

**MEA**

Michigan Education Association

# **BARGAINING, PUBLIC AFFAIRS & PROFESSIONAL DEVELOPMENT CONFERENCE**

**February 2-3, 2017  
Cobo Center - Detroit, MI**

**WE** are public school educators.

This is **OUR** union.

This is what **WE** do!



Member Engagement Department



Dear Attendees:

Welcome to MEA's largest annual conference—the 2017 Bargaining, Public Affairs and Professional Development Conference.

It is a testament to our strength and unity that Michigan educators have endured years of relentless attacks on public education and we are still standing strong together! More than ever, we are working together to promote and strengthen public education, for the sake of our students and the sake of our members. We have more newer members joining at record rates—and more first time conference attendees. This is how we connect and learn from one another—and it is a large part of what makes us powerful.

Together, in unity, we achieve so much more than we can standing alone. Together we can fight a six year legal battle over pensions costing hundreds of thousands of dollars. Together we can oppose anti-public school and anti-labor laws. Together we can fight unjust terminations. Together we can work to eliminate the “hard cap” on insurance the state legislature imposed. Together we can help reduce the staggering student debt that is drowning so many of our members and their families. Together, we can do anything!

***We Are Public School Educators. This is Our Union. And This Is What We Do! Together!***



**Gretchen Dziadosz**  
Executive Director



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## FURTHER INFORMATION

[www.mea.org/bpa](http://www.mea.org/bpa)

Contact: Carolyn Cortright, Conference Registration  
[ccortright@mea.org](mailto:ccortright@mea.org)  
FAX: 517-336-4009  
Phone: 800-292-1934, ext. 5491; 517-337-5491

Address: Bargaining, Public Affairs & Professional Development Conference  
Michigan Education Association  
P.O. Box 2573  
East Lansing, MI 48826-2573

## LOCATIONS

### DETROIT MARRIOTT

400 Renaissance Center  
Detroit, MI 48243  
313-568-8000

### COBO CONFERENCE CENTER

One Washington Boulevard  
Detroit, MI 48226  
313-877-8777



## **THURSDAY LUNCH SPEAKER: DAVID J. JOHNS**

**DAVID J. JOHNS** is the executive director of the White House Initiative on Educational Excellence for African Americans. The Initiative works across federal agencies and with partners and communities nationwide to produce a more effective continuum of education programs for African American students.

Prior to joining the Department, Johns was a senior education policy advisor to the Senate Committee on Health, Education, Labor and Pensions (HELP) under the leadership of Sen. Tom Harkin, D-Iowa. Before working for the Senate HELP committee under Chairman Harkin, Johns

served under the leadership of the late Sen. Ted Kennedy, D-Mass. Johns also was a Congressional Black Caucus Foundation Fellow in the office of Congressman Charles Rangel, D-N.Y.

Johns has worked on issues affecting low-income and minority students, neglected youth and early childhood education and with Historically Black Colleges and Universities (HBCUs). His research as an Andrew W. Mellon Fellow served as a catalyst to identify, disrupt and supplant negative perceptions of black males within academia and society. Johns is committed to volunteer services and maintains an active commitment to improve literacy among adolescent minority males.

Johns obtained a master's degree in sociology and education policy at Teachers College, Columbia University, where he graduated summa cum laude while simultaneously teaching elementary school in New York City. He graduated with honors from Columbia University in 2004 with a triple major in English, creative writing and African American studies. Johns was named to the Root100 in both 2014 and 2013, selected as a member of the Ebony Power 100 in 2015 and received an early career award from Columbia University, Teachers College in 2016.



## FRIDAY LUNCH SPEAKER: STEVEN B. COOK

**STEVEN B. COOK** became the first education support professional ever to be elected MEA president in 2011, and he'll retire this August having achieved another distinction: longest-serving officer among all the state NEA affiliates in the country.

Cook first assumed statewide office in 1991 with his election as Secretary-Treasurer, a position he served in for 15 years. During that time, he worked to translate a previously hard-to-understand budget into "plain English," so directors could make better-informed decisions.

He was elected Vice President in 2006, where he served for five years until taking over the top post.

"Becoming the first support staff member to be president of this union has been a huge honor," he says. "It's also a strong symbol that all of us in public education stand together as union brothers and sisters."

His legacy will include a titanic shift in relations between MEA and AFT Michigan. Under his leadership, the state's two largest education unions transformed from adversaries to partners—combining the power of 185,000 preK-16 education employees from all corners of the state.

"That's only going to help us going forward," he says. "Working together, we can improve learning conditions for students by helping ensure our schools get the resources they need and our education employees are treated as valued professionals."

Cook has faced unprecedented challenges during his tenure as president, which began not long after a hostile Republican leadership took control of all branches of government in Michigan. Yet MEA is still here despite efforts to destroy us, Cook points out.

"We're still a going concern," he says. "We're still standing, we're still fighting, and we'll never give up the fight—because public education is too important. You get quality public education when school employees are allowed to get together and have an impact on how education is delivered."

President of the Lansing Educational Assistants from 1981 to 1993, Cook was a paraprofessional for 15 years in the Lansing Public Schools, working as a community school coordinator, home/school liaison in the elementary attendance project and in alternative education. He holds a bachelor's degree from Michigan State University with emphasis in history, economics and political science.

# 2017 CONFERENCE SCHEDULE

## WEDNESDAY, FEBRUARY 1

5–9 p.m. . . . . Registration; Detroit Marriott, Level 3

## THURSDAY, FEBRUARY 2

7–8:30 a.m. . . . . Breakfast; Detroit Marriott

7–8:30 a.m. . . . . Local Presidents Academy (LPA) Participant Breakfast; Detroit Marriott

7:30 a.m.–5:30 p.m. . . . . Registration; Cobo Center

7:30 a.m. . . . . Bus Shuttle to Cobo Begins

8 a.m.– 5:30 p.m. . . . . Exhibits; Cobo Center

9–10:30 a.m. . . . . 100 Series Sessions

10:30–10:45 a.m. . . . . Break

10:45 a.m.–12:15 p.m. . . . . 200 Series Sessions

12:30 p.m. . . . . Lunch; Cobo Center

Speaker: David J. Johns

2–3:30 p.m. . . . . 300 Series Sessions

3:30–3:45 p.m. . . . . Break

3:45–5:15 p.m. . . . . 400 Series Sessions

5:30–6:30 p.m. . . . . PAC Reception; Hosted by MEA Member and Political Engagement; Detroit Marriott

6 p.m. . . . . Last Bus Departs to Detroit Marriott

9–Midnight . . . . . Reception; Hosted by MESSA

## FRIDAY, FEBRUARY 3

7:30 a.m.–4 p.m. . . . . Registration; Cobo Center

7:30 a.m. . . . . Bus Shuttle to Cobo Begins

7–8:30 a.m. . . . . Breakfast; Detroit Marriott

8 a.m.–2:30 p.m. . . . . Exhibits; Cobo Center

9–10:30 a.m. . . . . 500 Series Sessions

10:30–10:45 a.m. . . . . Break

10:45 a.m.–12:15 p.m. . . . . 600 Series Sessions

12:30 p.m. . . . . Lunch; Cobo Center

Speaker: Steven B. Cook

2–3:30 p.m. . . . . 700 Series Sessions

4:30 p.m. . . . . Last Bus Departs to Detroit Marriott

## CONFERENCE SHUTTLES

### Thursday, February 2

Continuous shuttle 7:30 a.m.–6 p.m.

### Friday, February 3

Continuous shuttle 7:30 a.m.–4:30 p.m.

*Times are subject to change. Please check your conference program upon registration.*



# 2017 CONFERENCE REGISTRATION INFORMATION

## CONFERENCE REGISTRATION FEES AND DEADLINES (ONLINE, MAIL OR FAX):

### REGISTRATION FEES

**Regular** \$290 Registration postmarked or faxed no later than Friday, January 13, 2017.  
*Registrations will not be accepted at MEA Headquarters after Friday, January 13. Members must register on-site at the conference.*

**Online** \$190 Online registration will be available through Friday, January 13, 2017.

**Late/On-site** \$350 For any registration received on-site at the conference.

### WHERE TO MAIL OR FAX THE FORM

Mail to: Carolyn Cortright  
Member Engagement Department  
P.O. Box 2573  
East Lansing, MI 48826-2573

Fax to: 517-336-4009  
Attn: Registration Coordination

## PAYMENT IN FULL MUST ACCOMPANY THE REGISTRATION FORM

Check or money orders—Make payable to Michigan Education Association

Credit card payment—Complete all information on the form

## ON-SITE REGISTRATION DATES/TIMES:

Wednesday, February 1, 5-9 p.m. at the Detroit Marriott

Thursday, February 2, 7:30 a.m.–5:30 p.m. at the Cobo Center

## HOW TO REGISTER ONLINE:

To register online for the 2017 Bargaining, Public Affairs and Professional Development Conference, go to [www.mea.org/bpa](http://www.mea.org/bpa)

Find the conference registration information at [www.mea.org](http://www.mea.org) under Upcoming Events. Online registration must be paid with a credit card.

## TECHNICAL QUESTIONS?

Should you have technical questions, please email MEA IT at [meait@mea.org](mailto:meait@mea.org).

## HOW TO REGISTER BY MAILING OR FAXING YOUR REGISTRATION FORM:

Select your first, second and third choice for each of the session series. This is to assure that if some sessions are filled before your registration request is processed, you will be assigned sessions that interest you.

*PLEASE NOTE: Some sessions continue into the next time block (e.g., 106-206); some may even last a half-day; please check all time blocks that cover each session and look for conflicting times.*

If you do not plan to attend a session during a time slot or a meal, mark "Not Attending." **PLEASE DO NOT LEAVE ANYTHING BLANK.**


## ADDITIONAL INFORMATION


Plan to register early since some sessions have limited enrollment. Substitutions and/or session/meal changes may be made by contacting the registration coordinator up until Friday, January 13 or at on-site registration.

Changes received by January 13 will be reflected in the registration packet.

All cancellations must be in writing. No refunds will be made for cancellations received after January 20.

## EARNING CREDITS

Some sessions qualify for State Continuing Education Clock Hours (SCECH) credits and are marked with . See information on page 13. Attendance must be verified by the presenters at the close of each SCECH-approved session.

Some sessions qualify for Michigan ESP Center of Professional Learning (MECPL) credit, in accordance with MEA-approved guidelines. Those sessions that qualify for the ESP Certificate Program are marked with . See pages 13-14.



# 2017 Bargaining, Public Affairs and Professional Development Conference

## FEBRUARY 2-3, 2017

# MEA

## Michigan Education Association

**Please read page 9 before filling out registration form on pages 11-12.**

To register online go to: <https://netforum.mymea.org/members>

**ALL payment information for the conference MUST accompany this registration form.**

Please complete the ENTIRE registration form. All information is necessary to process the registration.

Member's Name:

\_\_\_\_\_  
Last First Initial

\_\_\_\_\_  
Previous/Maiden Name Last 4 Digits of Soc. Security # Badge Name: (First Name Preference)

Profession: \_\_\_\_\_ First time attending this conference?  Yes  No Are you a local president?  Yes  No

EA Instructional  EA Non-Instructional  ESP Instructional  ESP Non-Instructional  Higher Ed Instructional  Higher Ed Non Instructional  Other

School District: \_\_\_\_\_

\_\_\_\_\_  
Home Address: Number Street Lot/Apt. #

\_\_\_\_\_  
City / Town State Zip Code

\_\_\_\_\_  
School Phone: Area Code and Number Home Phone: Area Code and Number Home Email Address: (You will be receiving a confirmation letter at this address)

TYPE OF REGISTRATION	REGISTRATION	DEADLINE
Online	\$190	January 13, 2017
Regular	\$290	January 13, 2017
Late/On-site	\$350	after January 13, 2017

**All registrations after January 13, 2017 will be completed on-site; fee is \$350**

### MEMBER INFORMATION:

- MEA (>5 years)
- MEA (≤5 years)
- MEA Staff
- MEA-Retired
- Student MEA
- Non-member

### CANCELLATIONS/CHANGES DEADLINE: JANUARY 20, 2017

Amount Enclosed: \$ \_\_\_\_\_

Number of forms included with payment \_\_\_\_\_

### PAYMENT METHOD:

Check (payable to MEA) Check # \_\_\_\_\_

Received from: \_\_\_\_\_

VISA  MasterCard  Discover  AmEx Exp. Date \_\_\_\_\_

\_\_\_\_\_  
Card Number

\_\_\_\_\_  
Printed Name of Authorized Signer

\_\_\_\_\_  
Authorized Signature

### Mail Form and Payment to:

Carolyn Cortright  
Michigan Education Association  
P.O. Box 2573  
East Lansing, MI 48826-2573

**OR**

### FAX Credit Card Registration to:

517-336-4009

### Registration Coordinator:

Carolyn Cortright  
800-292-1934, ext. 5491  
[ccortright@mea.org](mailto:ccortright@mea.org)

Registration for Sessions 

Conference information on the web at  
[www.mea.org/bpa](http://www.mea.org/bpa)

For Accounting Use Only

BPAPI

# 2017 Bargaining, Public Affairs and Professional Development Conference

Name: \_\_\_\_\_

To prevent unnecessary follow-up, **PLEASE DO NOT LEAVE ANYTHING BLANK.**

## SESSIONS:

Please select three choices for each series. If you do not plan to attend a session during a time slot, please mark "Not Attending."

SERIES	TIME	FIRST CHOICE	SECOND CHOICE	THIRD CHOICE	NOT ATTENDING
100 Series	Thursday 9-10:30 a.m.				
200 Series	Thursday 10:45 a.m.-12:15 p.m.				
300 Series	Thursday 2-3:30 p.m.				
400 Series	Thursday 3:45-5:15 p.m.				
500 Series	Friday 9-10:30 a.m.				
600 Series	Friday 10:45 a.m.-12:15 p.m.				
700 Series	Friday 2-3:30 p.m.				

## MEALS:

Please make your choice for each meal. If you do not plan to attend a meal, please mark "Not Attending."

MEALS	TIME	CHOICE
Thursday Breakfast	Thursday 7-8:30 a.m. Full Breakfast	<input type="checkbox"/> Yes <input type="checkbox"/> Not Attending
Thursday Lunch	Thursday 12:30 p.m.	<input type="checkbox"/> Salad/Sandwich Lunch Buffet <i>(including salads, sliced meats and cheeses and chips. There will be vegan and gluten free options available on the buffet.)</i> <input type="checkbox"/> Not Attending
Thursday Dinner	On your own	
Friday Breakfast	Friday 7-8:30 a.m. Full Breakfast	<input type="checkbox"/> Yes <input type="checkbox"/> Not Attending
Friday Lunch	Friday 12:30 p.m.	<input type="checkbox"/> Belle Isle Barbecue <i>(including salads, baked beans, pulled port, chicken sandwiches. There will be vegan and gluten free options available on the buffet.)</i> <input type="checkbox"/> Not Attending
Friday Dinner	On your own	

**Before submitting, please make sure you have completed pages 11-12.  
Please make a copy of completed registration form for your file.**

**If you need hotel accommodations, find the Hotel Information included in this packet on page 15.**

## DO YOU WANT/NEED SCECHS OR ESP CERTIFICATION CREDIT?

Please note the changes made to our procedures to participate:

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### CHANGE NUMBER 1: Registration to participate

**YOU NO LONGER HAVE TO PRE-REGISTER TO RECEIVE SCECH OR ESP CERTIFICATION CREDIT.**

Each conference attendee will receive a SCECH and ESP Certification form with their conference materials. It's that simple.

