

IMAGINING ALTERNATIVES

A MOMENT OF CHALLENGE AND OPPORTUNITY

UALE ANNUAL CONFERENCE • National Labor College, Silver Spring, MD • April 15-18, 2009



“Now if you’re going to work with small groups and your aim is to change society, and you know that you need masses of people to accomplish that, you have to work with those people who can multiply what you do. It isn’t a matter of having each one teach one. It’s a matter of having a concept of education that is yeasty, one that will multiply itself. You have to think terms of which small groups have the potential to multiply themselves and fundamentally change society.”

MYLES HORTON,

*in “The Long Haul: An Autobiography”
with Judith Kohl and Herbert Kohl, 1990*

About UALE

<http://uale.org>

Who We Are

The United Association for Labor Education is an organization of university and college-based, union-based, and community organization-based labor educators. Born of the 2000 merger between Workers' Education Local 189 and the University and College Labor Education Association (UCLEA), UALE welcomes all labor educators into this national and international organization. Together we work to promote education as an essential tool in the process of union transformation, to develop new leadership, and to strengthen the field of labor education in order to meet the ever-changing needs of unions and workers.

Our Purpose

- To promote and encourage the development of labor and worker education, to make labor education accessible to all working people, and to promote collective bargaining and the right to organize;
- To bring labor educators together for mutual aid and benefit, to promote our professional development, and to advance our economic and social well-being. To advocate for the development and support of labor education programs in higher education and the labor movement;
- To promote professional standards for the field of labor education and labor studies;
- To promote and publish relevant research;
- To promote and facilitate cooperation among unions, union education departments, university and college-based labor centers and programs, and community-based labor education programs;
- To advance affirmative action for women and people of color and other under-represented groups within the field of labor education.

Contents

3

About UALE	3
How we work.....	4
Highlights of UALE 2009.....	5
Schedule Overview	6
Wednesday	6
Thursday.....	7
Friday.....	11
Saturday.....	15
Teaching Demo Track Index	17
Teaching Materials Display	18
UALE Achievement Awards.....	20
Sessions: Abstracts and Contacts.....	21
Thursday.....	21
Friday.....	33
Saturday.....	44
Participant Index	51



How We Work

The governing body of UALE is the Executive Board, elected every two years at the annual meeting. The current Board members are:

Dennis Serrette

President, UALE
Communication Workers of America
202-434-9503

Helena Worthen

Vice President,
Universities and Colleges
University of Illinois School of Labor
and Employment Relations
217-244-4095

Verlene Jones

Vice President, Unions
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206-441-7102

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Treasurer
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312-346-2078

Tess Ewing

Secretary
UMass Boston Labor
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Michael Wisniewski

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615-333-6667

Michelle Kaminski

Midwestern Region
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517-432-0933
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Betsy McConnell-Gutierrez

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206-763-5134
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Sally Alvarez

Board Member for University
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212-340-2816

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Board Member for Community-Based
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Dawn Addy

At-Large
Florida International University Center
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Howard Kling

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Bruce Nissen

LSJ Liaison
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305-348-2616

Highlights of UALE 2009

Our conference theme: “Imagining Alternatives”

When we chose this year’s theme, it was summer of 2008. The presidential primaries were in full swing. The conventions had not happened. All we could say for sure about the future was that things were moving fast and that by spring 2009 things were going to be either better or worse – but different. Therefore we chose “Imagining Alternatives” as our theme, a target toward which we hoped our participants would aim their presentations.

Teaching demonstration workshops

We wanted the conference to present alternatives, too. We did some fieldwork to make this happen. In the fall, Elissa McBride convened a discussion among union-based and community-based labor educators and Sally Alvarez convened a discussion among university-based labor educators, to identify what these constituent groups need from their professional organization today. A key request was more emphasis on teaching. As a result of these discussions, we have created an entire ‘track’ of teaching demonstration workshops, most of which will take place in Room 9230-31 of the Kirkland Center. In February Sally and Elissa convened a strategic planning session at the National Labor College to which 60 university and union education directors came. The conference you are now attending is the product of these discussions, but it is not the final product.

What’s new this year

Some things you will notice are different about this year’s conference. First, the focus on teaching will be obvious. Second, there are a lot of plenaries. We decided that as an organization we needed to meet all in one room and listen to each other multiple times on multiple topics. Third, there are tables out on the mezzanine where people will be displaying their teaching materials and talking about them. They are there to share. There is a new members’ welcome meeting on Wednesday and a large student contingent.

Familiar from past years

Other things about the conference will be familiar from past years. We have the Second Annual UALE Achievement Awards: Best Book, Best Article in Labor Studies Journal, Outstanding Contribution to the Field, New Generation Award and Lifetime Achievement Award. We have the presentation of Senior Projects from National Labor College students. We have task forces and caucuses. We have guests and speakers from outside the US: from Brazil, Canada, Vietnam, Bangladesh, and Mexico. We have some music, art, film and drama. All of these are things we would like to have more of next year and in future years.

Your feedback is important

However, where we go next depends on UALE members and your needs from this organization. The comments that you write on the evaluation forms at the end of UALE 2009 will be taken very seriously in planning for the 2010 conference, March 24-27 at the Island Palms Hotel in San Diego. There are many ideas that were tossed around this year but required more lead time than we really had, such as a research track that explores the involvement of rank and file activists in research for strategic campaigns and teaching or curriculum poster sessions. Please share your thoughts about these and other possibilities.

But above all, welcome to the conference.

Helena Worthen and Verlene Jones

University and Union Vice-Presidents

Schedule Overview

Wednesday, April 15, 2009

Tables along the mezzanine for are for the display of books, curriculum, teaching materials, projects by conference participants

5:00 – 8:00 pm

Registration

Mezzanine of the Kirkland Center

Various taskforces and caucuses will have meeting times or contact information posted at the registration table.

- People of Color Caucus: at the conference, contact Thandabantu Iverson at 219-781-9038.
- Labor in the Schools: contact Fred Glass at 510-523-5238.
- The Immigration Task Force will meet at breakfast Thursday, contact Deborah Rosenstein and Susan Winning
- The Central Labor Council and State Federation Committee will meet at breakfast Friday, contact Monica Bielski Boris.

3:00 – 5:30

UALE Executive Board Meeting

Room 9217 second Floor, Kirkland Center

All UALE members welcome

6:00 – 7:00

Dinner

Kirkland Center cafeteria

Meals at UALE are covered by your lodging fee but can also be purchased individually.

7:30 – 8:30

New Participant Welcome

Solidarity Hall C, upstairs, Kirkland Center

Dawn Addy, convener.

Welcome and orientation to UALE for new participants.

All are welcome.

8:30 – 10:00

Films

Kirkland Center room 9232-33

Joan Hill, Moderator.

Jim Kelly, Darryl Moch, Chris Garlock

Wednesday, April 15

Thursday, April 16, 2009

7:00 – 8:00 am

Breakfast

Kirkland Center cafeteria

Immigration Task Force breakfast: meet for breakfast with Deborah Rosenstein and Susan Winning, Co-Chairs

8:15 – 9:30

BREAKOUT SESSIONS

Roundtable

Room 7101 North Classroom Building

“On Line Teaching Issues an open discussion”, All welcome.
Steven Ashby, University of Illinois, convener

Teaching Demonstration Workshop

Room 7102 North Classroom Building

“Developing Women’s Leadership in a New Labor Era.”
Dale Melcher, Susan Winning

Roundtable

Room 7104 North Classroom Building

“Building a Common Curriculum for Training Contract Negotiators in a Post-Employee Free Choice Act Environment”
Gordon Pavy, Ken Margolies, Kevin Rader

Roundtable

Room 9232-33 Kirkland Center

“The Dream Act: Undocumented Students in Higher Education”
Kent Wong

Teaching Demonstration Workshop

Room 9230-31 Kirkland Center

“Economic Refugees: Immigration and the Growing Divide”
Steve Schnapp.

9:45 – 10:00

Welcome

Solidarity Hall C

- Dennis Serrette, CWA Education Director, President UALE
- Fred Mason, President, Maryland State and DC AFL-CIO
- Ernie Grecco, President, Baltimore AFL-CIO
- Joselyn Williams, President, Metro Washington AFL-CIO

10:00 – 12:00 noon

Opening Plenary

Solidarity Hall C

“Imagining Alternatives: A Moment of Challenge and Opportunity”

- Phil Thompson, MIT, respondent and moderator
- Gerry Hudson, SEIU
- Dave Foster, Executive Director, Blue-Green Alliance (USW)
- Sarita Gupta, Executive Director, Jobs with Justice
- Benedicto Martinez, FAT

Thursday, April 16

12:15 – 1:15 pm General lunch, Kirkland Center Cafeteria**Lunch for University Directors***Kirkland Center Room 9170, First Floor***1:15 – 2:30****BREAKOUT SESSIONS****Panel***Room 7101 North Classroom Building*

“Reading, Writing and Union-Building: How Labor Educators can Promote Active Literacy among Workers”

Steve Early, Joe Berry, Kim Fellner, David Prosten, Bill Fletcher Jr.

