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General Information

AFT Northwest Leadership Forum is a leadership training program, co-sponsored by AFT LEAD Program, AFT-Oregon, AFT Washington, OFNHP, and OSEA. It focuses on subjects essential for development and maintenance of dynamic and effective Locals and the Union as an institution.

HILTON VANCOUVER WASHINGTON

The Hilton Vancouver Washington is located in the heart of downtown Vancouver, at 301 W. 6th Street.

REGISTRATION - Deadline for Hotel Reservations July 6

For hotel reservations, call 360-993-4500. The Hilton Vancouver Washington is offering special room rates per night (single or double occupancy) of \$128 for two double beds or for a room with one king bed. Add \$20 per night for each additional person. The tax rate is 10.4% per room per night, plus \$2.00. Maximum occupancy is four people per room. Parking and Internet included! **Reservations must be made directly with the hotel by July 6 in order to receive this special group rate.** Use the code "AFT" when you call to ensure you receive the correct rate. You may also book online at: <http://www.hilton.com/en/hi/groups/personalized/P/PDXVAHH-AFT-20150729/index.jhtml>.

REGISTRATION - Deadline for Registration July 17

Register online at: www.aft-oregon.org, or wa.aft.org. Mail in your registration fee by July 17, to AFT NW Leadership Forum, AFT-Oregon, AFT, AFL-CIO, 10228 SW Capitol Hwy., Portland, Oregon 97219. Make checks for the \$100 registration fee per participant payable to AFT-Oregon.

Registration deadline is July 17. Cancellations received by July 17, will be refunded at 50 percent. No refunds for cancellations after July 17, or for "no shows."

Space will be filled according to the fee payment postmark date until the limit is reached. Please coordinate your participation through your Local.

COSTS

Registration is \$100 per participant. The registration fee covers the cost of materials, breaks and some meals. Lodging, travel, and other expenses are the responsibility of the participants and/or their Locals.

AFT-Oregon, AFT, AFL-CIO
10228 SW Capitol Hwy.
Portland, OR 97219
www.aft-oregon.org



Reclaiming the Promise



July 30 - August 2, 2015

Hilton
Vancouver, Washington

Co-Sponsors



Program Agenda

Thursday

10 a.m. - 5 p.m. **Registration**

1:30 - 4:30 p.m. **Thursday Seminars:**

- Information: The Key to Engagement
- Developing Worksite Leader Systems
- How to Ensure Our Unions Are Inclusive
- Agency Fee/Dues Deduction Attacks – Are You Ready?
- Confronting Workplace Violence and Bullying in Healthcare and Classified Fields
- How to Run Effective Meetings
- Part-Time/Full-Time Solidarity – Is It Possible?

5:30 p.m. **No-host Happy Hour**

6:30 p.m. **Dinner and Program**

Friday

8 a.m. **Constituency Breakfast**

9 a.m. - 4 p.m. **Friday - Saturday Classes**

- Powering Up Your Local Union
- Communication Skills
- Union Leadership Skills
- From Complaint to Grievance to Mobilization - Effective Assessment and Action
- Introduction to Negotiations

Dinner on Own

7 p.m. - 8 p.m. **Friday Evening Seminars**

- Worker-Friendly Policies – What and Where Are We Winning?
- Assessing Your Leadership
- Duty of Fair Representation
- Understanding Just Cause
- Weingarten Rights

Saturday

8 a.m. • **Breakfast**

9 a.m. - noon • **Courses Continue**

Noon • **Lunch**

1:30 - 4 p.m. • **Courses Continue**

• **Dinner on Own**

Sunday

8 a.m. • **Breakfast**

9 a.m. - 11:30 a.m. • **Courses Continue**

11:30 a.m. • **Wrap Up**

Courses: Select one of the following courses, which will run from Friday morning through Sunday morning.

Friday - Sunday Courses

Powering Up Your Local Union

With the passage of time, it is not unusual for local unions to lapse into a transactional, reactive mode of operation, and members begin to act more like customers. The union loses power, and those who hold leadership positions burn themselves out. To effect change, local unions need to make organizing a priority and align its communications, structure, programs, and activities accordingly. In this course, local team members will explore how to identify how their unions might need to change, and leave with a plan for leading and managing that change. Emphasized will be organizing around values and issues, expanding scope and quality of new employee outreach, supercharging worksite leadership structures, and building a participatory culture of membership. **IMPORTANT:** *Intended for teams of two or more that includes a president and/or members with ability to effect changes in local union programs. Also required is participation in a follow-up contact to monitor implementation of plans developed through coursework.*

Communications Skills

As a local leader, your communications with members and the community are critical to success. Learn how to develop and deliver messages across multiple channels to maximize impact. We'll look at crafting a values-based narrative and delivering that narrative in the media, online, and through direct member communications. Participants are encouraged to bring laptops. This course is for those with beginning and intermediate experience. Please sign up for AFT's LeaderNet prior to attending the forum at: leadernet.aft.org.

