



SUMMER ORGANIZING INSTITUTE

August 14-15, 2024
Boston Teachers Union

Wednesday, August 14th

8:30-9:00 AM	Registration and Breakfast
9:00-10:10 AM	Welcome and Opening Panel— Organizing for Strong Contracts
10:10-11:10 AM	Workshops: Session 1

Organize Your School Site 101: Setting Up Your Faculty Senate/School Site Union Meeting—Lea Serena, BTU Elementary Field Rep; Erica Kouka, BTU Organizer— **BTU Hall 1**

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!

Building Rep Workshop 1: How to File a Grievance: —Erik Berg, BTU President— **BTU Lounge**

Ensuring that our hard-won rights are enforced is Job 1 for Building Reps. This workshop will prepare you for using informal conversations, organizing, and the grievance process to enforce our contract, election to work agreements, and legal rights.

New Leaders Track Workshop Day 1: Parliamentary Procedure: — Jackie Daughtry, Union Leadership Institute, AFT — **AB Conference Room**

This workshop will provide you with the tools you need to lead or participate effectively in how to run your union meetings. We'll review Robert's Rules and parliamentary procedure.

11:15-12:25 PM	Workshops: Session 2
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Organizing Your School Site 201: Increasing Union Engagement in Your Building: — Natalia Cuadra-Saez, BTU Director of Organizing— **Hall 1**

How do we motivate more people to get involved in the union? Learn how to map your building and use structures, such as Contract Action Teams (CATs) at your school to beat apathy and activate every single member.

Building Rep Workshop 2: Role of the Building Rep & Weingarten Rights—Marcos Ramirez, AFT-MA Field Rep; Mike Regan, AFT-MA Field Rep— **BTU Lounge**

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.

New Leaders Track Workshop Day 1, cont'd Understanding and Reviewing, Amending ByLaws. —Jackie Daughtry, Union Leadership Institute, AFT— **AB Conference Room**

Tools for understanding, reviewing, and amending bylaws, and other governance issues like: where Robert's Rules fits in; authority of the officers, the board, and the members; who interprets the bylaws; the Bylaws and Rules Committee; and more!

12:30-1:30 PM	LUNCH
1:30-2 PM	Closing and Overview of Day 1
Thursday, August 15th	
8:30-9:00 AM	Registration and Breakfast
9:00-9:30 AM	Opening Discussion
9:40-10:40 AM	Workshops: Session 3
<p>Organizing with Parents and Mapping Your Community— Suleika Soto, Boston Ed Justice Alliance Organizer; Jonathan Rodrigues, BTU Organizer— BTU Lounge This workshop will broaden our understanding and provide practical tools to organize with the full set of stakeholders in our school community to better school climate and win for students, educators and families.</p>	
<p>Building Rep Workshop 3 - Knowing your contract —Mikayla Vu, AFT-MA Field Rep— AB Conference Room Get ready for a quiz! We will need to be more familiar with our Collective Bargaining Agreement. Have your contract ready because we will look through them and figure out how to answer questions from our co-workers using these important agreements.</p>	
<p>New Leaders Track Workshop Day 2: Bargaining Strong Contracts: —KB Brower, Bargaining for the Common Good — BTU Hall 1 Bargaining for the Common Good (BCG) is an approach to building power where unions, community groups, racial justice organizations and faith groups work together as equal partners to win bigger and broader demands at the bargaining table. In these campaigns, labor and community groups work together to demand that corporations and the wealthy pay their fair share so that our schools and communities have what they need to prosper. In this workshop, participants will learn from successful case studies of BCG campaigns where unions and community groups partnered to win transformative victories in the areas of student learning conditions, climate justice, housing justice, racial justice, and more.</p>	
10:50-12 PM	Workshops: Session 4
<p>Organizing Your School Site: Turn Up the Heat and Make an Escalation Plan— Anabel Santiago, AFT-MA Organizer—BTU Lounge You've come together as a union, you've identified your top issues, and you've made your demands. Now what will it take to win? Join us to learn how to plan a series of escalating actions that increase pressure on decision-makers to meet your demands. You can't win if you don't put the pressure on</p>	
<p>Building Rep Workshop 4: First Friend Best Friend— Gina O'Toole, AFT-MA Organizer; Jeremy Shenk, AFT-MA Organizing Director— BTU Hall 1 Now more than ever we need to focus on orienting, greeting, and building relationships with newly hired co-workers at our worksites. We will learn outreach strategies and best practices and ways to sign up new hires with our local unions and encourage activism as we are getting to know them.</p>	
<p>New Leaders Track Workshop Day 2: Why Comms is Important For Union Organizing— Emma Friend, AFT-MA Communications — AB Conference Room This workshops will explore tools, tips and best practices for using communications strategies to win contracts, policy and goals for our members.</p>	
12-1PM	Lunch

1-1:30 PM

Closing, Evaluation, Recap