

University
of
Oregon

U-LEADer

Labor
Education &
Research
Center

What does it take to be an effective leader in today's labor movement? It takes knowing the history of the struggle, it takes a mobilized membership, it takes an understanding of the changing economic, political, legal, and cultural environment, and it takes a commitment to learning. The U-LEAD program can assist you with the background knowledge, the skills, and the motivation to be an effective advocate for yourself and your co-workers.

Congratulations 2011 Graduates!



Pictured above: Rena Chapel, SEIU; Jon Flegel, IBEW; Michael Duffy, APWU; Charlotte Hardin, UFCW; Marcus Widenor, LERC; Marilyn Jaimes, UFCW; Jennifer Larson, AFSCME; Ted Lulich, NALC.

(Not Pictured: Elisa Gonzales, UFCW; Frank Prochaska, AWPPW; Ronald McKinney, LIUNA; Scott Henning, USW)

Upcoming Programs:

Collective Bargaining Institute – December 4-9
 STAR Fund Organizers Forum – January 17-20, 2012
 Arbitration Institute – March 4-8, 2012
 PERC XXVII – April 5, 2012
 Health Care Bargaining Conf– May 16, 2012
 AFL-CIO Summer School – August 10-12, 2012

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Required U-LEAD Clusters

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| • Cluster One: Contract Negotiations and Administration | 16 hours |
| Examples of classes in this cluster: Basic Grievance Handling, Collective Bargaining, Preparation for Arbitration | |
| • Cluster Two: Building the Union Organization | 8 hours |
| Examples: Internal Organizing, Contract Campaigns | |
| • Cluster Three: Individual Leadership Skills | 8 hours |
| Examples: Leadership Skills, Effective Meetings, Mediation Skills | |
| • Cluster Four: Framework for Labor-Management Relations | 24 hours* |
| Examples: Labor Law, Labor History, Health and Safety, Labor and Politics, Current Issues in the Labor Movement | |
| • Cluster Five: Other Topics/Electives | 8 hours |
| TOTAL: | 64 hours* |

* Includes the required 'Capstone Class,' Current Issues in the Labor Movement, for those who enrolled in U-LEAD after 9/1/2007

Have you taken the Capstone Class?

If you are in the 64-hour iteration of the U-LEAD Program (it will say at the bottom of your Progress Report), you will need to attend a "Capstone Class." This class creates a more strategic forum for students to synthesize what they have learned in the U-LEAD program, see how it can help them in their day-to-day work as union activists, and give them a broader perspective on the future of the labor movement.

Remember that this is a required class for completing your U-LEAD certificate if you enrolled after 9/1/2007, and we can only offer it once a year. If you hope to finish in 2012, we encourage you to sign up for the *Inside Job* class today.

This year's capstone class will be offered at the Metro II Leadership School in Portland, May 4-5, 2012:

Inside Job: Who Wrecked the Economy and What Can We Do About It? [U-LEAD Capstone Class]

Budget shortfalls, growing inequality, job loss, unfair trade deals and corporate roguery. The worst economic crisis since the Great Depression. Fierce political attacks on unions and collective bargaining. These are among the serious challenges facing working people in Oregon and the U.S. In this class we will review how we got into our current economic mess, evaluate concrete alternatives and solutions, and discuss how unions can push for economic reform that benefits working people

What U-LEAD Graduates Say About the Program

Frank Prochaska, Association of Western Pulp and Paper Workers:

"What makes the LERC classes something that libraries of books or the internet cannot replace is the context and the little 'ah-ha' moments that come from the interactions with others in the same room. Having interactions on the same topic with people who come from various backgrounds and various parts of the labor movement is what makes the LERC classes so interesting and unique to me."

