



## WEA Presents...

### Bargaining and Beyond, It's about more than just bargaining

**Friday, November 22, 2019** – 9:45 a.m. to 4:30 p.m.

**Saturday, November 23, 2019** – 9:00 a.m. to 3:00 p.m.

*Registration and breakfast begin 90 minutes before first session*

***Solidarity Reception from 4:45 to 6:15 on Friday Evening***

*sponsored by NEA Member Benefit Providers:*

***California Casualty and Security Benefits***

### Course Descriptions

New this year, participants can select to participate in either a traditional two-day skills session that will focus on foundational skills of bargaining, advocacy and organizing or attend four independent sessions over the two days focused on current issues. Participants will need to select a track and the courses inside of that track.

Course(s) will be assigned by WEA upon recipient's registration. To run each course, we require at least 15 registrants. If there are insufficient numbers, we will notify you and ask that you choose a different track and/or course selection. Course registration will close if a given course reaches capacity.

For Questions or assistance with registration please contact Stacy Noah at [snoah@washingtonnea.org](mailto:snoah@washingtonnea.org)

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### Skills Track (ST)

Participants take the same class throughout the **two days focused** on gaining and fine tuning their advocacy, bargaining, and organizing skills. All session require attendance both Friday and Saturday for 10 hours. **You will need to select one class from the list below – do not select any issues tracks!**

#### **(ST) Bargaining I: The Building Blocks of Bargaining**

The process of collective bargaining is fundamental in establishing wages, hours, and working conditions in the public schools. Such working conditions apply not only to the members of the Association, but also establish the environment and conditions under which the education process takes place. In effect, the bargaining process establishes the learning environment in which students receive an education. In this session participants will have the opportunity to practice bargaining skills, techniques and strategies through bargaining simulations, exercises and discussions, that will impart the necessary skill set to produce effective results, that include fair compensation for the employees who invest themselves in teaching and supporting the learning of children and the operation of schools. **Target Audience:** All members – limited to no bargaining experience needed.

### **(ST) Bargaining II: The Blueprint to a Successful Bargain**

This course builds on the skills taught in Bargaining I and will focus specifically on strategies that local teams can use to bargain assertively for improved working conditions that address the latest issue facing our members. The effective use of coordinated pattern bargaining with other locals in your area will be explored. Additionally, crafting clear proposals and contract language and the use of more advanced table strategies will be taught, with an emphasis on blueprinting, understanding district financial information, and how to package proposals to frame issues as student centered. **Target Audience:** members or bargaining teams who have extensive bargaining experience.

### **(ST) Bargaining by Design: Engaging Members and Developing Power at the Table**

This course focuses on intentionally designing a strategic approach to bargaining that fits your local's unique circumstances. Participants will consider the design, implementation, and development of each phase in a successful bargaining effort. The course will examine thought-processes and behavior related to strategic design, core organizing methods including establishing clear goals and objectives, building, training, and utilizing bargaining and bargaining support teams, methods to substantively engage and communicate with members, utilizing peer-review concepts, allocating resources, and other aspects of strategic design. Developing a sound bargaining infrastructure and integrating intentional strategies encourages critical focus and creativity, increases member-investment, creates Association power, and promotes strong settlements. **Target Audience:** members or bargaining teams who have extensive bargaining experience.

### **(ST) Empowering Members to Organize and Advocate for Better Working Conditions**

Participants will learn methods and techniques to organize members and advocate for positive changes in their working and teaching conditions and student's learning conditions. Through discussions and activities participants will develop successful strategies to take with them to empower members to engage and solve problems that arise both at the building and district level. **Target Audience:** Members who have an interest in developing plans for raising their voice to solve problems.

### **(ST) Grievance I: Maintaining Your Collective Bargaining Agreement through Advocacy**

The rights, compensation, and working conditions described in your contract are only meaningful if they are enforced. Sometimes there are legitimate differences of opinion between the local and the district regarding the meaning of negotiated language, and occasionally an administrator will simply choose not to comply with the contract. In order to preserve the meaning of the contract and protect the members of the local, the Association must use the grievance process. This course will acquaint you with that process and prepare you to identify common contract violations. Participants will learn how to draft and present a grievance, how to represent a member in an investigation, and will become familiar with "just cause," due process, and other legal and contractual rights of union **Target Audience:** All members – no grievance experience needed.

