



**2019-2020**  
**Union Building Training and**  
**Leadership Development Program**



*conferences and workshops designed to  
strengthen and build our union*

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A Union of Professionals

**AFT Michigan**  
AFL-CIO

## **OUR VALUES**

We are educators who are committed to working together with our communities to reclaim the promise of public education as our nation's gateway to democracy and social justice. We believe that we are stronger together than as individuals and look forward to the day when all educators are empowered as members of strong, democratic, and inclusive unions. **TOGETHER, WE VALUE:**

**COOPERATION, SOLIDARITY & TRUST RATHER THAN COMPETITION & SELFISHNESS**

**COURAGE RATHER THAN SELF-DOUBT & FEAR**

**HOPE RATHER THAN CYNICISM**

**SERVING THE PUBLIC GOOD RATHER THAN SORTING OUT WINNERS & LOSERS**

**FAIRNESS & EQUITY RATHER THAN INEQUALITY**

**TRANSFORMATIONAL RATHER THAN TRANSACTIONAL RELATIONSHIPS**

## **OUR WORK**

The work of AFT Michigan is rooted in two basic power-building strategies:

- **Building strong local unions** able to consistently bring members together and win campaigns at the workplace, and
- **Connecting those locals** on a regional and statewide basis (with each other, other unions, and community allies) to build power and take on broader external campaigns.

Over the past two years, we have worked to better define what a “strong local union” looks like through developing and revising our “Power Wheel” framework and assessment tool. While these areas of focus are important for unions in all situations, legislative attacks in Michigan have increased urgency for locals in all four areas:

- **Internal Structures:** The skeleton and nervous system of our unions, made up of worksite leadership structures, communications, and foundations of union management. In particular, “right to work” and alternative dues amplify the importance of robust union membership (databases, dues collection, and financial management) systems.
- **Organizing & Engaging Members:** Right to work and alternative dues expose weak worksite leadership networks, as membership falls off quickly in buildings without effective reps. We must constantly reach out to new employees and run campaigns engaging the entire membership to remain healthy.
- **Negotiating & Problem-Solving:** The core reason unions exist is to bring people together to confront problems that are too big for us as individuals --at the bargaining table or more informally negotiating with building-level administrators. Particularly for K-12 Teachers, the avalanche of prohibited subjects of bargaining requires new strategies to adapt to this new environment.
- **Coalitions & Political Action:** Bargaining to improve conditions in our schools and colleges doesn't take place in a vacuum. Losing payroll deduction of PAC made it dramatically more difficult to raise money from members to win elections, but we have a responsibility to our students and our members to engage our boards and other officials proactively and effectively.

# TRAINING & LEADERSHIP DEVELOPMENT FOR INDIVIDUALS

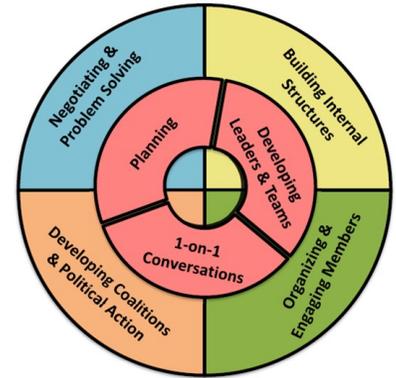
## Union-Building Institutes & Certificate Program

All members are encouraged to participate in our core training program by attending our three Union-Building Institutes on October 26, December 7, and February 8. The full day core course in each of the four capacity areas will be offered at all three Institutes:

- Union Foundations 101
- Member Organizing 101
- Collective Bargaining & Contract Enforcement 101
- Coalitions & Political Action 101

In addition, advanced courses on specific topics will be offered at each Institute:

- October 2019: Foundations
- December 2019: Organizing
- February 2020: Negotiating & Political Action

