



# REGISTER FOR FALL 2018!

## LABOR GUILD SCHOOL OF LABOR MANAGEMENT RELATIONS

Monday Nights, Sept. 10 - Nov. 13

[laborguild.com/courses](http://laborguild.com/courses)

### FIRST PERIOD – 6:30-7:40 PM

#### INTERNAL ORGANIZING 101

**Jennifer Doe, Field Representative, SEIU 509**

**Mike Foster, Public Sector Coordinator, SEIU 509**

In this class, co-taught by Jenn Doe and Mike Foster of SEIU 509, both career organizers, students will learn the skills, methodology and strategies for effective internal organizing—the best defense against the Janus decision. The class will focus on best practices with many chances to consider and discuss applying your teachings to your own workplaces.

#### HEALTH AND SAFETY IN THE WORKPLACE

**Elissa Cadillac, President, AFSCME 1526; Chair, MassCOSH**

**DID YOU KNOW THAT PUBLIC SECTOR WORKERS WILL BE COVERED UNDER OSHA STANDARDS AS OF FEB. 2019? NO?**

Then this is the course for you! YES? It's still the course for you. Learn what the updates to the law mean for you, your members, and your employers. Develop tools to make your Health and Safety Committee more effective, or learn how to start one. Learn where to find resources about training, reporting, inspections and complaints. Do you have contract language? Ever hear of hazard mapping? Not only will you learn what it is, you'll have an opportunity to test it in your worksite. You'll hear from specialists on how to reduce work-related injury and illness and what to do when your employer refuses to implement these methods.

#### THE STEWARD'S JOB

**Tom Breslin, Retired Assistant Director of Labor Education, MNA**

The steward's job is exciting and sometimes headache inducing, but it's one of the most important roles within the union. Your job is to lead, organize, and negotiate with management. You must understand your contractual language, have good problem-solving skills, and recognize that sometimes compromise is the right way to move forward. There are always new things to learn so you can best represent your members while building solidarity in your union.

#### WHY UNIONS MATTER

**David Kowalski, Retired President, UWUA Local 318; Vice President, Labor Guild**

It's no accident that union workers enjoy better wages, benefits, and conditions than non-union workers. By organizing, workers can gain a powerful voice at work. This class will give an overview of how labor struggled for fair wages and social justice from many lenses (economic, political, judicial, and legislative). You'll gain real insight into the story of unions and corporations, how they formed and evolved, and the powerful forces scheming to reduce or eliminate workers' ability to band together to control and improve their lives.

### SECOND PERIOD – 7:50-9:00 PM

#### CRUCIAL LEGAL ISSUES FOR UNIONS TODAY

**Paul Kelly, Partner, Segal Roitman LLP**

We'll review several recent or evolving legal issues impacting unions, including Janus-related issues and efforts to criminalize labor protest. Learn the rules for operating a labor organization within the framework of the statutes and regulations governing unions in America. This course examines union structures and functions from the ground up, covering: internal procedures, employer interactions, union governance, members rights, local union administration, collective bargaining, Dept. of Labor compliance, and conducting union elections.

#### PERSUASIVE PUBLIC SPEAKING: Building Effective Presentation and Persuasion Skills

**Richard Reilly, Arbitrator**

**Hugh Boyd, Asst. Business Manager/Treasurer/MBTA Rep., IBEW Local 104**

Political candidates hone and practice stump speeches to paint a vivid picture that wins support. Union leaders and community activists must also persuade and communicate effectively with members, managers, and groups in all kinds of situations. Whether discussing changes in labor law and relevant Supreme Court cases, or explaining union positions or benefits, practice and polish your speaking skills in a friendly, supportive environment with guidance and feedback from the instructors.

**OPPORTUNITY:** If you are under 40 years old, join the **Labor Guild Youth Caucus** which meets at 6pm before every class night.

**LEARN. LEAD. GROW.**

**POLITICAL ENGAGEMENT: What's in it for Unions?**

**Lisa Field, Associate Director, Legislative Division, MNA**

**Paul Jacques, Legislative Agent, PFFM**

Many union members wonder how their union interacts and engages in the political world. Members may disagree with their choices, not understand, or simply fail to see the point. Lisa Field and Paul Jacques are both organizers with years of experience in legislative campaigns and membership engagement. Join them as they explain just how much politics affects unions, your work, and your communities. Not only will you be trained in breaking down tough issues for coworkers, but you'll gain a better understanding of the labor movement as a whole.

**SPECIAL DOUBLE-SESSION OFFERING – 6:30-9:00PM**

**NEGOTIATING WORKSHOP: In the Era of Janus**

**Paul F. McCarthy, Union Educational Consultant, Collective Bargaining Associates**

Take the mystery out of the bargaining process and learn the inside game of collective bargaining negotiations. This hands-on, nuts and bolts course involves the participants in all aspects of negotiating a collective bargaining agreement, with a special focus on how the Janus vs. AFSCME Supreme Court decision will impact the negotiating process. It includes lecture, educational materials, simulated bargaining sessions, strategy development, and bargaining caucus experience. This intensive course design uses both 1<sup>st</sup> and 2<sup>nd</sup> period 6:30 PM – 9:00 PM for the full term.

**ABOUT THE SCHOOL OF LABOR MANAGEMENT RELATIONS**

For over five generations, our Guild School has been providing members of the labor movement with relevant, top-notch, and practitioner-led education. Courses range in content, providing knowledge and skills for building just, ethical workplaces in Massachusetts and beyond. Instructors are experts in a wide range of fields, coming from the ranks of labor lawyers, union officers, arbitrators, and more.

**FALL 2018  
132ND TERM**

**September 10 – Graduation:  
Tuesday, November 13  
(No class on October 8 or  
November 5)**

**Monday Evenings, 6:30 – 9:00 PM**



SCHOOL OF LABOR  
MANAGEMENT RELATIONS

**REGISTER NOW!**

First Name / Last Name

Mailing Address

City State Zip

Email

Phone

Employer

Organization Org. Position

**1ST PERIOD**

Internal Organizing  
101

Health and Safety in  
the Workplace

The Steward's Job

Why Unions Matter

**2ND PERIOD**

Critical Legal Issues for  
Unions Today

Persuasive Public  
Speaking

Political Engagement

**OR**

**SPECIAL DOUBLE SESSION**

Negotiating Workshop

**TUITION: \$125 for one or two courses.** Scholarships available.

**Please mail completed form and tuition check to:**

THE LABOR GUILD  
66 Brooks Dr.  
Braintree, MA 02184

**Or, complete your registration and payment online at:**

laborguild.com/courses

**Questions?**

Contact us at (781) 340-7887 or office@laborguild.com