



Workshop Sessions

Saturday, Jan. 12, 2019 | Sheraton Framingham 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.

Fund Our Future campaign

| Workshop Title & Description | Audience | Session |
|--|---|---------|
| <p>Fund Our Future: A Guide to MTA's Funding Campaign Public education funding in Massachusetts is in a crisis. Basic needs at many of our schools are not being met. Join MTA's Grassroots Division for a presentation and discussion about the <i>Fund Our Future</i> campaign, a campaign to increase funding for Massachusetts' public schools and colleges. This session will cover the campaign's strategy, legislative framework, messaging, community outreach and plans for action over the next six months. It will also discuss how you can get involved and help achieve the funding our public schools and colleges deserve!</p> | Higher Ed and PreK-12 | 1 |
| <p>How We'll Fund Our Future: A Deep Dive on Public Education Funding This workshop will take a deeper look at public school and higher education funding in Massachusetts, as well as at the revenue and taxation framework that underpin the <i>Fund Our Future</i> campaign. How does public education funding work? How will additional funds be provided to our schools and colleges? How will this revenue be generated? Join us to have your questions answered!</p> | Higher Ed and PreK-12 (joint & breakout sessions) | 3 |
| <p>Cooking Up Collective Actions At this workshop, MTA members will share stories from successful collective "direct actions" and participants will put together a recipe for their own. Collective actions build our union muscle by involving more members, developing new leaders and relationships, and sometimes shocking management and elected officials by doing the unexpected. And they're fun! This workshop will focus on escalating action ideas to support the <i>Fund Our Future</i> campaign, but lessons will also apply to everything from issue organizing to contract campaigns.</p> | Higher Ed and PreK-12 | 4 |

Issue Organizing & Contract Enforcement

| Workshop Title & Description | Audience | Session |
|---|-----------------------|---------|
| <p>Grievance #1: Grievance Fundamentals This workshop will cover the fundamentals of grievances, including primary types of grievances, general procedures, timelines and legal duties. Special attention will be paid to how representation matters are impacted by the Supreme Court's <i>Janus</i> decision.</p> | Higher Ed and PreK-12 | 1 |
| <p>Winning When It's Not a Grievance 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 it's a campaign for safe working conditions or the respectful treatment of employees.</p> | Higher Ed and PreK-12 | 2 |
| <p>Grievance #2: Nuts and Bolts of Grievance Processing Participants will learn how to investigate and draft grievances in this workshop. This will include a discussion on interviewing skills and other investigative techniques, including information requests under MGL c 150e. Participants will also have an opportunity to practice writing a grievance using case examples.</p> | Higher Ed and PreK-12 | 2 |
| <p>Grievance #3: Presenting Grievances This session will share best practices for presenting grievances, including developing the theory of your case, providing evidence, planning your presentation and involving members.</p> | Higher Ed and PreK-12 | 3 |
| <p>Organizing around Community Service Union power can have a gentle touch. Whether making sure that a student in need has a warm winter coat or helping new educators stock up on classroom essentials, MTA members can turn empathy and compassion into action. This workshop will explore ways to engage members who are interested in community service and help them discover ways to benefit others by tapping into the power and resources of their locals and the MTA.</p> | Higher Ed and PreK-12 | 3 |



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Issue Organizing & Contract Enforcement *(continued)*

| Workshop Title & Description | Audience | Session |
|---|-----------------------|---------|
| <p>Educators and Families: Building Community Coalitions</p> <p>Come to this workshop to learn how the New Bedford Educators worked with community coalition partners to fight back against a massive charter expansion that would drain \$15 million dollars from New Bedford Public Schools. Join us as we hear and learn from one another to envision what similar approaches might look like in your communities across the commonwealth. Participants will leave the workshop with a better understanding of what the different component parts are to build a sustainable and successful multiracial and multilingual educator/parent/student/community coalition.</p> | Higher Ed and PreK-12 | 4 |
| <p>Grievance #4: Organizing Around Grievances</p> <p>Participants in this workshop will strategize about how to involve members throughout the grievance process to both strengthen our grievances and build local union power.</p> | Higher Ed and PreK-12 | 4 |

