

## Hotel Accommodations

**Hotel accommodations** and other expenses are the responsibility of the participants and their respective local. If you require a hotel room, contact the hotel directly and state that you are part of the AFT-Oregon group event. The negotiated rate is \$159.00 plus tax for deluxe kings. This includes parking and the hot breakfast buffet.

### The Grand Hotel

201 Liberty St. SE  
Salem, OR 97301  
503-540-7800

reservations@grandhotelsalem.com



## Event Details

### Location and Date

Salem Convention Center  
200 Commercial St SE  
Salem, Oregon 97301

April 30, 2022, 9:00 am - 4:00 pm

### Registration

Register for AFT-Oregon Spring Training online: [or.aft.org/spring-training](https://or.aft.org/spring-training)

*Event Registration Deadline: April 15, 2022*

### Cost

Registration is **\$60** per participant. This includes a continental breakfast, full lunch and workshop materials. Space is limited, so register early!

### Mail your payment

After individual participants have registered online, the local should mail its payment with a list of each attendee to:

### AFT-Oregon

10228 SW Capitol Hwy  
Portland, OR 97219



# Spring Training



**Salem  
Convention  
Center  
April 30, 2022**

# Spring Training Class Schedule

# Class Descriptions

Saturday, April 30, 2022

- 8:30 – 9:00 **Continental Breakfast**
- 9:00 – 9:15 **Welcome and Opening Remarks**
- 9:15 – 10:30 **Block One Workshops**  
PERS, Retirement and You  
Organizing Plans  
Union 101 – Basics for New Leadership
- 10:45 – 12:00 **Block Two Workshops**  
Building Political Power  
HB 2016, PSLF, SB 551 Legal Updates  
Grad Locals History
- 12:00 – 1:00 **Lunch**  
Scholarships and Awards Presentation
- 1:00 – 2:15 **Block Three Workshops**  
New Eligibility – PSLF  
Equity And Inclusion in the Labor Movement  
Mid-Term Bargaining
- 2:30 – 3:45 **Block Four Workshops**  
Organizing to Resolve Issues  
Labor and Community Partnership  
Grievances
- 4:00 **Wrap-up**

## Block One

### PERS, Retirement and You

**Frank Goulard, PCCFFAP President**

The 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 estimate your own potential retirement benefits, explain some of the intricacies of PERS that affect all of us, describe Social Security and its effects, and overall strategies for retirement. Please bring your PERS annual statement that was mailed to your home in May 2021.

### Organizing Plans

**Mayra Vasquez-Garcia and Marylou White, AFT-Oregon Organizers**

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 need 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.

### Union 101 – Union Basics for New Leadership

**Dan Andersen, UAOSU Executive Director**

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.

## Block Two

### Building Political Power

**Ira Erbs and Andrea Haverkamp, AFT-Oregon PLAC**

Where does your local stand in making sure your elected officials are accountable and hold union values for your community? Learn how to recruit, get out the vote, build political power, and how local publicly elected officials' decisions affect union members and the communities we call home.

### HB 2016 – Public Student Loan Forgiveness – SB 551

**Tedesco Law Group**

Overview of how HB 2016 is being implemented to gain access to member's information as legislation in its third year. Is it working or does the language need improvement? In 2022, AFT-Oregon supported legislation for our members to adjust 2021 laws related to Part-time Faculty Healthcare and Public Service Loan Forgiveness for Student Loans. Learn about the latest legislation and how it affects our members.

### Grad Locals History

**James Russell, Filmmaker, Michael Marchman, GTTF Organizer, and Richard Schwarz, AFT-Oregon Retirees**

Learn about the history of graduate employee unionization in the US and how the movement began with an historic 24-day strike by teaching assistants at UWisconsin in 1970. That set the stage for the formation of grad unions at UMichigan and GTFF at the University of Oregon, the first three graduate employee unions (all AFT affiliates) in the country. We'll watch a 30-minute video of the UW fight and strike introduced by the film's editor James Russell, speak with Richard Schwarz who was an undergrad at the time, and hear from Michael Marchman on the 45-year history of GTFF.

## Block Three

### New Eligibility – Public Student Loan Forgiveness

**Chris Goff, AFT Higher Education Assistant Director**

Recent changes to state and federal laws have made the promise of Public Service Loan Forgiveness more accessible to tens of thousands of student loan borrowers who had previously been denied. This debt clinic will review what you need to know to take advantage of federal programs to relieve your student debt, provide you with free resources that are available to AFT members to help you manage your enrollment and other forgiveness paperwork, and learn how to take further action to expand the promise of loan forgiveness to even more people.

### Equity and Inclusion in the Labor Movement

**Miche Dreiling, AFT-Oregon Field Representative and Mayra Vasquez-Garcia, AFT-Oregon Organizer**

This workshop is an active discussion for participants designed to gain strategies and skills for engaging unionists in diversity and inclusion initiatives, employing self-reflection, and deploying education and training throughout your organization. Learn to leverage diversity and inclusion as ways to strengthen the labor movement, and to help local leadership build union density and increase awareness for recruiting and retaining members.

### Mid-Term Bargaining

**Bryan Lally, AFT-Oregon Field Representative**

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.

## Block Four

### Organizing to Resolve Issues

**Jessica Foster, AFT National Representative and Marylou White, AFT-Oregon Organizer**

As leaders, activists, and members of our local unions, it is common for members to approach us with issues and concerns in our workplaces. Often we look to the grievance process in our union contract as the first, and maybe only, means to try to resolve these issues. In this training, we'll explore how to identify issues in the workplace, how to assess when the grievance process or organized collective action (or both) is the best path towards resolving issues, and the key steps in organizing members to resolve issues.

### Labor and Community Partnership

**Rafael Moratoya, AFT Community Coordinator and Dr. Luz Villarroel, PCC DREAMers Resource Center**

Learn the importance of how labor and community groups, using shared values, collaboration and solidarity, can build better communities for labor members and residents. Find out who your partners are that can rise up and assist your members with resources, campus problems, and community issues.

### Grievances

**Vincent Blanco, PCCFFAP & PCCFCE Labor Relations Specialist**

Learn the basics of the grievance process and how to investigate a potential grievance. Discuss the principles of just cause and progressive discipline. Learn how to advocate for union members who have been disciplined or whose contractual rights have been violated.

