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It's ironic that we all struggle to do the work that doesn't need to be done while we lose the time to do what does need to be done.

If you are part of the growing numbers of the working poor than you can relate to the day to day struggle many of us face to merely "get by". There are millions of us out there, and as the new slogan (99%) suggests we make up for more than half of the populus. Today we face a great struggle to reshape our world and to invert our structure of power, yet our greatest day to day struggle is to find a job in "their" world, in "their" economy, in "their" horrible work environments. Why is that? Why are we continuing to maintain and perpetuate a broken machine, that's been falling off a cliff for the past 20 years. We must quickly invent our way off of this nonsense or we will all be doomed along with it. We must learn to fly, to use our collective momentum to take off and become free of the heavy weight we used to design ourselves in. We must do this quickly because we face a great many challenges. I think we all know what those are, and if not you should go talk to the visioning committee. Despite the endless list of jobs we really need to be working on, our biggest challenge is going to be figuring out how to work with each other in a way that not only accomplishes our goals but also creates an attractive environment for others to join our cause.

Even though Occupy as a whole and each individual city-wide occupy movement has spent a significant amount of time coming up with a vision of what we want to accomplish, We all know what we want. We all want to see an end to the various forms of oppression we see in the world. We want an end to sexism, racism, and fascism. We want an end to the environmental destruction that has spread throughout the land like a plague. We want an end to the vast gap between rich and poor. We all want the power which we have given to the corporations, back. And we want that same power back from our government. The power we loaned and entrusted to them is overdue, and it's time it went back to it's rightful owner, the people.

Bringing power back to the people is something that will be intrinsically different than the current structure of power. For this reason our solution will look entirely different, maybe even unrecognizable to some. But if we look at our current structure of power, it has power concentrated into tiny clusters of people who as the slogan (1%) refers to, don't make up for a very significant amount of the population. To spread power equally among everyone, as it should be, we must invert the structure of power. We must not act foolishly and try to take the power away from those who have it. Because guess what? They've thought about that, which means they're ready for it. Instead we very simply choose to refuse to recognize the power they think they still have and choose to recognize the already existing, impressively beautiful and innately wonderful power that each and every one of us has.

We must not stop there, we must continue by redesigning our current existence into something that is bright, and prosperous not only for ourselves but for our children and their grandchildren. We must simultaneously redesign our way of life as well as the tools we have been using to fight our battles.

### **Occupy is one of these tools.**

What has defined and led our evolution throughout the ages as a prominent species on the earth is our ability to use these tools. And today as we face the biggest struggles humanity has ever faced, the way we design these tools directly determines how effective we are, and how much leverage we have over any given problem. As a group we can decide to make our tool (occupy) more effective by narrowing our scope and limiting our influence or we can choose to make it stronger by designing ourselves to be able to handle any and every problem we wish to tackle.

The way we design our tools often defines how they are used.

We can design a drill specifically designated for one particular job, ie; drilling teeth, and to be used by one particular person, ie; a dentist. Or we can design our tools to be used for a variety of different reasons by as many people as possible.

For example Facebook is one such tool. You can simultaneously use it to tell your employees about a multi-million dollar merger, or to tell your affinity group where to meet to overthrow your government. And anyone with a general background in how to use a computer and the internet, can use it. It should be apparent that occupy should be a tool for as many people as possible because without their help we will not be able to persevere. It should also be apparent that we don't want occupy to be only for the elite and educated, like a dentist's drill. This means we must design occupy as a tool, that is easy to use and open to everyone if we want it to be something that isn't just for the elite and educated.

Through occupy we have the support and the power of oh so many, behind us as we've already seen. The headlines should read: **Occupy; it's a world wide phenomena consisting of millions; who knows maybe if you count the movement's many unspoken supporters its more like billions.** But we need to figure some things out first. And that is the following... One *"How do we become effective?"* and Two *"How do we draw supporters into the movement?"*

Amongst the occupy movement, there has been a great disparity between who does work and who doesn't. We have allowed the old constructs and structures of our society seep into our work to build a new world. We are continuing to allow others to reap the benefits of the work of their fellow humans without contributing. In society it is the many who work for the few. In our context it is reversed, the few have been working for the many. Neither model is successful as we have all experienced. This is why an infusion of the concepts of worker's equality is needed. Because the workload of changing the world is too great to do by only a few.

