2023 Teamsters Women's Conference Workshops

The conference workshops are listed in alphabetical order below. Each listing provides a description of the class and the time(s) offered. You do not need to sign up in advance – just pick the ones you are interested in attending and sign in there.

Workshop Schedule:

Workshop #1: Tuesday, 8:30 am – 10:00 am
Workshop #2: Tuesday, 10:30 am – 12:00 pm
Workshop #3: Tuesday, 1:30 pm – 3:00 pm
Workshop #4: Wednesday, 9 am – 10:30 am
Workshop #5: Wednesday, 11 am – 12:30 pm

Title: A Different Voice: The World thru Women's Eyes
Times: Sessions #1 and #4
Room: Broadway 1
Description: A look at how women communicate, strategize, collaborate, work, and provide leadership. We will also look at their roles and views in the labor movement.
Target Audience: General
Instructor: *Karin Jones, IBT Strategic Initiatives*

Title: A Discussion with FMCSA: Harassment and Crime Against Women in Trucking
Times: Session #1
Room: 12 South 2
Description: A discussion with representatives from the Federal Motor Carrier Safety Administration to better understand the severity of harassment, discrimination, and other crimes committed against women and minority commercial motor vehicle drives. FMCSA will present the results of their study on harassment against women in trucking and seek insight and input form Teamster women on improving survey design.
Target Audience: Commercial Motor Vehicle Drivers
Instructor: *Tom Keane, Associate Administrator for Research-Federal Motor Carrier Safety*

Title: Advanced Steward Training
Times: Session #2 and #5
Room: Midtown 2 and Midtown 3
Description: An advanced union steward workshop. Guide to information request, just cause discipline defense as well as other advanced topics covered.
Target Audience: Members and Shop Stewards
Instructors: *Nick Perry, IBT Training and Development Department*

Title: Be You—Boldly & Peacefully
Times: Session #4
Room: 5 Point
Description: This workshop will explore assertiveness skills and techniques along with destressing and self-care activities for feel rejuvenated.
Target Audience: General
Instructor: *Rina Hatch, IBT Training and Development*

Title: Becoming Powerful Teamster Women Stewards (Basic)
Times: Session #1 and #3
Room: SoBro
Description: Overcoming and embracing the challenges of being a Teamster woman steward, grievance handling and overall general knowledge of the function of Teamster stewards in the workplace.
Target Audience: Union Women currently stewards or interested in becoming stewards or interested in learning the function of union steward.
Instructor*: Iliana Flores, IBT Training and Development Department*

Title: Breaking Barriers: The Rise of Young Women Workers in the 21st Century
Times: Session #1 and #5
Room: Midtown 1
Description: Step into today's world where young workers are rising up, organizing their workplaces throughout the country and with the Teamsters. We'll start with compelling statistics that highlight the growing and game-changing influence of young workers, particularly women, in labor. We will also highlight recent successful Teamster organizing campaigns where young workers have played a pivotal role and learn about what contributed to their success. Additionally, we acknowledge the challenges arise when getting young workers involved and participating in their union. We will collectively identify these challenges and come up with solutions together, drawing from our knowledge and experiences. This workshop is an opportunity for us to learn from each other, taking time to focus on the crucial rule young workers and women play in shaping the future of organizing.
Target Audience: General
Instructors: *IBT Organizing Department*

Title: Building Power Within: Action and Turnout Strategy for Union Support
Times: Session #2
Room: Edgehill
Description: In this workshop participants will learn how to encourage members to stand together in pursuit of common goals by creating a culture of collaboration and inclusivity. We will explore various mobilization strategies, how to build momentum through outreach and communication and how to create a solid turnout plan for maximum support.
Target Audience: General
Instructors: *Claudia Rowe, IBT Training and Development*

Title: Building Amazon Worker Power
Times: Session #4
Room: Midtown 3
Description: As Amazon continues to grow its stranglehold over our economy and its dominance in the logistics industry, it poses a threat to the industry standards Teamsters have fought for and won over the last 120 years. Communities across the country are rejecting Amazon's lack of accountability and high injury, high turnover jobs. Amazon workers are increasingly rising up to collectively demand better. Palmdale Teamsters, the first unionized Amazon drivers in the US, are challenging Amazon's exploitative subcontracting model and changing the terrain of struggle for Amazon drivers across the country. As Teamsters it is imperative that we support all Amazon workers to build power and demand better. Learn about the Teamsters 6 platform program building worker power at Amazon, hear from workers who've taken direct action in their workplaces and discuss how you can help build a program at your local.
Target Audience: General
Instructors: *Caprelle Evans, IBT Amazon Division*

