

Summer Leadership Conference 2017

Doral Arrowwood

Course Descriptions

New Leader Academy

The TRO is very excited to offer the inaugural “NEW LEADER ACADEMY.” This workshop is offered to any new leaders who either currently holds Office or is considering holding a leadership position within their local. Participants should have less than 5 years of union experience. This workshop will cover all areas of basic union representation, basic grievance, basic negotiations, basic advocacy, etc. If you elect to participate in this workshop you do not need to select any mini or major workshops as participants will be in the New Leader Academy for the entire conference.

MINI WORKSHOPS

Beyond Buttons and Shirts - Locals in Crisis

The challenges of negotiations are greater than ever before. Sometimes the best way to move the process along is to engage in actions away from the bargaining table. Participants will have the opportunity to interact and share plans of action, and decide how to best mobilize their members using resources including time and money. Attendees will also map out strategies for organizing and sustaining successful rallies and other events.

Closing the Deal: The Mediator’s Perspective

The mantra at the bargaining table from management is constantly “these are difficult financial times....” Locals have seen more protracted negotiations than ever before. Many locals are participating in the mediation process in order to resolve negotiations. This workshop will give an insider’s view from a practicing mediator. The mediator will detail how deals can be made even when it appears that the sides are far apart.

Civil Service Law

Geared to all School Related Professional Units, this course will discuss Civil Service Law, focusing on discipline and layoffs. Other issues involving employment rights, desk audits, drug testing, layoffs, and other areas will be addressed based on participant feedback. The relationship between laws, contracts, and administrative decisions will be explored.

Creative Salary Negotiations

These are difficult financial times for employers, especially school districts. with the reductions in state aid and the 2% tax cap locals are constantly battling at the negotiations table increases in salary. This workshop will focus on some of the more creative means to which a salary settlement can be achieved as well as analyzing current trends in salary settlements.

Ed Law

This workshop will provide an overview of some of the major NY Education Laws which impact labor and management on a daily basis and which govern the dynamics of the employment relationship. The course will summarize the responsibilities and rights of some of the most-used laws so that you and your members can be better informed.

Employees Retirement System

Members of NYSUT's School Related Professionals, with the exception of teaching assistants, belong to the Employees' Retirement System. Participants will be given an overview of the system along with helpful materials and the opportunity to ask questions. *Not for teachers or teaching assistants.*

Internal Organizing

If you've ever felt frustration that you don't know what to say to your colleagues to get them to participate in the life of the union, come learn basic organizing skills, such as talking one-on-one to colleagues, mobilizing colleagues to attend rallies and meetings and negotiations sessions, signing up co-workers on petitions, as well as getting your fellow union members to participate in other common union activities.

Legal Update

A member of NYSUT's Legal Department will provide the latest details on relevant PERB cases, Commissioner's decisions, and court cases, which impact your local and your membership. A NYSUT attorney will be available to answer questions and discuss the content of the newest decisions.

New Health and Safety Laws, Rules & Regulations

New York State's Public Employee Safety and Health Bureau (PESH) and the federal Occupational Safety and Health Administration (OSHA) are the major agencies protecting worker health and safety in New York. Covered in this session will be newly enacted New York State laws, rules and regulations as well as an overview of OSHA/PESH recordkeeping requirements and how that information can be used to help evaluate issues impacting your members.

Political Action: Organizing in a Betsy DeVos World

This class will be broken up into three sections aimed at teaching members how to engage new activists in the fight to protect public education. The first section focuses on creating a shared story and illustrating what calls you towards leadership. Secondly we discuss new tools you can use to better organize and communicate with your local. Finally, we spend time strategizing and drilling down into your local communities to find new organizing projects in your own backyard.

School Budget Analysis

In a time of scarce financial resources, are you certain that your district is getting the biggest bang for its buck? Is what they are telling you about the fiscal health of your district accurate? Budget analysis is a tool to help you understand how your district budgets and spends, how well it projects revenues and expenditures, and how its spending priorities shift over time. The information you get from budget analysis can make you a more effective advocate for your members at the bargaining table and during the district's budget development process.

What Would You Do?

This workshop will discuss the legal and common sense responses to situations that may face school employees in the workplace. Multiple scenarios will be reviewed to help employees in a variety of job titles respond to diverse issues legally and practically. Topics may include: work day issues, bomb threats, leave concerns, and sexual harassment issues.

#YouAreFired!

