



OEA Training & Education Opportunities

*Current Offerings by OEA UniServ Consultants
and OEA Organizers*

IN THIS GUIDE, you'll find a menu of workshops and trainings OEA field staff and member leaders have done at the local level or at statewide conferences. The Organizing Department has done approximately 20 training courses since January 2024. Let us know what your local needs!

To coordinate a training, email:
oea-aas@oregoned.org



Building Rep Training - Fundamentals I

(3 Hours) This is a fundamentals training for new Building Reps meant to provide an introduction to the core role of the Building Rep. You will learn about the structure of OEA, your legal rights and responsibilities, the cycle of communication, and how to motivate members to take collective action to solve problems on the job. These are fundamental skills for being successful and building a powerful local.

Building Rep Training - Fundamentals II

(1 ½ - 2 hours) In this training Building Reps will develop an understanding of how to use building/site rosters, how to map your worksite, lead effective monthly meetings, understand contract basics, and how to conduct effective 1:1 organizing conversations.

Advanced Topics for Building Reps: Best Practices for Dealing with Plans of Assistance/ Improvement Plans

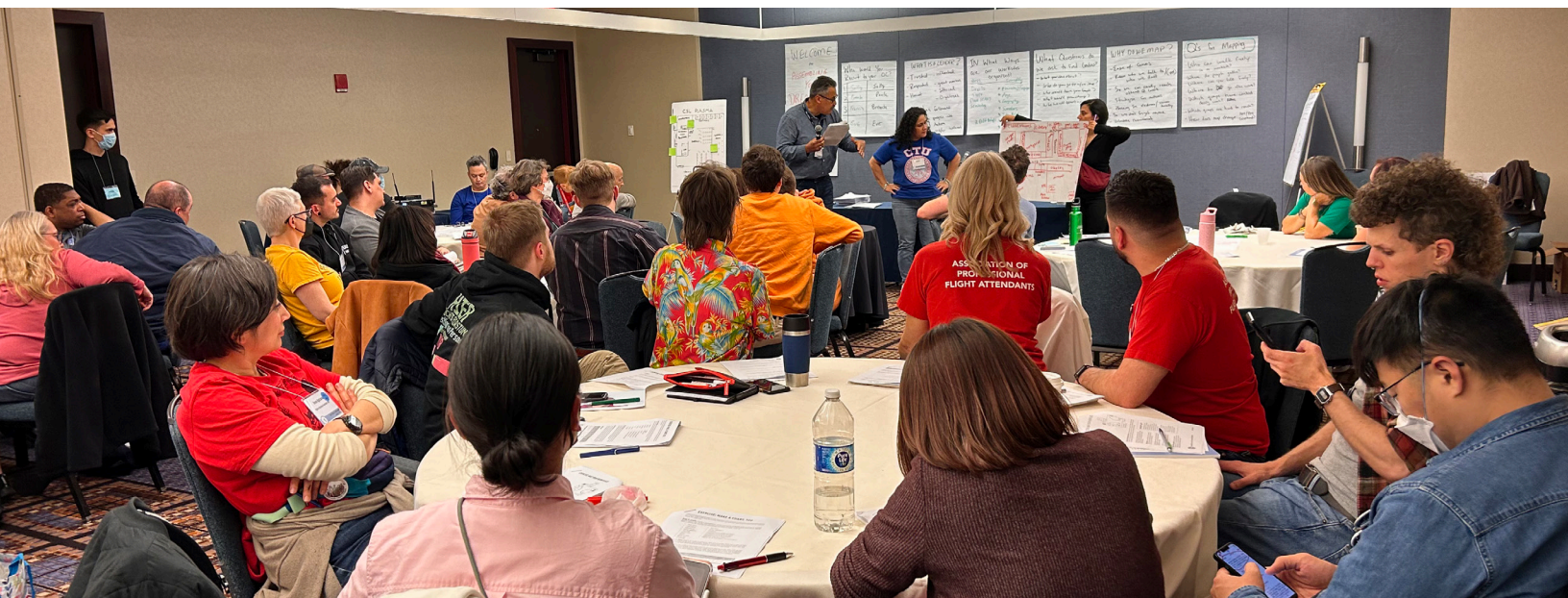
(1 ½ hours-2 hours) This workshop is designed to give Building Reps the tools they need to support members in navigating plans of assistance. What rights and protections do they have under Oregon law and your contract? How do you help ensure they are real plans of support for the member and not “plans of termination?”

