



Workshop Sessions

Saturday, Jan. 11, 2020 | Sheraton Springfield Monarch Place Hotel

Session 1
9 – 10:30 a.m.

Session 2
10:45 a.m. – 12:15 p.m.

Session 3
1:15 – 2:45 p.m.

Session 4
3 – 4:30 p.m.

Current Issues and Campaigns

Student Opportunity Act Bootcamp: A Three-Part Series

Now that we've won \$1.5 billion for public education, it's essential to develop local, long-term campaigns to ensure that the new Chapter 70 funds are released by the municipalities and spent according to the vision that we develop with our students, families and communities. This three-part series is designed to help participants 1) understand the local budgeting process, 2) learn applicable strategies of participatory budgeting to build transparency and power in the district spending process, and, 3) start planning local funding campaigns. **Participants are encouraged to attend all three sessions. See the descriptions below (workshop blocks 2, 3 and 4, indicated by an ✨ symbol).**

Workshop Title & Description

Session

College Affordability and Student Debt

Equal access to quality, affordable higher education is a value that unites us, and student debt is a national crisis affecting our members and their families. Affordable higher education is an issue that a majority of voters rank as a top priority. This workshop explores this important issue and our union's efforts to address it. Guest speakers will include local and national experts on this issue.

1

Let It SMO!

Were you a Summer Member Organizer (SMO) in 2018 or 2019? Are you interested in learning about the summer program of members having great conversations with other members? Join former SMOs to hear about their experiences, the issues members raised, and how that information can strengthen our union.

1

Emerging Issues for ESPs – An Open Forum

This session will provide ESP members with a space to discuss relevant issues that are unfolding in their school districts and colleges. In this open forum, participants will identify these emerging issues through shared experience and discuss strategies for how we can address them through our union.

1

✨ Student Opportunity Act Bootcamp: Part 1 – Knowing The Numbers

Educational funds from the *Student Opportunity Act* will be released to municipalities over the next seven years. Local associations must have a solid working knowledge of municipal finance in order to have a voice in how those funds will be directed. This session will provide participants with tools to help them understand and analyze their municipal budgets. It will also discuss how participants can use this information to be effective advocates and ensure that optimal education spending is occurring in their city, town and/or regional school district. (This is the first workshop in a three-workshop series in the *Student Opportunity Act* Bootcamp).

2

Fund Our Future: Cherishing Public Higher Education in Massachusetts

This workshop will discuss our plan to win the higher education funding bill, the *Cherish Act*. It will include an overview of the funding crisis in higher education and how that crisis impacts higher education members, our students and families, and the Commonwealth. Participants will leave with an understanding of our plan to secure passage of this vital legislation and ideas for actions they can take to champion this campaign. PreK-12 members are encouraged to attend.

2

Emerging Issues – An Open Forum

This session will provide members with a space to discuss relevant issues that are unfolding in their school districts and colleges. In this open forum, participants will identify these emerging issues through shared experience and discuss how they can organize around them. Participants will come away with strategies to build collective power in order to address emerging issue(s) back in their locals. All members are welcome in this session, but please note (above) that an issues forum for ESPs is running during the Session 1 workshop block.

2

We Mean Business: Building Regional Solidarity Networks

MTA members across the state have learned that they're stronger in numbers. Hear from members of BEAN, SoMEAN and WeMEAN, existing solidarity networks, about how their locals are supporting and standing up for each other — and winning.

2



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Current Issues and Campaigns *(continued)*

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Session

* **Student Opportunity Act Bootcamp: Part 2 – Participatory Budgeting**

Participatory Budgeting (PB) is a democratic process through which community members directly influence the budget process. By employing effective outreach and organizing techniques, participatory budgeting involves more stakeholders. In doing so, it deepens democracy, makes the community stronger and renders the budget more equitable and responsive to community needs. This session will provide an overview of participatory budgeting and will explore its relevant components to build a local movement to ensure that SOA funds are directed to our schools and classrooms. (This is the second workshop in a three-workshop series in the *Student Opportunity Act* Bootcamp).

3

Continuing the Campaign against Charter Schools

With No On 2, we stopped the big money charter lobby in its tracks. Now, MTA members are fighting back against charter schools across the state. Hear from educators in New Bedford, Haverhill and Western Mass about how they're turning the tables on charter school expansion.

3

* **Student Opportunity Act Bootcamp: Part 3 – Winning for Our Students and Schools**

As municipalities across the Commonwealth prepare for an increase in education funding due to the *Student Opportunity Act*, the question being asked is, "How can we ensure these monies will be directed into our schools and classrooms?" In this session, participants will discuss how to build a campaign of MTA members, students, parents and other community stakeholders in order to increase our influence over the allocation of SOA funds. (This is the third workshop in a three-workshop series in the *Student Opportunity Act* Bootcamp).

