

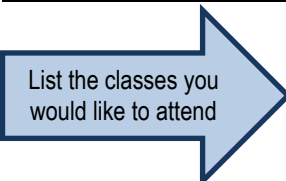


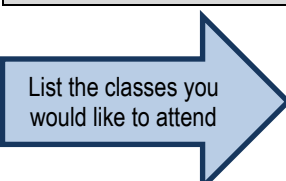
**DISTRICT 4
EDUCATION CONFERENCE
CAESARS ATLANTIC CITY, NEW JERSEY
AUGUST 12 - 16, 2019**

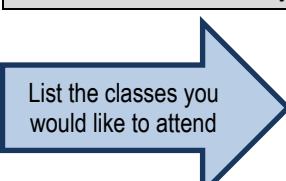


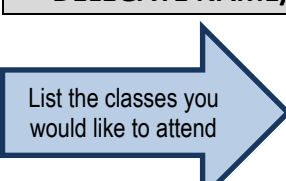
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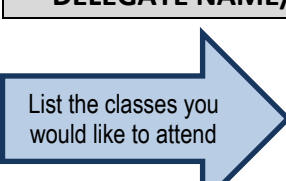
PLEASE PRINT CLEARLY

 List the classes you would like to attend	DELEGATE NAME/OFFICE HELD	
	EMAIL/PHONE	
	1st CHOICE	
	2nd CHOICE	
	Guest Name	

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	2nd CHOICE	
	Guest Name	

- PLEASE CHOOSE TWO FROM THE FOLLOWING CLASSES:**
- Work Place Violence/Avoiding legal issues with Social Media
 - Process Safety Management
 - Duty of Fair Representation/Arbitration
 - Local Union Officer
 - New Media/Civil Rights
- OR CHOOSE ONE OF THE FOLLOWING:**
- Financial Officer Training
 - Organizing
 - Collective Bargaining

Please turn page over for a description of classes

FEE FOR DELEGATES: \$225.00	Mail to: United Steelworkers 305 Cayuga Road, Suite 175 Cheektowaga, NY 14225 Attn: Brigitte Womer
FEE FOR GUESTS: \$100.00	
Make Check Payable to: District 4 Conference Fund	
<input type="checkbox"/> Please check this box if you registered on line	

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

Description of Classes

Financial Officer, Trustee Training	Responsibilities of financial officers, duties of Trustees, and Record Keeping, tax filing and proper utilization.
Process Safety Management	Process Safety Management is not just for chemical or oil refineries. If you work with chemicals in your facility, you fall under the PSM standard. We will cover how worker participation is a requirement in the standard; how emergency response planning and communication; and management of change in work process are also required under the standard.
Local Union 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.
Recent Changes to Duty of Fair Representation	This course will cover grievance handling and the Union's duty of fair representation, including an in-depth discussion of recent guidance issued by the NLRB Office of the General Counsel.
Arbitration	This is a class for local union grievance committee members on grievance handling and preparation for arbitration. We will discuss our recommendations on how to investigate grievances, demand information we are legally entitled to, do preliminary research, and how to keep notes and records so that our testimony has the most bang for the buck.
Human and Civil Rights	How to Understand, Identify and Address Discriminatory Actions; Support a Positive Workplace Culture; Build Union Power and Connect with Community
New Media	Learn the basics of how we can use social media, the Internet, text messaging and other digital tools to help grow our union.
Addressing WorkPlace Violence	Participants will learn the extent of violence in the workplace and how to recognize the hazardous conditions that lead to the issue and discover ways of improving their workplace prevention programs. It emphasizes problem-solving while developing critical thinking skills.
Avoiding Legal Issues with Social Media	Now that social media has become pervasive in society, there is a growing body of law dealing with uses of social media by employees and unions. For example, what happens when an employee trash-talks her supervisor on Facebook? What are the limits of free speech in such a context, and what protections can employees and unions assert in response to employee discipline? This seminar will focus on employer reactions to their employees' use of social media, the disciplinary pitfalls for employees, and the defenses available. We will also consider the ways in which a union or group of employees can effectively utilize social media to engage in protected concerted activity
General Organizing	This organizing training is designed to help local unions create a strong organizing committee and grow our union. We'll discuss finding targets for organizing, doing outreach to non-union workers, and developing a strategic plan to increase the likelihood of your organizing campaign's success. This rank-and-file driven approach to organizing will give you tools to run a campaign as well as to create a culture of organizing within your local union.
Collective Bargaining	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 a the table to move management, * The importance of effective note-taking. We will conclude the class with a mock bargaining to try to put our new skills to work.