Membership Organizing after *Janus*

| Workshop Title & Description | Audience | Session |
|--|-----------------------|---------|
| <p>Engaging ESPs</p> <p>This session will provide concrete suggestions for locals to encourage membership and more participation from paraprofessionals, clerical workers, custodians and other ESPs. Participants will brainstorm and discuss what types of engagement and responsive local structures can build ESP power to win on the issues important to them.</p> | Higher Ed and PreK-12 | 1 |
| <p>Managing and Improving Membership Lists</p> <p>Reliable data and lists are vital to successful membership organizing and retention. This session will discuss 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. <i>Cross-listed with 'Union Administration'</i></p> | Higher Ed and PreK-12 | 1 |
| <p>Conversations about Membership</p> <p>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 hands-on workshop will teach participants how to have conversations about membership, including how to ask new employees to join and how to handle in some of the more challenging conversations we may encounter.</p> | Higher Ed and PreK-12 | 2 |
| <p>Fighting for Living Wages for and with Adjuncts</p> <p>This roundtable discussion will explore the movement for respect, job security, and equitable pay for adjunct/part-time faculty, and the next steps in building an organizing campaign. Presenters will include activists from recent adjunct campaigns in MA. Allies are welcome. (You don't have to be an adjunct!)</p> | Higher Ed | 3 |
| <p>Developing Membership Plans</p> <p>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> | Higher Ed and PreK-12 | 3 |
| <p>Engaging New Members</p> <p>New members are looking for ways to become accomplished educators and are eager to develop relationships in the workplace that will help them on this professional journey. This workshop will explore ideas for how locals can engage new members from their very first days on the job.</p> | Higher Ed and PreK-12 | 4 |



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Legal Issues

| Workshop Title & Description | Audience | Session |
|--|--|-----------------|
| <p>Success with Unemployment Claims This nuts and bolts workshop will provide training on when adjunct employees are eligible for unemployment insurance benefits, how to apply for these benefits and how to appeal the denial of a claim.</p> | Higher Ed (especially adjunct faculty) | 1 |
| <p>Title IX Sexual Harassment – A Union Activist’s Toolkit New proposed guidelines from the U.S. Secretary of Education will have a significant impact on current collective bargaining agreements and established campus policies and procedures related to Title IX. This workshop will provide higher education union activists with the most up-to-date information necessary to effectively represent members in all matters of Title IX - Sexual Harassment. It will review recommended techniques/tools helpful for bargaining and representing members engaged in a sexual harassment complaint — whether as a complainant or a respondent.</p> | Higher Ed | 2 |
| <p>Union Rights 101 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.</p> | Higher Ed and PreK-12 | 2 & 4 (repeats) |
| <p>Medical and Parental Leaves In this workshop, MTA attorneys will help participants navigate the myriad of medical and parental leave types, including FMLA, sick leave, disability leaves and more. This workshop will explore how these leaves interact and identify key rights and flags local leaders should monitor.</p> | Higher Ed and PreK-12 | 3 |

Negotiations

| Workshop Title & Description | Audience | Session |
|---|----------|---------|
| <p>Municipal Health Insurance The workshop will focus on negotiating health insurance at the local level. Topics will include an explanation of key health insurance terms; bargaining under MGL c. 150E, Sections 21-22 and Section 19. Participants will leave the workshop with a basic understanding of health insurance, the health insurance negotiation landscape and bargaining strategies for your local.</p> | PreK-12 | 1 |
| <p>Negotiation Fundamentals This session will cover the fundamentals of negotiations, including an overview of the law that governs public sector collective bargaining in Massachusetts, bargaining preparations, the bargaining process and strategies for member engagement.</p> | PreK-12 | 1 |
| <p>Bargaining Educator Evaluation The educator evaluation regulations were adopted in 2012 with the intent to create 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 which 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. <i>Cross-listed with ‘Education Policy and Professional Development’</i></p> | PreK-12 | 2 |



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Negotiations *(continued)*

| Workshop Title & Description | Audience | Session |
|--|-----------------------|---------|
| <p>Bargaining for ESPs</p> <p>This session will focus on best bargaining practices for non-teacher contracts, including language suggestions and advice on bargaining economic proposals. To get the most from this session, participants are encouraged to bring their own contracts.</p> | Higher Ed and PreK-12 | 2 |
| <p>Advanced Bargaining Skills</p> <p>This session will cover advanced topics in negotiations including understanding negotiating styles, table strategy, contract interpretation, drafting effective language, justifying proposals through the use of information and tips for how to handle challenging issues and table and team dynamics.</p> | Higher Ed and PreK-12 | 3 & 4 |

