

Bargaining for All



Honoring This Space

We begin by acknowledging that through a history of colonization and brutality, we are currently on the traditional lands stewarded by generations of the Arapaho, Ute and Cheyenne peoples.

We honor these indigenous people, all elders, past, present, and emerging. We are called to learn and share these learnings about this tribal history, culture, and contributions that have been suppressed in the telling of the story of what we now call the United States of America.

WHY ARE WE HERE?

NEA has an enterprise wide emphasis on organizing.

Our UniServ focused events don't always meet the needs of organizers.



Logistics to Remember

Questions to Ask

Bathroom

Materials

Food

Room Temperature

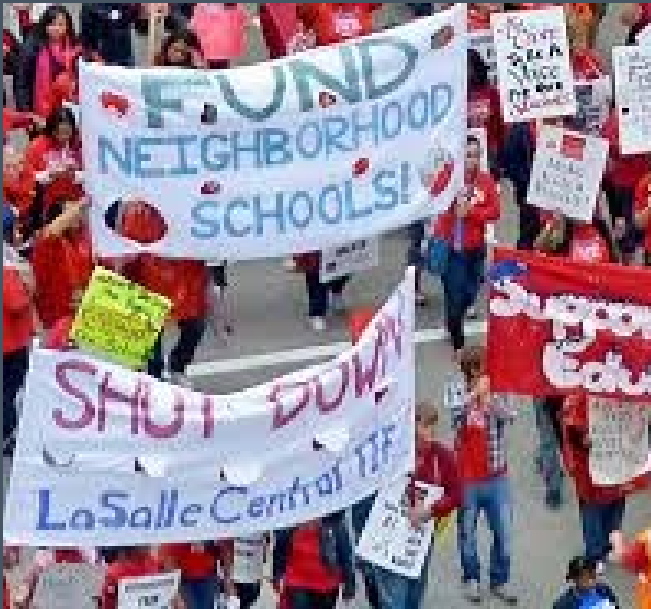
Karla as a Resource

Travel

Vouchers



3 DAY AGENDA



Days 1 and 2

7:30-8:30
Breakfast

8:30 Convene

10:15-10:30
Break

12:00- 1:00
LUNCH

2:15-2:30 Break

4:30-5:00 Choice
Networking

5:00 Adjourn

Day 3

7:30-8:30 Breakfast

8:30 Convene

11:00-11:15 Break

1:00 Boxed Lunch

1:00-2:00 Choice
Networking

2:00 Adjourn

TODAY'S OUTCOMES



- Why Collective Bargaining
- They Can Bargain, Why Don't They
- Workplace Democracy
- What Do We Say about Collective Bargaining
- Power

Community Agreements p. 2-3

Using Self-Awareness and Self-Knowledge

Listening for Understanding

Being Gracious

Staying Engaged

Being Open and Suspend Judgment

Saying “I”- tell your truth

Seeking Discomfort

Reaching Empathy

Expecting Non-Resolution and Non-Closure

*

Adapted from “Embracing equity and inclusion”, Annie E. Casey Foundation



One Revolution Around the Room

Name _____
Required Pronoun _____
State _____

Halimah



Fold the Line

Name, Pronouns, Work Location

What is your highest hope?

What is your lowest expectation?

You CAN bargain, so why aren't you?



Fold the Line Whole Room Discussion

What are some of the lowest expectations you heard?

What are some of the highest hopes you heard?

Why aren't you bargaining?

What else does the room need to know?

Final Words from The Future We Need – p. 207

“Collective bargaining is fundamental to building a healthy democracy by creating pathways for elevating the decisions of workers alongside those of employers. And in an era of advanced global capitalism, where financialization, fissured employment, and entrenched white supremacy and patriarchy exist, collective bargaining must be expanded to meet the needs of modern workers, addressing all the ways that they interact with the economy.”



Ellen

Why Collective Bargaining is an NEA Focus

DEFINITIONS: Organizing and Organizers

Organizing is leadership that enables people to turn the resources they have into the power they need to make the change they want.

Organizing means enabling workers and changing lives.

The duty of the **organizer** is to provide people with the opportunity to work for what they believe in. Our job is to create those opportunities. The members will build their union.