4

Our Students' Well-Being Is in Jeopardy – An Open Discussion About Changing Student Behavior at School

As the well-being of our students is increasingly at risk, dramatic changes in student behavior are on the rise and are an ever-growing concern among classroom educators. Workshop participants will have the opportunity to have in-depth discussions that will (1) identify how student behavior is deteriorating, (2) develop an understanding of the root causes, and (3) discuss strategies for how we as a union can collectively organize and advocate to ensure the safety and success of all students and staff.

4

Advocacy and Organizing

Workshop Title & Description

Session

Grievances for Higher Education Members

This workshop will focus on the fundamentals of grievances for members working in higher education. Topics will include primary grievance types, general procedures and legal duties, and it will cover practical skills such as investigating and filing grievances. This interactive workshop will also discuss how to involve members in grievances to strengthen their position and build union power.

1 – 2
(3 hour session)

Grievances for PreK-12 Members

This workshop will focus on the fundamentals of grievances for members working in PreK-12. Topics will include primary grievance types, general procedures and legal duties, and it will also cover practical skills such as investigating and filing grievances. This interactive workshop will also discuss how to involve members in grievances to strengthen their position and build union power.

1 – 2
(3 hour session)

Racial Justice Toolkit

This session will look at the history of racial justice in unions and specifically at the MTA, and will pay particular attention to leaders of color and their journey. It will include a discussion about confronting racial injustice in the workplace, both organizationally and legally.

1



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Advocacy and Organizing *(continued)*

Workshop Title & Description

Session

Labor Law & Union Rights

This workshop will discuss our foundational collective rights as a union under M.G.L. Chapter 150e. It will cover the history and policy declarations behind these rights and the importance of safeguarding them in our daily union work. MTA attorneys will discuss examples of how employers attempt to infringe upon these rights through unfair labor practices, such as unilateral changes, repudiation of our collective bargaining agreements and more. We will explore strategies for how members can effectively respond.

2

Asserting Your Role as Union Representative in Higher Education

In this workshop, we will take a deeper dive into member rights when it comes to discipline and investigations, including sexual harassment investigations under Title IX. We will discuss the standards for discipline, such as just cause, and the role of the union representative in disciplinary matters and Weingarten meetings. Participants will also have the opportunity to role-play to sharpen their understanding and skills.

3 – 4
(3 hour session)

Dealing with Difficult Employers

Our labor movement is built on workers taking action together—long before we had union contracts. And, there are many issues that are important to our members that aren't covered under the collective bargaining agreement. This workshop will discuss how we can use our collective power to solve workplace problems, whether in a campaign for safe working conditions or the respectful treatment of employees. It will include specific examples of successful campaigns by MTA locals.

3

Finally! OSHA Protection for Public Employees

Public employees in Massachusetts historically have never enjoyed the protection of OSHA's workplace health and safety provisions. Since Feb. 1, 2019, public employers have had to comply with OSHA requirements. What is the significance of this legislative development for MTA members across the state? This training session will provide information about what the new public employee OSHA law includes, how it will be enforced, how it is likely to affect employees in all MTA units in K-12 and higher education settings, and how MTA locals may use the new law to enhance health and safety organizing efforts.

3

Legal Rights of ESPs in Public Schools

ESPs work in a variety of roles in the public school system, which poses different challenges that affect ESPs' legal obligations and liabilities. As a result, ESPs have specific concerns about their rights and responsibilities at work. This training focuses on physical contact with students, child abuse allegations and mandated reporting, sexual harassment and quasi-medical responsibilities. This training will help ESPs engage their local association and the MTA to defend their rights and hold their employers accountable. This training will also help local associations understand how to deal with concerns regarding accusations against members and when to seek legal assistance.

3

Medical and Parental Leaves

In this workshop, MTA attorneys will help participants navigate the myriad types of medical and parental leave, including FMLA, sick leave, disability leaves and the new MA *Paid Family and Medical Leave Act*. This workshop will explore how these leaves interact and identify key rights and flags that local leaders should monitor.

4

Weingarten Rights and Disciplinary Meetings

The Supreme Court case *NLRB v. J. Weingarten, Inc.* established that union members have the right to representation at any interview or meeting that could lead to discipline. This workshop will prepare union representatives for their role in these meetings. What rights do you have as a union representative? What rights do members have? What are the best practices and strategies for handling these meetings and providing advice to members? This hands-on workshop will discuss these questions and more.

