

2019 Great Lakes Union Leadership Institute

**We care.
We fight.
We show up.**

LAKE LAWN RESORT
DELAVAN, WISCONSIN
JUNE 23 – 27, 2019



Co-Sponsored by the Leadership, Education
and Development (LEAD) Program of the
American Federation of Teachers, AFL-CIO
and the Illinois Federation of Teachers



Illinois Federation of Teachers
A Union of Professionals



A Union of Professionals
AFT Indiana
AFL-CIO



AFT-West Virginia



Education Minnesota
The union of 70,000 educators



AFT-Wisconsin
A Union of Professionals



A Union of Professionals
AFT Michigan
AFL-CIO



**Wisconsin Federation
of Nurses & Health
Professionals**
A Union of Professionals



**Ohio Federation
of Teachers**
A Union of Professionals



A Union of Professionals

Randi Weingarten
PRESIDENT

Lorretta Johnson
SECRETARY-TREASURER

Mary Cathryn Ricker
EXECUTIVE VICE PRESIDENT

Our Mission

The **American Federation of Teachers** is a union of professionals that champions fairness; democracy; economic opportunity; and high-quality public education, healthcare and public services for our students, their families and our communities. We are committed to advancing these principles through community engagement, organizing, collective bargaining and political activism, and especially through the work our members do.

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A Union of Professionals

2019 Great Lakes Union Leadership Institute

We care. We fight. We show up.

The 2019 Great Lakes Union Leadership Institute, which will be held June 23-27, 2019, at Lake Lawn Resort in Delavan, Wis., is a four-and-a-half -day training and leadership development program. It is co-sponsored by the Illinois Federation of Teachers and the Leadership, Education and Development (LEAD) Program of the American Federation of Teachers. The courses are designed to enhance local capacity for all AFT constituency groups (AFT Teachers, AFT PSRP, AFT Higher Education, AFT Public Employees, and AFT Nurses and Health Professionals). The purpose of Great Lakes ULI is to provide hands-on learning of union skills, to further acquaint you with the AFT and our issues, and to give you a chance to exchange information with your union brothers and sisters in a relaxed, casual setting with wonderful resort amenities. The program is open to any AFT member but is designed with the needs of the Great Lakes region in mind.

Randi Weingarten
AFT President

Loretta Johnson
AFT Secretary Treasurer

Mary Cathryn Ricker
AFT Executive Vice President

Dan Montgomery
President, Illinois Federation
of Teachers

General Information

LOCATION

Lake Lawn Resort
2400 E. Geneva St.
Delavan, WI 53115
800/338-5253

Lake Lawn Resort is 75 miles from downtown Chicago and 45 miles from Milwaukee, on the shores of Delavan Lake. Lake Lawn Resort is one mile east of the Delavan exit off Interstate 43 on Highway 50, and 10 miles west of Lake Geneva, Wis.

DIRECTIONS

From Chicago and O'Hare International Airport:

- Take I-294 onto I-94 North (toward Milwaukee).
- Exit Highway 50 West (Kenosha, Wis.)
- Continue on Highway 50 West through Lake Geneva.
- Lake Lawn Resort is about 10 miles west of Lake Geneva, on Highway 50 (Geneva Street).
- Lake Lawn will be on your left.

From Midway Airport:

- Take Cicero Avenue North to I-290 West (Eisenhower Expressway) to I-294 North, toward Wisconsin.
- Continue on I-294 North to I-94 North into Wisconsin.
- Exit Highway 50 West (Kenosha) and continue west through Lake Geneva.
- Lake Lawn Resort is 10 miles west of Lake Geneva on Highway 50 (Geneva Street).
- Lake Lawn will be on your left.

From Milwaukee and Mitchell International Airport:

- Take I-94 North (toward Milwaukee) from Mitchell Airport to I-894 West to I-43 South (toward Beloit).
- Continue on I-43 South to Exit 21 (Highway 50 East-Delavan).
- Exit, turn left onto Highway 50.
- Lake Lawn will be about ½ mile on the right.

TRANSPORTATION

Reservations are required.

