

CEA NEGOTIATIONS CONFERENCE: DIFFERENT BARGAINING STRATEGIES FOR BETTER RESULTS

Hartford Marriott Farmington
15 Farm Springs Road, Farmington, CT



Are you doing as well as you would like in negotiations? Is your negotiating team as effective as it could be? Have your members been frustrated by step freezes or low top step increases?

It's time to stop doing the same thing over and over again while expecting different results.

Negotiations shouldn't be something that happens once every three years. Learn how to take a different approach to bargaining by preparing now for your next round of negotiations, whenever that may be. Build power now so that your local can negotiate contracts that are better for your members and your students.

Attend CEA's Negotiations Conference to learn new strategies about how organizing before your next negotiating session can make the difference between a good settlement and a bad one. Get the training you need to help improve your salary, benefits, working conditions and energize your members.

FEB 1
2020



AGENDA

CEA NEGOTIATIONS CONFERENCE: DIFFERENT BARGAINING STRATEGIES FOR BETTER RESULTS

Saturday, February 1, 2020

Hartford Marriott Farmington
15 Farm Springs Road, Farmington, CT

8:30-9:00am	Registration
9:00-10:15am	Welcome Plenary Session
10:30-11:45am	Workshops
11:45am-12:30pm	Lunch
12:45-2:00pm	Workshops
2:15-3:30pm	Planning Session

REGISTER AT CEA.ORG
under Upcoming Events



The Importance of Engaging Members Around Bargaining

Over the past few years, locals have been more willing to organize around negotiations. In this session, you will hear organizing success stories from around the state while considering what solidarity actions might work best for your local. Learn how organizing around negotiations can be the difference between an average and above-average settlement.

Power Mapping

In order to organize around bargaining, you need to understand relationships. Who are the decision-makers in your negotiations? How are our members connected to those decision-makers, and how can we build and strengthen our relationships with them? Using power analysis, your local will build a roadmap to begin your effort.

Building Political Capacity

In order to achieve above-average settlements in negotiations, it is critical to have the right people on both the Board of Education and the Board of Finance. If you don't have a Board of Education that listens to you, how do you get one? Learn how to build and strengthen relationships with not just the Board of Education but other key groups.

Magnify Your Message

Websites, social media, and print materials are alternative ways to expand your organizing impact. Hear from experts in the CEA Communications Department about how you can use these and other tools to your advantage while expanding your organizing efforts in your community.

Understanding Your Capacity

Do you have the structures in place to mobilize your members around negotiations? Organizing builds capacity. Before you start to

organize around bargaining, you'll need to understand the capacity you already have and start to build capacity where it's needed. Learn how to map your building to gain an understanding of where your leaders and activists are and where they are needed so that you can put the necessary structures in place for success. *Bring a map of your school to this session.

How to Use Traditional Information to Organize Your Members

Have your members been frozen on steps too many times? Are your members on the top step tired of getting small increases year after year because there's not enough money to go around? Do your members have a hard time paying their share of the insurance deductible every year? Learn different strategies for using this information not only to inform and organize your members but also to influence your Board of Education.

Bargaining for the Common Good

The renowned examples of Bargaining for the Common Good—St. Paul, Los Angeles, and Chicago—are exciting, but how does a regular local do it? Come hear how a local from a blue-collar, high-poverty, former mill town in New England deployed the strategies of bargaining for the common good to win a transformative contract that benefited members and students.

Transparency as an Organizing Tool

We have all gotten used to doing things the same way: bargaining with small teams with your UniServ representative and keeping everything around negotiations a secret until the contract is ratified. Is there a better way—or even just a different way? In this session you will consider discovering your members' priorities in ways other than traditional surveys, educating the broader membership about the difficult choices you make as a negotiating team, and increasing participation through more involved and transparent ratification procedures. Learn new ideas with tools of communication and open participation.

WORK
SHOPS