



Westside Bargaining and Beyond Conference

November 16, 2024

Federal Way High School – Federal Way, WA

Issues sessions: These classes are designed to focus on a specific topic or issue connected to the collective bargaining process. Each session is a half (1/2) day session. Depending on interest and registration, some classes may be offered more than once during the day. If you are choosing this option, please select three (3) sessions so that we have the best opportunity to provide you with courses that meet your needs.

Please click here to register: <https://forms.washingtonea.org/Forms/BnB>

Bargaining Better Leave Provisions

Highlights of this workshop will include an overview of state laws relating to sick leave, FMLA, PFML, 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.

Beyond the Usual Suspects: Building a Deep Bench of Leadership for Your Local Union

Feeling overwhelmed as a union leader? Feeling like there isn't enough time in the day to complete all of the tasks that support your membership and grow the power of your local? The strongest unions in the country develop a diverse team of leaders to get all this work done. They rely on a team of leaders at every level of the local (worksites, representative assembly, executive board) to implement long term strategic plans that build power and distribute the workload of organizing, advocacy, and bargaining. In this training, we will explore evidence-based practices in leadership identification, recruitment, and development. We will also explore how to turn a team of leaders into a distributed leadership structure which facilitates personal contact with every member of your bargaining unit. This workshop will be most helpful for locals with at least 50 members, and we encourage you to send a team (who has access to membership lists) to this training.

Bargaining with a Mature CBA

Many of us have mature collective bargaining agreements, whether K-12 or HE locals. In these CBA's, there are articles that we are proud of and want to protect. We build on what goes before us and are prepared to keep it from being removed or watered down. This workshop delves into working with bargaining teams and local leaders to keep the good while also preparing to make gains; understanding what the other side considers important to keep; and beginning bargaining with mutual recognition of important articles that lead to early negotiations. Articles that both sides agree need not change are early status quo tentative agreements.

Building Consensus and Collaboration

Developing strategies to build collaboration and consensus is a key to building power both during and between bargains. This session will focus on techniques and tools to help local leaders and bargaining teams build consensus within their own teams AND with employer teams. We will also explore Labor-Management strategies for building constructive problem-solving and pro-active contract enforcement between bargains, fostering stronger relationships and positive gains over multiple bargaining cycles.

Comms for Bargaining: We Win Because We Say We Will

Avoiding a strike (or winning one!) takes sustained, focused, well-planned communication with members and our community. We mobilize and inspire with vision and power, and we use tools both digital and on paper that connect with the right people at the right time in the campaign. Learn more about honing your messaging and expanding your toolkit plus get your burning questions answered. By making a communications plan to win, together we can achieve great public schools and colleges with great jobs for every educator. Chocolate may or may not be included in this workshop.

Equity Teams that Support: Best Practices for Developing

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 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 or Educational Equity is a hot topic today as we review and reflect on the causes behind the unequal educational outcomes for our students because 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. Laptop with Excel installed required.

K-12 School Budgets & Funding

Districts may paint a picture of financial ruin and turmoil. Through this training, we will examine how K-12 school districts are funded, and what variables affect revenue and spending. Participants will learn what processes can be set up to track school district financial circumstances and identify strategies to help understand and work with Research to support bargaining.

Student Discipline: Building safe, responsive classrooms with the new emergency rules

This session will focus on understanding the new emergency rules that OSPI has issued regarding student discipline by gaining an understanding of what the emergency rules 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 support 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 included in their student discipline plans that support a safe culturally responsive classroom.

Teacher Evaluation Systems that Support: Student Growth, State Updates, and More

Starting in September of 2024, all districts are required to utilize the updated Student Growth goals. The focus of these updated goals moves into a more reflective practice and teacher knowledge of student assets. In addition, since the inception and initial bargaining of TPEP there have been several changes that impact the guidance and best practices of what should be provided for in the CBA. This session will review upcoming and recent changes along with prototypical language that locals will want to review prior to the updates going into effect. Important: Bring your current CBA and any TPEP-related MOUs to this session. This session will include interactive time for you to examine these documents for key points and consider potential items to bargain. It may be helpful, but it is not required, to attend this session with multiple members of your bargaining team.

Skills sessions: These classes are designed to focus on a specific skill connected to the collective bargaining process. Each session is a whole day session. By selecting this option, you will only be assigned one class and will stay in that class all day.

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Advanced Bargaining by Design

Advanced Bargaining by Design: Strategic Vision, Member Investment, Core Concepts is a session that will focus on strategically designing the Association's approach to bargaining. Course objectives include considering the design, implementation, and evolution of each phase of a successful bargaining effort. We will examine the psychology of strategic design, obstacles we encounter, core organizing strategies, establishing objectives, effective member outreach, utilizing bargaining support teams and peer review principles throughout the bargaining process, and allocating necessary resources. We will consider an integrated approach that encourages critical focus and creativity, increases member-investment, builds power, and enhances your ability to secure strong settlements. We will not focus on learning how to structure proposals, write language, blueprint, etc. We *may* have a little fun and prizes. **Target Audience:** Members and bargaining teams who have extensive bargaining experience.