Why Collective Bargaining is an NEA Focus

NEA C4O Discussion Paper- Strategic Building Blocks

“Focus on opportunities across bargaining states to run majority status campaigns to win exclusive representation and first contracts. (in both permissive and mandatory bargaining states). Expansion of majority status bargaining rights directly correlates with increased member density and thereby increased member voice and power. Recognition campaigns expand the union.”



Why Collective Bargaining is an NEA Focus

- › Nationwide support for organized labor is highest since the 1960s
- › Ambitious new union drives in the service sector
- › Historically low unemployment and an infusion of federal dollars into the economy
- › Surge of educator strikes continues – focused on winning student-centered issues



Why Collective Bargaining is an NEA Focus

- › We have to recruit 250,000 new members a year just to maintain current levels of union density. (Necessary)
- › Maintenance does not build. (Not Sufficient)



Why Collective Bargaining is an NEA Focus

States with near universal contracts have higher density than states with permissive bargaining laws, almost all of whom have higher density than states where collective bargaining is prohibited. The more widespread collective bargaining is, the higher our membership density.

Among our certificated membership:

- › 61% density across all the mandatory bargaining states
 - › 10 states are above 80%
- › We are at 39% density across permissive bargaining states
- › We are at 12% density across prohibited bargaining states



Why Collective Bargaining is an NEA Focus

- › Winning recognition and bargaining rights inevitably result in increased membership, density and strength.
- › Members and potential members are rarely more engaged than during campaigns for recognition and first contracts. These can be critical compression points for increasing membership, engagement, and strength.
- › Our ability to assist locals without bargaining rights, to win exclusive recognition and first contracts can qualitatively expand and strengthen the union.



Why Collective Bargaining is an NEA Focus

- › Increased membership and density isn't just about numbers, it's about the power to make systemic change through working together.
- › "We claim the power to make the big decisions that will shape the changes that impact our lives in the years to come." (p. 206)



Why Collective Bargaining is an NEA Focus

- › Leaders are developed through action.
- › Campaigns for recognition and first contracts are powerful crucibles for the identification, testing and validation of trusted and respected worksite leaders.
- › Successful recognition campaigns are led by effective *member organizing committees*. And they build effective worksite leadership networks.



KEY IDEAS



Help more of our members win the right to bargain collectively, and they will advance their own self-interest, bargain for the common good, and fight for the safe, just and equitable schools our students deserve.

Winning the right to bargain empowers workers and changes lives.

Focusing on that, makes everything else possible.

Charles



Is Collective Bargaining Urgent or Important?

Important activities have an outcome that leads to the achievement of your goals.

These are the activities that we know would help us out in the “long term” and we “intend” to them when the “timing is right” but the consequences of not doing them are not immediate so we put off acting on them.

Urgent activities demand immediate attention, and are usually associated with the achievement of someone else’s goals, or with an uncomfortable problem or situation that needs to be resolved.

Urgent activities are often the ones we concentrate on. These are the “squeaky wheels that get the grease.” They demand attention because the consequences of not dealing with them are immediate.

Based on the definitions found in The Future We Need, which do you think it is?



Is Collective Bargaining Urgent or Important? (p.13-15, 19)

Discussion

1. Which of the definitions is closest to your definition of collective bargaining as you CURRENTLY think about it?
2. They already have the “right” to bargain collectively, why aren't they?
3. What would you have to stop doing in order to make this happen?
4. Who would you have to convince that this was both important and urgent?



Is Collective Bargaining Urgent or Important?

What are some important ideas that your table discussed that you think the room would benefit from hearing?







Zac

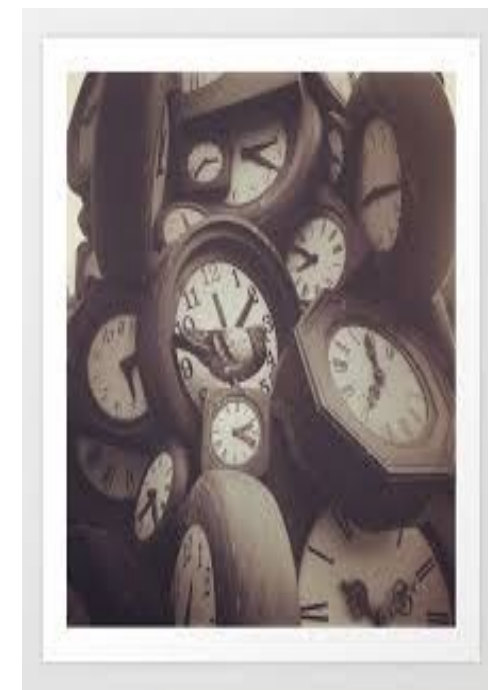
Is Collective Bargaining Urgent or Important?