Birdie Palmer, IBT Amazon Division

Title: Collective Bargaining Timeline
Times: Session #2
Room: Broadway 3
Description: Participants will learn about the timeline for collective bargaining so negotiators and negotiating teams are prepared to negotiate strong Teamster contracts.
Target Audience: Officers, Business Agents, Stewards, Members
Instructor: *Dennis Hower, IBT Training and Development*

Title: Combatting Your Implicit Bias
Times: Session #1
Room: Sylvan Park
Description: Identifying the presumptions we automatically apply and finding ways to mitigate their impact.
Target Audience: General
Instructor: *Paul Trujillo, IBT Training and Development*

Title: Contract Costing
Times: Session #1
Room: Broadway 3
Description: This is a practical, hands-on workshop on how to cost out a typical white paper contract for union negotiators, bargaining committee members, or those who just want to know how contract costing works.
Target Audience: Officers, Business Agents, Stewards, Members
Instructor: *Dennis Hower, IBT Training and Development*

Title: Contracts Data: How We Can Use It and How to Improve It (Together!)
Times: Session #1 and #3
Room: Edgehill
Description: Teamster local unions submit about 350 collective bargaining agreements to the International every month, but that's not the end of a Teamster contract's journey. These contracts - and the associated data - are also collective resources that support bargaining, organizing, and other Teamster initiatives nationwide. Join this workshop to learn more about the contract data services offered by the International. Attendees can also participate in a user feedback session, which will inform future system improvements for the Versiform contract submission portal.
Target Audience: General
Instructor: *Stuart Karaffa, IBT Data and Contracts*
Axum Abebe, IBT Data and Contracts

Title: Conversaciones Uno a Uno y Evaluaciones (Spanish)
Times: Session #2
Room: Midtown 1
Description: La comunicación uno a uno es la base de organizar a trabajadores. Aquí aprenderemos las 7 partes de una conversación con un trabajador; cómo todo eso está relacionado con entender lo que es importante para ellos y cómo motivarlos para que se involucren en la campaña. También repasaremos el nuevo sistema de evaluación de 5 puntos del IBT, cómo se aplica y su valor estratégico para aplicar sequimiento y movilizar a los trabajadores.

Target Audience: General
Instructor: *IBT Organizing Department*

Title: Dealing with Difficult People – Harnessing Emotional Intelligence for Conflict Resolution at Work
Times: Session #1 and #5
Room: Midtown 2 and Edgehill
Description: Do you find yourself encountering challenging personalities and conflicts in your workplace? Are you seeking effective strategies to navigate these situations and promote harmonious relationships? Join us for this engaging workshop back by popular demand, where we will explore the power of emotional intelligence as a valuable tool in resolving conflicts and fostering a positive work environment.
Target Audience: General
Instructor: *Claudia Rowe, IBT Training and Development*

Title: Dealing with Toxic Management
Times: Session #1
Room: SoBro
Description: Teamster stewards in the workplace must deal with management personnel who on occasion: complain and gossip excessively, use inappropriate language, and are mildly obstinate. These managers have interpersonal styles that demonstrate a pattern of counterproductive work behavior which is in direct opposition to emotionally intelligent union employees who are aware of their feelings, those of others and exhibit a pattern of appropriate self-management.
Target Audience: General
Instructors: *Iliana Flores, IBT Training and Development*

Title: Domestic Violence - Laws and Union Actions
Times: Session #3
Room: Midtown 3
Description: Our union struggles are aimed at ensuring better working conditions for all workers, and our social and political commitment is just as fundamental. Domestic violence is a serious social problem that demands our full attention and vigilance. The fight against domestic violence is directly in line with the union actions we have always taken to promote equality between men and women. In this workshop, we'll look at the union actions we can take and the federal laws that protect victims.
Target Audience: Canadian Participants Only
Instructors: *Mariam Abou-Dib, Teamster Canada*
Nathaly Guillemette, Teamster Canada

Title: Drug and Alcohol Testing Regulatory Update: Oral Fluids
Times: Session #2
Room: 12 South 2
Description: A presentation by representatives from the US Department of Transportation, Office of Drug and Alcohol Policy and Compliance on the addition of oral fluids as a less intrusive drug and alcohol testing methodology.
Target Audience: Workers Subject to DOT drug and alcohol testing
Instructors: *Jennifer Lancaster, Program Analyst Officer, DOT Office of Drug and Alcohol Policy and Compliance*

