



Health Care Workers Conference: Workshop Descriptions

Each workshop will be repeated three times and seating is limited

MONDAY, JULY 24TH - HEALTH & SAFETY

Workplace Violence Prevention Programs for Health Care Workers – Health care workers are increasingly concerned about workplace violence, and with good cause. The traditional approach to violence has been to focus on individuals and isolated events, providing personal safety training or implementing zero tolerance policies. Often these approaches have limited, if any, result. This workshop will provide an overview of workplace violence, risk factors, strategies to address them, and the role of labor and management in developing effective workplace violence prevention programs. **Instructor: Diane Stein**

Health and Safety Reporting as an Organizing Tool – Health and safety issues are often a prime opportunity to engage rank and file members around issues that matter to them. In this breakout, participants will learn best practices for using a health and safety issue to build solidarity among members and launch a member-driven campaign to solve a health and safety issue in their workplace. **Instructors: Trish Creech & Beth Ussery**

Union Approach to Solving H&S Issues and Problems in the Workplace – Whether you and your members are facing exposures to mold, toxic chemicals, assaults by patients or clients, long working hours, ergonomic hazards causing back and repetitive strain injuries, infectious diseases, or some or all of the above – work is taking a daily toll on our health and safety. In this participatory workshop, participants will learn and share successful strategies for solving health and safety problems, identify barriers that get in the way of solving problems, and discuss how to overcome barriers so that even tough, long-standing health and safety problems can be successfully resolved. Strategies that focus on involving members will be highlighted, so that union efforts to solve health and safety problems can also be successful in building strong, member-involved unions. Resource materials for increasing the effectiveness of health and safety committees, and more, will be provided. **Instructor: Juan Zuniga**

Safe Patient Handling – Health care workers suffer higher rates of job-related injuries than almost any other workforce. The biggest share of these injuries comes from the back, shoulder, knee and related injuries that occur when lifting, transferring and moving patients. But it doesn't have to be this way! Safe patient handling equipment and well-designed programs can reduce these injuries significantly. This workshop will give participants the tools to evaluate the way in which patient handling is done, become familiar with available equipment to reduce the injuries and offer ways to make the argument that safe patient handling is better for both workers and patients. **Instructor: Lisa Baum**

Bargaining Safer Staffing – Understaffing is a complicated issue and many factors contribute to and exacerbate the problem. Participants will examine the impact of unsafe staffing on themselves and their patients and discuss bargaining protections that contribute to safer staffing. **Instructor: Chris Haddock**

Representing Members on the Job – “Know Your Rights!” – Effective stewards are the heart and soul of a union, but what are their rights, roles, and responsibilities? Come to this fun and interactive workshop to learn about the equality principle, the duty of fair representation, and how to represent coworkers who are being interrogated by management. Don't miss this class! **Instructor: John Lepley**



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TUESDAY, JULY 25TH - LEGISLATION & LOBBYING

How to Talk to Elected Officials about Issues that Matter – A key part of advocacy for our members is talking to elected officials to ensure that public policy works for workers, and our union does that in many ways. In this workshop, participants will learn about how the USW works in the legislative and policy space, and how our members are our greatest source of power in that work. Participants will practice skills including identifying key issues, telling a story around those key issues, and articulating our priorities to elected officials. **Instructor: Amber Miller**

Dobbs Decision: Bargaining Access to Women's Reproductive Healthcare Today – Access to women's reproductive healthcare was restricted by the Supreme Court of the United States in 2022 with the Dobbs decision. This workshop will examine the reverberating impact to our collective bargaining agreements, share a toolkit of strategies for protecting access to hard fought for benefits and explore areas of our contracts where we can bargain expanded benefits and protections for our members and their families. **Instructor: Amanda Fisher**

New York State's Comprehensive Safe Staffing Law: How Unions Organized to Win Together – New York State unions representing health care workers achieved landmark legislation on safe staffing levels. After years of the unions working collaboratively, a law was enacted in 2021 that requires hospitals and nursing homes to establish minimum staffing levels for direct care staff. This workshop will explore the challenges and opportunities of working in coalition to ensure staffing that is safe for workers and patients alike. **Instructors: Lisa Baum & Diane Stein**