No movement, no matter how big or small can sustain itself if a few are carrying the weight for the many. And we must quickly turn this common meme that we have carried with us

from our previous existence into something else, or we will fizzle out like the energy of those who carry the many for too long. We face a time where we need everyone's help to turn back the tide of greed and destruction, and only everyone's input will make it happen.

This is a proposal to set forth a design where we all share the workload, so we can grow internally as well as externally.

## HOW DO WE DO IT

Well communities throughout the ages have been doing what we are seeking to do since time immemorial. We don't need to look further than the cooperatives and collectives that are growing in our own backyards for tips on how to work together. We don't need to reinvent the wheel. We only need to reopen our eyes to what's already happening.

We must use the tools that have already been successful in many other movements. One of these tools is the formation of a worker's cooperative. This would allow occupy to remain as transparent and equal as possible. Still allowing everyone a voice, still allowing anyone's input. If we start at the bottom and create a framework for our activism, we will all be more successful in the end. Frameworks allows us to pursue our goals with strength and unison. They become increasingly important when there is a large group of people involved and if we want to see our numbers grow then we will have to create something that welcomes that possibility. A cooperative would allow all of us involved to share the workload of taking care of ourselves and our space, as well as giving us the time, and more importantly the energy to accomplish our jobs, as aware humans beings.

As part of each occupy movement we have all had a space to share. If we are all involved in sharing the space then why shouldn't we all be involved in maintaining that space, and even improving it's upkeep? As well as help the surrounding community upkeep it's upkeep, and.... fix the problems of the world. Right? Isn't that what we want here? In order to be successful we must be **sustainable** and in order to do that, the most import thing we need to take care of is, ourselves. If we don't do that then we will never be able to see this through. If we focus solely on dreams deferred then we will soon be the ones who need rescuing. Incorporating a balanced and equal distribution of labor into our framework would deter burning out from happening, while simultaneously creating a space which allows for self care.

We can start all new comers off with an orientation and explain that if you are using this space than you have a responsibility to maintain this space just like everyone else. We tell them all the various chores and explain that we have divided them up equally among everyone at occupy, so everyone who uses this space in one form or another has the collective responsibility to maintain it, and everyone does an equal amount of work.

As long as we provide work and a space for anyone who is interested in working with the movement than it should be ok to say at the orientation that "If you do not want to participate in our design to make the workload equal for all involved then you are not welcome" I think we all want everyone who can be involved to be involved but we need a

structure and some structures need consequences to enforce them. It sucks on the surface level but in reality it will give us cohesion and strength.

There was a group down in new orleans after katrina and they were all a bunch of young adult free loving hippy dippies who invited a particular atmosphere, ie; that of a party. But they were all there to help people and to cook food for people who had been displaced by the storm. They started a kitchen and ran it for six months, eventually feeding upwards of a 1000 people a day. They had 3 reefer trucks, 2 dry storage semi trucks, a live band of local musicians at every meal, a food and clothing distrobution center, one of the only showers in the area (heated by solar panels), a medical center, consisting of both western and eastern medicines, and the list goes on and on....

Back to the point, which is they couldn't had done all of that if they didn't make the rule that if you weren't there to work than you shouldn't be there. When someone was there just to hang out the workload got heavier and they couldn't afford that then and we can't afford that with occupy.

In more ways than one occupy is a relief team to those trapped in a cliff jumping ideology which is causing our environmental and socio-political emergency.

How does a process like this work? Well honestly it is up to each individual and autonomous group to decide this. However there are many examples. We can set up the work into workshifts and then divide the hours of labor by how many people are involved. Giving everyone an equal amount of hours. Hours can also be based on levels of involvement. Meaning someone who works a forty hour week and can only be involved in occupy occasionally has different workload expectations than someone who works at occupy more frequently.

## **OR**

Other avenues of involvement can be set up for those who have other obligations. Avenues which we decide are equal to the involvement of someone who puts in a "full share" of work.

A workshift manager can be set up, to oversee the hours, distribute them and apply enforcement if the hours aren't met.

## **Enforcement?**

The word and concept can mean and look like many different things but in this case we are referring to it as a way to hold people accountable for their actions in a mutually agreed upon strategy.