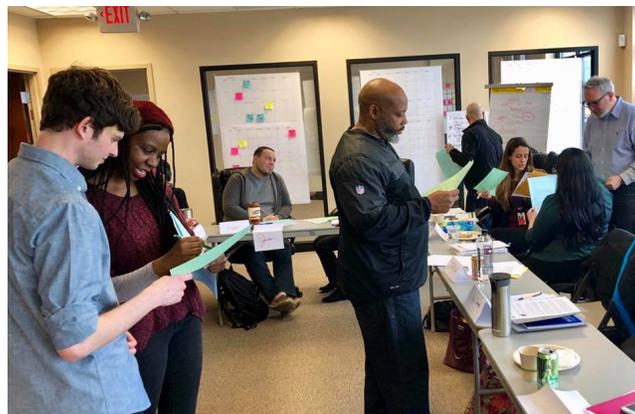


## Member Organizing Institute Fellowship Program

The Member Organizing Institute (MOI) is a collaboration between the national AFT and several state federations designed to support local member engagement efforts. Our members' ability to draw from personal work and union experience to engage current members and activate potential leaders is invaluable. Through this program, members receive hands-on training and support while working as a part-time organizer talking with other co-workers about their experiences and helping them get more engaged in the union. To be part of the MOI:

1. Locals commit to supporting the member organizer(s) and paying 1/3 of their stipend
2. Member organizers must complete Member Organizing 101 at one of the Institutes and complete 50 hours of 1-on-1 organizing in their local over 2-3 months to earn a \$750 stipend

If your local is interested in the MOI program, contact Assistant to the President Dave Dobbie at 313-393-2200 or [ddobbie@aftmichigan.org](mailto:ddobbie@aftmichigan.org).



*If you want to discuss more ideas, or have any questions about the Union-Building Program, contact AFT Michigan at 313-393-2200 or email us at: [info@aftmichigan.org](mailto:info@aftmichigan.org)*

# ***TEAM DEVELOPMENT: AFT MICHIGAN'S LEAD PROGRAM***

## **Overview**

The LEAD Program is a collaboration between the national AFT, several state federations, and the Cornell labor school to develop a comprehensive local development program designed to help locals adopt and strengthen a culture of organizing. All LEAD locals choose a campaign to focus on in one of the core areas, such as:

- Organizing a residual unit at your employer
- Contract campaign around bargaining
- Local electoral or policy campaign (e.g. school/college board)
- Building internal structures and increasing membership

## **Support**

In addition to reimbursement of travel expenses for training events, LEAD locals are eligible for additional staff assistance to help with building internal structures and membership organizing.

## **Commitment and Next Steps**

Participating in LEAD is a sizable commitment for locals, so we encourage you to consider it fully. Minimum commitments for participation include:

- Establishing a core leadership **team**
- Choosing a project and setting ambitious **goals** to strengthen the local
- Being **open** to trying new strategies
- Participating in a **learning community** with other LEAD locals
- Attending five major **LEAD team events**:
  - ◇ A locally-scheduled kickoff retreat in the fall of 2019 and a debrief gathering in the summer of 2020
  - ◇ LEAD sessions at UM-Dearborn the Sundays following the Union-Building Institutes (10/27/19, 12/8/19, 2/9/19)



*If your local is interested in being part of this year's LEAD program, contact Assistant to the President David Dobbie at [ddobbie@aftmichigan.org](mailto:ddobbie@aftmichigan.org).*

# 2019-2020 UNION GOVERNANCE EVENTS

**We need your voice. Please mark your calendar and make sure your local is represented at our two major statewide union governance events this school year: Our September 28, 2019, Fall Leadership Summit and May 16, 2020, AFT Michigan Convention.**

## FALL LEADERSHIP SUMMIT

September 28, 2019

UM Dearborn Fairlane Center North

## NEW OFFICERS ORIENTATION

September 29, 2019

UM Dearborn Fairlane Center North

Based on your feedback, we will be devoting the Fall Leadership Summit to conversations with, and between, local leaders (with training and workshops reserved for the Union-Building Institutes).

The first half of the day will be a wide-ranging discussion with the Presidents' Council about pressing issues facing our union and state, and what direction AFT Michigan should be heading (for local presidents or their designee only). We strongly urge every local to be represented if at all possible. In the afternoon, we will meet in constituency committees (where all members are welcome to join) for more in depth conversations on the issues facing each of our main constituency groups. Finally, all are welcome to stay for the AFT Michigan Administrative Board meeting.

