TOOLKIT FOR TRADE UNIONISTS

ORGANISING FOR PALESTINE IN THE WORKPLACE



PSC

2026/27

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WHY WE ORGANISE FOR PALESTINE IN THE WORKPLACE

Israel's system of institutionalised racist discrimination amounts to the crimes of apartheid, occupation and genocide and includes the targeting of Palestinian workers and our sister Trade Unions in Palestine. It can only be sustained because of the weapons, technology and other support Israel receives from western governments, institutions and companies around the world. Britain has a long history of involvement in Israel's oppression of the Palestinian people, going back to its time as the former colonial power.

As Trade Unionists and workers in this country, we have a responsibility to organise to end British complicity and support the calls from the Palestinian people for boycotts and divestment in solidarity with their struggle for freedom.



The Palestinian-led BDS movement is a global campaign initiated with a 2005 call from Palestinian civil society for the international community to use boycott, divestment and sanctions to oppose Israel's ongoing violations of Palestinian human rights and international law.

The call was endorsed by over 170 organisations including trade unions, student bodies, women's groups and many others representing Palestinian refugees in exile, Palestinians under occupation in the West Bank and Gaza Strip and Palestinian citizens of the Israeli state.

In 2026, for the first time the TUC representing more than 5 million workers voted to support the Palestinian led BDS movement.

Inspired by the South African struggle, the Palestinian BDS call urges nonviolent pressure on Israel until it complies with international law by meeting three demands:

End the occupation and colonisation of Palestinian land

End inequality for Palestinian citizens of Israel

Respect and promote the right of Palestinian refugees to return to their homes

The principle of BDS is to do no harm; to ensure the companies, institutions, and governments we work for are not contributing to the denial of the fundamental rights of the Palestinian people.

HOW TO USE THIS TOOLKIT

This toolkit is designed to support trade union members and workplace representatives who want to organise in their workplace to support Palestine and end complicity with Israel.

It provides practical tools, templates, and strategies for workplace mapping, campaign planning and communicating about Palestine. Every workplace is different, so make sure to check the relevant policies for your workplace and adapt templates to suit your workplace campaign.

Who is it for?

Workplace reps and shop stewards
Branch organisers
Union members taking their first steps into organising in the workplace

How to use it:

Each section includes practical guidance, reflection prompts, and editable templates, but always refer to your own workplace recognition agreement if you have one, and adapt these tools to fit your specific campaign.

This toolkit is a developing resource, so please get in touch for updated versions or for specific campaign guidance.

We strongly encourage anyone using this toolkit to ensure they are a member of a trade union. If you aren't sure which union to join, check the TUC trade union guide here: https://www.tuc.org.uk/join-a-union

As with all workplace campaigns, organising for Palestine is most effective when you have a recognised trade union at work. For more information on how to win recognition in your workplace if you do not already have this, scan the QR code to check out the TUC guide to recognition:

WHAT DOES BRITISH COMPLICITY LOOK LIKE?

Investments in or from Israeli firms which finance military occupation, genocide, destruction of Palestinian homes and construction of illegal settlements.
Example: Universities hold invQueen Mary, UOL has £39,639,778 in complicit investments, including direct investments in Alphabet and Siemens

Trade agreements and deals with Israel.
Example: The UK issues licenses to companies such as BAE systems to supply components for the F-35 fighter jets, used by Israel.

Using, purchasing, stocking or advertising services, products or companies who are part of the targeted international solidarity boycott.
Example: Stocking Coca Cola, which has a regional distribution centre in an illegal Israeli settlement in occupied Jerusalem, helping to entrench Israel's military occupation.

Anti-Palestinian bias in reporting and coverage relating to the Gaza genocide and crimes of apartheid, human rights abuses and ethnic cleansing.
Example: The centre for media monitoring report analysed over 35,000 pieces of media coverage and concluded that the BBC is systematically biased against Palestinians in coverage relating to Gaza

Investments in complicit companies which, in turn, invest in and finance Israel's war machine and continued illegal occupation.
Example: Local Government Pension Funds have at least £12 billion in investments in direct or indirect investments including companies like Amazon and Google.

Providing financial, intelligence or digital services to complicit companies
Example: Barclays Bank provides financial services to Elbit Systems, an Israeli arms manufacturer supplying drones and weapons used in Gaza and the West Bank

Breaching the cultural boycott of Israel by hosting, supporting or attending Israeli arts or sporting events.
Example: Radiohead ignored calls of PACBI not to perform in Tel Aviv, a demand put to artists to prevent artwashing of Israel's regime of apartheid and military occupation.

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Silencing support for Palestine in the workplace and targeting pro-palestine employees.
E.g. Management clamping down on union communications relating to Palestine and targeting employees who challenge complicit investments.

BUILDING A CAMPAIGN TEAM

Collective action is essential for any industrial based organising, the strength of union campaigning, as with all workplace disputes, is in our numbers.

Building a campaign team in the workplace will help sustain your work and lead to a more effective campaign. Taking the time to build a committed base of activists to carry through the campaign is a crucial task that can't be short-cut: campaigns are built, not discovered!

We also know that employers can be hostile towards BDS campaigns and to workers organising on the issue of Palestine, particularly in workplaces with the highest level of complicity. Organising as a team and under the banner of the union will give you a greater level of protection than as individuals.

EFFECTIVE TEAMS WILL:

- Be representative across departments, locations and job grades.
- Share responsibilities to avoid burnout or individuals being targeted by employers.
- Utilise existing resources to develop campaigns.
- Prioritise calls from Palestinian civil society, focusing on targeted boycott and divestment campaigns.
- Meet regularly to keep up momentum and establish clear communication within the team.