Intermediate Building Rep Training (Intermediate I)

(3 Hours) This workshop provides tools and proven strategies for successfully representing co-workers in disciplinary matters,, organizing around issues that matter to members, and being successful in other forms of labor-management meetings.

Proceduralizing Grievances (Intermediate II)

(1 ½ - 2 hours) This training requires pre-work coordination between the local leadership and UniServ Consultant. A common misconception about grievances and about representing members receiving lower-level discipline is that those meetings are highly combative spaces that require a confrontational personality and the ability to engage in on-the-spot argumentation. This misconception causes building reps and local leaders to request nearly ALL service work be done by their union staff. The impact of this is that local leaders are not developed, union members don't feel empowered by realizing their own abilities, union staff do not have time to focus on bigger picture visionary work, and rank & file members see themselves be defended by some “other” person rather than by their coworkers. This training provides a highly repeatable framework for lower-level grievance handling and representation work that is accessible with minimal “orientation” for member leaders. Worksheets are provided.



Collective Bargaining and Contract Campaigns – Bargaining Fundamentals I

(6-8 hours) This is a full day training that we equip local leaders with the knowledge and tools to win strong contracts. The workshop provides an overview of the negotiations process for public sector unions in Oregon and focuses on teaching you how to engage members in the bargaining process while utilizing negotiations to build your local. Learn the collective bargaining process, how to organize and plan a contract campaign. A heavy emphasis will be placed on building high-participation, democratic bargains by drawing lessons from the most successful contract campaigns from around the country.

Building a Contract Action to Team (CAT) to Win at the Bargaining Table – Bargaining Fundamentals II

(2-3 hours) How to build a contract action team (CAT) to successfully organize your co-workers and engage members to win in negotiations through campaigns

that employ escalating tactics, supermajority support of members acting together employing a CAT.

“CRM” and your Bargaining Team – Bargaining Fundamentals III

(1 ½ - 2 hours) “Crew resource management” or CRM is a boring term for an inspiring concept pioneered in aviation. Your Board needs to function well together in relatively high stress situations. The challenge for bargaining teams is compounded by the lack of many formal roles within the team. This training looks at communications norms, division of labor, decision making norms, and other structures your team can put into place to best use the strengths of every individual on the team to make a powerful collective.

Advanced Topics in Bargaining – Rules to Win By

(1 ½ to 3 hours) How unions negotiate is a strategic choice. Union members seldom experience the actual process of collective negotiations over issues that are crucial, urgent, and relevant to their own lives. The purpose of this workshop is to discuss how negotiations can be different—very different—from what has become the norm. Big, Open, Transparent bargaining also helps with membership recruitment, member retention, and building a local’s “bench” of leaders. Each of the three components—Big, Open, and Transparent” can be thought of as three “dials” that locals can tune to their comfort level as they move in this direction. This workshop will focus on the “why” and “how” of moving towards high-power, high-participation negotiations. The foundation for the workshop is the book *Rules to Win By: Power and Participation in Negotiation* by Jane McAlevey and Abby Lawlor. Drawing on a variety of struggles examined in the book, you will learn how workers used the collective bargaining process to achieve transformative contracts through deep organizing and member-driven strategy.