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### CHANGE NUMBER 2: Completion/Submission of the Cards Documenting Attendance

Most of the procedures to document attendance in approved sessions remain the same, that is, until you get to the final step. Please note the following:

1. Give your card (SCECH or ESP) to the presenter or facilitator, if one is assigned, when you arrive at your SCECH or ESP Certification approved session. (That way he/she knows you are taking the course for credit.) We suggest you arrive at your session a few minutes before the start of the session;
2. Attend the full session;
3. Pick up your signed card from the presenter/facilitator as proof you have attended that session for the entire allotted time;
4. **Return your completed card to the registration area at the end of the conference or before leaving the conference.** Due to Michigan Department of Education regulations, **ALL SCECH AND ESP CERTIFICATION FORMS MUST BE TURNED IN BEFORE LEAVING THE CONFERENCE.** The forms will no longer be accepted via U.S. Mail after the conference.

We hope that by streamlining this process, more members will be able to take advantage of the opportunity to receive **free** SCECH and ESP Certification credit.

We look forward to seeing you at the conference!

# STATE CONTINUING EDUCATION CLOCK HOURS (SECH) ELIGIBLE SESSIONS

- |  |  |
|--|--|
| <p>108-208 A Tool for Dealing with Workplace Violence, Threats, and Harassment</p> <p>115 Preparing to Blend Your Instruction</p> <p>205 Update on Priority Schools</p> <p>216 Engaging Members in 3-Dimensional Science Teaching: Carbon TIME</p> <p>308-408 A Tool Kit for Dealing with Workplace Violence, Threats and Harassment</p> | <p>314-414 Using Standards Based Instruction with English Language Learners</p> <p>407 Communities In Schools: What Is It and How Can CIS Help Address Barriers to Learning In Your School</p> <p>508 Transgender Students and Public Schools: Providing A Safe and Fair Learning Environment</p> <p>512-612 Crisis Prevention and Intervention on Campus</p> <p>605 ESSA: Everything You Need to Know</p> <p>613 Creating an Inclusive Educational Environment for LGBTQ Students</p> |
|--|--|

## ESP CERTIFICATE PROGRAM ELIGIBLE SESSIONS

The sessions listed below have been certified as part of the ESP Certificate Program.

### CORE–Communication

- 303-403 Put On Your Big Girl Parties and Deal With It!
- 412 Organizing through Social Media: Find the Heartbeat of Your Membership
- 507-607 True Colors for Bargaining Teams
- 606 Media Relations 101 for Local Leaders
- 705 Crafting Member Communications the Get Heard and Build Strength

### CORE–Legal/Ethical

- 110 Due Process in Discipline and Discharge
- 203 Legislative Update
- 205 Update on Priority Schools
- 210 The Fair Labor Standards Act and Michigan’s Wage Laws
- 310 Grievance Processing
- 311 MERC Update
- 411 Free Speech Rights of Union Members, Advocates & Leaders
- 506 FMLA, ADA, and Leaves
- 508 Transgender Students and Public Schools: Providing A Safe and Fair Learning Environment
- 605 ESSA: Everything You Need to Know
- 608 Hot Topics: A Legal Update
- 706 Grievance Processing
- 707 School Employees Gone Wild: The Internet, Social Networking Sites, Email, and the First Amendment
- 708 The Mandatory Reporting Requirements of Public School Employees

### CORE–Behavior Management

- 108-208 A Tool Kit for Dealing with Workplace Violence, Threats and Harassment
- 308-408 A Tool Kit for Dealing with Workplace Violence, Threats and Harassment

### CORE–Growth/Development/Psychology

- 407 Communities In Schools: What Is It and How Can CIS Help Address Barriers to Learning In Your School
- 416 Working With First-Generation Professionals
- 613 Creating an Inclusive Educational Environment for LGBTQ Students

### Elective–Cultural Diversity/Equity

- 303-403 Put On Your Big Girl Parties and Deal With It!
- 314-414 Using Standards Based Instruction with English Language Learners
- 416 Working With First-Generation Professionals
- 508 Transgender Students and Public Schools: Providing A Safe and Fair Learning Environment
- 613 Creating an Inclusive Educational Environment for LGBTQ Students

### Elective–Technology

- 412 Organizing through Social Media: Find the Heartbeat of Your Membership
- 707 School Employees Gone Wild: The Internet, Social Networking Sites, Email, and the First Amendment

### Elective–Work Environment/School Organization

- 108-208 A Tool Kit for Dealing with Workplace Violence, Threats and Harassment
- 308-408 A Tool Kit for Dealing with Workplace Violence, Threats and Harassment
- 407 Communities In Schools: What Is It and How Can CIS Help Address Barriers to Learning In Your School
- 513 Understanding Workplace Bullying
- 605 ESSA: Everything You Need to Know

### Elective–Safety

- 108-208 A Tool Kit for Dealing with Workplace Violence, Threats and Harassment
- 308-408 A Tool Kit for Dealing with Workplace Violence, Threats and Harassment
- 512-612 Crisis Prevention and Intervention on Campus

*If you have any questions about the MECPL program or what is required of you, please call 517-333-6260.*

# RESERVATIONS & PARKING

## 2017 Bargaining, Public Affairs and Professional Development Conference February 2-3, 2017

### HOTEL RESERVATIONS

A block of rooms has been set aside at the Detroit Marriott at the Renaissance Center.

Available rooms are King or Two Queens at the negotiated rate of \$151, plus 15% room tax for a total of \$173.65. This rate is **only guaranteed for reservations made through 6 p.m. on Friday, January 13**. After that time, the Detroit Marriott does not guarantee this rate.

Check-in time is 3 p.m. Check-out time is noon.

**Reservations may be made online at:** <https://resweb.passkey.com/go/MEABargainingConf2017>, or by calling 1-877-901-6632 and mentioning you are with the MEA Bargaining, Public Affairs & Professional Development Conference.

Reservations must be made no later than 6 p.m., Friday, January 13, 2017. After January 13, 2017, reservations will be accepted on a space and rate availability basis only.

Detroit Marriott requires your credit card number to accompany your reservation.

Full refund of deposit will be made upon cancellation of your room reservation if it is received by 6 p.m. on the day of your scheduled arrival.

### PARKING INFORMATION

**Valet Parking—GM Wintergarden and Marriott Hotel entrance, the maximum rate is \$25 per day, Monday-Sunday**

<b>\$5.00</b>	0-1 Hours
<b>\$10.00</b>	1-3-hours
<b>\$20.00</b>	3-8 Hours
<b>\$25.00</b>	8-24 Hours

*(rates subject to change at any time)*

For additional parking information please call Metropolitan Parking Services at 313-568-5675 (M-F, 8 a.m.-5 p.m.), or the Marriott Hotel Entrance 24 hours/7 days a week 313-568-8000

**Beaubien Place Garage 313-568-5676—Accessible from Beaubien Street or St. Antoine. Parallel to Port Atwater parking structure. Open 24 hours per day, 7 days a week, including holidays.**

<b>\$15.00</b>	per day maximum
<b>\$3.00</b>	per hour until maximum of \$15 weekdays
<b>\$3.00</b>	per hour until maximum of \$9 weekends beginning after 5 p.m. Friday
<b>\$3.00</b>	per hour until maximum of \$9 standard holidays

**Port Atwater Parking 313-259-3595—Accessible from Beaubien Street near Tower 200. Please note: Evenings and weekends these doors may be locked. Access would be by the Tower 300 doors or Wintergarden doors on Atwater.**

<b>\$15.00</b>	per day maximum
<b>\$3.00</b>	per hour until maximum of \$15 weekdays
<b>\$9.00</b>	per 24 hours maximum on weekends and holidays

**Center Garage—Miller Parking 313-259-2434—Located directly across from the Marriott Hotel lobby entrance.**

<b>\$20.00</b>	per day maximum
<b>\$1.50</b>	first half-hour
<b>\$5.00</b>	half to two hours
<b>\$10.00</b>	2-5 hours
<b>\$15.00</b>	5-10 hours
<b>\$20.00</b>	10-24 hours
<b>\$20.00</b>	lost ticket fee

**Millender Center Garage—Self Parking Rates 313-568-5676  
331 E. Larned Street, Detroit 48226  
Monday through Friday 6:30 a.m.—5:30 p.m.**

<b>\$15</b>	per day maximum
<b>\$2</b>	every 20 minutes up to \$15 maximum weekdays
<b>\$2</b>	every 20 minutes up to \$10 maximum weekends

*Parking facilities are not owned or operated by the Detroit Marriott at the Renaissance Center. All parking fees are subject to rate increase.*

See pages 32-33 for maps and listings.

# 2017 Bargaining Conference Session Offerings • Thursday, February 2, 2017

**100 SERIES**  
9:00 – 10:30 AM

**200 SERIES**  
10:45 AM–12:15 PM

**300 SERIES**  
2:00 – 3:30 PM

**400 SERIES**  
3:45 – 5:15 PM

		<b>12:30 PM</b>		<b>LUNCH FOR ALL PARTICIPANTS</b>	
<b>101</b> Conquering the Newbie Jitters	<b>201</b> How to PR Bargaining			<b>301-401</b> Assessing your Employer's Finances and Creating the Best Possible Financial Proposal	
<b>103</b> Higher Education Financial Analysis	<b>102-202</b> A Beginner's Bargaining Primer			<b>302-402</b> To Be or Not to Be a Leader	
<b>104</b> Understanding Teacher Evaluations and the Law	<b>203</b> Legislative Update			<b>303-403</b> Put On Your Big Girl Panties and Deal With It	
<b>105</b> Negotiation Genius	<b>204</b> Buzz Word... ORGANIZE!	<b>304</b> K-12 School Finance	<b>404</b> The Corporate Takeover of Your Public School		
<b>106-206</b> The Power of WE: Guardians of the Union and Public Education	<b>205</b> Update on Priority Schools	<b>305</b> Assertiveness and Bargaining: A Powerful Combination	<b>405</b> Financial ABCs of Bargaining		
<b>107</b> Election 2018, 2020 and Beyond	<b>207</b> What the Labor Movement Can Learn From the Fight for Marriage Equality	<b>306</b> Preparation, Preparation, Preparation: Getting Prepared to Bargain Successfully	<b>406</b> On Your Marks, Get Set, Go! Preparing Your Members for the Challenges of Bargaining		
<b>108-208</b> A Tool Kit for Dealing With Workplace Violence, Threats and Harassment	<b>109-709</b> NEA Bargaining Behavior Modules 1 and 2	<b>307</b> PAC Fundraising	<b>407</b> Communities in Schools: What is it and How Can CIS Help Address Barriers to Learning In Your School		
<b>110</b> Due Process in Discipline and Discharge	<b>210</b> The Fair Labor Standards Act and Michigan's Wage Laws	<b>308-408</b> A Tool Kit for Dealing With Workplace Violence, Threats and Harassment			
<b>111</b> Student Loan Forgiveness	<b>211</b> Student Loan Forgiveness	<b>109-709 Continued</b> NEA Bargaining Behavior Modules 1 and 2 (Continued)			
<b>112</b> Save Your Dues Using MEA and NEA Benefits	<b>212</b> Save Your Dues Using MEA and NEA Benefits	<b>310</b> Grievance Processing	<b>410</b> Amplifying Your Message to Organize and Brand Your Local		
<b>113</b> Why MESSA?	<b>213</b> MESSA: New Lower-Premium Plan Offerings	<b>311</b> MERC Update	<b>411</b> Free Speech Rights of Union Members, Advocates & Leaders		
<b>114</b> Leaders Are Last in Line	<b>214</b> Heart 2 Heart: Conversations That Build Trust & Unity	<b>312</b> Finally, Somebody Asked Me: The Value of Having One-on-One Conversations With Your Membership	<b>412</b> Organizing Through Social Media: Find the Heartbeat of Your Membership		
<b>115</b> Preparing to Blend Your Instruction	<b>215</b> Going It Alone: Don't Buy What the Propaganda Machine is Selling	<b>313</b> Coach Smitty's Habitat Home	<b>413</b> Health Benefits Bargaining : A Legal Update		
<b>116</b> Recruiting and Retaining Members	<b>216</b> Engaging Members in 3-Dimensional Science Teaching: Carbon TIME	<b>314-414</b> Using Standards Based Instruction With English Language Learners			
		<b>315</b> Adding Value for Members With Ancillary Benefits	<b>415</b> Making Michigan a Top 10 State in 10 Years		
		<b>316</b> Using Community Connections While Bargaining	<b>416</b> Working With First-Generation Professionals		



## 2017 Bargaining Conference Session Offerings • Friday, February 3, 2017

**500 SERIES**  
9:00 – 10:30 AM

**600 SERIES**  
10:45 AM–12:15 PM

**12:30 PM**

**700 SERIES**  
2:00 – 3:30 PM

<b>501</b>	Using MEA Research Products in Bargaining	<b>601</b>	Chat With a Lobbyist	<b>701</b>	Join the MEA Lobbying Team
<b>502-602</b>	A Beginner's Bargaining Primer	<b>603</b>	By the Numbers	<b>702</b>	K-12 School Finance
<b>503</b>	Alternative Compensation	<b>604-604</b>	Best Practices for Controlling Your Members' Out of Pocket Insurance Costs Under the Rules of Public Act 152	<b>703</b>	Organizing to Lead on ESSA
<b>505</b>	Boards, Bonds and More: How to Win Local Elections	<b>605</b>	ESSA: Everything You Need to Know	<b>704</b>	Why Can't We All Just Get Along?
<b>506</b>	FMLA, ADA and Leaves	<b>606</b>	Media Relations 101 for Local Leaders	<b>705</b>	Crafting Member Communications that Get Heard and Build Strength
<b>507-607</b>	True Colors for Bargaining Teams	<b>608</b>	Hot Topics: A Legal Update	<b>706</b>	Grievance Processing
<b>508</b>	Transgender Students and Public Schools: Providing a Safe and Fair Learning Environment	<b>610-610</b>	NEA Bargaining Behavior Modules 1 and 2 (Continued)	<b>707</b>	School Employees Gone Wild
<b>510</b>	Teacher Tenure Act Update: Recent Tenure Decisions and Developments	<b>611-611</b>	Engaging the Disengaged: How to Talk to Angry, Upset or Disinterested Members	<b>708</b>	The Mandatory Reporting Requirements of Public's School Employees
<b>511-611</b>	How to Engage Members in a Brave New World	<b>612-612</b>	Crisis Prevention and Intervention on Campus	<b>109-709 Continued</b>	NEA Bargaining Behavior Modules 1 and 2 (Continued)
<b>512-612</b>	Understanding Workplace Bullying	<b>613</b>	Creating an Inclusive Educational Environment for LGBTQ+ Students	<b>710</b>	MESSA: New Lower-Premium Plan Offerings
<b>513</b>	Investing: Making Educated Choices	<b>614-614</b>	MESSA Website Wellness Workshop	<b>711</b>	Turning Up Our Coordinating Councils' Brainstorming
<b>515</b>	Understanding Workplace Bullying	<b>615</b>	Understanding Teacher Certification	<b>712</b>	Pre-Retirement Information Meeting: Basics and MIP Plans
<b>515</b>	Investing: Making Educated Choices	<b>615</b>	Understanding Teacher Certification	<b>713</b>	Reviewing Your Governance Documents

LUNCH FOR ALL PARTICIPANTS

# SESSIONS BY CATEGORY

## BARGAINING

- 102-202 A Beginner's Bargaining Primer
- 103 Higher Education Financial Analysis
- 105 Negotiation Genius
- 106-206 Power of We: Guardians of the Union and Public Education
- 108-208 A Tool Kit for Dealing With Workplace Violence, Threats and Harassment
- 109-709 NEA Bargaining Behavior Modules 1 and 2
- 201 How to PR Bargaining
- 204 Buzz Word...ORGANIZE!
- 205 Update on Priority Schools
- 215 Going It Alone: Don't Buy What the Propaganda Machine is Selling
- 301-401 Assessing your Employer's Finances and Creating the Best Possible Financial Proposal
- 304 K-12 School Finance
- 305 Assertiveness and Bargaining: A Powerful Combination
- 306 Preparation, Preparation, Preparation. Getting Prepared to Bargain Successfully
- 308-408 A Tool Kit for Dealing With Workplace Violence, Threats and Harassment
- 405 Financial ABCs of Bargaining
- 406 On Your Marks, Get Set, Go! Preparing Your Members for the Challenges of Bargaining
- 501 Using MEA Research Products in Bargaining
- 502-602 A Beginner's Bargaining Primer
- 503 Alternative Compensation
- 504-604 Best Practices for Controlling Your Members' Out of Pocket Insurance Costs Under the Rules of Public Act 152
- 507-607 True Colors for Bargaining Teams
- 603 By the Numbers
- 605 ESSA: Everything You Need to Know
- 702 K-12 School Finance
- 704 Why Can't We All Just Get Along?

