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American Federation of Musicians of the United States and Canada

AFL-CIO/CLC Affiliated

OFFICE OF THE SECRETARY-TREASURER

March 7, 2024

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To: Delegates and Locals of the Southern Conference
From: AFM Education Committee (Ken Shirk [c], Tina Morrison,
Dusty Kelly, Rochelle Skolnick, John Painting, Dave Shelton)
Subject: Pre-conference officer education sessions

We are pleased to offer again the local union officer education for the 2024 year. The AFM Education Committee will be presenting the skill-building and topic-specific education session just prior to the next gathering of the Southern Conference at the Holiday Inn Austin-Town Lake in Austin, TX. This session runs all day Thursday and Friday, June 20- 21, and dovetails with the conference so that delegates can attend both events without incurring additional transportation expense.

This year's program introduces a refreshed cycle of subjects. Modules presented will include:

Day 1

Survival skills for local officers

- Handling difficult conversations, coping strategies for local officers
- Creating a respectful culture - A leadership training to incorporate inclusive leadership skills. The perspectives and tools gained will harness the benefits of inclusion for both the leaders and your local. Understand the impacts of exclusion and discrimination, unconscious bias, cultural awareness, and intercultural communication. Gain the knowledge and tools to become more than a bystander through authentic ally-ship, communication skills that can lead to effectively address and resolve conflict.

Day 2

Collective bargaining – (Rochelle Skolnick, SSD Director and Special AFM Counsel)

- Duty of fair representation, the law and the realities
- Grievance and arbitration, ins and outs, pitfalls to avoid
- Negotiations, preparing your members and your positions

Electronic media – (John Painting, EMSD Director)

- A broad overview of recording contracts for all locals; a checklist for getting things done right; with Q&A.

The AFM will cover the cost of hotel rooms for Wednesday and Thursday nights and provide a food per diem for up to 15 participants. Participants are responsible for the cost of their own transportation and should plan to arrive Wednesday p.m. for a Thursday morning start.

If you or one of your fellow officers or delegates is interested in attending this two-day education session, we urge you to complete the following "Showing of Interest" form-fillable PDF and return it as soon as possible to AFM Ass't Secretary Wages Argott at wargott@afm.org, but no later than **May 2**. Additional forms may be submitted if more than one officer or delegate wants to attend. Those who are selected for the funding will be notified in mid-May.

Although hotel and food will be covered for a maximum of only 15 participants, additional participants are welcome to attend at their own expense. Anyone who desires to attend should submit the "Showing of Interest" form.

We look forward to hearing from you!

AFM Local Leader Education Program

Participation Interest Form – 2024 Southern

*Complete a form for each interested participant
You may fill out this form on screen and save for emailing.*

Name:

Email address:

Phone No:

Local No:

Position(s) with Local:

Duties/responsibilities:

Years in position(s):

Check either or both, as applicable:

I want to participate if the AFM pays for hotel and food.

I want to participate even if the AFM does not pay for hotel and food.

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Please email completed form to wargott@afm.org no later than May 2.