

## 2024 Teamsters Women's Conference Workshop

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 at the workshop.

Workshop Schedule:

Workshop #1: Monday, 10:30 am – 12 pm

Workshop #2: Tuesday, 9 am – 10:30 am

Workshop #3: Tuesday, 11 am – 12:30 pm

Workshop #4: Wednesday, 9 am – 10:30 am

Workshop #5: Wednesday, 11 am – 12:30 pm

### **The 2024 Election Landscape & Legislative Agenda**

Times: Workshop #2 and #3

Room: 209 A

Description: It's a Presidential election year, so put your helmet on and buckle your chin strap! This workshop will provide an overview of the election landscape and the Teamsters endorsement process. We will also discuss how the results of the election, up and down the ballot, will impact the Teamsters' proactive legislative agenda at the state and the federal levels.

Target Audience: General

Instructors: Sunshine McBride, Department of Political and Legislative Action

### **ALOHA: Hawaii's Gift to the World**

Times: Workshop #1

Room: 102 ABC

Description: An overview of the Aloha Culture of Hawaii.

Target Audience: General

Instructors: Kuuipo Kumukahi, Teamsters Local 996

Jeninne Heleloa, Hawaiian Music Perpetuation Society

### **Be There with Bells On... Arriving to Your Best Self**

Times: Workshop #5

Room: 202 ABC

Description: Take a look at the strategies and decision-making to empower and enhance your leadership style at home and at work. Discussion of historic role models techniques and pitfalls along the way.

Target Audience: General

Instructor: Rina Hatch, Teamsters Training & Grants Department

### **Be You... Boldly and Peacefully**

Times: Workshop #1

Room: 208 ABC

Description: Explore assertiveness skills and techniques along with destressing and self-care activities to leave feeling rejuvenated and relaxed. *\*Bring a towel if you'd like to spread out\**

Target Audience: General

Instructor: Rina Hatch, Teamsters Training & Grants Department

### **Blueprint for Victory: Mastering the Seven Stages of an Organizing Campaign**

Times: Workshop #3

Room: 104 B

Description: Take an in-depth look at the seven stages of a Teamsters organizing campaign and what it takes to secure a Teamsters win. Using organizing campaigns past and present as examples, we will give step by step insight and dive deep into each of the seven stages from initial planning, building majority support, GOTV, and preparing for contract negotiations. You will leave this workshop with a clear understanding of what it takes to bring home a Teamsters election victory.

Target Audience: General

Instructors: Debbie Bullock, Teamsters Organizing Department  
Lisa Harris-Williams, Teamsters Organizing Department

### **BMWED: Rolling With the Rail**

Times: Workshop #4

Room: 208 B

Description: Come meet with the BMWED education department and learn about the Railway Labor Act and your brothers and sisters of Iron!

Target Audience: General?

Instructor: Staci Moody-Gilbert

### **Building Amazon Worker Power**

Times: Workshop #2 and #3

Room: 208 B

Description: As Amazon continues to consolidate its power, people are fighting back. Although the company rejects accountability and spends millions on propaganda denying horrific working conditions, the Teamsters are fighting on all fronts. Learn the latest campaign updates and about the Teamsters' six-platform program for 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: Liana Dalton, Teamsters Amazon Division  
Alberta Palmer, Teamsters Amazon Division

### **Building Power to Organize**

Times: Workshop #3

Room: 104 A

Description: Learn how to leverage knowledge of your workplace, industry, and community to identify organizing targets and build union power. Small group exercise will unite Teamsters sisters across cultures and languages to identify shared skills and knowledge.

Target Audience: General

Instructors: Cassandra Ogren, Teamsters Strategic Initiatives Department  
Rachel Tyree, Teamsters Strategic Initiatives Department  
Alexandra Topete, Teamsters Organizing Department

### **Bylaws 101**

Times: Workshop #5

Room: 208 C

Description: Learn about the purpose of union bylaws, the process of amending them, and sending them in for approval to the General President's office. The workshop may also cover topics such as the structure of the union, the decision-making process, and procedures for resolving conflicts within the organization. The overall goal is to ensure that union members understand and are able to effectively navigate the bylaws that govern their local union.

