



# STANDING TOGETHER AS ONE



56TH IFPTE CONVENTION  
LAS VEGAS, NV • 2009

## WORKSHOP FORM

### DELEGATE

NAME: \_\_\_\_\_ LOCAL# \_\_\_\_\_

SECTOR:      Federal       Public       Private

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Workshops will be held on Monday, Tuesday, and Wednesday

*Monday, August 10, 2009 - 2:00pm to 4:00pm*

M1.  *Internal Conflict Resolution: Stopping It Before It Starts*

M2.  *Communication Skills*

*Tuesday, August 11, 2009 – 2:00pm to 4:00pm*

T1.  *LaborWeb*

T2.  *Engaging Young Members*

*Wednesday, August 12, 2009 – 2:00pm to 4:00pm*

W1.  *Problem Solving and Grievance Handling*

W2.  *Organizing (Internal/External)*

W3.  *The Hard Hat Myth*

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*Monday, August 10, 2009*

***M1. □ Internal Conflict Resolution: Stopping It Before It Starts***

Facilitator: Dr. Elaine Bernard, Executive Director  
Labor & Worklife Program, Harvard Trade Program  
Harvard Law School

Unions play an important and unique role in society. As the exclusive bargaining agent for a group of workers, they aggregate often conflicting interests of members and forge a community of interest among members. They are required to balance the democratic rights of members with mass participation with the need for effective, disciplined, united action. Accordingly, unions often face considerable internal strife and leadership challenges.

What are the best practices and governance principals that unions can use to assure democracy in decision making, unity in action and leadership accountability? While democracy is first and foremost a process, not a rule book, what are some of the good governance practices that can be adopted to limit destructive conflict and encourage maximum participation in union governance and decisionmaking.

**Elaine Bernard** is Executive Director of the Labor and Worklife Program at Harvard Law School and the Harvard Trade Union Program. She has a BA from the University of Alberta, a MA from the University of British Columbia and a Ph.D. from Simon Fraser University. Bernard has conducted courses on a wide variety of topics for unions, community groups, universities and government departments. Her current research and teaching interests are in the areas of international comparative labor movements and the role of unions in promoting civil society, democracy and economic growth.

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*Monday, August 10, 2009*

***M2. □ Union Communications in the Age of Change***

Facilitators:           Bill Dugovich, Communications Director, Local 2001  
                              Taryn Gerhardt, Communications Director, Local 17

Changing workplace demographics and the growth of new electronic communication tools make informing union members today an ever-changing challenge. Complicating the situation are employers with the resources to use the latest tools to deliver corporate spin to employees.

Hear the latest techniques for coping with today's communications challenges from IFPTE's top communicators. Learn what has worked, and not worked, for other Locals.

In this interactive seminar, participants will walk through a variety of communications strategies and tools including branding/marketing and improving the quality of your communications through digital photography and video. You will hear how to integrate new tools into your Local's communications. We will explore the use of newsletters, email, websites, media relations and the social networks to help you discover a combination of what works best for your Local.

Communication representatives, officers, newsletter editors and anyone wanting to improve their communications program will benefit from this fast-paced workshop.

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*Tuesday, August 11, 2009*

## *T1. □ LaborWeb*

Facilitator: Christine Kennegot  
AFL-CIO Online Mobilization Manager

### **What is LaborWeb?**

LaborWeb is a tool that will allow IFPTE Local affiliates to have a presence on the internet. You don't have to be a techie to use LaborWeb. In fact, the application allows nontechnical staff to build easy-to-launch, easy-to-maintain websites. LaborWeb allows optional content feeds from IFPTE or from Locals to their respective chapters, so even unstaffed and understaffed organizations can have fresh, strategic website content.

- **FAST:** Locals can build their own website in less than an hour.
- **EASY:** Take control of your content—no technical skills required to maintain your website.
- **LOW COST:** The design, hosting, maintenance, training and upgrades are provided by IFPTE to their Locals/chapters at a cost of \$100 annually.
- **SUPPORT:** Be part of a bigger program—training, listserves, syndicated content and more.
- **FUN:** Choose from a variety of templates; pick one that suits your needs.
- **TIMELINE:** Get started today!

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*Tuesday, August 11, 2009*

***T2. □ Engaging Young Members***

Facilitators: Anna Liu, IFPTE International Representative  
Frank Guglielmo, Contract Administrator, Local 2001  
Members of Local 70

Since the 1990's, the labor movements in Canada and the US have been grappling with the question of how to attract and involve young people in our movement. This question is also coupled with the reality that the labor movement is aging as the baby boomer generation is on the cusp of retirement. Our workplaces are becoming increasingly diverse and young people are a big part of that mix. We need to be prepared to respond appropriately to the changing demographics of our union and ensure that a new group of leaders will be in place to carry on the work.

This interactive workshop will assist participants to understand why it is important to engage young members and provide them with ideas on how to develop a strategy to actively involve this demographic.