Advanced topics in Bargaining – Details make the Difference

(1 day or ½ hours for each module) This is a 4-part module. As a more advanced series, this goes beyond our standard bargaining training, which is really

Labor Notes: Secrets of a Successful Organizer Training



Make a commitment to building a powerful union at your school and district. This organizing series can either be a 1 day training or provided to your local or council in 90-minute chunks. The three sections of the training include: Beating Apathy, Assembling Your Dream Team, Turning An Issue Into a Campaign. These workshops are based on our widely acclaimed book *Secrets of a Successful Organizer*.

an introductory & overview training. Each of these advanced modules purposely and methodically looks at detailed examples, case studies, templates, and best practices for the “little things” that often do not get enough strategic attention during a campaign. As we all know, those little things quickly turn into big problems if you don’t anticipate how they might derail, delay, divide, and distract your team and membership from what really matters. The modules cover:

- **Before, During, and After** -- A step-by-step guide for all stages of bargaining.
- **Running an Effective Caucus** -- Covers internal team agreements, practices over personalities, disciplined caucus meetings, various types of consensus building, making difficult decisions, dos and don'ts of team communication via apps/tech, self-inoculation/ preparing yourselves for all scenarios (expect the unexpected type stuff).
- **Mini-Simulation** -- Presenting proposals & counters, delivering testimonials, do's and don'ts of asking and answering questions, note-taking, sidebars, pacing, etc

Additional trainings, listed a-z

1:1 Training

(3 hours) There is no replacement for face-to-face conversations between two people. Common purposes for 1:1 include membership recruitment, leader ID, and participation in an action. These three types of conversations have more commonalities than differences. Union organizers have developed highly repeatable models for how to make these conversations effective. This training emphasizes the universal features of how to have an effective organizing conversation and scaffolds roleplaying activities so that leaders can leave feeling confident in their 1:1s. This training can be provided in many contexts, but it is also part of a “foundations” series that helps building reps take concrete steps in the near term to be effective building reps.

Answering Tough Questions

(1 ½ - 2 hours) Learn how to effectively respond to tough questions from potential members or disengaged members. Participants will learn and practice how to use the tried-and-true structure of Affirm, Answer and

Re-direct to move their co-workers to action, expand engagement, and build a powerful union.

Assembling Your Dream Team

Your workplace may feel like an unorganized mess, but the truth is you’re not starting from zero. There’s organization there already—though it might have little to do with the union. Learn how to map out the existing networks in your workplace, identify the leaders in those networks, and then knit them together into an organizing committee.

Assertive Grievance Handling

(2 Hours) Don’t file and wait, file and fight! How to pressure management through Direct Action, Representation and Legal Tactics. Learn how to expand the scope of grievances, organize and engage members in the grievance process, and gain tools for winning grievances and beating your boss. Don’t file and wait, file and fight!

Assertiveness Training

(1 ½ hours-2 hours) Authority figures such as superintendents, board members, and principals will accuse people of being aggressive when in fact they are just being assertive. This problem is particularly acute for women and for people of color as they navigate their role as union leaders within their school districts. This training focuses on concrete strategies to consider when navigating interpersonal interactions with people who have authority over you in one part of your life as you are wearing your “union” hat.

Avenues for Membership Engagement

(1 ½ - 3 hours) How do members get involved in their union? This training will help you build a sense of community, joy, connection, and shared interests as avenues to member engagement. It is not meant to replace traditional membership engagement strategies, but to think outside the box and utilize anything and everything you can to build a visible and thriving union culture at work.

- What is our local’s vision for robust membership engagement? (Beyond what might already be in place: IE: formal roles, attending meetings, or participating in actions)

- How can we provide a variety of avenues to get involved in our union? (This discussion would be rooted in identifying some of the unique qualities, issues, priorities, identities/cultures within a specific district as well as shared goals with the broader union)

Beating Apathy

Are you beating your head against the wall trying to get other workers involved? This workshop is for you. Hear success stories from those who've turned their workplaces around and turned apathy into action. Learn practical organizing tools for engaging your co-workers, taking action, and getting results.

Communications and Organizing

(3-4 Hours) Learn effective communications that get results, engage the members in the union, supplements organizing, and build the local.

“CRM” and your Board

(1 ½ - 2 hours) “Crew resource management” or CRM is a boring term for an inspiring concept pioneered in aviation. Your Board needs to function well together in relatively high stress situations. This training looks at communications norms, division of labor, decision making norms, and other structures your team can put into place to best use the strengths of every individual on the team to make a powerful collective.

