

## RESOLUTION 16

### Education

#### Education for Union Leaders

LiUNA's commitment to education extends to all levels of the organization; to its staff and officers as well as its membership. Particularly in these adverse times, union leaders need to avail themselves of as many tools and resources as possible. This includes learning the basics of union administration such as running hiring halls and meetings and proper expense procedures. It also includes exploring new ways to increase our capacity to grow and serve our members and the working community.

LiUNA leaders learn via a multitude of International Union educational sources: from LiUNA department specialists, outside labor professionals, and most important, through shared experiences. These programs are traditionally convened in face-to-face settings at the National Labor College or at other sites throughout North America. Leadership training is one of the specific focuses at almost every regional conference. Since the last Convention, and in response to exploring new methods of program delivery, LiUNA has expanded its delivery methods further by developing its first on-line training program for Secretary-Treasurers.

The LiUNA Education Leadership series I, II and III continues to draw participation and support from the Regions. Since the last convention, more than 700 union agents, officers, marketing representatives, organizers and other staff have enrolled in the three programs levels. These numbers include those attending two sessions of Leadership I specially designed for Canadian Local Union leaders convened in Western and Central Canada. Two special tracks have been developed for Business Managers and Secretary-Treasurers. Close to 200 Business Managers have participated in the annual Business Managers' Leadership Academy and an equal number of Secretary-Treasurers have attended the Secretary-Treasurer Training.

One area of particular importance is in the training of jobsite stewards. Historically, stewards provided the day-to-day representation on the jobsite and served as the union's eyes and ears. We must remain committed to developing and supporting a strong steward system as a core component of both high quality representation and member activism.

#### ***Therefore, Be It Resolved:***

In order to accommodate the mandate for the education of Business Managers and Secretary-Treasurers, the International Union will continue to target programs for these officers. It will also work with the Office of the General Secretary-Treasurer to add a new program for seasoned Secretary Treasurers to supplement the existing class for New Secretary-Treasurers.

The International Union will continue with the LiUNA Leadership Education series and expand its reach into Canada.

### **New Member Orientation**

We appreciate the importance of increasing member involvement in union activities. The Union is run through member decision making at membership meetings. Our political and bargaining strength depend on member activism, density, and visibility. Even our image in the community is, in many ways, contingent on our members' volunteer efforts. There is an undeniable connection between member activism and union attitudes or commitment. The best time to influence or foster union commitment at the earliest stages of membership where first impressions have a lasting impact. LiUNA Local Unions have an opportunity through member orientation to introduce members to the basic pragmatic elements of union membership: its benefits, services, and contacts. It also is an opportunity to instill in the members union values: the historical struggle and sacrifice for what we have today; the nature of solidarity; how LiUNA and the labor movement strives toward improving the lives of all working people. Apprenticeship is a particularly appropriate opportunity for new member orientation.

Member orientation strategies can run from planned informal efforts, such as how new members are exposed to the union on the job, to structured orientation sessions at the union hall. Since the 2006 Convention, LiUNA has developed a New Member Orientation Program, including the Membership Orientation Guide, in English and Spanish, which has had more than 40,000 copies circulated.

While undertaking a member orientation strategy is important for improved effectiveness of all of our Local Unions, each affiliate needs to pursue a course of action that will work best for its circumstances.

#### ***Therefore, Be It Resolved***

That each Local Union identify the opportunities it has to initiate a member orientation program for its membership or improve upon its existing program.

That the International Union develop a comprehensive planning guide as a tool for Local Unions to implement a customized member orientation program.

### **Institutes of Higher Education**

The commitment that LiUNA has made to providing educational opportunities is further evidenced in the 2006 Convention Resolution 7 provision to facilitate the process of LiUNA leaders and members in obtaining a college degree. Its purpose is to accredit LiUNA leadership classes toward the National Labor College (NLC) college degree program. Since the last convention, four additional LiUNA classes have been accredited including: LiUNA Leadership III, Secretary-Treasurer Training, PED Collective Bargaining, and PED Organizing. This brings the number of accredited LiUNA classes to 9, with the potential to earn up to 28.5 college credits.

LiUNA Education staff proudly participates in the NLC graduation ceremony each year as LiUNA members and leaders receive their diplomas. To date, 38 LiUNA leaders have graduated from the NLC with college degrees. As a token of pride in their accomplishment, graduates now receive custom-made orange honor stoles embroidered with the slogan "LiUNA: Feel the Power" to wear for the commencement ceremonies and keep to commemorate their day of achievement.

The Education Department keeps abreast of other institutes of higher learning that offer labor degree programs, particularly those that focus on union leadership development skills. LiUNA continues to sponsor a LiUNA representative to attend the annual Harvard Trade Union Program. This is an intensive 6-week program specifically designed for the development of current and future labor leaders.

***Therefore, Be It Resolved:***

The International will continue the cooperative agreement between LiUNA and the National Labor College, and seek to accredit any new LiUNA leadership, PED, or Organizing Department classes toward the NLC college degree program.

The International Union will continue to promote available scholarship programs to LiUNA members and their families through all available communication resources including LiUNA One Minute Update, Fax-lines, and the website.

The International will continue its involvement in the United Association of Labor Education, and explore ways of tapping into the talents and expertise of its membership for the betterment of LiUNA's leadership development.