## COMMUNICATIONS

- 106-206 Power of We: Guardians of the Union and Public Education
- 108-208 A Tool Kit for Dealing With Workplace Violence, Threats and Harassment
- 114 Leaders are Last in Line
- 201 How to PR Bargaining
- 203 Legislative Update
- 204 Buzz Word...ORGANIZE!
- 205 Update on Priority Schools
- 214 Heart 2 Heart: Conversations That Build Trust & Unity
- 308-408 A Tool Kit for Dealing With Workplace Violence, Threats and Harassment
- 312 Finally, Somebody Asked Me: The Value of Having One-on-One Conversations With Your Membership
- 313 Coach Smitty's Habitat Home
- 316 Using Community Connections While Bargaining
- 407 Communities In Schools: What Is It and How Can CIS Help Address Barriers to Learning In Your School
- 410 Amplifying Your Message to Organize and Brand Your Local
- 412 Organizing through Social Media: Find the Heartbeat of Your Membership
- 601 Chat With a Lobbyist
- 605 ESSA: Everything You Need to Know
- 606 Media Relations 101 for Local Leaders
- 610 Engaging the Disengaged: How to Talk to Angry, Upset or Disinterested Members
- 701 Join The MEA Lobbying Team
- 703 Organizing to Lead on ESSA
- 705 Crafting Member Communications that Get Heard and Build Strength

## EDUCATION INITIATIVE

- 415 Making Michigan a Top 10 State in 10 Years

## FINANCE

- 304 K-12 School Finance
- 405 Financial ABCs of Bargaining
- 501 Using MEA Research Products in Bargaining
- 503 Alternative Compensation
- 702 K-12 School Finance

## GOVERNANCE

- 711 Turning Up Our Coordinating Councils Brainstorming
- 713 Reviewing Your Governance Documents

## HIGHER EDUCATION

- 203 Legislative Update
- 405 Financial ABCs of Bargaining
- 512-612 Crisis Prevention and Intervention on Campus
- 601 Chat With a Lobbyist
- 701 Join The MEA Lobbying Team

## LEGAL

- 108-208 A Tool Kit for Dealing With Workplace Violence, Threats and Harassment
- 110 Due Process In Discipline and Discharge
- 207 What the Labor Movement Can Learn From The Fight for Marriage Equality
- 210 The Fair Labor Standards Act and Michigan's Wage Laws
- 308-408 A Tool Kit for Dealing With Workplace Violence, Threats and Harassment
- 310 Grievance Processing
- 311 MERC Update
- 411 Free Speech Rights of Union Members, Advocates & Leaders
- 413 Health Benefits Bargaining: A Legal Update
- 506 FMLA, ADA, and Leaves
- 508 Transgender Students and Public Schools: Providing A Safe and Fair Learning Environment
- 510 Teacher Tenure Act Update: Recent Tenure Decisions and Developments
- 605 ESSA: Everything You Need to Know
- 608 Hot Topics: A Legal Update
- 706 Grievance Processing
- 707 School Employees Gone Wild
- 708 The Mandatory Reporting Requirements of Public School Employees

## MEA FINANCIAL SERVICES

- 515 Investing: Making Educated Choices

## MEMBER ENGAGEMENT

- 101 Conquering the Newbie Jitters
- 106-206 Power of We: Guardians of the Union and Public Education
- 111 Student Loan Forgiveness
- 112 Save Your Dues Using MEA and NEA Benefits
- 116 Recruiting & Retaining Members
- 204 Buzz Word...ORGANIZE!
- 205 Update on Priority Schools
- 211 Student Loan Forgiveness
- 212 Save Your Dues Using MEA and NEA Benefits
- 214 Heart 2 Heart: Conversations That Build Trust & Unity
- 216 Engaging Members in 3-Dimensional Science Teaching: Carbon TIME
- 302-402 To Be or Not To Be A Leader
- 303-403 Put On Your Big Girl Panties and Deal With It!
- 310 Grievance Processing
- 313 Coach Smitty's Habitat Home
- 314-414 Using Standards Based Instruction With English Language Learners
- 316 Using Community Connections While Bargaining
- 404 The Corporate Takeover of Your Public School
- 407 Communities In Schools: What Is It and How Can CIS Help Address Barriers to Learning In Your School
- 410 Amplifying Your Message to Organize and Brand Your Local
- 412 Organizing through Social Media: Find the Heartbeat of Your Membership
- 507-607 True Colors for Bargaining Teams
- 513 Understanding Workplace Bullying
- 512-612 Crisis Prevention and Intervention on Campus
- 605 ESSA: Everything You Need to Know
- 610 Engaging the Disengaged: How to Talk to Angry, Upset or Disinterested Members
- 703 Organizing to Lead on ESSA
- 705 Crafting Member Communications that Get Heard and Build Strength
- 706 Grievance Processing

# SESSIONS BY CATEGORY

## MEMBER RETENTION

- 101 Conquering the Newbie Jitters
- 106-206 Power of We: Guardians of the Union and Public Education
- 112 Save Your Dues Using MEA and NEA Benefits
- 116 Recruiting & Retaining Members
- 204 Buzz Word...ORGANIZE!
- 205 Update on Priority Schools
- 212 Save Your Dues Using MEA and NEA Benefits
- 214 Heart 2 Heart: Conversations That Build Trust & Unity
- 302-402 To Be or Not To Be A Leader
- 303-403 Put On Your Big Girl Panties and Deal With It!
- 310 Grievance Processing
- 312 Finally, Somebody Asked Me: The Value of Having One-on-One Conversations with your Membership
- 314-414 Using Standards Based Instruction with English Language Learners
- 316 Using Community Connections While Bargaining
- 404 The Corporate Takeover of Your Public School
- 407 Communities In Schools: What Is It and How Can CIS Help Address Barriers to Learning In Your School
- 410 Amplifying Your Message to Organize and Brand Your Local
- 511-611 How to Engage Members in a Brave New World
- 605 ESSA: Everything You Need to Know
- 610 Engaging the Disengaged: How to Talk to Angry, Upset or Disinterested Members
- 703 Organizing to Lead on ESSA
- 705 Crafting Member Communications that Get Heard and Build Strength
- 706 Grievance Processing

## MESSA

- 113 Why MESSA?
- 213 MESSA: New Lower-Premium Plan Offerings
- 315 Adding Value For Members With Ancillary Benefits
- 413 Health Benefits Bargaining: A Legal Update
- 514-614 MESSA Worksite Wellness Workshop
- 710 MESSA: New Lower-Premium Plan Offerings

## ORGANIZING

- 106-206 Power of We: Guardians of the Union and Public Education
- 116 Recruiting & Retaining Members
- 207 What the Labor Movement Can Learn From The Fight for Marriage Equality
- 312 Finally, Somebody Asked Me: The Value of Having One-on-One Conversations With Your Membership

## POLITICAL

- 107 Election 2018, 2020 and Beyond
- 203 Legislative Update
- 307 PAC *FUN*draining
- 316 Using Community Connections While Bargaining
- 404 The Corporate Takeover of Your Public School
- 407 Communities In Schools: What Is It and How Can CIS Help Address Barriers to Learning In Your School
- 505 Boards, Bonds and More: How to Win Local Elections
- 601 Chat With a Lobbyist
- 605 ESSA: Everything You Need to Know
- 701 Join The MEA Lobbying Team
- 703 Organizing to Lead on ESSA
- 704 Why Can't We All Just Get Along?

## PRIVATIZATION

- 204 Buzz Word...ORGANIZE!
- 316 Using Community Connections While Bargaining

## PROFESSIONAL DEVELOPMENT

- 108-208 A Tool Kit for Dealing With Workplace Violence, Threats and Harassment
- 115 Preparing to Blend your Instruction
- 204 Buzz Word...ORGANIZE!
- 205 Update on Priority Schools
- 216 Engaging Members in 3-Dimensional Science Teaching: Carbon TIME
- 303-403 Put On Your Big Girl Panties and Deal With It!
- 308-408 A Tool Kit for Dealing With Workplace Violence, Threats and Harassment
- 314-414 Using Standards Based Instruction with English Language Learners
- 416 Working With First-Generation Professionals
- 507-607 True Colors for Bargaining Teams
- 605 ESSA: Everything You Need to Know
- 613 Creating an Inclusive Educational Environment For LGBTQ Students
- 703 Organizing to Lead on ESSA

## PROFESSIONAL ISSUES

- 104 Understanding Teacher Evaluations and the Law
- 108-208 A Tool Kit for Dealing With Workplace Violence, Threats and Harassment
- 203 Legislative Update
- 204 Buzz Word...ORGANIZE!
- 205 Update on Priority Schools
- 308-408 A Tool Kit for Dealing With Workplace Violence, Threats and Harassment
- 310 Grievance Processing
- 314-414 Using Standards Based Instruction with English Language Learners
- 411 Free Speech Rights of Union Members, Advocates & Leaders
- 412 Organizing Through Social Media: Find the Heartbeat of Your Membership
- 416 Working With First-Generation Professionals
- 510 Teacher Tenure Act Update: Recent Tenure Decisions and Developments
- 512-612 Crisis Prevention and Intervention on Campus
- 601 Chat With a Lobbyist
- 605 ESSA: Everything You Need to Know
- 615 Understanding Teacher Certification
- 701 Join The MEA Lobbying Team
- 703 Organizing to Lead on ESSA
- 706 Grievance Processing
- 708 The Mandatory Reporting Requirements of Public School Employees
- 712 Pre-Retirement Information meeting: Basic and MIP Plans

## PROTECTING PUBLIC EDUCATION

- 106-206 Power of We: Guardians of the Union and Public Education
- 203 Legislative Update
- 205 Update on Priority Schools
- 310 Grievance Processing
- 407 Communities In Schools: What Is It and How Can CIS Help Address Barriers to Learning In Your School
- 410 Amplifying Your Message to Organize and Brand Your Local
- 513 Understanding Workplace Bullying
- 601 Chat With a Lobbyist
- 701 Join The MEA Lobbying Team
- 703 Organizing to Lead on ESSA
- 704 Why Can't We All Just Get Along?
- 705 Crafting Member Communications that Get Heard and Build Strength
- 706 Grievance Processing

## SCHOOL REFORM

- 203 Legislative Update
- 205 Update on Priority Schools
- 407 Communities In Schools: What Is It and How Can CIS Help Address Barriers to Learning In Your School
- 601 Chat With a Lobbyist
- 605 ESSA: Everything You Need to Know
- 701 Join The MEA Lobbying Team
- 703 Organizing to Lead on ESSA
- 704 Why Can't We All Just Get Along?

## TECHNOLOGY

- 412 Organizing through Social Media: Find the Heartbeat of Your Membership

# 2017 BARGAINING CONFERENCE SESSION LISTING

Thursday, February 2, 2017

## 100 SERIES

### 101 CONQUERING THE NEWBIE JITTERS

9–10:30 AM

Are you a new member and/or a first-time conference attendee? This session will acclimate you to the conference “personality,” who’s who, AND what you can do to ensure a great MEA experience!

**Audience:** First-Time Conference Attendees; All Education Employees

**Presenter:** Wendy Heinig, MEA Anti-Privatization/Organizing Consultant

### 102-202 A BEGINNER’S BARGAINING PRIMER

9 a.m.–12:15 p.m.

*This is a 3-hour session which continues into the 200 series.*

*This session will repeat as session 502-602.*

This session is designed to introduce new bargainiers to the bargaining process, the dos and don’ts of bargaining, and how to prepare for bargaining.

**Audience:** All Education Employees

**Presenters:** Melvina Gillespie, MEA UniServ Director  
Deb Lotan, MEA UniServ Director  
Tim Smith, MEA UniServ Director  
Joe Washington, MEA UniServ Director

### 103 HIGHER EDUCATION FINANCIAL ANALYSIS

9–10:30 a.m.

How many times have you sat down at the bargaining table only to be told the college is broke? Learn how to respond by pointing to the right numbers in the audited financial statement. The session will cover the analysis of community colleges and universities using the audits from your institution. It will help you discover unrestricted funds, those that the board can spend any way it wants for wages and benefits. See how much every school in the state has in the bank, something available only to MEA members. The schools themselves don’t have this data.

**Audience:** Higher Education Members

**Presenter:** Greg Steimel, MEA Research Analyst

### 104 UNDERSTANDING TEACHER EVALUATIONS AND THE LAW

9–10:30 a.m.

This session will update participants on where we have been and where we are going with the current laws surrounding teacher evaluations. Participants will understand the requirements under the law regarding teacher evaluations.

**Audience:** Teachers

**Presenter:** Tom Greene, MEA Field Services Consultant

### 105 NEGOTIATION GENIUS

9–10:30 a.m.

Based on the book *Negotiation Genius*, we will explore the primary concepts of becoming a better negotiator. This includes concepts such as anchoring your proposals, preparations, analyzing your zone of potential agreement, and much more. Every bargainer can become better. This session is only for experienced bargainiers.

*NOTE: This session will be limited to 30 participants.*

**Audience:** All Education Employees

**Presenters:** Craig Culver, MESSA Insurance Strategy & Development Consultant  
Gretchen Dziadosz, MEA Executive Director

### 106-206 POWER OF WE: GUARDIANS OF THE UNION AND PUBLIC EDUCATION

9 a.m.–12:15 p.m.

