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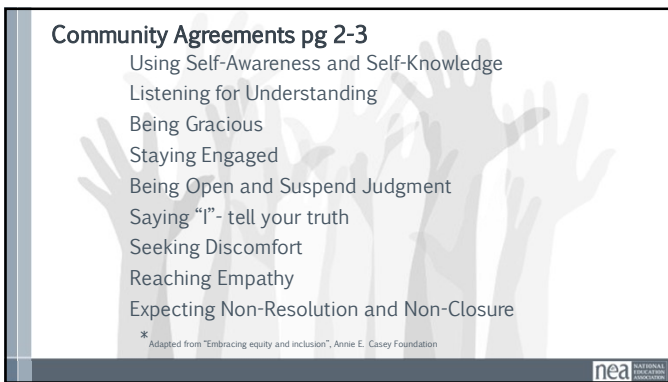
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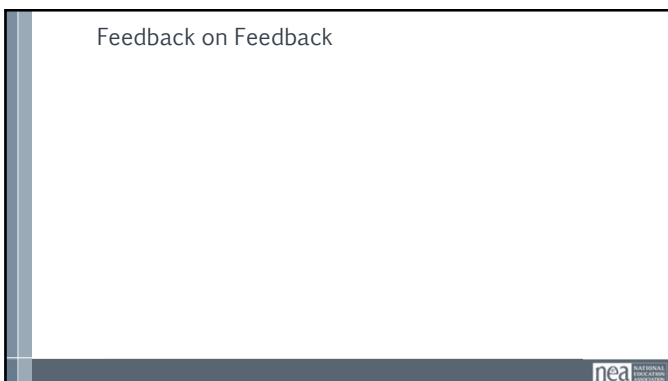
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Your Words on our work –



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TODAY'S  
OUTCOMES



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The Bargaining Team

and

Important topics for  
the 1st contract



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### Basic Bargaining concepts for local Bylaws

*(See Sample Bylaw language in your resources):*

- 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

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### Basic Bargaining concepts for local Bylaws

*(See Sample Bylaw language in your resources):*

- Share ENTIRE Tentative Agreement (NOT just a summary)
- Ratification Process
- Quorum (members present ...or...total membership)

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### Bargaining Table Team Member Roles

- **Spokesperson:** Advocates the Association’s positions and responds to those of the employer
- **Communications Person:** Sends updates to membership & passes notes to Spokesperson
- **Official Note taker:** Takes the official notes/including intent of the parties for record keeping
- **Numbers Person:** Does quick math at the table/caucusing and might do the costing
- **Board Reaction Observer:** Interpreting Board/District behaviors/reactions/reading upside down

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**Important Topics to include in the 1st contract***(See 1st contract materials including model/sample contract language and contract analyses in your resources)*

- ☐ Recognition
- ☐ Workday/ workweek / work year
- ☐ Just Cause
- ☐ Grievance Procedure with Binding Arbitration

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**Important Topics to include in the 1st contract***(See 1st contract materials including model/sample contract language and contract analyses in your resources)*

- ☐ Union Rights
- ☐ Representation
- ☐ Nondiscrimination
- ☐ Duty-Free Lunch (might be statutory)

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**Important Topics to include in the 1st contract***(See 1st contract materials including model/sample contract language and contract analyses in your resources)*

- ☐ Transfers (voluntary & involuntary)
- ☐ Seniority Rights
- ☐ Reduction in Force/Layoffs/Recall Rights
- ☐ Personnel Files

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**Important Topics to include in the 1st contract**  
*(See 1st contract materials including model/sample contract language and contract analyses in your resources)*

- ☐ Leave
- ☐ Holidays
- ☐ Health and Safety provisions
- ☐ Salary

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**Important Topics to include in the 1st contract**  
*(See 1st contract materials including model/sample contract language and contract analyses in your resources)*

- ☐ Health Insurance
- ☐ Dues Deduction
- ☐ Successor Contract
- ☐ Duration Clause

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Your Turn...Take 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

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# 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

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# MAKE A LIST

What are all the problems that the boss creates to jack up and take advantage of the workers?



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## Boss Problems and Worker Solutions

- › 2 Columns
  - 1 Problems the boss creates
  - 2 Worker solution
- › Come to consensus on your top 4 issues.
- › For those 4 – Create a collective bargaining solution.
- › Share out.



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## KEY IDEAS



- › 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

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## Roadmap to Collective Bargaining

- › 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?
  - › What do you have to do to be ready to get recognition?
  - › Add some thoughts on time to do each step (1 month, 2 months, etc.)
  - › How many members are in your unit?
  - › How many work sites?
  - › How many leaders do you need?
  - › What will you do to test your leaderships team ability to move people?



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## Start with the End Goal

- ☐ You win a Collective Bargaining Agreement
- ☐ Ratification vote by 95% of the members
- ☐ Bargaining process-Teams, Teams, Teams
- ☐ Support Collective Bargaining Card Signing (50% plus 1 minimum, but want at least 70% of ALL workers)
- ☐ Get an MOU signed with the School Board
- ☐ Worksite Teams-members or not-yet-members who are in a relationship with 90% of the workers in the worksite, are connected routinely to the leadership team, and have been trained on member-to-member conversations.
- ☐ Identify a Bargaining Leadership Team-members only, trusted and respected, great if they were elected.

