

2019 Council 4 Conference Workshops

FRIDAY, APRIL 5, 2019 – WORKSHOPS

Friday, April 5th – 10:30 am – 11:45 am

[A Conversation with the Council 4 Executive Board: An Informal Dialogue](#)

Join Council 4 Officers and Vice Presidents for an informal conversation about our union, whether it's the challenges we face or the future we hope to shape. Bring your questions!

[Workers' Compensation: Mike L. Petosa, Worker's Compensation Commission](#)

How to assist members with Workers' Compensation Claim.

[So You Want to Get Involved? \(VMO and PEOPLE\): Rhonda Charette, Dyshawn Thames, Merisa Williams, John, Molly Mahone, Tracy Monahan](#)

Volunteer member organizers are the backbone of strong local unions. But what do they do? And why is it so important? Learn what a VMO does – from external campaigns to worksite visits. We will review the big picture and the fine details – all members are welcome, no matter the sector.

We'll also learn about the PEOPLE program – how it works, what the contributions go to and how CN4 makes endorsements.

[Communicating in a post Janus World: Joe Aresimowicz, Council 4](#)

Focusing on the Public's perception of Unions. How to talk to your family, neighbors, elected officials and co-workers. How to inspire people to join and stay with the Union.

Friday, April 5th – 2:00 pm – 3:15 pm

[Beyond Bias: Tracy Monahan, AFSCME International](#)

Did you know that 80 to 90 percent of human decision-making happens at the subconscious level? This provocative and highly interactive workshop will introduce the ground-breaking science of implicit bias. Learn new and rarely used strategies for addressing racial bias and other forms of bias at the individual and organizational level.

[Mobilizing to Protect Our Rights and Freedoms: Brian Anderson, Larry Dorman, Zak Leavy, Council 4](#)

There's a saying that if you're not at the table, then you're on the menu. At the local, state and federal levels, our elected leaders make decisions and advocate for policies that directly impact our jobs, our bargaining rights and the services we provide. This workshop will provide you with an update on the latest legislative developments affecting our union members, as well as the tools to help advance pro-worker proposals and to defeat anti-worker initiatives. We will also take a look at the political landscape heading into municipal elections in 2019 and state/federal elections in 2020. Facilitators: Brian Anderson, Zak Leavy and Larry Dorman from Council 4's Political and Communications Departments.

[DATA and Your Members: Kelly Martinez, Johnny Dailey, Diane Trifone, Council 4](#)

AFSCME Strong cards - What happens to those the cards once they are handed into the Organizing Department? Learn how we process each card with the UnionWare software that is used to track and update the Council 4 membership list. Attendees will receive an updated membership list which will indicate AFSCME Strong card signers for their individual local.

Dues - We will discuss how the local dues list is used with UnionWare to match up the membership and union dues paid.

Data Security - We will discuss various data issues and the security in maintaining our records.

FRIDAY. APRIL 5, 2019 – WORKSHOPS (cont'd)

“To arbitrate or not to arbitrate”: Neal Cunningham, Tricia Santos, Scott Soares & Wayne Marshall, Council 4

Discussion will center on how to decide whether to arbitrate a grievance or proceed to interest arbitration on a contract. With more than 80 years state, private and municipal bargaining and grievance handling experience between us, we'll cover what structures a local should have to make good choices, what factors should be considered, what specific rights should be offered to grievants' and the state of the law on Duty of Fair Representation as it relates to the decision to arbitrate grievances.

SATURDAY APRIL 6, 2019 – WORKSHOPS

Saturday, April 6th – 10:30 am – 11:45 am

Connecting Dots - Tracy Monahan, AFSCME International, Marsha Tulloch, Local 269

Explore the harmful impact and causes of unequal wealth distribution in the United States. We discuss the role that race and other factors play in creating income disparities. We will discuss solutions to a fair economy that works for everyone.

- Educate members all allies about wealth and income inequality, and its characteristics, causes, impact on people of color and other underrepresented communities.
- Inspire participants to seek better and more equitable communities through civic engagement and advocacy
- Build more power by strengthening relationships to one another, coordination with partners, and building a more inclusive union.

Focus on the role of the union and policy makers to advocate for a more equitable and inclusive economy for all.

Civil Rights History: Bilal Dabir Sekou, PhD.

This interactive workshop will cover how politics and organized labor played a pivotal role in achieving significant legislation in Civil Rights and the Labor Movement

So You Want to Get Involved? (VMO and PEOPLE): Rhonda, Dyshawn, Merisa, John, Molly Tracy

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SATURDAY APRIL 6, 2019 – WORKSHOPS (cont'd)

Saturday, April 6th – 3:00 pm – 4:15 pm

_____ **Unconscious Bias Unplugged**

A continuation of the Civil Rights Committee Panel discussion

_____ **Conservative Caucus: Scott Soares, John Miller, Brian Anderson, Council 4, Frank LaDore**

Caucuses have been created in states across the nation and ours is the first established in the Northeast. AFSCME firmly believes that maintaining inclusive, broad-based and robust organizing, legislative and political programs is key to the existence of a healthy and representative union. This Caucus has been established to develop an ongoing and meaningful forum to ensure the inclusion of the voices and views of conservative union members in our member organizing, political and legislative efforts.

_____ **DATA and Your Members: Kelly Martinez, Johnny Dailey, Diane Trifone, Council 4**

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_____ **SERA/MERA-State Employee Relations Act/Municipal Employees Relations Act
Lorin Dafoe, Sean Hendricks & Kelly Rommel, Council 4 Legal Team members**

This class will discuss commonly filed charges under SERA and MERA and provide examples of cases that have been successful. Specifically, illustrations will be provided to assist members in determining when it is appropriate to file a labor board charge. Charges including bad faith bargaining, illegal subcontracting, contract repudiation and violation of a settlement agreement or arbitration award will be discussed.

Please choose your 1st choice for a workshop and your 2nd choice should your 1st choice not be available.

Please be sure to put your name and local number on your class registration form.

Return to AFSCME Council 4, 44 East Main Street, New Britain, CT 06051, Attn: Megan Batchelder or the form can be faxed to 860-224-3041 or email: mcbatchelder@council4.org

NAME: _____

LOCAL #: _____

EMAIL: _____