

**EMPOWER U
ACTION LAB**



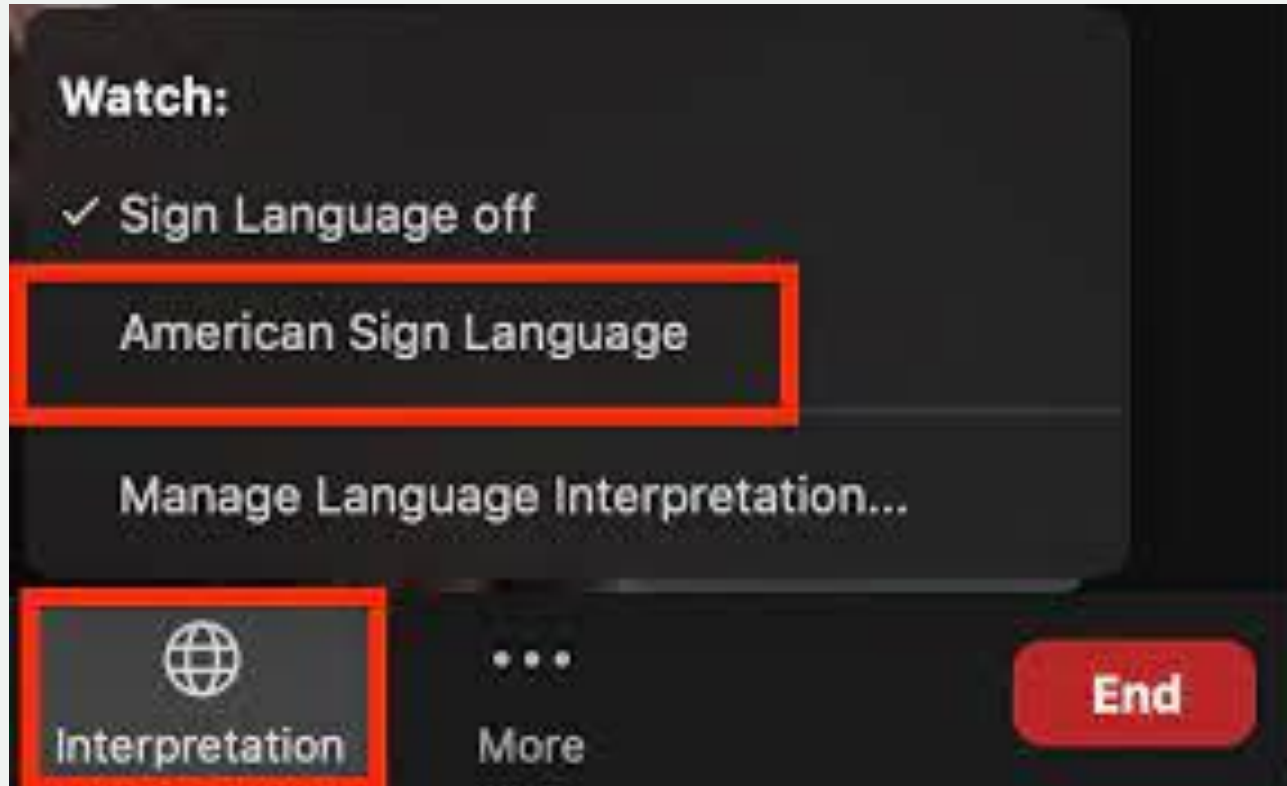
LEADING AGAINST

WORKPLACE BULLYING:

