**Saint Paul Federation of Teachers**

Training for Fair Share Sign-Ups

**The conversation:**

1. We are not trying to win an argument.
2. We are not trying to sell a car.
3. What is third partying the union?
4. This is a conversation about the change they want to see in the world. How they believe public education should look. This is about their hopes, their dreams and how SPFT is the best and only viable vehicle to drive those demands.
5. People are not doing us a favor by signing up.
6. Let there be uncomfortable silence.
7. This isn’t about a single conversation; this is a series of conversations which will build a relationship.
8. **A.H.U.E.Y.**
9. = Anger

H. = Hope

U. = Urgency

E. = Educate

Y. = You

1. Yeah Buts: Answering the tough questions using **AAR**
	1. **Affirm** (It’s about respect)
	2. **Answer** (Provide information)
	3. **Redirect** (Build our power)

 **Make a Plan:**

* 1. Identify partners: stewards or members (everybody has a list of building stewards and their contact information)
	2. Divide up list—what schools will be your responsibility
	3. Review list of fair share folks in your assigned schoools
	4. Start with who you know and who you think will be the most receptive
	5. Calendar out a plan for your conversations—request days for union leave
	6. Check-in with stewards/other member leaders before going out to their building
	7. Ask your organizer for help if needed

**What is Fair Share?**

* Anybody hired to work in a position covered by the collective bargaining agreement has the choice to join to the union. All non-union employees must pay a fee (known as the "fair share fee") to the union to cover the costs of collective bargaining.
* Pay about 82% of membership dues
* Covered under the collective bargaining agreement, including the grievance procedure

**SPFT Dues Structure:**

Teachers: Affiliation Dues + Local Dues = Total Dues

**Full Time Teachers:**

$638.40 + .0025% of gross salary = Total Dues

Example: A teacher who earns $50,000 per year

$638.40 + $125.00 = $763.40 for the year

**EA Dues:**

EAs/SCSP: .0125% of annual salary

EA/SCSP Example: An EA who earns $16/hour for 10 months

$25,200 x .0125 = $315 per year

Member Benefits:

* Voice in union matters
* Ability to vote for officers and executive board members
* Ability to Vote on contract
* Liability insurance
* Access to legal representation
* Additional discounted services negotiated for members