



- ✓ For my job
- ✓ For my family
- ✓ For my future

I'm AFSCME Strong and ready to get to work.

2019 AFSCME Council 4 Conference

Tentative Class Schedule

Friday, April 5 10:30am-11:45am

- 1 - Conversation with the Council 4 Executive Board
- 2 - Workers' Compensation
- 3- So You Want to Get Involved? VMO/PEOPLE 4 - Communicating in a Post Janus World

Friday 2:00pm-3:15pm

- 1 - Beyond Bias
- 2 – Mobilizing to Protect our Rights & Freedoms
- 3 – Data and Our Members
- 4 – “To Arbitrate or Not To Arbitrate”

Saturday, April 6 10:30am-11:45am

- 1 - Connecting Dots
- 2 - Civil Rights History
- 3 – So You Want to Get Involved? VMO/PEOPLE
- 4 – “To Arbitrate or Not To Arbitrate”

Saturday 1:15 – 2:45 – Panel Discussion

Experiencing Unconscious Bias

Panel Members:

State Representative Robyn Porter

Cherrene Horazuk, Secretary of AFSCME Council 5 (MN) and President of AFSCME 3800

Judge Clifton Graves,

Bishop John Selders, Jr. United Church of Christ

Saturday 3:00pm-4:15pm

- 1 - Panel Unplugged
- 2 - Conservative Caucus
- 3 – Data and our Members
- 4 – SERA/MERA- State Employee Relations Act
Municipal Employee Relation Act

A Conversation with the Council 4 Executive Board -An Informal Dialogue

Join Council 4 Officers and Vice Presidents for an informal conversation want about our union, the challenges we face and the #AFSCMEStrong future we want to create.

Workers' Compensation - Mike Petosa

- How to assist members with Workers' Compensation Claims.

So You Want to Get Involved? (VMO and PEOPLE) – Rhonda Charette, Local 610, Dyshawn Thames, Local 2663, Merisa Williams, Local 562, Jon Haines, AFSCME, Molly Maloney, AFSCME and Tracy Monahan, AFSCME

- 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.

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.

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

- Elected leaders make decisions that directly impact our jobs, our bargaining rights and the services we provide. This workshop will update you on the latest legislative developments affecting union members and provide mobilization tools to help advance our agenda.

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.

“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.

Conservative Caucus – Scott Soares, John Miller, Brian Anderson, Council 4, Frank LaDore

- Learn more about the newly formed Council 4 Conservative Caucus. AFSCME Conservative Caucuses have been created in states across the nation and ours is the first established in the Northeast. This Caucus has been established to develop an ongoing and meaningful forum that ensures the inclusion of the voices and views of conservative union members in our member organizing, political and legislative efforts.
- The Conservative Caucus is not about a particular political party, but about having a wide representation of our members when it comes to candidate endorsements, political actions and more. Your input is needed.

Panel Unplugged - Panel Members

- A Continuation of the Civil Rights Committee Panel's discussion

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.