

LEADERSHIP DEVELOPMENT WEEK | May 20 – 24, 2019

COLLECTIVE BARGAINING | May 20 – 21, 2019

This course will teach tools and techniques for effective local union contract negotiations, including the importance of advance strategic planning, how to select and manage a bargaining committee, determining the local's objectives, priorities and bargaining positions, writing proposals, anticipating management demands, negotiating-table basics, communications with workers and others about negotiations, discussion of contract campaigns, what to do during eleventh-hour negotiations, how to settle difficult issues and reach an agreement, and preparing a memorandum of agreement. The class is interactive and participatory and will include a mock bargaining session in which all students will participate. This course is appropriate for local union officers who negotiate directly with employers on behalf of their workers, and union members who are scheduled to serve on or lead negotiations on behalf of their locals and is offered for both Canadian and U.S. locals.

LOCAL UNION TRUSTEE TRAINING | May 20 – 21, 2019

This two-day course is designed specifically for IATSE Local Union Trustees. After sessions on Fraud Prevention, the Role of the Trustee, and Planning an Audit, the class will conduct a mock audit. Trustees must attend the full two days of class to graduate and earn a certificate. Only members who serve their local unions as Trustees responsible for periodically auditing their locals' books and records are eligible for this training. There is no other prerequisite. This training is NOT applicable for Benefit Fund or Training Fund Trustees.

INTERNAL ORGANIZING | May 20 – 21, 2019

Strong local unions demonstrate daily the many ways that "Growth Equals Strength." Not only do they have an eye on growing union membership and density in their communities, but also growing the skills and engagement of the membership to create a dynamic and powerful local union. These two things – a dynamic and powerful local union - translate into strong contracts, fair wages and a well-skilled workforce. Building a strong local union is a craft and this 2-day training will teach leaders step-by-step best practices and considerations that will grow your unique vision into a stronger and engaged democratic organization. There is no prerequisite for enrollment, but local unions are encouraged to send candidates who have the power to move an action fostering growth and strength forward in their local. This class will include speaking in front of a group, and other forms of practice and participation by all students and is designed for engaged members who are ready to take a step forward to expand their skills.

PUBLIC SPEAKING AND TELLING OUR UNION STORY | May 22, 2019

Union leaders need the ability to clearly express ideas in ways that strengthen solidarity, inspire teamwork, and move people to action. Whether you are running a meeting, organizing, making a presentation, negotiating a contract, or giving a speech, your ability to effectively and persuasively speak is directly tied to good leadership and representing your workers. This one-day course will cover: The fundamentals of public speaking; Practice in composition/development of, delivery, and criticism of informative, persuasive, professional, and engaging speeches/presentations; Techniques and approaches to prepare yourself for public speaking and combat nervousness. Through storytelling exercises and group activities, instructor Adam Wade will empower you to communicate authentically, inspire others, engage with clarity and humor, and increase your confidence and ability to get in front of people and be heard.

RESPECTFUL LOCAL UNIONS/RESPECTFUL WORKPLACES | May 22, 2019

The current focus on sexual harassment has made it more important than ever for us to create a culture of respect and inclusion in the IATSE. Our union values require us not only to obey the letter of the law or to strive for diversity, but also to hold inclusiveness as our goal. Inclusiveness means that we not only welcome workers of all ages, gender identities, races, and creeds into our union, but that those diverse workers all feel as though they are part of the union and respected by the IATSE. This is everybody's task. This course provides instruction and resources to help local leaders to set the standard for creating respectful workplaces and inclusive practices to better represent all workers in our locals. This one-day course will cover: Fostering an inclusive union culture; Issues related to race, ethnicity, age, gender, religion, sexual orientation, disability, and other aspects of diversity in local unions and workplaces; Bystander training: This community responsibility approach will teach participants how to interrupt harmful behaviors such as harassment, discrimination (bias incidents?), and violence, and, teach union leaders how to encourage others to find safe ways to intervene; How to assist members with complaints.

LABOR LAW | May 23 – 24, 2019

This workshop is specially designed to introduce union members and labor leaders to the laws governing the operation of labor unions, covering relationships with workers and employers, the duty of fair representation, contract negotiations, organizing, internal union procedures, new cases dealing with social media, small bargaining units and more. Emphasis will be placed on the practical day-to-day application of the law, to help students gain confidence in running their locals, creating organizing strategy, and negotiating and interpreting their contracts. Class work will include lectures and group exercises. This course will serve as a good introduction to Labor Law for new officers, and a review for more experienced officers. It is offered for both Canadian and U.S. locals.

COMMUNICATIONS FOR UNION ACTION | May 23 – 24, 2019

This two-day course offers practical instruction about how to engage and motivate people to action. Sessions include: leadership principles and tools for both internal and external organizing, recruitment of activists and developing leaders, articulating a vision, messages and messaging, planning for strong communications, the power of listening and more. Participants move from theory to the practice of concrete skills and leave class ready to move an action forward and foster growth and strength in their locals.