

42nd ANNUAL NYSUT COMMUNITY COLLEGE CONFERENCE

“Unions: Social Change through Solidary”

November 5-7, 2021

The Gideon Putnam Hotel — Saratoga Springs, New York

FRIDAY, NOVEMBER 5, 2021

- 4:00 – 7:30 p.m.** **Registration and Hospitality**
- 6:00 – 7:00 p.m.** **Reception – Combine with dinner and served buffet**
- 7:00 – 7:30 p.m.** **OPENING SESSION:**
Chairperson’s Welcome - Roberta Elins
Greetings from NYSUT Officers
- 7:30 – 9:30 p.m.** **Dinner**
❖ Recognition of NYSUT Higher Education Members of the Year:
Michael Fabricant, Professional Staff Congress; Jamie Dangler United University Professions

SATURDAY, NOVEMBER 6, 2021

- 7:30 – 9:00 a.m.** **Breakfast Buffet**
- 7:30 – 9:00 a.m.** **First-Time Conference Attendees and Local Presidents Breakfast**
- 9:00 – 10:30 a.m.** **SESSION 1 WORKSHOPS**

A. Setting the Table for Negotiations

Table Tactics matter. Participants will learn how to put together a negotiating team and the role each member of the team plays in negotiations. This session will instruct local leaders and members how to engage with the local union membership when selecting a team for negotiations and the topics important to the union before engaging with management. Data and information can be important tools to a successful negotiation, this session will provide locals with these details and prepare them for planning their next negotiation.

B. Organizing During a Crisis

Participants will learn how to successfully organize and communicate with their membership during a crisis. In times of crisis members often look to their Unions for guidance. Union leaders can utilize these times as an opportunity to reach out to potential members and to actively engage current members for how they can help. Organizing is an important tool for unions to create a stronger more engaged membership, this training will teach participants how to utilize the issues facing the membership to strengthen solidarity and participation in the union.

C. Certified Safe Zone Training (Session 1 of 2)

The Safe Zone training program aims to increase the awareness, knowledge, and skills of individuals who wish to learn more about the LGBTQ+ community. Through this training, individuals will begin to develop skills that will enable them to create safe, welcoming and inclusive spaces for LGBTQ+ individuals. Safe Zone training provides participants with the skills needed to advocate for LGBTQ+ individuals and to challenge homophobia, transphobia and heterosexism. Participants will receive a certificate and a Safe Zone Ally sticker upon completion of the training.

D. Contract Exchange - Adjunct Issues: Job Security and Course Selection

This session will provide members the opportunity to learn from other local community college union contracts that have negotiated language on the issues of Job Security and Course Selection for Adjunct members. This session can help locals create model language for future negotiations while also understanding the protections, limitations and context of the contract language that has previously been negotiated by other locals. This session is an exchange of ideas for local leaders and their members.

E. Labor History – Education Unions

This workshop investigates the origins, development and pivotal moments of unions and the labor movement. Exploring labor's role in society, participants will look at how unions have changed the lives of working people and contributed to better social policies.

10:30 – 10:45 a.m. Morning Break

10:45 a.m. – 12:15 p.m. SESSION 2 WORKSHOPS

F. Racial Inequity on Campuses

How do we measure racial equality on campus, and how do we ensure campuses put forward real change to make advances in equity for students and employees on campuses? This session will focus on the role unions can play in creating a plan and program for campuses. We will provide examples of how you can start this process at your college, beyond the creation of or participation in the latest commission or committee established by a campus administrator.

G. Certified Safe Zone Training (Session 2 of 2)

Continued from session one; the Safe Zone training program aims to increase the awareness, knowledge, and skills of individuals who wish to learn more about the LGBTQ+ community. Through this training, individuals will begin to develop skills that will enable them to create safe, welcoming and inclusive spaces for LGBTQ+ individuals. Safe Zone training provides participants with the skills needed to advocate for LGBTQ+ individuals and to challenge homophobia, transphobia and heterosexism. Participants will receive a certificate and a Safe Zone Ally sticker upon completion of the training.

