

UFE UNION SUMMER SCHOOL AGENDA (SEPTEMBER 3-4, 2014)

Day 1, Wednesday September 3 from 9 a.m. – 5:00 p.m.

Connecting Organizing and Bargaining

With Gary McNeil, Higher Ed Organizer, UFWS/WEA

9 AM-Noon: Organizing, Outreach and Union Building

9:00-9:30 Introduction and Welcome (Grace and Gary)

Why are we all here? Participant introductions.

9:30-10:00 Guild Card Campaign – what did we learn? (Gary and Elizabeth)

Gary McNeil introduces the guild card idea and organizing campaign.

Elizabeth Williamson summarizes last year's guild card campaign and results. Review the key issues that emerged from the cards.

What is the value of deep consultation and dialogue with our membership? (Gary, Elizabeth and union members – group discussion).

10:00-10:45 Union Building (Introduction by Gary McNeil)

Continuing contact with members – broadening and deepening the guild card conversations.

Building the membership: focus on recruitment. Target numbers?

(Gary and union members – group discussion).

10:45-11:00 Break

11-12:00 Role Plays (Gary and Elizabeth facilitating)

Role plays to help us develop the skills and confidence to talk to non-union members about joining up. Conclude with group discussion: what did we learn? How can it inform a fall organizing campaign?

12:00 Song-writing workshop with Marla Elliott

12:30-1:15 Potluck Lunch: A working lunch in small groups to write a UFE song.

1:15 Performing our song.

1:30-5 pm Know Your Contract: Contract initiatives and Bargaining

1:30-1:45 Introduction: How we arrived at these specific contract issues during bargaining (Gary McNeil)

1:45-2:30 Latin@ Initiative (Latin@ Strategic Plan)

Grace reports out on the summer institutes and current developments.

Group Discussion about faculty and curriculum (community outreach, culturally relevant pedagogy [Leslie Flemmer], K-12 student outreach). Further group discussion of union leadership or involvement in the initiative.

2:30–3:15 Adjunct Part-Time Faculty Joint Committee (APT)

Stephen Beck introduces the issues. *Group discussion.*

3:15-4:00 Curricular Cohort Model (CCM)

Laurie Meeker reviews the proposed framework. *Group discussion* of issues and strategy.

4:00–4:40 UFWS President Bill Lyne addresses faculty union issues in Washington State – from our sister UFWS unions to the legislative process and challenges we face.

4:40 – 5:00 Preview of tomorrow's agenda. (Anne, Carolyn, Elizabeth).

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Day 2, Thursday, September 4 from 9 a.m. – 5 p.m.

Strategies for Building Leadership and Solidarity

With Sarah Laslett, Washington State Labor Education and Research Center (WSLERC)

Membership Leadership Development

9:00 – 10:30 Assessing Member Involvement, Barriers to Involvement, and Mobilizing UFE Members for Sustainable Internal Capacity Building

- What are the central concerns of UFE members? What is their vision of their union?
- How have UFE leaders tried to address those concerns? Do leadership & membership have a shared vision?
- How to achieve “buy-in” & manage expectations
 - Build/Win matrix
- How to play to the strengths of the UFE membership
- Exercise: Defining Solidarity – Head, Heart Hands

10:30 -10:45 Break

10:45- Noon: The DEAA Leadership Styles Assessment

- Identifying dominant leadership styles
- Building effective leadership teams

12-1 Potluck Lunch

1:00 – 2:30: Developing Leadership in Members

- How to play to the strengths of the UFE membership
- Identifying leadership roles & activities for members – member education?
 - Public Speaking
 - Running Effective Meetings
 - Strategic Planning
 - Issues Identification
 - Levels of leadership:
 - Professional/organizational staff
 - Elected Officers
 - Stewards
 - Member leader – activist
- Exercise: Answer, Affirm, Re-direct – how to get conversations back on track

2:30 – 2:45 BREAK

2:45 – 4:15 Recruiting and activating member leaders as part of a strategic campaign

- How to achieve “buy-in” & manage expectations
- Accountability & support structures
- Mentoring
- Exercise: Role plays for leaders at different levels: recruitment, testing, follow-up, coaching, etc

4:15 – 5:00 Wrap-up, Evaluation, and Next Steps

- What are people planning to do leaving this school? This can be relative to both days.

*Special thanks to Union School organizers: Anne Fischel, Grace Huerta, Laurie Meeker, Carolyn Prouty and Elizabeth Williamson.