

2008 - 2009 Courses

All Southwest Organizing School classes are held in Santa Fe, New Mexico. Santa Fe is a world class tourist destination and the second oldest city in the country. Three of Santa Fe's eight City Councilors come out of the labor movement. The Mayor was a CWA Local President. Santa Fe also has the country's highest minimum wage (\$9.50/hr), the strongest affordable housing ordinance, and a highly successful immigrant rights movement.

Educational Planning September 12-13

For unionists interested in getting a college degree from the National Labor College. Students will define and clarify their educational goals, identify and categorize prior college level learning, and develop a "portfolio" to receive credit for prior learning and experience. \$524* (including materials & books)

Negotiations Strategy and Tactics September 14-18

Students develop collective bargaining strategy and improve their skills in conducting face-to-face negotiations. The course will also assist negotiators in establishing an effective bargaining team and using membership pressure to impact the negotiations process. \$474*

Pro-Labor Local Economic Development: High Road Alternatives September 19-20

Labor needs to get into the local economic development game because the way that game is now played hurts us. This course will help students understand "low road" local economic development policies and develop strategies to support "high road" alternatives. Students will also learn how local economic development can create better jobs, strengthen unions, and make communities more livable. \$316*

Immigration and Labor January 23-24

Many unions have seen that their future depends largely on their success in recruiting members among the growing low-wage immigrant workforce. And they have been rewarded with increasing numbers of immigrant members. This course will help union people understand current immigration issues and take advantage of opportunities to work with immigrant advocates to broaden labor's struggle for economic justice. \$316*

How to do Arbitrations & Hearings January 25-29

Students will learn the skills necessary to analyze, prepare, and present arbitration cases, with a mock arbitration on the last day. These advocacy skills can also be used in other types of hearings. \$474*

Educational Planning March 6-7

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Strategic Bargaining and Organizing Campaigns March 8-12

How can unions be more effective in getting a good contract? This class examines how the union can maximize its strength away from the bargaining table and the Labor Board. Points of discussion will include expanding member participation in the bargaining process; enlisting public support; developing innovative campaign strategies; and devising tactics to negotiate a collective bargaining agreement, even with a powerful employer. This class will not cover table tactics and applicable law, which will be covered in *Negotiations Strategy and Tactics*, given in September. \$474*

Workers' Rights - Advanced Grievance Handling May 3-7

Students will gain a general understanding of workers rights by researching employment laws, including discrimination, sexual harassment, Family and Medical Leave Act, Fair Labor Standards Act, OSHA, and other laws. This course will enable student to think strategically about the best ways to resolve legal problems, including using the union contract and involving members and community allies. \$474*

Developing a Media Strategy May 8-9

Students will learn how to develop good relations with the media, focus a message, work with reporters, and present union issues in a favorable light through working people and their stories. \$316*

Union Leadership, Administration and Member Organizing May 10-14

This class looks at 21st century union leadership strategies and challenges. Students will discuss a wide variety of situations and problems encountered by union officials and staff. Students will also focus on member organizing and how to find and develop more leaders within their locals. \$474*

* Southwest Organizing School is a project of the National Labor College (NLC). The NLC is an open enrollment institution. AFL-CIO subsidies make it possible for the NLC to offer affordable tuition rates to individuals who are members or staff of AFL-CIO affiliated unions or other eligible unions, are members of state federations and central labor councils, are members of Working America or have an immediate family relationship with a member of an AFL-CIO affiliated union, or other eligible unions. Tuition is \$158 per credit hour, plus a \$158 Administrative Fee, for AFL-CIO affiliated union members; \$210 per credit hour, plus a \$210 Administrative Fee, for non AFL-CIO affiliated union members; \$210 per credit hour for members of **Working America** and union members' immediate families *entering the BTPS program only*; \$982 per credit hour for non-union members. If you submit a post-class paper, you will receive an extra credit and will not be charged an additional amount. For more information on courses, call Morty Simon, Carol Oppenheimer, or Robin Gould at 505-992-8477 or email them at sworganizing@nlc.edu. For a printable registration form, go to <http://www.nlc.edu> and click on Southwest School. For registration questions, contact Karen Banks at 301-431-5422 or kbanks@nlc.edu.