



DISTRICT 4
EDUCATION CONFERENCE
CAESARS ATLANTIC CITY, NEW JERSEY

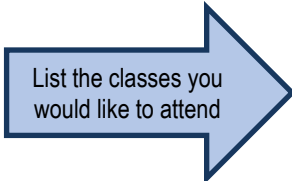


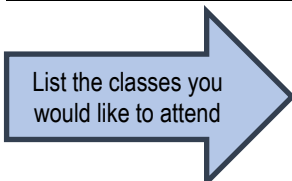
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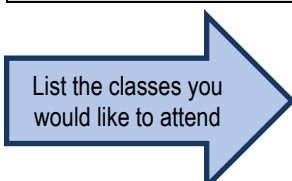
MONDAY, AUGUST 5th TO FRIDAY, AUGUST 9th, 2024

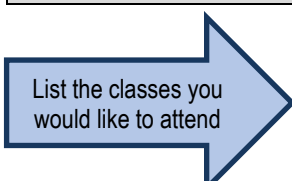
PLEASE PRINT CLEARLY

CLASS WILL BE FILLED ON A FIRST COME – FIRST SERVED BASIS

DELEGATE NAME/OFFICE HELD		
 <p>List the classes you would like to attend</p>	1 ST CHOICE	
	2 ND CHOICE	
	3 RD CHOICE	
	Email/Phone	
	Guest Name	

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 <p>List the classes you would like to attend</p>	1 ST CHOICE	
	2 ND CHOICE	
	3 RD CHOICE	
	Email/Phone	
	Guest Name	

Please copy this registration to add more delegates.

PLEASE FILL TWO FULL DAYS OF CLASSES FROM THE FOLLOWING:

Local Union Building – Administrative Officer Training (1 Full Day)

Legal Issues in Collective Bargaining/ Information Request (1 Full Day)

Human and Civil Rights – ADA, ADEA, FMLA & EEOC (1 Full Day)

New Member Orientation & Labor History (1 Full Day)

Effective Grievance Handling (1 Full Day)


Building Power/Strategic Campaigns (1 Full Day)

Financial Officer and Trustee Training (2 Full Days)

Collective Bargaining in the Private Sector (1 Full Day)

Collective Bargaining in the Public Sector (1 Full Day)

Local Union Procedures in Spanish (2 Full Days)

FEE FOR DELEGATES: \$275 FEE FOR GUESTS: \$125	Mail to: United Steelworkers 1911 Sheridan Drive Buffalo, NY 14223 Attn: Holly Rudolph	
	Make Check Payable to: District 4 Conference Fund	

Total Amount Due for Delegates:	\$ _____
Total Amount Due for Guests:	\$ _____
Amount Enclosed:	\$ _____

District 4 Education Conference Course Descriptions

1. Local Union Building – Administrative Officer Training

The USW Local Union Officer Training workshop offers participants a basic understanding of their duties and responsibilities as USW leaders and how to work together as a team to fulfill them. New leaders will demonstrate an understanding of the democratic values reflected in the USW's structure of governance. They will be prepared to perform the duties assigned to their particular officer title or unit position and manage the regular Local Union membership meeting. Finally, they will embrace and support Local Union committees, and help to build stronger local activists and leaders.

2. Legal Issues in Collective Bargaining/Information Request

This class will discuss current developments in labor law, as well as tactics in Collective Bargaining such as information requests, unfair labor practices and impasse avoidance.

3. Human and Civil Rights - ADA, ADEA, FMLA & EEOC

How to Understand, Identify and Address Discriminatory Actions; Support a Positive Workplace Culture; Build Union Power and Connect with Community. Americans with Disabilities Act, Age Discrimination in Employment, Family & Medical Leave, Equal Employment Opportunity Commission – What they mean and what they can do. How to handle discrimination complaints on the job, what resources are available to local unions and members in this changing regulatory environment.

4. New Member Orientation & Labor History

This interactive class will provide the tools necessary for an effective orientation of new members, including giving an overview of how the Union works and what it does, understanding the Collective Bargaining Agreement, and the structure of Local Unions, and the many committees, and the opportunity to get involved in the work of the union.

The Labor History component of the class explores the following: The evolution of the working-class culture and history, USW victories and challenges, your role in building a stronger union, and the mission and structure of the USW.

5. Effective Grievance Handling

Effective Grievance Handling is an essential part of the Union's responsibility to our members, and an important part of the contract administration and enforcement. This class will concentrate on aspects of the grievance process including how writing grievances is an important first step, gathering information and conducting investigations, and how to win in the grievance hearing process, as well as our obligation to see that grievances are handled in a fair and efficient manner.

6. Building Power/Strategic Campaigns

Building Power is a crucial resource when preparing for challenging bargaining. This class focuses on the stages of a bargaining campaign, building communication tools, engaging and educating members, and taking actions to support the union's goals. Participants will learn about Communication and Action Teams (CATs) a variety of new tools and tactics like digital tools, which enhance our ability to mobilize our membership to promote and defend our rights. Strategic Campaigns are a means to pressure employers effectively, and can include strategies and tactics in support of the union's agenda at the bargaining table.

7. Financial Officer & Trustee Training

Responsibilities of financial officers, duties of Trustees, and Record Keeping, tax filing and proper utilization. (Two full days)

8. Collective Bargaining in the Private Sector

While much of collective bargaining is an art, you have to know the rules and to be able to create a strategy to win. In this two-day course we will cover: early preparation including building power, surveying members and creating proposals, the law of collective bargaining, building committee agreements on the role of members and staff, using information requests and building effective arguments at the table to move management, and the importance of effective note-taking. We will conclude the class with a mock bargaining to try to put our new skills to work.

9. Collective Bargaining in the Public Sector

While much of collective bargaining is an art, you have to know the rules and to be able to create a strategy to win. In this course we will cover:

- * Early preparation including building power, surveying members and creating proposals,
- * The laws of public sector collective bargaining,
- * Public campaigns to develop awareness and support in the community,
- * Using information requests and building effective arguments at the table to move management, the use of fact-finding, and mediation in the public sector.

10. Local Union Procedures in Spanish

Grievance Handling, Financial Officers Training, and Collective Bargaining, as well as other subjects, taught in Spanish. (2 Full Days)