*This is a 3-hour session which continues into the 200 series.*

Actively engage your members and empower your local to be stronger than ever. Participants will learn a sequence of methods for connecting with members and potential members to increase the strength of their local. Modules include:

- Understanding your WHY and getting to members’ WHY—the Key to Organizing
- The Five Steps of Organizing
- Identifying Member Relationships and Emerging leaders—tracking/trending
- Community Organizing
- Developing and Implementing an Action Plan for your Local
- Overcoming Objections

*NOTE: This session is limited to 50 participants.*

**Audience:** All Education Employees

**Presenters:** Renaye Baker, MEA UniServ Director  
Deb Larson, MEA UniServ Director  
Rulesha Payne, MEA UniServ Director  
June Pettyplace, MEA UniServ Director  
Tanya Pratt, MEA UniServ Director

### 107 ELECTION 2018, 2020 AND BEYOND

9–10:30 a.m.

Was 2016 a mere warm-up to the colossal and more consequential battles to come? Learn about the importance of the 2018 and 2020 elections and why we need to start planning now, including finding and recruiting candidates, raising funds, and engaging members in politics. Every MEA vote matters—maybe more than you think.

**Audience:** All Education Employees

**Presenters:** Andy Neumann, MEA Member and Political Organizer  
Doug Pratt, Director of Public Affairs

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## 108-208 A TOOL KIT FOR DEALING WITH WORKPLACE VIOLENCE, THREATS AND HARASSMENT

9 a.m.–12:15 p.m.  

*This is a 3-hour session which continues into the 200 series.*

This session will provide you with information on dealing with violent students or adults in the work place as well as in social media. Learn what remedies you have if attacked by a student, as well as language you can include in the contract, board policy or student code of conduct.

**Audience:** All Education Employees

**Presenters:** J. Helen Brish, MEA Field Services Consultant  
Marcy Felegy, MEA UniServ Director  
Jen Miller, MEA UniServ Director

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## 109-709 NEA BARGAINING BEHAVIOR MODULES 1 AND 2

9 a.m.–5:15 p.m. Thurs. AND 9 a.m.–3:30 p.m. Friday

*This session is a two-day training which continues for the entire conference.*

The Bargaining Behavior Modules offered provide an interactive learning environment to explore the Basics of Bargaining (foundations of the process and law) and the Dilemmas of Bargaining (Goals, Trust, Honesty and Openness, Cooperation/Competition, and Information Exchange) and their impact on achieving success at the negotiations table. The learning format will include small group work, lecturettes, role plays, sharing, and non-threatening analysis. This training is the foundation for all local association negotiators and field staff in all states.

*NOTE: This session will be limited to 25 Participants.*

**Audience:** All Education Employees

**Presenter:** Charles Shaffer, Pennsylvania EA UniServ Director

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## 110 DUE PROCESS IN DISCIPLINE AND DISCHARGE

9–10:30 a.m. 

This session will focus on basic member protections and rights involving the investigation of matters which could lead to discipline and/or discharge, including but not limited to: procedural due process, substantive due process, dealing with allegations which could be criminal in nature, the right to remain silent under the Fifth Amendment, the right to representation under Weingarten, the “just cause” standard, the “arbitrary and capricious” standard, etc.

**Audience:** All Education Employees

**Presenter:** Dan Zarimba, MEA Staff Attorney

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## 111 STUDENT LOAN FORGIVENESS

9–10:30 a.m.

*This session will repeat as session 211.*

Familiarize members and leaders on a variety of options for student loan debt reduction and elimination. Leaders will receive information on forgiveness programs to take back to their members.

**Audience:** All Education Employees

**Presenters:** Kevin Marvin, MEA UniServ Director  
Jon Toppen, MEA UniServ Director  
Melanie Waltz, MEA UniServ Director

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## 112 SAVE YOUR DUES USING MEA AND NEA BENEFITS

9–10:30 a.m.

*This session will repeat as session 212.*

If you have a computer or cell phone, you should be saving money by using your MEA and NEA benefits. Come join us and see how easy it is to save money. If you go out to restaurants or if you are buying a car, you absolutely should attend!

*NOTE: This session is limited to 40 participants.*

**Audience:** All Education Employees

**Presenters:** Alex Bates, MEA Help Center Supervisor  
Michele Israel, MEA UniServ Director  
Jason Long, NEA Member Benefits

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## 113 WHY MESSA?

9–10:30 a.m.

MESSA is the only health insurance company created by educators for educators. Since 1960, we've had a successful and stable track record. Join us to learn about what makes MESSA unique, from our responsible business practices to our strong member focus.

**Audience:** All Education Employees

**Presenters:** Terry Scharf, MESSA Field Services Representative  
Renee Szurna, MESSA Field Services Representative  
Tara Wilbur, MESSA Field Services Representative

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## 114 LEADERS ARE LAST IN LINE

9–10:30 a.m.

Learn what simple acts can boost your leadership style. Put yourself last in line, as simple as eating last. If you are in a leadership role and want to become a stronger leader, this session is for you.

*NOTE: This session is limited to 30 Participants.*

**Audience:** All Education Employees

**Presenters:** Vida Ruggero, Pinckney EA President  
Brett Smith, Linden EA President

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## 115 PREPARING TO BLEND YOUR INSTRUCTION

9–10:30 a.m. 

This session will review basic blended philosophy, build a common understanding, and guide educators in designing their own blended instruction. Please bring your own device.

**Audience:** Teachers and Higher Education Members

**Presenter:** Christopher Thomas, Ann Arbor EA

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## 116 RECRUITING & RETAINING MEMBERS

9–10:30 a.m.

How do you hook new members and keep them once you have them?

This session focuses on strengthening your local—how to approach and sign up new hires, how to keep members engaged and how to make sure member needs are met. You will network and share ideas with others.

*NOTE: This session is limited to 50 participants.*

**Audience:** All Education Employees

**Presenters:** Rebecca Drayton, Gobles EA President  
Amanda Miller, Kalamazoo EA President  
Jacob Oaster, Hopkins EA President

## 200 SERIES

### 201 HOW-TO PR BARGAINING

10:45 a.m.–12:15 p.m.

How we “talk” bargaining to our members, the public and the media can be a key determiner of our success at the bargaining table. This session will help you create a public relations program that will get results at the table, with members, in the community and with the media.

*NOTE: This session is limited to 50 participants.*

**Audience:** All Education Employees

**Presenter:** David Crim, MEA Communications Consultant

### 203 LEGISLATIVE UPDATE

10:45 a.m.–12:15 p.m. 

Budget cuts, bargaining rights, retirement issues, evaluation, employee rights, reading (retention) legislation, etc. are all topics of legislation affecting higher education, K-12, and pre-K education. Meet with the MEA lobbyists for the current update on the issues, as well as pointers and discussion on how to communicate with legislators.

**Audience:** All Education Employees

**Presenters:** Christina Canfield, MEA Lobbyist  
David Michelson, MEA Lobbyist

### 204 BUZZ WORD ...ORGANIZE!

10:45 a.m.–12:15 p.m.

We've all heard it—“Don't Mourn, ORGANIZE!” But what does that really mean? Tips and tricks on motivating your local members to come together over an issue, bargaining, building and sustaining membership, and anything else that people are passionate about.

*NOTE: This session is limited to 50 participants.*

**Audience:** All Education Employees

**Presenter:** Wendy Heinig, MEA Anti-Privatization/Organizing Consultant

### 205 UPDATE ON PRIORITY SCHOOLS

10:45 a.m.–12:15 p.m.  

This session is for MEA staff and members who are working with or in a district that has a Priority School. What does this mean when looking at the School Reform Office plans and what changes will take place based on the implementation of ESSA?

*NOTE: This session is limited to 40 participants.*

**Audience:** All K-12 Members (Teachers and ESP)

**Presenter:** J. Helen Brish, MEA Field Services Consultant

### 207 WHAT THE LABOR MOVEMENT CAN LEARN FROM THE FIGHT FOR MARRIAGE EQUALITY


10:45 a.m.–12:15 p.m.

Just 15 years ago, no state allowed same-sex couples to marry, and support for same-sex marriage hovered around 30 percent. Now, marriage equality is the law of the land. This session will explore the legal, political, and organizing strategies involved in winning the marriage equality fight and what the labor movement can learn from the movement's eventual triumph.

**Audience:** All Education Employees

**Presenters:** Frank Burger, MEA Board Member; Carman-Ainsworth EA President  
Lisa Harrison, MEA Arbitration Specialist  
Michael Shoudy, MEA General Council

### 210 THE FAIR LABOR STANDARDS ACT AND MICHIGAN'S WAGE LAWS

10:45 a.m.–12:15 p.m. 

This session will provide an overview of the Fair Labor Standards Act, including the newly enacted federal overtime regulations which double the salary threshold required to be exempt under the law. This session will also review Michigan's wage and fringe benefit law and its requirements and discuss ways to bargain and otherwise protect our members.

*NOTE: This session is limited to 50 participants.*

**Audience:** All Education Employees

**Presenters:** William “Burt” Burleson, MEA UniServ Director  
Doug Wilcox, MEA Staff Attorney

### 211 STUDENT LOAN FORGIVENESS

10:45 a.m.–12:15 p.m.

*This session will repeat as session 111.*

Familiarize members and leaders on a variety of options for student loan debt reduction and elimination. Leaders will receive information on forgiveness programs to take back to their members.

**Audience:** All Education Employees

**Presenters:** Kevin Marvin, MEA UniServ Director  
Jon Toppen, MEA UniServ Director  
Melanie Waltz, MEA UniServ Director

### 212 SAVE YOUR DUES USING MEA AND NEA BENEFITS

10:45 a.m.–12:15 p.m.

*This is a repeat of session 112.*

If you have a computer or cell phone, you should be saving money by using your MEA and NEA benefits. Come join us and see how easy it is to save money. If you go out to restaurants or if you are buying a car, you absolutely should attend!

*NOTE: This session is limited to 40 participants.*

**Audience:** All Education Employees

**Presenters:** Alex Bates, MEA Help Center Supervisor  
Michele Israel, MEA UniServ Director  
Jason Long, NEA Member Benefits

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## 213 MESSA: NEW LOWER-PREMIUM PLAN OFFERINGS

10:45 a.m.–12:15 p.m.

*This session will repeat as session 710.*

If your group is exploring ways to reduce the amount deducted from employee paychecks for health care, you'll want to attend this session to learn about MESSA's newest options. We have options with lower premiums, including new deductible options, coinsurance riders and prescription drug riders.

**Audience:** All Education Employees

**Presenters:** Robert Kwiatkoski, MESSA Field Services Representative  
Heather Scott, MESSA Field Services Representative

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## 214 HEART 2 HEART: CONVERSATIONS THAT BUILD TRUST & UNITY

10:45 a.m.–12:15 p.m.

Members say that the people they trust the most in their union are their local leaders; are you making the most of this opportunity? Learn about how to have the conversations and make those personal connections that build unity and trust. It's what your members have been waiting for!

*NOTE: This session is limited to 40 participants.*

**Audience:** All Education Employees

**Presenter:** Paula Herbart, Fraser EA, Local 1 Chairperson and MEA Board Member

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## 215 GOING IT ALONE—DON'T BUY WHAT THE PROPAGANDA MACHINE IS SELLING

10:45 a.m.–12:15 p.m.

This session will give an in-depth look at the contract and salary schedule losses by the last MEA education association to leave and go off on their own, and how their experience exposes the lies being sold to your members by radical right-wing propaganda machines like the Mackinac Center, and their secret-dark-money funders and affiliates.

**Audience:** All Education Employees

**Presenter:** Rick Trainor, MEA Secretary/Treasurer

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## 216 ENGAGING MEMBERS IN 3-DIMENSIONAL SCIENCE TEACHING: CARBON TIME

10:45 a.m.–12:15 p.m. 

Are 3-D science teaching, the MSS, and the new state science assessment on your mind? Join us to learn for yourself and support your members. The session includes information on MEA's Carbon TIME (Transformations In Matter and Energy) Networks, which offer 3-D curriculum and professional development for middle and high school science teachers.

**Audience:** Teachers

**Presenters:** Liz Ratashak, MEA Board Member and Vicksburg EA President  
Christie Morrison Thomas, MEA Carbon TIME Network Leader

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## 300 SERIES

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### 301-401 ASSESSING YOUR EMPLOYER'S FINANCES AND CREATING THE BEST POSSIBLE FINANCIAL PROPOSAL

2–5:15 p.m.

*This is a 3-hour session which continues into the 400 series.*

Do you ever ask how big of a raise your district can afford while staying financially healthy? Are concessions really needed for your district to remain financially sound? Are you in deficit and looking for alternatives to drastic pay cuts that will help you get your district financially stable? This training will focus on the analysis and understanding you need in order to answer these and other critical questions related to bargaining money.

*NOTE: This session is limited to 25 participants.*

**Audience:** All Education Employees

**Presenters:** Bruce Beckman, MEA UniServ Director  
Brad Gibson, MEA UniServ Director  
Mara Wirtz, MEA UniServ Director

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### 302-402 TO BE OR NOT TO BE A LEADER

2–5:15 p.m.

*This is a 3-hour session which continues into the 400 series.*

This session is designed to inform school employees and union leadership how to become a better local leader and a powerful advocate for public schools at the state and local levels.

*NOTE: This session is limited to 35 participants.*

**Audience:** All Education Employees

**Presenters:** Melvina Gillespie, MEA UniServ Director  
Deb Lotan, MEA UniServ Director  
Tim Smith, MEA UniServ Director  
Joe Washington, MEA UniServ Director

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You're invited to the MESSA Information Center where you can talk with MESSA Field Representatives and other staff to get answers to your questions.

#### CENTER HOURS:

Thursday: 8 a.m.–3:45 p.m.

Friday: 8 a.m.–2 p.m.

We look forward to seeing you—we're here to help!

**Hosted by MESSA Field Representatives**

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### 303-403 PUT ON YOUR BIG GIRL PANTIES AND DEAL WITH IT!

2-5:15 p.m.



*This is a 3-hour session which continues into the 400 series.*

Do you hate to talk to your supervisor or superintendent about union issues? Are you worn out from trying to make everyone happy? Do you feel like your administrators talk down to you? Do you feel out of your league at the bargaining table? Being a woman advocate involves social expectations that need to be recognized and dealt with. Come to this session to find out how to effectively represent and engage your members and command respect. This session will cover power in communication, male/female interaction, verbal and nonverbal communication, and how to be more assertive. It is a fun, high-energy session!

*NOTE: This session is limited to 50 participants.*

**Audience:** Women; All Education Employees

**Presenters:** Krista Abbott, MEA UniServ Director  
Melvina Gillespie, MEA UniServ Director  
Wendy Heinig, MEA Anti-Privatization/Organizing Consultant  
Rulesha Payne, MEA UniServ Director  
Tanya Pratt, MEA UniServ Director

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### 304 K-12 SCHOOL FINANCE

2-3:30 p.m.

*This session will repeat as Session 702.*

This session will review the latest State School Aid Act and the basics of K-12 school finance.