Title: Empowered Together: Unleashing the Power of Women Supporting Women in the Union
Times: Session #4

Room: Edgehill
Description: In this workshop we will explore the incredible strength and potential of union women when they unite and uplift one another. Discover how we can overcome internal barriers, break the glass ceiling, amplify our voices, and embrace intersectionality to create a future of equality and social justice.
Target Audience: General
Instructor: *Claudia Rowe, IBT Training and Development*

Title:	**GS-T Auditors Presentation**
Times:	**Session #1, #3, #4, #5**
Room:	**Germantown 1**
Description:	**1. Understanding your Bylaws – A review of the duties of officers and other aspects of Affiliate Bylaws** **2. Policy and Procedure Guidelines – A review of the Financial and Administrative Policies and Procedures Manual.**
Target Audience:	Affiliate Officers and Staff
Instructor:	*Scott Hilton, IBT General Secretary Treasurer* *Lou Baniecki, IBT International Auditor* *Renee Pesci, IBT International Auditor* *Brian Hairfield, IBT International Auditor* *Renee Rinaldi, IBT International Auditor*

Title: **General Secretary-Treasurer's Workshops**
Times: Workshop Session # 1, 2, 3, 4, and 5
Room: Germantown 2,3
Description: All Discussion topics will be covered each of the 5 GST Workshops. Attendees may move from table to table throughout all workshops to participate in open dialog/discussion within based smaller work groups.

TOPIC 1: TITAN: the impact of maintenance & Utilizing Electronic Files - Delinquencies and their impact on the local union: active membership count, outstanding obligations, balloting, OWB, etc. The ease and practicality of billing and updating member records electronically. We will be discussing weekly files to include UPS and T-Force, updating wage rates, addresses, seniority dates, SJC codes, adding new applicants electronically, tracking non-members, and much more.

TOPIC 2: TITAN Maintenance & Best Practices – The importance of maintaining accurate TITAN records; Structure Codes: determining which is the best option for your local. The importance of updating wage rates based on yearly contractual increases. How structure codes affect the calculation of dues/tax rates. Discussing the breakdown of the monthly recap. Membership status codes will be discussed in detail.

TOPIC 3: QuickBooks Maintenance Discussion – We will discuss the importance of maintaining the Chart of Accounts: merging accounts, journal entries, writing off uncleared checks, clearing payroll liabilities, etc. Topics will also include the reconciliation of all accounts: checking, investment, and credit cards.

TOPIC 4: Trustee Reports – We will discuss how to read and get a better understanding of the Trustees Reports. We will also dive into reading and interpreting the other financial reports from QuickBooks, to help get a better grasp on understanding the finances of your local union. Additionally, we will talk about the updates to the Team Reports software used for preparing the Trustees Report.

TOPIC 5: Introduction of TITAN V – See a demonstration of the latest version of TITAN V and review the features that are currently available for use, such as updating member records, employer information and local union records; preview and print local union reports and see new features including analytics, which show a quick glance at, or obtain detailed information of local union membership.

TOPIC 6: Exhibit TITAN IV & V – Bring any questions you have that require individual attention. TITAN access and security: FTP site access, passwords, and security. TITAN IV & TITAN V will be available for use. Learn about the ability for training on TITAN V and QuickBooks via TEAMS and Zoom.
Target Audience: Local Officers, Business Agents, and Office Staff
Instructors: *TITAN Field Representatives*

Title: Heat Injury & Illness Prevention
Times: Session #3 and #4
Room: Midtown 2
Description: This training is designed to increase workers' knowledge of heat and illness prevention. Will cover topics on heat stress and how it can impact your health and safety at work.
Target Audience: General
Instructor: *Jody Johnson, Northern California Teamsters Apprentice Training*

Title: HRDC & How We Can Benefit Teamster Families
Times: Session #2
Room: Midtown 3
Description: Mental Health affects how we feel, think, and act. Our goal is to provide resources to our Teamster members on how to handle stress, emotions, and making healthy choices.
Target Audience: General
Instructors: *Anthony Rosa, IBT Human Rights and Diversity*

Title: How to Deal with Discrimination & Harassment in the Workplace
Times: Session #
Room:
Description: Reports of discrimination and harassment at the workplace are on the rise. Often, employees feel that they have no choice but to withstand the harassment or find another job. This workshop will assist participants in identifying different types of discrimination and harassment, look at recent Supreme Court and local cases in the U.S., and will educate participants on the employer's legal duty to provide a safe and harassment-free work environment regardless of race, color, sex, disability, religion, national origin or genetic information. Participants will also learn how the union can be a resource in fighting discrimination and harassment and how to file discrimination complaints through the administrative process.
Target Audience: General
Instructors: *Emily Pantoja, IBT Legal*