8:30—9:00 a.m.	Presidents' Council Registration and Breakfast
9:30—12:15 p.m.	Presidents' Council (local presidents or designee)
12:15—1:45 p.m.	Lunch Discussion
1:45—2:00 p.m.	Break and Non-President Registration
2:00—4:00 p.m.	Constituency Committee Meetings
4:00—6:00 p.m.	AFT Michigan Administrative Board Meeting (all are welcome to stay)

On Sunday, September 29, 2019, local elected officers who have been in office less than two (2) years are invited to learn about how AFT Michigan and the AFT national work and the available resources, as well as ask questions and engage in discussions with other leaders.

## CONVENTION COMMITTEES

May 2, 2020

UM Dearborn Fairlane Center North

## AFT MICHIGAN CONVENTION

May 16, 2020

UM Dearborn Fairlane Center North

Every two (2) years, we hold a convention where local delegates elect the leadership of AFT Michigan and vote on constitutional amendments and resolutions that set the course of the state federation. Your local will receive a convention packet in the winter of 2020 with instructions for nominating members to be delegates and to serve on committees. Every local is entitled to at least two (2) delegates and we strongly urge you to recruit and bring a strong delegation on May 16, to make sure your local's voice is represented.

Much of the work leading up to convention is done in convention committees, which consider resolutions and constitutional amendments submitted by locals around the state and then make recommendations on the convention floor. The convention committees will meet concurrently on Saturday, May 2, to allow out-state locals to participate more easily.

**2019-2020**

## **UNION-BUILDING CALENDAR**

**UNION-BUILDING INSTITUTE**

**October 26, 2019**

Core Courses in all 4 Areas  
Advanced Workshops on Union  
Management & Team Building

**LEAD**

**Local Planning Session  
October 27, 2019**

**UNION-BUILDING INSTITUTE**

**December 7, 2019**

Core Courses in all 4 Areas  
Advanced Workshops on Organizing

**LEAD**

**Local Planning Session  
December 8, 2019**

**UNION-BUILDING INSTITUTE**

**February 8, 2020**

Core Courses in all 4 Areas  
Advanced Workshops on Bargaining,  
Contract Enforcement & Political Action

**LEAD**

**Local Planning Session  
February 9, 2020**

*All events will be held at UM Dearborn Fairlane Center North  
19000 Hubbard Dr., Dearborn, MI 48126  
Please visit our website to register: [www.aftmichigan.org/events](http://www.aftmichigan.org/events)*

### **REIMBURSEMENT FOR MILEAGE AND HOTEL COSTS**

AFT Michigan will help locals defray the cost of attendance in two ways:

- **Mileage for "out-state" locals:** Recognizing the distance some locals need to travel, we will reimburse mileage at the IRS rate for members from locals located more than 80 miles from the event.
- **Hotel:** We will reimburse up to \$90 per member for lodging for those who participate on both Saturday and Sunday or who are traveling more than 80 miles for the event.

# AFT MICHIGAN

## 2019-2020 CALENDAR

### SEPTEMBER 2019

- 28 **Leadership Summit & Administrative Board Meeting**, UM Dearborn Fairlane Center North
- 29 **New Officers Orientation**, UM Dearborn Fairlane Center North

### OCTOBER 2019

- 26 **Union-Building Institute Training**, UM Dearborn Fairlane Center North
- 27 **LEAD Local Team Session**, UM Dearborn Fairlane Center North

### NOVEMBER 2019

- 25 **Administrative Board Meeting**, AFT Michigan office

### DECEMBER 2019

- 7 **Union-Building Institute Training**, UM Dearborn Fairlane Center North
- 8 **LEAD Local Team Session**, UM Dearborn Fairlane Center North

### JANUARY 2020

- 27 **Administrative Board Meeting**, AFT Michigan office

### FEBRUARY 2020

- 8 **Union-Building Institute Training**, UM Dearborn Fairlane Center North
- 9 **LEAD Local Team Session**, UM Dearborn Fairlane Center North

### MARCH 2020

- 30 **Administrative Board Meeting**, AFT Michigan office

### MAY 2020

- 2 **Pre-Convention Committees and Administrative Board Meeting**, UM Dearborn Fairlane Center North
- 16 **AFT MICHIGAN CONVENTION**, UM DEARBORN UNIVERSITY CENTER, 1133 UNIVERSITY CENTER

### JUNE 2020

- 22 **Administrative Board Meeting**, AFT Michigan office