2024 LEADERSHIP CONFERENCE READY, SET, GO!





TIME TO GET BACK IN THE RACE AT OUR 2024 LEADERSHIP CONFERENCE

READY, SET, GO!

TO STRENGTHEN YOUR LOCAL LEADERSHIP

A BLOCK OF ROOMS HAS BEEN RESERVED FOR YOU TO HIT THE STARTING LINE AT THE HYATT FOR THIS EVENT.

GET READY TO GO AND ENGAGE YOUR ENERGY DURING THIS WEEKEND OF NETWORKING, LEARNING, AND LEADERSHIP.

FRIDAY NIGHT NETWORKING OPPORTUNITIES FOLLOWED BY SATURDAY LEADERSHIP SESSIONS



Eastern Region Leadership Conference March 22-23, 2024 ♦ The Aster Event Center at Hyatt

Tentative Agenda

Friday, March 22, 2024

5:00 p.m. - 6:30 p.m. Registration

5:30 p.m. - 7:00 p.m. **Dinner**

7:00 p.m. – 10:00 p.m. A Night at the Races (Horse Racing) (first horse race starts at 7:30 p.m.)

Saturday, March 23, 2024

7:30 – 8:45 a.m. **Breakfast/Registration**

8:50-9:40 a.m. Welcome and Introductions

Greetings by State Officer(s)

9:45 – 10:45 a.m. **Breakout Session 1**

10:45 – 11:00 a.m. Break (with refreshments) — <u>Note</u>: Check-out time is 12 noon

11:00 a.m. – 12 noon **Breakout Session 2**

12 noon – 1:15 p.m. **Lunch**

1:15 – 2:15 p.m. **Breakout Session 3**

2:15 – 2:30 p.m. **Break** (with refreshments)

2:30 – 3:30 p.m. **Breakout Session 4**

PSEAER NIGHT AT THE RACES



CAN'T MAKE IT FOR THE WHOLE CONFERENCE, BUT WANT TO JOIN IN ON SOME FUN? JOIN US FRIDAY, MARCH 22, 2024 FOR A NIGHT AT THE RACES WITH EASTERN REGION.

GET YOUR TICKETS READY! WIN, PLACE, OR SHOW! THIS IS A GREAT OPPORTUNITY TO ENJOY AN EVENING WITH EASTERN REGION COLLEAGUES AT THE ASTER EVENT CENTER.

FRIDAY, MARCH 22, 2024

REGISTRATION BEGINS AT 5:00 PM, WITH DINNER AT 5:30 PM POST TIME FOR THE HORSES IS 7:30 PM

FRIDAY EVENING SOCIAL TO FOLLOW THE LAST RACE





2024 Eastern Region Leadership Conference

General Schedule Table

1 (9:45 am – 10:45 am)	Stepping Up: Local President/ Local Leader 101 Mark Lynn	Bargaining 201: Bargaining for OUR Common Good Cori Fecho	School Board Elections One-oh-RUN! Tiffany Dollar	The New Retirement System and Bargaining: What You Need to Know! (ESP only session) John McKiernan
2 (11:00 am – 12:00 noon)	Building Bridges: Managing Conflict in the Workplace Mark Lynn	Union Work of Another Generation Cori Fecho	The New Retirement System and Bargaining: What You Need to Know! (EA only session) John McKiernan	Workplace Communication (ESP only session) Tiffany Dollar
3 (1:15 pm – 2:15 pm)	Legal Update Jesika Steuerwalt and Zachary Toland	Resolving Non- Contractual Issues Terry Burnett	Don't Let Administration Add Insult to Your Workplace Injury (EA only session) Barry DeWitt and Dylan Frendt	Hey—That's Mine! (ESP only session) Steve Cholish and Molly Mirabito
4 (2:30 pm – 3:30 pm)	Legal Update Jesika Steuerwalt and Zachary Toland	The Advocate's Role in Representing Members Terry Burnett	Hey—That's Mine! (EA only session) Steve Cholish and Molly Mirabito	Don't Let Administration Add Insult to Your Workplace Injury (ESP only session) Barry DeWitt and Dylan Frendt



2024 Eastern Region Leadership Conference

READY + SET + GO!

Each one of us has transversed a unique set of circumstances to get here today. The years have been challenging, and they will continue to be so. Each day brings along another set of distinct obstacles. Because of this, the entire focus of the Eastern Region Leadership team and staff has been to provide you the information you need to rebuild a solid foundation to allow your set of officers to do their best work on behalf of the people in your membership.

