



Course Descriptions - 2019

The MNA Labor School consists of various courses (or tracks) that cover a range of labor related topics. Most tracks have four separate sessions usually scheduled every two weeks dedicated to each topic. Members can attend whichever classes that they are able to, and also in whatever regional location is most convenient for them. The classes run from 5:30 p.m. to 7:30 p.m., with a light meal provided at 5 p.m. All classes are held in each of the five regional offices located around the state.

Classes are informal and involve multiple teaching methods including: power point presentations; videos; class discussion; role-playing; and, exercises. Those who attend also learn from other nurses' and health care professionals' experiences who work in different settings, *both public sector and private sector* – acute care hospitals, schools, visiting nurse associations, and psychiatric facilities.

In addition to the standard union-building courses, the Labor School will periodically offer a course on other relevant and timely issues, such as: The Health Care Industry; Computer Training; and also, some one-session workshops on “The Janus Decision”, “The Importance of Union Orientation”, “Researching the Employer”, “The Trump Agenda”, “Member Mobilization”, and “The West Virginia Teachers' Strikes.”

Here are descriptions of the three tracks that are now scheduled:

The Role of the Floor Representative, Grievance Handling and Arbitration

This course describes the role of the Floor Representative (Union Steward) at the workplace, including rights and responsibilities. The course also covers an in-depth review of the use of the grievance procedure and arbitration. A number of very useful books (*The Legal Rights of the Union Steward*, *Just Cause: A Union Guide to Winning Discipline Cases*, and *How to Win Past Practice Grievances*) written by Boston-based Attorney Robert Schwartz are provided for each person attending.

Contract Negotiations

This track covers the whole range of issues associated with contract negotiations. This is not geared only for members who are on the Union Negotiating Team, but rather it is for any and all who are interested. The goal is to provide an understanding of the bargaining process and to demystify what happens at the bargaining table. A key focus of the course is on “contract campaigns” that run parallel to the process at the table. The Robert Schwartz book, *No Contract, No Peace: A Legal Guide to Contract Campaigns, Strikes and Lockouts* is provided.

Labor Law

This course is not intended to train members to become mini-lawyers. But is designed to introduce many of the laws that impact workers in the workplace so that there is a familiarity of what some of the Federal and state statutes exist to protect workers. Some of the laws covered include: National Labor Relations Act; Chapter 150(e); Fair Labor Standards Act; Family and Medical Leave Act; Massachusetts Small Necessities Leave Act,; Workers Compensation; Occupational Safety and Health Act; Americans with Disabilities Act; Health Insurance Portability and Accountability Act; Worker Adjustment and Retraining Notification Act; Lilly Ledbetter Fair Pay Act of 2009; among others. The Schwartz books *Your Rights on the Job: A Practical Guide to Employment Laws in Massachusetts* and *The FMLA Handbook* are provided, as well as *Hurt on the Job: A Guide to the Massachusetts Workers Compensation System* by Western MassCOSH.

2019 schedule on other side



Role of the Floor Rep./Grievance Handling & Arb.

	Week #1	Week #2	Week #3	Week #4
Region 1	Monday, Nov. 19, 2018	Monday, Dec. 3, 2018	Monday, Dec. 17, 2018	Monday, Jan. 7, 2019
Region 2	Thursday, Dec. 6, 2018	Thursday, Dec. 20, 2018	Thursday, Jan. 3, 2019	Thursday, Jan. 17, 2019
Region 3	Wednesday, Dec. 5, 2018	Wednesday, Dec. 19, 2018	Wednesday, Jan. 9, 2019	Wednesday, Jan. 23, 2019
Region 4	Tuesday, Dec. 11, 2018	Tuesday, Jan. 8, 2019	Tuesday, Jan. 22, 2019	Tuesday, Feb. 5, 2019
Region 5	Monday, Jan. 14, 2019	Monday, Jan. 28, 2019	Monday, Feb. 11, 2019	Monday, Feb. 25, 2019

Contract Negotiations

	Week #1	Week #2	Week #3	Week #4
Region 1	Monday, Feb. 4, 2019	Monday, Feb. 18, 2019	Monday, March 11, 2019	Monday, March 25, 2019
Region 2	Thursday, Feb. 14, 2019	Thursday, Feb. 28, 2019	Thursday, March 14, 2019	Thursday, March 28, 2019
Region 3	Wednesday, Feb. 13, 2019	Wednesday, Feb. 27, 2019	Wednesday, March 13, 2019	Wednesday, March 27, 2019
Region 4	Tuesday, Feb. 19, 2019	Tuesday, March 5, 2019	Tuesday, March 19, 2019	Tuesday, April 2, 2019
Region 5	Monday, March 18, 2019	Monday, April 8, 2019	Monday, April 22, 2019	Monday, May 6, 2019

Labor Law

	Week #1	Week #2	Week #3	Week #4
Region 1	Monday, April 15, 2019	Monday, April 29, 2019	Monday, May 13, 2019	Monday, May 27, 2019
Region 2	Thursday, March 14, 2019	Thursday, April 4, 2019	Thursday, April 25, 2019	Thursday, May 9, 2019
Region 3	Wednesday, April 10, 2019	Wednesday, April 24, 2019	Wednesday, May 8, 2019	Wednesday, May 22, 2019
Region 4	Tuesday, April 16, 2019	Tuesday, April 30, 2019	Tuesday, May 14, 2019	Tuesday, May 28, 2019
Region 5	Monday, May 20, 2019	Monday, June 3, 2019	Monday, June 17, 2019	Monday, July 1, 2019

Contact your regional office to register for these important classes!

Region 1 Office, Jasmine Rodriquez-Franco, 413-584-4607, region1@mnarn.org

Region 2 Office, Carey Zimmerman, 508-756-5800 ext. 100, region2@mnarn.org

Region 3 Office, Pat Conway, 508-888-5774, region3@mnarn.org

Region 4 Office, Peggy O'Malley, RN, 781-584-8012, region4@mnarn.org

Region 5 Office, Harriett Duggan, 781-821-8255, region5@mnarn.org