Target Audience: Officers and Local Union Staff

Instructors: Timika Long, Teamsters Legal Department

### **Caja de Herramientas para Delegados Sindicales**

Horario: Workshop #3

Salón: 102 ABC

Descripción: La caja de herramientas de un delegado sindical necesita todas las herramientas posibles. Comience bien su base. Esta capacitación general para delegados se centrará en poner en marcha su caja de herramientas sobre una base sólida.

Público: Delegados Sindicales

Instructora: Iliana Flores, Teamsters Training & Grants Department

### **Don't Feed the Trolls: Using Social Media to Organize Your People into a Powerhouse**

Times: Workshop #5

Room: 209 B

Description: Social media doesn't have to be the enemy. All different forms of social communication can and should be put to work helping you organize and connect with your workgroup and your community.

Target Audience: General

Instructors: Jamie Flemming, Teamsters Local 174

Missy Moonwaves, Teamsters Local 174

### **Dream Big, Stay Focused and Conquer the World**

Times: Workshop #4

Room: 208 A

Description: Elevate your aspirations with proven leadership skills, a sprinkle of patience, strategic planning, and inspiring insights to reach your goals.

Target Audience: General

Instructor: Rina Hatch, Teamsters Training & Grants Department

### **Equity Diversity and Inclusion Builds our Movement (Teamsters Canada Participants Only)**

Times: Workshop #2

Room: 202 ABC

Description: This workshop for Canadian Teamsters women highlights the richness that equity and diversity bring to unions. Participants will learn to recognize how our biases impact our decisions, our membership and our union actions. Participants will leave with new skills to create inclusive workplaces and enhance union activism.

Target Audience: Teamsters Canada participants only

Instructors: Mariam Abou Dib, Teamsters Canada

Jamie Donnelly, Teamsters Canada

Nathaly Guillemette, Teamsters Canada

### **Fight Back and Outsmart Union Busting: Strategies to Win**

Times: Workshop #5

Room: 104 A

Description: Employers will spend hundreds of thousands of dollars to bust union campaigns. Take a look at the employer's motivation, tactics, and strategies — and how to anticipate and overcome these challenges, turning them into Teamsters victories. We will highlight organizing campaigns showcasing how workers have been able to not only outsmart but beat back the employer's union-busting campaign, uncovering how to transform challenges into organizing victories.

Target Audience: General

Instructors: LaToya Marable, Teamsters Organizing Department  
Meghan Michalak, Teamsters Organizing Department

### **First Aid/CPR/AED (Must sign up in advance and attend Workshop #2 or #3)**

Times: Workshop #2, #3

Room: 203

Description: This training is designed to increase member's knowledge of lifesaving measures such as First Aid, how to perform CPR, and how to use the AED in case of a heart attack.

Target Audience: General

Instructor: Rina Hatch, Teamsters Training & Grants Department  
Jody Johnson, Teamsters Training & Grants Department

### **General Secretary-Treasurer's Workshops: Overview**

Times: Workshop #2

Room: 102 AB

Description: Discussion topics will be covered during this workshop session within smaller work groups at topic tables.

#### **TOPIC 1: TITAN Maintenance: Its Impact on Overview of Your Local / Electronic Files –**

Delinquencies and their impact on the local union: active membership count, outstanding obligations, balloting, OWB, etc. Transfers: what is the proper process. 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 more.

**TOPIC 2: Bridging the Gap / What Can TITAN Do –** The importance of communication between staff and executive board and business agents. Useful reports for business agents. Empower your TITAN operator to enforce union security language. The importance of updating wage rates based on yearly contractual increases. Running reports based on specific industry and business agents assigned. Closed shop vs "right to work" and the impact on your local.

**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.

**TOPIC 5: Intro to TITAN V** – Introduction to all applications in TITAN V.

Target Audience: Local Officers, Business Agents, and Office Staff

Instructors: Affiliate Bookkeeping Systems Staff

**General Secretary-Treasurer’s Workshops: TITAN V**

Times: Workshop #3, #4 and #5

Room: 102 AB

Description: There will be table discussions on each of the following topics. Please choose one per workshop time.