If they CAN bargain, why don't they?

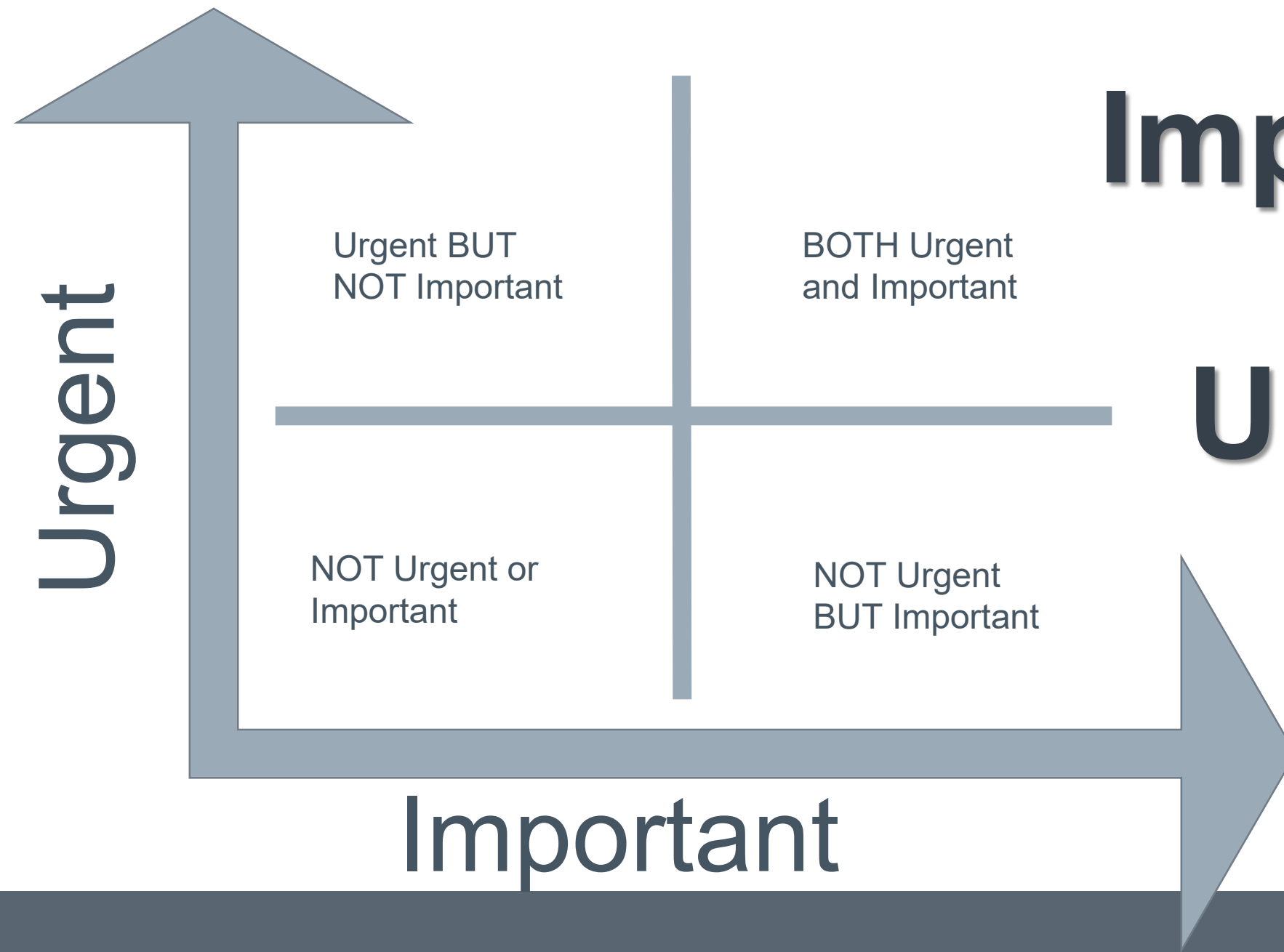


REMINDER -- Urgent or Important

- › **Important** activities have an outcome that leads to the achievement of your goals.
- › **Urgent** activities demand immediate attention, and are usually associated with the achievement of someone else's goals, or with an uncomfortable problem or situation that needs to be resolved.