The Leadership Development Committee and Eastern Region Staff have worked collaboratively to bring you sessions that are relevant to the needs of your local to develop your current leadership, to foster new leadership, and to broaden your knowledge on topics facing our locals. We have worked to have sessions that cover a wide range of skills and knowledge to keep our novice and veteran members alike engaged and learning the entire conference.

Please also note that the conference is attended by members of our EA units (e.g., Teachers, Nurses, and Counselors) and members of our ESP units (e.g., Secretaries, Paraeducators, and Custodians). Our sessions are sometimes geared to a topic that addresses unique circumstances faced by members of those classifications. Most of our sessions are designed to address the needs of all. This year 4 distinct ESP sessions are being offered.

Please encourage members of your local to come to the conference as a team but to spread themselves out among the different sessions. We would like you to leave having experienced as many perspectives as possible on the different topics that have an impact on an Association.

We are hoping to provide a full day of training that leaves you energized and ready to take on the obstacles being put into the path of public education in a proactive way.



Conference Event

Friday, March 22, 2024

A Night at the Races 7:00 p.m. – 10:00 p.m.

The glitz, the glamour, the incredible night life of a PSEA member. . . no, we're not talking about a new pack of Sharpies and a stack of essays to grade. We are talking about the 2024 Leadership Conference A NIGHT AT THE RACES! Come mingle with members from all over the region and share ideas as you "bet" on horse races! Nothing to lose because no real money will be involved. Winnings will be raffle tickets for prizes sponsored by our Member Benefits endorsed vendors.

Not sure how to play? No worries! We will teach you! Whether it's through a new idea to spice up local involvement or just acting silly for a moment, you're certain to get reinvigorated at this truly special event that will allow us all to reconnect or meet for the first time!

Breakout Session Descriptors

Saturday, March 23, 2024

Bargaining 201: Bargaining for OUR Common Good

Presenter: Cori Fecho, PSEA-NEA UniServ Representative

The needs of the educational environment are changing and growing. So are the needs of our members! We need to grow in our perspective of what could and should be bargained. Often we impose limits on ourselves that don't really exist, and we need to push those limits to more accurately reflect contractual benefits that our members would appreciate. This session hopes to get your brain ticking at interesting items to consider and language that will have you asking for more.

School Board Elections One-oh-RUN!

Presenter: Tiffany Dollar, PSEA Eastern Region Advocacy Coordinator Did you know your local has the power to influence who sits across the bargaining table from you through school board elections? A competent, pro-education school board can make all the difference in your wages, working conditions, and benefits. If you've been disappointed in the candidates you have to choose from, you are not alone. In the 2021 and 2023 elections we saw anti-union actors recruiting candidates to run on anti-education issues. Join this session to find out how you can identify and recruit pro-public education candidates to run for your school board in 2025!

Stepping Up: Local President/Local Leader 101

Presenter: Mark Lynn, PSEA-NEA UniServ Representative Being new to local association leadership can be very overwhelming. This session will go over all of the basics to keep in mind if you are a new president, a new building representative, or even if you are only just starting to be more involved in working with your union. Participants will be given tools and strategies that will help them to take a critical look at their local to continue the important work of growing and moving forward as an organization.

The New Retirement System and Bargaining: What You Need to Know! (ESP ONLY SESSION)

Presenter: John McKiernan, PSEA-NEA UniServ Representative Changes were made to the PSERS system by the legislature in 2011 and 2019 that have a financial impact on benefits received upon retirement for those who started after those dates. This will start to be an issue in our locals as we see the profession becoming less of a 35-year career to more of a desire for retirement benefits that may be portable to other endeavors. This session will explain the differences in the system and expound on the potential impact on the bargaining process moving forward. The session will also provide time for bargaining items to consider as we navigate this divide in the benefits members will receive at retirement.