Field-Relevant Excel Training

(1 ½ - 2 hours) Worksheet based activities to get comfortable with 3 basic formulas that can transform field-relevant functions for bargaining teams, organizing teams, membership committees, and similar. SUMIFS, COUNTIFS, and XLOOKUP are practiced using real world data sets to demonstrate the applicability of the skills to participants' typical work.

Get Creative with Direct Action

(1 ½ - 2 hours) Are weekly shirts, buttons and attending board meetings not moving the needle in your local? Is there an issue members want to take action around but struggling to figure out how? Learn how to level up and add fun and creativity to your union's direct-action planning to earn more media and expand participation and engagement in your union's fight.



Organizing Parents and The Community for the Schools Our Students Deserve

(1 ½ hours) This workshop explores a bargaining strategy where educators and their unions join together with parents and other stakeholders to demand change that benefits not just educators, but students and the community as a whole. With Bargaining for the Common Good, union members partner with the community around a long-term vision for the structural changes they want to see in their communities. Together, they use collective bargaining and advocacy as a critical moment in a broader campaign to win that change.

Hostile Workplace / Vote of No Confidence

(1 ½ - 2 hours) Some school leaders foster an environment that is painfully dysfunctional but very difficult to pin down in grievable terms. This action-based training guides locals through the steps to take to initiate supermajority actions that seek to remove toxic school leaders from their positions. Methods include union-developed climate surveys, “demands meetings,” community meetings, and marches on the boss.

Leadership ID in School Settings

(1 ½ - 2 hours) This workshop teaches you skills you need to identify organic leaders at your school that are trusted and respected by their colleagues and are in positions to help move them to greater engagement in collectively building the union, increasing membership power, and winning improvement for educators and students.

Marching On the Boss

(2 Hours) Organizing your coworkers in taking action together to solve problems on the job. Labor Notes Training.

NEO/Engaging New Employees in the Union

(1.5 Hours) Best Practices to sign up new employees at new employee orientation. Sample presentations. Engaging members in the union their first years on the job and overcoming their “probationary” fear.

Organizing Meeting Facilitation

(1 ½ - 2 hours) Tired of “sit and get” membership meetings? Want to facilitate greater member involvement and participation? Learn how to improve facilitation of your meetings to be more interactive, member-led and focused on organizing for power in this training.

Rules to Win By: Power and Participation in Negotiations

(1 ½ hours) How unions negotiate is a strategic choice. Union members seldom experience the actual process of collective negotiations over issues that are crucial, urgent, and relevant to their own lives. The purpose of this workshop is to discuss how negotiations can be different—very different—from what has become the norm. Big, Open, Transparent bargaining also helps with membership recruitment, member retention, and building a local’s “bench” of leaders. Each of the

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Thinking like an Organizer - Plugging all the gaps!

(1 ½ - 2 hours) The three core functions of any union are service, bargaining, and organizing. Unions are most effective when these functions are intertwined. Every problem that union leaders encounter is a fresh opportunity to develop new leaders, build their bench, and empower their rank & file. This training helps union leaders develop an “eye” for the opportunities that are hiding behind every “problem.”

Turning an Issue into a Campaign

Everybody has complaints and frustrations, but an organizer has the power to turn problems into opportunities. Learn how to sort through the issues you hear from co-workers, bring people together, and make a plan to solve them.

Understanding the Attacks on Public Education in Oregon

(2 Hours) Learn about the planned attacks and strategy that gutted public education funding and local control in Oregon and elsewhere, as well as discussing our vision for public education and organizing the fight back for the schools our students deserve.

Worksite Charting & Mapping

(1 ½ hours-2 hours) Building Reps are often highly motivated emerging leaders who want to support their local leaders, move their union forward, and support their coworkers. But they’re drinking from a firehose! This short training is part of a “foundations” series that helps building reps take concrete steps in the near term to be effective building reps.

MULTI-DAY OPPORTUNITY

Strike School

Offered in Silver Falls, Portland, and Salem (1-2 days)

Day in the life of a picketer, effective picket lines, staying safe & legal, understanding your support structure, why escalating actions, why power analysis, two-way nature of the CAT structure, inoculation, message triangle, message discipline, media training, importance of tracking & daily call downs.