Someone Else's Goals



**Important
vs.
Urgent**

Organization's
or Your Goals

3 Steps for the Urgent or Important Matrix



On Your Own – Brainstorm for 5 Full Minutes –
What is all the work you do?

With your Team – 10 Minutes - Categorize your work into the various quadrants. You are working on your own AND helping each other at the same time. Where you have similar work, listen to how each of you think about it.

With your Team – 5 Minutes – Discuss

- What did you notice that you COULD stop doing, or get others to do?
- What are ways that you can make space to include collective bargaining?
- What would it take to get others to pick this work up along with you?
- How do you stay employed and push this agenda?

Whole Room Report

- › What did you notice that you COULD stop doing, or get others to do?
- › What are ways that you can make space to include collective bargaining?
- › What would it take to get others to pick this work up along with you?
- › How do you stay employed and push this agenda?



Closing Thoughts From The Future We Need

"To fulfill its true potential, collective bargaining should be seen as a gateway to democracy in the entire economic arena. ... We need to not only ensure that collective bargaining is accessible to workers in this climate but also deepens its effect if it is to become an impetus to the revival of democracy." p.19



KEY IDEAS



Collective Bargaining, done strategically, is a principled, activist process that can engage 100% of the workers in a meaningful relationship with their union.

Collective Bargaining engages members in securing wins for their workplace, their students, and their communities.



Jeny

3 Lessons From History

1. Don't bargain away power
2. Confront discrimination in our own organizations
3. Don't compromise core-values to maintain perceived relationships



From Our Reading

Think on: What parts of the book emphasized these lessons for you?



What is Your Current Situation

Small Groups – 2 Groups per ea. lesson

Create a T Chart – >

List the

-beliefs -practices -messages

That locals **currently** use as either counters or exemplify the lesson your group is examining.

References in the book:

P. 20 Black Washerwomen of Atlanta

P. 22 Knights of Labor, IWW, Craft Unions

P. 24 Laws and Acts

P. 25 Main point

P. 27 Wagner Act

P 28 Black Rail Workers

[illegible]

Current Situation

What is your role in moving your affiliates to understand that this is what collective bargaining is about?

