

BAY AREA TROUBLEMAKERS SCHOOL

SATURDAY, APRIL 6, 2019

Registration 8:00 - 9:00 a.m.

Coffee and light breakfast served.

Opening Plenary 9:00 - 10:00 a.m. (Auditorium)

- **Maricel Henderson**, *UNITE HERE Local 2*
- **Karla Griego**, *UTLA*
- **Kampala Taiz-Rancifer**, *Oakland Education Association*
- **Sam Winslow**, *Labor Notes*

Workshops 10:15 a.m. - 12:15 p.m.

1. Secrets of a Successful Organizer: Beating Apathy (51)
2. How to March on the Boss and Other Creative Tactics (55)
3. Organizing Against Sexual Harassment and Assault (53)
4. Bargaining Table Tactics (52)
5. Solidarity with Immigrant Workers and Communities (34)
6. Going on Offense: Thinking Big in Contract Campaigns (54)
7. Assertive Grievance Handling (32)

Lunch 12:15 - 1:30 p.m. (Atrium)

Lunch is provided.

Workshops 1:30 - 3:30 p.m.

1. Secrets of a Successful Organizer: Assembling Your Dream Team (51)
2. Secrets of a Successful Organizer: Turning an Issue Into a Campaign (52)
3. Race and Labor: Let's Talk About It (54)
4. Legal Rights of Union Stewards (55)
5. Bringing Community Demands to the Bargaining Table (34)
6. Lessons from the Teachers Strikes (Auditorium)

Closing Plenary 3:30 p.m. - 4:30 p.m. (Auditorium)

- **Bertha Perez**, *AFSCME Local 3299*
- **Brace Beldon**, *Anchorsteam Organizing Committee, ILWU*

Afterwards 4:30pm

Triple Rock Brewery, 1920 Shattuck Avenue (at Hearst)



Subscribe to *Labor Notes* monthly magazine for half off the regular price—just \$15 for a whole year if you sign up today. It's your best way to stay in touch with all these great troublemakers.

Trainers from Labor Notes are available to come to your local union, bringing expertise in member mobilization, contract campaigns, strategic planning, strike prep, and more. Speak with Bianca today or email training@labornotes.org.

Sponsoring organizations:

Oakland Education Association, SEIU 1021, California Federation of Teachers, AFSCME 3299, United Teachers of Richmond, National Union of Healthcare Workers, ILWU Local 10, UC-AFT Local 1474, UPTC-CWA Local 9119, NABET 51- CWA, AFM Local 6, IATSE 16, SF Jobs with Justice, Vallejo Education Association, Peralta Federation of Teachers, North Bay Jobs With Justice, Oak Grove Education Association.

WORKSHOPS

MORNING 10:15 a.m. - 12:15 p.m.

1. Secrets of a Successful Organizer: Beating Apathy (51)

Are you beating your head against the wall trying to get people involved? This workshop is for you. Hear success stories about how others have turned their workplaces around and turned apathy into action. Learn practical organizing tools for engaging your co-workers, taking action, and getting results.

Memo Durgin, *California Teachers Association*

Nate Arnold, *Amalgamated Transit Union Local 192*

2. How to March on the Boss, and Other Creative Tactics (55)

Directly confronting your boss about a workplace issue is a great way to make the union visible and vocal... and often, a great way to score a victory that makes a real difference on the job. This workshop will teach you the step-by-step process to organize a march on the boss!

Ryan Olds, *Oregon Education Association*

Kandy Piper, *AFSCME Local 3299*

3. Organizing Against Sexual Harassment and Assault (53)

How can you get started transforming your workplace culture so that gender violence and harassment are no longer tolerated? Hear from union members about how they organized to identify the problem and come up with strategies to act when it happens—whether from a boss, a client, or a co-worker.

Jennifer Estemera, *IATSE Local 16*

Lydia Majure, *UAW Local 5810*

Irma Perez, *UNITE HERE Local 2850*

Facilitator, **Bianca Cunningham**, *Labor Notes*

4. Bargaining Table Tactics (52)

This workshop will cover preparing for bargaining, finding pressure points, planning timelines, balancing different interests among the membership, and keeping up communication with members during bargaining and escalating campaign actions, including strikes.

