

Workshop Descriptions

Frontline 1 & 2 (These workshops are part of the building rep “basic curriculum”)

Frontline 1: This workshop is for building representatives and other union leaders who have had no formal training. The topics to be covered include the daily challenges of representing members (advocacy), basic contract administration and dealing with administrators. A strong emphasis will be placed on the duties of representatives to act as organizers through one-to-one conversations to promote the union and build member engagement and capacity. (7/10/18; 8/8/18; 9/25/18)

Frontline 2: This workshop should be taken only after a representative has completed Frontline 1. It will include more in-depth information and training. The topics include strategic planning, one-on-one skills, and the administration of the collective bargaining agreement. The Taylor Law will be discussed including its history, the rights of unions and members, and the structure of PERB with regard to dispute resolution. (7/10/18; 8/8/18; 10/18/18)

New Presidents Orientation: Welcome to the Hardest Job in the Union (7/12/18)

Being a local president is an extremely difficult job and no one who becomes a local president is fully prepared for the job. That is especially true in a post-*Janus* environment. This workshop will provide new presidents the opportunity to meet with staff and other new local leaders for an overview of the roles and responsibilities of a local president as well as the services and support provided by the Regional Office and NYSUT. We will examine challenges and issues of concern to new local leaders and engage in discussion to assist and support you in being an effective local president.

The Grievance Process (This workshop is part of the building rep “basic curriculum”) (7/17/18; 7/26/18; 10/2/18)

The workshop will focus on the theory and practice of contract administration and grievance processing to ensure the contract is being enforced and union members’ rights are safeguarded. Topics addressed will include issues of merit, timeliness, politics, mechanics and resolution of a grievance. An emphasis will be placed on using grievances to build union capacity and explore how alternate methods to deal with contractual violations can be used as an organizing tool.

The Mechanics of Negotiations (This workshop is part of the building rep “basic curriculum”) (7/17/18); (7/26/18); (11/13/18)

This workshop covers the process and mechanics of contract negotiations. Topics include makeup of the negotiation team, proposal writing, ground rules, general negotiation practices, impasse and ratification procedures. Also to be discussed is the role the membership can play to support the negotiations process. The workshop is geared towards members that are new to negotiations or looking to further understand the process. Current trends of negotiations and settlement information will **not** be discussed during this workshop.

(NEW) Moving Forward After Janus: How Changes in the Taylor Law/Duty of Fair Representation Affect How You Deal with Non-Members, New Members & Members in General (7/18/18)

This is an extremely important workshop and conversation for ALL local leaders. The *Janus* decision and our efforts to prepare for the loss of agency fee are only the beginning of a new era of union reorganization and member engagement. Critical issues remain to be resolved with regard to how we deal with our members and our non-members. What services and rights can legally be withheld from non-members? How do we handle future membership drops? What constitutional and contractual changes should we seek? How do we hold on to current members and induct new members into the union culture? What are the best strategies for encouraging members that drop out to rejoin the union? Under what conditions should members that drop out be allowed to rejoin? Should we start preparing for the loss of payroll dues deduction? These are only some of the important questions that we must answer as we move forward from *Janus* to build a stronger union

Managing Local Union Finances (7/19/18; 10/11/18)

This workshop is designed for new and experienced members of the local union Executive Committee. It will take the mystery out of your fiduciary responsibility as a local union officer. You will learn new techniques which will not only make your job easier, but could save hours of your valuable time. This workshop answers the following questions: What official financial requirements do I have as a local union officer? How do I conduct the AFT audit? Do I have to report to the IRS? What is agency fee? What is the effect of the recent Supreme Court *Janus* decision on union funds and agency fee? Topics covered include Budgeting, Federal Reporting Requirements, Cash Management, Local Insurance, Agency Fee (if it survives *Janus*), Audits, Internal Financial Controls and, if time permits, Membership Reporting.

(NEW) Keeping Accurate Membership Records (7/19/18)

One of the things we learned in doing our member re-enrollment campaign this year is that there are often glaring discrepancies between the membership records maintained by locals and NYSUT. Member records errors can result in problems on many levels – locals being assessed inaccurate dues amounts, difficulty contacting members in emergency situations and, perhaps most important of all in the post-*Janus* era, potential legal liability for your local and NYSUT if dues are withheld from people you thought were members, but in fact aren't. This workshop will provide training on membership record keeping best practices to help you avoid unnecessary problems and keep your local running at peak efficiency.

Developing New Member Programs (7/24/18)

This workshop is designed to promote effective methods to engage new members in the union culture. A goal of this workshop will be to focus on educating our new members about the importance of the union movement and emphasize the importance of members assuming active roles in their union. Introducing new members to a culture of unionism is particularly important in a post-*Janus* environment. Best practices for implementation of a program and a "buddy system" will be discussed.

The Building Rep as Organizer (This workshop is part of the building rep “basic curriculum”) (7/24/18; 10/23/18)

In a post-*Janus* world, internal organizing is probably the most important job of a union representative. This workshop will help union leaders and representatives to increase and refine their member engagement skills in order to build the local’s capacity and power. Included will be training on one-on-one conversations, data collection, leadership identification, and how to resolve workplace problems using organizing tactics.

Certification Day (8/14/18)

Experts from NYSUT’s Research & Education Services depart will provide information and guidance to teachers and teaching assistants dealing with New York State’s increasing complex certification requirements. Following a general presentation, attendees will have the opportunity to have individual meetings with our presenters to discuss their particular certification issues.