The workshop will highlight the following areas:

1. Challenges in the workplace;
2. Trends of young professionals;
3. Young People in the Workforce;
4. Young People and Unions;
5. Analysis of membership;
6. Ways to build young member engagement;
7. Examples of what other unions have done.

Open to all IFPTE Convention delegates interested in increasing the involvement of young members.

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*Wednesday, August 12, 2009*

***W1. □ Problem Solving and Grievance Handling***

Facilitator:            Professor Robert Angelo, Director  
                                 Rutgers Union Leadership Academy

Resolving problems in the workplace is the primary responsibility of every union activist and leader. This workshop will focus on successful strategies and tactics for solving members' problems quickly and efficiently, at the lowest possible level of the organization.

Participants will learn their legal rights in the workplace, contractual protections for union members and representatives, and approaches for dealing with management.

Professor Angelo is the Director of the Rutgers Union Leadership Academy and a faculty member in the School of Management and Labor Relations.

"Dr. Bob" has worked with IFPTE Local unions in NJ over many years and has taught popular workshops at previous International Conventions. A former International Area Director and State Director with AFSCME, he also serves as Chairman of the NJ State Board of Mediation. Bob has a Doctorate in Education from Rutgers University, an MBA from Drexel University and a Bachelor's degree in Labor Economic from Colgate University.

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*Wednesday, August 12, 2009*

**W2. □ CHANGE TO ORGANIZE**  
***Internal/External Organizing***

Facilitators: IFPTE International Representatives  
(Carl Webb, Karen Bellamy-Lewis, and Bill Fitzpatrick)

Participants in this workshop will learn the fundamentals of developing an organizing plan that will include the integration of rank-and-file members to assist in internal as well as external organizing drives. The workshop topics will include a screening process for recruitment and training, finding ways to bring members off the job to work on organizing drives, and developing organizing leads, goals and evaluation systems.

Local leaders, membership recruitment coordinators, organizing committee chairpersons and those who have some experience in organizing should attend this workshop.

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Wednesday, August 12, 2009

### W3. □ LABOR HISTORY

## *An Introduction to the Role of Women, People of Color and the GLBT Community in our Labor History*

Facilitator: Carrie Blackwood, Local 17  
Director of Training /Union Representative

Attendees will travel through our nation's labor history while learning about the role of women, people of color and the GLBT community in our history. In order to make the journey interesting and interactive, attendees are requested to prepare ahead of time to introduce one of the following people or topics in **5 minutes or less**. Your presentation may be in the form of art, music, poetry, stories, photos or any other form you choose. You may work with a partner, as an individual or as a team. Once you have your topic or person chosen, please send Carrie Blackwood an email ([carrie@ifpte17.org](mailto:carrie@ifpte17.org)) and let her know so she can plan on your presentation and coordinate any logistics with you. If you would like to present on something that is not listed below please contact her to confirm—your input is welcomed.

***If you do not choose to present you may still attend.***

The following are a list of topics or persons to choose from listed in historical order:

1500s to 1700s Colonial America:

Fort Mose: Gracia Real de Santa Teresa de Mose  
Origin of the word "Strike"

Late 1700s Revolution:

Battle of Golden Hill the Boston Massacre and Crispus Attucks  
Demark Vessey

Early 1800s:

Waiters Protective Association

1870s and the Gilded Age:

Illinois Women's Alliance  
Juan Jose Herrera + Las Gorras Blancas  
Lucy Eldine Gonzalez Parsons (Haymarket Square)  
Mary Kenney  
George Norton and James Porter  
Los Caballeros de Labor

1861-1865 The Civil War

Henry Adams  
American Seaman's Protective Association  
Daughters of Crispen  
Exclusion of Chinese Labor  
1867 Chinese Labor Strike  
Isaac Myers- CNLU

1880s: Progressive Reform Era

Juan Ramirez (La Union de Jornaleros)  
Mother Jones  
Pauline Newman  
Marie Equi

Early 1900s:WWI

Domingo Simeon- Congreso Obrero de Filipinas  
Luisa Capetillo- Federacion Libre de Trabajadores  
Cyril Briggs and Richard Moore-African Black Brotherhood

1924-1929: Roaring 20s:

Brotherhood of Sleeping Car Porters and Maids- A. Philip Randolph  
La Union- Clemente Idar

1929: Early Years of Great Depression and the rise of labor in 30s

1931 Black Sharecroppers Uprising in Arkansas  
Chinese Unemployment Alliance  
Angelo Herndon  
Nut Strike of 1933

1940s- WWII and Post War Rise in Labor

Bracero Program

1950s,60s and 70s: People on the Move

Frannie Lou Hammer  
Chavez and Huerta  
Harvey Milk  
1972 Farahman Manufacturing Strike

1980: Reagan Era

Amon Msane  
Daughters of Mother Jones  
Gasper Amaro  
Justice For Janitors