November 2025



ASL Access



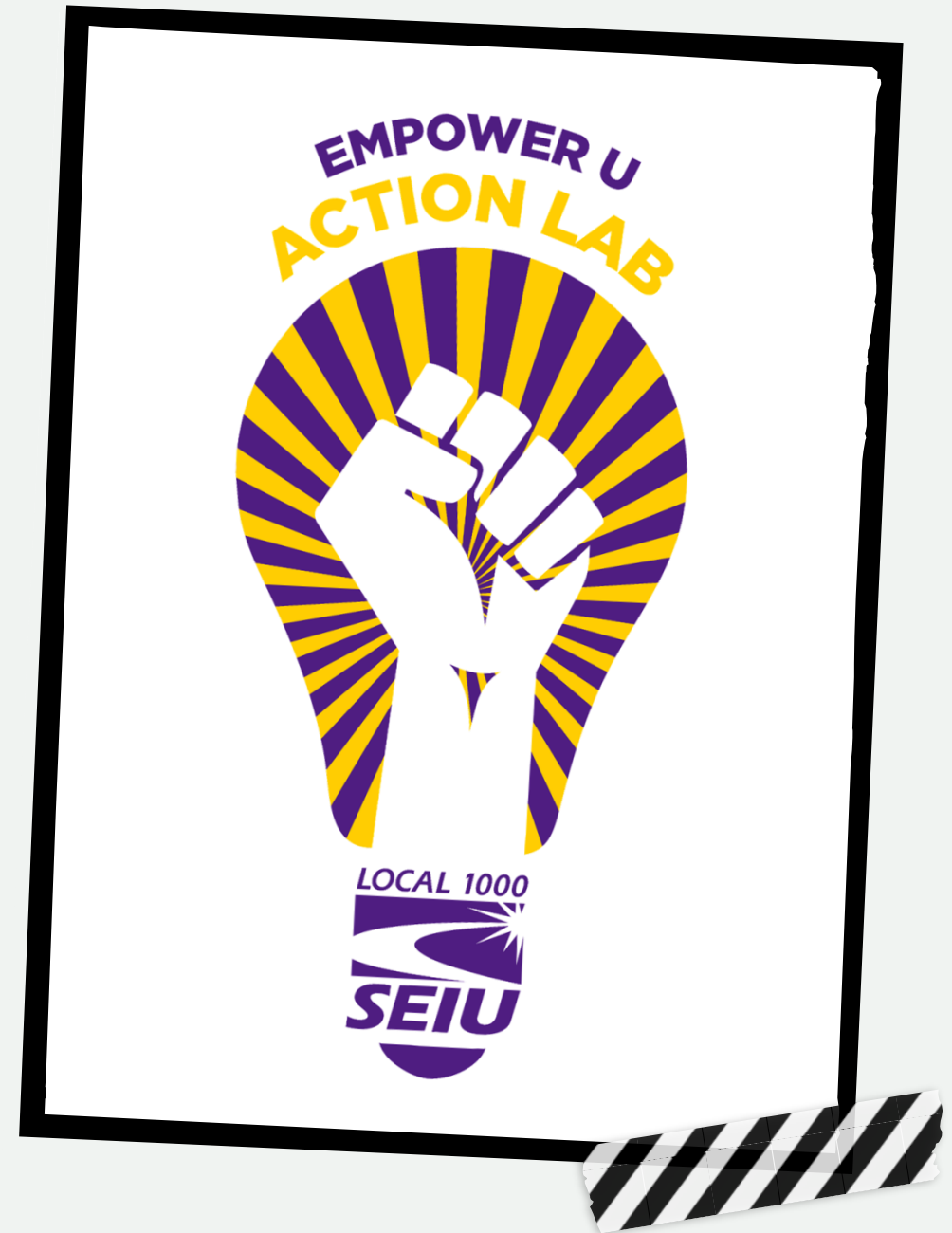
Housekeeping

- Bargaining Surveys
- Tuesday Action Labs
- Resource Network



Course Objectives

- Recognize bullying and its impact on dignity, beyond just contract violations
- Provide concrete skills and responses that create a non-bullying workplace culture
- Inspire confidence in participants' ability to speak up and act



Who Has the Power?



Have you ever felt powerless at work?



What gave you your power back?