Panel*Room 7102 North Classroom Building*

Labor Studies Journal Special Session #1: Labor and Politics

Robert Bruno, Chair

- “The Politics and Political Engagement of Labor: Lessons from the US and Canada.”
Robert Bruno
- “Confronting Race Head On? Union Members’ Perceptions of Race in the 2008 Presidential Election.”
Monica Bielski Boris.
- “Political Activism as Part of a Broader Civic Engagement: The Case of SEIU Florida Healthcare Union.”
Bruce Nissen
- “The Politics of Labour: Party-Union Relations in Canada.”
Larry Savage
- “From the Politics of Hate to the Politics of Hope: Workers, unions and the Obama campaign.”
Tom Juravich

Panel*Room 7104 North Classroom Building*

- “Brazil’s Worker Education: Transforming Minds & Building Movements”
Ruth Needleman, Martinho da Conceição, CUT/Brazil & Rebecca Tarlau,
- “Education and Labor: National Visions, Local Tensions and Daily Realities”
Rebecca Tarlau.

Workshop*Room 9232-33 Kirkland Center*

“Reversing Climate Change and Creating Good Green Jobs: The Role of Labor Educators and Researchers”

Barbara Byrd, Bob Baugh, Greg LeRoy, Jeff Rickert, Tom Kriger

Teaching Practice Issues*Room 9230-31 Kirkland Center*

Eric Muldoon, Moderator

- “Missing from Union Toolboxes: How Capitalism Works”
Wayne Nealis
- “Our Identity as Women Leaders: Understanding the challenges faced by Latinas, women and Immigrants and how to overcome them to be leaders”

Thursday, April 16

Cassandra Baker, STITCH

- “Rethinking white privilege, class struggle, and solidarity”

David Slavin, Paula Cole Jones

2:45 – 4:15

Plenary

Solidarity Hall C, Kirkland Center

“Challenging Racism in Workers’ Organizations”

Martinho da Conceição CUT/Brazil, Bill Fletcher Jr., Barb Thomas, Saket Soni

4:30 – 5:45

BREAKOUT SESSIONS

Roundtable

Room 7101 North Classroom Building

Towards a Social Justice Agenda for Economic Development: Building an Alternative Approach for Labor Educators

Kim Wilson, Jeffery Grabelsky, Annetta Argyres, Bruce Nissen & David Cormier

Labor Studies Journal Special Session #2: Labor and Politics

Room 7102 North Classroom Building

Robert Bruno, Chair

- “Changing Union-Party Relations in Canada: The rise of the working families coalition.”

Bradley Walchuk

- “It Isn’t Always Rational: The psychology of voting and lessons for labor”

Matthew Piszcek

- “Political Impact Analysis of a Successful Union-Led Political Coalition: A Case Study”

Steven Cook & David Cormier

- “How do Religious Groups Respond to Class and Inequality? County Level Results from the 2000 Election.”

Ron Zullo

Paper Session

Tess Ewing, Moderator

- “Unions and the ‘Greening’ of Australia”

Darryn Snell & Peter Fairbrother;

- “Flexicurity as an alternative approach to the challenges of workforce flexibilisation in the Caribbean”

Lesmore Frederick

- “Between Imagination and Immediacy: education for union renewal in the midst of crisis”

Tony Brown & Keiko Yasukawa

Roundtable

Kirkland Center Room 9232-33

Joan Hill, Moderator

“Thinking Globally, Screening Locally: Worker Film Festivals”

Jim Kelly & Darryl Moch

(Breakout sessions continued on following page)

Thursday, April 16

Thursday, April 16

10

4:30 – 5:45

Teaching Demonstration Workshop

Kirkland Center Room 9230-31

Helena Worthen, Moderator

“Lullabies, Limericks, Nursery Rhymes and Other Subversive Cultural Weapons: Giving Your Boss an Art Attack”

Anne Feeney & Tom Juravich

6:00 – 8:00

National Labor College Archives Tour

Lynda DeLoach, NLC Archivist

By pre-conference sign-up only; contact ldeloach@nlc.edu

6:30 – 8:00

Reception

Mezzanine, Kirkland Center

Welcome, Tom Kriger, Provost, National Labor College

8:15 – 11:00

Films

Kirkland Center Room 9232-33

Joan Hill, Moderator

Jim E. Kelley, Chris Garlock, Darryl Moch

Check at registration table for names of films

Friday, April 17

7:00 – 8:00 am

Breakfast

Kirkland Center Cafeteria

Task Force meeting: Central Labor Council and State Federation Committee, contact Monica Bielski Boris via registration table for details.

8:00am – 5:00 pm

Registration table open

Mezzanine, Kirkland Center

8:00 – 10:45

Workshop & Discussion Using Open Space Technology (OST): Politics and the Labor Movement

(Double session with break)

Solidarity Hall D, Kirkland Center

Elissa McBride

Panel

The New 'New Deal'—Making Labor Rights Real Rights

(Double session, with break)

Solidarity Hall C, Kirkland Center

Ellen Dannin, Chair

- "Comparative Analysis of Labor Law Reform under the Carter, Clinton, and Obama Administrations"
Marquita Walker
- "The Dunlop Commission and Labor Law Reform: Lessons for the New Administration"
John Logan
- "Labor Rights – But Only If We Can Keep Them"
Ellen Dannin
- "The NLRA and How It Protects Unions from State Defamation Lawsuits"
Kate Griffith
- "Nirvana Lost: What Canadian Experience Tells Us about the Likely Impact of EFCA"
Richard Hurd (corresponding author)
Sara Slinn
- "Disloyalty and the Robust Democratic Workplace"
Anne Marie Lofaso

11:00 – 12:00

Breakout Sessions

Workshop

North Classroom Building Room 7101

"On the Front Lines in the Financial Crisis: Building the Movement for Economic Justice"

Robin Alexander

Friday, April 17

11:00 – 12:00

Bob Kingsley
Armando Robles, Local 1110 UE (Republic Windows)

Student Paper Session*North Classroom Building Room 7102*

Dawn Addy, Moderator

- “Indirect Control and High Performance Workplaces: Challenges for Unions and Labor Education in Germany”
Julika Buergin
- “Privatization of Rights: Corporate Social Responsibility and Labour Rights”
Jeff Cornelissen
- “Labour Movements in Bangladesh in the era of Globalization: Searching for an Alternative Theoretical Framework”
Mohammed Ziaur Rahman

Presentations*North Classroom Building Room 7104*

Steve Schnapp, Moderator

- “Building Power in the Workplace and Community”
Carol Lambiase
Annie MacDonald, President, UE Local 222,
- “The First Generation: Interviews with African-American and Female Journeymen”
Emanuel Blackwell

Case Study Report*Kirkland Center Room 9232-33*

“AFSCME’S Major Affiliate Leadership Academy; A Participatory Action Research Approach to Creating Organizational Change”

José LaLuz

Elissa McBride

Susan Schurman

Teaching Demonstration Workshop*Kirkland Center Room 9230-31*

“Dumping Our Baggage: Economic Nationalism and the Struggle for Solidarity”

Judy Ancel & Deborah Rosenstein

12 – 1:30**Lunch***General lunch, Kirkland Center cafeteria***Women’s Caucus Lunch, hosted by Berger-Marks Foundation***Kirkland Center Room 9170, first floor*

Co-Chairs Monica Bielski Boris & P.J. Dowsing-Buie

1:30 – 2:45**BREAKOUT SESSIONS****Roundtable***Room 7101, North Classroom Building*

“Solidarity Knows No Borders: Labor’s Views on Future Immigration”

Tess Ewing, Moderator

Jennifer Gordon, Dan LaBotz & Ana Avendaño

National Labor College Senior Project Paper Session*Room 7102, North Classroom Building*

"Research by the Rank-and-File"

Tom Kriger, Moderator

- "Good Homegrown Union Leadership: Cultivating Good Stewards"
Shannye Carroll
- "Organizing Public Safety Unions in "Right-to-Work States."
Jeff Crawford
- "Speed Matters: Connecting the Digital Divide."
Re nee Harris
- "What are the Factors That Determine Membership Attendance at Meetings in SWMIA LU #18?"
Mark Norberg

Panel:*Room 7104 North Classroom Building*

"Globalization, Precarious Labor Markets, and Working Class Solidarity"

Louise Simmons, Chair

- "Comparative Perspectives of Precarious Labor Organizing: Germany, Italy, South Korea"
Hae-Lin Choi
- "Precarious Labor and Syndicalist Labor Unions"
Immanuel Ness
- "Labor Contractors, Temporary Employees, and Precarious Labor"
George Gonos
- "Taming the Employment Sharks: Regulating labor market intermediaries in high-velocity labor markets"
Harris Freeman
- "Labor Migration and Precarious Employment"
Stacy Warner Mattern

Roundtable*Kirkland Center Room 9232-33*

"Anti-racism/anti-oppression: Taking Stock and Moving On"

Barb Thomas & Thandabantu Iverson

Teaching demonstration Workshop*Kirkland Center Room 9230-31*

"Union-Based Investor Education: A curriculum and evaluation"

Zach Teutsch & Michelle Kaminski

BREAKOUT SESSIONS**Workshop***North Classroom Building Room 7104*

"Now more than ever: Cross-Border Solidarity in the light of the financial crisis"

Robin Alexander & Benedicto Martínez

Student Paper Session*North Classroom Building Room 7101*

Dawn Addy, Moderator

- "Prioritizing Politics: Organizational Solutions to Detached Social

Friday, April 17

3:00 – 4:00

Science”

Michael A. McCarthy & Jason Stanley

- “Cross-Border Unionism in an Era of Neoliberal Globalization”;

Jason Stanley

- “Union Perspectives on Immigration: Pro-Immigration Scale Proposed”

Michael Snow

Paper Session*North Classroom Building Room 7102*

Moderator: Mike Wisniewski

- “100+ Peer Trainers Teach Safety and Health to Rail Workers”

Henry Jajuga, Associate Professor

- “The Rural Labor Market as a Factor in Economic Development Decision Making”

Dale Cyphert

- “Support Dialog Groups for Women in Employment Programs”

Lillian Walker Shelton

Teaching Demonstration Workshop*Kirkland Center Room 9232-33*

- “Shouldn’t Unions be Model Employers? Managing and Supervising with Union Values”

Sally Alvarez & Ken Margolies

- “The Solidarity Economy Network (SEN)”

Jessica Gordon Nembhard

- Women and Work: Issues affecting women in unions and workplaces

Pam Whitefield

Teaching Demonstration Workshop*Kirkland Center 9230-31*

“How to Teach the Use of Critical Thinking and Evidentiary Issues in Arbitration”

Joan Hill & Randy Elkin

4:15 – 5:45

UALE General Membership meeting*Solidarity Hall C*

Only members may vote. Members will be given voting cards at the registration table with their program materials.