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## KEY IDEAS



- › You need a diverse, trusted/respected, large, stable, committed team to generate the power to make it to the bargaining table.
- › Knowing your pathway to win CB is critical to giving strategic and campaign advice to leaders.
- › You need to set deadlines for your work, especially where there are no statutory limits. Your team needs to know there is a timeline for this work.
- › More people invited, identified, and doing the work of the union
- › You can't have power if your reach and ability to activate the entire unit is under 65%.
- › Power is built from shared relationships between workers doing authentic work on teams across worksites and with other allies.

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## KEY IDEAS



- › *The real win is not a bargaining agreement – it is a union with enough power to win the demands that materially improve the lives of members and students.*

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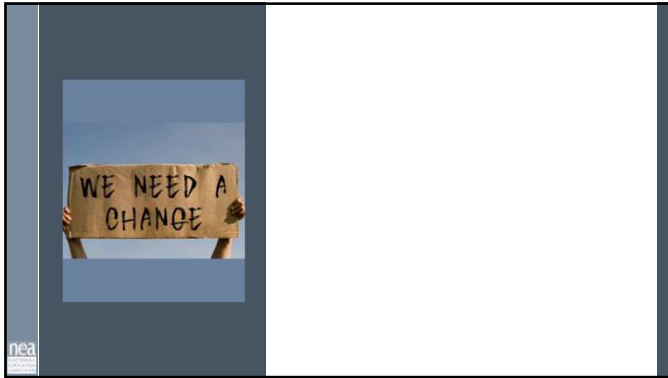
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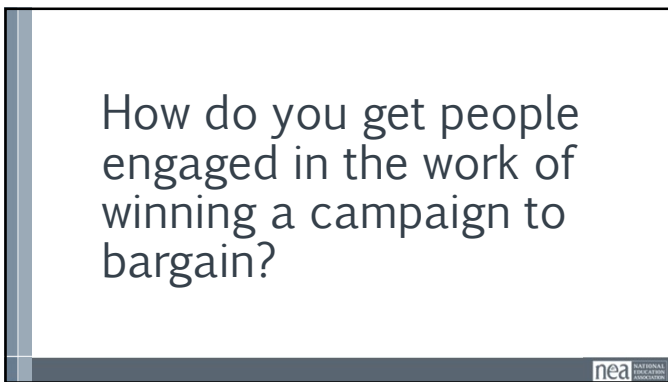
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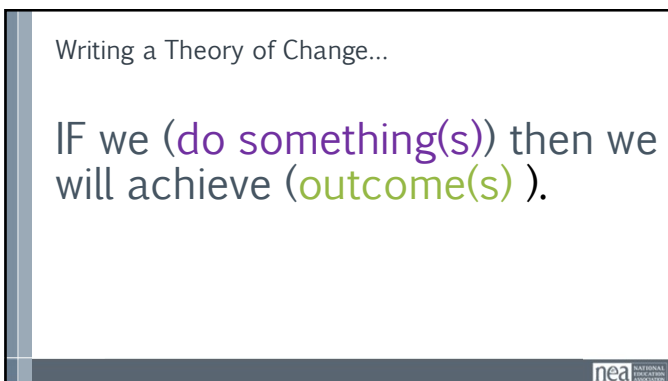
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## Theory of Change (TOC)

› “If we invite people authentically into the work of the union, engage them authentically and earnestly, give them meaningful roles and tasks, then we will build the relationships and power to change our working conditions.”



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Writing an organizing theory of change...

We are organizing **who**  
**Specifically** who believe core  
value, beliefs to **do what**  
**specifically** to **demand what**  
**outcome by when.**

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An organizing theory of change...

We are organizing **the certified employees of this district** who believe all students should experience teachers with safe and secure economic conditions to **join build action teams, to communicate needs with community, and engage in pressuring the school board to demand an MOU outlining thier right to bargain collectively by December 2024 .**

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## KEY IDEAS



- › People need to know why they are engaging.
- › Theories of change succinctly describe why – they tell the story.

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### Chart Your Plan



- › 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 1<sup>st</sup> 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.

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### Coaching Your Plan

- › Get into threes with people not from your home state.
- › Present, ask questions.
- › Be specific in your feedback.



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### KEY IDEAS



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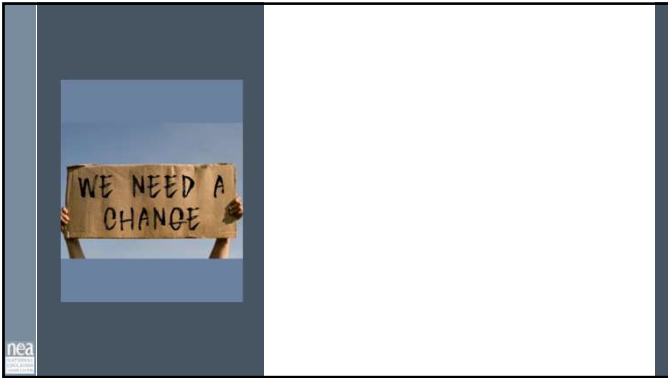
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## Ending it Right

- Lunch
- Travel
- Feedback via email



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