Communications

| Workshop Title & Description | Audience | Session |
|--|-----------------------|---------|
| <p>Developing a Local Social Media Presence</p> <p>This workshop will explore best practices for using social media, including Twitter and Facebook, to support campaigns and engage your members, parents and the community. Local leaders will share specific examples of successful social media strategies.</p> | Higher Ed and PreK-12 | 1 |
| <p>Building a Local Website</p> <p>Learn how to build a local website using the popular WordPress platform. We'll cover the basics for creating a site and also set you up with resources for content, graphics and free stock photography.</p> | Higher Ed and PreK-12 | 2 |
| <p>Effective Communications</p> <p>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.</p> | Higher Ed and PreK-12 | 4 |
| <p>Enhancing Member Engagement with Technology</p> <p>This session will explore how to use technology to enhance local member engagement efforts. It will discuss how to write emails that members will open and will review various communication platforms such as Constant Contact and Hustle, a peer-to-peer texting application that is very popular among grassroots and other labor organizations.</p> | Higher Ed and PreK-12 | 4 |

Education Policy and Professional Development

| Workshop Title & Description | Audience | Session |
|---|----------|---------|
| <p>New Massachusetts Accountability System – Something New or More of the Same?</p> <p>This fall, the Department of Elementary and Secondary Education implemented a new accountability system. Levels 1-5, CPI and School Percentile are gone, replaced by a new set of statistics, calculations and categories. The complexity of the system, its over-reliance on standardized testing and the absence of resource indicators make it particularly problematic. This workshop will explain the new system and explore how local leaders can involve members and respond to the complex, confusing, sometimes contradictory and often meaningless results.</p> | PreK-12 | 1 |



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Education Policy and Professional Development *(continued)*

Workshop Title & Description

Audience Session

Bargaining Educator Evaluation

The educator evaluation regulations were adopted in 2012 with the intent to create 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 which 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 ‘Negotiations’*

PreK-12 2

Licensure, IPDPs and Audits

This session will provide a crash course on licensure requirements for employment with an emphasis on the Individual Professional Development (IPDP) plans required for educators working under a Professional license. Ample time will be included to address identifying eligible activities for Professional Development Points (PDPs) and how to tackle the dreaded audit of a Professional license renewal. Participants will leave better informed on ways local leaders and MTA staff can support members who are navigating all stages of the licensure process.

PreK-12 2

Taking Control of Professional Development

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, mentor programs, different educator-led formats and opportunities for locals to offer meaningful professional development for their members.

Higher Ed & PreK-12 3

Local Union Administration & Leadership

Workshop Title & Description

Audience Session

Managing and Improving Membership Lists

Reliable data and lists are vital to successful membership organizing and retention. This session will discuss 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. *Cross-listed with ‘Membership Organizing After Janus’.*

Higher Ed & PreK-12 1

Running Action-Oriented Meetings

Our members’ time is precious and it’s important that our meetings use it effectively. This session will present how to structure meetings that have an action-oriented purpose. It will also briefly cover *the 10-minute meeting model*.

Higher Ed and PreK-12 3

Understanding Robert’s Rules and Parliamentary Procedure

The principles of parliamentary procedure were designed to ensure democratic processes and are vital to facilitating smoothly-run meetings. Participants in this workshop will be provided with knowledge and easy-to-use skills to enable effective participation and leadership in meetings. In addition to a number of presiding skills, “tricks of the trade” will be discussed and demonstrated.

Higher Ed and PreK-12 3 & 4

Building Leadership Teams

This session will provide strategies for identifying and empowering new leaders. It will cover innovative leadership models and practices that foster ongoing worksite leadership recruitment and skill development.

Higher Ed and PreK-12 4

Bylaws & Best Practices for Local Executive Committee and Boards:

This workshop will discuss the best practices for governance that move the organization forward. The session will cover the responsibilities of governing bodies, model bylaws that facilitate organizational growth & development tools, running effective governance meetings and essentials for nominations and elections.

Higher Ed and PreK-12 4



My Session Preferences

Worksheet

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For more information or to register, visit:

www.massteacher.org/unionskills