EXAMPLE ROLES AND RESPONSIBILITIES OF TEAM MEMBERS:

- Coordinator organising activity, liaise with union officials for support.
- **Recruitment and 1-1 Lead:** organising one to one meetings with reps and members.
- **Communications Lead:** Manages workplace updates and campaign messaging.
- **Action Coordinator:** Plans and tracks campaign
- **Office/department/shift leads:** Individuals in each office to support with sharing information and organising in each area.

SETTING CAMPAIGN GOALS AND TARGETS

Once you have identified areas of complicity in your workplace, focus on achievable, winnable but worthwhile goals. Even small wins in the workplace build towards the goal of dismantling apartheid, so although we want to deliver big, meaningful change, we have to start with smaller campaigns and build towards the bigger challenges as we grow in strength.

Example starting issue: Workplace stocking Coca cola, a company operating on stolen Palestinian land
Example goal: Agreement from management to not stock Coca Cola, and for an ethical procurement policy negotiated with your Trade Union reps.

RESEARCH YOUR TARGET

Start campaigns where there is robust evidence of a target's complicity. It's best to choose a target already subject to a campaign (e.g. Barclays or Coca-Cola). This means that your efforts are contributing to a broader campaign, and you are likely to be able to rely on existing research and resources. If this isn't possible in your workplace, take the time to research your target. This will help you when developing and communicating the campaign demands to your members and to management.

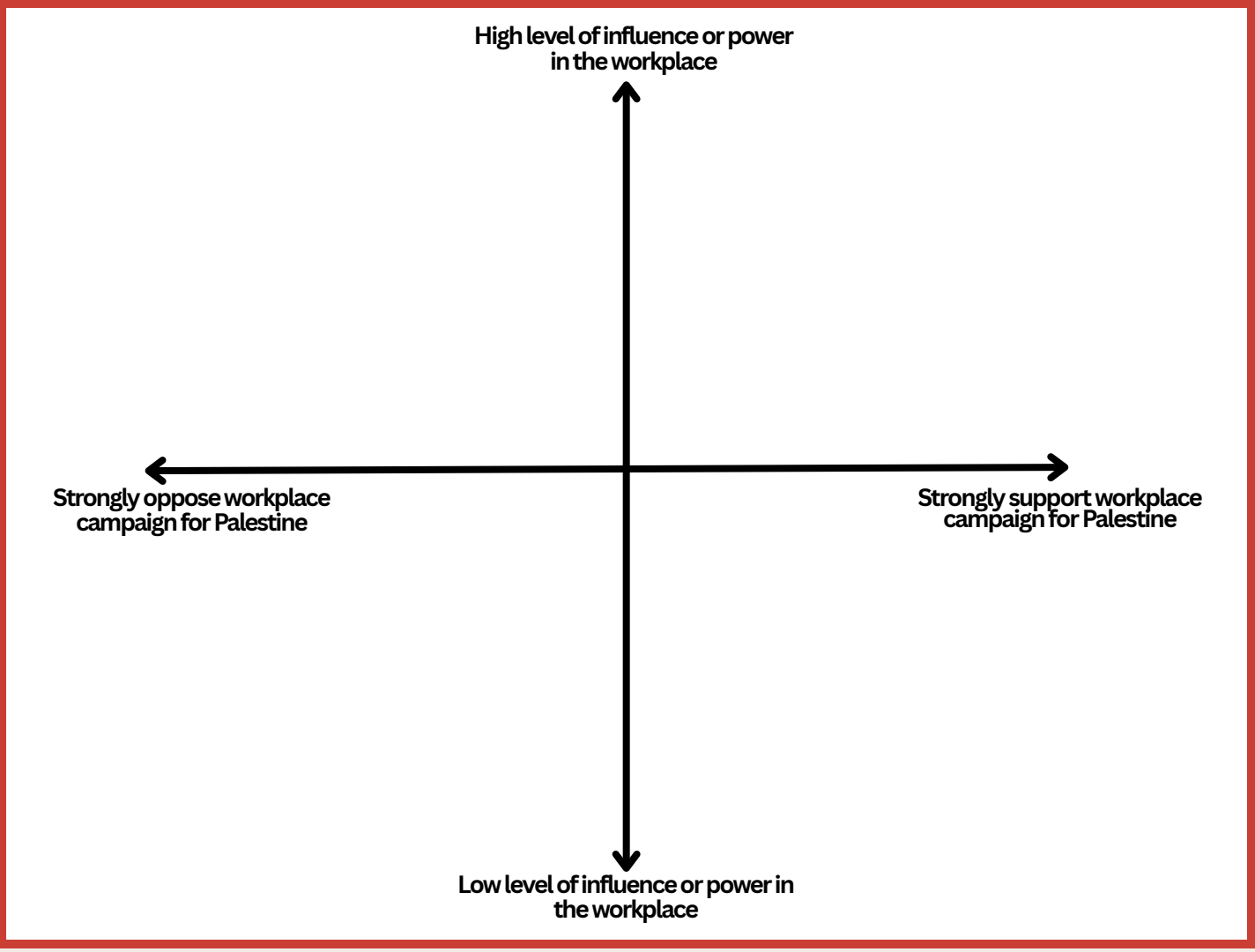
Tools for research:
Joint negotiation spaces: If you have existing meetings between your workplace management and the union, these are a good place to raise questions about potential areas of complicity, e.g. contracts with complicit companies, their value and duration.