6:00 – 7:00

Dinner*Kirkland Center cafeteria***Dinner for Labor Studies Journal Editorial Board***Kirkland Center Room 9170, First floor*

7:30 – 9:00

DC Labor Chorus with Anne Feeney*National Labor College bar*

Elise Bryant, MC

Saturday, April 18

7 – 8:30 am

Breakfast

Kirkland Center Cafeteria

Union Directors' Breakfast

Verlene Jones & Dennis Serrette

This is an open breakfast meeting; everyone is welcome

8:45 – 10:00

Breakout Sessions

Panel

Room 7101 North Classroom Building

- "Labor and the Economic Meltdown—
What Can Working People Do?"
Michael Childers & Don Taylor
- Neo-Liberal Economic Policies in the United States: The Impact
of Globalization on a 'Northern' Country
Kim Scipes

Roundtable

Room 7102 North Classroom Building

"Developing Worker Education Models in Conjunction with Labor
Education"

Anne Wiberg, Greg Murray & Charles Micallef

Panel

Room 7104 North Classroom Building

"USW Walks the Talk on Global Solidarity: Grassroots Initiatives"
Ruth Needleman, Kim Smith, John Maloney, & Fred Redmond

Panel

Room 9232-33

"U.S. Vietnam Labor Education Exchange with Vietnam Trade Union
University, Vietnam General Federation of Labor"
Kent Wong, VGFL representatives, Greg Mantsios, Elise Bryant,
Sally Alvarez, Jose LaLuz, Howard Kling & Bob Ginsburg.

Teaching Demonstration Workshop

Room 9230-31 Kirkland Center

"Predatory Lending and Grassroots Advocacy: A curriculum"
Betsy McConnell-Guiterrez

10:15 – 11:30

Breakout Sessions

Round Table

Room 7101 North Classroom Building

"Uncertainty in union representation and education: An ethical
challenge"

France Laurendeau, Barb Thomas, Carol Anderson & D'Arcy Martin

Saturday, April 18

10:15 – 11:30**Play reading and photo show***Room 7102 North Classroom Building*

From Coal Mountain Elementary (The Sago and Chinese Mine Disasters),
 “The Testimony of Sago Mine disaster rescue teams”

Mark Nowak. Photographs of Chinese miners by Ian The

Panel*Room 7104 North Classroom Building*

“Is it the Messenger and/or the Message? Labor and Journalism Today”

John Russo, Philip Dine, Wayne Ranick, Alyssa Lenoff & Tim Francisco

Panel*Room 9232-33 Kirkland Center*

“Labor Education as a Strategic Partner”

Lisa Jordan, Kim Miller, Kate Shaughnessey & Elissa McBride

Teaching Demonstration Workshop*Room 9230-31 Kirkland Center*

“Innovative Methods of Teaching Politics and Economics”

Tracy Chang, Mark Cryer, Steve Schnapp, Don Taylor, Tess Ewing, Judy King, Diane Thomas-Holladay & Lynne Duggan

11:30 – 12:00**Checkout****12:00 – 1:30 pm****Lunch***Solidarity Hall D*

- Lifetime Achievement Award: Charlie Micallef
- Best Book 2003-2008: Bill Fletcher and Fernando Gapasin, *Solidarity Divided*
- Outstanding Contribution to the Field: Judy Ancel, “Heartland Labor Forum”
- LSJ article award: Jason Albright for his article on the 2006 Justice for Janitors struggle
- New Generation Award, best student paper (judged at the conference)

1:45 – 3:30**Plenary***Solidarity Hall C*

“The Employee Free Choice Act: A Challenge for Labor Educators”

Elissa McBride & Sheldon Friedman, Moderators

Kate Bronfenbrenner, Judy Ancel, Ruth Needleman, Monica Bielski Boris, Sara Slinn, Philip Dine, Diane Thomas-Holladay & John Logan.

4:00 – 5:30**UALE Executive Board Meeting***Room 9217 second Floor Kirkland Center*

All members welcome

Teaching Demo Track Index

PAGE 21

Dale Melcher and Susan Winning,
"Developing Women's Leadership."
Room 7102 North Classroom Building

PAGE 22

Steve Schnapp,
"Economic Refugees – Immigration and the
Growing Divide."
Kirkland Center Room 9230-31

PAGE 27

Eric Muldoon, Wayne Nealis, Cassandra Baker,
David Slavin and Paula Cole,
"Teaching Practice Issues."
Kirkland Center Room 9230-31

PAGE 32

Anne Feeney, Tom Juravich and Helena Worthen.
"Give Your Boss an Art Attack."
Kirkland Center Room 9230-31

PAGE 32

Joan Hill, Chris Garlock, Jim E. Kelly,
"Thinking Globally, Screening Locally."
Kirkland Center Room 9232-33

PAGE 37

Judy Ancel and Deborah Rosenstein,
"Dumping our Baggage."
Kirkland Center Room 9230-31

PAGE 40

Zach Teutsch and Michelle Kaminski,
"Union-based Investor Education."
Kirkland Center Room 9230-31

PAGE 43

Joan Hill and Randyl Elkin,
"Evidentiary Issues in Arbitration."
Kirkland Center Room 9230-31

PAGE 43

Sally Alvarez and Ken Margolies,
"Managing a Union Staff."
Kirkland Center Room 9232-33

PAGE 43

Pam Whitefield,
"Women and Work."
Room 9232-33

PAGE 46

Betsy McConnell-Gutierrez,
"Predatory Lending."
Kirkland Center Room 9230-31

PAGE 48

Tracy Chang, Marc Cryer, Steve Schnapp, Don
Taylor, Tess Ewing, Judi King, Diane Thomas-
Holladay, and Lynn Duggan,
"Teaching Politics and Economics."
Kirkland Center Room 9230-31

Teaching Materials Display

Mezzanine, Kirkland Center Second Floor

Steve Schnapp

Senior Education Coordinator
United for a Fair Economy
29 Winter St, 2nd Floor
Boston, MA 02108-4799
617-423-2148 x110

Steve Schnapp will bring copies of materials for two workshops: "Bankers, Brokers, Bubbles & Bailouts: The Causes & Consequences of the Financial Crisis" and "Economic Refugees: Immigration and the Growing Divide". He will also have copies of a general economic inequality curriculum intended for high school economics teachers but suitable for college and adult learners, called "Teaching Economics As If People Mattered" (TEAlpm). He will offer TEAlpms to UALE conference registrants for half price (\$10). The other materials are free but donations to UFE will be accepted.

Joe Berry

Visiting Labor Education Specialist
University of Illinois, Labor Education Program
504 East Armory, Champaign, IL 61820
217-333-3288

Joe Berry will bring copies of "Access to Unemployment Benefits for Contingent Faculty: A Manual for Applicants and a Strategy for Change", published by COCAL with funding from AFT, NEA and AAUP. This manual is the basis for "filing parties" where contingent faculty being laid off file collectively.

Margaret L. Cohen, J.D., Ph.D.

Collegiate Professor and Business Ethics Course Chair
Global Business and Public Policy
University of Maryland University College
703-967-7860

Maggie L. Cohen will bring copies of a M.A. level, face-to-face course in Union Ethics: Professional Responsibility for Unionists, taught at the National Labor College for the University of Baltimore's M.A. program in Legal and Ethical Studies [2004]. She will also bring an undergraduate course, presented several times as directed study courses for 1-3 students, on line, as the NLC course in "Ethics and Decision Making" and a booklet (bound by CWA) on Union Democracy, bringing together practical and theoretical primary materials, which was used as a doc-

umentary base for a workshop she led on Union Democracy at a CWA Civil Rights Conference. Finally, she will bring materials for a Labor Law course she has taught in the NLC's undergraduate curriculum. She adds, "Since I taught this in 2005 and 2006, it reads like a wake for workers' rights."

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Tess Ewing, UMass Boston;
Dale Melcher, UMass Amherst;
Kim Wilson, UMass Dartmouth;
Susan Winning, UMass Lowell

UMass Labor Extension will bring display copies and information on how to download two of their programs from the web. The programs are:

1. "The Boss Can't Do That, Can He?" A workers rights curriculum with 10 interactive modules, ranging from 45 minutes to 2.5 hours each. Based on Massachusetts law, but adaptable to other states
2. "Changing the Future of Work: A Workers' Approach." 2 workshops, 2.5-3 hours each, to help workers analyze changes going on their workplaces and determine the best opportunities to win short-term struggles & build long-term power.

Anne Nolan

Work-Life Advocate
anne-dolan@uiowa.edu

Anne Nolan will share materials used at University of Minnesota for an overview of law and collective bargaining that includes a discussion of the EEOC's May 2007 guidance on how Title VII and the ADA protect workers who have family responsibilities. She includes contract language and examples from the Labor Project for Working Families. Work-life flexibility is treated as a social justice issue.