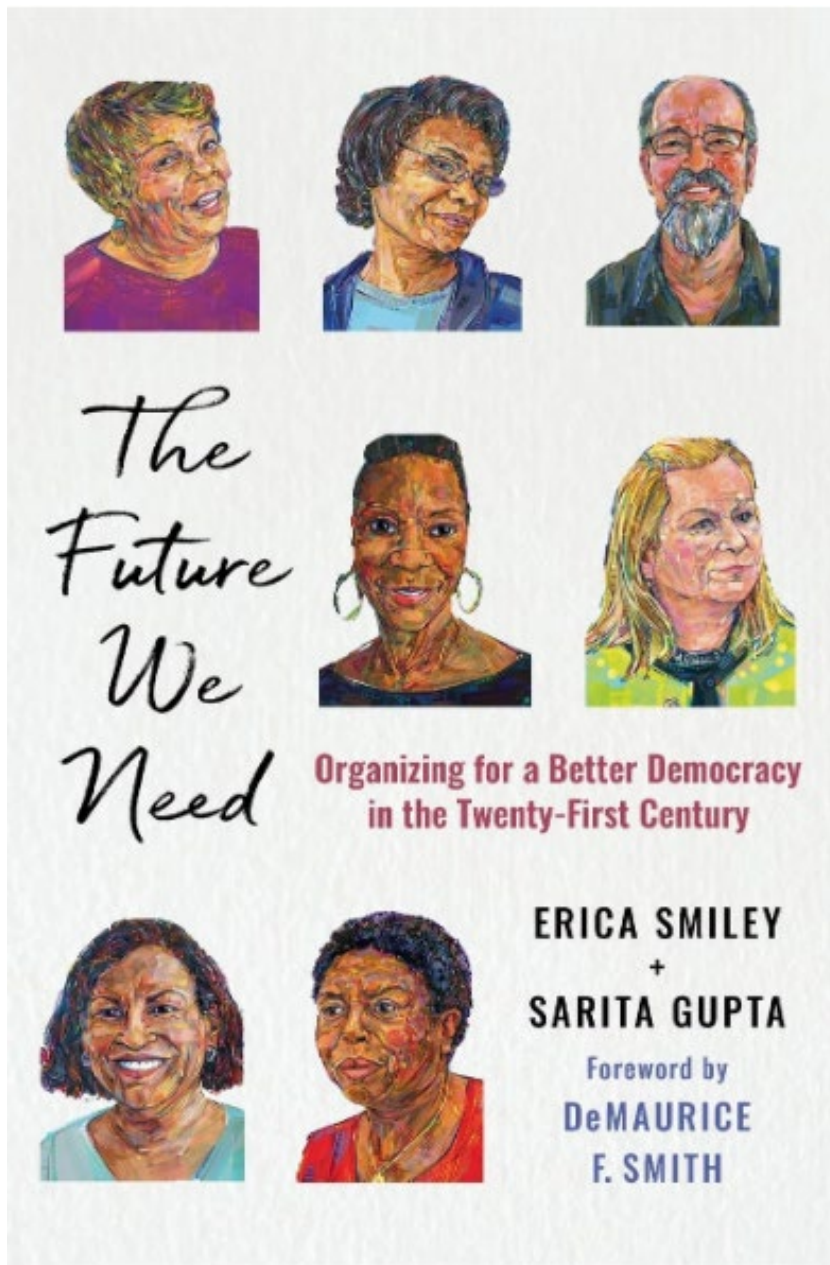


KEY IDEAS



- › As we have moved through time, we have forgotten the lessons from history
- › History doesn't repeat, it rhymes.
- › Collective Bargaining is what democracy looks like in the workplace.





Authors' Visit





Sara



An Institutional Problem

**Most Teachers Are Good
and We Appreciate Them!**

**You Are Bad! Get Out
and Leave!**

**ALL Teachers Unions Are
Bad! Teachers Unions Are
Not For The Kids and Not
For the Parents! The
Whole Nation Sees That!**

**Douglas County Parents,
Grandparents, and Taxpayers OWN
the Schools!**

Remember That!

**We Approve The Curriculum, NOT
YOU, NOT the Teachers Unions**

What do they say about unions?

What is the word on the street?

What do you think the
average people in our
school communities say
about collective
bargaining?



What is the word from the boss?

What does the School Board and the Superintendents have to say about collective bargaining?



What is the word in our own house?

What do you think
the average
member has to say
about collective
bargaining?



Report out!

What do you think the average person, board member/superintendent, union member has to say about collective bargaining?

- › What are the top themes in the chart you ended on?
- › What was one that stood out to you?



Monet

Why does the story matter?

- › A *dominant narrative* is an explanation or story that is told in service of the dominant social group's interests and ideologies.
- › Dominant narratives achieve dominance through repetition, the apparent authority of the speaker, and the silencing of alternative accounts.
- › Because dominant narratives are so normalized through their repetition and authority, they have the illusion of being objective and apolitical, when in fact they are neither.

Why does language matter?

› Approaching the conversation...



***Should vs
How?***

Narratives

- 1) trigger imagination and make connection
- 2) are expressions of or a counter to cultures
- 3) are resources for empowerment or oppression



Did the narratives on your charts do any of these?

Shifting and Using Narratives- The DO's

□ Unmask

- Name the dominant narrative when you see it at work.
- Point out that what you just saw on the news or heard from a friend, or the law that was just passed, was based on particular values and beliefs.
- *“The way you are talking about the recent contract settlement sounds like you think teachers are pretty greedy and we’re only looking out for ourselves.”*



Shifting and Using Narratives

□ Elevate

- Name the values and beliefs from our new narrative that you want to see lived out in the world.
- Connect it to places where your audience may see that happening already.
- *“I really like it when parents come in and express their appreciation – especially when they acknowledge they don’t now how we do it – it helps me feel valued and respected”*



Shifting and Using Narratives

□ Contrast

- Lay out what might be different if your values/convictions were the ones shaping what happens in the world.
- Be specific about how we have the choice to approach situations through a different belief system.
- Invite a rethinking of the situation.