Databases: There are also several online tools you can use, including complicity databases on the PSC website https://palestinecampaign.org/ and the Palestinian BDS National Committee for more information on boycott and divestment targets https://www.bdsmovement.net/Guide-to-BDS-Boycott



MAPPING THE WORKPLACE

Power mapping is an important starting point to organising in your workplace. We use power maps to understand, analyse and consider everyone who might be involved, supportive of, or opposed to your workplace campaign and the power they might hold over achieving change. The power map tool below is a helpful place to start for all campaigns, whether mapping public decision makers or having a better understanding and visual tool for your own workplace.



For workplaces you will want to think about fellow trade union members, but also consider supportive managers, board members, people with useful campaign experience, or workers who hold a lot of influence in a particular location or role. For supportive people we should work to bring them into the campaign, and to win over people who might sit in the middle.

Use this Axis of Power and Support format to map out your own workplace and boycott or divestment campaigns for Palestine

MAPPING MEMBERS

When organising in the workplace for Palestine boycott and divestment campaigns, you will want to have an understanding of density and activity of members. This will help with planning how much groundwork you need to do, to educate members about the issue you are campaigning on, to mobilising support for future tactics.

You will have lots of members interested in the campaign, but for some of them this will be a new area, it's our job to help them take action and educate new members.

Member	Job title	Coming to launch meeting?	Signed open letter?	1-1?
Ramana Barton	Shop manager	yes	no	yes
Dean Porshe	Assistant designer	no	no	no
Loreen Hill	Team lead	yes	yes	no

(Example member mapping grid)



Member mapping will need to track:

- How many workers are covered by the union?
- How many are active members?
- Where are the gaps in union presence (departments, shifts, sites)?
- When each member has been supportive or willing to take action on this issue.
- When the member was last contacted about the campaign

PLANNING A CAMPAIGN STRATEGY

When you have mapped your workplace, identified issues you want to change and carried out research into your workplace complicity, you will need to start building a campaign strategy.

You can prioritise your campaign's focus on one or more targets, but in order to keep the message clear, it is probably best to emphasise one target when spreading the message of your campaign. This is completely down to you and your group to decide, depending on the context of your campaign and strength of the union in your workplace.

HERE ARE SOME EXAMPLE QUESTIONS TO THINK ABOUT WHEN PLANNING YOUR CAMPAIGN WITH THE CAMPAIGN TEAM:

What specific demands do we want to make of our employer?

(What do we want? Who within the organisation can deliver this and who has the power to make the change we want to see?)

What resources do we already have, and what resources do we need?

(Do we need to approach our trade union branch for funding/support officers for advice? Do we need help developing campaign materials?)

How will we communicate our campaign to members?

(Do we already have communication structures in place, are they up to date and what methods are most effective for our members? How can we bring members with us?)

How will we manage opposition to our campaign?

(Have we considered what opposition there might be? Will there be bad faith tactics? Can we anticipate these arguments?)

How will we protect members and provide support for members?

(Have we consulted with our union? Do we anticipate the employer will target pro-Palestine employees, and do we have the power to escalate action to defend our members if needed?)

What does a campaign win look like?

(How will we measure this? Are we prepared to compromise? How will we evaluate the campaign?)



TACTICS

Tactics are the actions within your campaign. You should plan out which tactics you want to explore for your workplace campaign to maximise pressure. You will want to increase pressure as support for your campaign grows; start with lower impact actions and build up towards the higher impact ones, as these tend to take more planning and have bigger asks of your members.

Just like when we are in pay negotiations, the first step isn't to immediately go on strike - we build towards this when needed, through a series of members meetings, negotiations, a workplace campaign and finally a ballot.

Use a tactics grid like the one below to think about which actions you would start with and where you want to end up, think about impactful dates and who within the campaign team will lead on each tactic. For instance, you might want to start with educational tactics before escalating to a walkout. Remember, there is no perfect formula for a campaign, so consult with other trade unionists to explore which tactics might work for you and what challenges to expect.

Tactic planner

Tactic	Date	Status	Impact	Lead
Launch lunch time meeting with members	Jan 2027	✅ Compl...	🔴 Low	JM
Freedom of information request	Feb 2027	✏️ In prog...	🟠 Medium	KP
Poster/awareness campaign on notice boards	Mar 2027	✏️ In prog...	🟠 Medium	LM
Workplace petition	Mar 2026	⏳ Not st...	🟢 High	MH
Day of action	Feb 2026	⏳ Not st...	🟢 High	AL

TACTICS : MOTIONS

Motions are a way to build consensus among trade union members, raise awareness of boycott and divestment campaigns and a method for agreeing allocation of resources to support a workplace campaign. Motions tend not to have a big impact on the decision making of our employers, but they are an important part of trade union democracy.

Motions will tend to take the format : This branch notes (states the facts of the issue), This branch believes (what the branch thinks should happen) and This branch resolves to (what action the branch is agreeing to take)

Example motion **Divest for Palestine**

This Trade Union Branch Notes:

- Israel's assault on Palestinians in Gaza has killed at least 75,000 Palestinians displaced 90% of Gaza's population, and caused widespread destruction.
- The International Court of Justice has ruled South Africa's case, that Israel is committing genocide in Gaza, to be plausible, and the UN independent commission of inquiry has once again confirmed Israel is committing the crime of genocide in its October 2026 findings.
- Research by Palestine Solidarity Campaign (PSC) identifying that Local Government Pension Scheme (LGPS) funds collectively invest over £12.2 billion in companies enabling Israel's grave violations of international law.
- Israel's militarised violence against Palestinians sustains its system of oppression that amounts to the crime against humanity of apartheid.
- As a State Party to the Genocide Convention, the UK government, including local councils, have a legal obligation to take all possible steps to deter, prevent and punish genocidal acts and crimes including ethnic cleansing and the crime of occupation, recognised as illegal by the British government in 2026.

This Trade Union Branch Believes:

- Workers are entitled to a decent pension that does not contribute to violations of human rights and international law.