H. Adjunct and Contingent Employee National Trends

The session will present the national data on the employment of adjuncts at community colleges around the country. Participants will learn about the various campus profiles of adjunct teaching and the union membership on college campuses. This session will cover adjunct and contingent faculty and part-time professionals on campuses.

I. Online Educational Resources and Online Learning: Best Practices

In this workshop, participants will review a draft of best practices for online teaching and for the use of OER in college courses, provide feedback based on their own teaching and student support practices, and contribute to a collaborative union-focused, distance ed document for later distribution. Best practices will span inclusiveness, effective pedagogies, course textbooks and content, course design, tech tools, and more. Best practices regarding contract language and DE/OER policies will be addressed as well.

J. Protecting and Preparing Your Members for Teaching in the Post Covid Classroom

This session will discuss the emerging changes to teaching methodologies and technology on campuses for course delivery and the labor issues and impacts those changes will have on your members. The participants will discuss how their campuses are working through proposals for new modes of teaching and learning. The change of course delivery has impacts on many facets of the collective bargaining agreement and the ownership of materials and intellectual property rights for your members.

12:30 – 1:45 p.m. Lunch Buffet

1:45 – 3:15 p.m.

SESSION 3 WORKSHOPS

K. Overview of Grievance and Arbitration Process

Participants will learn the processes for filing a Grievance as well as how to make the decision whether to move forward to Arbitration when the grievance is denied. The Arbitration process will be explained as well as how to prepare documents and witnesses that will appear before the Arbitrator.

L. Adjunct Organizing: Getting the Card Signed

This workshop will help Union leaders make the case for why adjunct faculty need to belong to their Union. It will prepare members for how to reach newly hired adjunct faculty; engage adjunct faculty who were previously agency fee payers but never signed a card post-Janus and how to construct a positive message to combat “I can’t afford the dues” and other hurdles in getting the card signed.

M. Majority Matters: Challenges and Opportunities for Women in Education

Participants will learn how to establish successful strategies for engagement of women in your locals on the issues that matter on your campuses and in your communities. This session will take you through the steps of establishing a women’s committee and give examples of successful events and activities created by NYSUT’s Women’s Committees around the state. Creating a women’s committee for your union can help to bring these issues forward and create positive change for your members.

N. Finance Data and Dollars – NYS Trends

The presentation will cover data and analysis from the approved 2020-2021 community college budgets and the 2018-2019 Community College Annual Reports. The session will compare and contrast the revenue and expenditure levels of each campus and examine ways community college locals can use this information in their discussions with the campus administrators or during negotiations. Participants will have the opportunity to ask questions and review the spending plans for the 30 SUNY community college campuses. The overview will cover the potential future plans for community college funding in New York.

O. The Challenges to Organized Labor Today

A review of legal challenges to organized labor and the impacts those challenges have had on the union movement. This session will examine cases that have been decided by the courts and those still be reviewed by the courts that have impacted organized labor and the union movement. These cases have changed how unions must operate and work with their members.

3:15 – 5:15 p.m.

Free Time

5:15 – 7:00 p.m.

ED 39 Meeting (Dwayne Schaffer virtual discussion with ED 39)

5:15 – 7:00 p.m.

PSC Meeting

7:00 – 9:00 p.m.

Dinner

Keynote Address Barbara Bowen, President of the Professional Staff Congress (2000-2021)

SUNDAY, NOVEMBER 7, 2021

8:00 – 9:00 a.m.

Breakfast Buffet

9:00 – 10:30 a.m.

Plenary Session – Town Hall - Locals Helping Locals:

Five presenters will present mini sessions to the conference participants for an opportunity to engage on new ideas to build your local’s strength internally and externally. The presentations will be 15 minutes for highlights on how to create best practices and participants will have additional time for questions and answers to learn more about the topics.

Presentation Topics:

Internal and External Communications
New Member Programs and Orientation
Membership Surveys
Vote Cope Drives and Engagement

10:30 – 11:00 a.m.

Closing Session and Conference Review