### **(ST) Lost in Translation: Contract Interpretation, Maintenance, and Enforcement**

In this course we will take an in depth look at strategies and techniques for to utilize when writing strongest, most effective language in their collective bargaining agreements. Based on experiences learned from prior contract interpretation arbitrations participants will gain an understanding of the underlying legal reason and way the language should be written. In addition, participants will learn how to be assertive in the protection and enforcement of those rights through the grievance process. **Target Audience:** members or bargaining teams who have extensive bargaining experience or grievance processing.

## **Current Issues Track (CIT)**

Participants will dive into a focused topic for **2 ½ hours** to fine tune their skills. Participants will explore ways that they can organize and bargain around that specific issue and empower members to take action.

Participants will attend four classes over the two days. **If taking the Current Issues Track, do not select any classes from the Skills Track.**

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## **Friday Current Issues Track Classes** - **You will need to select your top three (3) choices, you will be assigned to two (2).**

### **(CIT – F) A Plan for Building Local Power: Identifying Leaders and Recruiting Members**

In today's new world where union membership is optional, we want to make sure we have a plan for connecting the movers and shakers of our organization with roles that will help them find their voice through union work. In addition, as new employees are hired, we need to make sure that we are prepared to recruit and engage them in the local association. Through this session you will perfect your ability to connect with colleagues about Union membership to maintain and grow your Local Association. Become informed and empowered to speak with members about the benefits of our Union, including the ability to take collective action to improve our working conditions and students' learning conditions.

### **(CIT – F) Bargaining Supports for Safe, Culturally Responsive Classrooms: Moving Beyond Student Discipline**

This session will focus on understanding the new state student discipline rules and what should be included in your collective bargaining agreements to provide for safe culturally responsive classrooms. We will begin by gaining an understanding of what the new regulations say and what that looks like using a best practice approach. Through an examination of model language, we will unpack ways to help educators gain the necessary supports to maintain a safe environment for student learning. Through discussions and activities, we will also explore multi-tiered systems of support and what districts and buildings should be including in their student discipline plans.

### **(CIT – F) Best Practices for Developing Equity Teams that Support**

Educational Equity is a hot topic today as we review and reflect on the causes behind the unequal educational outcomes for our students as a result of the unequal educational opportunities. To address these inequalities many districts and schools are implementing Equity Teams to explore ways to address the gaps that impact our students. Through this session, participants will have the opportunity to learn best practices for developing an equity team, the foundational framework for creating a safe space for exploring this charged topic, and prototypical bargaining language that locals may use with their District to enter into an agreement that will support our members through this work.

### **(CIT – F) Excel for Bargaining**

During negotiations, bargaining teams need to organize data and cost-out salary scenarios to develop strong proposals, communicate effectively with members, and respond to district proposals and messaging. Participants in this course will learn strategies for using Excel to support bargaining goals, with a focus on skills useful for building salary schedules. Ideal for participants with some Excel experience. Laptop with Excel installed required.

### **(CIT – F) Leading through the Bargain: A Class for Local Presidents to Plan for Success**

As a president, your role in setting up your local association for a successful bargain begins before the team ever gets to the table. In this session we will explore strategies for pulling together a strong bargaining team with a lens to diversity. Develop a calendar of events that work back from a General Membership Meeting. Discuss the roles a President can plan throughout the bargain both as a member of the bargaining and the organizing team. Review the organizational readiness check list and map out how to make sure that your local is ready to meet challenges that might arise throughout the bargaining process.

### **(CIT – F) Taking a Stand: Creating a Safe School for LGBTQ Students**

This introductory workshop uses video clips and hands on activities to examine the obvious and subtle ways bias plays out in schools and offers resources for creating schools that are safe for all students, regardless of their sexual orientation and gender identity. Designed for all school employees.