Advocacy: Enforcing Your Collective Bargaining Agreement

Advocacy: Enforcing your Collective Bargaining Agreement - 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. To preserve the meaning of the contract and protect the members of the local union, 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.

An Intro to 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.

SpEd Advocacy and Organizing

Building upon the foundational knowledge provided on information presented during the Special Ed and the Law (6 hour class), this professional development course empowers participants to leverage their expertise in advocating and organizing for their District's special education program, students, and staff. Gain insights into building Union capacity through effective organizing to address identified special education challenges. Topics include safeguarding employee rights, navigating processes like OSPI Community Complaints, and using the "Union Shield" for equitable special education services. Engage in collaborative discussions as participant teams design tailored organizing action plans to address the 2-3 most pressing special education issues in their District with ongoing support from Local Associations. **Target Audience:** We encourage locals to send teams of two or more. WEA will confirm that participants have completed the six (6) hour Special Education Law class prior to taking this class within the past six (6) months.

Contemporary Issues Seminars: This is an optional "early-bird" session that will run the first hour of the conference from 8:30 until 9:30. These single topic seminars will focus on topics that will assist locals in building membership, getting to know about a specific program and how to access it, or a facilitated conversation around the bargaining trends during the 2024 bargaining cycle. ***This session is an optional "early-bird" session so if you are unable to attend due to travel plans, please select that choice so that we may plan for the correct number of participants.***

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Strong memberships = Strong Bargains

Signing up members and making sure that everyone who wants to be a member of the union is a member is the first step in setting up your local for a strong bargain. In this seminar, you will hear about some of the great resources and tips for making sure that as a local leader you are staying on top of signing up all the potential members in your local. From the new Leader Connect App to best practices for holding one-on-one member connections, we guarantee you'll walk away with something new to help your local strengthen their membership numbers and connections.

WEA Apprenticeship Residency in Teaching: For educators, by educators

Come join WEA's pioneering movement into teacher apprenticeship. WEA's Apprenticeship Residency in Teaching is the first union-led teacher preparation program in the nation and an innovative pathway to earn a teaching certificate with an endorsement in special education on the job while receiving a salary and benefits. WEA locals and UniServ are vital partners in this program. In this pre-session, you will learn more about this first-of-its kind program and local union leadership's role in recruiting district partners, apprenticeship teachers, and mentors along with the impacts to the CBA.

WEA-ART believes in diverse, inclusive, and equitable school communities where all students, families, and educational stakeholders work collaboratively to uphold students' rights and dignity and to dismantle unjust inequitable practices.

The program is designed to prepare educators who reflect Washington's diverse learners and communities, who are highly qualified and reflective, "classroom ready" educators that can prepare and deliver effective education programs and inclusionary educational opportunities for all students in the State of Washington.

NEA Member Benefits: A tool to engaging and connecting with your members

In this seminar you will get an overview of different programs and resources available to you through NEA Member Benefits to assist with building connections with your members. Through NEA Member Benefits WEA members have been able to secure savings, loan reimbursements, and services that help them stretch their take home pay. Being able to connect and engage members around the value of their union memberships can prime them for action during upcoming bargains. Come learn more about some of these great strategies that locals and councils are using around the state.

VEBA: A Health Benefit We Can Bargain

Voluntary Employee Benefits Associations, otherwise known as VEBAs, are a great tool and resource to help members address rising health care costs and plan for retirement. During this session, we will have consultants from Gallagher Benefit Services who work with districts across the state to implement their VEBAs. They will review the benefits and challenges of having a VEBA for our members, the process for implementing a VEBA, and be available to answer questions that you may have from the locals you work with.

Trends in Bargaining

This session will be a review of the trends that we have seen in bargaining over the 2024 with a discussion on how locals may want to leverage gains and learn from the challenges to have a more successful bargain.

Not Attending

If you are unable to make the earlier time or do not wish to attend any of the optional sessions, feel free to select this option.

Special Session – Special Education Law – 6 clock hours available

Friday, November 15 Only – 10:00 to 5:00

This is a prerequisite for the Special Education Advocacy and Organizing Skills Session on Saturday November 16. Individuals wishing to attend the Special Ed Advocacy and Organizing session must have completed the six-hour WEA Special Ed Law class within the previous six months or sign up and attend this session on Friday, November 15.

This special education law course offers participants an understanding of the laws governing special education in Washington state. Participants will explore key legislation that drives special education, gaining in-depth knowledge about concepts such as free and appropriate public education, evaluation process, and development of individualized education programs (IEPs). The course will also cover the principles of providing education in the least restrictive environment and explore the essential roles of parents and students in decision-making processes. 6 clock hours

Click here to register:

Please click here to register: <https://wea-win.org/events/198>