Building Bridges: Managing Conflict in the Workplace

Presenter: Mark Lynn, PSEA-NEA UniServ Representative

What's the best way to manage conflict? By recognizing it at its earliest level, of course, and taking action to stop that conflict in its tracks! As workplace demands increase, so does the potential for conflict with co-workers. Attend this session, and LEARN, LEARN, LEARN...about yourself, your colleagues, and how to use this knowledge to manage conflict in your local...BEFORE it gets to an administrative level and out of your hands. Participants will learn practical skills to help reduce conflict in (and out of) the workplace. Additionally, information will be provided about PSEA's Conflict Resolution services for those times when you need a little extra

The New Retirement System and Bargaining: What You Need to Know! (EA ONLY SESSION)

Presenter: John McKiernan, PSEA-NEA UniServ Representative Changes were made to the PSERS system by the legislature in 2011 and 2019 that have a financial impact on benefits received upon retirement for those who started after those dates. This will start to be an issue in our locals as we see the profession becoming less of a 35-year career to more of a desire for retirement benefits that may be portable to other endeavors. This session will explain the differences in the system and expound on the potential impact on the bargaining process moving forward. The session will also provide time for bargaining items to consider as we navigate this divide in the benefits members will receive at retirement.

Union Work of Another Generation

Presenter: Cori Fecho, PSEA-NEA UniServ Representative

We are in an unprecedented situation as we have a workforce that is spanning four generations, which is causing changes in workplaces due to the work of each generation building upon each other. Although we have common ground from which to work, we are seeing an increase in each generation throwing aspersions at each other instead of working together from a place of striving for better outcomes for all. We struggle to see that the fights we have won are allowing future generation(s) to start from a better place overall than we had the opportunity to start from. We also struggle to realize the tough decisions that have allowed us to get here, in some ways what have allowed us to survive some difficult circumstances, why decisions are made when maintaining the best for a group that spans decades in age, and what is the best path forward to continuing the tremendous work we have done.

In addition, some of the tactics that are associated with union work do not resonate with the vounger generations. It isn't that they aren't in for the fight, but they see the fight happening in different ways. Pulling all of this together and having conversations in this leadership session will allow us all to feel valued and heard as we prepare for bigger steps ahead.

Workplace Communication (ESP ONLY SESSION)

Presenter: Tiffany Dollar, PSEA Eastern Region Advocacy Coordinator

Ever wonder if a specific message should be delivered via phone call versus email? Where does text messaging factor in? Have you found yourself overwhelmed by the number of electronic notifications you receive? What about using the least direct mode of communication to deliver difficult information?

Workplace communication etiquette is everchanging thanks to new technologies and cultural norms. Whether you are newer to the workforce or a seasoned veteran, this interactive workshop will have something for you.

Breakout Session 3 1:15 p.m. – 2:15 p.m.

Legal Update

Presenters: Jesika Steuerwalt, Esq., PSEA ER Staff Attorney, and Zachary Toland, Esq., PSEA ER Associate Staff Counsel

The Legal Update, delivered by our Eastern Region Legal staff, will highlight this year's legal developments including local decisions and issues of statewide significance.

Resolving Non-Contractual Issues

Presenter: Terry Burnett, Eastern Region Field Director

During this one-hour session participants will discuss ways to address concerns that are not violations of the contract or a grievance. The group will explore issue organizing and other alternative dispute resolution formats to resolve issues when a grievance is not an option.

Hey—That's Mine! (ESP ONLY SESSION)

Presenters: Steve Cholish and Molly Mirabito, PSEA-NEA UniServ Representatives

Sharing is great, but not when it comes to bargaining unit work. Come to this session to talk about what bargaining unit work is, how to identify it, how to protect it, and why it's important to your local's future.

Don't Let Administration Add Insult to Your Workplace Injury (EA ONLY SESSION)

Presenters: Barry DeWitt and Dylan Frendt, PSEA-NEA UniServ Representatives

Come to this session and get answers to the questions you have if you're injured at work. Questions like: Do I have to use accumulated sick time? What health care professional do I go to? Can I sue? Can I make demands of my employer for changes when I return? Is there an impact on my PSERS credit? Is there an impact on my health insurance? Is there an impact on my seniority rights? What job do I go back to? How long can I be out? We're sure you have more of your own.

How your members respond when an injury occurs at work can be important down the road if insurance compensation becomes involved or necessary. In addition, we will look at workers' compensation benefits exclusive to PSEA members that can play an important role in the outcome of how workplace injuries are resolved.

Legal Update (REPEAT — from Breakout Session 3)

Presenters: Jesika Steuerwalt, Esq., PSEA ER Staff Attorney, and Zachary Toland, Esq., PSEA ER Associate Staff Counsel

The Legal Update, delivered by our Eastern Region Legal staff, will highlight this year's legal developments including local decisions and issues of statewide significance.

