

# **AFT Michigan Union Building Institute**

**February 4, 2023**

AFT Michigan's Union Building Institute will take place on February 4th, 2023 from 9:00 AM to 4:00 PM at Fairlane North, UM-Dearborn. Sessions are designed to help all members develop skills to build power at their worksites and unions. With a morning and two afternoon sessions, participants will have the opportunity to design their own UBI agendas by selecting up to 3 workshops from 14 sessions being offered to develop their knowledge and skills around organizing, team building, bargaining, and social justice.

Read descriptions about all the sessions being offered at UBI [here](#). Register for Union Building Institute at [aftmichigan.org/union-building-events](https://aftmichigan.org/union-building-events). Please reach out to Meenakshi Mukherjee ([mmukherjee@aftmichigan.org](mailto:mmukherjee@aftmichigan.org)) with any questions.

## **Travel Assistance for Out-state Locals**

Recognizing the distance out-state locals need to travel to attend many of our events, we will reimburse mileage for members from locals located more than 80 miles from the event location:

- We will reimburse a reasonable number of drivers from each local/area; members should carpool as much as possible.
- Mileage will be paid at the IRS rate.
- At the conference, drivers will be able to fill out a mileage reimbursement form. Our financial office will mail out checks.
- In general, hotel stays will not be covered, but locals may apply for special consideration by contacting Chuck Lobaito at [clobaito@aftmichigan.org](mailto:clobaito@aftmichigan.org).

## **All Day Sessions**

### **Member Organizing Institute**

Strong locals continuously build and improve their 1:1 conversation skills to have conversations with coworkers, move them to action, and build a habit of doing this with accountability. During this day-long session participants will learn the structure of a strong and effective 1:1 organizing conversation and role play using the context of their local's membership drive or campaign.

### **Bargaining Simulation (This session is capped at 21 participants)**

Demystify the bargaining table in this day-long session! Understand why and how bargaining works from start to finish. Learning by doing is this session's key feature, an approach that prepares you to be a full player in the bargaining process, from developing proposals and understanding your team, to reaching a settlement. Participants will:

- Write bargaining proposals;
- Put together a team and work like one; and
- Develop a strategy to get a deal.

## **Session 1**

### **Planning & Running Inclusive Meetings**

Just because your principal or department chair runs boring meetings doesn't mean you have to; come learn how to plan and run union meetings that rock! In this session participants will:

- Analyze types of meetings and their purpose in union building
- Review facilitation skills that promote a democratic process, invite member participation, and lead to member-driven decision making
- Reflect on existing practices and identify strengths and areas for development that will lead to more member participation and engagement in union meetings

### **Worksite Leader 101: Problem Solving in Your Building/Department**

Did you know that when you're acting in your role as worksite steward/rep, you're the "legal equal" of the principal or department chair? This session covers ways worksite leaders can help members navigate issues at the worksite and help create solutions that make it a better place to work and increase member engagement.

### **Disinformation and Right Wing Attacks on Education**

Join Progress Michigan to learn about how local fights around CRT, LGBT+ books, and other issues impacting marginalized students and communities are directly connected to broader national politics. Taking a look at some of our very own battles in Dearborn and Onaway, we'll discuss their root causes and how unions can respond to help build up our communities.

## **Session 2**

### **Building Strong Teams**

Effective unions require groups of people working together toward common goals--from worksite-level union committees to Executive Boards--and nothing drives people away like toxic relationships. This session covers strategies for creating effective teams, including communication, task allocation, and accountability.

### **Using Google Sheets for Organizing**

Good organizing starts with a great list! Join AFT Michigan's very own list makers to learn how you can create and use Google spreadsheets and Excel for organizing your worksite. Participants will walk away with skills and resources to help them manage and use lists strategically to help build membership, increase communication, and build union power!

### **Using Gender Neutral Language to Build Inclusive Unions**

Strong unions are inclusive unions that value the identities and experiences of all members. Learn about the work AFT Michigan's Queer Caucus has done to push for gender neutral language in our unions' communications, contracts, and beyond.

### **Why School Boards Matter for Educators and Communities**

Who's your boss's boss? School boards play an important role in setting policies and conditions that impact educators, students, and communities. Join us to learn about the ins and outs of school boards from recruitment and endorsement to accountability and advocacy.

### **Session 3**

#### **Planning for a Secure Retirement**

Whatever our job, and whether you have access to a pension or not, we all deserve a secure retirement. Whether you've been planning for years or avoiding the topic completely, this session will introduce you to the basic principles and concepts you need to take control of your future.

#### **Contract Enforcement 101**

We work hard to win strong contracts, let's make sure we enforce them! Knowing your contract and understanding the process of handling worksite issues can help members find solutions and build power. In this session, participants will define grievances and work their way through a case study to help demystify the process of contract enforcement.

#### **Examining Bias in the Workplace**

How does bias show up in our workplaces? In this session with Justice Leaders Collaborative, we'll take time to understand how implicit and explicit bias impacts workers and the communities they serve. Participants will work to understand and identify bias in the workplace and practice interrupting and standing up for a more equitable workplace.

#### **How the Labor Movement Can Build Power to Improve Workers' Lives**

The Huron Valley Area Labor Federation, AFL-CIO, brings together some 50 union locals representing 18,000 union members in four counties of SE Michigan. In recent years, it has worked to unite unions and community organizations around campaigns that improve life for working families. Come learn what HVALF has accomplished, what it aims to do next, and discuss what you can do in your own backyard.