Title: Just Cause
Times: Session #1
Room: Midtown 3
Description: A workshop specifically focused on understanding "just cause" language.
Target Audience: General
Instructors: *Nick Perry, IBT Training and Development*

Title: Legal Framework of Collective Bargaining
Times: Session #3

Room: Broadway 3
Description: Participants will learn about the legal framework of collective bargaining and strategies for negotiating strong Teamster contracts.
Target Audience: Officers, Business Agents, Stewards, Members
Instructors: *Dennis Hower, IBT Training and Development*

Title: Level Up Your Excel
Times: Session #3 and #5
Room: 12 South 2
Description: Have you ever thought "there's got to be a better way to cleanup this spreadsheet?" Come ready with your Excel questions as we work through various Excel exercises on dedicated topics in small group formats for both beginner, intermediate, and in-between.
Instructors: *Keron Kirby, IBT Data and Contracts*
Sara Myers, IBT Data and Contracts
Rebecca Stein, IBT Data and Contracts

Title: Leveling up Your Union Leadership to Elected Office
Times: Session #2 and #5
Room: Germantown 1 and Midtown 2
Description: Union women are key leaders making a difference in their workplace and local communities. In this workshop, participants will learn how to leverage their existing leadership skills to run for office. The session will review how to tell a personal story, build their digital brand, and create their community cabinet.
Target Audience: Any Union woman thinking about running for office
Instructors: *Nancy Leon, Emily's List*
Lorena Banda, Emily's List

Title: Looking In to Figure It Out
Times: Session #2
Room: Sylvan Park
Description: Using self-awareness tools to identify your own characteristics and weaponizing those tools in dealing with difficult people.
Target Audience: General
Instructor: *Paul Trujillo, IBT Training and Development*

Title: Los Delegados (Stewards) Teamster Marcan una Diferencia
Times: Session #5
Room: SoBro
Description: En esta clase, presentada en español, los temas principales serán: las responsabilidades y derechos de los delegados o stewards de los Teamsters; el objectivo y estructura actual de los Teamsters; como uno puede tomar parte en su union de los Teamsters y animar a nuestras compañeras que también participen para recordar que formamos parte de una orgullosa tradición en el movimiento obrero.
Target Audience: Los personas que hablan Español
Instructors: *Iliana Flores, IBT Training and Development*

Title: Mansplaining: Knock it the %&$@ Off
Times: Session #5
Room: Sylvan Park

Description: A look at toxic masculinity and ways to eliminate from the workplace.
Target Audience: General
Instructor: *Paul Trujillo, IBT Training and Development*

Title: One-on-One Assessments (English)
Times: Session #3 and #4
Room: Midtown 1
Description: One-on-one communication is the foundation of organizing. Here we will learn the 7 parts to a conversation with a worker; how it all connects to understanding what is important to them and how to move them to get involved with the campaign. We will also review the new IBT 5-point assessment system, its application and strategic value for tracking and moving workers.
Target Audience: General
Instructors: *IBT Organizing Department*

Title: Optimal Health and Wellness for the Working Female
Times: Session #4 and #5
Room: Broadway 3
Description: This 90-minute session will be tailored to women in a male-dominated workforce. Drawing from my extensive experience collaborating with the U.S. Navy SEALs, this transformative workshop adopts a comprehensive mind-body approach to optimize your health and fitness. Through specialized exercises, mental resilience, nutrition, preventative health measures, techniques, and empowering discussions, we will equip you with the tools needed to thrive in challenging work environments.
Target Audience: General
Instructors: *Megan Kalocinski, IBT Strategic Initiatives*

Title: "Playing Offense"-Moving a Proactive Policy Agenda at the State and Federal Level
Times: Session #1
Room: 5 Point
Description: This workshop will provide an overview of the past year on Capitol Hill and in state legislatures across the country. The workshop will also summarize the Teamsters proactive and defensive, state and federal level policy agenda for 2023/2024.
Target Audience: General
Instructors: *James Donovan, IBT Political and Legislative Action*
Sunshine McBride, IBT Political and Legislative Action