Go RiteWay:

A prompt door-to-door transportation service, linking Milwaukee's General Mitchell Airport and Chicago's O'Hare and Midway airports with all of southeastern Wisconsin. Service area includes homes, hotels and businesses. For reservations and additional information, call 800-236-5450 or visit www.goriteway.com.

SCHEDULE

The program will begin with registration on Sunday, June 23, from 3 p.m. to 4:30 p.m. Work sessions will begin on Sunday afternoon and conclude on Thursday, June 27, at noon. Monday through Wednesday sessions will begin at 8:30 a.m. and conclude at 4:30 p.m. **Some classes may require additional preparation time on site.**

WEATHER AND DRESS

Outside temperatures may range from 60 to 85 degrees (the average temperature in June is 79 degrees). Dress is casual. Fluctuating air-conditioning temperatures in conference rooms may require additional or warmer clothing.

Registration

REGISTRATION RATES

Registration rates cover lodging, a reception on Monday, two dinners, four breakfasts, four lunches and coffee breaks throughout the week.

Commuter rate:	\$310 per person
Single Occupancy:	\$935 per person
Double Occupancy:	\$620 per person

MEALS

Meals are for participants only. Guests may attend the Sunday night dinner and Wednesday barbecue with notification and payment on June 23 during on-site registration.

COURSE MATERIALS

Some courses may require you to bring your local's constitution and contract to class. You will receive notification prior to the conference in the registration confirmation letter.

REGISTRATION, DEADLINES AND COURSE CANCELLATION POLICIES

- Only one person per registration form, please. To register additional people, copy the form or request additional brochures by calling Benita Twillie, Illinois Federation of Teachers, at 630-468-4080, ext. 4066.
- Enrollment is limited and varies from one course to another.
- The earlier you submit the completed conference registration form and payment, the more likely you are to receive your first-choice course.
- We strive to place you in your first-choice course. However, course availability is not guaranteed. When completing your registration form, please indicate a second and third choice for your course of study in the event that your first choice is canceled or full. If your first-choice course is not available, and you have not indicated a second or third choice, your registration will be fully refunded.
- You will receive a confirmation notice and other information at least one week prior to the program.

PLEASE NOTE!

**Final registration deadline is Wednesday, May 15.
No refunds for cancellations received after June 7.**

Choosing the course that is right for you!

YOUR TIME IS PRECIOUS, so picking the right course is essential. To assist you in your selection, we have indicated a target audience for each course, based on participants' union role. We encourage you to contact your state leadership or the AFT's Union Leadership Institute (800-238-1133, ext. 6323) to discuss your particular needs and placement.

- Union Leadership Skills
- Effective Grievance Administration I
- Introduction to Negotiations and Contract Campaigns
- Becoming a More Effective Trainer and Presenter

Course Descriptions

UNION LEADERSHIP SKILLS

Target Audience

This course is intended for newly elected or appointed leaders, stewards, prospective leaders and newer staff from all AFT constituency groups.

Why Take It?

Being a leader in today's difficult economic and political environment is especially challenging. This program helps you to develop the leadership skills and knowledge you need to support your local in successfully managing these difficult times.

Key Objectives

- Identify your own leadership style;
- Understand specific constructive and destructive leadership behaviors;
- Improve your effectiveness in empowering and inspiring others; and
- Have fun in the leadership role.

Approach

This course involves highly interactive discussion using small-group and individual exercises, and minimal direct presentation.

EFFECTIVE GRIEVANCE ADMINISTRATION I

Target Audience

This course is intended for stewards, local grievance committee chairs, and local or state staff with responsibility for contract enforcement.

Why Take It?

You do not need to be an attorney to enforce your local contract and protect your members' rights. This course will help you master grievance procedures and become confident in your abilities to represent your members, from investigation through preparation for arbitration.

Key Objectives

- Identify criteria for separating gripes from grievances;
- Practice grievance investigation skills;
- Identify what should be written on a grievance form;
- Determine "just cause" and discipline-related grievances;
- Identify and address past practice grievances;
- Develop grievance investigation and witness preparation skills; and
- Present and argue a grievance before management and educate and represent grievant.

Approach

This course is highly interactive, using case studies, extensive discussion, individual practice and full simulation of arbitration by all participants.