MY UNION BUILDS
STRENGTH
Through



CONFLICT VS BULLYING

Understand the difference

Conflict:

A Disagreement or Difference of Opinion

An Inevitable Part of Group Dynamics

Equal Power Between Those Involved

Usually an Isolated Incident/Occasional

All Involved Make An Effort to Resolve the Situation

Bullying:

Based on an Imbalance of Power

The Intent to Harm - On Purpose

Happens Repeatedly

Serious - Causes Physical or Emotional Harm

Does Not Stop When Asked

Should Always Be Reported



How Do We Stop It

Social Norms

Regenerative Organizing

Empowerment/Agency

Restorative Practices



Social Norms Theory

CHARACTERISTICS: Explains how shared expectations and “unwritten rules” shape behavior, including tolerance of bullying or disrespect

HOW: Reset what’s acceptable—trainings, visible pledges, or workplace campaigns can redefine group standards

What can you do: Start every meeting with a group agreement about respect and dignity, so norms shift visibly and consistently



Regenerative Organizing

CHARACTERISTICS: Focuses on continually renewing the culture of movements and workplaces, so dignity and belonging remain central for everyone

HOW: Used by organizers to outlast burnout and replace cycles of harm with practices that sustain people and values

What can you do: Check for signs of burnout and isolation, then organize consistent check-in meetings and 1-1's to reconnect, restore trust, and generate peer support around difficult issues



Empowerment/Agency

Theory

CHARACTERISTICS: Real power comes from active, collective participation, not just from formal authority or external tools

HOW: Shift people from passive roles to leadership, encouraging them to speak up, take initiative, and defend their peers

What can you do: Host listening sessions and know-your-rights trainings, encourage stewards or team members to claim leadership roles when responding to bullying



Restorative Practices

CHARACTERISTICS: Centers on repairing harm and rebuilding relationships after conflict, rather than focusing only on punishment

HOW: Used to interrupt and heal cycles of bullying by inviting open dialogue, accountability, and mutual commitment to change

What can you do: Facilitate restorative circles following incidents, allowing for honest dialogue, apologies, and agreements for future conduct within the group; best used for leaders



***Which practice would you try to shift
culture for YOUR members?***

Social Norms

Regenerative Organizing

Empowerment/Agency

Restorative Practices





Power

Mapping

- Who at your worksite has the most influence over how people are treated?



LOCAL 1000

SEIU



- Educate employees about their rights
- Gather the facts (intake interview with the employee)
- Request a copy of the department's Workplace Violence and Bullying Prevention Policy
- Prepare a “bullying grievance”
- Organize against the bad boss
- Initiate JLMC meeting about Policy improvements

Union Actions You Can Take



I'm being harassed!

Details matter

There are different type of complaints that we can file.

- The remedies that you can ask for are different.
- What you have to prove in order to win is different.
- The outside agency that enforces rights is different.



Types of Issues

Discrimination / Harassment (Hostile Work Environment): Treating someone differently due to the person's membership in a protected class

Workplace Violence:
Conduct that is threatening, intimidating, or frightening

General Incivility: Isolated incidents without crossing line into bullying





Elements of Bullying

Behavior that is inappropriate in the working environment

Conduct is directed at the person, rather than their work

The purpose of the behavior is to wound, demean, or harm the target

An ongoing pattern of repeated behaviors

Persists over time

Increasing levels of aggression

Power imbalance



What does the Contract Say?

5.11 Dignity Clause

The State is committed to providing a workplace where all employees, regardless of the employee's classification or pay status, are treated by supervisors and managers in a manner that maintains generally accepted standards of human dignity, courtesy and respect. Employees alleging they have not been treated accordingly may file a grievance.



What does the Contract Say?

5.11 Dignity Clause

True or False: Because it is in the Contract, we can arbitrate these grievances.

Add your answers in the chat.



Is there bullying-specific language?