4



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Membership

Workshop Title & Description	Session
<p>Conversations about Membership: Getting Past "No" Talking to new employees and existing members about the importance of belonging to our union is a vital skill in a voluntary membership environment. This workshop will teach participants how to have genuine conversations about membership and will focus on how to handle some of the more challenging conversations we may encounter.</p>	1
<p>Developing Membership Plans for PreK-12 In the wake of the <i>Janus</i> decision, it's more important than ever for locals to have intentional plans for recruiting new employees and retaining existing members. This session will discuss strategies, ideas and tools that will aid this effort, and will provide sample plans from locals that have run successful membership campaigns.</p>	2
<p>Engaging New and Potential Members in Higher Education Higher education locals face many challenges reaching potential members, such as locating adjuncts and people who work on satellite campuses. It is more important than ever for chapters to have intentional plans for recruiting new employees and retaining existing members. This session will discuss strategies, ideas and tools that will aid this effort. Locals that have run successful membership campaigns will be presenting sample plans, and everyone will have the chance to develop and practice effective pro-union messaging.</p>	2
<p>Managing and Improving Membership Lists (NEA360) Reliable data and lists are vital to successful membership organizing and retention. This session will involve how to develop membership lists using 150e information requests and other resources. This session will also share helpful strategies and tools to reconcile and track your membership changes, and will include a demonstration of the NEA360 membership database currently available to local affiliate users.</p>	3 – 4 (3 hour session)

Negotiations

Workshop Title & Description	Session
<p>Essentials of Negotiations for PreK-12 This session, designed for those who are new to negotiations, will cover the fundamentals of bargaining, including an overview of the law that governs public-sector collective bargaining in Massachusetts, bargaining preparations, the bargaining process and strategies for member engagement that build our bargaining power.</p>	1 – 4 (6 hour session)
<p>Essentials of Negotiations for Higher Education This session will cover the fundamentals of contract negotiations in public higher education. Topics will include the law that governs public-sector collective bargaining, preparing for bargaining, the bargaining process and what happens after an agreement is reached.</p>	1 – 2 (3 hour session)
<p>Special Topics: Bargaining Educator Evaluation Educator evaluation regulations were adopted in 2012 with the intention of creating a "growth" model, not a "gotcha" model. However, six years later, many are burdened with binders of required evidence, excessive unannounced observations, student learning goals that must include percentages, and issues related to the new Student Learning Indicator embedded in Standard 2. This workshop will provide you with bargaining strategies that promote educator growth, allow evaluators to focus their attention on struggling educators, and remove unnecessary elements of your evaluation system. Cross-listed with "Education Policy and Professional Development."</p>	1



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Negotiations *(continued)*

Workshop Title & Description

Session

Special Topics: ESP Wage Scales

This session will focus on the best bargaining practices for non-teacher contracts and will help you and your local build strong wage scales that result in ESPs realizing more earnings, both in the short term and over their career. Participants will learn how to weigh different wage-scale options and make choices regarding ways to achieve extra compensation. Participants are encouraged to bring their own contract.

2

Special Topics: Interpreting and Drafting Contract Language

This workshop will teach the canons of contract interpretation so that presidents, building reps and negotiating team members are equipped to apply the same principles used by arbitrators to interpret existing language and craft sound proposals at the bargaining table. Using established interpretation principles, participants will analyze a variety of language provisions, noting strengths and weaknesses, and apply that understanding by drafting contract language examples.

2

Advanced Negotiations for Higher Ed

This session will explore advanced negotiating topics, including expanded bargaining teams, drafting effective proposals, bargaining team dynamics and more. It will also cover the unique circumstances of bargaining salary and health care in higher education, including achieving legislative approval of higher education contracts.

3 – 4
(3 hour session)

Special Topics: Bargaining Economics

As a negotiating team member, how do you evaluate an employer's claim that it cannot afford your bargaining proposals? How do you value and prioritize the various economic proposals you are making at the table? How do you use this type of information to mobilize your membership and support public relations efforts during contract negotiations? This workshop addresses these questions and more in PreK-12 settings.

3 – 4
(3 hour session)

Special Topics: Contract Campaigns and Action Teams

Our power in negotiations is driven by our members' unity and strength. This session will focus on forming a Contract Action Team and running an escalating contract campaign.

3

Lessons from Northampton

How did educators in Northampton win their best contract in decades? Hear from local leaders how they employed old tactics in novel ways, such as open and collaborative bargaining, work to rule, pickets, standouts, and good old-fashioned public protest.

4

Communications & Technology

Workshop Title & Description

Session

Developing a Union Social Media Presence

This workshop will explore best practices for using social media, including Twitter and Facebook, to support campaigns and engage members, parents and the community. Local leaders will share specific examples of successful social media strategies.

1

Effective Communications for Union Leaders

This workshop will help participants develop strategies for effective communications within their local associations and for public messaging. It will use a hands-on approach to crafting press releases, public statements and other types of messaging you can use to engage members and to connect with your community.