Jennifer Gordon Nemhard

Visiting Assistant Professor, Howard University
Department of Economics, Center for Race and Wealth (2008-09)
Visiting Scholar, Centre for the Study of Cooperatives, Univ. of Saskatchewan, Canada (08-09)
Associate Professor, Community Justice and Social Economic Development,

African American Studies Department John Jay College, CUNY

Jennifer Gordon Nemhard will bring materials illustrating the Solidarity Economy Network, including a graphic of the Solidarity Economy, an article about it, and the US SEN brochure.

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Fred Glass

Communications Director
California Federation of Teachers, AFT/AFL-CIO
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(fax) 510-523-5262
www.cft.org

Fred Glass will bring materials created by and for elementary and secondary teachers who teach about labor in history and social studies classes. Teachers are often eager to teach labor issues but need materials; central labor councils and unions are often eager to support teaching labor issues but likewise need materials and advice. If you are on a Labor in the Schools Committee, wish to start one, or would like to learn more, please contact Fred Glass, cftoakland@igc.org, or 510.523.5238..

- Collective Bargaining Education Project, United Teachers Los Angeles (roleplay-based curricula on contract negotiations and labor history for high school students)
 - *Golden Lands, Working Hands*, California Federation of Teachers (10 part DVD and classroom package on labor history for high school and college)
 - "Work, Money, and Power: Unions in the 21st Century," CFT/UC Berkeley Labor Center, 24 page pamphlet introducing unions to students and young workers
 - Teen Worker Safety materials, UC Berkeley Labor Occupational Health Program
 - *Lost Futures: The Problem of Child Labor*, AFT, middle school video and classroom package
 - The California labor history map and exhibit
 - Elementary curricula, including "The Yummy Pizza Company" simulation, "On the Shore" coloring book, *Let Me Tell You About This Man: Cesar Chavez, Union Organizer* and *I, Tomato* readers, *Trouble in the Hen House* readers theater, Autoworks UAW history comic book, and more.
-

Cassandra Baker

Program Coordinator, STITCH
cbaker@stitchonline.org
202-265-3790
1525 Newton St. NW
Washington, DC 20010

Cassandra Baker will bring items from their Women, Labor and Leadership Curriculum.

- Global Economy: What is it? How does it impact our lives as women workers?
- Our Identity as Women Leaders: Understanding the challenges faced by Latinas, women and Immigrants and how to overcome them to be leaders

The Women, Labor and Leadership Curriculum systemizes the leadership development workshops and exchanges that increase the skills and strategies of women worker who are organizing against substandard wages that keep them in the poverty cycle. This uses the best techniques from the popular education model that begins with the participants' experience and ends with their commitment to new practices.

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Ken Margolies and Sally Alvarez,

Cornell ILR Extension

Ken Margolies and Sally Alvarez will bring a new workshop curriculum for union managers and supervisors. They say, "Logic tells us that unions should be the best-managed organizations with the most satisfied staff anywhere in the world....after all, don't unions tell employers how to treat their employees? Yet managers in unions are often conflicted about their role as managers, while employees of unions sometimes resent being supervised. Unions are often adamantly opposed to their own employees unionizing, and have contentious relationships with their staff unions. Very few programs on managing and supervising employees exist anywhere in the U.S. that are customized to the unique needs of union leaders and staff. The emphasis of this new workshop curriculum is on managing and supervising staff using union values to build the union into the most effective and dynamic organization it can be.

.....

Pam Whitefield

Cornell ILR Extension

Pam Whitefield will bring "Women and Work," a new college-level course on issues affecting women in unions and workplaces. This course examines what determines and shapes women's waged work in the United States, paying particular attention to the differing experience of women of various racial-ethnic and class locations in a range of occupations. We will examine the relationship between women's waged work and family work. The course will also look at how public and workplace policy has developed to address some of the realities of women's employment, such as its impact on family work, employment discrimination and sexual harassment, the wage gap, and the clustering of women in a relatively small number of largely female occupations. *Supported by a grant from the Berger-Marks Foundation.*

Second Annual UALE Achievement Awards

See <http://uale.org> for more details

Lifetime Achievement Award

Charlie Micallef, Education Representative and
College Degree Coordinator,
William W. Winpisinger Education and Technology
Center, lamAW

Outstanding Contribution to our Field

Judy Ancel
Heartland Labor Forum

Honorable Mention

Martin Duffy and Howard Kling
Minnesota at Work

Best Article

Best Article in Labor Studies Journal published
in 2006-2008: Jason Albright for "Contending
Rationality, leadership and Collective Struggle:
the 2006 Justice for Janitors Campaign at the
University of Miami," Vol 33, No. 1, (March 2008),
pp 63-80.

Honorable Mention

Kris Paap: "How Good Men of the Union Justify
Inequality: Dilemmas of Race and Labor in the
Building Trades," Vol 33, No. 4 (December 2008),
pp 371-392

New Generation Scholarship

Award winners are Julika Buergin, Jeff
Cornelissen, Michael A. McCarthy, Matthew
Piszczek, Mohamed Ziaur Rahman, Michael
Snow, Jason Stanley, Rebecca Tarlau, & Bradley
Walchuk.

The New Generation Awards for new or aspiring
labor educators who will be presenting for the
first time at the 2009 UALE conference. Judging

will be conducted during the conference. Awards
will be announced at the closing plenary session.

Best Book

The award for Best Book published in 2003-2008
related to the field of labor education has been
won by Bill Fletcher Jr. and Fernando Gapasin for
*Solidarity Divided: The Crisis in Organized Labor
and a New Path toward Social Justice*. UC Press,
2008

The other nominees this year

Ellen Dannin and David E. Bonior: *Taking Back the
Workers' Law: How to Fight the Assault on Labor Rights*, ILR
Press, 2006

Philip Dine: *The State of the Unions: How Labor Can
Strengthen the Middle Class, Improve Our Economy, and
Regain Political Influence*. McGraw Hill, 2007

Janice Fine: *Worker Centers, Organizing Communities
at the Edge of the Dream*, Cornell University Press
2006

Michael K. Honey: *Going Down Jericho Road: The
Memphis Strike, Martin Luther King's Last Campaign*. W.W.
Norton, 2007

David Kusnet: *Love the Work, Hate the Job: Why America's
Best Workers are Unhappier than Ever*. Wiley, 2008

Robert Schwartz: *Strikes, Picketing and Inside Campaigns:
A Legal Guide for Unions*. Work Rights Press, 2006

Jane Slaughter, editor: *A Troublemaker's Handbook: How
to Fight Back Where You Work and Win*. Labor Notes,
2005

Sessions:

Abstracts and Contact Information

THURSDAY, APRIL 16

THURSDAY

8:15 – 9:30 am

Breakout Sessions

On-Line Teaching Issues: An open discussion

Room 7101 North Classroom Building

Steven K. Ashby

Associate Clinical Professor
University of Illinois Labor Education Program
815 West Van Buren Street, Suite 110
Chicago, IL 60607
312-996-8733
skashby@illinois.edu

This will be an opportunity for people who teach or are considering teaching on line to meet and have an open discussion of teaching issues in that medium.

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TEACHING DEMO

Developing Women's Leadership in a New Labor Era

Room 7102 North Classroom Building

Dale Melcher

Labor Extension Program
University of Massachusetts-Amherst
Labor Center
Gordon Hall
418 N. Pleasant St.
Amherst, MA 01002
dmelcher@lrrc.umass.edu
413-545-6166

Susan Winning

Labor Extension Program
UMass Lowell
1 University Avenue
Lowell Ma 01854
susan_winning@uml.edu
978-934-3127

Expanding the labor movement will require more than a change in labor law. For the labor movement to revitalize itself, it is crucial that its leadership, its governance structures and its philosophy reflect its base more accurately. This is not a novel observation; however, the problem remains a difficult one to fix, particularly for those of us concerned with developing women's leadership and especially the leadership of women of color. In this workshop we will explore a labor educators' approach to women's leadership development. The UALE women's schools as well as WILD, the Women's Institute for Leadership Development in Massachusetts, have over the years developed courses for women unionists who are interested in beginning to step into leadership positions within their locals. But one 5-hour or even 10-hour workshop is not enough to prepare anyone for exercising more than a low-level leadership role. What can we as labor educators offer women who are looking to gain more advanced skills and perhaps move up beyond the local level? In this workshop, we will introduce and work with an assessment tool that WILD has put together for multistage leadership development, and then use the tool as a springboard for a conversation about the role of education in developing women leaders for the long haul.

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ROUNDTABLE

Building a Common Curriculum for Training Contract Negotiators in a Post-Employee Free Choice Act Environment

Room 7104 North Classroom Building

Gordon Pavy

AFL-CIO Corporate Affairs Department
815 16th Avenue NW
Washington DC 20006
Phone 202-637-5376
gpavy@aflcio.org

Ken Margolies

Director of Organizing Programs
NYC Extension
Cornell University ILR
16 E. 34th Street, 4th Floor
New York, NY 10016
Tel: 212-340-2862
kam47@cornell.edu

Kevin Rader

IAFF, Director, Dept. of Education
1750 New York Ave. NW
Washington, DC 20006
202-824-1534
krader@iaff.org

In preparing for the passage of the Employee Free Choice Act it is vitally important that the labor movement quickly expand their capacity to negotiate first agreements. The AFL-CIO Collective Bargaining Department proposes to build this capacity by working with allied organizations that have established track records training and educating trade unionists in the art of collective bargaining. Working closely with the National Labor College, university labor studies and labor extension programs, and to a lesser degree with the FMCS and professional associations such as Labor and Employment Relations Association, we want to design, develop and expand training course offerings covering bargaining and interest arbitration. Instructors would include National Labor College educators, union educators and trained national and regional union leaders with experience in first contract negotiations and/or interest arbitration along with national and local based labor extension and academic labor studies program educators.

