by Member
COOPERATIVE DEVELOPER*	Organizations that develop worker cooperative as part or all of their activities. <i>Votes weigh 1, total cannot exceed 25% of all votes; eligible to run for maximum of developer board seats</i>	\$250 - \$1,000, sliding scale based on formula of 0.1% of organization budget allocated to worker coop development
START-UP	Groups in the process of creating a new worker cooperative or democratic workplace or transitioning an existing business into a worker cooperative; and worker cooperatives and democratic workplaces that have been operational for less than one year; and newly formed cooperative developers that have not yet developed an operating worker cooperative enterprise.	\$250 flat fee per year <i>(startup workplaces being actively supported by a Coop Developer member may join USFWC for reduced rate of \$100/year)</i>
ASSOCIATE	Organizations and businesses that support, in theory and practice, the worker cooperative model and the US Federation of Worker Cooperatives	\$100 - \$1,000, sliding scale based on formula of 0.1% of organizational budget for economic, co-op, or community development
INDIVIDUAL	Individuals that support workplace democracy and stand in solidarity with the US Federation of Worker Cooperatives.	Sustainer: \$10+ per month Friend of Federation: \$25 or more per year

Membership Application Available Online: usworker.coop/membership-application

* Voting Membership

MEMBER BENEFITS

BUSINESS SUPPORT + TECHNICAL ASSISTANCE

Providing cooperative-specific business support to members is a major focus of USFWC's work. Consider the Federation your go-to partner for assistance in establishing and growing your democratic workplace.

- ❖ **Custom Consults** – Member workplaces receive a 1-hour customized business consultation that includes specific resource recommendations, expert referrals, and need-based technical assistance support
- ❖ **Expert referrals** and **reduced service rates** with select in-network cooperative/business developers
- ❖ **Growth Planning** and **Loan Readiness** support
- ❖ **Discounts** with Preferred Vendors for **credit card processing, payroll, investment services, travel discounts**
- ❖ **In Development** USFWC-sponsored **retirement** plan, Reduced rates on business **insurance**, and state-by-state **healthcare** plans

EDUCATION + TRAININGS

Designed to help develop individual worker-owner skills and support cooperative business development, USFWC offers single workshops, training series, and special early access to training and fellowship programs hosted in partnership with the Democracy at Work Institute.

- ❖ **Conference Discounts** – Member-only discounted registration rate for the National Worker Cooperative Conference, Eastern Conference for Workplace Democracy, Western Worker Cooperative Conference, National Cooperative Business Association annual conference, and other local worker co-op conferences.
- ❖ **Local Workshops and Online Webinar Series** – Hosted in-person or online, we provide ongoing educational opportunities for worker-owners. Learn more: www.usworker.coop/workshops
- ❖ **“Worker Cooperative Development Fundamentals” Training** – Year-long training for worker-owners, community organizers, and economic developers to become certified cooperative development advisors. www.institute.coop/fundamentals
- ❖ **Cooperative Fellowship** – Six-month training program offering peer networking, tools development, and action learning for worker cooperative developers interested in exploring the question of scaling the democratic workplace model. www.institute.coop/fellowship

RESOURCES + RESEARCH

Don't reinvent the wheel! From sample operating agreements and bylaws templates, to new member on-boarding resources and peer accountability tools, we provide an easy-to-access collection of the best available resources. We also provide a referral listing of high-quality cooperative developers, business advisors, and coop-friendly service professionals, as well as maintain a current listing of all known worker cooperatives and democratic workplaces in the United States.

- ❖ **Resource Library** – www.usworker.coop/resource-library
- ❖ **Service Provider Directory** – www.usworker.coop/service-provider-directory
- ❖ **National Directory of Worker Cooperatives** – www.usworker.coop/find-a-worker-coop
- ❖ **Annual Economic Survey** – In partnership with the Democracy at Work Institute, we maintain the only national economic data survey of democratic workplaces and support the Democracy at Work Institute's production of an annual 'State of the Sector' report. www.usworker.coop/annual-survey

PEER NETWORKS + LOCAL ORGANIZING

Member-only spaces provide opportunities for members to connect with each other based on business stage/type or other specific interests. Through a combination of conference calls and in-person gatherings, each peer network or council meets frequently throughout the year – learn more: www.usworker.coop/networks-and-councils

- ❖ **20 / 20 Workplaces** – Led by worker-owners/members at larger and older worker cooperatives (20+ workers, 20+ years old) to discuss the challenges facing expanding and aging businesses
- ❖ **Conversion Leaders** – For leaders working with businesses that converted from traditional ownership to democratic ownership to share best practices, lessons learned, and identify ongoing support needs
- ❖ **Democratic Workplaces** – Peer support for workers to discuss the unique challenges facing other democratic workplaces, such as: multi-stakeholder cooperatives, democratically-run non-profits, consumer cooperatives with democratic staff management, and democratically-managed ESOPs
- ❖ **Union Coop Member Council** – For workers at unionized workplaces, union representatives, and coop developers supporting the creation of union coops. Monthly phone meetings to share national updates and develop tools to support union coop business development
- ❖ **Advocacy & Public Policy Council** – Comprised of worker-owners interested in political action, this council meets monthly to work on campaigns and develop resources to help catalyze, mobilize, and secure legislative support for worker cooperative business development and to foster a worker cooperative friendly business environment at both the national and local level.
- ❖ **Consejo Hispanohablante** – La red de pares entre los socios-trabajadores quien hablan español. Reunimos para discutir las oportunidades y desafíos de la propiedad del negocio democrática. Esta red también es compatible con USFWC para sus esfuerzos de convertirse a una organización bilingüe. *(Peer network for Spanish-speaking worker-members to discuss opportunities and challenges of democratic business ownership with one another. This network also supports USFWC in its efforts to become bilingual organization.)*
- ❖ **Local Partners & Regional Organizing** – Active partnerships with local organizations enable USFWC to support member-led grassroots organizing. Learn more about our work with local partners in cities including: New York City, Philadelphia, San Francisco Bay, Boston, Austin, Madison, Western Massachusetts, Vermont, and more. www.usworker.coop/local-organizing

ADVOCACY + PUBLIC POLICY

USFWC is your national advocate, representing the interests of worker cooperatives and worker ownership with federal agencies and elected officials, as well as lending support to member-led local policy and advocacy initiatives. Learn more about this work at: www.usworker.coop/programs/advocacy

- ❖ **USFWC represents worker cooperatives** and workplace democracy through active memberships with:
 - National Cooperative Business Association www.ncba.coop
 - CICOPE (international worker cooperative association) www.cicopa.coop
 - American Sustainable Business Council www.asbc.org
- ❖ **Advocacy Campaigns** – In 2016, USFWC is campaigning in support of the new Cooperative Congressional Caucus, actively participating in the national inter-agency working group, attending the annual Washington DC Lobby Day, and supporting members to engage in state-level lobby days.
- ❖ **Legislation & Lobbying** – USFWC lends support to state-wide campaigns like California's AB816 and municipal efforts such as New York City's \$2million initiative to support worker co-op development

Visit for complete information on member benefits and services:

www.usworker.coop/member-benefits

OUR MEMBERS

The Federation currently represents over 110 worker cooperatives and democratic workplaces in the US and more than 50 cooperative developers and mission-aligned support organizations.

As a grassroots, member-based business support and advocacy organization, our strength comes from the diversity of our members. No matter your workplace size, industry, or location, all democratic workplaces and ally organizations are invited to join the USFWC. **Join Today!** www.usworker.coop/join



For a full list of our business and organizational members: usworker.coop/member-directory