NOTE:

You will need a copy of your local's constitution and your contract for this course.

A laptop for classwork is recommended.

Course Descriptions (cont.)

INTRODUCTION TO NEGOTIATIONS AND CONTRACT CAMPAIGNS

Target Audience

This course is open only to those with no experience or who are involved in their first bargaining situation.

Why Take It?

If you want to understand why and how bargaining works from start to finish, this program is for you. Learning by doing is this course's key feature, an approach that prepares you to be a full player in the bargaining process, from developing initial proposals and selecting the team to reaching a settlement.

Key Objectives

- Use surveys and past grievances to generate bargaining proposals;
- Cost out proposals;
- Identify and act appropriately during the different stages of bargaining;
- Write bargaining proposals;
- Put together a team and work like one; and
- Develop a strategy to get a deal.

Approach

This course uses discussions, small-group exercises and direct presentation.

NOTE:

This course requires additional work outside of class. You will need a copy of your local's constitution and your contract for this course

A calculator and laptop for classwork are recommended.

BECOMING A MORE EFFECTIVE TRAINER AND PRESENTER

Target Audience

This course is intended for all union activists who have a responsibility to lead trainings and meetings, and for those tasked with making formal and informal presentations to other adults, on a variety of topics, in their communities. The course is based on a model of instruction pioneered by psychologist and author Robert Mager and shared with the AFT's Union Leadership Institute under the auspices of the Center for Effective Performance.

This course uses a criterion-referenced model, meaning it is based on clearly defined objectives that participants practice until they meet the expected standards. This type of approach focuses not on the performance of the instructors but on the success of the participants—making sure they gain both the ability and the confidence to apply their skills in the real world. We realize this approach may be very different from what you've experienced in the past.

Why Take It?

A large part of being an active union member is communicating your local union's ideas and programs to others in your community. This course will explore how people learn and process new information, how to lead interactive conversations with both allies and critics, and how to organize presentations so that the message you want to communicate is indeed the message that is received.

Key Objectives

- Be able to plan training presentations using an organization model and well-defined performance objectives; and
- Learn how to deliver presentations to meet the defined objectives and maximize your success.

Tentative Agenda

Sunday, June 23

3 p.m. – 4:30 p.m.	Program registration
4 p.m.	Hotel check-in
5 p.m. – 6:30 p.m.	Classes
6:45 p.m. – 8:15 p.m. *	Dinner and program orientation
8:30 p.m. – 10 p.m.	Reception

Monday, June 24 – Wednesday, June 26

7 a.m. – 8:30 a.m.	Breakfast
8:30 a.m. – 10:15 a.m.	Classes
10:15 a.m. – 10:30 a.m.	Break
10:30 a.m. – 12:30 p.m.	Classes
12:30 p.m. – 1:30 p.m.	Lunch
1:30 p.m. – 2:45 p.m.	Classes
2:45 p.m. – 3 p.m.	Break
3 p.m. – 4:30 p.m.	Classes
6 p.m. – 8 p.m. *	Dinner and reception (Wednesday only)

Thursday, June 27

7 a.m. – 9 a.m.	Breakfast
9 a.m. – 10:30 a.m.	Classes
10:30 a.m. – 10:45 a.m.	Break
10:45 a.m. – noon	Classes

**Guest meal tickets for these events are available for sale at the registration desk.*

Don't forget
the ever popular,
often imitated but
never duplicated

**ANNUAL ULI
BARBECUE &
RECEPTION**

6 p.m. – 8 p.m.

**MUSIC AND
DANCE PARTY**

8 p.m. – Midnight

Wednesday, June 26



Contacts

Great Lakes Regional State Federation Presidents and Leadership Education Affiliate Directors (LEADs)

Program

Dave Kammerer, AFT..... 800-238-1133, ext. 6323
Monique Redeaux-Smith, IFT..... 630-468-4080

Illinois

Dan Montgomery, president..... 630-468-4080
Cathy Mannen, LEAD..... 630-468-4080

Indiana

GlenEva Dunham, president..... 317-299-5395

Michigan

David Hecker, president 313-393-2200
David Dobbie, LEAD 313-393-2200

Minnesota

Denise Specht, president..... 651-227-9541
Sarah Derdoski, LEAD 651-/227-9541

Ohio

Melissa Cropper, president 614-258-3240
Deborah Tully, LEAD..... 614-314-7905

Ohio Nurses Association.....