“I guess we have to decide if we want to scapegoat paraprofessionals for the many challenges we face or accept them as willing and able partners in educating all kids.”



NARRATIVE

Shifting and Using Narratives

□ Draw on your own journey

- While it's important to personalize this, it's also important to do it in a way that anyone can see themselves in it. Describing your own realizations and shifts will help others
- Find their own way in the conversation.

“I can understand your reaction, there are times when I realize that I've been reacting to what others say and not putting forth my own beliefs – it gets discouraging – but I realize now I've only been making it worse.”



NARRATIVE

Key Points to Remember...

☐ **Sustain your efforts and connect with others**

- Shifting a dominant narrative does not happen quickly – it takes sustained effort, over.
- Time, with many people working at it.

☐ **Demonstrate your worldview, don't just write & talk about it.**

- Our actions say as much or more about our values and beliefs as our words.



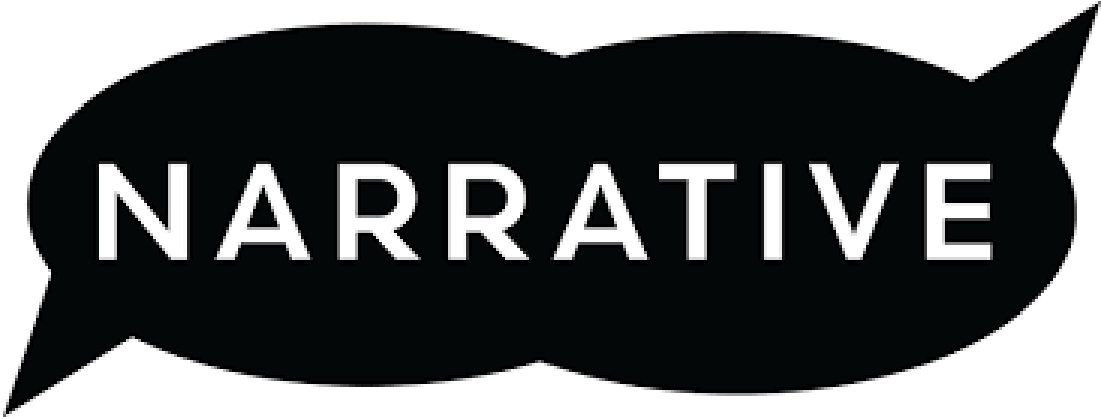
Shifting the Narrative - DON'Ts

- ☐ Focus on challenging facts or interpretations of information.
- ☐ Attack people for their worldview.
- ☐ Name the dominant narrative as “wrong.”
- ☐ Try to convert or convince people.



NARRATIVE

Try the Shift!



NARRATIVE

- › Five Groups
- › You will be *assigned* a scenario –
 - 1 through 5
- › Try the shift using the steps we discussed
 - Use your handouts for support

Debrief that Shift!



- › What do you notice?
- › What was tough?
- › What worked well?

