

Hotel Accommodations:

Hotel accommodations and other expenses are the responsibility of the participants and their respective local. You can register utilizing the following link or you can call and identify yourself as part of the AFT-Oregon event.

Register online: <http://bit.ly/2okHM1V>

Phone: 503-718-0007

Hotel Registration Deadline: January 3, 2020

Hillsboro Embassy Suites Hotel check in is at 3:00 p.m. and check out is at 12:00 p.m. No pets are allowed. The block of rooms reserved are a Standard Double Queen Suite or a Standard King Suite for \$124.00 (not including taxes and fees, currently 13.8%). These two-room suites each have either two queen beds or one king-sized bed, and a private living room with a pull-out queen-sized sofa sleeper. Also included is free WiFi, a microwave, refrigerator, a hot made-to-order breakfast.

Event Details:

Event Location & Date

Embassy Suites
20001 NW Tanasbourne Drive
Hillsboro, Oregon 97214
January 24-25, 2020

Registration

Register for AFT-Oregon Winter School program online: <http://bit.ly/2ocZ4O1>

Event Registration Deadline: January 10, 2020

Cost:

Registration for the event is \$50 for each participant. This includes a Friday evening buffet and reception, Saturday breakfast and lunch and all workshop materials.

Mail your payment

After registering online, mail the registration fees of \$50 for each participant to:

AFT-Oregon
10228 SW Capital Hwy.
Portland, OR 97219

Include the names of each attendee with the payment.



AFT-Oregon Winter School 2020

January 24-25, 2020
Embassy Suites
Hillsboro, Oregon



Winter School Class Schedule

Friday, January 24, 2020

6 p.m. Registration
Hors d'oeuvres Buffet
7:00 General Session Presentation
Representative Chris Gorsek

Saturday, January 25, 2020

7:30 – 8:30 Breakfast
8:30 – 10:00 **Block One Workshops**
Equity And Inclusion in the Labor Movement
Organizing Plans
PECBA Overview
Union Basics for New Leadership
10:15 – 11:45 **Block Two Workshops**
Equity And Inclusion in the Labor Movement
Bargaining Research and Classification
Organizing during Bargaining
Bargaining over Health Insurance Benefits
12:00 – 1:00 **Lunch**
Student Debt Presentation by Melanie Myers, AFT Research & Strategic Objectives
1:00 – 2:30 **Block Three Workshops**
Work Life Balance
Total Person Unionism: Labor Activists as Community Partners
Understanding PERS and Retirement
Bargaining over Health Insurance Benefits
2:45 – 4:15 **Block Four Workshops**
New Employee Orientation
Total Person Unionism: Labor Activists as Community Partners
Understanding PERS and Retirement
Midterm Bargaining
4:15 – 4:30 **Wrap up**

Class Descriptions

Work Life Balance

by Kheoshi Owens of Empress Rules Equity Consulting (1X)
AFT-Oregon leaders must have the proper work/life balance to carry out their mission with intention and integrity. Without proper balance, people can experience burn out. In order to promote a healthier work/life balance, this workshop is designed to: Build community and deepen relationships, explore the cost and benefits of work life balance, identify and commit to steps to create a healthier work/life balance, and learn how to advocate for our needs.

Bargaining Over Health Insurance Benefits

by Jaimie Sorenson, Kaiser Permanente Labor Partnership and former AFSCME Field Representative (2X)
This workshop is designed to help union leaders understand the components of health insurance and empower union members to understand what is driving the cost of benefits and the impact on the health of your members. Learn how the components of a plan's design changes premium costs or costs at the time of service. Who is your health insurance broker and what do they do? Are health benefits committees helpful or harmful? What about opt-out payments and how they impact your plan? What about wellness programs (beyond a walking group)? Lastly, you will be provided with many resources where you can find unbiased information to help you evaluate your insurance plan and hospital system. Time allowing, this class will also provide analysis of extracted language from several contracts.