Union Leadership Skills

Leadership in today's economic and political environment is especially challenging. This course will help you develop skills and knowledge to make you more effective and your role more manageable and rewarding. Participants will learn how to identify personal leadership strengths; understand specific constructive and destructive leadership behaviors; improve effectiveness in empowering and inspiring others; and implement financial management practices in the local. This course is intended for newly-elected or appointed leaders, stewards, prospective leaders, and new staff.

From Complaint to Grievance to Mobilization — Effective Assessment and Action

In this class you will learn how to assess members' workplace issues to determine the best approach — informal problem solving, grievance, or mobilizing opportunity — to a resolution. You will gain an understanding of how to analyze the issue, represent bargaining unit members' interests, and defend the contract, as well as develop the skills and confidence to deal with management, leading to member empowerment and a stronger union.

Introduction to Negotiations

If you want to understand the basics of why and how bargaining works, this program is for you. Participants will learn to use surveys and past grievances to generate bargaining proposals, identify what is considered a "cost" item, understand the different stages of bargaining, write bargaining proposals, put together a team, and develop both an inside and outside strategy for getting the best deal. This course is most useful to those who are involved in their first bargaining situation or would like to know more about negotiations.

Seminars: The Forum will feature short seminars on Thursday afternoon and Friday evening to help leaders brush up on skills, or to introduce a variety of leadership topics.

Thursday Afternoon Seminars

Information: The Key to Engagement

Effective use of information is critical to the life of a modern union. It is the foundation of effective member engagement and internal organizing. Proper use of information is necessary to ensure that your members receive all the AFT benefits they deserve. This hands-on workshop will enable you to use our comprehensive, web-based AFT Toolkit including the newly available mobile version for smartphones. Please bring your own laptop.

Developing Worksite Leader Systems

Whatever title your local uses – building representative, union rep, or other – the role of worksite reps has never been more critical as we try to mobilize our members. Finding, cultivating, and retaining good leaders continues to be a struggle. In this seminar, we will explore a promising, systemic approach to rejuvenating our worksite structure to create true worksite leaders. We will also discuss how state federations can improve local worksite structures. *(This course is not open to those attending the 2½-day Powering Up class because the same content is built into that class.)*

How to Ensure Our Unions are Inclusive

Our locals are filled with members from all kinds of backgrounds, places, and walks of life. In this workshop you will learn how to ensure that your local is a welcoming and engaging organization. We will give you strategies to help ensure that your local embraces the breadth of values, perspectives, and energy of all of the members.

Agency Fee/Dues Deduction Attacks – Are You Ready?

How deeply and broadly are your members engaged in the life of their union? If you have any doubts, you should be extremely concerned about the threat posed by the expanding efforts to eliminate fair share and payroll dues deduction. This seminar will help you understand the specific steps you can take to convert agency fee payers to full dues payers and improve member activism. You will learn how to build the loyalty needed to achieve our collective goals so that we can withstand this or any other attack.

Confronting Workplace Violence and Bullying in Healthcare and Classified Fields

AFT members in health and education are confronting an unprecedented uptick in work-related assaults, threats, and bullying. This seminar will present the scope and impact on members and strategies to respond to these threats. Promising solutions, such as contract language and policies, will be discussed.

How to Run Effective Meetings

Are your meetings running as smoothly and effectively as you would like? Get tips and ideas for encouraging participation and moving agenda items by running more efficient meetings.

Part-Time/Full-Time Solidarity – Is It Possible?

Solidarity between full-time and part-time faculty in higher education has never been more critical yet it remains elusive. In this seminar, we will frankly explore the nature of this problem and the most productive approaches to building the relationships and strength through common goals.

Friday Evening Seminars

Worker-Friendly Policies – What and Where Are We Winning?

The strength of organized labor is the most powerful tool in the fight to reclaim the promise of a thriving democracy. That is why labor is under attack – in state legislatures and city councils, the supreme court, and media campaigns. We are fighting back and winning in many ways. Learn about the current fights and gains made at the local and state levels in Oregon, Washington, and Alaska.

Assessing Your Leadership

Every leader is different in style, but massive amounts of research say all leaders have to do some specific things to be effective. In this session you will have a chance to discreetly assess your own strengths as a leader and learn how to become the best you can be.

Duty of Fair Representation

What is it? Should you care? If local leaders have difficulty explaining it, this review is a necessity. Participants will learn the basis for the requirement and explore best decision-making and action practices to withstand assertions and charges of "failure to represent." Our union is obligated to represent everyone in the bargaining unit equally and violations of Duty of Fair Representation can be serious.

Understanding Just Cause

"Just cause" isn't "just cuz." This widely used term (and widely used variations) is common in collective bargaining agreements. Understanding what it means and how it works can save hours of time, discussion, and debate among local leaders and members. It's a term of art related to the circumstances in question. Participants will learn a framework for just-cause analysis to help guide decision-making processes when confronted with a "just cause" question.

Weingarten Rights

Weingarten rights — established by a 1975 US Supreme Court decision — hold that unionized employees have the right to union representation during any meeting with management where the employee reasonably believes disciplinary or other adverse action could result. Understanding this often misunderstood right is very important for members and leaders alike. Participants will learn what these rights are and what they are not.