



## Teamsters Leadership Academy **2021 Schedule**

The Training and Development Department has developed an online registration site for TLA classes. Please use the following link to register for any of the 2021 classes listed below: <http://ibt.io/TLA2021>. If you have questions regarding registration or the classes offered, please call the department at 202-624-8117.

### **Diversity – Understanding Implicit Bias and Your Duty as a Union Representative *\*\*Joint Council 7 Affiliates ONLY\*\****

**Date:** January 12-14, 2021

**Location:** Zoom Meeting

**Fee:** No Charge

**Overview:** This three-day course examines everyone's implicit bias, and how it manifests in all aspects of the work that union representatives perform from processing grievances and engaging members to hiring union staff. "Implicit bias" is used to describe when we have attitudes towards people or associate stereotypes with them without our conscious knowledge. Economists, sociologists and psychologists have confirmed that our implicit biases often predict how we will behave more accurately than our conscious values, and how these biases have a negative impact on certain groups in society and in the workplace. It will also identify techniques that representatives can use to mitigate implicit bias to become more effective union representatives, including incorporating the principles of diversity, equity and inclusion into our work; and guidance on how to handle current issues affecting our diverse membership, including, but not limited to gender, national origin, race and LGBTQ+ discrimination and harassment.

### **New Officer Training and Education (NOTE)**

**Dates:** February 09-11 or March 09-11, 2021

**Location:** Zoom Meeting

**Fee:** No Charge

**Overview:** This three-day program is reserved for Teamsters local union secretary-treasurers, presidents, and trustees. It concentrates on the essential information newly-elected officers need to fulfill their Teamster constitutional and legal responsibilities.

### **Communications – Mobilize Members to Fight the War on Workers**

**Date:** April 20-21, 2021

**Location:** Zoom Meeting

**Fee:** No Charge

**Overview:** This two-day TLA will explore effective ways for Teamster affiliates to communicate with members through the use of social networking, websites and local media. This TLA will provide beneficial and proven tactics that can be used to inform and invigorate Teamster members to fight the passage of anti-union legislation or other attempts to attack working families as well as promote the positive impact that labor has on workers and the economy.

### **Business Agent Skills in Survival (BASIS)**

**Dates:** April 26-30, 2021

**Location:** Zoom Meeting

**Fee:** No Charge

**Overview:** This five-day program provides an overview of the skills and knowledge needed to be successful as a Teamster business agent. Subjects include: organizing your work, effective representation, collective bargaining, organizing, political action, and membership mobilization. Participants will also have the opportunity to meet staff from a number of IBT Departments and learn about the services they provide to IBT affiliates.

### **Teaching Techniques: Train-the-Trainer**

**Dates:** May 18-21, 2021

**Location:** Zoom Meeting

**Fee:** No Charge

**Overview:** The IBT Training and Development Department will be conducting a four-day “Train-the-Trainer” program. This course will provide participants with the basic methods for designing and conducting training programs/presentations for Teamsters. All participants will be given the assignment to design and instruct a brief presentation.

### **Arbitration and Grievance Panel**

**Date:** June 8-9, 2021

**Location:** Zoom Meeting

**Fee:** No Charge

**Overview:** The IBT Training and Development Department will present a two-day Teamsters Leadership Academy course for preparing and presenting grievances at a grievance panel or arbitration hearing. This course will be delivered through the Zoom online platform and is intended for local union officers and business agents.

Instructors will provide basic strategies and tactics consisting of presenting evidence, witness preparation, and preparation of briefs for arbitration and grievance panels.

### **Diversity – Understanding Implicit Bias and Your Duty as a Union Representative**

**Date:** July 13-15, 2021

**Location:** Teamsters Local 688, St. Louis, MO

**Fee:** \$150.00

**Overview:** This three-day course examines everyone’s implicit bias, and how it manifests in all aspects of the work that union representatives perform from processing grievances and engaging members to hiring union staff. “Implicit bias” is used to describe when we have attitudes towards people or associate stereotypes with them without our conscious knowledge. Economists, sociologists and psychologists have confirmed that our implicit biases often predict how we will behave more accurately than our conscious values, and how these biases have a negative impact on certain groups in society and in the workplace. It will

also identify techniques that representatives can use to mitigate implicit bias to become more effective union representatives, including incorporating the principles of diversity, equity and inclusion into our work; and guidance on how to handle current issues affecting our diverse membership, including, but not limited to gender, national origin, race and LGBTQ+ discrimination and harassment.

### **Bargaining - How to Negotiate Strong Teamster Contracts**

**Date:** August 17-20, 2021

**Location:** Teamsters Local 313, Tacoma, WA

**Fee:** \$200.00

**Overview:** This four-day program is designed for those who are responsible for bargaining labor contracts in the private and public sectors. It will cover the legal aspects of collective bargaining, the bargaining timeline, company research, building membership solidarity, and all manner of bargaining table strategies and tactics (including costing, contract language, use of caucuses and sidebars, etc.) A variety of methods are used including class discussion, mock bargaining and interactive games.

### **Organizing for JUSTICE and POWER!**

**Date:** September 27- Oct 1, 2021

**Location:** Teamsters Local 238, Cedar Rapids, IA

**Fee:** \$250.00

This five-day program for local union organizers will teach participants how to build a successful organizing local by following the IBT Comprehensive Campaign Strategy. Through a case study, strong emphasis will be on guidelines and principles needed for building a successful campaign while dealing with today's organizing challenges and obstacles.

### **Business Agent Skills in Survival (BASIS)**

**Dates:** October 18-22, 2021

**Location:** IBT Headquarters, Washington, D.C.

**Fee:** \$250.00

**Overview:** This five-day program provides an overview of the skills and knowledge needed to be successful as a Teamster business agent. Subjects include: organizing your work, effective representation, collective bargaining, organizing, political action, and membership mobilization. Participants

will also have the opportunity to meet staff from a number of IBT Departments and learn about the services they provide to IBT affiliates.

### **Member Mobilization for POWER!**

**Date:** November 15-17, 2021

**Location:** Teamsters Local 542, San Diego, CA

**Fee:** \$150.00

**Overview:** Whether bargaining contracts, addressing workplace issues, growing your membership, or fighting legislative issues such as “right-to-work,” **internal organizing** is critical. This four-day course is designed to help Teamsters develop a strategic action plan to engage their members in local union activities. Participants will put together a real-life plan of action that can be implemented upon return to their locals.

### **Leadership Development: Building a Strong Local Union Through Effective Leadership**

**Date:** December 7-9, 2021

**Location:** Teamsters Local 769, North Miami, FL

**Fee:** \$150.00

**Overview:** This three-day course will provide a view of leadership that includes looking at the organization from multiple perspectives while balancing the internal and external dynamics that impact effectiveness. Is there a difference between managing and leading? Labor unions historically focus on rapid response to challenges in the workplace and the nation. Topics will include group dynamics, time management, strategic planning and visioning.