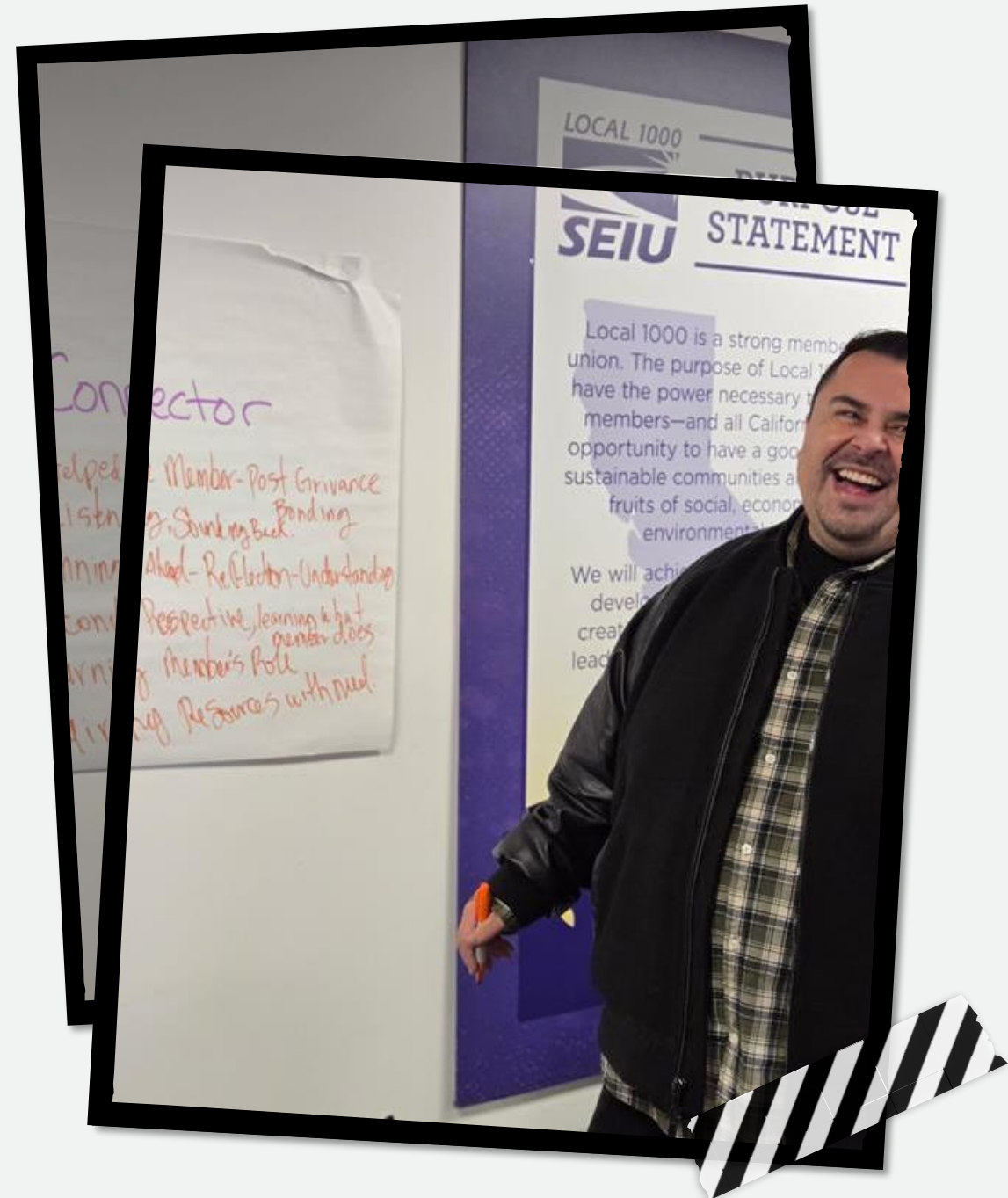
Yes: Article 10.21 Workplace Violence and Bullying Prevention Program

- **Joint Prevention Program:** All departments to maintain and share a written bullying prevention program.
- **Definition of Abusive Conduct:** “Abusive conduct,” also called bullying, is defined by law as malicious workplace behavior that is hostile, offensive, and unrelated to legitimate business interests.
- **Examples and Threshold:** Includes repeated verbal abuse, intimidation, humiliation, or sabotage of work performance; a single act counts only if extremely severe and egregious.



Check Yourself Too

“A Local 1000 Stewards acts with diplomacy and ethics and is a respected resource. As an agent of our Local, a steward advocates for and educates our members. A steward enforces the contract by applying the sound knowledge of our hard-earned rights and benefits. **A steward fosters unity and strength in the worksite through leadership reflecting the values of the organization.**”



Explore in Groups...

