

education for workplace democracy



School for Workers  
UNIVERSITY OF WISCONSIN-MADISON

Program guide  
spring 2025

schoolforworkers.wisc.edu



**School for Workers**  
UNIVERSITY OF WISCONSIN-MADISON

## Institute types

### Residential institutes

In-person, non-credit courses, taught by university faculty in Madison, Wisconsin. Each residential institute is 2-5 days in length and offered as a fall or spring session program.



610 Walnut St., WARF Rm 1140  
Madison, WI 53726

### Online institutes

High-quality, non-credit courses developed for accessibility and flexibility. The institutes are structured into weekly instructional units, containing readings, short videos, activities, and student discussion boards. Faculty are actively involved in the course throughout the units.



schoolforworkers@dcs.wisc.edu

### On-demand institutes

Comprehensive, online courses developed by university faculty on a user-friendly platform. Students can access the course 24/7, for up to six months after registration, to explore and complete the course material at their own pace. University faculty and staff are available for support throughout.



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608-262-2112

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## I n s t i t u t e   i n f o

The University of Wisconsin-Madison School for Workers provides education for workplace democracy and worker empowerment. Institutes are intended for union members, officers, and staff seeking to advance their knowledge and skills.

### Registration and payment

Register by phone at 608-262-2112 or online at [schoolforworkers.wisc.edu/register](https://schoolforworkers.wisc.edu/register). Credit card payments can be made at [charge.wisc.edu/schoolforworkers](https://charge.wisc.edu/schoolforworkers) or send a check payable to UW-Madison to 610 Walnut St., WARF Room 1140, Madison, WI 53726.

### Class location and lodging

Residential institutes are held at the University of Wisconsin-Madison Fluno Center, located at 601 University Ave., Madison, WI 53715. A block of hotel rooms is also available for class participants to reserve at the Fluno Center. Participants are responsible for arranging their own lodging and parking. We encourage you to secure your lodging soon after registering for your class to ensure a hotel room for your stay in Madison. To reserve your room, call the Fluno Center directly at 608-441-7117. If you need parking, inform the center when you book your room.

### Cancellation policy

To receive a full refund, cancellation notification must be received 14 days before a residential institute and 48-hours before an online institute start date. On-demand institutes are non-refundable. Notification can be made by calling 608-262-2112 or by e-mailing [schoolforworkers@dcs.wisc.edu](mailto:schoolforworkers@dcs.wisc.edu). When enrollment criterion is not met or conditions beyond control intervene, School for Workers reserves the right to cancel the institute. If the school cancels an institute, registrants will be notified, and tuition is refunded in full; participants will be responsible for all their personal traveling arrangement costs.

### Accessibility

UW-Madison provides equal opportunities in programming. If you are in need of an interpreter or have a disability and would like accommodations, contact the School for Workers office. Requests are confidential.



# Institute descriptions

## Online institutes

### Labor and Employment Law

Online institute

Apr 06 – 26

Optional Zoom discussions Apr 10, 17, 24, 5:00 – 7:00 p.m. (CT)

Tuition: \$225

Register by: Mar 31

A critical look at the current state of public and private sector labor laws, workers' rights under the laws, and participant exercises to prepare for worker-initiated enforcement.

Topics include:

- National Labor Relations Act
- Collective protected activity
- Anti-discrimination statutes
- Worker's compensation
- Wage and hour laws
- Health and safety in the workplace

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# Institute descriptions

## Residential institutes

### Time Study

Mar 3 – 7, 2025 | Mon – Thu, 8:30 a.m. – 4:30 p.m. and Fri, 8:30 a.m. – 12:00 p.m.  
Tuition: \$1,095 | Register by: Feb 2

Participants learn about the diverse systems employers use to establish production targets and incentive pay standards. Instruction covers the theories, assumptions, and applications of these systems, as well as hands-on training in conducting stopwatch time studies. Students perform the steps required to calculate and audit production standards and practice strategies for handling standards grievances and negotiating standards contract language. You will learn about:

- Performance rating and allowance factors
- Production standards and incentive calculations
- Proper use and application of stopwatch for timing
- Standard data and predetermined motion-time systems
- Handling grievances and bargaining contract language

### Leadership for Impact

Mar 17 – 19, 2025 | Mon – Wed, 8:30 a.m. – 4:30 p.m.  
Tuition: \$820 | Register by: Feb 16

This immersive and hands-on workshop is designed to elevate your leadership abilities and transform your approach to leading teams and organizations. This course is ideal for current and aspiring leaders who are eager to drive meaningful collaboration and innovation. Through guided discussions and exercises, you will explore key questions central to effective leadership:

- What are the characteristics and best practices of effective leaders?
- How might you embrace new challenges, test yourself, and learn from setbacks?
- How can you become a more transformational leader, positioning your organization for future success?
- How will you determine and accomplish shared goals in the face of major challenges?
- How could you go beyond the status quo to cultivate a culture of innovation, strategic thinking, and inspiration?

Throughout the course, participants will explore and analyze these questions and more, to find ways to apply them in a practical way to their own leadership practice.

### Grievance Arbitration

Apr 14 – 18, 2025 | Mon – Thu, 8:30 a.m. – 4:30 p.m. and Fri, 8:30 a.m. – 12:00 p.m.  
Tuition: \$1,095 | Register by: Mar 13

Develop the tools and knowledge to be an effective union rep during the grievance and arbitration processes. This institute will prepare students to investigate, write, and present grievances, prepare students to organize and present arbitration cases. Participants will have the opportunity to practice and further develop what they learn through a case presentation before a labor arbitrator.



## On-demand institutes

### 20th Century Labor History

On-demand institute | Tuition: \$99

History can provide critical lessons for today. Through the exploration of recent labor history, learn not only the 'what' but the 'how' and 'why' unions and workers' rights have evolved to what we know today. Explore the U.S. labor movement's modern victories and defeats, seeking lessons to point a way forward. Topics include:

- How the National Labor Relations Act came about
- The surge of labor organizing in the 1930s and 1940s
- The growth of unions in the public sector
- The impacts of the PATCO strike, globalization, and the transformation of work
- Signs of future labor movement renewal

### Essentials for Union Stewards

On-demand institute | Tuition: \$99

Union members know their workplaces better than anyone, and effective stewards are one of a union's most important assets. Stewards are the eyes, ears, and embodiment of the union in the workplace. This Essentials for Union Stewards institute is designed to prepare members to understand labor in the economy, know their legal rights, recognize potential grievances, and investigate and assist bargaining unit members in the workplace and in grievance or investigatory meetings. The institute is self-guided and accessible 24/7, giving students the flexibility to study and learn at their own pace. Becoming a steward requires taking on more responsibility than being a member, but this class prepares students to confidently fulfill that role and find the satisfaction of making a real difference in their workplace.

### Fundamentals of the Family Medical Leave Act

On-demand institute | Tuition: \$99

Most workers understand that employees at workplaces with 50 or more employees have the right to take up to 12 weeks of unpaid time off for either their own serious health condition or that of a close family member. But applying the Family and Medical Leave Act (FMLA) in practice gets complicated. Which employers are covered? Who are close family members? What conditions are covered? How does leave taken during COVID-19 interact with FMLA? This course is designed for any worker curious to know more about the FMLA and worker representatives responsible to help workers navigate the process to learn the essentials of workers' FMLA rights.

***Learn more and register at  
schoolforworkers.wisc.edu.***

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ph: 608-262-2112

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