**Liberation: Union Organization System**

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Project Description

Liberation is an organization system for union organizers. It is designed to centralize and streamline access to information, training, and access to union representatives across a campaign. Organizers and Staff will benefit from Liberation by being provided centralized and protected data and modernizing union cards. Whether it is data in transit or at rest, organizing with liberation will provide a secure opportunity for organizing a campaign.

**Security**

It is imperative to recognize that highly sensitive information is handled in union organizations. All data in our sensitive information systems will be encrypted in storage and transmitted over secured HTTPS connections. The invite only system and the need-to-know information restrictions reduce access to the system and sensitive information from bad faith actors. After a failed password entry users will be prompted to complete a captcha before another attempt. All accounts will have a maximum number of attempts before being locked out. IP addresses will have similar limits. A session will timeout after 15 minutes prompting a user to extend the time by another 15 minutes by logging in; a session will keep 2FA status if extended before expiring. Admin, Staff, and Organizers will require 2FA verification to start a session. Screenshots are prohibited from the browser

**Admin**

The role of an admin is to manage staff as well as view information over all union organization over the organization. An admin can add staff, remove staff, view information from every union drive registered to their organization, as well as add other admin. Each action described above will require 2FA. Account Password requirements are as follows with 16 characters, numbers, capitalization, and special characters, urging users to use sentences and not to write down the passwords. After 3 failed attempts in a row the account will be locked out and require Liberation Staff to reset the password.

**Staff**

Liberation will allow staff to manage multiple workplaces under the staff members’ jurisdiction. On the home page will be important information, including upcoming election dates, the top five lowest and highest percentage of “Voting Yes” workplaces, and worker questions. Clicking on a workplace or selecting the workplace in the dropdown on the home page will direct to the Workplace Management Screen (WMS).

Organizers and Staff can create accounts for workers. By limiting accounts to those created by trusted Organizers and Staff, we can limit access to the system from bad actors. The system will email the temporary password to both the adder’s email and the worker’s email. Lost temporary passwords will require account deletion and re-creation. Staff can add and remove Organizers from the system. Staff sets the organizers workplace as well as any worker accounts they add.

Staff will be able to upload training videos as well as restrict videos to either cities or states to help train workers in labor laws and important information. Staff will be notified when support falls below 50% or there are no more organizers in the store.

**Organizers**

Liberation will allow organizers to manage a workplace. Organizers can add and remove workers by authenticating a session with 2FA. Organizers will be able to access the WMS for the workplace they are assigned to.

WMS will access the set workplace to access and manage worker data. This will include important information such as worker data, contact information, support levels, and notes.

**Workers**

Liberation will be a central hub for workers to access important information. Workers will be able to access video training, ask organizers questions, and sign union cards. workers can access the system and change the temporary password to a secure account.

# Key Features

**Security**

Highly sensitive information is handled in union campaigns. Secured sensitive information (SSI) is handled through encryption and HTTPS connections. Invite-only worker access is limited to reduce SSI threats. Liberation utilizes the strongest password practices as well as 2FA to reduce unauthorized access.

**Data Management**

Data Management is one of the most important prospects of union organization, your attention is critical to campaigns across the country - put it where it is needed. Access organized data and receive critical warnings from organizers across the campaign.

**Union Card Management**

Signing union cards exposes vulnerabilities to organizers. Organizers passing physical cards can be seen by management. Digital cards reduce this vulnerability by restricting access to sign a union card and receive training to workers who have been provided their workplaceID

**Training Management**

Manage member training by uploading videos or custom creating courses. Restrict training to relevant regions and the relevant phase of organization. Provide training in key concepts such as: Weingarten Rights, FMLA, bargaining, ULP processes, Cemex Bargaining Orders, failed votes, etc.

**Make Announcements**

Announce important information to all workers who utilize the app. Announce union victories and distribute relevant news.

