



## **AFSCME Council 5 Membership Trainings**

### **Beyond Bias Training – 2 hours**

- What is implicit bias? Do you have it? How do we see the world through our own social conditioning and how does it affect our union, workplaces, and relationships with others? Learn the science of how our brains work and how we can actively work to rewire them for a more inclusive world. This training curriculum was born out of AFSCME International Racial Equity and Inclusion team in conjunction with the Safe Places for the Advancement of Community and Equity (SPACEs) project. We recommend this training for every member of our union.

### **Communication Structure Training – 8 hours**

- Could your local or bargaining unit get information out to every worker in 24 hours by having face-to-face conversations? How do you communicate efficiently in a worksite? This training gives you the tools you need to have one to one conversations, map out your workplace, and create an effective communication structure within your local, bargaining unit, and workplace. This allows you to build relationships, grow your membership, create a strong union identity, and quickly facilitate the exchange of information. We recommend this training annually for all locals, bargaining units, and large worksites.

### **Governance Training – 8 hours**

- Ever wonder what your role is as an EBoard Member or Chair Officer? How to better function as a team? This training covers local union governance roles, priorities, how to effectively chair a meeting, and efficiently communicate. You will also have hands on experience talking one on one with union members, planning for your local, and other interactive activities. We recommend this training after any local leadership change and/or every election.

### **Grievance Training – 3 hours**

- How and when do you file a grievance? Who should take notes? What is needed in a file? Who does arbitrations? What rights do a steward have in an investigation? Let us help demystify this process in an interactive and productive training session. This training is a direct introduction to what you need to know as a new steward – as well a great refresher!

### **Negotiating Team Training – 8 hours**

- How should a Negotiating Team conduct themselves at the table with the Employer? What's a caucus? What strategy should be used to communicate back to your local or bargaining unit? What is a contract campaign? This training covers the basics and helps grow relationships and foster trust on each negotiating team in an interactive and fun way. You will learn to communicate one to one with workers, how to keep your solidarity at the table, and grow power to secure a better contract. We recommend this training for every elected negotiating team each contract cycle.

### **New Member Orientation Training – 8 hours**

- What was your first experience with our union? Did you feel welcomed? Did you have questions? Did you know who to ask? Be part of your local, bargaining unit, or worksite building union identity and solidarity by creating an effective New Member Orientation structure. This training facilitates how to have one to one conversations, share your personal story, and engage in the vision of the union with new workers. Learn to track new workers, assert your rights under your contract, and follow up while building relationships. You will practice these skills during the training as well as create a plan and structure that works for you. We recommend this training as a follow up to the Communication Structure Training, and should be done annually or after any local leadership change.

**All trainings can be scheduled through your assigned Field Representative.**