(NEW) Student Debt Clinic (8/14/18)

With college costs skyrocketing to unprecedented levels, two categories of NYSUT members struggle to avoid being overwhelmed by student debt – newer members who recently attended or are currently enrolled in college or graduate programs and middle aged members whose children are now entering higher education. Unfortunately, many members confronting this problem are unaware of the resources available to them to help manage and mitigate student debt burdens. Both of our national organizations, AFT and NEA, offer debt relief counseling and assistance. This workshop will assist members to figure out how to manage the college debt nightmare.

Legal Issues (This workshop is part of the building rep “basic curriculum”) (8/16/18; TBD)

This workshop will explore current legal issues that impact local unions and their members such as the Americans with Disabilities Act (ADA), the Family and Medical Leave Act (FMLA), 913 exams, 3020-a procedures, Section 75 hearings, academic freedom, and conducting union elections.

(NEW) Beware! The Misuse of Social Media Can Kill Your Career (9/27/18)

Probably the single greatest problem leading to disciplinary action against members today is the misuse of social media. In most cases, members never even suspected that social media activities conducted outside of the workplace on their own time could lead to disciplinary action or discharge. This workshop aims to educate members about how to avoid jeopardizing their jobs and professional licenses through the misuse of social media and will provide guidance on the distinction between constitutionally protected speech and punishable behavior for public employees. Whether you’re an officer, a building rep or a member just looking to stay out of trouble, this workshop will help you to understand where to draw the line online!

Presidents’ Roundtable (10/17/18; TBD)

This twice-yearly meeting provides an opportunity for local presidents to exchange views, discuss problems, share ideas and discuss the direction of our union. As always, the only agenda items are the topics local presidents want to talk about.

SRP Presidents' Roundtable (10/29/18; TBD)

This twice-yearly meeting provides an opportunity for SRP local presidents and Chapter leaders to exchange views, discuss problems, share ideas and discuss the direction of our union. As always, the only agenda items are the topics local presidents want to talk about.

(NEW) Bridging the Generation Gap in Your Local (11/7/18)

If it hasn't happened yet, Millennials (members born between 1981 and 1996) will soon make up the majority of your local's membership. While some people believe Millennials are a different species of humanity, experience tells us that Millennials want the same things Baby Boomers wanted – good pay, good benefits, good working conditions, professional respect and a secure retirement. But there ARE differences. Some differences arise from age-related issues like seniority rights while others are more the result of lifestyle changes like technological savvy. In any case, your union needs to bridge generational gaps to maintain unity. This workshop will focus on how to understand and overcome generational differences in order to make your union stronger.

Teacher Negotiations (12/4/18)

This workshop will provide local leaders and negotiating team members with information about recent settlement trends and data for Nassau County teacher locals. It will also explore the future of negotiations in the tax cap era.

SRP Negotiations (12/6/18)

This workshop will provide local leaders and negotiating team members with information about recent settlement trends and data for Nassau County SRP locals. It will also explore the future of negotiations in the tax cap era.

(NEW) Using NYSUT's School District Budget Analysis to Strengthen Your Hand in Bargaining
(12/12/18)

One of the most valuable services NYSUT provides to assist locals in bargaining new contracts is the School District Budget Analysis. Thanks to the expertise of NYSUT's school budget analysts, local negotiating teams can accurately evaluate their district's actual financial condition without having to rely on the district's negotiators to present a truthful financial picture. This workshop will show you how to use the NYSUT School Budget Analysis to achieve a better bargaining outcome.

Civil Service (TBD)

This workshop will explore the Civil Service regulations that govern such issues as classifications, hiring, layoffs and disciplinary procedures.

SRP Dinner and Workshop (5/8/19)

SRP leaders will gather for drinks, dinner and conversation about issues of importance and concern to NYSUT's 100,000 SRP members.

Tenure Workshop (TBD)

This workshop is designed to inform newly tenured or soon to be tenured teachers and teaching assistants about the rights conferred by tenure as well as the limitations of tenure rights. Recent developments regarding the tenure process will be addressed. The workshop will also explore how disciplinary procedures operate when tenured teachers or teaching assistants are charged by the employer and how NYSUT provides assistance and representation to tenured employees facing disciplinary action.

Workplace Health & Safety (TBD)

Workplace health and safety is everybody’s business! Maintaining a healthy and safe work environment for our members requires constant vigilance and effort. This workshop focuses on awareness of the major health and safety threats to workers and the most effective strategies for addressing workplace health and safety problems.

Winning School Board Elections & Budget Votes (TBD)

In a time when the tax cap and constant attempts to infringe upon educators’ professional, legal and contractual rights make our members’ lives more difficult, the ability to influence the outcomes of school board elections and school budget votes has become an increasingly important weapon in every successful local’s arsenal. This workshop focuses on how locals can tap into the impressive array of technologies and skills NYSUT has acquired to maximize our members’ political clout.

ERS Workshop (TBD)

In an age when most Americans are increasingly threatened by retirement insecurity, understanding your rights and entitlements as an ERS member is essential to ensuring a financially secure and worry-free retirement. This workshop is designed to help ERS members navigate the increasing complex world of the ERS. What do you need to know? What do you need to ask? What do you need to do and when? How secure is the ERS and what forces are threatening the retirement security of ERS members?

Teachers’ Retirement System Workshop (TBD)

In an age when most Americans are increasingly threatened by retirement insecurity, understanding your rights and entitlements as a TRS member is essential to ensuring a financially secure and worry-free retirement. This workshop is designed to help TRS members navigate the increasing complex world of the TRS. What do you need to know? What do you need to ask? What do you need to do and when? How secure is the TRS and what forces are threatening the retirement security of TRS members?