- (1) TITAN V Member** – Demonstration and review of all member and jobs functions associated to the “Member” module, which include:
  - Search member; Member data grid; Member information, history, and ledgers; Jobs information, dues history, associated checkoff information, and relink
  - Add and update member and job information
  - Save, Preview, Print, and Export member and jobs information
  
- (2) TITAN V Employer/Checkoff, EI** – Demonstration and review of:
  - Employer module – The employer module consists of Employer, Checkoff, Contracts, Worksites, and Members associated to the selected employer
  - Checkoff module – Similar to the Employer module, the Checkoff module consists of Employer, Checkoff, Contracts, Worksites, and Members associated to the selected Checkoff, and adds Light Prebilling (coming soon).
  - EI Module – Add/update, Print EI reports, and Post files that were uploaded from employers or via Utility.
  
- (3) TITAN V Analytics** – Demonstration and review of Analytics, found in the Local module. Learn how to:
  - Take a quick glance or obtain detailed information about local union membership
  - Filtering and sorting the data grid
  - Preview, Print, or Save graphs and reports to PD
  
- (4) TITAN V Sort, Group, Filter, Analyze** – Demonstration on Sorting, Grouping, and Filtering data grids to:
  - Locate and review specific Dues Rates, Tax Rates, Postings/Transactions, Status Codes, SJs, and Member/Local data
  - Assist with Out of Balance, double postings, postings at incorrect rates and various other circumstances that may arise
  - Produce custom, specific membership reports
  - Analyze Employer, Checkoff, Industry, the entire local union, or any other information desired

Target Audience: Local Officers, Business Agents, and Office Staff

Instructors: Affiliate Bookkeeping Systems Staff

**Heat Stress**

Times: Workshop #5

Room: 203

Description: Learn about heat stress and how to avoid one of the most common occupational illnesses.

Target Audience: General

Instructor: Jody Johnson, Teamsters Training & Grants Department

**Hermana Arregla Tu Corona**

Horario: Workshop #1

Salón: 202 ABC

Descripción: Las mujeres Teamster necesitan empoderarse a través de la hermandad. Cuando nos elevamos unas a otras, nos elevamos a nosotras mismas. Esta clase dará ejemplos de mujeres Teamster a lo largo de los años que han ayudado a otros a través de su dedicación y esfuerzo.

Público: General

Instructora: Celena Campos, Teamsters Training & Grants Department

**History of Women: All the Myth and Lore**

Times: Workshop #1

Room: 209 ABC

Description: A look at women's role, perception, and reality through the centuries, including all the strange views on women and their abilities.

Target Audience: General

Instructor: Laura Bolinger, Teamsters Local 117

**Immigrant Workers: Defending Their Rights**

Times: Workshop #4

Room: 203

Description: Deferred action for labor enforcement is a tool for workers, especially immigrant workers, to not fear organizing, and report unsafe working conditions or abuse by employers. This unique program presents an opportunity to identify potential organizing opportunities.

Target Audience: General

Instructor: Iliana Flores, Teamsters Training & Grants Department

**Internal Organizing: Building Union Strength from Within**

Times: Workshop #4

Room: 104 B

Description: Dive deep into internal organizing strategies and go over the basics of building a strong, active membership. We will look at what drives workers to become involved in action to strengthen their union. How do we turn the issues they are dealing with on the inside and use that anger to fight back? Discover the essentials of building a super majority for real change, and why internal organizing is the cornerstone of Teamsters strength.

Target Audience: General

Instructors: Lynette Adams, Teamsters Organizing Department

Alyssa Croteau, Teamsters Organizing Department

### **Just Cause**

Times: Workshop #3

Room: 209 B

Description: Explore the seven principles of Just Cause language and their application on the shop floor.

Target Audience: Stewards

Instructor: Gabriella Kilpack, Teamsters Local 222

### **Leadership Essentials**

Times: Workshop #3

Room: 208 C

Description: Leadership essentials, shaping the vision, influence and defining character from within yourself.

