

## Event Details

### Location and Date

Corvallis Community Center  
2601 NW Tyler Ave  
Corvallis, Oregon 97330

**January 28, 2023, 9:00 am - 4:30 pm**

Registration and Continental Breakfast  
begin at **8:30 am**

### Cost

Registration is **\$40** per participant. This includes a continental breakfast, box lunch and workshop materials. Each attendee will also receive a paperback copy of **Class Struggle Unionism** by *Joe Burns*.

### 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



# Winter School



Winter  
School  
2023



Corvallis  
Community  
Center

January 28, 2023

# Winter School Class Schedule

# Class Descriptions

Saturday, January 28, 2023

- 8:30 – 9:00**    **Continental Breakfast**
- 9:00 – 10:15**    **Block One Workshops**  
Equity and Inclusion  
Organizing Plans  
Open Bargaining
- 10:30 – 12:00**    **Block Two Workshops**  
Workshop: Stopping Sexual Harassment in the Workplace  
Conflict Resolution and Mediation  
Organizing to Resolve Issues
- 12:00 – 1:30**    **Lunch and Leadership Breakouts**  
Get your box lunch and join your peers at one of the tables for networking and discussion.
- 1:30 – 3:00**    **Block Three Workshops**  
Work/Life Balancing  
Organizing Stewards and Leaders  
Round Table Discussion: Bargaining
- 3:15 – 4:30**    **Block Four Workshops**  
How To Run an Effective Meeting  
Grievances  
Round Table Discussion: Membership Levels



## Block One

### Equity and Inclusion

**Emalydia Flenory, GTFF Co-VP for Equity and Inclusion and Miche Dreiling, AFT-Oregon Field Representative**

As unionists, our power comes from our numbers, and everyone deserves a seat at the table. With that in mind, this workshop focuses on building a bigger table; how to implement more equitable structures in your local.

### 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.

### Open Bargaining

**Jessica Foster, AFT National Representative and Michael Marchman, GTFF Staff Organizer**

Open bargaining, the practice of allowing and encouraging all employees to attend negotiations sessions, is a strategy that is increasingly being used by locals across the state. In this session, we will discuss the merits of open bargaining, how to effectively use open bargaining to increase member engagement in the negotiations process, and how open bargaining can increase our leverage and power to achieve contracts that meet our needs and demands.

## Block Two

### Workshop: Stopping Sexual Harassment in the Workplace

**Fara Broughton, CGE President and Sarah Pishioneri, CGE Staff Organizer**

Sexual harassment is real; it occurs in our workplaces and it greatly impacts our lives and the lives of our coworkers. In this workshop, we share proactive tactics, including boundary setting, de-escalation techniques, and bystander intervention, to prevent sexual harassment from escalating in the workplace. We also discuss real-world scenarios and work together to identify direct actions you and your union can take to change your workplace culture.

### Conflict Resolution and Mediation

**Andrea Haverkamp, AFT-Oregon Political Organizer and Miche Dreiling, AFT-Oregon Field Representative**

A diverse membership has varied personalities, issues, and communication styles. Learn and practice tools to help facilitate and coordinate different modes of membership engagement.

### 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.

## Block Three

### Work/Life Balancing

**Erica Thomas, PSUFA Chair of Political Action and Andrea Haverkamp, AFT-Oregon Political Organizer**

Working people balance living rich personal lives alongside waged production workloads in a capitalist society. For union activists, we are signing up for even more tasks which can simultaneously fight back against excessive workloads but also add to our feelings of exhaustion. In this workshop, we'll have a roundtable unpacking of: burnout, what it is, and how it shows up in our spaces; the differences between avoidance and rest; and brainstorm practices towards mutuality, connectivity, belonging, and co-operation in our activist efforts.

### Organizing Stewards and Leaders (Worksite Structures)

**Rob Glase, AFT-Oregon Field Representative, Mayra Vasquez-Garcia & Marylou White, AFT-Oregon Organizers**

Retaining and growing leadership beyond the executive committee is necessary in building a strong union. This session will focus on best practices to recruit leaders and stewards, to create a worksite structure and to retain leader participation in a meaningful way.

### Round Table Discussion: Bargaining

**Facilitators: Ariana Jacob, PSUFA EC Co-Chair and Vincent Blanco, PCCFFAP & PCCFCE Labor Relations Specialist**

Join this discussion to share and learn from other locals about how we are approaching bargaining amidst this moment in history: within a global pandemic and an increasingly pro-union national culture. Let's share lessons learned and brainstorm ways we can support each other and strategize for increased bargaining power.

## Block Four

### How To Run an Effective Meeting

**Rebekah Whittaker, LERC Career Instructor and Jaime Rodriguez, AFT-Oregon President**

Learn how to build a structured agenda, to incorporate parliamentary processes, and to keep meetings on track while encouraging robust discussion. Effective time management and planning are essential components of the democratic process which requires that all voices be heard.

### 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.

### Round Table Discussion: Membership Levels

**Rob Glase and Miche Dreiling, AFT-Oregon Field Representatives**

The locals of AFT-Oregon have made incredible strides in virtual organizing since the COVID-19 pandemic began. Join with other locals and organizers to discuss what has worked and what hasn't, with a focus on increasing membership levels in our current context.