

Class Descriptions

Advance Grievance and Arbitration: - Bob Clark

Arbitration: From Grievance Investigation to Closing Arguments:

When confronted with a grievance, the local union should always consider the fact that the matter could ultimately end up in arbitration, especially in discipline or discharge cases. As one would generally guess, arbitrators report that preparation contributes to the union success; other factors include taking grievances up that lack merit, competency of the union's advocate, as well as witness credibility. This class will offer the participants with a full review of arbitration issues, including grievance handling and investigation, the legal environment of arbitration, selecting an arbitrator, through preparation of exhibits, witnesses, arguments and briefs. Unique issues will be presented through roll play and ending with a presentation of various parts of a mock arbitration hearing by the participants.

Financial Training - Mario Giron

Duties and responsibilities of the Local Union Officer(s), USW policies, forms and record keeping requirements, Federal tax laws and tax reporting, Internal Revenue Service and Department of Labor annual reporting requirements.

Health & Safety: - Steve Sallman/Mike Wright

This workshop will help USW local unions across all industry sectors have stronger influence and power in their interaction with management on health and safety. The workshop has particular elements that will help your local union strengthen committees, increase member involvement, and gain experience with various tools and laws to get even tough, longstanding health and safety issues addressed. It is designed for local union officers, health and safety representatives and committee members, negotiating teams, grievors/stewards and other local union leaders and activists.

Internal Organizing: - James Carvin

In 1948 the United States passed a law that gave states the right to enact a law known as "Right To Work" (RTW). While many reasons were used to get the law passed, the main reason for the law was a way to weaken the Union movement by corporations. The law not only allows workers to work in a Union Shop without paying dues (Non-Members), it also requires the Union to represent these individuals just as they do members who pay dues. Failure to represent them would lead to a "duty of fair representation" charge that could lead to a large financial burden to the Union. All states in District 13 have passed the RTW law.

While internal organizing has always be a part of the USW's focus, Internal Organizing Efforts have been enhanced by adopting a plan that would account for every worker it represents that does not belong to the Union and put plans together to get those workers to join the Union. This workshop will offer the participants with a full review of:

The RTW Laws of each state

- Why educating Members and non-member on what the contract provides is important.
- The effects of low density of membership at the bargaining table.
- How to do a complete mapping of facility (members, non-members, by department and shifts).
- How to start a conversation with non-members.
- An exercise that will map out the facilities of all locals attending to workshop (If database information is available).

Legal/NLRB - Bruce Fickman/Sasha Shapiro

In this class we will review and discuss:

- The NLRA, the federal law that protects private sector workers' rights to engage in protected, concerted activities at work and related to work, including negotiating our collective bargaining agreement (CBA) and protecting our rights during the term of the CBA
- The National Labor Relations Board (NLRB), the federal agency that administers and enforces our rights under the NLRA
- Unfair Labor Practice (ULP) charges: what they are, how to file one, and what happens once you do
- ULPs important in protecting our bargaining rights, including our right to information, the employer's obligation to bargain in good faith with our Union, and our rights during a labor dispute
- ULPs important during the term of our CBA, including our right to information, our continuing right to bargain, and the NLRB's deferral of ULPs to the grievance and arbitration procedures under our CBA
- ULPs based on our Union's duty of fair representation

Mid-Term Bargaining, Representing Members on the Job & Continuous Bargaining: - Chad Vincent/David Delaneuville

Power inside our workplaces is critical to labor's future. Management frequently restructures work, introduces new technologies, and promotes ideologies that undermine our collective voice. If your management has introduced new technologies or work restructuring programs like lean manufacturing, 5S, Six Sigma, or continuous improvement, you will leave this workshop with a strategy on how to take on these changes while building union solidarity and power at the same time. This program will also cover methods on how to represent members on the job as well as the roles of Local Union stewards.

Negotiations: - Marco Velez/David Broussard

Negotiations is more than what happens at the table. Successful negotiations require preparation well ahead of time, a knowledge of the legal parameters within which we operate, and a bargaining committee with a shared understanding of their process and goals. In this course, we will review the collective bargaining process, consider the role of power and leverage in bargaining and conduct a mock bargaining exercise.

Labor History/Building a More Effective Local Union – Steffi Domike

Union 101/We Are Steelworkers – Vincent Clark/Jose Loya

The USW has a remarkable history that testifies to the power of rank and file solidarity. Union 101 and We Are Steelworkers will provide a comprehensive overview of our union, including its origins in industrial unionism, what it means to work 'union', and the various programs through which members can build their Local Unions. This workshop will also explore the technologies and methods that members can use to communicate within the USW and, more importantly, to convey our message to the communities in which we live and work.