



AFSCME Council 5 Education and Training

A critical component of our Council's identified goals and direction is to increase our available trainings for locals to increase our membership numbers, grow our union solidarity, strengthen our locals, increase activism and improve the lives of our members!

The following trainings are available upon request through your Council 5 Field Representative. Customized trainings are also available to focus on your local's particular needs. In addition, a training can highlight a particular area to complement the local's experience and available time to spend in a training. Training times often vary from 1-hour, 4-hours, a full-day, or anything in-between. We're happy to help!

All Sector Trainings (State, City, County, K-12 Schools, U of M, Private/Special)

Arbitration Merit Training

This training is for locals that are working to establish a review panel for grievances that have been through the steps prior to arbitration. Locals will learn what merit in an arbitration is, and how to assess it. This training is imperative for any local establishing a review panel, and for the review panel once it has been established.

Contract/MAT Training

A Member Action Team (MAT) is part of any well-organized local. But what do they do, and how do you build a successful one? This training will help locals assess where they're at and assist locals with creating a MAT team plan so they can have a robust contract structure.

Coming Soon! *Governance Training*

This training will be available to members later this year. If interested, contact your Field Representative.

Local Website, Social Media Training

Local website training is for locals who are interested in creating and maintaining a website for your local to keep members updated with news alerts and calls to action, articles, meetings, events, and more. We are happy to offer a separate social media activism training that will ensure your local is prepared to externally communicate with members and the public on the great work of your local union and successful workplace actions and solidarity.

Negotiations Team Training

The negotiations table team is an integral part of the negotiations process. The Negotiations Team Training is meant to help the team learn their role in negotiations, as

well as discuss how to make sure members' voices are heard at the table, and the beginning phases of an escalation campaign.

New Member Orientation Training

New Member Orientation is the best time to approach co-workers about joining the union. However, creating a program that works for your individual local can feel daunting. This training will help local leaders create a new member orientation program that works for them so that they have successful conversations with new co-workers.

Steward Training

This training is for anyone that is a current steward, new steward, or who is interested in becoming a steward. This comprehensive training examines why we decide to become stewards, the steward's role in investigations, filing grievances, labor management committees and more. This training can also be modularized to be offered in short pieces to fit your local's needs. Modules include Investigations, Writing and Filing Grievances, 7 Tests of Just Cause, and Labor Management Committees

State Executive Branch Trainings for Members and Locals

Lay-off Article Training

This short training focuses specifically on Article 15-Layoffs of the state executive branch contract. While it is some of the most robust language that AFSCME has for layoffs, it's often very confusing. The training helps to dispel some of the confusion around this language.

State Bargaining Process Training

The state bargaining process is a lengthy process that has many moving pieces. Because it's such a large undertaking, it can become convoluted. This training is meant to give state executive branch locals a look at how the process works and why we do the things we do during the state bargaining season.

State Contract Training

This training is a good companion for steward training, as it is intended to be a deep dive into the state multi-unit master contract. This training is for both new and seasoned stewards to gain a firm understanding of state contract interpretation.

State Steward Training

This training has some components of the *State Contract Training* added into the steward training.

For any questions or to receive your Field Representative's contact information, please call our Member Action Center at 651-450-4990 or email Council5@afscmemn.org