Think before you tweet! This session will help participants engage in social media responsibly by exploring the relationship social media have with your rights under the federal constitution and state law.

You Have the Right to Remain Silent

When an employer seeks to discipline a member, what is your role as union representative? During an investigatory meeting or "interrogation," what do you do when you are asked to represent a member? How do you advise the member to answer questions? What are the proper procedures and protocol that the District must follow? On what grounds can a member be disciplined? What rights do members have, if any? An overview of discipline and discharge of public employees and how to effectively handle disciplinary situations will be presented at this workshop.

MAJOR WORKSHOPS

ABCs for SRPs

This class is designed for School Related Professionals (SRPs), and will explore the unique opportunities and challenges they face. Civil Service Law topics including hiring, promotions, job-related injury, discipline and layoffs will be discussed. SRP contract negotiations, grievance handling and internal organization will also be considered.

Advanced Grievance

This course is designed for those who have participated in the Basic Grievance course and/or who have had experience handling grievances in the local. The course will include a review of the arbitration process including timeliness issues and remedies, and an introduction to the standards applied by arbitrators when making their decisions. Participants will have the opportunity to investigate and analyze actual grievance cases and to sharpen their advocacy skills. **PRE-REQUISITE: BASIC GRIEVANCE COURSE OR LOCAL GRIEVANCE EXPERIENCE. YOU MUST BRING A COPY OF YOUR CONTRACT!**

Advanced Negotiations

This workshop will focus on two major areas of negotiations: money and health insurance. The participants will review various salary structures, what the real cost of salary increases are, how to cost out their salary proposal and how to evaluate salary proposals. The participants will also wade into the troubled waters of health insurance: looking at ways to evaluate health insurance programs and calculate the costs of health insurance programs to the employer and the employee. All participants are asked to bring a copy of their contracts. **PRE-REQUISITE: BASIC NEGOTIATIONS COURSE OR AT LEAST ONE ROUND OF BARGAINING EXPERIENCE.**

Advanced Union Representative

This workshop will build upon the Basic Union Representative's Workshop. Participants will learn how to distinguish between members' "problems," contract grievances and violations of the law, as well as the best ways to handle each. Time will be spent on members' representative rights – when a member is entitled to be represented by the Union; and what the member and/or Representative should and should not say when meeting with Management about a member's situation. We will use actual situations that you encounter every day and discuss the best way to handle those problems based upon your contract language and the law. All participants are asked to bring a copy of their contract. **PRE-REQUISITE: BASIC UNION REPRESENTATIVE COURSE OR AT LEAST TWO YEARS EXPERIENCE AS A BUILDING REP.**

Advocacy & Taylor Law

Rules for Interpreting Contract Language: How Arbitrators and PERB Decide Cases. This workshop will first explore how arbitrators decide cases by examining the rules of contract interpretation, past practice, bargaining history and other factors that affect their decisions. Second, we will look at what are and are not “terms and conditions of employment”, and what constitutes an “Improper Practice” under the Taylor Law. Lastly, we will discuss the remedies available through arbitration and PERB, in order to help you decide the best forum for your issue. **Bring your contract and recent grievances and/or arbitration awards for some lively discussion.**

Framing the Message

What’s the message your local delivers to your community, and how do you maximize it? This workshop will provide tips and strategies for both internal and external messaging and ways to build your own local’s strength and effectiveness. Examining both community service and community relations – and the differences between the two – you will also leave this workshop with ideas for how to better communicate your local’s goals and priorities to your community.

Labor Relations in the Private Sector

The collective bargaining for, and representation of, all employees in the private sector is governed by the National Labor Relations Act, which is administered by the National Labor Relations Board (NLRB). The Federal Mediation and Conciliation Service (FMCS) is also involved in private sector labor relations. This workshop will focus on the laws, rules, regulations, rights and obligations of employers, employees and unions in the private sector, and will briefly review recent decisions by the NLRB and the federal courts as they relate to labor relations in the education fields. The workshop will review the required forms for collective bargaining and dispute resolution in the private sector. It will also focus on strategies and best practices for healthy day-to-day labor relations.

Law in the Workplace

This workshop will provide an overview of many of the major federal and state laws applicable to employees and the school district as the employer in the workplace, with emphasis on labor and management and the dynamics of the employment relationship. The course will summarize the school districts’ and employees’ responsibilities and rights under the Americans With Disabilities Act, the Family and Medical Leave Act, the Age Discrimination in Employment Act, prohibitions against Sexual Harassment, and various other labor-related laws.