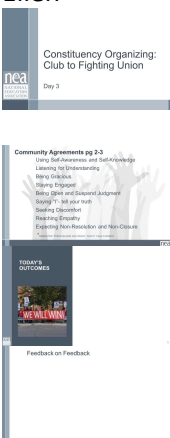


Facilitator Agenda: Day #3 Bargaining for All

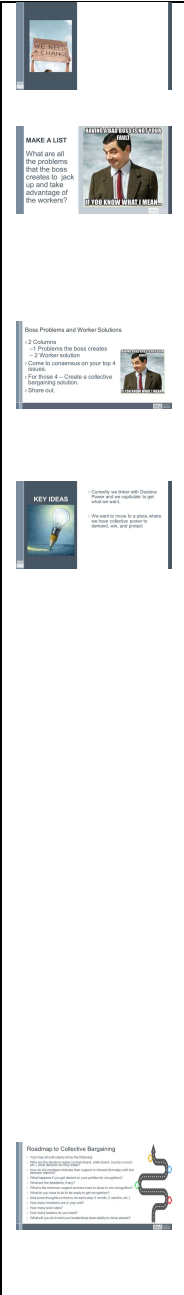
General Materials Needed:		Room Set-up:
1 Set of Handouts per Person	Chart Paper	Round Tables
Name Tags or Name Tents	Markers	Projector, Screen and Speakers
Sign-in Sheet	Post its	Carousel stations and reporting stations around the perimeter
UBL Form Folder	Index Cards	50 people
Agendas on the table (1 per)	Highlighters – 3 colors	
Room signs, sign in signs	Chart Markers – non-permanent	
	Pens and Pencils	

Key Outcomes for the Day
 Apply concepts to develop a plan to achieve the first contract
 Escalation of actions, structures, and messages

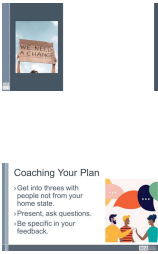
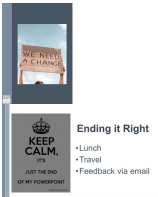
Time	Essential Questions	Resources	Instructions, Activity and Debrief (Facilitators)	Outcomes
	What question(s) should this learning section answer?	Charts, handouts, articles, materials, slide	What are you saying, what are they doing, what questions will you use to guide learning and make clear the important points Include an estimate for how long each section of the learning will take	As a result of this section of learning, what will participants know or be able to do?
8:30-8:40 Ellen 	How and what will I be learning today?		Re-entry Review the Norms Today's Outcomes Housekeeping Details Feedback on Feedback	Participants will understand how the final day of learning will proceed and have the ability to see how their feedback is incorporated.

8:40-9:10am Charles	Bargaining Team and First Contract		30 min: Importance of Constitution/Bylaws re Bargaining concepts and creation of the Bargaining team; Bargaining Team Roles; Topics for the First Contract 10 min Constitution/bylaws re Bargaining and the creation of the bargaining team: For internal transparency and protocol, concepts re the bargaining process and the creation of the bargaining team must be in the local's constitution/bylaws Speak to the sample bargaining bylaw concepts listed on the slides: ● Bargaining Team to be "elected" ..(or appointed) ■ Racial Diversity ■ Representative of bargaining unit job assignments/classifications/specialists etc. ● Responsibilities of the bargaining team ● Communication with members including the proposals from both sides ● Share ENTIRE Tentative Agreement (NOT just a summary) ● Ratification Process ● Quorum (members present ...or...total membership) Bargaining Team roles: ● <u>Spokesperson</u>: Advocates the Association's positions and responds to those of the employer ● <u>Communications Person</u>: Sends updates to membership & passes notes to Spokesperson ● <u>Official Note taker</u>: Takes the official notes/including intent of the parties for record keeping ● <u>Numbers Person</u>: Does quick math at the table/caucusing and might do the costing ● <u>Board Reaction Observer</u>: Interpreting Board/District behaviors/reactions/reading upside down 10 min Topics in the First contract There are important topics that should be in the first contract because of the immediate and direct impact on the lives of members on a daily basis during the school year Briefly speak to and go over the listed topics on the slides	
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			• Recognition • Workday/ workweek / work year • Just Cause • Grievance Procedure with Binding Arbitration • Union Rights • Representation • Nondiscrimination • Duty-Free Lunch (might be statutory) • Transfers (voluntary & involuntary) • Seniority Rights • Reduction in Force/Layoffs/Recall Rights • Personnel Files • Leave • Holidays • Health and Safety provisions • Salary • Health Insurance • Dues Deduction • Successor Contract • Duration Clause 5 min....Take 5 min and write down 3 additional topics that have been areas of concern/need final written clarification regarding your local/district relations that must be in the 1st contract 5 min....Key Take Aways: -Internal concepts and protocols re Bargaining and the Bargaining Team must be in the Local Constitution and Bylaws -Each person on the bargaining table team should have an active role -There are important topics that must be in the 1st contract because the topics immediately and directly impact the lives of members on a daily basis during the school year	
9:10-10:30 Zac	What is the roadmap to a first contract?	Strategies Step to Win a	60 Minutes Your Roadmap to Collective Bargaining break in the space-time continuum has gifted us a bonus 20 minutes here First Section Boss Problems and Worker Solutions 20 Minutes	