The AFL-CIO is considering hosting a series of regional bargaining trainings geared toward local union officers/negotiators. These trainings would be modeled after the Organizing Institute's Three-Day Trainings. They would be lead by the AFL-CIO, and we would recruit top experts/practitioners and educators to participate as instructors. The number of trainings to be offered would be based on an assessment of demand. This approach has the advantage

of connecting local union activists, labor educators and experts who would provide ongoing training support after the regional conferences.

TEACHING DEMO

Economic Refugees – Immigration and the Growing Divide

Room 9230-31 Kirkland Center

Steve Schnapp

Senior Education Coordinator
United for a Fair Economy
29 Winter St.
Boston, MA 02108
sschnapp@faireconomy.org
857-277-7868 (voice)

As the economic crisis deepens, foreign- and native-born workers are being increasingly pitted against one another. But what are the forces behind global migration and what are the connections to the current crisis? How can labor educators use this understanding to help build worker solidarity? The workshop provides information, analysis, and strategies for action to close the political and social divides that separate workers and communities. This workshop is intended for native-born workers and uses a variety of interactive learning practices that draw on the experience of the participants.

WORKSHOP

The Dream Act/Undocumented Students in Higher Education

Room 9232-33 Kirkland Center

Kent Wong

Center for Labor Research and Education
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310-794-5981
FAX 310-794-6410

The election of Barack Obama provides a new opportunity to enact meaningful immigration reform. One group of undocumented immigrants who have direct contact with UALE members are undocumented students in higher education. UALE could play a leading role in advocating for the passage of the Dream Act in 2009. The Dream Act would change the lives of hundreds of thousands of young immigrants who would be able to earn legal status through completing two years of higher education.

Each year, approximately 65,000 undocumented students graduate from high school. Many go on to higher education, although in most cases, they are ineligible for most financial aid, student loans, or scholarships. In spite of these hardships, many are attending college, graduating, and in some instances pursuing advanced degrees.

The UCLA Labor Center published a book entitled "Underground Undergrads: UCLA Undocumented Immigrant Students Speak Out" in Spring 2008. It has sold out of its first 3,000 copies, and is currently in its second printing. The book is being used throughout the country to educate faculty, students, elected officials, labor and community leaders about the challenges facing undocumented students and the need for the Dream Act.

The Dream Act passed both houses of Congress in 2007, but failed to gain the 60 votes in the Senate needed for cloture. There is tremendous hope that the Dream Act could pass in 2009, but it will not move through Congress without a coordinated national campaign. The education community in particular will be crucial to its passage.

This presentation will feature two excellent short documentaries that can be used in college classrooms and before labor and community organizations, a UCLA undocumented student author, and a presentation on the first course offered on the issue of undocumented students.

THURSDAY 9:45 am – 10:00 am

WELCOME

Solidarity Hall C

Dennis Serrette

Director of Education, CWA
President, UALE
501 3rd Street NW, Washington DC 20001
301-275-2075

Fred Mason

President, Maryland State & DC AFL-CIO
7 School Street
Annapolis, MD 21401
410-269-1940

Ernie Grecco

President, Central Labor Council of Baltimore
2701 W. Patapsco Ave
Baltimore, MD 21230
410-247-4898

Joselyn Williams

President, Metro Washington Council AFL-CIO
888 16th Street, NW #520
Washington, DC 20006
202-974-8155

THURSDAY 10:00 am – 12:00 pm

PLENARY

Imagining Alternatives: A Moment of Challenge and Opportunity

Solidarity Hall C

Phil Thompson (Moderator/Respondent)

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David Foster

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Gerry Hudson

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Sarita Gupta

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sarita@jwj.org

Benedicto Martínez Orozco

Co-President Frente Auténtico del Trabajo (FAT)
Vice-President, Union Nacional de Trabajadores (UNT)
Frente Auténtico del Trabajo (FAT)
Godard No. 20
Col. Guadalupe Victoria
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With the US, the labor movement, and the world standing at the threshold of vast challenges as well as vast opportunities, how should labor educators, activists, and academics respond? What are the new possibilities for a labor movement that has witnessed and is witnessing tectonic shifts in the way work is organized and the way the world economy is structured? How can we take advantage of the moment to imagine different structures, different agendas, and a different role for the labor movement and for labor education? How can we rethink what we are doing as individuals, as educators, and as an organization to take advantage of this moment? We hope to put some provocative ideas on the table, and imagine a new future for labor.

THURSDAY

1:15 pm – 2:30 pm

Breakout Sessions

PANEL

Reading, Writing, and Union-Building – How Labor Educators Can Promote Active Literacy Among Workers

Room 7101 North Classroom Building

Steve Early, Moderator

Labor journalist, former CWA organizer
Author of "Embedded With Organized Labor: Journalistic Reflections on the Class War at Home" (Monthly Review Press, 2009)
11 Ely Rd.
Arlington, Mass. 02476
617-930-7327
Lsupport@aol.com

Joe Berry

Labor Education Specialist, University of Illinois at Urbana-Champaign
Author of "Reclaiming the Ivory Tower: Organizing Adjuncts To Change Higher Education" (Monthly Review Press, 2005)
University of Illinois, Urbana-Champaign, Labor Education Program,
504 E Armory
Champaign, IL 61820
217-333-2388
fax: 217-244-4091
joeberry@illinois.edu

Kim Fellner

Former SEIU and SAG staff member, founder of the National Organizers Alliance
Author of "Wrestling With Starbucks: Conscience, Capital, Cappuccino," Rutgers University Press, 2008.
c/o Working America, AFL-CIO
815 16th St., N.W.

Washington, D.C. 20006
202-637-5137
kfellner@workingamerica.org

Bill Fletcher, Jr.

Director, AFGE Field Services and Education Department,
Former education director, AFL-CIO and SEIU,
Co-author (with Fernando Gapasin) of "Solidarity Divided: The Crisis in Organized Labor and a New Path Toward Social Justice." (University of California Press, 2008)
c/o AFGE Department of Field Services and Education
80 F St., N.W.
Washington, D.C. 20001
202-639-4012; fax: 202-639-6441
billfletcherjr@gmail.com

David Prosten

Founder of Union Communications Services,
editor of "The Union Steward's Complete Guide," Steward Update newsletter, and UCS Book Catalogue for Union Leaders, Activists & Members.
c/o Union Communications Services
165 Conduit St.
Annapolis, MD 21401
800-321-2545, fax: 410-626-1353
david@unionist.com

This session will showcase efforts by labor educators, labor communicators, and labor writers to encourage more reading and discussion of books that deal with workplace problems and solutions. The panel will be an exchange of information about ways to connect labor writers to a broader audience—i.e. what should be done by unions to promote labor-related books? by university-based labor studies programs? by academic, trade, and left-wing publishers and labor-oriented publications? Panelists will share their personal experiences, as authors or editors, long involved in labor education and organizing. They will discuss their own recent labor-related book writing and promotion, web-based marketing, and other efforts to encourage book buying by union members and their organizations. Presentations will be short and discussion will be encouraged!

LSJ SPECIAL SESSION #1:

Labor and Politics

Room 7102 North Classroom Building

This panel explores the role of union political activism in shaping policy choices and electoral activity in the United States during the 2008 Presidential Season. It also examines labor's strained relationship with the New Democratic Party in Canada.

The Politics and Political Engagement of Labor: Lessons from the US and Canada

Robert Bruno

Associate Professor
University of Illinois
School of Labor and Employment Relations
Labor Education Program
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815 W. Van Buren
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312-339-2491
bbruno@illinois.edu

Confronting Race Head On? Union Members' Perceptions of Race in the 2008 Presidential Election

Monica Bielski Boris

Assistant Professor
University of Illinois
School of Labor and Employment Relations
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mbielski@illinois.edu
217-244-4094

In order to analyze the impact of race on working-class voters, this paper examines how race influenced union member perceptions of the three leading 2008 presidential candidates: Barack Obama, John McCain and Hillary Clinton during the primary and general elections. During the summer and fall of 2008, focus group interviews with approximately 200 members, activists, leaders and staff of the United Steelworkers (USW) from Ohio, Indiana and Illinois were conducted. The interviews focused on how the participants themselves and the rank-and-file members in their local unions viewed the three candidates; who they actually voted for in the primaries and who they planned to vote for in the general election; the rationale behind their voting; and the issues that were most important for them during the election.

Political Activism as Part of a Broader Civic Engagement: The Case of SEIU Florida Healthcare Union

Bruce Nissen

Director of Research
Florida International University
Center for Labor Studies and Research
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This paper is based on a survey of 400 members of the SEIU FHU, interviews with 15 activists in the union, and two focus groups with the executive board members of this statewide union. It also illustrates the way this union embeds grassroots political activism into social and community activities and frames its political goals in terms of "social goods" like better patient care.

The analysis and interpretation of this case centers on the effectiveness of this approach to political engagement compared to other approaches. In particular, it highlights the beneficial "side effects" of this type of political work in terms of public image of the union, member attachment to the union, and a larger role for the union in the lives of its members and their families.