This Trade Union Branch Resolves:

- To write to all members of the local council's pension committee demanding they adhere to their moral and legal obligations by immediately divesting the pension fund from companies complicit in Israel's war crimes, including companies supplying weapons, components and military technology to Israel.
- To circulate information to all members about the LGPS divest campaign, including how members can support the campaign locally.
- • Affiliate to PSC and work with them to implement this motion.

TACTICS: NOTICE BOARDS

Scan the QR code link to PSC leaflets & resources



If your workplace has a recognition agreement, this will usually include reference to access to trade union notice boards in the workplace, to provide you with a place to communicate with members and staff about your activity. If you do not have a trade union notice board, it is worth speaking to your employer about allocating a space for this so that you are able to communicate with members.

While lots of people are now remote working, if your workplace has a page for announcements or digital employee information area, you could negotiate a space for digital trade union updates alongside or in the place of a physical notice board.

Utilise these spaces to promote trade union led actions such as petitions, advertising upcoming meetings and sharing educational information. The PSC website has a large number of example information leaflets, but you can also create your own workplace specific resources. Always remember to check you workplace recognition agreements.



WORKPLACE
DAY OF ACTION FOR
PALESTINE

THURSDAY 26 NOVEMBER

STOP ARMING ISRAEL
END THE GENOCIDE



PFB PSC FOA

SIGN UP NOW

TACTICS: PETITIONS AND OPEN LETTERS

Petitions and open letters are a useful way to demonstrate that there is wide support for your campaign and to start to apply pressure on your employer to take your demands seriously.

When writing a petition or open letter:

- Keep your demands clear and ensure that your chosen targets are used for the petition.
- Have an addressee, who will most likely be the management of your workplace or the executive team.
- Use your trade union networks to amplify the petition, gain signatures and increase changes of its success
- Decide whether your petition will be exclusively for union members or open to all concerned staff members.
- Notice boards, lunch time meetings and break rooms are a great way to collect large numbers of signatures in a short period of time.
- Petitions allow you to build up a database of potentially-interested contacts: make sure to inform them of opportunities to get more directly involved with your campaign, and of any significant updates.
- Remember: petitions are a tactic, but shouldn't be the primary tactic of your campaign.
- Also, keep in mind that petitions may spread further than your members and pick up outside attention. Ensure that they concisely and accurately describe what your campaign is about and why it is important, so that there isn't a chance of it getting misrepresented.
- Petitions can be both physical and digital. Think about which format is most accessible to people in your workplace.

EXAMPLE PETITION:

Dear [insert target of your campaign]

We, the undersigned, demand an end to all company contracts with tech giants enabling Israel's genocide and apartheid against Palestinians, including Palantir, Oracle and Cisco Systems.

Palestinians are being surveilled and monitored by Israel, using advanced technology systems that collect detailed information on every aspect of their lives.

Israel uses AI technology to rapidly generate targets for its bombing campaigns in Gaza which destroy schools, hospitals and entire neighbourhoods. It utilises cloud software to maintain databases storing sensitive information on Palestinians, collected through intrusive surveillance and torture, used to target them for arbitrary arrest and detention and to prevent them from passing military checkpoints to go home, to work or school or to visit friends and family.

Cisco Systems is a leading providers of servers and IT hardware to the Israeli military, powering its surveillance and AI systems. Israel's Ministry of Defence purchased new Cisco servers during its genocide in Gaza. Moreover, it has been reported that Cisco's infrastructure is used by the Israeli Air Force to support its bombing of Gaza, including for internal communications and managing operational data. The company has also built tech hubs in illegal Israeli settlements in the West Bank.

Oracle provides several products to the Israeli military and police, including database and cloud services. Its products have been used by Israel's Ministry of Defence to manage and use large volumes of data in military operations. It also provides servers used in Israel's illegal military occupation of the West Bank.



EXAMPLE PETITION:

Palantir has a “strategic partnership” with Israel’s Ministry of Defence to develop technology and tools to be used in “war-related missions.” It is likely this technology is being used in Israel’s rapid target generation as part of its genocide in the Gaza Strip. Palantir CEO Alex Karp has said, “I am proud that we are supporting Israel in every way we can.”

Alongside our clear commitments under international law, the British foreign secretary recently stated “We will take action against companies who provide services such as construction, infrastructure, financing, or real estate for settlement expansion. Settlements are illegal. They should not be promoted in our country.”

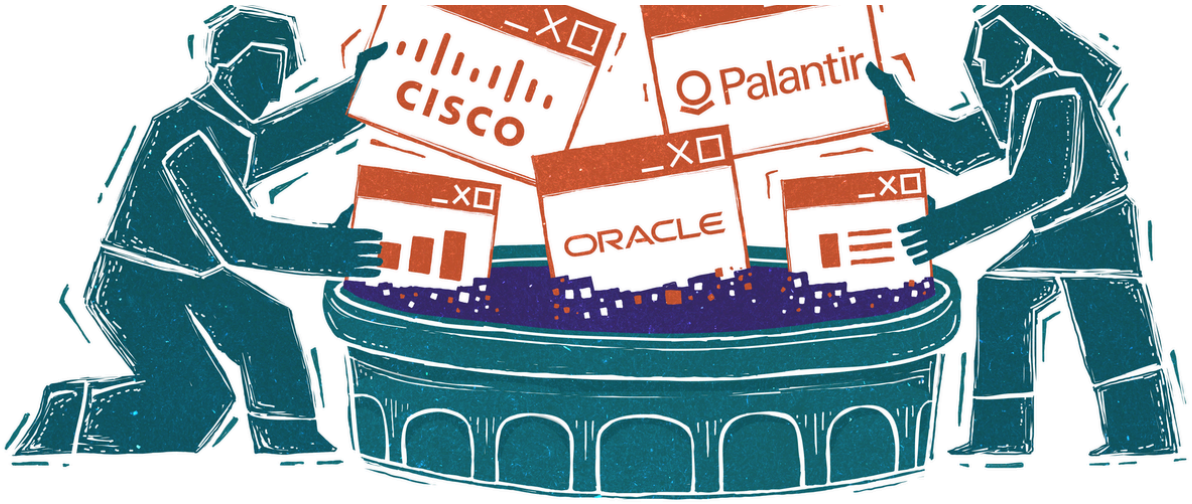
Our organisations money should never be spent with tech corporations enabling Israel’s atrocities against Palestinians. We call on you to:

- Cancel all contracts with Palantir, Oracle and Cisco Systems
- Meet with the trade union representatives at the earliest opportunity to explore next steps and secure alternative providers who meet our obligations to procure from companies who are not complicit in crimes including the crime of genocide, apartheid, ethnic cleansing and occupation.
- Adopt an ethical procurement policy to ensure that our company does not hold contracts with these companies in the future

Signed:

The format of petitions and open letters are very similar, although open letters tend to have a bigger audience. Always make sure you have the maximum number of names - some activists advise aiming for 50% of staff signing, before you hand it in.

DELETE GENOCIDE TECH



CANCEL PALANTIR CONTRACTS

PSC

NEGOTIATING ETHICAL PROCUREMENT POLICIES

To ensure our workplaces uphold international labour standards and human rights principles in their operations, partnerships, and investments.

When a company's policies, suppliers, or investments are connected to human rights abuses, the crimes of genocide, apartheid and ethnic cleansing, workers have both the right and the responsibility to demand transparency and policies to ensure ethical procurement moving forward.

When making demands for ethical procurement agreements within your workplace, remember to:

- Ground wording in international law and universal human rights
- If you are not sure of the level of complicity, call for an ethical sourcing investment review AND actions to address any identified areas of complicity
- Include a demand for commitment to future transparency; this could be a call for the disclosure of suppliers, investment partners, and contracts to your trade union reps to review
- Emphasise that employees have a stake in how their employer operates

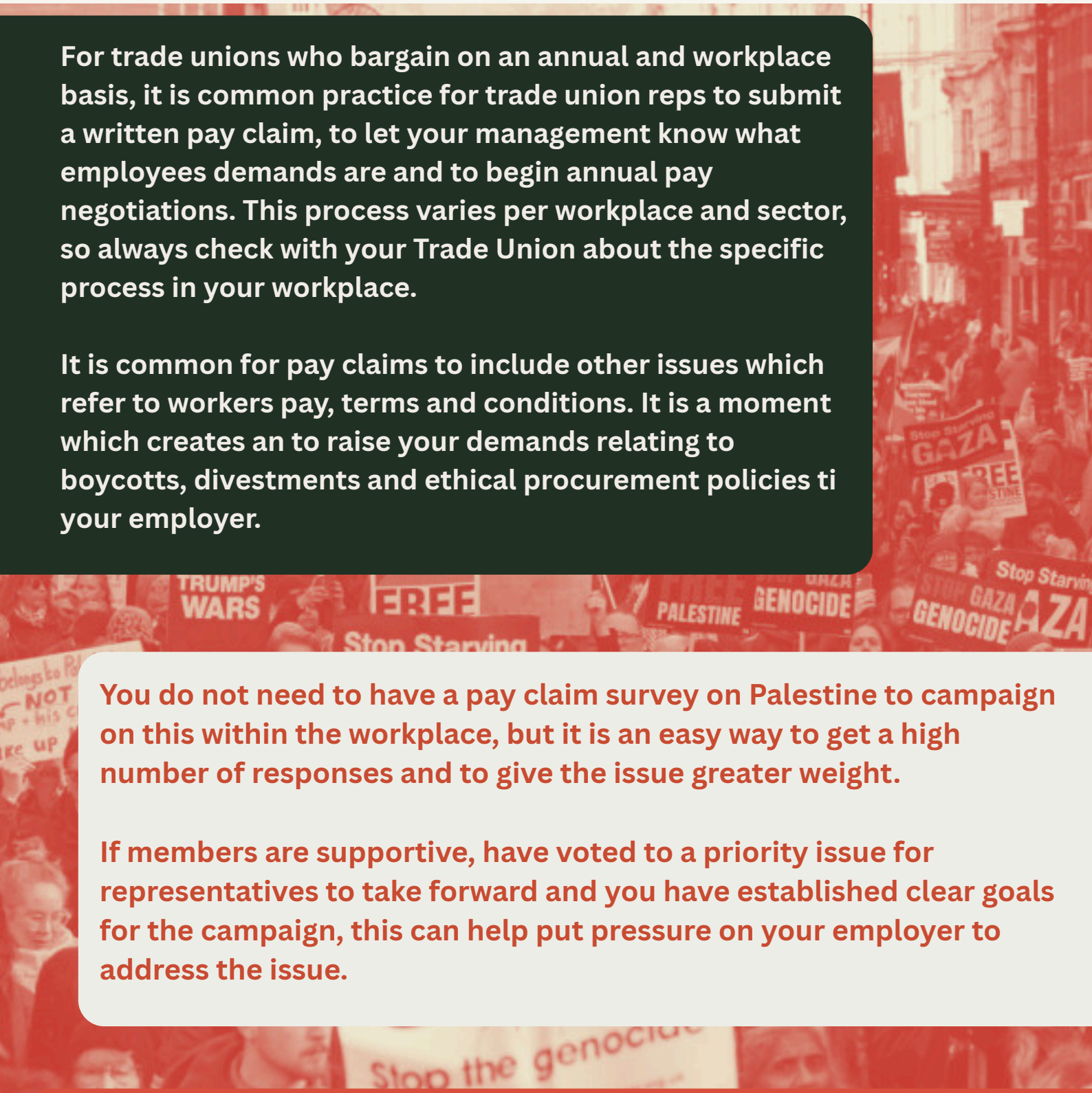
- Push for union involvement or representation on future ethical investment committees or decision-making bodies
- Embed within this policy a company endorsement of international peace and workers' rights standards, so this can be applied in the future

