

SPRING 2018 PROGRAM GUIDE

School for Workers
EDUCATION FOR WORKPLACE DEMOCRACY

University of Wisconsin-Extension

Action Steps For Inclusion & Diversity In Today's Workforce

January 16-17

Labor & Employment Law

February 5-7

21st Century Union Leadership

February 26-28

Enforcing Your Contract - The Grievance & Arbitration Process

March 12-16

Internal Organizing

April 9-11

Bargaining Benefits

April 12-13

INTERNAL ORGANIZING

Monday, April 9 - Wednesday, April 11

8:30 a.m. - 4:30 p.m.

\$579 Includes a copy of the new Labor Notes book, *Secrets of a Successful Organizer*

A crucial educational program for any union, and especially those seeking to adapt to "open shop" or "Right to Work." Reinvigorate your union with successful strategies and fundamental principles for membership engagement. Learn how to identify and develop new activists, and apply benchmarks and assessments to test the strength of your organizing work. You will learn how to change the "what's the union done for me lately?" mindset into a more comprehensive sense of collective strength.

> [Registration deadline: March 26, 2018](#) <

BARGAINING BENEFITS

Thursday, April 12 - Friday, April 13

8:30 a.m. - 4:30 p.m.

\$450 Learn to understand, explain and protect your benefits

With the recent near demise of the Affordable Care Act (otherwise known as Obama Care), and the continuing very high cost of healthcare in the U.S., it is very difficult for workers and their unions to negotiate (and sometimes simply maintain) decent health insurance and benefit packages.

This two-day class will examine the big picture to understand the economic factors that are driving the continuing erosion of worker health care and pension benefits in the United States. We will look for possible long-term solutions to these problems, particularly in the collective bargaining context, and examine successful union strategies and tactics. We will also explore options available to us if we must negotiate reductions in benefit levels or additional cost shifting to workers; and develop plans to engage our membership for the most effective representation possible.

Please bring copies of your current union contract and benefit plan descriptions along with you to class.

> [Registration deadline: March 29, 2018](#) <



University of Wisconsin-Extension

610 Langdon Street, Room 422

Madison, WI 53703

FOR MORE INFORMATION

Visit schoolforworkers.uwex.edu,
email us at schoolforworkers@uwex.edu
or call us at **608.262.2112**

VENUE

All courses will be held at the Pyle Center in Madison, Wisconsin, with lodging available one block away at the Lowell Center.



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Classes are intended for union members, officers, and staff seeking to advance their knowledge and skills.

ACTION STEPS FOR INCLUSION & DIVERSITY IN TODAY'S WORKFORCE

Tuesday, January 16 - Wednesday, January 17
8:30 a.m. - 4:30 p.m.
\$450

This two-day introductory course is designed for any individual wanting to work toward recruitment from a larger pool of potential employees or members, and, further, wants those new workers/members to experience success. Course instructors are experts in the fields of diversity, labor and employment relations, and in identifying opportunities and implementing worksite plans that create more inclusive unions and worksites. Topics include the contemporary workforce and demographic changes (race, gender, age, ability, family status, etc.); labor's responses to these demographic changes; matters of women in blue-collar and STEM occupations; a primer in how to enact a diversity assessment at the organizational level, and how to make an action plan for creating more inclusive environments leading to diverse and effective employees, organizations, and workplaces.

> [Registration deadline: January 2, 2018](#) <



LABOR & EMPLOYMENT LAW

Monday, February 5 - Wednesday, February 7
8:30 a.m. - 4:30 p.m.
\$579

This three-day course covers the current state of public and private sector labor law including protections for employees without bargaining rights. In this course, we will review the National Labor Relations Act, protected activity, and state labor laws, as well as explore potential policy changes and their impact on the conditions faced by all working Americans. Participants will also discuss an array of individual employment laws including WI FMLA, Federal FMLA, anti-discrimination statutes, workers compensation, wage and hour laws, and health and safety in the workplace. The class includes an explanation of workers' rights under the laws, along with exercises to prepare participants to file claims for enforcement. Upon registration, please notify the coordinator of any specific legal areas you would like to see addressed.

> [Registration deadline: January 22, 2018](#) <



21st CENTURY UNION LEADERSHIP

Monday, February 26 - Wednesday, February 28
8:30 a.m. - 4:30 p.m.
\$579

This three-day training program focuses on three fundamentals: the foundations of leadership, lessons from labor history, and the building of community-labor alliances. One day will be devoted to exploring the key traits shared by successful leaders, and identifying the important leadership qualities you wish to learn or refine. A second day will provide a foundation in labor history, to analyze the modern relevance of past struggles. Finally, a day will be devoted to identifying best practices for building effective community-labor collaboration. The struggles of workers and their unions are inseparable from the communities in which they live, and these alliances build capacity for unions and communities to empower working people in all aspects of their lives.

> [Registration deadline: February 12, 2018](#) <



ENFORCING YOUR CONTRACT - THE GRIEVANCE & ARBITRATION PROCESS

Monday, March 12 - Friday, March 16
8:30 a.m. - 4:30 p.m. Ends at Noon on Friday
\$758

Understanding and effectively using the grievance and arbitration process to enforce your collective bargaining agreement is vital for union representatives, stewards, staff and members. This four-and-a-half day course covers every part of the process. The course will cover tools used to interpret collective bargaining agreements, writing effective grievances, and prepare participants for the later steps of the grievance process. The course will then address the role of arbitrators and how to choose them, and how to prepare and present an arbitration case, ultimately practicing a mock case before an arbitrator. Regardless of the level of responsibility of participants in the process, they will come away with a greater understanding of how to interpret their contract and protect their union's members.

> [Registration deadline: February 26, 2018](#) <