**Audience:** All K-12 Members (Teachers and ESP)

**Presenter:** Ruth Beier, MEA Labor Economist

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### 305 ASSERTIVENESS AND BARGAINING: A POWERFUL COMBINATION

2-3:30 p.m.

Participants will complete a negotiation style assessment. This assessment offers a simple framework for thinking about one's negotiating style and the likely effect of that style in a negotiating situation. Understanding how assertive behavior and one's negotiating style preference work together for the purpose of bargaining will be explored.

*NOTE: This session is limited to 30 participants.*

**Audience:** All Education Employees

**Presenter:** Tom Greene, MEA Field Services Consultant

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### 306 PREPARATION, PREPARATION, PREPARATION: GETTING PREPARED TO BARGAIN SUCCESSFULLY

2-3:30 p.m.



The session will provide the fundamental steps to bargain successfully. It includes an introduction to bargaining surveys, financial analysis, bargaining team selection, developing interests and creating proposals, member messaging and other resources.

*NOTE: This session is limited to 50 participants.*

**Audience:** All Education Employees

**Presenters:** Christine Anderson, MEA UniServ Director  
George Przygodski, MEA UniServ Director  
Linda Kato, MEA E-dues SNAP

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### 307 PAC FUNDRAISING

2-3:30 p.m.

In order to be successful in influencing policymakers at the local, state and national levels, an organization like MEA must have money—Political Action Committee (PAC) money. This session will help to explain why PAC is so important and how to raise PAC money in your local—and have fun while you're doing it!

**Audience:** All Education Employees

**Presenters:** Andy Neumann, MEA Member and Political Organizer  
Doug Pratt, Director of Public Affairs

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### 308-408 A TOOL KIT FOR DEALING WITH WORKPLACE VIOLENCE, THREATS AND HARASSMENT

2-5:15 p.m.



*This is a 3-hour session which continues into the 400 series.*

This session will provide information on dealing with violent students or adults in the work place as well as in social media. Learn what remedies you have if attacked by a student, as well as language you can include in the contract, board policy or student code of conduct.

**Audience:** All Education Employees

**Presenters:** J. Helen Brish, MEA Field Services Consultant  
Marcy Felegy, MEA UniServ Director  
Jen Miller, MEA UniServ Director

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### 310 GRIEVANCE PROCESSING

2-3:30 p.m.



*This session will repeat as Session 706.*

This training is designed to assist association representatives and grievance chairs with the art of processing grievances, including contract language, member representation, the actual writing of a grievance and grievance advancement.

*NOTE: This session is limited to 30 participants.*

**Audience:** All Education Employees

**Presenters:** Suzanne Clark, MEA Arbitration Specialist  
Lisa Harrison, MEA Arbitration Specialist  
Michelle Pollok, MEA Arbitration Specialist

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### 311 MERC UPDATE

2-3:30 p.m.



This session will discuss recent developments under our public bargaining law, the Public Employment Relations Act, including the new amendments to the bargaining law addressing prohibited topics of bargaining for teachers, such as layoff and recall, evaluation and discipline, and cases issued by MERC. Strategies on how to best continue advocating for our members will also be addressed.

**Audience:** All Education Employees

**Presenter:** Douglas Wilcox, MEA Staff Attorney



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### 312 FINALLY, SOMEBODY ASKED ME: THE VALUE OF HAVING ONE-ON-ONE CONVERSATIONS WITH YOUR MEMBERSHIP

2–3:30 p.m.

Participants will learn how to have natural one-on-one conversations with members that are less contrived and more useful in the local. As a result, leaders will discover local member values, motivations to action, and feelings about the union in general to help get a better understanding from their members about what they need from their union. This session will give leaders useful examples of how to have conversations with natural conversation starters and then how to use the information obtained afterwards to get members engaged and activated when necessary.

*NOTE: This session is limited to 50 participants.*

**Audience:** All Education Employees

**Presenters:** Renaye Baker, MEA UniServ Director  
Linda LaVictor, MEA UniServ Specialist-Field Organizer  
Anthony Panneck, MEA UniServ Specialist-Field Organizer

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### 313 COACH SMITTY'S HABITAT HOME

2–3:30 p.m.

The Algonac Education Association is partnering with Habitat for Humanity and building a home for one of our own members. We will describe the process and how it has both built relationships in the unit and in the community.

*NOTE: This session is limited to 50 participants.*

**Audience:** All Education Employees

**Presenters:** Scott Barnhart, Algonac EA  
Lisa Bacsikin, Algonac EA  
Michele Israel, MEA UniServ Director

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### 314-414 USING STANDARDS BASED INSTRUCTION WITH ENGLISH LANGUAGE LEARNERS

2–5:15 p.m.



*This is a 3-hour session which continues into the 400 series.*

This newly revised NEA ELL component introduces members to the use of Standards Based Instruction when working with English Language Learners including strategies to support ELL learning and achievement within a standards-based curriculum, lesson planning, teaching strategies and support of content standards at all levels.

**Audience:** All Education Employees

**Presenters:** Ann Marie Borders, Ann Arbor EA  
Angela Waiters, NEA Cadre Member  
Elizabeth Kelly-Sell, Ann Arbor EA

You're invited to the MESSA Information Center where you can talk with MESSA Field Representatives and other staff to get answers to your questions.

#### CENTER HOURS:

Thursday: 8 a.m.–3:45 p.m.

Friday: 8 a.m.–2 p.m.

We look forward to seeing you—we're here to help!

**Hosted by MESSA Field Representatives**

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### 315 ADDING VALUE FOR MEMBERS WITH ANCILLARY BENEFITS

2–3:30 p.m.

Negotiated ancillary benefits like vision/dental and long-term disability insurance can provide peace of mind and mitigate some bargaining concessions. Learn about ancillary benefits, including cost drivers, and develop a deeper understanding for why these benefits matter.

**Audience:** All Education Employees

**Presenters:** Kim Chappel, MESSA Marketing Research Consultant  
Danielle Fell, MESSA Competitive Market Research Consultant  
Mark Middlewood, MESSA Field Services Representative

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### 316 USING COMMUNITY CONNECTIONS WHILE BARGAINING

2–3:30 p.m.

We will share ways local ESP and EA associations, along with the SWAP team and MEA, work together to combat local and statewide threats by presenting the NEA-endorsed ASCD Whole Child approach and messaging of how all educators, EA and ESP alike are critical members of the education workforce, and how we can work together to build community support, gaining respect for our roles in education.

We will cover our organizing strategies, research and communication resources, and our victories and challenges.

**Audience:** All Education Employees

**Presenters:** Jen Almassy, MEA Board Member, Reese EA President  
Troy Beasley, MEA Board Member, Waterford EA President  
Percy Brown, MEA Board Member, Ann Arbor P President  
Frank Burger, MEA Board Member, Carman-Ainsworth EA President  
Drew Campbell, MEA Board Member, Waterford CMT, ESP Caucus President  
Roy Freeman, MEA Board Member, Dowagiac Union CMT President  
Maury Koffman, MEA Board Member, MSU-APA E/ESP President

## 400 SERIES

### 404 THE CORPORATE TAKEOVER OF YOUR PUBLIC SCHOOL

3:45–5:15 p.m.

How did Right to Work suddenly become law? Why does the ban on payroll dues deduction only apply to public schools? Right to Work, the banning of dues deduction, expanding charter schools, ever-more cyber schools, are all steps toward converting public schools to for-profit corporations. Learn about the corporate interests that were behind all of this and what they intend to do next. And most importantly, find out what you can do about it.

**Audience:** All Education Employees

**Presenters:** Christina Canfield, MEA Lobbyist  
Greg Steimel, MEA Research Analyst

### 405 FINANCIAL ABCS OF BARGAINING

3:45–5:15 p.m.

Finding financial information to support bargaining can be as easy as A-B-C. What state and federal aid does your district receive? What is the budget to audit change in your district's finances? Where do you find information on college finances and expenditures? Know what your district or college knows about its finances and how that can build strength for your bargaining proposals.

*NOTE: This session is limited to 30 participants.*

**Audience:** All Education Employees

**Presenter:** Deb Larson, MEA UniServ Director

### 406 ON YOUR MARKS, GET SET, GO! PREPARING YOUR MEMBERS FOR THE CHALLENGES OF BARGAINING

3:45–5:15 p.m.

This session will help beginning bargainiers raise their awareness of the bargaining process and the issues that impact bargaining. Fundamentals for messaging members before, during, and after bargaining will be presented.

*NOTE: This session is limited to 50 participants.*

**Audience:** All K-12 Members (Teachers and ESP)

**Presenters:** Christine Anderson, MEA UniServ Director  
George Przygodski, MEA UniServ Director  
Linda Kato, MEA E-dues SNAP

### 407 COMMUNITIES IN SCHOOLS: WHAT IS IT AND HOW CAN CIS HELP ADDRESS BARRIERS TO LEARNING IN YOUR SCHOOL

3:45–5:15 p.m.  

Communities In Schools is the largest and most effective organization dedicated to keeping students in school and helping them succeed in life. Learn how CIS partners with school staff to assess students' needs and provide resources to help them succeed. Leaders from districts who have been working with CIS will provide real-life examples.

*NOTE: This session is limited to 50 participants.*

**Audience:** All Education Employees

**Presenter:** J. Helen Brish, MEA Field Services Consultant

### 410 AMPLIFYING YOUR MESSAGE TO ORGANIZE AND BRAND YOUR LOCAL

3:45–5:15 p.m.

Polling shows that many MEA members belong to the union primarily to have a voice in the larger policy conversation around public education. What can you do to play offense instead of defense with the media? What actions can you take to increase your members' visibility in the public arena? Where does social media come in? Learn how and where you can tell your local story to build strength, influence public perceptions, and achieve goals!

*NOTE: This session is limited to 50 participants.*

**Audience:** All Education Employees

**Presenters:** David Crim, MEA Communications Consultant  
Brenda Ortega, MEA Editor  
Doug Pratt, Director of Public Affairs

### 411 FREE SPEECH RIGHTS OF UNION MEMBERS, ADVOCATES & LEADERS

3:45–5:15 p.m. 

What can you say or do as an elected leader or advocate for your members? What will get you in trouble? Recent court decisions show just how limited the free speech rights of public employees really are. This session will examine the limits of free speech for public employees, and the more expansive rights of association leaders and member advocates.

**Audience:** All Education Employees

**Presenter:** Jeff Murphy, Staff Attorney

### 412 ORGANIZING THROUGH SOCIAL MEDIA: FIND THE HEARTBEAT OF YOUR MEMBERSHIP

3:45–5:15 p.m. 

How do your members communicate? How do you get members to show up to a board meeting? How do you quickly communicate what's going on in Lansing? This session will explore how to use social media like Facebook, Instagram, and Twitter to organize and engage members. This session will also cover apps that can be used to effectively communicate.

*NOTE: This session is limited to 25 participants.*

**Audience:** All Education Employees

**Presenters:** Aesha Baldwin, MEA UniServ Director  
Adam Bingman, MEA Arbitration Specialist  
Dorian Prier, MEA UniServ Director

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## 413 HEALTH BENEFITS BARGAINING: A LEGAL UPDATE

3:45–5:15 p.m.

Bargainers will receive essential information about state and federal laws impacting health benefits, including:

- the Affordable Care Act
- Public Act 152, the Publicly Funded Health Insurance Contribution Act
- Recent amendments to the Public Employment Relations Act.
- Section 125 plans (including tips for maximizing the tax advantages)
- Public Act 54

*NOTE: This session is limited to 50 participants.*

**Audience:** All Education Employees

**Presenters:** Joe Firestone, MESSA Legal & Compliance Director  
Jeff Nyquist, MESSA General Counsel

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## 415 MAKING MICHIGAN A TOP 10 STATE IN 10 YEARS

3:45–5:15 p.m.

The Top 10 in 10 Years Strategic Plan is a Michigan plan, not an MDE plan. Michigan is going to be a Top 10 education state in 10 years. We need you. Learn more about this strategic plan and how you can be a part of this work.

*NOTE: This session is limited to 50 participants.*

**Audience:** All Education Employees

**Presenters:** Norma Jean Sass, Chief Deputy Superintendent of Schools, Michigan Department of Education  
Stephen Best, Assistant Director of the Office of Education Improvement and Innovation

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## 416 WORKING WITH FIRST-GENERATION PROFESSIONALS

3:45–5:15 p.m. 

Being a “first-generation professional” presents specific challenges when trying to learn how to navigate the hidden rules of the professional world. Participants who attend this session will leave with an understanding of, and useful tips for, helping other first-generation professionals learn the rules and become successful leaders.

*NOTE: This session is limited to 40 participants.*

**Audience:** All Education Employees

**Presenter:** Madonna Jackson, Mott Community College

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Friday, February 3, 2017

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## 500 SERIES

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### 501 USING MEA RESEARCH PRODUCTS IN BARGAINING

9–10:30 a.m.

This session will review the MEA Research products including Profiles, Financial Analysis, and the new Bargaining Unit Cost Calculator.

**Audience:** All K-12 Members (Teachers and ESP)

**Presenter:** Ruth Beier, MEA Labor Economist

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### 502-602 A BEGINNER'S BARGAINING PRIMER

9 a.m.–12:15 p.m.

*This is a 3-hour session which continues into the 600 series.*

*This session is a repeat of session 102-202.*

This session is designed to introduce new bargainers to the bargaining process, the dos and don'ts of bargaining, and how to prepare for bargaining.

**Audience:** All Education Employees

**Presenters:** Melvina Gillespie, MEA UniServ Director  
Deb Lotan, MEA UniServ Director  
Tim Smith, MEA UniServ Director  
Joe Washington, MEA UniServ Director

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### 503 ALTERNATIVE COMPENSATION

9–10:30 a.m.

A review of various options to traditional compensation plans and discussion of the pros and cons of the options. Learn how to get your administration to consider some of the plans and which plans you should not consider.

*NOTE: This session is limited to 40 participants.*

**Audience:** All K-12 Members (Teachers and ESP)

**Presenter:** J. Helen Brish, MEA Field Services Consultant

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You're invited to the MESSA Information Center where you can talk with MESSA Field Representatives and other staff to get answers to your questions.

**CENTER HOURS:**

Thursday: 8 a.m.–3:45 p.m.

Friday: 8 a.m.–2 p.m.

We look forward to seeing you—we're here to help!

**Hosted by MESSA Field Representatives**

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## 504-604 BEST PRACTICES FOR CONTROLLING YOUR MEMBERS' OUT OF POCKET INSURANCE COSTS UNDER THE RULES OF PUBLIC ACT 152

9 a.m.–12:15 p.m.

*This is a 3-hour session which continues into the 600 series.*

Feel like you're handcuffed when it comes to insurance bargaining? Think there's no real *choice* but to chase from the current cheap-enough plan to the next? This double session is designed to give you the analysis and tools to rethink this hopeless condition many bargainers are now facing in Michigan's public schools.

**Audience:** All Education Employees

**Presenter:** Craig Culver, MESSA Insurance Strategy & Development Consultant

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## 505 BOARDS, BONDS AND MORE: HOW TO WIN LOCAL ELECTIONS

9–10:30 a.m.

To win an election, you have to know how to run a campaign. This session is designed to help members run a successful campaign for millages, bond issues, school board candidates, and other local officials—from the original planning stages through the election and beyond.