# **Chapter One: Secure Sensitive Information Systems**

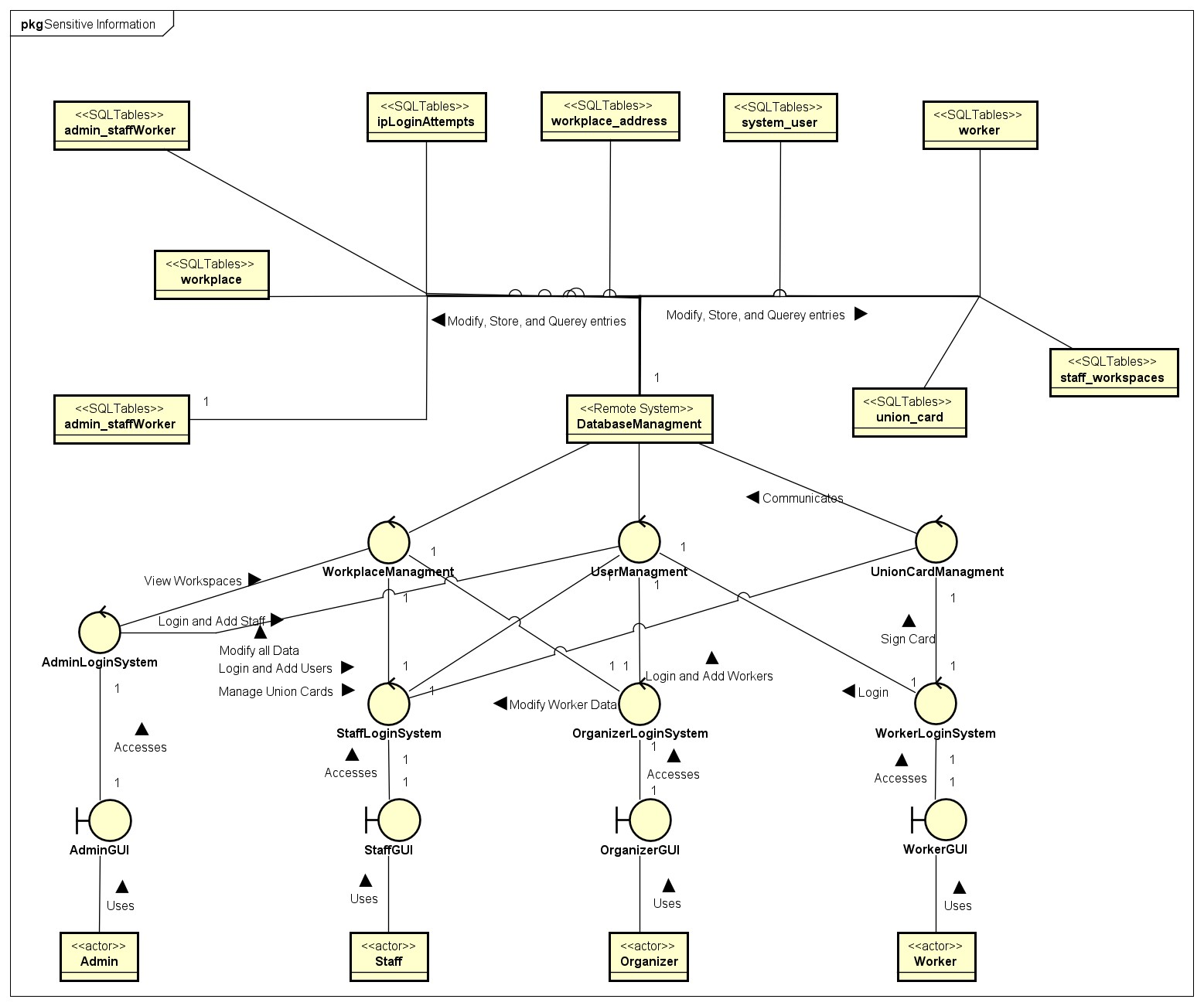
## SQL Database Design – Secure Information

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* “e” Denotes safety critical information. This information, if leaked, can be detrimental to union organization. Information security is the most important selling point of the Liberation system. A centralized system for managing a union campaign. If information is leaked, then retaliation can be highly targeted and sold for a high price. Information MUST be protected in transit and at rest. The primary keys will not be encrypted, they will be tied to worker information without revealing any identities.

## Domain Class Diagram



## System Class Model

A diagram of a diagram

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## Use Case Model: Workplace Management

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### Creating a Workplace

### Modifying a Workplace

### Manage Workplace Data

## Use Case Model: Managing Union Card Data

A diagram of a person's card

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### Signing a Union Card

### Deleting a Union Card

### Accessing a Union Card

## Use Case Model: User Management

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### Add a New Organizer

A diagram of a project

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### Removing a User

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### Creating an Account

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