Target Audience: General

Instructor: Natalie Batista, Teamsters Local 30

### **Luchar y Ser Más Astutos que la Destrucción de la Unión: Estrategias para Ganar contra los Rompe-Uniones**

Horario: Workshop #4

Salón: 104 A

Descripción: Los empleadores gastarán cientos de miles de dólares para mantenerse sin Unión. En este taller, examinaremos la motivación, tácticas y estrategias del empleador y cómo anticipar y superar estos desafíos, convirtiéndolos en victorias para la Unión. Destacaremos campañas de organizar trabajadores demostrando cómo los trabajadores han podido no solo ser más astutos, sino también repeler la campaña para destruir la Unión por parte del empleador, descubriendo cómo transformar los desafíos en victorias.

Público: General

Instructoras: Maria Ambriz, Teamsters Organizing Department

Alexandria Topete, Teamsters Organizing Department

### **Mental Health**

Times: Workshop #4

Room: 202 ABC

Description: Discussion on what mental health is and how it affects every demographic. Gain tools on how to help members and their families dealing with mental health issues.

Target Audience: General

Instructors: Jody Johnson, Teamsters Training & Grants Department

Anthon Rosa, Teamsters Human Rights and Diversity Commission

### **Negotiation Strategies: Getting What You Want at the Bargaining Table and in Life**

Times: Workshop #4

Room: 201 AB

Description: Learn not just specific negotiation tactics at the bargaining table but also how to get what you want in interpersonal interaction.

Target Audience: General

Instructor: Erin Foley, Teamsters Local 2

### **Occupational Wellness**

Times: Workshop Session #2

Room: 208 A

Description: Explore various career options and learn the ability to achieve balance between work and leisure in a way that promotes health and a sense of personal satisfaction.

Target Audience: General

Instructor: Celena Campos, Teamsters Training and Grants Department

### **Organización Interna – Construyendo la Fuerza de la Unión desde Dentro**

Horario: Workshop #5

Salón: 104 B

Descripción: En este taller, vamos a profundizar en estrategias para organizar internamente a los miembros de la Unión y vamos a revisar lo básico para formar una membresía fuerte y activa. Vamos a ver qué motiva a los trabajadores a involucrarse y tomar acción para fortalecer su Unión. ¿Cómo usamos los problemas que enfrentan en el trabajo y usar es coraje para luchar? Descubre lo necesario para formar una super mayoría que logre un cambio de verdad, y por qué organizar nuevos miembros internamente es clave en la fuerza de los Teamsters.

Público: General

Instructoras: Lynette Adams, Teamsters Organizing Department

Alyssa Croteau, Teamsters Organizing Department

### **OSHA Complaint Process & Workers Rights and Case Studies on Warehouse Studies**

Times: Workshop #3

Room: 208 A

Description: Learn how to navigate citations and electing party status. Learn more about safety walkthroughs and what to look for during inspections.

Target Audience: General

Instructors: Enjoli DeGrasse, Teamsters Warehouse Division – Industrial Initiatives

Frances Mensah, Teamsters Warehouse Division – Industrial Initiatives

### **Proper Expense Documentation and Recording of Meeting Minutes**

Times: Workshop #2, #3, #4 and #5

Room: 104 C

Description: A presentation and discussion regarding affiliate expenses and recordkeeping, including credit card transactions, inventory of promotional items, gift cards, and event ticket recordkeeping. The presenters will also review and provide examples of the proper recording and format of meeting minutes.

Target Audience: Local Union Officers and Local Union Office Staff

Instructors: International Auditors

### **Sister Fix Your Crown**

Times: Workshop #1

Room: 202 ABC

Description: Teamsters women need to empower themselves through sisterhood. When we uplift each other, we uplift ourselves. This class will give examples of Teamsters women through the years who have uplifted others through their dedication and efforts.