NOTE: This session is limited to 50 participants.

**Audience:** All Education Employees

**Presenters:** Andy Neumann, MEA Member and Political Organizer  
Doug Pratt, Director of Public Affairs

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## 506 FMLA, ADA, AND LEAVES

9–10:30 a.m. 

This session will cover the basics of the Family Medical Leave Act (FMLA), the Americans with Disabilities Act (ADA), and their interaction (or lack thereof) with contractual provisions. We will also provide tips on contract language that may be useful in relation to the FMLA, ADA, and leaves.

**Audience:** All Education Employees

**Presenters:** William "Burt" Burleson, MEA UniServ Director  
Michelle Pollok, MEA Arbitration Specialist

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## 507-607 TRUE COLORS FOR BARGAINING TEAMS

9 a.m.–12:15 PM



*This is a 3-hour session which continues into the 600 series.*

True Colors is a model for understanding yourself and others based on your personality temperament. The colors orange, gold, green and blue are used to differentiate the four central personality styles. Each of us has a combination of these True Colors that make up our personality spectrum, usually with one of the styles being the most dominant. Identifying your personality and the personalities of others using True Colors provides you with insights into different motivations, actions and communication approaches. This session will leave you confident in knowing your bargaining teammates as well as how to handle the folks sitting across the table from you during negotiations.

True Colors works because it is based on true principles and easy to remember and use—in all kinds of circumstances—from personal relationships to professional success.

*\*\*Please note that this session is specifically for bargaining teams, not for individual attendees.*

NOTE: This session is limited to 40 participants

**Audience:** All Education Employees

**Presenter:** Wendy Heinig, MEA Anti-Privatization/Organizing Consultant

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## 508 TRANSGENDER STUDENTS AND PUBLIC SCHOOLS: PROVIDING A SAFE AND FAIR LEARNING ENVIRONMENT

9–10:30 a.m.



Both the media and politicians have devoted much attention as of late regarding the issue of transgender students and restrooms. In this session we will provide an overview of important issues related to transgender students, including restrooms, participation in school activities, school dress codes, school records, privacy, and bullying. We will also provide an overview of both the state of the law regarding transgender student issues and guidance that has been provided by both the federal government and the Michigan State Board of Education.

**Audience:** All Education Employees

**Presenters:** Frank Burger, MEA Board Member; Carman-Ainsworth EA President  
Jay Kaplan, LGBT Legal Project Staff Attorney, ACLU of Michigan

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## 510 TEACHER TENURE ACT UPDATE: RECENT TENURE DECISIONS AND DEVELOPMENTS

9–10:30 a.m.

The 2011 Tenure Reform Package changed the tenure rights of K-12 teachers. Decisions of the State Tenure Commission and the courts continue to flesh out those changes. This session will review recent decisions interpreting the Tenure Act and explain the practical impact of those decisions on our members.

**Audience:** Teachers

**Presenter:** Jeff Murphy, MEA Staff Attorney

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You're invited to the MESSA Information Center where you can talk with MESSA Field Representatives and other staff to get answers to your questions.

### CENTER HOURS:

Thursday: 8 a.m.–3:45 p.m.

Friday: 8 a.m.–2 p.m.

We look forward to seeing you—we're here to help!

**Hosted by MESSA Field Representatives**

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## 511-611 HOW TO ENGAGE MEMBERS IN A BRAVE NEW WORLD

9 a.m.–12:15 PM

*This is a 3-hour session which continues into the 600 series.*

This session will provide local leaders with the tools they need to engage their members and show them the importance of continuing to maintain a strong voice in the employment setting. Discussion will focus on how to deal with the new laws, how to address the loss of payroll deduction, e-dues, and governance issues at the state and local level, plus provide solid practical advice and tips on how to connect with and engage members.

*NOTE: This session is limited to 50 participants.*

**Audience:** All Education Employees

**Presenters:** Renaye Baker, MEA UniServ Director  
Sue Rutherford, MEA UniServ Director  
Saun Strobel, MEA UniServ Director  
Doug Wilcox, MEA Staff Attorney

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## 512-612 CRISIS PREVENTION AND INTERVENTION ON CAMPUS

9 a.m.–12:15 PM



*This is a 3-hour session which continues into the 600 series.*

This session will discuss various types of crisis that occur on campus and how to prepare and respond, including information on how to prepare for and respond to an active shooter event.

*NOTE: This session is limited to 30 participants.*

**Audience:** Higher Education Members

**Presenters:** Suzanne Clark, MEA Arbitration Specialist  
Cheryll Conklin, Central Zone Director

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## 513 UNDERSTANDING WORKPLACE BULLYING

9–10:30 a.m.



Bullying in the workplace can come in many forms, and although such misconduct can sometimes be overt, it can also be subtle or even concealed. This training provides information on recognizing bullying in the workplace, as well as tips on protecting yourself and your members if victimized by a bully on the job.

*NOTE: This session is limited to 30 participants.*

**Audience:** All Education Employees

**Presenters:** Aesha Baldwin, MEA UniServ Director  
Chad Williams, MEA UniServ Director

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## 514-614 MESSA WORKSITE WELLNESS WORKSHOP

9 a.m.–12:15 PM

*This is a 3-hour session which continues into the 600 series.*

Worksite wellness programs target people where they spend a lot of time—at work. MESSA health promotion consultants will inspire you to create or re-energize a worksite wellness program in your district or building. You'll learn about MESSA wellness report cards, program planning tools and wellness activities. Come prepared for an interactive session. Dress for movement and comfort.

**Audience:** All Education Employees

**Presenters:** Rhonda Jones, MESSA Health Promotion Consultant  
Mona Tropf, MESSA Health Promotion Consultant

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## 515 INVESTING: MAKING EDUCATED CHOICES

9–10:30 a.m.

Retirement planning can be confusing. This session is designed to help public school employees make educated choices about their retirement and investment options. Strong planning makes for strong leadership!

*NOTE: This session is limited to 50 participants.*

**Audience:** All Education Employees

**Presenter:** Jason Diotte, MEA Financial Services Representative

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## 600 SERIES

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### 601 CHAT WITH A LOBBYIST

10:45 a.m.–12:15 p.m.

This is your chance to participate in an interesting session to get background information on current legislation, educational issues, future ballot issues, and election politics “straight talk” only heard by MEA lobbyists’ ears! This INFORMAL GROUP SESSION will whet the appetite of any MEA political junkie or pundit. Join us and experience “real politics” the way we see and hear it at the Michigan Capitol. This session will provide valuable information as you discuss MEA legislative programs.

*NOTE: This session is limited to 40 participants.*

**Audience:** All Education Employees

**Presenters:** Christina Canfield, MEA Lobbyist  
David Michelson, MEA Lobbyist

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### 603 BY THE NUMBERS

10:45 a.m.–12:15 p.m.

The basic fundamental principles of financial analysis, cost analysis, and how to use this data in bargaining will be covered in this session. Basic terminology of school finance, introduction to the information in a financial audit, and discussion on how to use this information will be presented. The session will also demonstrate how to determine the cost of your proposal.

*NOTE: This session is limited to 50 participants.*

**Audience:** All K-12 Members (Teachers and ESP)

**Presenters:** Christine Anderson, MEA UniServ Director  
George Przygodski, MEA UniServ Director  
Linda Kato, MEA E-dues SNAP

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### 605 ESSA: EVERYTHING YOU NEED TO KNOW

10:45 a.m.–12:15 p.m.



Learn about the changes brought about by the implementation of ESSA at the federal level and state level so you can work with your district to develop its local implementation plan around issues related to student testing, staff evaluation, professional development and other reforms to improve student learning.

*NOTE: This session is limited to 40 participants.*

**Audience:** All K-12 Members (Teachers and ESP)

**Presenter:** J. Helen Brish, MEA Field Services Consultant

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## 606 MEDIA RELATIONS 101 FOR LOCAL LEADERS



10:45 a.m.–12:15 p.m.

Whether you're a media novice or an old pro in need of some new tips, this session will provide you with best practices in how to respond to, build relationships with, and benefit from reporters covering education in your community. Learn how to give a great quote and get your local's message to be part of the media's coverage of your schools.

*NOTE: This session is limited to 50 participants.*

**Audience:** All Education Employees

**Presenters:** David Crim, MEA Communications Consultant  
Doug Pratt, Director of Public Affairs

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## 608 HOT TOPICS: A LEGAL UPDATE

10:45 a.m.–12:15 p.m.

Public educators and public employees are under attack at the state and federal levels. This session will review new laws, amendments, and important cases that affect public employment in education.

**Audience:** All Education Employees

**Presenter:** Michael Shoudy, MEA General Council

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## 610 ENGAGING THE DISENGAGED: HOW TO TALK TO ANGRY, UPSET OR DISINTERESTED MEMBERS

10:45 a.m.–12:15 p.m.

A hands-on training session that will equip you with the tools to effectively engage angry, upset, or disengaged members and non-members.

*NOTE: This session is limited to 40 participants.*

**Audience:** All Education Employees

**Presenters:** Mary Aldecoa, MEA UniServ Specialist-Field Organizer  
Alex Bates, MEA Help Center Supervisor  
Jessica Lumbreras, MEA UniServ Specialist-Field Organizer  
Aaron Peake, MEA Help Center Specialist

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## 613 CREATING AN INCLUSIVE EDUCATIONAL ENVIRONMENT FOR LGBTQ STUDENTS

10:45 a.m.–12:15 p.m.

As members of an educational community, our goal is to establish a safe, comfortable, and inclusive learning environment for all students. Lesbian, gay, bisexual, and transgender students face unique issues and challenges. This presentation offers information and interventions that support what we do—provide quality education to all students.

*NOTE: This session is limited to 50 participants.*

**Audience:** All Education Employees

**Presenter:** Julie Corey, Pinckney EA

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## 615 UNDERSTANDING TEACHER CERTIFICATION

10:45 a.m.–12:15 p.m.

The Michigan Department of Education (MDE) has new rules and procedures regarding teacher certification. You will receive an overview of the new certification process, including how to use District Provided Professional Development (DPPD), the State Continuing Education Clock Hours (SCECH), and how to navigate the Michigan Online Education Certification System (MOECS).

**Audience:** Teachers

**Presenter:** Paul Helder, MEA Field Services Consultant

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## 700 SERIES

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### 701 JOIN THE MEA LOBBYING TEAM

2–3:30 p.m.

Join the MEA lobbying team. Lobbyists will share observations, techniques, and experiences with participants to use during legislative councils, legislator contacts, and written communications to promote the MEA legislative agenda. Resources including written and on-line material will be part of this presentation.

*NOTE: This session is limited to 35 participants.*

**Audience:** All Education Employees

**Presenters:** Christina Canfield, MEA Lobbyist  
David Michelson, MEA Lobbyist

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### 702 K-12 SCHOOL FINANCE

2–3:30 p.m.

*This session is a repeat of Session 304.*

This session will review the latest State School Aid Act and the basics of K-12 school finance.

**Audience:** All K-12 Members (Teachers and ESP)

**Presenter:** Ruth Beier, MEA Labor Economist

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### 703 ORGANIZING TO LEAD ON ESSA

2–3:30 p.m.

Participants will receive information and strategies for organizing members to work with the community to make changes to evaluation, testing, professional growth, and other issues which are part of the Every Student Succeeds Act.

*NOTE: This session is limited to 35 participants.*

**Audience:** All K-12 Members (Teachers and ESP)

**Presenters:** J. Helen Brish, MEA Field Services Consultant  
Jana Buckhannon, Kalamazoo EA  
Deb Larson, MEA UniServ Director  
Jennifer Shelito, Tuscola ISD COPT Vice President

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You're invited to the MESSA Information Center where you can talk with MESSA Field Representatives and other staff to get answers to your questions.

### CENTER HOURS:

Thursday: 8 a.m.–3:45 p.m. • Friday: 8 a.m.–2 p.m.

We look forward to seeing you—we're here to help!

Hosted by MESSA Field Representatives

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## 704 WHY CAN'T WE ALL JUST GET ALONG?

2–3:30 p.m.

This session is designed to illustrate how the Whitehall School District and the Whitehall Education Association were able to reach an historic 14-year collective bargaining agreement. Three years into this pact, an update will be provided on how the long-term agreement is working and how it allows student achievement to be the main focus in Whitehall.

**Audience:** All Education Employees

**Presenters:** Jerry McDowell, Superintendent, Whitehall School District  
John Mierz, Whitehall EA Member  
Timothy Smith, MEA UniServ Director

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## 705 CRAFTING MEMBER COMMUNICATIONS THAT GET HEARD AND BUILD STRENGTH

2–3:30 p.m. 

What do your members want to know, and how do you get your messages out to them? Developing a high-quality internal communications plan can help you build membership, increase member participation, and improve member satisfaction and retention. Learn how to create a two-way dialogue with members, target messages for your busy audience, and produce communications that get the results you desire.

*NOTE: This session is limited to 50 participants.*

**Audience:** All Education Employees

**Presenter:** Brenda Ortega, MEA Editor

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## 706 GRIEVANCE PROCESSING

2–3:30 p.m. 

*This is a repeat of Session 310.*

This training is designed to assist association representatives and grievance chairs with the art of processing grievances; including contract language, member representation, the actual writing of a grievance, and grievance advancement.

*NOTE: This session is limited to 30 participants.*

**Audience:** All Education Employees

**Presenters:** Suzanne Clark, MEA Arbitration Specialist  
Lisa Harrison, MEA Arbitration Specialist  
Michelle Pollok, MEA Arbitration Specialist

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## 707 SCHOOL EMPLOYEES GONE WILD: THE INTERNET, SOCIAL NETWORKING SITES, EMAIL, AND THE FIRST AMENDMENT

2–3:30 p.m. 

Leaders use email for communicating with their members and each other, believing that those communications are confidential. Nearly all teachers, and many other school employees, use online communication to keep parents updated on the progress of their children. This session will look at the projections that school employees have under the First Amendment and other laws when using email and online sites and will provide guidance on how to use these tools without creating employment problems.

**Audience:** All Education Employees

**Presenter:** Michael Shoudy, MEA General Council

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## 708 THE MANDATORY REPORTING REQUIREMENTS OF PUBLIC SCHOOL EMPLOYEES

2–3:30 p.m. 

Public school employees are required to self-report certain criminal charges, and may be required to report suspected child abuse or neglect. This session will review who exactly is required to report, how the report is made, and the consequences for failure to make a required report.

**Audience:** All K-12 Members (Teachers and ESP)

**Presenter:** Jeff Murphy, MEA Staff Attorney

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## 710 MESSA: NEW LOWER-PREMIUM PLAN OFFERINGS

2–3:30 p.m.

*This is a repeat of session 213.*

If your group is exploring ways to reduce the amount deducted from employee paychecks for health care, you'll want to attend this session to learn about MESSA's newest options. We have options with lower premiums, including new deductible options, coinsurance riders and prescription drug riders.

**Audience:** All Education Employees

**Presenters:** Robert Kwiatkoski, MESSA Field Services Representative  
Heather Scott, MESSA Field Services Representative

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## 711 TURNING UP OUR COORDINATING COUNCILS' BRAINSTORMING

2–3:30 p.m.