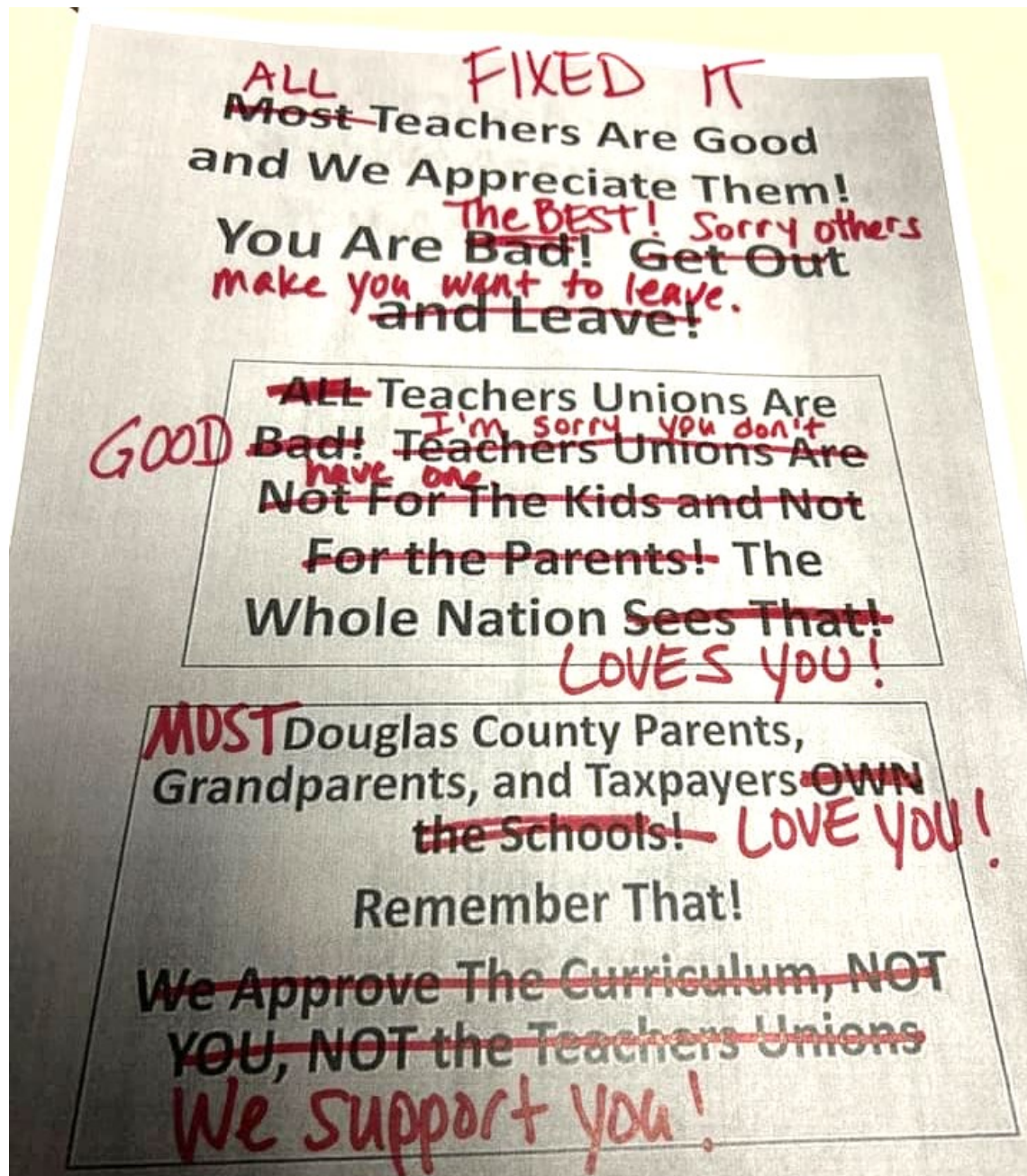
What **SHOULD** be the narrative?

If we are successful in building our own narratives, what would each group be saying about collective bargaining?

Return to your 1st chart



What do
you wish
they said
about
unions?



Organizing to Bargain



Your moment to transform how your members think about your union.



Members see themselves in the union, fighting for the issues they feel most passionate about.

KEY IDEAS



Narratives are powerful tools that can be used to maintain power over an oppressed group

Narratives can be intentionally changed and used by an oppressed group to advance a change agenda

KEY IDEAS



- › Communicate how you and the people with a shared purpose and shared values can do the work you want to do and invite others to join with you.

Sustain your efforts and connect with others

- Shifting a dominant narrative does not happen quickly – it takes sustained effort, over
- Time, with many people working at it.
- Authentic and earnest engagement.