Equity and Inclusion in the Labor Movement

by Sherman Henry of LERC (2X)
This workshop will be an active engagement for participants designed for you to gain strategies and skills for engaging unionists in diversity and inclusion initiatives, employing self-reflection and deploying education and training throughout your organization, and leveraging D&I as a way to strengthen the labor movement and in particular, helping local leadership build union density and increasing awareness for recruiting and retaining members.

Total Person Unionism: Labor Activists as Community Partners

by Bob Bussel of LERC (2X)
This interactive workshop will draw on concepts from Bob Bussel's book 'Fighting for Total Person Unionism' in discussing how unions can establish strong working relationships with community partners. The workshop will focus especially on how unions can develop these relationships and find common ground in working with community partners.

Understanding PERS and Retirement

by Frank Goulard, President PCCFFAP & Mark Brenner of LERC (2X)
This session is designed to be informative and allow for Q & A. The purpose is to explain how PERS works, how PERS retirement calculations are made, how you can use the PERS website to estimate your own potential retirement benefits, explain some of the intricacies of PERS that affect all of us, describe Social Security & Medicare and its effects, and overall strategies for retirement. There will also be a discussion on how the July 2019 passage of SB 1049 affects our members. Please feel free to bring your PERS annual statement that was mailed to your home in May 2019. This statement shows the two sources of PERS retirement accounts that apply to all employees, and will also be explained in the presentation.

New Employee Orientation

by Dan Andersen, AFT-Oregon Field Representative (1X)
HB 2016 gives unions the opportunity to meet with new employees

to provide information about the collective bargaining agreement. This workshop will explore potential opportunities for orientations, best practices for employee orientation, key information to share with employees, how to come away with a signed membership card and have a new employee who is excited that they are a part of the union.

Organizing During Bargaining

by Jessica Foster, AFT National Representative (1X)
The prospect of a successful negotiation is driven by an active and vocal membership that supports the efforts of their bargaining team and are taking action to win the best possible contract for all members. What we are able to win at the bargaining table is more often than not a direct reflection of the participation and action of members outside of the negotiations room. Negotiations is one of the heights of activities to engage members and potential members in not only winning a great contract but also in building a stronger and sustainable union that will continue after negotiations. Learn what the elements of a successful organizing plan incorporated into negotiations and best practices in developing and executing an organizing campaign during negotiations.

Organizing Plans

by Jessica Foster, AFT National Representative (1X)
Planning is a key component of any local union's success. With focus and direction we are more likely to achieve success. Plans allow us to determine our collective goals and benchmarks for success while also establishing clarity on the strategies, tactics and resources we will use to achieve those goals. Learn the elements of a successful organizing plan, how to get started on making an organizing plan and best practices to develop an organizing plan.

Bargaining Research and Classification

by Rob Glase, AFT-Oregon Field Representative (1X)
This workshop will provide an overview of bargaining research: including budget analysis, costing, classification and compensation, proposal analysis, requests for information, oppositional research, and issue-based strategic research. Preparations helpful for contract negotiations.

Mid-Term Bargaining

by Bryan Lally, AFT-Oregon Field Representative (1X)
With HB 2016 unions have an opportunity to open up mid-term bargaining with the employer. This workshop will provide an overview of the process of mid-term bargaining: when a union demands or an employer demands (or fails to demand) to bargain over changes made that affect working conditions.

PECBA Overview

by Bryan Lally, AFT-Oregon Field Representative (1X)
What is the Public Employee Collective Bargaining Act? This workshop will provide an overview of the act, the Employment Relations Board, and what services they provide. It will review what actions violate the act, Unfair Labor Practices, the Duty of Fair Representation and remedies.

Union Basics for New Leadership

by Dan Andersen, AFT-Oregon Field Representative (1X)
If you're new to union leadership, or interested in becoming a leader, this course will provide an understanding of the structure and governance of our union from the local to the national level. Find out about what it takes to be a successful leader, roles and responsibilities of officers, basics of union finances, and setting up effective boards and committees.