Three years ago, the St. Clair County Education Association began meeting in the summers to plan for the next year. Come hear what we have done to improve our coordinating council and share what your coordinating councils are doing.

*NOTE: This session is limited to 50 participants.*

**Audience:** All Education Employees

**Presenters:** Michele Israel, MEA UniServ Director  
Kathy Kuretich, Capac EA President  
Lisa Luberto, Algonac EA President

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## 712 PRE-RETIREMENT INFORMATION MEETING: BASICS AND MIP PLANS

2–3:30 p.m.

You're thinking about retirement, but how do you know you're ready? The retirement system can be very complicated. Choosing the right retirement option and making sure you meet all of the qualifications is critical to your financial well-being. Make sure you understand the system, so you can receive the full benefits that you have earned.

**Audience:** All Education Employees

**Presenter:** Paul Helder, MEA Field Services Consultant

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## 713 REVIEWING YOUR GOVERNANCE DOCUMENTS

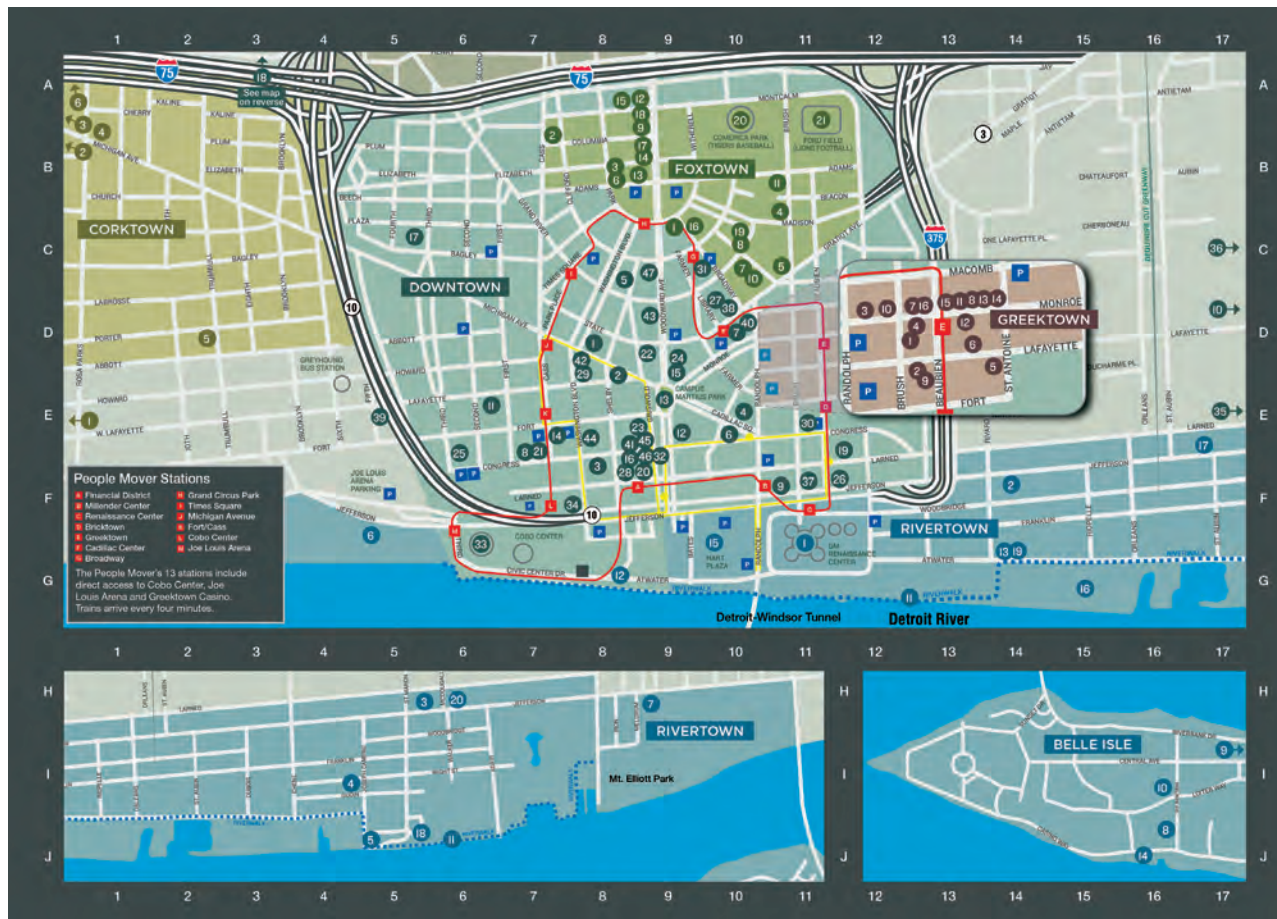
2–3:30 p.m.

Bring your local's constitution and bylaws and learn how to update them.

**Audience:** All Education Employees

**Presenter:** Lance Little, MEA Board Member and Vice Chair  
Governance Review Committee

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## DOWNTOWN

### RESTAURANTS/NIGHTLIFE

- D-8 **24Grille** 204 Michigan Ave., (313) 964-3821 or www.spal924grille.com. \$\$\$.
- E-8 **2 American Coney Island** 114 W. Lafayette, (313) 961-7758 or www.americanconeyisland.com. \$.
- F-8 **3 Blue Star Cafe** 239 W. Congress, (313) 222-5893 or www.bluestardetroit.com. \$.
- E-10 **4 Cadillac Square Diner** 111 Cadillac Square, (313) 974-6923 or www.cadillacsquarediner.com. \$.
- C-8 **5 Cafe D'Mongo's Speakeasy** 1439 Griswold, (313) 965-7555 or www.cafedmongos.com. \$.
- E-10 **6 Checker Bar & Grill** 124 Cadillac Square, (313) 961-9249. \$.
- D-10 **7 CK Mediterranean Grille & Catering** 119 Monroe St., Ste. D-7, (313) 496-6666 or www.ckgrille.com. \$.
- E-7 **8 Cobo Joe's Sports Bar & Grill** 422 W. Congress, (313) 965-0840 or www.cobojoes.com. \$.
- F-II **9 Courtyard Cafe & Bar** 333 E. Jefferson, (313) 223-3933 or www.detroitdowntowncourtyard.com. \$.
- OFF **10 Detroit Vegan Soul** 8027 Agnes St., (313) 444-9402 or www.detroitvegansoul.com. \$. (Opening April 2013)
- E-6 **11 Finn & Porter** 525 W. Lafayette Blvd., (313) 963-5600 ext. 5020 or www.finnandporter.com. \$.
- E-9 **12 Foran's Grand Trunk Pub** 612 Woodward Ave., (313) 961-3043 or www.grandtrunkpub.com. \$.
- E-9 **13 Fountain Bistro** 800 Woodward Ave., Campus Martius Park, (313) 237-7778 or www.fountainbistro.com. \$\$\$.
- E-7 **14 Gateway Deli - Downtown Detroit** 333 W. Fort St., (313) 256-1900. \$.
- E-9 **15 Hard Rock Cafe Detroit** 45 Monroe St., (313) 964-7825 or www.hardrock.com. \$.
- E-8 **16 London Chop House** 155 W. Congress, (313) 962-0277 or www.thelondonchophouse.com. \$\$\$.
- C-5 **17 MGM Grand Detroit** 1777 Third St., (877) 888-2121, (313) 465-1777 or www.mgmgranddetroit.com; Breeze \$\$\$; Palette Dining Studio \$\$\$; TAP \$\$; Wolfgang Puck Pizzeria & Cucina \$\$\$; Wolfgang Puck Steak \$\$\$.
- S-2 **18 MotorCity Casino Hotel** 2901 Grand River Ave., (866) 782-9622 or www.motorcitycasino.com; Assembly Line Buffet \$\$\$; Grand River Deli \$\$; Iridescence \$\$\$; Pit Stop \$; Sweet Ride Coffee Shop \$.
- E-12 **19 Opus One** 565 E. Larned, (313) 961-7766 or www.opus-one.com. \$\$\$.
- F-9 **20 Quiznos Sub** 535 Griswold, (313) 961-5555. \$.
- F-II **9 Rice Bowl Fresh Asian Kitchen** 333 E. Jefferson Ave., #270, (313) 963-3200 or www.ricebowlasiankitchen.com. \$.
- E-6 **11 Round Bar & Grill** 525 W. Lafayette Blvd., (313) 963-5600. \$.
- E-7 **21 Six Pack Bar & Grill** 404 W. Congress, (313) 964-1333. \$.

- D-9 **22 Skybar Grill & Lounge** 1150 Griswold, (313) 965-3054 or www.skybardetroit.com. \$.
- E-8 **23 Sweet Endings** 645 Griswold, Ste. 10, (313) 962-0010. \$.
- D-9 **24 Texas de Brazil** 1000 Woodward Ave., (313) 964-4333 or www.texasdebrasil.com/Detroit. \$\$\$.
- E-6 **25 Tommy's Detroit Bar & Grill** 624 Third St., (313) 965-2269 or www.tommysdetroit.com. \$.
- F-II **26 Tom's Oyster Bar - Detroit** 519 E. Jefferson Ave., (313) 964-4010 or www.tomsoysterbar.com. \$.
- D-10 **27 Vicente's Cuban Cuisine** 1250 Library St., (313) 962-8800 or www.vicente.us. \$.
- F-8 **28 Wah-Hoo Chinese** 536 Shelby St., (313) 324-8700 or www.wah-hoo.net. \$.
- E-8 **29 WaLa** 1010 Washington Blvd., (313) 963-5450. \$.

### MUSIC/THEATER

- E-II **30 St. Andrew's Hall & The Shelter** 431 E. Congress, (313) 961-8961 or www.saintandrewsdetroit.com.

### ATTRACTIONS

- C-10 **31 Bull Family YMCA** 1401 Broadway, (313) 309-9622 or www.ymcadetroit.org/bull.
- E-9 **32 Campus Martius Park** 800 Woodward Ave., (313) 962-0101 or www.campusmartiuspark.org.
- E-9 **33 The Guardian Building** 500 Griswold Ave., (313) 963-4567 or www.guardianbuilding.com.
- G-6 **34 Joe Louis Arena** 500 Civic Center Drive, (313) 963-6606 or www.olympiaentertainment.com; **Detroit Red Wings** (313) 396-7575 or www.detroitredwings.com.
- C-5 **17 MGM Grand Detroit** 1777 Third St., (877) 888-2121, (313) 465-1777 or www.mgmgranddetroit.com.
- F-8 **34 Michigan Sports Hall of Fame** 1 Washington Blvd., Cobo Center, (248) 473-0666, (800) 649-2968 or www.michiganhsof.com.
- S-2 **18 MotorCity Casino Hotel** 2901 Grand River Ave., (866) 782-9622 or www.motorcitycasino.com.
- OFF **35 Pewabic Pottery** 10125 E. Jefferson Ave., (313) 822-0854 or www.pewabic.org.
- OFF **36 Solanus Casey Center** 1780 Mount Elliott St., (313) 579-2100 or www.solanuscenter.org.

### SHOPPING

- F-II **37 DuMouchelles Art Galleries** 409 E. Jefferson Ave., (313) 963-6255 or www.dumouchelles.com.
- D-10 **38 Henry the Hatter** 1307 Broadway, (313) 962-0970, (800) 591-4343 or www.henrythetatterdetroit.com.
- E-5 **39 John K. King Used and Rare Books** 901 W. Lafayette Blvd., (313) 961-0622 or www.rarebooklink.com.
- D-10 **40 Serman's** 1239 Randolph, (313) 964-1335 or www.sermansclothes.com.

- E-8 **41 Wesley Berry Flowers** 150 W. Congress, (313) 962-2046, (800) 937-5397 or www.wesleyberryflorist.net.

### HOTELS/ACCOMMODATIONS

- F-II **9 Courtyard by Marriott - Detroit Downtown** 333 E. Jefferson Ave., (313) 222-7700, (800) 321-2211 or www.detroitdowntowncourtyard.com.
- E-6 **11 DoubleTree Suites by Hilton Detroit Downtown** 525 W. Lafayette Blvd., (313) 963-5600, (800) 222-TREE or www.doubletree.com.
- D-8 **42 Holiday Inn Express Hotel & Suites - Detroit Downtown** 1020 Washington Blvd., (313) 887-7000 or www.hlexpress.com.
- C-5 **17 MGM Grand Detroit** 1777 Third St., (877) 888-2121, (313) 465-1777 or www.mgmgranddetroit.com.
- S-2 **18 MotorCity Casino Hotel** 2901 Grand River Ave., (866) 782-9622 or www.motorcitycasino.com.
- D-8 **1 The Westin Book Cadillac Detroit** 1114 Washington Blvd., (313) 442-1600, (800) WESTIN-1 or www.westin.com/bookcadillac.

### TOURS

- D-9 **43 Dhive** 1253 Woodward Ave., (313) 962-4590 or www.dhivedetroit.org.
- Detroit Urban Adventures** (313) 701-1900 or www.detroiturbanadventures.com.
- Motor City Tour Company** (248) 850-2563 or www.motorcitybrowtours.com.
- Show Me Detroit Tours** (313) 444-2120 or www.showmedetroit.com.

### ADDITIONAL VISITOR SERVICES

- E-8 **44 Detroit Metro Convention & Visitors Bureau** 211 W. Fort St., Ste. 1000, (313) 202-1800 or www.visitdetroit.com.
- E-9 **45 Salon Deanna Internationale** 615 Griswold, Lobby Level, (313) 965-6905 or www.salondeannainternational.com.
- D-8 **1 Spal924grille.com**, (313) 964-3821 or www.spal924grille.com.
- E-9 **46 The UPS Store** 535 Griswold St., Ste. 111, (313) 963-7080 or www.theupsstorelocal.com/5676.
- C-9 **47 Woodhouse Day Spa** 1447 Woodward Ave., (313) 965-6270 or www.detroit.woodhousespa.com.

