

*Strong members build a strong SDEA!*

# SDEA Fall Leadership Conference 2009

**SATURDAY, OCTOBER 3  
8:30AM – 1:30PM**

**MARINA VILLAGE (SEASIDE ROOM)**

## ***Fall Leadership: Building a Strong SDEA through Strong Leaders***

The purpose of the SDEA Fall Leadership Conference is to provide Association Representatives and other union leaders with a toolbox to use in the coming year. Our goal is that you will leave Fall Leadership excited about organizing at your site, and equipped with the information and skills you will need to do so effectively.

## ***A New Type of Training***

The content of this year's Fall Leadership Conference is based entirely on the feedback we received from SDEA leaders regarding what they wanted to see in future SDEA trainings. This year's training sessions are comprised largely of electives. Each session was designed in response to what you told us you need to build stronger sites and a stronger union. We will also be conducting a series of listening sessions to help us create a training plan for the upcoming year.

## **Tentative Agenda**

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|--------------------|--|
| <b>8:30-9:00</b>   | <b>Registration and Breakfast</b>  |
| <b>9:00-9:30</b>   | <b>Introductions and State of the Union Address by President Camille Zombro</b>  |
| <b>9:30-10:00</b>  | <b>Site Leader Listening Sessions</b><br><br>SDEA's strength lies in our members' voices. Before the Fall Leadership break-out sessions, we will be conducting a series of listening sessions designed to ensure that our Association Representatives' ideas and concerns inform the work that we do in the coming year. |
| (Break)            |  |
| <b>10:10-11:00</b> | <b>Training Elective Session A</b><br><br>Participants will break out into small groups to attend training electives of their choice.  |
| (Break)            |  |
| <b>11:10-12:00</b> | <b>Training Elective Session B</b><br><br>Participants will break out into small groups to attend training electives of their choice.  |
| <b>12:00-1:30</b>  | <b>Lunch and Share-Out from Listening Sessions</b><br><br>During lunch, session leaders will share the ideas generated during the morning's listening sessions with the whole group.   |



# Training Electives

SESSION A (10:10 – 11AM)	SESSION B (11:10 – 12PM)
<p><b>Know Your Contract, Know Your Rights</b> Site reps are the first people members turn to for guidance. Are you ready? Strong reps know their contract, and ultimately know how to work together with members to enforce their rights. In this hands-on training we'll dig into the nitty-gritty of everyday contract issues. Bring your contract and be ready to delve deep and debate!</p>	<p><b>Building Power at Work: A Panel Discussion from Sites that Got It Right</b> Learn from those who've already been there. You'll hear from ARs and SDEA members at worksites who fought for what's right and won. How did they organize their members? What worked? What were the stumbling blocks? How did they overcome fear and apathy? Would they do it again? There will be plenty of time for a group discussion at the end of the session.</p>
<p><b>Running Effective Site Meetings</b> Congratulations — you posted the flyers, you knocked on classroom doors, you did the legwork and your staff turned out for a union meeting! So... now what? This session is designed to help you run the sort of union meetings that will motivate your co-workers to get organized and stay organized.</p>	<p><b>How to Organize for Power through the Grievance Process: A Panel Discussion</b> Members will discuss how to improve skills for successful defense of the contract. Panelists will discuss the role of the AR and other SDEA staff members in the grievance process. You will learn how they conducted informal meetings, filed formal grievances and ultimately organized around issues. There will be discussion on how to research, write and present grievances.</p>
<p><b>Tools for Organizing and Activating Your Worksite</b> It's not enough to tell your co-workers that they need to "get involved." Strong, cohesive worksites begin with solid organizing and communication structures. In this session we'll discuss how to build solidarity at your site from bottom to top, a few useful techniques for member-to-member communication, and how to maintain a strong site once it is built. You'll leave this session with a good sense of what works and what doesn't when it comes to strengthening your union at work.</p>	<p><b>Creative Organizing Tactics</b> This training will give you ideas for coming up with creative, humorous, and mischievous tactics that can make a difference in your job action or organizing. We'll share examples of effective tactics, talk about why they work, and apply the ideas to some current struggles represented in the room. Be prepared to leave with your head buzzing! (This training makes a good follow-up to "Tools for Organizing and Activating Your Worksite".)</p>
<p><b>Assertive Grievance Handling — Sessions A &amp; B</b> This is a shorter version of the 2008 Association Representative (AR) training, which received rave reviews from past participants for teaching the skills that build confidence in ARs. You will walk through a grievance from beginning to end, practicing grievance investigation, construction of arguments, anticipation of "bad boss behaviors" in grievance meetings, and actually conducting the grievance meeting itself. This training will be fast-paced, interactive and will include role-play activities. <i>This is a two-part training. Members who register for this training must attend both Sessions A and B.</i></p>	
<p><b>New Association Representative Training — Sessions A &amp; B</b> How do I file a grievance? How do I get people to a union meeting? When can I hold union meetings? Can I receive extra time during the day to work on union issues? If you have any of these questions and are a new AR this training is for you! This training will begin to prepare new ARs for the year ahead and leave you with the skills and tools to organize a strong worksite where your members' voices are heard loud and clear. <i>This is a two-part training. Members who register for this training must attend both Sessions A and B.</i></p>	



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Name \_\_\_\_\_ SDEA Title (AR, CR, Site Organizer, etc.) \_\_\_\_\_

Worksite \_\_\_\_\_ Phone number (best) \_\_\_\_\_

Email address (best) \_\_\_\_\_

Please indicate your top 3 training elective preferences for both Session A and Session B by marking 1-3 in the spaces below (1 = most preferred). Detach and mail this portion to the SDEA office at 10393 San Diego Mission Rd., Suite 100, San Diego, CA 92108 or fax to 619-282-7659.

<u>Session A</u>	<u>Session B</u>
__ Know Your Contract, Know Your Rights	__ Building Power at Work: A Panel Discussion...
__ Running Effective Site Meetings	__ How to Organize for Power through the Grievance...
__ Tools for Organizing and Activating Your Worksite	__ Creative Organizing Tactics
__ Assertive Grievance Handling — Sessions A & B	
__ New Association Representative Training — Sessions A & B	