

## **PROTECTING EMPLOYEES THROUGH EDUCATION!!**

At the 2007 WAPWU State convention the body asked for a very comprehensive Steward's College. In October of 2008 we held our first one. We worked with our NBA's, the Regional Coordinator and retired NBA's to come up with a curriculum.

Over the last few years we have constantly adjusted our training options to try and make it better for our students by adding different instructors and curriculum.

Again this year we are holding this training at a State College in a setting geared towards learning.

This is instruction that is not really being offered elsewhere. We take a new steward and walk them through the many nuances of being a steward (confrontation, grievance meetings, denied rfi's, denied steward time and research). When we are done they have gone through mock training that is very similar to what they can expect on the work-room floor.

We take a more advanced steward and help them prepare better grievances.

We have now added a basic arbitration advocate component to our Advanced Class also.

We are proud of this product and hope you will consider helping us to continue solidifying this as the most beneficial steward training offered in the APWU.

*In Solidarity!!!!*

*"Stand-up and attend this college, or shut-up and allow management to win."  
-Tony Crowsey (Fayetteville, AR)-*

*"I arrived as a young chimp and am leaving as a Gorrilla- watch out management."  
-Keith Belz (Bend, OR)-*

*"I feel empowered with knowledge, to take back to my local and use."  
-Roxanne Heckman (Albuquerque, NM)-*

*"Add tools to your toolbox. Be more effective with the tools you have..Stewards College."  
-John Swazey (Seattle, WA)-*

*"This is the best training I have ever had (in any endeavor)."  
-Randy Lines (Prescott, AZ)-*

*"WAPWU Steward's College is phenomenally great, which everyone should attend."  
-Karen Tillman (Shreveport, LA)-*

*"WAPWU Stewards College is an outstanding opportunity to spend time with some of our best APWU leaders who have a passion to teach what they have learned in their many years of experience."  
-Mike Cvek (Vancouver, WA)-*



### **Washington State APWU**

Charles P. Smith  
President  
PO Box 4001  
Bremerton, WA 98312  
Phone: 360-792-3310  
E-mail: wapwuprez@gmail.com



## **10th Annual Steward's College**

### **Evergreen State College**

August 5th—12th 2017  
**Olympia, WA**



**Helping prepare stewards  
to kick ass and take names.**



**Go To  
[www.wapwu.org](http://www.wapwu.org)  
4 Registration Form**



WASHINGTON AMERICAN  
POSTAL WORKERS UNION, AFL-CIO



## Schedule (tent.)

### Saturday

Check-in 4PM  
Class from 5-630PM

### Sunday-Friday

Classes from 0900-1700

### Saturday

Will be done by Noon

Please check with WAPWU before you make flight arrangements. Times could change.

### Classes

In one room we will have a class for beginning stewards. They will be walked through all facets of grievance processing, dealing with management and knowing their rights to include mock grievances and one on one interaction.

In room number two we will have an advanced steward training based on specific topics that revolve around presenting better grievances and a couple days handling a mock Arb.

There will also be joint training sessions where we will go over topic specific issues (i.e.): DFR, ULP, Safety, Legislative, Labor Studies etc...

The evenings will not be free. There will be nightly get togethers where we will watch Labor related movies and discuss their importance. It is important that all students know that they are in for long days.

### Accommodations

This is an apartment environment. There are 4-6 people per apartment with individual bedrooms. Each apartment has a living room and kitchen area.

## The following people are tentatively Scheduled to instruct!

Omar Gonzalez– West. Reg. Coordinator  
Jeff Kehlert– NBA, New Jersey  
Marty Barron– NBA, Northwest  
Brian Dunn– NBA, Northwest  
John Jackson– NBA, New Jersey  
JoAnn Gerhart– NBA, Denver Region  
Charles P. Smith– WAPWU President  
John Wald– WAPWU V.P.

(we still have a couple who are trying to fit it in their schedules as well)

### OVERVIEW

Each beginning steward (BS) & advanced steward (AS) student will be given homework nightly. (BS) will file mock grievances and hold mock grievance meetings. (AS) will learn specific topics in more detail than they have ever learned them. And perform a mock Arb. Emphasis on Arb. Training.

This is serious training and each student can expect to be exhausted when finished. They will also feel empowered and ready to enforce the contract. They will leave with a memory stick full of the most up to date training provided by the APWU. We HIGHLY recommend bringing a laptop (we do not hand out much paper materials, we provide a memory stick).

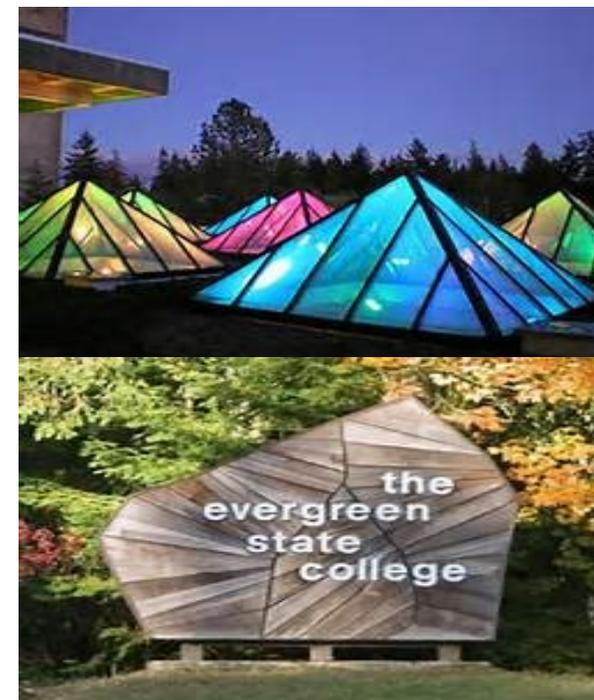
There will also be a labor history component at this years college for all students.

### TRAVEL PLANS

We are planning on trying to provide transportation from the Sea-Tac airport to the College for those coming from out of State.

### EXPENSES

See registration form. The price includes lodging, meals, internet and transportation (assuming the timing of flights is doable) from Sea-Tac.



*“Not only does the Washington State Steward College re-enforce the skills needed for a steward to succeed, it builds Union Solidarity and Fraternity .”*

*-Omar Gonzalez (West. Reg. Coordinator)-*

*“You want to be a steward who is compelling and effective? This is the program you should be taking!”*

*-Marty Barron (NBA-Retired)-*

*“Steward’s College is a valuable tool for any union steward, because it doesn’t matter how much experience you have– you WILL learn lots.”*

*-Maggie Lingle (Port Hadlock, WA)-*

*“I thought I had members who left me no arguments to help them. After this school I am confident I can help and protect these members with the knowledge gained here.”*

*-Nash Godinez (Albuquerque, NM)-*

*“Attending Steward’s College should be required.”*

*-Numerous Attendees-*

*“Best Stewards training available! It so beats a couple hours at an All-Craft Conerence.”*

*-Linda O’Donnell (Bend, OR)-*

*“WAPWU is Phenomenally Great, which every APWU member should attend.”*

*-Karen Tillman (Shreveport, LA)-*

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