The Politics of Labour: Party-Union Relations in Canada

Larry Savage

Assistant Professor
Brock University
Labour Studies and Political Science
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Plaza Building 329
St.Catharines, ON CANADA L2S 3A1
lsavage@brocku.ca

In recent years, party-union relations in Canada have experienced unprecedented strain amid a global crisis in social democratic politics. This crisis has prompted many labour organizations to rethink their longstanding relationship with the social democratic New Democratic Party (NDP), a minority party which the Canadian Labour Congress helped establish in 1961.

This article surveys the Canadian federal and provincial political landscapes with a view to demonstrating that the politics of labour has lost its unity of purpose in recent years, with individual unions adopting divergent (and often contradictory) electoral strategies based on factors related to jurisdiction, patterns of party competition, and constitutional considerations. While some unions continue to profess a strong partisan adherence to the NDP, an increasing number of labour organizations in English Canada have declared themselves to be officially non-partisan or have allied themselves informally with the more centrist Liberal party, which is considered more electorally viable. Another group of unions has advocated the use of strategic voting (for individual Liberal and NDP candidates) to prevent the election of anti-union conservative candidates. In Québec, where constitutional disputes represent an important political cleavage, the labour movement has generally bypassed the NDP in favour of separatist parties.

While it has always been difficult to achieve a firm political basis for labour solidarity in a country as regionally and linguistically polarized as Canada, recent macro economic developments have severely weakened the political link between labour and the NDP. This destabilized relationship is the product of both the labour movement's unprecedented post-war weakness and the NDP's abandonment of core social democratic principles in an era neoliberal globalization.

From the Politics of Hate to the Politics of Hope: Workers, Unions and the Obama Campaign

Tom Juravich

Labor Center University of Massachusetts
Gordon Hall
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Amherst, MA 01002
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413-545-5986

For many union members and their leaders the campaign to elect Barack Obama as President of the United States was all about securing the passage of the Employee Free Choice Act. Yet in the process the campaign turned out very differently. I would argue that over the last eight years, without any legitimate voice in national politics, workers and sometimes their unions increasingly adopted a politics of hate. We saw this in the embrace of the politics of Lou Dobbs, for example, who spoke at several union conventions. It saw its worst exaggeration in the hockey-mom, Joe Six-Pack politics of Sara Palin. Reviewing campaign documents and union publications, in this paper I will explore how the Obama campaign drew out very different threads from the fabric of working-class and union culture and provided an opportunity for workers and their union to embrace a very different view of themselves and their country. As we saw in the courageous speech by AFL-CIO Secretary President Richard Trumka confronting racism in his home town and union, working on the Obama campaign provided workers and unions a forum to elevate their politics from the dead-end politics of hate to one that embraced hope, change and possibility.

PANEL:

Brazil's Worker Education: Transforming Minds & Building Movements

Room 7104 North Classroom Building

Martinho da Conceição,

General Coordinator
Education Department
CUT Central Único dos Trabalhadores (Central Federation of Workers)
Rua Caetano Pinto núm. 575

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Ruth Needleman

Professor of Labor Studies
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For the social movements in Brazil, education serves a central role in consciousness-raising and organizing. Through educational methodologies rooted in the work of Paulo Freire, popular education programs integrate literacy, vocational skills and critical thinking as well as learning with social action. This session will examine the programs and pedagogies of Brazil's Central Labor Federation, its Metalworkers Federation, along with community programs and those of the Landless Workers Movement(MST). Leader of the Central Labor Federation's education department, Martinho da Conceição will discuss their remarkable literacy program, *Todas as letras*, an initiative that involved 80,000 of Brazil's illiterate poor, from Amazonia to Sao Paulo, in each of its three years of work. He will also review the broad range of educational programs sponsored by the CUT, including leadership training, and support for the Solidarity Economy. Ruth Needleman will examine the "integrated" programs of the Metalworkers Federation and the MST. Particularly interesting, the primary and secondary school equivalency programs of the Metalworkers, called *Programa Integrar*, not only integrate primary and secondary school subjects with critical thinking and vocational skills, but also provide a completely interdisciplinary, problem-focused approach to public education. Rather than compartmentalized by discipline, the program organizes education around problems and problem-solving, encouraging integrated learning. She will also review the MST's approach to "train the trainer" education. Rebecca Tarlau will share her own experiences working in a community-based educational program in Recife, where Freire's revolutionary work originated.

Paper: Education and Labor: National Visions, Local Tensions and Daily Realities

Rebecca Tarlau

PhD Student, UC—Berkeley, Social and Cultural Studies in Education
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609-915-9890

This research project proposes to look at an under-analyzed face of the union movement—education—and how trends in labor education programs may be affecting the movement's ability to organize new members. While the general trend in the U.S. labor movement has been a decline in worker education programs and education departments, there are still many local unions and organizations that are involved in this important work.

This project will look at education in the labor movement on three different levels. The first is understanding the visions that national labor leaders have for the future of education in the U.S. labor movement. Next, this paper will focus on two local labor unions in California in order to understand the tensions between national visions and the local realities union staff face implementing education programs. Finally, this project will take an ethnographic look at the formal and informal educational “spaces” these unions have been able to create in their locals.

WORKSHOP

Reversing Climate Change and Creating Good Green Jobs - The Role of Labor Educators and Researchers

Kirkland Center Room 9232-33

Barbara Byrd, Moderator

Labor Education and Research Center, University of Oregon
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Greg LeRoy

Good Jobs First
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Jeff Rickert

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Tom Kriger

National Labor College
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Bob Baugh

AFL-CIO
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Jeff Grabelsky

ILR School, Cornell University
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The labor movement finds itself engaged in a debate that is both complex and urgent: How can climate change be addressed decisively in the midst of the greatest recession of our lifetimes? How can we make sure that green jobs are good jobs? As organized labor attempts to find

solutions that are equitable as well as economically and environmentally effective, labor educators and researchers find themselves playing an important role. From basic education to mobilization, from economic research to policy analysis, labor educators and researchers have stepped up to support unions in the states and nationally. This workshop will offer examples of that activity, and engage participants in a discussion of other ways in which we can contribute to the work.

PANEL:

Teaching Practice Issues

Kirkland Center Room 9230-31

Steve Schnapp, Moderator

Missing From Union Toolboxes: How Capitalism Works

Wayne Nealis

Recent member/activist with CWA Local 1120,
Poughkeepsie, NY, 2005-08

Affiliated with IUE 1140, Minneapolis, MN (1976-86)

Current member of Take Action Minnesota, a progressive grassroots issues and electoral organization.

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The current economic crisis once again highlights the need to resolve the long-standing debate about whether or not to include the ‘C’ word—capitalism—in labor education programs. While it is understandable that American unions distanced themselves from educational approaches that are anti-capitalist, workers nonetheless have a real need to understand how the system works and how it works on them. What I advocate in this paper is a middle ground that would teach members how capitalism works, but leave it to them to draw their own conclusions about the system. I propose that labor educators develop a curriculum that would act as a guide to understanding the basic concepts and workings of capitalism. Such a curriculum would present material and use pedagogical approaches that guides learning from the perspective of workers own experiences, while at the same time familiarizes them with concepts and information that may be outside their experience. The educational goal would be for members to become lay experts on capitalism so they are better equipped to participate in electoral, workplace and legislative struggles for economic justice and labor rights. In addition to advancing my overall argument, I will discuss specific pedagogical approaches, outline concepts for online educational formats, suggest ways to measure outcomes and examine the importance of communicating economic concepts and relationships visually.

Our Identity as Women Leaders: Understanding the challenges faced by Latinas, women and Immigrants and how to overcome them to be leaders

Cassandra Baker

Program Coordinator, STITCH
cbaker@stitchonline.org
202-265-3790
1525 Newton St. NW
Washington, DC 20010

The Women, Labor and Leadership Curriculum systemizes the leadership development workshops and exchanges that increase the skills and strategies of women worker who are organizing against substandard wages that keep them in the poverty cycle. This uses the best techniques from the popular education model that begins with the participants' experience and ends with their commitment to new practices.

Rethinking White Privilege, Class Struggle, and Solidarity

David H Slavin, PhD,

Southern Illinois U and Georgia State U history departments
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Decatur GA 30033
dhslavi@emory.edu
dhslavi@emory.edu
Phone: 404 299 5566

Paula Cole Jones

All Souls Unitarian Church
ADORE/A Dialog on Race&Ethnicity
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212 271 1896

This fifteen minute presentation will demonstrate a 'teaching practice' that I/we have used to examine whether privilege benefits whites. Or, is privilege conferring the illusion of benefits while hiding the costs it exacts on whites who are not part of the elite?

The "white worker" as a social stratum is a paradox, racially privileged as "white," yet exploited and an integral part of the working class. Individuals who are European American live within this paradox without any other frame of reference to promote self-awareness. The teachable moment, and the epistemological question for teachers, is the construction of a platform for an "existential leap" out of the burning house that is the white race. The reference is to Bertolt Brecht's poem *The Buddha and the Burning House*. The Buddhist koans, parables that end with paradoxical or seeming nonsensical statements by Zen masters, translate

nicely into both spiritual and workerist frames of reference: What is the sound of one hand clapping? What is the sound of one class struggling?

We hope to spend this session and its aftermath brainstorming from our own experience to devise paradoxes as will lead to a dialectical mental framework that enables whites to grasp the contradictory nature of the white worker strata -- to "see ourselves as others see us."

