

Building Activism and Union Power

A key purpose of HPAE's education and training program is to provide Union Reps and Local Officers with the tools that they need to be effective union advocates. We offer:

Basic Union Rep Training:

In addition to training on legal rights and the grievance procedure, Reps learn how to involve more members in union activities.

Workshop for Activists:

This training focuses on internal communication, creating "secondary" leadership, and membership mobilization for those who are activists, but are not involved in grievances.

Making Strategic Use of Grievances:

Offered twice a year, this workshop provides local Grievance Chairs and active grievance Reps with the skills to investigate, prepare, and present complex grievances.

Negotiations Training:

This training provides a comprehensive overview of collective bargaining, including the legal framework of negotiations, the negotiations process, the role of the Negotiations Committee, building teamwork and unity among the Committee members, and bargaining tactics.

Building Effective Local Committees:

This training provides locals with the tools they need to build effective committees. Topics include how to recruit and retain committee members, the role of committee chairs, building a cohesive team, and how to ensure that joint committees actually solve problems in the workplace.

"Back to Basics" Training:

This training focuses on building a united and powerful local union – by getting "Back to Basics". Local Executive Board members learn how to assess their local's functioning with respect to key indicators; and then develop a plan to improve the local's functioning in areas identified as being problematic.