Exploring Resources

- **What tools do you find most effective and why?**

Overcoming Barriers

- **What would you say to anyone bullying one of your co-workers right now?**

Personal Preferences

- **How would you personalize this training for your worksite?**



Take Aways



LEARN

Learn your Department's resources and policies



LEAD

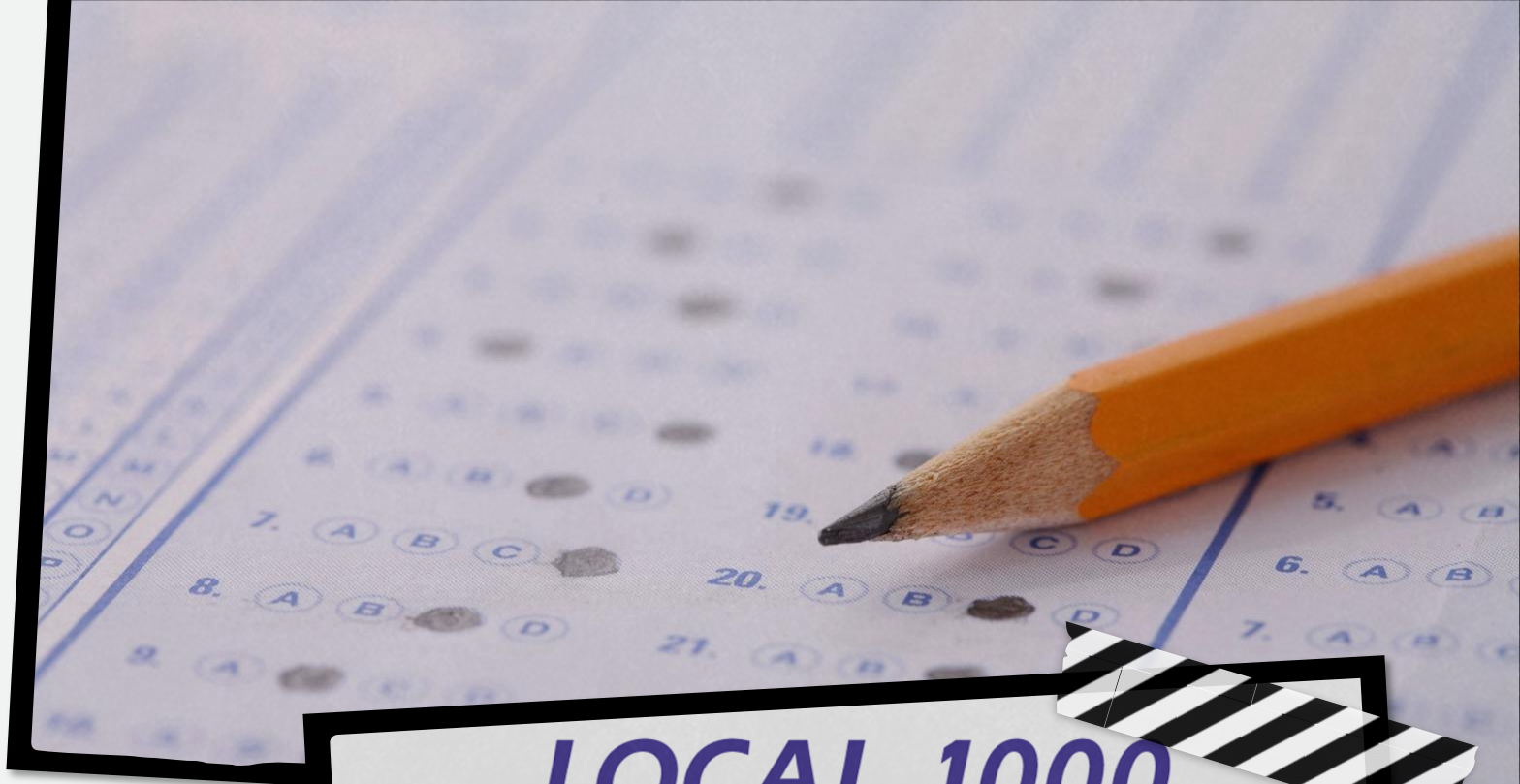
Lead a training on the MOU to establish culture



LOOKOUT

Bully prevention starts at home





Questions?