THURSDAY 2:45 - 4:15 pm

PLENARY

Challenging Racism in Workers' Organizations

Solidarity Hall C, Kirkland Center

Sr. Martinho da Conceição

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The historic candidacy of Barack Obama forced U.S. worker organizations to confront racism within our ranks in order to successfully mobilize members for electoral victory. The many laudable statements made by national union leaders revealed the variety of arguments that were pursued to de-fang racism during the campaign. Many labor educators and activists

applauded these statements while also noting many unions have avoided really grappling with racism and other forms of oppression over the long-term. We know this is more than a 'training' issue. But what is possible? How can integrating an anti-oppression lens expand to the everyday practices of our organizations? What can unions learn from other worker and community organizations? This plenary will touch on some of the ways that racism and other forms of oppression exist within the labor movement and examine a variety of strategies employed in Brazil, Canada and the U.S.

THURSDAY

4:30 – 5:45 pm

Breakout Sessions

Room 7101 North Classroom Building

ROUNDTABLE

Towards a Social Justice Agenda for Economic Development Building an Alternative Approach for Labor Educators

Kim Wilson, Moderator

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This roundtable discussion will explore community based approaches to economic development that challenge business led economic development practices, with the goal of furthering social and economic justice through local and regional campaigns. How are economic development decisions made at the local level, including decisions about the use of corporate welfare?; Once companies are recruited to an area, or shored up with public aid, how do these companies contribute to providing good jobs?; How can we assess and change local community conditions through economic development policy in relation to community benefit agreements, affordable housing, accessible transportation and good jobs for youth? We believe labor can and should intervene in these decisions in coordination with our community allies and that labor educators have an important role to play in this work. Many cities have community-labor alliances around economic development with varying levels of research performed. This Roundtable aims to show examples of this work done in smaller population areas as well as on a regional level. Currently labor educators have engaged in economic development work as facilitators, community builders, and by helping to articulate and disseminate an alternative vision for economic development. What are other avenues that we may take as labor educators as part of this overall effort? This Roundtable will introduce several speakers to talk about their local work and it will be brought into a larger context by comments from the Partnership of Working Families participant. We expect a rich discussion among participants and with the audience.

PANEL

Labor Studies Journal Special Session #2: Labor and Politics

Room 7102 North Classroom Building
Robert Bruno, Chair

Paper: How Do Religious Groups Respond to Class and Inequality? County-Level Results from the 2000 Election

Roland Zullo

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One lingering perception from the 2000 election is that Evangelical churches persuaded working class populations to support George W. Bush. Using a county-level population analysis, I examine whether the interaction between religious groups and class and inequality predict voter turnout and voter preference for George W. Bush in the 2000 presidential election. Results indicate that for counties with high densities of mainline Protestants, lower-income and lower-education meant depressed voter turnout and higher Bush support; with high densities of Jewish adherents, lower-income yielded elevated voter turnout, while lower-income along with less education equated with less Bush support; with high densities of Catholics, lower-income meant higher voter turnout; with high densities of Evangelicals, lower-income yielded depressed voter turnout, however, lower-income and less education correlated with less Bush support. These patterns were supported for county income inequality when median income was controlled. Overall these results challenge the perception that mainline Protestants have become more politically diverse and less attached to the Republican Party, while Evangelicals have coalesced solidly behind the Republicans.

Paper: Changing Union-Party Relations in Canada: The Rise of the Working Families Coalition

Bradley Walchuk

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The traditional understanding of union-party relations in Canada suggests that the social-democratic New Democratic Party (NDP) is the party of organized labour. Reality, however, dictates that this is no longer the case. In recent years, combinations of internal and external factors have forced unions to reconsider their relationship with the NDP and re-evaluate the larger union-party relationship in Canada. This has been particularly true in Ontario, the largest province in Canada, where many unions have begun to support the centrist Liberal Party.

This paper examines the rise of the Working Families Coalition (WFC), its effects on union-party relations, and its place as a political force in Canada. While popular rhetoric suggests that the Coalition is simply a front for the Liberal Party, a more in-depth analysis suggests that the rise and continued operation of the WFC represents a defensive stand against the worst excesses of neo-liberalism, is symptomatic of a failure of the emergence of working class party capable of taking office, and represents a move away from a traditional mass-based labour party toward a quid pro quo relationship.

I conclude that the Coalition will likely be an active force in Ontario politics for some time and that a similar split between

labour and the NDP may also occur in other Canadian provinces. Furthermore, I suggest that the emergence of the WFC has significantly changed the union-party relationship in Ontario and consequently has altered the political strategy of the labour movement.

Paper: It Isn't Always Rational – The Psychology of Voting and Lessons for Labor

Matthew Piszczek

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With the recent presidential election and possible inception of the Employee Free Choice Act, voter behavior is arguably more relevant for labor than ever before. The current theoretical paper examines voter behavior research from various disciplines and explores how findings may be used by labor organizations to reverse the voting behavior of working-class citizens who may be voting against their best economic interests

Paper: Political Impact Analysis of a Successful Union-Led Political Coalition – A Case Study

Stephen L. Cook

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In 2006 a unique alliance occurred between a local of the American Federation of Teachers-West Virginia (AFT-WV) and the non-union West Virginia School Service Personnel Association (WVSSPA) in Monongalia County, West Virginia. For the first time the two organizations initiated a formal coalition to endorse candidates for the Monongalia County School Board with the ultimate goal of electing School Board members who would support an excess levy that contained a salary supplement increase for all employees. In West Virginia, school districts comprise the entire county.

This paper examines the process whereby an AFT-WV local union joined with a county chapter of the WVSSPA to endorse and elect county school board members with the ultimate goal of passing an excess levy that would include a significant

increase in the salary supplement provided by the levy for both professional and non-professional employees. The successful activities of this coalition now serve as a model for similar joint efforts in the state's other 54 counties. This coalition may also be an opportunity to create a significant labor presence in many counties where there are currently few, if any, non-teacher AFL-CIO union members. In fact, in 35 of the 55 counties in West Virginia, the county Board of Education is the largest employer, in 12 counties it is the 2nd largest, in six it is the 3rd largest and in two it is the 4th largest.

PAPER SESSION

Room 7104 North Classroom Building

Tess Ewing, Moderator

Paper: Unions and the 'Greening' of Australia

Darryn Snell & Peter Fairbrother

Global Work and Employment Research Group

School of Management

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Climate change and its environmental implications has become one of the major concerns of the international community and policy makers around the globe. As international government agencies and national governments take measures to address the human causes of climate change the focus of these policy decisions are being redirected towards the social implications of these policy initiatives for workers, families and communities. In this process, trade unions throughout the world have emerged as a major voice in the climate change debate and the sustainable development movement. This paper focuses upon climate change policy developments in Australia—a country identified as one of the largest greenhouse gas emitters per capita in the world and widely recognised as a nation where climate change is likely to have major detrimental affects—and the role of the Australian trade union movement which has maintained an active presence in policy debates surrounding climate change and the 'greening' of the economy. Drawing on interview material, documents and observational material, the paper considers the implications of Australia's proposed Emissions Trading Scheme for workers and unions, union responses to the scheme and how different Australian unions are working towards a 'just transition'. As part of this enquiry, the paper also considers 'green collar' job initiatives, efforts to incorporate environmental clauses in collective agreements and worker-owned green industries. The paper concludes by discussing what unions in other countries can learn from the Australian labour movement's activities around climate change.

Paper: Flexicurity as an Alternative Approach to the Challenges of Workforce Flexibilisation in the Caribbean

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The paper will identify how flexicurity is being seen as an emerging alternative model of industrial relations practice in Europe and how it has helped to balance the employer's need for a workforce that is adjustable to the changes in the economic environment and the employee's needs for job security and a decent standard of living. The Danish model of flexicurity will be examined in terms of its success as a new model of industrial relations practice. The paper will explore whether flexicurity can be used as an alternative approach to the traditional practice of workforce flexibilisation which has led to significant increases in the levels of unemployment and the decline trade union membership in the Caribbean. The paper will examine the extent to which the introduction of flexicurity in the Caribbean could be considered as an extension of the principle of social dialogue and trust building in industrial relations practice. The secession is considered significant because it is introducing a new model of industrial relations practice which tends to strike a win/win case for both employers and trade unions/employees. A further argument is to advocate and seek responses about the flexicurity being suitable as a module for an advances collective bargaining course.

Paper: Between Imagination and Immediacy: Education for Union Renewal in the Midst of Crisis.

Tony Brown & Keiko Yasukawa

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This session reports on research conducted with twenty-five Australian trade union leaders, who were asked to describe the educational activities of their unions; and to assess the education provided by the ACTU's Education and Campaign Centre (ECC). It reveals a number of structural, organisational and pedagogical challenges for delivering a national union education program. More substantially, the findings reflect a lack of imagination about how education, and what type of education, can support a union movement battling to convince new layers of workers that unionism can be a dynamic forward-looking social movement. Drawing on interviewee observations the paper poses questions about how

education is understood by union leaders. It begins by outlining the existing course framework as a means of understanding the scope of current educational provision. It then considers the confusion surrounding the roles of educator and of organiser, and how the expertise of both can be further developed. The paper asks whether, in the context of declining membership and density, the current education program is suited to contribute to reviving union growth and union culture. Is it the kind of critical education aimed at developing new activists and leaders, and encouraging and facilitating the organisational change needed to re-orient unions to develop broader alliances? Finally, the research is considered in the context of an emerging international literature that is rethinking the scope and practice of union education and the link between education and efforts to re-organise and renew unionism with a vision for a more democratic future.