- Often, employers will want to avoid breaking a contractual agreement with a complicit company early if there is likely to be a cost associated with it. Be prepared for this and consider negotiating with your employer for an early exit - small wins are better than no wins

TACTICS: PAY CLAIMS

For trade unions who bargain on an annual and workplace basis, it is common practice for trade union reps to submit a written pay claim, to let your management know what employees demands are and to begin annual pay negotiations. This process varies per workplace and sector, so always check with your Trade Union about the specific process in your workplace.

It is common for pay claims to include other issues which refer to workers pay, terms and conditions. It is a moment which creates an to raise your demands relating to boycotts, divestments and ethical procurement policies ti your employer.



You do not need to have a pay claim survey on Palestine to campaign on this within the workplace, but it is an easy way to get a high number of responses and to give the issue greater weight.

If members are supportive, have voted to a priority issue for representatives to take forward and you have established clear goals for the campaign, this can help put pressure on your employer to address the issue.

It is likely that your management will attempt to separate this issue out from pay terms and conditions issues. Ultimately is up to reps on behalf of members to make a strong case for its inclusion, and an active workplace campaign to put pressure on your employer to address the issue.

TACTICS: PAY CLAIMS EXAMPLE SURVEY

Here is an example pay claim survey to use with members, you can adapt the questions and priorities to suit the needs of your workplace and use it to assess support for workplace campaigns.

UNION MEMBER SURVEY
PAY SURVEY 2027

1. On a scale from 1 - 5 how would you rank your pay? (1 very bad, 5 very good)

2. Have you ever found it hard to make ends meet? Yes ☐ No ☐

3. Please rank the following issues from one to five (1 being most important, 5 being least important):

- Inflation + pay rise ☐
- More holiday ☐

  Better maternity and paternity leave ☐
- Better sick pay ☐
- Ethical investments by our employer ☐
- Reduced working hours with no loss of pay

4. Do you support the trade union raising the issue of ethnical investments by our employer to ensure our workplace does not offer contracts or invest in companies complicit in genocide?

   Yes ☐ No ☐ Unsure ☐

5. Is there anything else you would like to see included in this year's pay claim?

.....

6. I want to get more involved with my union at [company] Yes ☐ No ☐

Name .....

Mobile ..... Email .....

Please keep me in touch about the Union & this campaign by phone ☐ email ☐

TACTICS: DAYS OF ACTION

Ideas for workplace days of action:

- Circulate petitions and letters with your colleagues drawing attention to your workplace campaign and any calls to action
- Organise trade union meetings, teach-ins or film screenings to raise awareness of the crisis in Palestine
- Promote upcoming national demonstrations and commit to attending with your colleagues
- Hold lunch time letter writing sessions to your local councils calling on them to divest local pension funds from arms and companies enabling apartheid
- Support the Don't Buy Apartheid campaign: no Israeli fresh produce, no Coca-Cola (both profit from illegal settlements on stolen land)
- Fundraisers, socials and lunch time stalls
- Hold a lunchbreak walkout or photo action and share on social media tagging #workplaces4palestine to show your solidarity



Workplace days of action are a way to build up momentum behind your workplace campaign and secure specific commitments from your members to support the campaign.

Make sure you take pictures/videos of every event.
Make sure you collect the contact details of everyone you can to help build the campaign. Use sign up sheets to send a follow-up email with a thank you and next steps

Keep an eye on https://palestinecampaign.org/events/ for upcoming workplace days of action.

DAYS OF ACTION

AHEAD OF THE DAY

Let members know about the workplace day of action for Palestine on Thursday 26th Novemeber and share information about the demands for your workplace. Identify a contact across shifts and teams who can collect signatures, put posters up on union notice boards or coordinate other agreed actions.

ON THE DAY

Whether you are hosting a rally, a meeting, collecting petition signatures or organising a hand in of a grievance to your management, remember to take action collectively.

Help coordinate a team to collect signatures across department and shifts where possible to get the maximum number of signatures and keep in touch with your trade union reps and officers throughout the day/night.

AFTER THE DAY

Hold a follow up meeting with participants and discuss next steps to keep up the momentum of the campaign. Invite new participants into the organising group to keep growing your team and avoid burnout and if you faced any issues make sure to report these to your union and to PSC.



BOYCOTT

Coca-Cola

COKE IS CANNED ON STOLEN PALESTINIAN LAND

#DONTBUYAPARTHEID

PSC

Coca-Cola is hiding a dirty secret. It operates facilities in an illegal Israeli settlement built on land stolen from Palestinians.

This means that Coca-Cola is helping to sustain Israel's theft and military occupation of Palestinian land. Palestinians living under Israel's military occupation are facing an increase in land grabs, military assaults and ethnic cleansing

DON'T BUY OR STOCK COCA-COLA PRODUCTS WHILE THE COMPANY ENABLES ISRAEL'S GRAVE HUMAN RIGHTS ABUSES AGAINST PALESTINIANS.