Workplace Violence and Key Health Care Worker Issues in Washington, DC – Over the last several years, our union has pushed hard for an OSHA workplace violence standard and for safe staffing in long-term care. We've made small gains, but we're still in the fight. In this workshop, we'll recap the campaign and talk about how USW members can continue to make the compelling case for protections at work. **Instructor: Legislative Department**

Skilled Nursing Facility Staffing & Turnover Reporting Requirement Changes, Where to Find Them & Building Leverage With That Information – CMS has begun to measure and publish staff turnover and weekend staffing level data, metrics which closely align with the quality of care provided in a nursing home. In this workshop, we will review where this data can be found for your employer, and consider techniques for building leverage with that information. **Instructors: Diane Pickle & Tamara Lefcowitz**

Communication to Participation: Engaging Members – Learn how to build a more engaged membership through an intentional strategy that keeps members informed and active. We will consider how to identify workplace leaders and to effectively engage their participation. This class will include mapping your workplace, practicing asking others to participate, and looking at examples of flyers, text messages, and other forms of communications local unions are using to build solidarity. This workshop is especially important for units preparing for contract negotiations, but will be useful for any local union leaders aiming to improve communication and involvement in their local. **Instructor: Lisa Jordan**



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WEDNESDAY, JULY 26TH - ORGANIZING & STRATEGY

Decertification and Deauthorization Defense – Powerful anti-union special interest groups like the National Right to Work Foundation and the Freedom Foundation are targeting our existing health care locals in an effort to decertify (remove) our union, or to deauthorize our union's ability to collect dues in a union security (non-right-to-work) shop. Participants will learn to spot the warning signs of a decertification, what to do if a petition is being circulated, and best practices for organizing and educating the membership about these emerging threats to our collective bargaining power.

Instructor: Beth Ussery

New Hire Orientation: A Tool for Building Local Power – In this class, we will discuss how local leaders can effectively use New Hire Orientation as a tool for strengthening and energizing their union. We will talk about best practices for educating and engaging brand-new members, as well as how to introduce them to your local bargaining agreement. **Instructor: Chris Wike**

Employer Research: Get the Dirt and Use it Strategically – Learn how to conduct basic research on your employer and what to do with the information you find. We'll cover where to look for key documents and sources, including financial information like revenues and executive pay, how to analyze the data, and methods to strategically use for research in a campaign. We'll focus especially on non-profit institutions, but also have resources for private and publicly-owned facilities. **Instructor: Kim Teplitsky**

Jobs of the Future - Work Restructuring in Health Care Workplaces: Developing Campaigns to Address Contemporary Issues Affecting Us, Our Jobs and Our Patients (Automation, Job Combinations, Outsourcing and More) – Health care employers are bringing in new technologies that monitor us, can speed us up, and sometimes do our work and take our jobs. Work is being intensified through job combinations and restructuring programs. Fewer workers end up doing more work. Work is being moved out of our bargaining units and out of our workplaces. In this workshop we will review current trends in work restructuring and workplace change, and how these changes are impacting our members, our local unions, and our patients and clients. The workshop will focus on developing campaigns that involve members, build union voice and power, and successfully challenge the types of workplace changes that are harming our members, our unions and those we serve.

Instructors: AFL-CIO & Diane Stein

Membership Data: Why it's Important – Discover why it's important to be tracking membership data, how you can get it and how to use it in a way that will help build a stronger local union. This is a great workshop for local union leaders and members who have a desire to help their local build an effective communication network. **Instructor: Mollie Relihan**

How are you coping? Mental Health and Substance Abuse at Work – In this workshop, participants will discuss how working conditions impact our mental health and how to access resources related to self-care, positive coping tools, and substance abuse resources and support. **Instructor: Duronda Pope & Molly Jones, Int. Assoc. Of Fire Fighters Clinical Education Trainer & Licensed Social Worker**

THURSDAY, JULY 27TH CLOSING PLENARY SESSION & HCWC DISTRICT COORDINATORS' MEETING