Charlotte Hardin, United Food and Commercial Workers: *"I liked classes that helped me develop my listening skills. Everyone's motivation is different, and if you listen, you can solve problems."*

Rena Chapel, Service Employees International Union: *"I think labor education is important because it helps us stand up. Not just for ourselves, but for others. This is especially important in these difficult times."*

2011 AFL-CIO Summer School

We're In It To Win It: Surviving the Attack on Unions

"Speaker Joanne Ricca was particularly relevant this year – a reminder of why we are active, not just for Oregon, but for the broader labor movement." – 2011 Attendee

More than 140 people from 23 different unions came together to learn the skills of negotiating, being an effective steward, recruiting members, and reducing conflicts, just to name a few of the training sessions at the 2011 Oregon AFL-CIO Summer School. Besides skills building, union members enjoyed a presentation by Joanne Ricca, the Legislative Director of the Wisconsin AFL-CIO. She shared her recent on-the-ground experiences of fighting for workers in that battleground state. Summer School attendees always highlight the sense of camaraderie at the event. Members from various unions had opportunities to mingle at sponsored events such as a silent auction, Saturday picnic with a marimba band, a labor film festival, and an ice cream social.

The next Summer School will be August 10-12, 2011.

Exciting New Program: The 2012 STAR Fund Forum *The Best Minds of Two Generations: Organizing Strategies for the 21st Century*

Week of January 17-20
(specific event dates, times and locations TBA)

Do the "Occupy Wall Street" demonstrations around the country suggest that a new social movement is emerging in response to our current crisis? In the midst of this social ferment, developing organizing strategies that unite disparate groups of people and inspire them to act are urgent tasks.

Kris Rondeau is an organizer for AFSCME based in Massachusetts. During her 30-year career she has organized thousands of workers, including a pioneering campaign that unionized clerical workers at Harvard University.

Saket Soni is executive director of the New Orleans Workers Center for Racial Justice and the National Guestworker Alliance. He has been at the forefront of the fight for immigrant worker's rights.

The Forum will present a number of different events where Rondeau and Soni will explore how to develop and carry out successful organizing campaigns. These conversations offer a rare opportunity for union leaders, social activists, and community members to interact with two of the country's most effective and thoughtful organizers.

2011-2012 Leadership Schedule

Metro I – Portland

October 21-22, 2012

- Basic Grievance Handling [Cluster 1]
- Inside/Outside: Bargaining Effectively with a Contract Campaign [C2]
- Speaking with Authority [C3]
- Wired Up: Building Your Activist Base through Social Media [C2]

Southern Oregon/Central Point

January 28, 2012

- Labor's Heritage and Labor's Future [C4]

Eugene

February 10-11, 2012

- Wisconsin and Beyond: Challenges for Unions in the 21st Century [C4]

Distance Class/Bend, Eastern Oregon, South Coast

March 17, 2012

- Strong Stewards, Strong Union: Solving Workplace Problems and Building Member Involvement [C1]

Metro II - Portland

May 4-5, 2012

- Advanced Grievance Handling [C1]
- Inside Job: Who Wrecked the Economy and What Can We Do About It? [C4]
- Recruiting & Developing Leaders [C2]
- The Struggle Continues: Labor History Since WWII [C4]

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Contact LERC

FAQs

Here are some commonly asked questions about our program:

Q: Who do I contact if I have a question about U-LEAD? *A: Jennifer Smith is the secretary charged with coordinating the program. Call her direct at 541-346-2782, or email, jjsmith@uoregon.edu.*

Q: I took a class from LERC and I don't see it on my progress report. *A: Though we attempt to be thorough, sometimes things slip through the cracks. We will do everything we can to ensure you are credited with your classes. Please contact Jennifer (contact info above) with as much information about the class as possible (name, location, date) and we will remedy the oversight.*

Q: I took a class from my union. Will it count toward U-LEAD? *A: It depends. It has to be a topic that is related to labor studies, the class has to be longer than one hour, and it has to be taken within the last six years. We will only count up to 24 hours of outside credit toward the certificate. Call Jennifer for details on using outside class hours for U-LEAD.*

Q: Some of the classes that I took a while back don't show up on my progress report this year. What happened? *A: Classes over six years old do not count toward the certificate. The U-Lead classes work in tandem with each other and should be taken in a timely manner.*

Q: Will my U-LEAD hours count towards a college degree? *A: U-LEAD is a non-credit certificate program, so generally class hours are not transferrable into credits towards a University degree. However, students have used U-LEAD to demonstrate a history of continuing adult education when applying to enter degree programs, and to demonstrate proficiency in subject matter areas. Some degree programs will consider "life experience" portfolios as a demonstration of having fulfilled certain prerequisites, and a U-LEAD Progress Report might be used as a part of that.*