TACTICS: COLLECTIVE GRIEVANCES

If your employers are refusing to listen to staff or to engage with your concerns, or staff are being unfairly targeted for their solidarity with Palestine, it is worth exploring a formal grievance process, ideally this would be a collective grievance to give the greatest weight possible to your complaint and to make it clear to your employer that employees are united on this issue.

Workplace grievances are any real or perceived problem an employee experiences during employment and this should be outlined in your employers grievance procedure, this should be available to all staff!



Where possible, consult with your trade union reps or officers before submitting your collective grievance. You want to make sure you have the strongest case for your workplace and your members. If you aren't in a trade union make sure you join one before taking action.

Grievances are not a stand alone solution to the issue of workplace complicity in Israel's crimes and they are often a flawed process with managers appointing investigators who are rarely impartial. Always remember to explore steps before raising a formal grievance, e,g. raising with your line manager.

They can be used to escalate a complaint which has so far gone unaddressed and a demonstration of collective opposition to attempts to shut down objections to complicity in the workplace or dismiss these concerns when staff raise them.

Example Collective Grievance (Part 1)

Dear [HR/ Manager],

We, the undersigned signatories, wish to pursue a collective grievance on the following grounds: [this is where to lay out overview of the key issues, full evidence does not have to be supplied at this stage]

[Employer Name]'s possible investments, pension arrangements, contracts and supply chain links with companies that may be [this depends on specific workplace context and existing knowledge of links] involved in Israel's occupation of Palestinian territory and in serious violations of international law, and the potential impact of these links on staff wellbeing, dignity at work and freedom of belief.

We wish for these matters to be investigated and the following outcomes:

1. **For [Employer Name] to conduct an internal review of all pension arrangements, suppliers, services, and partnerships, to ensure that the company does not purchase goods from, invest in, advertise or otherwise engage with companies which may be complicit in Israel's violations of international law and genocide in Gaza.**
2. **For [Employer Name] to adopt an ethical procurement policy that ensures that any suppliers, services, or partnerships in the future must exclude companies that are involved in, support or finance gross systematic breaches of human rights, including the crimes of occupation or genocide.**
3. **For [Employer Name] to confirm in writing, that no employee will suffer detriment for expression of beliefs on support for Palestine and Palestinian human rights in a manner that does not interfere with day-to-day operations. To ensure that dress, social media and conduct policies are applied fairly consistently and not misused to suppress causes important to members of staff.**



Example Collective Grievance (Part 2)

- For [employer name] to recognise the requirement placed on the employees to handle goods complicit in such grave violations of human rights has had a detrimental impact on the mental health and wellbeing of our members. Employees have reported distress and anxiety from being required to handle goods which contribute to or profit from grave violations of Palestinians rights.
- In light of the UK government recent recognition that Israel's continuing occupation of Palestinian territory is unlawful and that it will sanction companies providing services to which facilitate the continuation or expansion of this occupation, For [Employer Name] to end its contract with [x] who continue to operate on stolen Palestinian land. Workers must not be placed in an unacceptable position whereby they are required by their employer to to handle and facilitate the distribution of goods belonging to a company involved in enabling this illegal occupation

We wish for this grievance to be dealt with collectively, and to be accompanied (As per Section 10 of the Employment Relations Act 1999). We have elected [Rep One] and [Rep 2] to accompany this grievance in addition to [Unite Person] (Unite Regional Officer).

The ACAS Code of Practice on Disciplinary and Grievance Procedures confirms that grievances may be raised collectively and that trade unions may accompany and represent their members in such cases. Collective grievances are recognised practice across the UK, which ensure workplace issues are addressed in a fair way that recognises the impact on multiple members of staff.

COMMUNICATING WITH MEMBERS

Developing a communication strategy for a workplace campaign is important for protecting your members from a hostile employer and to ensure your campaign is impactful.

Check the recognition agreement

Usually trade unions with workplace recognition agreements will have written into the recognition terms around communications with wider staff, but employers should not dictate the content of communications with your members.
The agreement will also usually include reference to which facilities TU reps will have access to (e.g. teams, outlook, etc.) This is more complicated for campaigning in workplaces without recognition, as your employer will likely obstruct any communication on their systems relating to Palestine.

Some of the best tools we have are one to one conversations with our colleagues, Trade Union email outs and in person meetings.



Set up designated organising spaces

For your organising team it is wise to set up a group chat away from your employers systems, e.g. a Signal or Whatsapp chat, so that you can keep discussions around your campaign private and secure. Make sure you get the consent of your team members before adding anyone to this and discuss expectations and conduct. Specifically you will want to agree confidentiality and data protection in line with your TU policies, alongside a clear agreement to keep these spaces focused on workplace organising, rather than general link sharing and news updates, as this can lead to people becoming disengaged.

Protect yourself at work

Most employment contracts will prevent staff from publicly campaigning or disclosing information about your employer. For example, if you were posting about your employers complicity or financial information on social media this would likely result in action being taken against you by your employer. We strongly encourage TU members campaigns focus on internal communications, and any public communications about the issue be overseen and distributed by your trade union, rather than members of staff of the company or organisation, to give you protection.

COMMUNICATIONS: MEMBERS MEETINGS

Give enough notice for your members meetings: for maximum attendance get creative with advertising the meetings, using posters on notice boards, have 1-1s and send emails out to get the word out.

Have an agenda for the meeting: setting an agenda before the meeting will give members a clear expectation about what to expect and will help the meeting stay on track. Although discussions can be helpful, keeping the meeting focused on a specific workplace campaign will be most impactful for the campaign.

Share speaking responsibilities among the campaign team to communicate: a team of people sharing research, information, minute taking and setting out a campaign plan is more likely to get a positive response from members than just one person talking.