Abid Yehiya, *NUHW*

Ona Keller, *California Teachers Association*



5. Solidarity With Immigrant Workers And Communities (34)

Employers and politicians are attempting to divide workers and weaken the labor movement by attacking immigrants. Learn how unions and worker centers around the country are fighting back—and how you can too.

Yulisa Elenes, *UNITE HERE Local 2850*

Kung Feng, *San Francisco Jobs With Justice*

Porfirio Quintano, *NUHW*

6. Going on Offense: Thinking Big In Contract Campaigns (54)

It's not enough to keep playing defense, especially as divide-and-conquer tactics pit workers against the public. Hear about local campaigns where unions took on big targets and made big demands, not just for their members but for the community as a whole in community coalitions and campaigns that went beyond the bargaining table.

Theresa Rutherford, *SEIU Local 1021*

Karla Griego, *UTLA*

Kirstin Quinn Siegel, *NUHW*

Laura Kurre, *California Teachers Association*

7. Assertive Grievance Handling (32)

Grievances are won or lost because of not only how well you argue your case, but also how well you organize members to build the pressure on management. This workshop for stewards and union reps will focus on how to win creatively without going to arbitration—or sometimes without even filing a grievance. We'll also discuss the do's and don'ts of settling grievances.

Ashley Payne, *SEIU Local 1021*

Zev Kvitky, *California Federation of Teachers*



WORKSHOPS, CONT.

AFTERNOON 1:30 p.m. - 3:30 p.m.

1. Secrets of a Successful Organizer: Assembling Your Dream Team (51)

Your workplace may feel like an unorganized mess, but the truth is you're not starting from zero. There's organization there already—though it might have nothing to do with the union. Learn how to map out the existing networks in your workplace, identify the leaders in those networks, and then knit them together into an organizing committee.

Robin Walker, *ILWU*

Brendan Keirans, *IATSE Local 16*

Avanti Mallapur, *SEIU Local 1021*

2. Secrets of a Successful Organizer: Turning an Issue into a Campaign (52)

Everybody has complaints and frustrations, but an organizer has the skills to turn problems into opportunities. Learn how to sort the issues you hear from co-workers, bring people together, and make an escalating plan to solve the problem.

Kampala Taiz-Rancifer, *Oakland Education Association*

Bethany Meyer, *Oakland Education Association*

3. Race and Labor: Let's Talk About It (54)

How does racism show up in our workplaces, and even in our unions? What are some strategies to confront it through our bargaining, organizing, union culture, and community connections? And what can you say to union sisters and brothers who aren't convinced racial justice has anything to do with union politics? This workshop will spark conversations that the labor movement needs.

Bianca Cunningham, *Labor Notes*

John Pearson, *SEIU Local 1021*

4. Legal Rights of Union Stewards (55)

Learn how stewards can enforce their legal rights to solicit and investigate grievances, use information requests, and defend members at disciplinary interviews and grievance hearings.

Ryan Olds, *Oregon Education Association*

5. Bringing Community Demands to the Bargaining Table (53)

Both union members and the services we provide are under attack by budget-cutters, privatizers, and union-haters. How can workers use our power on the job and at the bargaining table to advocate for ourselves and for our co-workers, students, patients, or the public?

James Tracy, *AFT Local 2121*

Becca Rozo Marsh, *Oakland Education Association*

Facilitator, **Saurav Sarkar**, *Labor Notes*

6. Lessons from the Teacher Strikes (Auditorium)

Teacher walkouts have swept across the U.S. from Chicago to Oklahoma, from West Virginia and Arizona to Los Angeles and Oakland. What are lessons, not only for teachers in neighboring districts but also for workers in other sectors? Here from Oakland and Los Angeles teachers who organized to strike and from charter school teachers and school employees that struck in solidarity.

Karla Griego, *UTLA*

Ismael Armendariz, *Oakland Education Association*

Olivia Udovic, *Oakland Education Association*

Andy Marshall-Buselt, *Bay Area Charter Organizing Network*