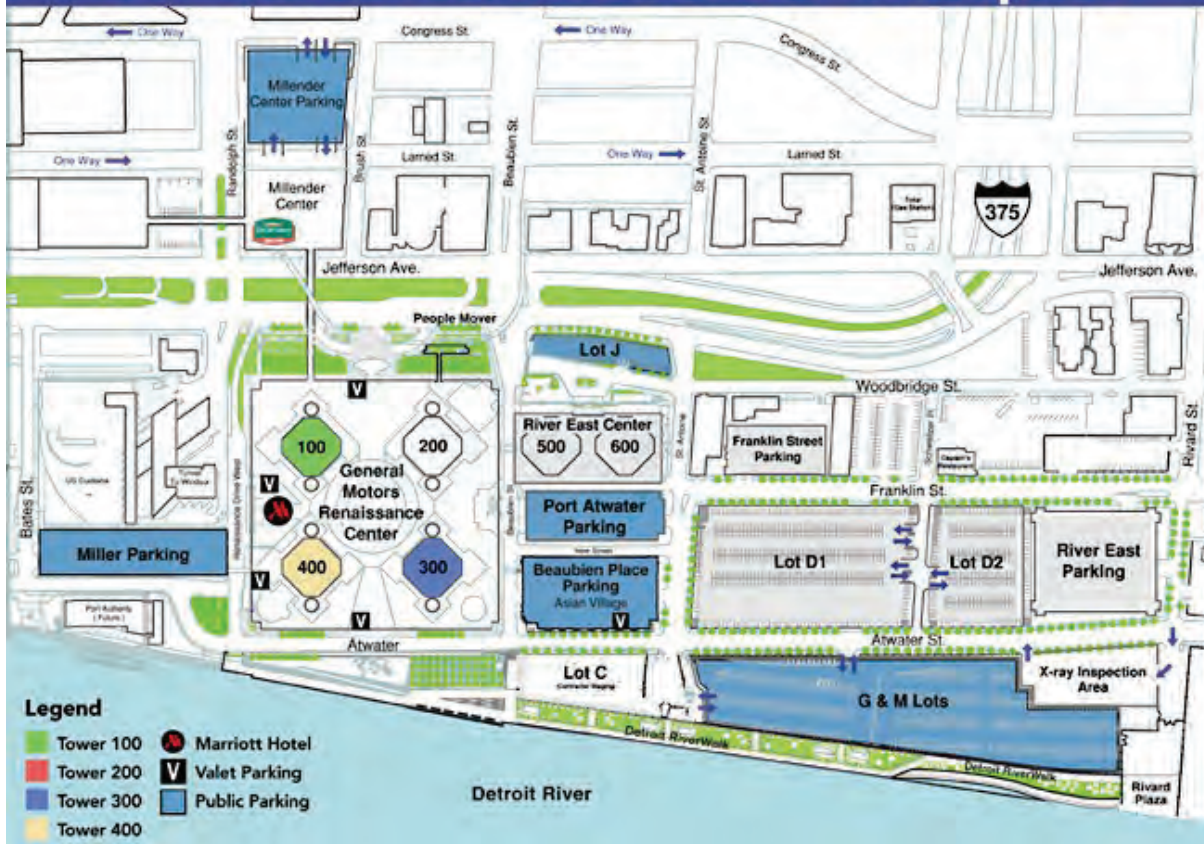
## GREEKTOWN

### RESTAURANTS/NIGHTLIFE

- D-12 **1 A Bar** 1000 Brush St., (313) 962-2323, (800) 772-2323 or www.atheneumsuites.com. \$.
- D-12 **2 Bouzouki Lounge** 432 E. Lafayette, (313) 964-5744 or www.bouzoukigreektown.com. \$.
- D-12 **3 Buffalo Wild Wings** 1218 Randolph, (313) 961-9453 or www.buffalowildwings.com. \$.



# GM Renaissance Center Complex



## Legend

- Tower 100
- Tower 200
- Tower 300
- Tower 400
- Marriott Hotel
- V Valet Parking
- Public Parking

- D-13 **4** Fishbone's 400 Monroe St., (313) 965-4600 or www.fishbonesusa.com. \$.
- D-14 **5** Flood's Bar & Grille 731 St. Antoine, (313) 963-1090 or www.floodsdetroit.com. \$.
- D-13 **6** Greektown Casino-Hotel 1200 St. Antoine St., (877) 424-5554 or www.greektowncasino.com; Bistro 555 \$\$\$; Brizola \$\$\$\$; Shotz Sports Bar \$\$.
- D-12 **7** Marilyn's American Tavern 419 Monroe St., (313) 879-7150. \$.
- D-13 **8** New Parthenon Restaurant 547 Monroe St., (313) 961-5111. \$.
- E-13 **9** Niki's Lounge 735 Beaubien St., (313) 964-1400 or www.nikislounge.com. \$.
- D-12 **10** Old Shillelagh Irish Pub 349 Monroe St., (313) 964-0007 or www.oldshillelagh.com. \$.
- D-13 **11** Pappy's Sports Bar & Grill 517 Monroe St., (313) 983-4000 or www.pappysdetroit.com. \$.
- D-13 **12** Pegasus Taverna Restaurant 558 Monroe St., (313) 964-6800 or pegasustavernas.com. \$.
- D-14 **13** PizzaPapalis of Greektown 553 Monroe St., (313) 961-8020 or www.pizzapapalis.com. \$.
- D-14 **14** Red Smoke Barbeque 573 Monroe St., (313) 962-2100 or www.redsmokebarbeque.com. \$\$\$.
- D-13 **15** Santorini Estiatorio 501 Monroe St., (313) 982-9366 or www.santorinidetroit.com. \$.

## ATTRACTIONS

- D-13 **6** Greektown Casino-Hotel 555 E. Lafayette, (313) 223-2999 or www.greektowncasino.com.
- D-13 **16** Second Baptist Church of Detroit 441 Monroe, (313) 961-0920 or www.secondbaptistdetroit.org.

## HOTELS/ACCOMMODATIONS

- D-12 **1** The Athenium Suite Hotel and Conference Center 1000 Brush St., (313) 962-2323, (800) 772-2323 or www.atheniumsuites.com.
- D-13 **6** Greektown Casino-Hotel 1200 St. Antoine St., (877) 424-5554 or www.greektowncasino.com.

## FOXTOWN

### RESTAURANTS/NIGHTLIFE

- C-9 **1** Angelina Italian Bistro 1565 Broadway, (313) 962-1355 or www.angelinadetroit.com. \$\$.
- B-7 **2** Bookies Bar & Grille 2208 Cass Ave., (313) 962-0319 or www.bookiesbar.com. \$.
- B-8 **3** Bucharest Grill 2040 Park, (313) 965-3111 or www.bucharestgrill.com. \$.
- C-II **4** Century Grille 333 Madison, (313) 963-9800 or www.gemtheatre.com. \$\$\$.
- C-II **5** The Chrome Grill 351 Gratiot Ave., (313) 967-0900 or www.detroitdowntown.stayhlg.com. \$.

- B-8 **6** Cliff Bell's 2030 Park Ave., (313) 961-2543 or www.cliffbells.com. \$\$\$.
- C-10 **7** Coaches Corner Bar & Grill 1465 Centre St., (313) 963-4000 or www.coachescornerdetroit.com. \$.
- C-10 **8** Colors Restaurant 311 E. Grand River Ave., (313) 496-1212 or www.colors-detroit.com. \$.
- B-9 **9** Da Edoardo Foxtown Grille 2203 Woodward Ave., (313) 471-3500 or www.daedardo.com. \$\$\$.
- C-10 **10** Detroit Seafood Market 1435 Randolph St., (313) 962-4180 or www.thedetroitseafoodmarket.com. \$\$\$.
- B-II **11** Elwood Bar & Grill 300 Adams St. (at Brush), (313) 962-2337 or www.elwoodgrill.com. \$.
- A-9 **12** Hockeytown Cafe 2301 Woodward Ave., (313) 965-9500 or www.hockeytowncafe.com. \$.
- B-8 **13** Rub BBQ Pub 18 W. Adams, (313) 964-0782 or www.rubbbqdetroit.com. \$.
- B-9 **14** State Bar & Grill 2101 Woodward Ave., (313) 961-5451. \$.

## MUSIC/THEATER

- A-8 **15** City Theatre 2301 Woodward Ave., (313) 471-3400 or www.olympiaentertainment.com.
- C-9 **16** Detroit Opera House/Michigan Opera Theatre 1526 Broadway, (313) 961-3500 or www.michiganopera.org.
- B-9 **17** The Fillmore Detroit 2115 Woodward Ave., Ste. 917, (313) 961-5451 or www.thefillmoredetroit.com.
- A-9 **18** Fox Theatre 2211 Woodward Ave., (313) 471-3200 or www.olympiaentertainment.com.
- C-II **4** Gem & Century Theatres 333 Madison Ave., (313) 963-9800 or www.gemtheatre.com.

## ATTRACTIONS

- C-10 **19** Arts League of Michigan 311 E. Grand River Ave., (313) 965-9430 or www.theartcenter.org.
- B-10 **20** Comerica Park 2100 Woodward Ave., (313) 471-2283 or www.olympiaentertainment.com; Detroit Tigers (313) 471-2000 or www.detroittigers.com.
- B-II **21** Ford Field 2000 Brush St., (313) 262-2000 or www.fordfield.com; Detroit Lions (313) 262-2000 or www.detroitlions.com.

## SHOPPING

- A-9 **19** Little Foxes Fine Gifts Fox Theatre, 2211 Woodward Ave., (313) 963-6202; (866) 963-6202 or www.littlefoxes.com.

## HOTEL/ACCOMMODATIONS

- C-II **5** Hilton Garden Inn - Detroit Downtown 351 Gratiot Ave., (313) 967-0900, (800) HILTONS or www.detroitdowntown.hg.com.

## RIVERTOWN

### RESTAURANTS/NIGHTLIFE

- G-II **1** Andiamo Detroit Riverfront 400 GM Renaissance Center, (313) 567-6700 or www.andiamoitalia.com. \$\$\$.
- F-14 **2** The Clique 1326 E. Jefferson Ave., (313) 259-0922. \$.
- G-II **1** Coach Insignia 100 GM Renaissance Center, 72nd floor, (313) 567-2622 or www.thepicureangroup.com. \$\$\$.
- G-II **1** Coney Town/Gyroland/Fish City 200 GM Renaissance Center, Level A, Food Court, (313) 259-8000. \$.
- G-II **1** Forty-Two Degrees North 400 GM Renaissance Center, Third Level, (313) 568-8698 or www.dineatdetroitmarriott.com. \$.
- G-II **1** Joe Muer Seafood 400 GM Renaissance Center, Ste. 1404, (313) 567-8837 or www.joemuerseafood.com. \$\$\$\$.
- H-5 **3** PizzaPapalis of Rivertown 3171 E. Jefferson, (313) 259-7272 or www.pizzapapalis.com. \$.
- I-4 **4** Privé Deux 237 Jos. Campau, Ste. A, (313) 784-9730 or www.prive2deux.com. \$.
- J-5 **5** The Rattlesnake Club 300 River Place, (313) 567-4400 or www.rattlesnakedetroit.com. \$\$\$.
- G-II **1** Rice Bowl Express 100 GM Renaissance Center, Level A, Food Court, (313) 259-3200 or www.ricebowlasiankitchen.com. \$.
- F-5 **6** Signature Grill 250 Riverfront Drive, Riverfront Condominiums, (313) 394-0667 or www.signaturedetroit.com. \$.
- G-II **1** That Sandwich Place 200 GM Renaissance Center, Level A, Food Court, (313) 568-1817. \$.
- G-II **1** Volt 400 Renaissance Drive, First Level, (313) 568-8700 or www.detroitmarriott.com/dining. \$\$.
- H-9 **7** Walh's Spirits & So Much More 6452 E. Jefferson, (313) 259-4470. \$.

## ATTRACTIONS

- J-16 **8** Anna Scripps Whitcomb Conservatory, Belle Isle 7000 Inselruhe, Belle Isle, (313) 821-5428 or www.belleislesconservancy.org.
- OFF **9** Belle Isle Nature Zoo Corner of Oakway Trail and Lakeside Drive, 176 Lakeside Drive, Belle Isle, (248) 541-5717 or www.detroitzoo.org.
- I-16 **10** Belle Isle Park 2 Inselruhe, Belle Isle, (313) 628-2081.
- G-12 **11** Detroit International RiverWalk Joe Louis Arena to Mount Elliott Park, (313) 568-8200 or www.detroitriverfront.org.
- G-8 **12** Detroit Princess Riverboat 201 Civic Center Drive, (517) 627-2154 or www.detroitprincess.com.

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## MEA 2017 CONFERENCES

### ESP Statewide Conference

March 17-18, 2017

### Student MEA Conference

March 18, 2017

### Summer Leadership Conference

August 1-3, 2017

### Higher Education Conference

October 20, 2017

### Bargaining Conference

February 8-9, 2018

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## COMMUNICATIONS COMMITTEE

Bill Triolet	Region 2, Chair
Martha Alvarez	Region 15
Flo Anderson	Region 17
Ed Bryant	Region 8
Brian Byars	Region 8
Lynne Copeland	Region 3
Troy Hayes	Region 6
Jennifer Jones	Region 9
Marci LaValley	Region 11
Dawn Levey	Region 8, Vice Chair
Chandra Madaffer	Region 7
Kimberly Montague	Region 14
Heidi Posh	Region 2
Jack Schneider	MEA-Retired
Doug Pratt	Staff Liaison

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## LONG RANGE BARGAINING COMMITTEE

Cheryl Lake	Region 13, Chair
Jenifer Almassy	Region 11
Donald Harris	Region 2
Paula Herbart	Region 6
Doug Hill	Region 7
David Hockaday	Region 8
David Houghton	Region 6
Aimee McKeever	Region 7, Vice Chair
Cathy Murray	Region 6
Liza Parkinson	Region 6
Dawn Pierz	Region 2
Liz Ratashak	Region 5
Nick Valenti	Region 7
J. Helen Brish	Staff Liaison
Cal Mott	Staff Liaison

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## STAFF BARGAINING STRATEGY AND IMPLEMENTATION TEAM (SBSIT)

J. Helen Brish	Field Services Consultant
Tracy Brooks	UniServ Director
Christina Canfield	Lobbyist
Cheryll Conklin	Central Zone Field Services Director
Craig Culver	MESSA Insurance Strategy & Development Consultant
Jason Diotte	MEA Financial Services Representative
Gretchen Dziadosz	MEA Executive Director
Lisa Gibbs	MESSA Field Services Secretary
Melvina Gillespie	UniServ Director
Tom Greene	Field Services Consultant
Kia Hagens	Southern Zone Field Services Director
Lisa Harrison	Arbitration Specialist
Wendy Heinig	MEA Anti-Privatization Organizing Specialist
Maureen McCallister	UniServ Director
Frank Mongene	UniServ Director
Cal Mott	Eastern Zone Field Services Director
Frank Musto	MESSA Field Services Director
Gezelle Oliver	UniServ Director
Brenda Ortega	MEA Editor
Rulesha Payne	UniServ Director
June Pettyplace	UniServ Director
George Przygodski	UniServ Director
Bruce Reaume	MEA Financial Services Executive Director
Nancy Rutkowski	UniServ Director
Keith Sauter	UniServ Director
Lou Ann Vidmar	Uniserv Director
Chad Williams	UniServ Director
Yvonne Williams	Northern Zone Field Services Director
Dan Zarimba	MEA Staff Attorney

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## CONFERENCE PLANNING STAFF

J. Helen Brish	Field Services Consultant
Carolyn Cortright	Conference Coordinator
Marcy Hartung	UniServ Director
Wendy Heinig	MEA Anti-Privatization Organizing Specialist
Kevin Marvin	UniServ Director
Cal Mott	Eastern Zone Field Services Director
Jeff Murphy	Staff Attorney
Gezelle Oliver	UniServ Director
Sandy Paesens	UniServ Director
Chad Williams	UniServ Director
J. Robin Langley	Conference Manager



# MEA

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## Michigan Education Association

PO Box 2573, East Lansing, MI 48826-2573

517-332-6551 or 800-292-1934

[www.mea.org](http://www.mea.org)

Steven B. Cook, President • Nancy L. Strachan, Vice President • Richard S. Trainor, Secretary-Treasurer • Gretchen Dziadosz, Executive Director

*The mission of the MEA is to ensure that the education of our students and  
the working environments of our members are of the highest quality.*

