

TRIP REPORT
AFFILIATE LEADERSHIP TRAINING SEMINAR

Lake Buena Vista Florida
January 26 through January 29, 2010

A Janssen

I would like to thank the Executive Board and members of Local F-282 as well as the 16th District of the IAFF for enabling me to attend this training seminar. The fact that the Local picked up my lodging costs and the District paid my transportation costs made all the difference as to whether I could attend. I learned many things over the course of the training session and look forward to putting all that knowledge to use for my fellow Union members.

I arrived at the conference center /hotel early in the evening of January 26, 2010. The IAFF Human Relations Conference was already in full swing with the first part of the Affiliate Leadership Training Seminar scheduled for January 27th.

My first training session was scheduled for 9 AM on the 27th with the VP of the IAFF 16th District, that start time ended up slipping for an hour because the VP had some last minute IAFF business come up. Since I was already up and about I crashed a session of the Human Relations conference. This 90-minute session on negotiations was geared not so much to specific lessons on how to negotiate but more on the theoretical concepts that underpin negotiations and what type of personal and organizational behaviors can help or hurt your side in the negotiation process. I found this session to be very enlightening and highly recommend that the president of F-282 attend the next HR conference.

I'm very much in favor of training Union officers as much as possible. The Union leadership folks interact regularly with representatives of the employer who are attorneys or HR professionals with a lot of experience. The better trained the Union folks are, the better they can represent YOU.

The training session with the 16th dist VP started at ten and finished at approx 1315. Training covered means of filing information requests and other documents with the employer in such a way that they can't be refused and kicked back without the employer being opened up to an Unfair Labor Practice charge. As the session ended the participants learned that a class on building arbitration evidence books and writing legal briefs would soon be starting. With permission, we sat in on that class as well. That class ended at about 1600.

Miller Time started at 1600, no - wait it wasn't so much Miller Time as: Social interaction with our peers for the purposes of comparing information and making long-term contacts to facilitate the exchange of information in the future. (Yes, Yes! that's it that's my story and I'm sticking to it)

Breakfast was served at 7AM on the 28th and classes started at 8. I attended a basic negotiation class in the morning and an intermediate negotiations class in the afternoon. The lessons of the day ran the gamut from what you need to do to prepare for negotiations to how to obtain documents from the employer and to present them in a

way to bolster your case. At 1600 there was a 16th District meeting for all Federal ALTS attendees during which progress on the IAFF legislative agenda for the feds was discussed. After this meeting we once again delved into social interaction for the benefit of our Local 's members.

After breakfast Friday I attended an all day advanced negotiation class. This class demonstrated many aspects of at-the-table relations between the opposing parties, two examples of which are body language and intimidation techniques. There was also a heavy emphasis on preparation for negotiations and tactics and strategy once you reached that point.

The class ended at 1600 and I immediately left for the airport to fly from 70 degree Orlando to 30 degree Austin. I'm still shivering and wondering why.