The Advocate's Role in Representing Members

Presenter: Terry Burnett, Eastern Region Field Director

This session will help you identify your role and empower you to be an advocate for your members during various disciplinary meetings. There is no prerequisite for this one-hour training, but participants should be familiar with the basics of advocacy.

Hey—That's Mine! (EA ONLY SESSION)

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REGISTRATION PACKAGES/PROCEDURES

CONFERENCE PACKAGES AVAILABLE TO PARTICIPANTS (all costs are per person)

Friday Dinner and A Night at the Races Package Only\$				
Full Conference Package	\$100			
(Includes: Friday Dinner; Saturday Continental Breakfast; Saturday AM Break; Saturday Lunch; Saturday PM break; and all Conference Materials)				
All Day Saturday Conference Package	\$65			
(Includes: Saturday Continental Breakfast; Saturday AM Break; Saturday Lunch;				
Saturday PM Break; and all Conference Materials)				

NOTE: The above prices include meals and conference sessions ONLY. They do NOT include overnight accommodations.

See the OVERNIGHT ACCOMMODATIONS INFORMATION sheet for details on making your OWN room reservation if planning on staying overnight.

AS A BENEFIT TO OUR MEMBERS, EASTERN REGION AND PSEA ARE UNDERWRITING A PORTION OF THIS LEADERSHIP CONFERENCE.

APPLICANT REGISTRATION INFORMATION

All registration must be completed online for this conference. Please complete the following:

- Online registration for this conference will be found at https://www.psea.org/er/leadershipconference.
- Complete all information. Membership number is required as proof of membership.
- Please be prepared to select sessions.
- A credit card will be necessary to complete the registration. (*Please discuss reimbursement procedures with your local union if they are paying for you to attend.*)

REGISTRATION DETAILS

- The deadline for conference registration is Wednesday, February 28, 2024.
- A confirmation email will be sent to each participant after the registration deadline passes.

CANCELLATION POLICY

- Reservations for the conference must be cancelled by emailing <u>cfecho@psea.org</u> no later than Wednesday, March 6, 2024, 12 noon.
- Members that fail to comply with this procedure will not be granted refunds if unable to attend.
- Hotel reservation cancellations must be done by individuals through The Aster according to their terms for reservations. *REMINDER*...PSEA will not be making overnight accommodations for conference attendees!

FOR INFORMATION ABOUT THE ASTER EVENT CENTER:

Visit their website at https://astereventcenter.com or call 610-387-1000.

PLEASE CONTACT DEBBIE AT THE EASTERN REGION OFFICE (610-391-0835) ABOUT ANY DIFFICULTIES WITH ONLINE REGISTRATION.

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OVERNIGHT ACCOMMODATIONS INFORMATION

Guest Room Rates*

Room Type	Single/ Double Rate	Triple Rate	Quad Rate
Standard	\$169	\$184	\$199

^{*}Room rates are quoted exclusive of applicable State and Local taxes, currently totaling 10%.

- Overnight accommodation reservations must be made on an **individual basis by Thursday, February 22, 2024**. A room block has been set aside for the event but will be released after that date. To make reservations, call 610-387-1000 (or use the link or QR code below). To receive the discounted rate, use the group name "**G-PSEA.**" Each individual must pay for the room when the reservation is made.
- It is imperative to reserve early to guarantee the special rate as we have a limited room block.
- GUEST ROOM PAYMENT: Individuals are responsible for their own room, tax and incidental charges. A valid credit card will be required at check-in for these charges.
- CHECK-IN/CHECK-OUT TIMES check-in time is any time after 4:00 p.m.; check-out time is 12 noon.
- All hotel guests are able to partake in the hot breakfast provided by the hotel.

REMINDER...Hotel reservations must be done by individuals through the Aster. PSEA will not be making overnight accommodations for conference attendees!

TO MAKE RESERVATIONS BY FEBRUARY 22:

Call 610-387-1000 (or use link below or QR code at right)
To receive the discounted rate, please use the group name: G-PSEA
We have a limited number of rooms reserved so book early to assure availability.



https://www.hyatt.com/en-US/hotel/pennsylvania/hyatt-place-allentown-lehigh-valley/abexa?corp_id=G-PSEA

FOR INFORMATION OR DIRECTIONS TO THE ASTER EVENT CENTER:

Visit their website at https://astereventcenter.com or call 610-387-1000.