Brian Burger, president..... 614-969-3800
Bob Cousins, LEAD..... 614-448-1028

West Virginia

Christine Campbell, president..... 304-344-2679

Wisconsin

Kim Kohlhaas, president 608-662-1444
Rob Henn, LEAD..... 608-662-1444

Wisconsin FNHP

Candice Owley, president 414-475-6065

2019 Great Lakes Union Leadership Institute REGISTRATION FORM

**JUNE 23-27
LAKE LAWN RESORT
DELAVAN, WIS.**

Only one registrant per form, please. To register, complete this form and forward it along with the appropriate registration fee to Benita Twillie at the address on page 12.

Name: _____

Male Female Nonbinary/Third Gender Prefer to Self-Describe: _____

Position in Local: _____

Local Name & Number: _____

SPELL OUT FULL NAME OF LOCAL—NO ACRONYMS, PLEASE!

Home Address: _____

City: _____ State: _____ Zip: _____

Daytime phone: (_____) _____ Mobile phone: (_____) _____

E-mail address: _____ Fax: (_____) _____

FIRST TIME ATTENDEE: YES NO

CONSTITUENCY: Check one.

AFT Teachers AFT PSRP AFT Higher Education AFT Public Employees
 AFT Nurses and Health Professionals State/Local Staff

PLEASE INDICATE T-SHIRT SIZE:

MEN'S Small Medium Large XLarge XXLLarge XXXLarge

COURSE SELECTION

Indicate your first-choice selection for the full four and a half days by placing a "1" on the line to the left of that course. If you would like to indicate a second or third choice in case your first choice is canceled or filled, then place a "2" and "3" on the line to the left of those courses. Course descriptions are also listed at www.ift-aft.org.

Please note: No changes in course selection will be honored after May 19.

_____ Union Leadership Skills

_____ Effective Grievance Administration I

_____ Introduction to Negotiations and Contract Campaigns

_____ Becoming a More Effective Trainer and Presenter

Local President Approval (signature). Desired, not required.

SPECIAL REQUIREMENTS

Do you require any special rooming accommodations?

YES NO

If YES, please indicate: _____

Do you have any dietary restrictions or other needs of which we should be aware?

YES NO

If YES, please indicate: _____

Americans with Disabilities Act

The American Federation of Teachers will confirm that accommodations at Lake Lawn Resort are in compliance with the Americans with Disabilities Act. If a conference participant anticipates a special need arising from a disability, the participant should contact Benita Twillie (630-468-4080, ext. 4066) by May 26. The AFT will make reasonable accommodations for any special needs to ensure that attendees may fully participate in the Union Leadership Institute activities. Early notice is necessary since some accommodations may require significant advance notice.



PAYMENT: Make check payable to Illinois Federation of Teachers.

- Commuter Rate (\$310 per person)
- Single Occupancy (\$935 per person)
- Double Occupancy (\$620 per person)

If you have selected double occupancy, then select one below:*

- Assign roommate to me
- Sharing room with the following registrant:

** no selection will result in a single room rate charge.*

CREDIT CARD PURCHASE (You may charge your registration fee on VISA or MASTERCARD.)

\$ _____ Card Number: _____

Cardholder's Name (please print): _____ Exp. _____ / _____

Cardholder's Signature: _____

Cardholder's Address (as it appears on credit card statement): _____

City: _____ State: _____ Zip: _____

Please forward your completed form, along with appropriate registration fee, to:

Benita Twillie
c/o Illinois Federation of Teachers
P. O. Box 390
500 Oakmont Lane
Westmont, IL 60559
Phone: 630-468-4080 Fax: 630-468-4089
Email : btwillie@ift-aft.org

FOR IFT/AFT OFFICE USE. DATE RECEIVED:





A Union of Professionals

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Washington, DC 20001
202-879-4400



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