COMPETENCY: Governance and Leadership

- Level 1: Foundational
  Increases leadership skills
  Active listening skills
  Facilitation skills

- Level 2: Mobilizing & Power Building
  Effectively communication
  Base knowledge rights information
  Mapping your building for efficient mobilization
Your roles

Organizer

Communicator

Advocate
How do we do this??
Building Rep as Organizer
What does an organizer do?

• Builds Involvement

• Acts as Talent Scout – Develops other advocates and leaders

• Facilitates communication throughout the organization
Building Rep as Communicator
How do you communicate with members in your building?

Through Charting:

- Email
- Telephone
- 10 Minute Meetings
- Text Messages
- Facebook/Social Media
- Flyers/Leaflets
- One-on-one conversations
Every good conversation starts with listening

- Active Listening
- Take Notes
- Where does the information go?
  - FAC
  - President
  - Grievance Chair
  - Administration
  - Relationship with Administration
COMMUNICATION CYCLE

Week 1
- 10 Minute Meeting

Week 2
- Reconnaissance

Week 3
- Communication

Week 4
- Report Out
• 10 Minute Meeting

• Conduit for Communication

• Simple Agenda
  – Old Business
  – New Business (Use a Summary Sheet)
  – Open Discussion/Prioritization

– Get Representatives from Departments/Grade Levels/Hallways
• Reconnaissance

• Get the facts

• Get members involved

• Talk with grievance chair

• Have member “experts” prepared to discuss issues

• Issues Worksheet
The issue will dictate whom you speak with first.

**Meeting w/ Principal**
- Don’t meet alone
- Have all relevant facts
- Have possible solutions ready
- Have a note taker
- Bring the “experts”

**Association Meetings**
- Share details
- Be ready for suggestions
• Update the info sheets

• Share the results with the members

• Caution on confidentiality
Building Rep as Advocate
Publicly support the local association and its members

• As advocates, our job is to:
  – Always Defend, Never Judge
  – Give SOUND advice
    • But ask for help
    • Communicate, Communicate, Communicate

It is a violation of the law to refuse to fairly represent a bargaining unit member in a matter involving the contract.
Weingarten Rights

- If you have reason to believe that you might be disciplined, you have the right to union representation:
  - Investigatory interviews when your supervisor is seeking to elicit facts
  - Your supervisor requests a written statement or written answers
  - Meetings or discussions when the supervisor has not yet decided to discipline you and is still seeking information
Legal Rights, Responsibilities and Protection

- PTS and other Just Cause
- Suspension of school employees
- Discrimination and Sexual Harassment
- Social Media and use of email
- 51A reporting obligations
- Fair Labor Standards Act
- Parental Leave
- Free Speech
What to do If?

- Table conversations on sample scenarios
- Questions and Answers!
Session Outcomes

• The content from this session can be used in the following ways in your current position/role:

  – To create communications systems in your building

  – To support advocacy roles as a building representative

  – To train representative in your district
Please complete the evaluation for this breakout session!