

WEA Presents...

Bargaining and Beyond: Creating change for justice and equity

WEA's virtual bargaining conference
Saturday, January 30, 2021 – 9:00 a.m. to 2:00 p.m.

Course Descriptions

Course(s) will be assigned by WEA upon recipient's registration. Course registration will close if a given course reaches capacity.

For questions or assistance with registration please contact Stacy Noah at snoah@washingtonea.org

A Plan for Building Local Power: Identifying leaders and recruiting members is the key to building local power. Union membership is a critical component of our union power. Our ability to bargain contracts, and to affect positive change in the lives of our members is a direct reflection of our membership. Some may feel union membership is optional. This session will focus on strengthening skills to connect with potential members to maintain and grow local union membership and power.

Actions for Worksite Safety Committees: This session will focus on how to utilize worksite safety committees to create safer work environments for our members. Whether it is the implementation of safety protocols due to a pandemic, concerns with indoor air quality, or accident prevention strategies, worksite safety committees are intended to be a place for employees to communicate concerns and seek solutions that lead to a safe and healthy workplace for all employees. In addition, we will look at other ways that employees may seek protection and hold districts accountable for workplace safety.

Bargaining 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.

Bargaining for the Common Good: Bargaining for the Common Good (BCG) is an opportunity to naturally connect with allies, rather than being isolated and attacked, which builds our power for good—for all of us. BCG is about expanding the continuum of bargaining, building power, and going on the offense in order to fight for social and racial justice — for our kids, for our schools, for our communities that we serve, and for the future. In this session we will begin exploring what your local can gain from using a BCG campaign and how to get started. Whether your union envisions engaging in a Bargaining

for the Common Good strategy or not, Student Centered Advocacy is a great way to increase capacity and power in order to fight for the schools your students deserve!

Building Consensus on Bargaining Teams: Developing and presenting united and coordinated proposals during bargaining is a key to building power. This session will focus on strategies and tools that when used will help local bargaining teams build consensus within their own teams. The tools for this session can be utilized in both an in-person face to face bargaining as well as remote bargaining sessions.

Building Equity and Fighting Injustices: This session will focus on racial, social and economic injustices that plague our locals and public schools. To overcome these injustices and build a more equitable system, we will explore strategies based on inclusion and collaboration that unions may implement within their local and school district bargaining teams to increase student success, educator engagement and teacher retention.

Developing Local & Council Equity Teams: 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. Through this session, participants will have the opportunity to learn best practices for developing an equity team for their local or council, 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.

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. Computer with Excel installed required.

Lessons for School & District Equity Teams: Many districts and schools are implementing Equity Teams to explore ways to address the racial, social, and economic injustices that impact our students. In this session, we will look at how the association can support school and district equity teams in order to improve outcomes for our students. We will hear the lessons learned from local association leaders who have worked with their districts to implement equity teams where members are supported and best practices for creating safe spaces for addressing equity.

School Funding: Then and Now: This session will focus on learning how funding applies to bargaining. Through the assistance of WEA researchers, you will look at how funding has changed and what you can control at the table.