		Collective Bargaining Agreement Roadmap to Collective Bargaining Participants bring – List of all locals with membership density Building Lists and Leader Lists Rules and Regulations that Exist in Order for you to Bargain	3 Minutes Introduction and Directions for Whole Group - Knowing what we need in a 1st contract, how will the boss react or try to disrupt that? “What are all the ways the boss jacks up/take advantage the workers?” Divide into groups of (SIZE) and put up the issues on a piece of poster paper. Create a column for the problems the boss creates and a column for how collective bargaining could solve the issues. Chart up your answers and look for what is the same. Come to consensus on your top 4 issues. What could be the solutions you could bargain to what the boss is doing? Are we asking for bargaining solutions to boss antics, or solutions to get through boss antics to bargaining? 15 Minutes Group Work Time Chart and Discuss 2 Minute Whole group Key Take Away: Currently we tinker with Decisive Power and we capitulate to get what we want. We want to move to a place where we have collective power to demand, win, and protect Second Section What is the Roadmap (40 minutes) 3 Minutes Introduction and Content to whole group Knowing the rules of engagement and being able to convey this is a core to setting our membership teams on a pathway to success. We want you to develop a plan for what your state or local needs to do to get to the Collective Bargaining table. What is your local process. Looking at the O2B roadmap and using the information from the prior presentation, what is your roadmap to the bargaining table? Combine the rules you know apply and how many members (potential and active) in the local you are focusing on. Your map should clearly show the following: - Who are the decision maker (school board, state board, county council, etc.), what decision do they make? - How do the members indicate their support or interest (formally) with the decision makers? - What happens if you get denied on your petition for recognition? - What are the deadlines, if any? - What is the minimum support workers have to show to win recognition?	
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10:30-11:00 Sara  How do you get people engaged in the work of winning a campaign to bargain?  Writing a Theory of Change... If we (do something(s)) then we will achieve (outcome(s)).  Theory of Change (TOC) If we (do something(s)) then we will achieve (outcome(s)). Writing an organizing theory of change... We are organizing who. Specifically who believe core values, beliefs to do what specifically to demand what outcome by when.  Writing an organizing theory of change... We are organizing the certified employees of the district who believe all students should experience learning with safe and secure economic conditions to join local action teams, to communicate needs with community, and engage in pressuring the school board to demand an NCTU, restoring their right to bargain collectively by December 2024.  KEY IDEAS People need to know why they are engaging. Theories of change succinctly describe why – they tell the story.	Theory of Change		30 Minutes Theory of Change Work Backwards - that is a lot of work – how do you get more and more people engaged ? You invite and agitate around a WHY that meets the needs and values of the people you are inviting. You need a story about that why that is authentic and succinctly communicates what you are doing. This is a theory of change. An organizing theory of change is even more specific. Write a theory of change for your campaign. Coach that into an organizing theory of change. Key Points – › People need to know why they are engaging. › Theories of change succinctly describe why – they tell the story.	
11:00-11:15 	BREAK			
11:15-12:00 Heidi 			45 Minutes Work on your back home plan - Triage Chart - Top Left corner: things you will do before the end of the school year, who's doing it, and resources needed to complete	

			- Top right corner: things will you do between summer and the end of 1st semester including who's doing it, and resources needed to complete - Bottom left corner: things you will do in second semester or through the following summer, who's doing it, and resources needed to complete - Bottom right corner: things that you don't see the capacity to overcome before start of school 2024, including what the specific barriers are.	
12:00-12:45 			45 Minutes Coaching Triads on their plans - Get into threes with people not from your home state. - Present, ask questions. - Be specific in your feedback.	
12:45-1:00 Ellen 			Closing Some kind of recognition and time to do evaluations?	
1:00 -2:00	LUNCH and Networking			
2:00	ADJOURN			