2



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Communications & Technology *(continued)*

Workshop Title & Description

Session

Enhancing Member Engagement with Technology

Technology can help us stay alert, organized and responsive. In this workshop, we will review best practices for communication, collaboration and tracking member concerns. The workshop will emphasize setting up and maintaining systems to assist local presidents, representatives and organizers in their roles, and will help increase transparency with and accountability to members. This workshop will cover concrete tools that have been successfully used in MTA locals.

3

Create Your Own Flyers and Newsletters

Good design helps attract attention and promote your message. In this workshop, MTA members will learn how to apply basic design principles to creating simple flyers using PowerPoint and appealing e-newsletters using MailChimp.

4

Education Policy and Professional Development

Workshop Title & Description

Session

Licensure, IPDPs and Audits

Everyone knows the DESE can audit Professional License renewal applications. We all know someone who has received a dreaded audit letter. Or perhaps your own license has been subject to an audit! The first part of this workshop will focus on managing the Individual Professional Development Plan (IPDP) process, documenting Professional Development Points (PDPs) and retaining copies of all documents using the MTA Educator Licensure Guide and IPDP folder. The second part of this workshop will review the audit process and steps to take to ensure a successful outcome of the audit.

2

Taking Control of Professional Development in Higher Education

This session will explore strategies for higher education unions to have a greater impact on the professional development happening within their systems. Areas of exploration will include a discussion of higher education professional development needs, organizing around this issue, contract language, professional development committees, mentoring programs, different member-led formats and opportunities for unions to offer meaningful professional development for their members.

3

Taking Control of Professional Development in PreK-12

This session will explore strategies for locals to have a greater impact on the professional development happening within their systems. Areas of exploration will include organizing around this issue, contract language, professional development committees, mentoring programs, different educator-led formats and opportunities for locals to offer meaningful professional development for their members.

4

Licensure for ESPs

Are you interested in learning how to obtain a teaching license in Massachusetts? This workshop will review the requirements for Provisional and Initial teaching licenses. Participants will understand the general requirements for a teaching license and learn how to identify the exact requirements needed to complete an application for licensure. Tips on how to prepare for MTEL exams will also be covered.

4



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Leadership

Workshop Title & Description

Session

Labor History 101

Understanding our past is critical to understanding our present. This labor history workshop will familiarize you with “the people who brought you the weekend” and key moments in public education labor history. It will also help contextualize why union members in public education today should be proud to carry the torch by standing up for educators, students and our communities.

1

Effective Joint Labor Management Committees

The nature and organization of schools often leave members without the voice they deserve. Superintendents and principals have power and authority due to their position, and often make decisions without consulting or listening to educators. In this workshop we will review structures that can be put in place to engage members and maximize our power through Joint Labor Management Committees. JLMCs balance the power dynamic and help improve schools for our students and members.

2

Conflict Resolution Skills

Conflicts arise in the workplace — they’re bound to happen. Member-to-member conflict can be a challenging issue within our unions. On a personal level, conflict can hurt relationships. On an organizational level, conflict can undermine our solidarity — the very foundation of our union. Dealing successfully with conflict is important for strengthening relationships, bringing important issues to light, improving communications and strengthening our union. Participants will explore the underlying reasons for conflict, individual conflict styles, and the strategies that they can employ to successfully manage conflict within their association.

2

Strategic Planning for Local Leaders

Do you feel like your local is constantly “putting out fires” and reacting to a never-ending series of crises instead of moving forward on the issues you really care about? A strategic planning process can help put you and your fellow activists and leaders back in the driver’s seat by thinking about what you want to accomplish and how to get there — with all of your members on board. This interactive workshop will demonstrate why you need a strategic plan and will empower you with the tools you need to develop one with your leadership team.

3

Launching Lasting Leaders

Wondering what it takes to win election to MTA and local association office? Learn how from current MTA Board of Directors members. In this workshop, we will provide an introduction to MTA and local association governance structures and the processes for nomination, campaigning and election to these posts.

3

What is the Teacher Leadership Institute (TLI)?

This interactive workshop will familiarize educators from all sectors, preK-12, higher education and ESPs, with the Teacher Leadership Institute (TLI), brought to you by the MTA and NEA. The TLI program develops leadership skills necessary for educators who want to “lead from the classroom” along an instructional, policy or association pathway. Come and learn more about the TLI and learn how you can take advantage of this program, which for the past five years has opened doors for more than 400 Teacher Leadership Fellows across the country.

3

Leadership Styles and Practices

Which style(s) of leadership do you use? Which style of leadership will help you advance the goals of your local? This workshop will provide an overview of different leadership styles, identify your default style, and discuss how to adapt as your needs and situation change. Additionally, participants will examine attributes and practices that are common to effective leadership.

4



My Session Preferences

Worksheet

SESSION 1

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SESSION 4

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For more information, workshop descriptions and to register, visit:

www.massteacher.org/unionskills