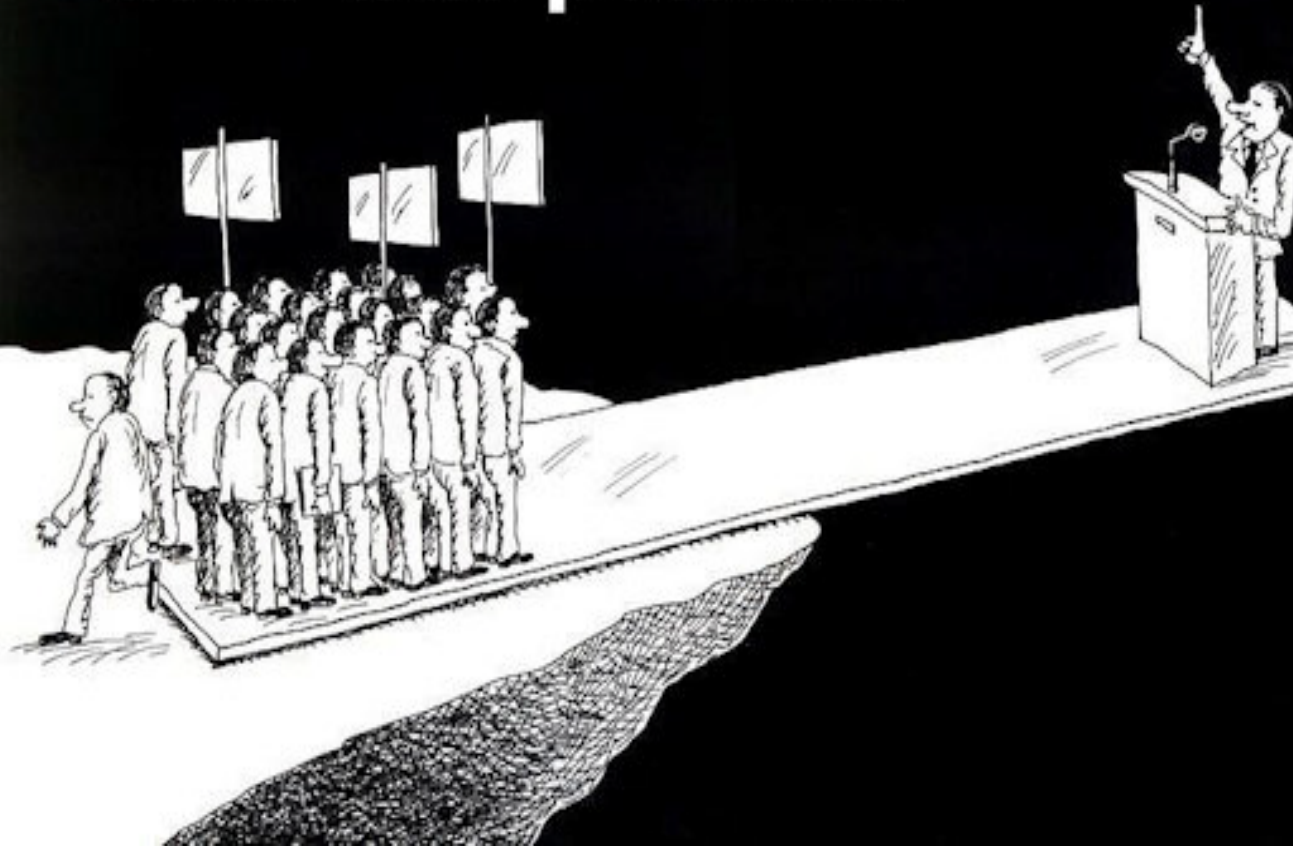
Demonstrate your shared values, don't just write and talk about them.

- Our actions say as much or more about our values and beliefs as our words.



Heidi

**The people don't know
their true power...**



What is your definition
of Power?

No Devices – just
discuss with the folks
at your tables for 5
minutes.



Power Is

- › Invisible AND Visible
- › People Driven
- › Risky
- › Strategic

Quick Table Talk

What happens when we remove one element of power?

- Invisible AND Visible
- People Driven
- Risky
- Strategic





We need members to have power (resources to deploy and people to act), but if we have 100% members and none of the other elements, we have no power.

Small Group Discussion and Speed Draw

Get into groups of five based on shoe similarity and new to you

12 Minutes to Move, Discuss, and Draw
How does your state or local express power?

Draw it (one for each state or local that your group represents)



KEY IDEAS



- › Power is visible, people driven, risky, and strategic.
- › Power is NOT just in the number of members.
- › It is critical for members to be authentically invited where their involvement is key to exercising power.



Ellen



JUST THE END
OF MY POWERPOINT

KeepCalmAndPosters.com

Ending it Right

- PLAN FOR BREAKFAST
- Choice Networking
- Housekeeping
- Feedback via email

“The opposite of
networking is
NOT working”

– Someone smart

Choice Network Time