For example if someone doesn't do their hours, we can give them more hours as a fine,

**OR**

ask for something monetary in exchange..... OR NOT. You get the idea.

Natural consequences are always the best however. For example if one doesn't do their hours they can be confronted by a group of their peers, in a committee style meeting, who inquire to what is going on and why they aren't contributing and how they could help that person contribute.

**OR**

All "infractions" could be dealt with by the workshift manager who acts as the compassionate manager of work. Acting as an individual, instead of a group, who would confront others about not doing their work and help them figure out why they aren't doing their hours and how they can contribute.

The workshift manager would be a job that has certain hours just like everyone else's hours or job. The only difference would be that the position would be an elected by the cooperative group and would require someone's service until the next internal election.

This way the burden and hassle of interacting with non-compliance is shared within the group. If someone continuously refuses to participate in the cooperative by not doing their share of the work then we can tell them that they are not welcome to use the collective space and/or resources. Again a natural consequence.

Now this description given above does not pertain to all the various and numerous committees which exist in all occupy spaces but rather the collective workload that upon entry into the space everyone should be involved with. Workloads that occur due to individual committees involvement in various activities should be configured autonomously by each committee. However the initial structure should remain in place, ie; the equal sharing of all the committee's labor within that committee. The committees can than choose to include themselves in the overall group's process of managing workshifts or they can choose to establish their own form of management.

This process of organizing allows us to act as a cohesive whole. Allowing us to not only accomplish internal group projects, but to receive more support from the outside in the form of volunteers and their labor. So many people don't want anything to do with occupy because it feels disorganized and they don't know where or how to plug in. Imagine how much support we can generate if we had a structure that allowed people to feel comfortable enough to plug in. And to plug in, when they are capable of plugging in, as well as where they are most capable. If we can do this then our influence on our community, on our town, our city, our state, and nation will increase, and we will have a tool capable of spreading our vision for a new world to all aspects of our lives.

**DISCLAIMER: This is not the end all be all. This framework can be changed, scrapped, altered, and**

## **added upon if necessary or desired. This is only the beginning....**

The more people we attract to the movement then the more framework will need to be added to maintain participation and keep things going. Unfortunately or fortunately, whichever way you look at it, people in our world crave structure. Some don't it's true, but if we want to create a space which welcomes more than the meager few who can survive and often thrive in a non-structured space we are going to have to create structure. And in a way it will all help us

What has defined us throughout the ages as a prominent species on the earth is our ability to use tools. No other species save some species of primates uses tools. We began using tools as an advantage in the game of survival. We have used tools to build pyramids, move mountains and build cities. And we have used them to fog our air, pollute our oceans, and destroy our planet. And we can use them again to bring our environment and everything that is wrong with it back into harmony again.

Today we can define our tools of use into two categories. One type of tool allows anyone from anywhere to pick it up and use it, without great difficulty, for a multitude of different reasons. Facebook is one such tool. You can simultaneously use facebook to tell your employees about a multi-million dollar merger, or to tell your affinity group where to meet to overthrow your government. While other types of tools, like a dentist's drill, requires a rigorous process of schooling and licensure, to use. One type of tool is open source and free for those who have knowledge of it's use, while the other type can often be illegal to use without permission from the proper authorities. At occupy we obviously have a multitude of...

that are necessary to maintain the function of the space as well as all the labor that is needed for eventual upkeep, and finally the labor that we envision for our growth.

These are the categories for common work amongst everyone involved in the occupy movement. And everyone involved should be involved in this work. I don't think there will be any argument to this amongst people who share the belief in equality, which i assume is all involved with occupy

We all recognize that regardless of these sentiments there are still those who neglect to do their part. The question is how does one develop a framework that acts as the force to include all, in this process, regardless of their neglect or refusal to participate?

...it has to be equally spread throughout everyone or we risk repeating the process we are now ending. To bring more equality to the world we must look at how we structure occupy. How do we structure occupy to be a tool for equality?

But how do we do this? Do we do it by arguing about the next best move? Or do we do it by narrowing our goals into one discernable and broad goal? No, none of these things. We do it, by taking a step back and looking at what it is that we do want, and how this desire

fits into our movement, and we must understand that we need to internally embody the vision we are seeking in our world. Primarily the concept of equality. If there is no equality amongst ourselves then how do we hope to achieve it in our workplace, our culture and our individual lives.