



SUMMER ORGANIZING INSTITUTE

August 13 & 14, 2025

Wednesday, August 13th (9:00 am-2:30 pm)	
8:30 am-9:00 am	Registration and Breakfast-Hall 3
9:00 am-10:30 am	Welcome- Hall 3 Opening Plenary: Building the Movement, Meeting the Moment Panel- Jessica Tang, President AFT-MA + Jessica Smith, AFT Getting the Most of The Conference-Natalia Cuadra-Saez, Director of Organizing BTU, Jeremy Shenk, Campaign and Engagement Coordinator AFT-MA, Gina O'Toole, Organizer AFT-MA
10:40 am-11:50 am	Workshops: Session 1
1. Part 1: Contract Negotiations and Campaign, Hall 2, Jessica Smith, AFT , Collective bargaining– Part 1 Bargaining a new agreement involves negotiations at the table and a contract campaign among our members and allies. We think of the bargaining process as four phases: 1) Preparation, 2) Kick-off and opening, 3) Escalation and negotiations and 4) Peak power and closing. This session will cover the first two phases. By the end of the session, participants will have planning tools and ideas for beginning the contract campaign and negotiations.	
2. Supporting Immigrant Students & Families, Lounge, Emma Friend, Organizer AFT-MA, and Rafael Morataya, AFT. Educators can play a powerful role in protecting immigrants in our schools & communities from the threat of detention & deportation. This workshop will include: background & latest info on the immigration landscape, Know Your Rights, how to organize within your school/community, resources for families, and more.	
3. Movement Mobilization Training, Hall 1, Erica Kouka, Organizer BTU + Jessica Tang, President AFT-MA. When the moment brings unprecedented challenges—from a tightening economy with more obstacles at the bargaining table, to federal attacks on labor rights and public education, to abuses of power that threaten our democracy—we must team up, train up, and rise up.	
4. AFTMA/AAUP Higher Education Session 1, Hall 3 - Solidarity & Organizing in MA Higher Education, Kim Wilson, Director of Labor Education Center UMass Dartmouth, and Ray Dinsmore, Organizer AFT MA. We will share economic and political challenges for higher education on the national and statewide levels and examples of push back.	
12:00 pm-1:30 pm	Workshops: Session 2
1. Part 2 Contract Negotiations and Campaigns, Hall 2, Jessica Smith, AFT Collective bargaining– Part 2 This session will cover the third and fourth phases of collective bargaining – negotiations at the table and escalation of the contract campaign and reaching peak power and closing on an agreement. By the end of this session participants will have built a model contract campaign and practiced both collaborative and competitive negotiation approaches. Note that these two sessions are built on highlights from the AFT's five-day collective bargaining training.	

2. Stepping Into Our Power in Municipal Elections, Lounge, Estefania Galvis, Political Organizer AFT-MA, There are many ways we can engage in local politics in our communities. Join Tefa and fell AFT MA members to hear about our pledge for public ed campaign as well as how to hold COPE meetings, meet with candidates, and even consider endorsing the best ones.	
3. Building Rep Workshop, Hall 1, Role of the Building Rep, Weingarten Rights & How to file a Grievance, Mike Regan, AFT-MA Field Representative, Learn about the key roles building reps can play in their worksites. And also understand your rights and responsibilities when supporting a union co-worker in disciplinary situations. Ensuring that our hard-won rights are enforced is Job 1 for Building Reps. This part of the workshop will prepare you for using informal conversations, organizing, and the grievance process to enforce our contract, election to work agreements, and legal rights.	
4. AFT MA/AAUP Higher Education Session II, Hall 3, Building Worker Power in Higher Education, Grant O'Reilly, President UMD Faculty Federation, Lucas. Defending the union contract, identifying your contracts strength and weaknesses, what issues are most important for your campus to organize around, and more!	
1:30 pm-2:15 pm	LUNCH-Hall 3
2:15 pm-2:30 pm	Closing and Overview of Day 1, Hall 3 Wrap Up Discussions, Overview of Day 2, Feedback Forms
Thursday, August 14th (9:00 am-2:30 pm)	
8:30 am-9:00 am	Registration and Breakfast-Hall 3
9:00 am-10:00 AM	Welcome: Erik Berg, President BTU, Hall 3 Moderator-Jeremy Shenk, AFT MA Campaign and Engagement Coordinator Plenary; Lessons Learned from Contract Wins— Boston-Erik Berg, President BTU, Salem-Ann Berman, President STU, Chelsea-Kathryn Anderson, President CFT, Lynn-Phil O'Connor, President LTU1037 Aruna Gopalan, Cambridge Public Library Staff Association
10:00 am-11:30 am	Workshops: Session 3
1. Behavior Styles, Lounge, Tamika Rhames, AFT, This interactive workshop invites participants to step outside their comfort zones to understand their own leadership behaviors and how to effectively interact with others based on their different behavioral tendencies.	
2. Faculty Senate, Hall 2, Natalia Cuadra-Saez, BTU Organizing Director, Setting Up Your Faculty Senate/School Site Union Meeting Facilitating regular school site union meetings allows us to organize effectively around the changes our school communities need, and to make sure every member has a voice. But bringing folks together is hard and keeping them coming back is even harder! How do we ensure school site union meetings stay democratic, engaging, and solutions oriented? Join this workshop to find out!	
3. A Racial Justice Approach to Problem Solving in the Workplace, Hall 1 , BTU Racial Justice Committee, Erica Kouka, BTU Organizer, & Lea Serena, Vice President BTU This workshop will explore the intersections of race and labor by looking at how racism manifests within union space.	
11:40 am-1:10pm	Workshops: Session 4
1. Issue Campaigns 101: Building Power for Change, Lounge, Imani Sims, AFT, This workshop serves as an introduction to building power outside of bargaining. You will learn the basics of identifying issues and the steps involved in running an effective issue campaign.	
2. AFT MOVE Training: Why we mobilize and how to be involved, Hall 2, Jessica Smith, AFT	

This training covers how you get ready to “get in the streets” and engage in nonviolent mobilizations and acts of noncooperation; how as unions and union activists we can exercise our “superpower” turnout and participation;

3. Comms and Organizing, Hall 1, Rory Millark, Strategic Communications Organizer, We will explore tools, tips and best practices for using communications strategies to win contracts, policy and goals for our members. This will cover social media (instagram, facebook, etc) as well as ways to message members through text programs and email (Hustle, Action Network, Mobilize).

1:10 pm-1:45 pm

Lunch-Hall 3

1:45 pm-2:30 pm

Closing, Evaluation, Recap, Hall 3

Erik Berg and Jessica Tang reflections, MOVE trainings offering