The Fight Against Outsourcing:

Stages and Actions to Fight Back

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| **Stage of Outsourcing** | **Actions to Take** |
| **Stage 0**Work is performed in-house – no concerns about contracting | Shape the rules – legislative and CBA protections to ensure work won’t be contracted in future |
| **Stage 1**Warning signs thatcontracting out is threat, or being considered | Fix existing problems; bring members together to begin campaign |
| **Stage 2**General statements or proposals made in favor of contracting out | Critique proposals – show harm to public; develop in-house alternatives |
| **Stage 3**Requests for Proposals (RFPs) issued | Evaluate RFP Statement of Work; attend bidders’ conference; research companies; engage allies |
| **Stage 4**Vendor bids submitted | Critique RFP and bids; present alternatives; press decision-makers; if losing, buy time |
| **Stage 5**Work is contracted out to private company | Pursue legal rights, assist affected employees; develop insourcing plan; organize contractor employees |