Title: Research Like a Boss! How to Think Outside the Box and Win for Teamster Women
Times: Session #3 and #4
Room: 12 South 1
Description: Led by the women of the Strategic Initiatives Research Unit, this workshop will focus on honing your investigative skills to research Teamster industries and employers for strong organizing and contract campaigns. We'll discuss key information resources, how to use them, and ways to understand the business mindset to the benefit of our members. Most of all, we'll uncover the power of Teamster Women's knowledge and what's possible when we combine our skills and knowledge to fight (and win!).
Target Audience: General
Instructors: *Alyssa Tufano, IBT Strategic Initiatives*
Cassandra Ogren, IBT Strategic Initiatives
Rachel Tyree, IBT Strategic Initiatives

Title: Strategic Campaigns
Times: Session #2 and #3
Room: 5 Point
Description: Have a major contract fight coming up? How can you strategically exert leverage on the company beyond organizing your members to strike? Learn the steps and key principles to running a strategic campaign through examples of other Teamster contract fights.
Target Audience: General
Instructors: *Nupur Modi-Parekh, IBT Strategic Initiatives*

Title: Teamster Sisters, "We Are the World" as We Harmonize within Ourselves, while Establishing Strong, Collaborative and Knowledgeable Leadership Strategies
Times: Session #1, #2, and #4
Room: Broadway 2
Description: This session will explore the importance of developing Reflective Leadership Skills which evoke an awareness of: Body, Mind, and Spirit which impact upon How we Choose to Serve and Lead Harmoniously
Target Audience: General
Instructors: *Brenda Boyd-Bell, PhD, Chrysallis Empowerment and Transformation*

Title: The Dogma of the Union
Times: Session #4
Room: Sylvan Park
Description: Learning how to talk about the union and what makes us special
Target Audience: General
Instructor: *Paul Trujillo, IBT Training and Development*

Title: The Union Needs YOU!
Times: Session #2 and #4
Room: 12 South 1 and 12 South 2
Description: The key to strong unions are strong members! With JANUS, Right-To-Work and new state legislation threatening union membership numbers, find out how YOU can make a difference. Learn the importance of new employee orientation. We will explore ways to engage with your new co-workers, share with them the benefits of being a dues paying union member, and teach them the importance of signing a membership card. Local Unions need members like you to stay Teamster Strong.
Target Audience: Rank and File, Stewards
Instructors: *Vickie Beavers, IBT Public Services Division*
Megan Hahn, IBT Public Services Division

Title: Transforming from Isolation to Empowerment
Times: Session #3 and #5
Room: Sylvan Park
Description: This workshop will explore the isolation that comes from working in male dominated fields and how to drive towards empowerment.
Target Audience: General
Instructors: *Rina Hatch, IBT Training and Development*

Title: Understanding Tech Tools
Times: Session #4

Room: SoBro
Description: The "Understanding Tech Tools" teaches individuals basic to advanced tech skills through interactive sessions, including AI technology like Chat GPT.
Target Audience: General
Instructors: *Nick Perry, IBT Training and Development*

Title: Understanding the generation who doesn't want to work
Times: Session #3
Room: Broadway 1
Description: This interactive workshop will focus on how to reach the new generation of workers. We will explore trends from earlier generations and learn from past mistakes**.**
Target Audience: General
Instructors: *Nick Perry, IBT Training and Development*

Title: What's really causing inflation? A hands-on exploration of market forces
Times: Session #1 and #5
Room: 12 South 1
Description: Hot takes on what's driving inflation are a dime a dozen. Do your own research on this hot topic in this hands-on workshop. Attendees will play a role as buyers and sellers in fun games with real-time results. It's science with some retail therapy fun. Please bring a cell phone capable of accessing a website to participate in real-time experiments.
Target Audience: General
Instructors: *Kaitlyn Long, IBT Strategic Initiatives Economics Team*
Kendra Brock, IBT Strategic Initiatives Economics Team

Title: Where is the Normal in "New Normal?"-Post Pandemic Mental Health, 2023 and Beyond
Times: Session #3 and #5
Room: Broadway 2
Description: This presentation will provide an overview of current mental health trends in the United States. Touch points will include trends relating to the post COVID-19 Pandemic, climate related disasters, non-climate related disasters, mass shooting, school shootings, food security/stability, and housing insecurities. Additionally, we will explore common traumas, identify symptoms, and offer resources.
Target Audience: General
Instructors: *Leslie Russel, Teamster Care Employee Assistance Program, Teamster Local 25/JC 10*

Title: Women In the Labor Movement
Times: Session #2 and #5
Room: Broadway 1
Description: A general history of women and their role in activism and the labor movement.
Target Audience: General
Instructors: *Karin Jones, IBT Strategic Initiatives*