



## 2016 Regional Educational Conferences REPOWER OUR LOCAL UNIONS *"BACK TO BASICS"*

This year's regional conferences are designed to REPOWER OUR UNION. The conferences will focus primarily on arming our local unions with the tools they need to maximize their ability to protect and improve the livelihoods of our members.

Workshops are offered for both the experienced representative, who has bargaining responsibilities, and for the steward who is more focused on handling grievances and providing daily representation. Your choice of workshops include:

### 1) **Advanced Collective Bargaining**

Participants will examine the key points of labor law that govern the bargaining process. Specifically, we will focus on: how to best prepare our members to support bargaining; ensuring necessary legal notices are given; identifying key points of leverage; recognizing employer bad faith bargaining tactics; filing ULPs and protecting our legal rights; gathering pertinent information needed for bargaining; avoiding the employer implementing unilateral changes and reaching impasse.

In addition, we know that to bargain a fair contract for our members, we have to know the value of that agreement. Therefore, participants will also learn how to cost the labor agreement. As participants learn to cost the agreement, they will utilize a bargaining simulation to practice their new skills and learn to make the important choices that are needed to reach a final contract. Costing skills include identifying the cost in the various formats of hourly, annually, and total cost of the agreement.

### 2) **The Rights of a Steward and Effective Grievance Handling**

The role of a steward is the cornerstone of our union. This workshop is designed to ensure that participants clearly understand their roles, responsibilities, and legal rights. In addition, the processing and settling of members' grievances is one of the fundamental responsibilities of the steward. Therefore, participants will also review the important investigation techniques, writing the grievance, processing through various stages, and ultimately settling of the grievance.

In addition to our workshops, in-depth training courses on financial procedures and the utilization of Social Media will be presented.

### **Financial Procedures & Best Practices**

Because there have been so many local union officer changes, this training will be held during a general session of the regional conference. Local union officers and trustees are urged to attend the conference and participate in this training. All officers are responsible for the financial well-being of their local union, and should be knowledgeable of financial procedures and best practices.

### **Social Media Training Course**

This course is essential in repowering our Union in the 21<sup>st</sup> century. This course will include:

- Creating a Social Media Strategy for your local union
- Assigning Social Media roles to members
- Using Social Media for dissemination of important information
- Using Social Media to organize rallies, protests, and meetings
- Utilizing Social Media for recruitment and member outreach

We look forward to seeing you at the regional conference and **REPOWERING OUR UNION!**