

Bargaining 100: Introduction to Bargaining

Required for Certificate

How do we use collective bargaining to improve our wages, benefits and working conditions? This introductory course looks at the process of bargaining, its legal basis, and the structure of Local 1000's bargaining team. You will learn about bargaining from developing proposals through reaching an agreement. We will also examine the role of member engagement in this process.

Requirements: Students are required to take a post test.

Prerequisites: Enrollment in the Leadership Academy

Estimated Time: 30 minutes

Bargaining 110: Roles of the DBUR and CBUR

Required for Certificate

It takes teamwork! Where does our bargaining team and the Statewide Bargaining Advisory Committee come from? What are the roles and responsibilities of those elected to the committees? This course is a helpful job description and road map for a new District Bargaining Unit Representative (DBUR) or Classification Bargaining Unit Representative (CBUR).

Requirements: Students are required to take a post test.

Prerequisites: BAR100

Estimated Time: 30 minutes

Bargaining 200: Connecting the Table and the Worksite

Required for Certificate

As labor unionists often say, "bargaining without action is begging." This course highlights the significant connection between our power in the work-sites and that at the bargaining table. In particular, the course focuses on the bargaining team's role in reaching out to members to inform bargaining strategy. We will also explore specific organizing techniques to identify and involve members during a contract campaign.

Requirements: Students are required to take a post test.

Prerequisites: BAR100

Estimated Time: 30 minutes

Bargaining 210: Meet and Confers

Required for Certificate

It's not just a meeting! Statewide meet and confers are a critical mechanism for negotiating the impact of changes to our wages or working conditions. This course gives meet and confer committee members the tools to prepare for and effectively participate in a bargaining session. It also addresses head on some of the challenges of committee work and offers practical solutions for overcoming them.

Requirements: Students are required to take a post test.

Prerequisites: BAR100

Estimated Time: 30 minutes

Bargaining 220: JLMCs—Statewide and Local

Our labor management relationship with the state is not always adversarial. Sometimes a more collaborative approach can help us achieve solutions to our workplace issues and concerns. This course focuses on the Joint Labor Management Committee (JLMC) process as outlined in Article 5.10 of our contract. You will learn about the scope of these meetings as well as 'best practices' in preparing for and running a local JLMC.

Requirements: Students are required to take a post test.

Prerequisites: BAR100

Estimated Time: 30 minutes

Bargaining 230: The State Budget Process

Politics matter! The state budget process is tied directly to our bargaining and our ability to win a good contract. This course focuses on the role that Local 1000 members can play in the state budget process. In addition, we will explore how the state budget process influences contract negotiations from start to finish.

Requirements: Students are required to take a post test.

Prerequisites: BAR100

Estimated Time: 45 minutes

Bargaining 240: Unfair Labor Practices

State employees have the right to be free from discrimination and interference in their union activities. This course outlines the type of employer conduct that is illegal under California's Ralph C. Dills Act. The role of the Public Employment Relations Board (PERB) is stressed as the adjudicator of such violations. In addition, you will learn about the history of the formation of this Board and other important responsibilities that it holds.

Requirements: Students are required to take a post test.

Prerequisites: BAR100

Estimated Time: 30 minutes

Bargaining 250: Negotiating

Required for Certificate

Get into the nitty-gritty of bargaining! This course further expands on the process of negotiations introduced in Bargaining 100. What makes a good bargaining strategy? What work goes into developing specific proposals and more importantly, persuasive proposals? With this course completed, you will hone your analytical and advocacy skills.

Requirements: Students are required to take a post test.

Prerequisites: BAR100

Estimated Time: 45 minutes