Target Audience: General

Instructor: Dawn Schumann, Teamsters Local 104



### **Shop Stewards Toolbox**

Times: Workshop #2 and #5

Room: 102 ABC

Description: A steward's toolbox needs every tool possible. This general stewards training will focus on starting your stewards toolbox off on a strong foundation.

Target Audience: Stewards

Instructor: Iliana Flores, Teamsters Training & Grants Department

### **Sisters... Surfing Many Roles from Sunrise to Sunset: Gathering Knowledge, Sharpening Skills, Sharing Wisdom and Overcoming Challenges!**

Times: Workshop #2, #4 and #5

Room: 209 C

Description: This interactive session will evoke an individual and collective examination by participants of: the many roles that they fulfil, professional roles and the titles that describes them, the qualities of excellent leadership and the challenges of "self-management," and managing others. Ultimately, participants will identify and clarify the challenges faced daily as leaders and collaboratively share methods to overcome and resolve them.

Target Audience: General

Instructor: Brenda Boyd Bell, PHD, Chrysallis Empowerment and Transformation, Inc.

### **Supporting Women in the Labor Movement**

Times: Workshop #5

Room: 201 AB

Description: A discussion about how labor unions can better support their female staff and membership in a predominantly male-led organization. We will discuss what unions can do and are doing to grow women leaders and remove barriers to success.

Target Audience: General

Instructor: Laura Bolinger, Teamsters Local 117

### **UPS Contract Enforcement**

Times: Workshop #5

Room: 209 A

Description: Discover the best ways to enforce the UPS Teamsters National Master Agreement.

Target Audience: General

Instructor: Natalie Batista, Teamsters Local 30

Brandy Harris, Teamsters Local 174

Erin Foley, Teamsters Local 2

Karla Schumann, Teamsters Local 104

### **Usando Nuestro Poder para Organizar**

Horario: Workshop #2

Salón: 104 A

Descripción: Este taller bilingüe permitirá que los participantes aprendan a usar su conocimiento del lugar de trabajo su industria, y su comunidad para identificar oportunidades de organizar a trabajadores y hacer crecer el poder de la unión. Los trabajos en grupo unirán a nuestras hermanas Teamsters de diferentes culturas e idiomas para identificar habilidades y conocimientos en común.

Público: General

Instructoras: Cassandra Ogren, Teamsters Strategic Initiatives Department  
Rachel Tyree, Teamsters Strategic Initiatives Department  
Alexandra Topete, Teamsters Organizing Department

### **Using Technology to Make Our Life Easier**

Times: Workshop #2 and #4

Room: 209 B

Description: A workshop targeted to those members who want to learn how to use interactive tools: Canva, making QR codes, making NFC tags, and how to use these tools in real time.

Target Audience: General

Instructors: Nicole Casey, Teamsters Local 856  
Ashley Davison, Teamsters Local 162  
Amy Gorton, Teamsters Local 399

### **When Your Left Wing is Broken, the Right Wing Takes Over**

Times: Workshop #3

Room: 202 ABC

Description: This workshop will examine how the current swing to the right impacts policies and laws that target equity-seeking groups and especially working-class women.

Target Audience: General

Instructors: Mariam Abou Dib, Teamsters Canada  
Jamie Donnelly, Teamsters Canada  
Nathaly Guillemette, Teamsters Canada

### **What it Means to Be Covered Under the Railway Labor Act (RLA)**

Times: Workshop #4

Room: 208 C

Description: Specifically geared toward Teamsters in Airline and Rail but open to everyone. This workshop will discuss the history of the RLA, Section 6 bargaining under the RLA, Presidential Emergency Boards (PEB), when we can strike, and more.

Target Audience: General

Instructor: Emily Pantoja, Teamsters Legal Department

### **Women Leading the Way**

Times: Workshop #4

Room: 102 ABC

Description: A program consisting of a panel of women leading the way in their industries.

Target Audience: General

Instructors: Joan Corey, Teamsters Local 25 and Teamsters International Vice President At-Large  
Lindsay Dougherty, Teamsters Local 399 and Teamsters Western Region International Vice President  
Gabriella Kilpack, Teamsters Local 222  
Karla Schumann, Teamsters Local 104