### **(CIT – F) Taking Advantage of Changes in the Law to Bargain Better Leave Benefits**

Highlights of this workshop will include an overview of Washington's new Paid Family and Medical Leave Program (PFML), updates on new state laws relating to sick leave and shared leave, including provisions to allow for maximum flexibility in benefits coordination. Participants will review model contract language, explore several of the most common types of leaves in school district CBAs, and learn how to bargain leave language to allow maximum flexibility to best cover an employee's individual situation, including timeline, pay and healthcare coverage.

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## **Saturday Current Issues Track Classes - You will need to select your top three (3) choices, you will be assigned to two (2).**

### **(CIT-S) Bargaining Special Education Supports for All Educators**

With an increased focus on increasing educational equity opportunities for all our students, districts are increasing the emphasis on inclusion without always providing resources for the educators assigned to support these students while in a general education setting. In addition, children are experiencing higher levels of trauma resulting in an increase in students identified for special education. Without strong collective bargaining language, educators often feel undervalued and overwhelmed. Through a facilitated conversation, we will review areas of the Collective Bargaining Agreements locals can work to address these issues through negotiated supports and learn from you the practitioners on new areas that we may want to develop bargaining language and strategies.

### **(CIT-S) Communications that Organize Build solidarity and Backup Your Bargaining Team**

In this class you'll get hands-on experience creating student-focused communications that build solidarity and support for your bargaining team. You'll learn to create messaging strategies and timelines that cover from now until a TA is reached. The course includes: Understanding the role of communications in a bargain, How to create your narrative, stay on message and respond to curveballs, Strategic messaging, how to handle the media and strike/crisis communications, Recommendations on tools, channels and tactics (web, email, mobile,

social media and old-fashioned paper), Where to find more resources and support from WEA. **A laptop, smartphone, or camera are strongly recommended for this course.**

### **(CIT-S) Cookies, Posters, and More Preparing for a Successful Bargain!**

Over the past three years, we have had tough battles at the bargaining table, and we know that when the District knows our strength and commitment, we get better settlements. Through discussion and activities, we will explore strategies to build, harness, and use Bargaining Support Teams throughout the bargaining process. When applied effectively these strategies increase member investment, increase Association power, and correspondingly increase our ability to win at the bargaining table. We will review proven techniques for a successful Bargaining Support Team from inception to actions that will inspire your membership and show the District the unity and strength of our local membership to stand with our Bargaining Teams.

### **(CIT-S) ESP Issues: Bargaining the Foundation to Strengthen Your Profession**

Classified staff are facing increases in workload and responsibility even as their pay and hours are threatened with cuts. This session will help bargainers look at strategies for improving compensation that address gender inequality and a living wage. We will look for ways to increase stability in employees' hours as we move districts towards showing respect for the skilled labor of all of our members and their value as employees. We will also examine ways that classified staff can bargain to enrich their own professional practice and be acknowledged for the added skills and benefits these bring to public education and the students they serve.

### **(CIT-S) Is the sky really falling? Using Budgets and Financial Reports in your Bargain**

Districts may paint a picture of financial ruin and turmoil. Through this training, we will examine data found in a variety of state financial and personnel reports. Participants will learn strategies to help understand and use this information at the bargaining table. Participants will also look at an example district budget analysis to get a better sense of what to look for in their own district.

### **(CIT-S) Putting the "U" in UNION**

Participants will reflect on their local union culture and identify strategies to increase member investment and build union strength! This course will begin by exploring our shared union history and the culture of unionism. We will review structures and opportunities within the union and discuss ways members can engage with their union on all levels - NEA, WEA, UniServ Council, and Local.

### **(CIT-S) Tools for Success: Managing Vicarious Trauma in Today's Education Setting**

This course addresses how staff can manage their own reactions to working with kids who have been exposed to traumatic events. It also covers the basics of ACEs, brain biology, why behavior happens and how to care for ourselves as caring adults working with children.

### **(CIT-S) Understanding Bullying and Sexual Harassment**

An interactive workshop explores four interrelated topics (bullying, sexual harassment, cyber bullying, and sexting), this session examines the relevance of federal and state laws and policies and shares key resources and prevention strategies.

Participation in WEA sponsored events is a member benefit, and you **must** be a WEA member to attend.