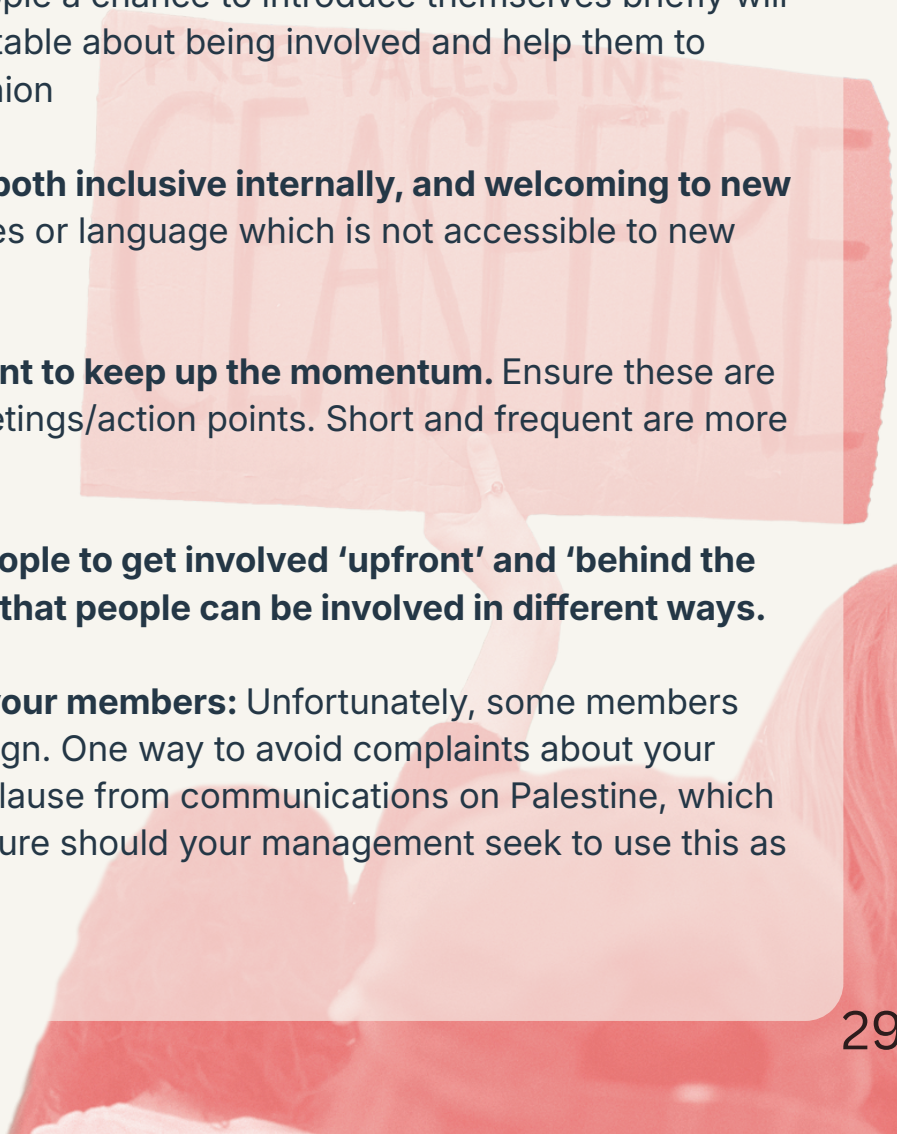
Build relationships: giving people a chance to introduce themselves briefly will help them to feel more comfortable about being involved and help them to recognise their power in the union

Make sure that your group is both inclusive internally, and welcoming to new people externally: avoid cliques or language which is not accessible to new members to the campaign.

Regular meetings are important to keep up the momentum. Ensure these are structured and link to past meetings/action points. Short and frequent are more engaging for members!

Highlight opportunities for people to get involved 'upfront' and 'behind the scenes' with campaigning so that people can be involved in different ways.

Provide an opt-out option to your members: Unfortunately, some members might not support your campaign. One way to avoid complaints about your work is to provide an opt-out clause from communications on Palestine, which you can then point to in the future should your management seek to use this as an issue.



EVALUATING YOUR CAMPAIGN

Regularly reviewing and evaluating your campaigns is an essential part of building workers power and Palestine campaigns in the workplace, something we often forget to make time for. Before jumping into your next action it's important to allocate some time for reviewing your campaign.



Revisit your campaign aims:
What was the goal of the campaign? Did you reach this goal?



How did you achieve these changes?
Assess how the campaign was successful, consider which tactics worked well, and which tactics didn't work so well.
Look back on your campaign action timeline, identify key turning points in the campaign and whether these were linked to specific tactics you used. E.g. a very well attended members meeting or management concessions towards the demands of your campaign.



What lessons did you learn?
Consider as a team which lessons you learnt from the campaign. If you were to run it again, is there anything you would do differently?
Which messages resonated with members the most? What actions might you want to take in the future to continue building on your success?



Combating challenges
If you faced challenges, opposition or unexpected problems, consider how this might change how you allocate resources next time.
You may want to consider recruiting more people to your campaign team, reviewing the roles you initially created and reaching out to your union for additional resources and support.



Communicate and celebrate results
After a wave of actions in a campaign, take time to communicate wins to your supporters and members and thank them for taking action. The struggle for Palestinian liberation and an end to British complicity is a long one. Its important that we acknowledge the work of members who have taken action with you along the way, encourage them to stay motivated and let them know about next steps for the campaign.

Visit our website and join PSC at:
www.palestinecampaign.org

Facebook/Instagram: palestinesolidarityuk

X: PSCupdates

For more support on how to use this organising toolkit, or to let us know about your workplace campaign contact: info@palestinecampaign.org

Palestine Solidarity Campaign



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