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TEACHING DEMO: **Lullabies, Limericks, Nursery Rhymes and Other Subversive Cultural Weapons – Giving Your Boss an Art Attack**

Kirkland Center Room 9230-31
Helena Worthen, Moderator

Anne Feeney

activist, folksinger, American Federation of Musicians (Past President of Pittsburgh local)
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Tom Juravich

educator, activist, songwriter
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There's a reason why every corporation that wants you to know they exist has a catchy commercial jingle. Corporations know well why in every culture throughout history mothers sing to their babies. They know very well why you remember the jingles and couplets of your education years better than anything else. And they exploit this power and knowledge so that they can exploit YOU.

Can our movement harness this same power and knowledge and use it to build community and solidarity? To educate and inspire? Imagine the Civil Rights movement without music. In sweltering Alabama heat young people linked arms and sang "We Are Not Afraid" and walked right into billy-club wielding police, attack dogs and water cannons. They changed the world. Tom Juravich and Anne Feeney have been cultural warriors on the frontlines of labor education and labor struggle for the past twenty years. They believe we can change the world – learn why singing is subversive, educational and transformational – Give your boss an art attack!

TEACHING DEMO: **Thinking Globally, Screening Locally – Worker Film Festivals**

Joan Hill, Moderator

Kirkland Center Room 9232-33

Chris Garlock

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Jim E. Kelly

REELWORK May Day Labor Film Fest
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Labor film and media events are surging worldwide. From the well-established –(the Rochester NY Labor Film Series turns 20 this year and the DC Labor FilmFest has been running since 2001 -- to San Francisco's LaborFest, New York City's Labor Goes To The Movies, Capetown (South Africa's Labour Film Festival, 'Santa Cruz based Reel Work May Day Film Festival, the Korean Labor FilmFest and the Paden City (WV) Labor Day Film Festival), local organizers have brought worker's issues to silver screens across the country and around the world. New labor film festivals are now being organized in Toronto, Canada, Dublin, Ireland and in Norway. An informal network of labor film festival organizers has begun to share information and help grow existing events and support new ones and now includes a growing online database of over 1,000 labor films, more than a dozen labor film festivals and links to festival websites worldwide.

DC Labor Film Festival Director Chris Garlock and California's Reelwork May Day Festival co-founder (and San Jose City College Labor Studies Coordinator) Jim E. Kelly will screen samples of the popular labor films they've shown and discuss how this popular media can be an effective organizing tool as well as an ideal vehicle for reaching new audiences. Inexpensive filmmaking equipment is providing access to workers, filmmakers, students and community activists seeking to publicize the struggle for equality and organizing for social and economic justice. Learn how you can involve your community in promoting labor's issues through media arts, and view highlights of current topics of workers struggles. Find out how easily you can join the growing ranks of media activists promoting labor's struggle and appealing to new and younger audiences in your classroom and in your community. Film festival brochures, program books, DVDs and books will be offered for sale and as door prizes.

FRIDAY, APRIL 17

FRIDAY
8:00 – 10:45 am

WORKSHOP & DISCUSSION

**Using Open Space Technology (OST):
Politics and the Labor Movement
(Double session with break)**

Kirkland Center Solidarity Hall D

Elissa McBride, AFSCME

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This large group session will utilize Open Space Technology (OST) to share experience and generate new ideas. Using OST, participants will identify the specific issues and questions they wish to discuss within the overall topic of the session. Participants will then facilitate their own small group discussions. We are proposing Open Space Technology as a format for the discussion of political action for a very specific reason. For topics that generate wide interest, the panel format has proven problematic because it limits the number of people who can share their experience and ideas. OST creates an opportunity to address the issues that matter to participants around a central theme. It empowers the group to dig deep into the topic and explore new directions. It enables everyone in the room to bring their own skills, talents, experiences and perspectives to the discussion. In addition, using OST will expose this group of educators to an approach they may not have seen before, and which they may find very useful in their own facilitation and teaching.

PANEL

**The New New Deal—
Making Labor Rights Real Rights**
Ellen Dannin (Moderator)

Kirkland Center Solidarity Hall C

After decades of presidential administrations that have, at best, engaged in benign neglect of worker rights or, at worst, outright assaults on them, we now elected an administration that seems likely to be friendly to labor and organizing. After years of lobbying, passage of EFCA is a realistic possibility.

But, what then?

History shows that hard as it is to enact good workplace laws, it is far harder to ensure they are enforced. Planning for “what then” is essential if EFCA is not to be just one more ineffective labor law.

This panel takes on the issue of “what then?” Panelists identify likely assaults on labor rights, using lessons from history and comparative law. They then identify fruitful (and unfruitful) strategies in order to construct promising tactics. Finally, they provide routes by which activists and academics can work together to make labor rights real rights. Collectively, they present strategies and historical and comparative precedents as to the possibilities and impossibilities of labor law reform. Only strategies that build on collaborative relationships among universities, unions, and the labor movement can be effective in supporting real labor rights. The panelists have deep experience in labor relations and law that they bring into their discussion of these critically important issues.

These papers collectively address research, strategies, historical precedents, and create theories to address: What we can learn from other countries as to the basis of labor law; what are the possibilities and impossibilities of labor law reform; and how the relationship among universities, unions, and the labor movement can be strengthened, including using research in support of labor rights.

Comparative Analysis of Labor Law Reform under the Carter, Clinton, and Obama Administrations

Marquita Walker

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Major labor law reform in the United States has not taken place since 1959 with the passage of the Landrum-Griffin Act. Two distinct opportunities for passage of major labor law reform took in 1977 during the Carter Administration and in 1992 under the Clinton Administration. Each piece of legislation would have strengthened worker’s rights to collectively bargain against powerful employers, yet under a Democratically-controlled Congress and Senate, neither of these pieces of legislation was passed. There currently is another major piece of labor law legislation being debated on Capitol Hill known as the Employee Free Choice Act (EFCA). The fate of the EFCA lies in the hands of the Democratically-controlled 111th Congress and Democratic President, Barack Obama. This is an historic opportunity for organized labor and workers to once again strengthen worker’s ability to collectively bargain and arrive at a first contract. This paper

is a comparative analysis of three opportunities and two subsequent failures since 1959 for labor law reform in the United States. To make this comparative analysis, I will focus on three components: presidential interest in labor law reform, the presidential relationship with the Congress, and the presidential relationship with the AFL-CIO. The merger of these three components impacts the success of labor law reform. I will suggest that if certain conditions exist in the upcoming 111th Congress, labor law reform, in the shape of the EFCA, has a good chance of becoming law.

The Dunlop Commission and Labor Law Reform: Lessons for the New Administration

John Logan

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Labor Rights – But Only If We Can Keep Them

Ellen Dannin

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When it comes to workplace rights, the only certainty is that management will fiercely oppose and judges will take away rights that Congress has given. While amendments to restore a law to its original purpose are sometimes possible, they come at a high cost. The ADA was successfully amended only because of the personal stake and strong support of Representative F. James Sensenbrenner (R-WI), one of the ADA's original authors. Even then, as with the enactment of the ADA Restoration Act, legislation requires costly lobbying. Thus, the equally enervated Family and Medical Leave Act (FMLA) and other laws fail to achieve their purposes but have no partisans with the power and commitment to re-legislate them. Far better than this cycle of legislation, judicial "rewriting", and possible re-legislation would be to stop the process. This paper uses the lessons of history as "comparative" law on lost rights and strategies to ensure workplace laws remain effective.

The NLRA and How It Protects Unions from State Defamation Lawsuits

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This paper examines three recent unprecedented state defamation cases. They are unprecedented because the state courts (1) concluded that there was no National Labor Relations Act (NLRA) "labor dispute" and therefore there were no NLRA limitations on the defamation lawsuits and (2) issued large monetary awards (at least initially) against labor unions. The paper utilizes scholarship on NLRA speech and the NLRA's state law preemption doctrine as well as an analysis of all relevant state and federal NLRA/defamation cases to demonstrate the wide scope of protection the NLRA has and could afford in defamation cases and to illustrate that these three state defamation cases should remain anomalies. The NLRA's limitations on state defamation law has been largely overlooked in current scholarship and is increasingly important to study as both labor and management turn to the courtroom in their dealings with each other.

Nirvana Lost: What Canadian Experience Tells Us about the Likely Impact of EFCA

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Common wisdom in the labor movement is that Canada is labor utopia built on card check and employer neutrality. The reality is, however, a more sobering one. This paper discusses the experience of Canadian provinces with diverse laws for neutrality and card check. It then uses the Canadian experience to forecast the likely impact of labor law reform (EFCA or similar alternatives) on private sector organizing in the US.

Disloyalty and the Robust Democratic Workplace

Anne Marie Lofaso

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Congress understood that the system of “friendly adjustment of industrial disputes” created under the National Labor Relations Act would involve disputes and controversy on a class basis. It is no accident that then that Congress expressly protected employee actions that employers would see as disloyal. The courts, however, quickly overrode Congress’ stated intent, and cases since then have only expanded the sphere of employee actions that are classified as disloyal and, thus, unprotected. In each of these cases, the employer has taken adverse actions against employees for communicating about a dispute with their employer and for criticizing their employer’s behavior in that dispute. Drawing, in part, on dissent-based free speech theories, this presentation shows that, rather than suppressing dissenting voices as disloyalty, a workplace dedicated to industrial democracy within a robust political democracy must protect such dissenting voices.

FRIDAY

11:00 am – 12:00 pm

Breakout Sessions

STUDENT PAPER SESSION

Dawn Addy, Moderator

Room 7102 North Classroom Building

Indirect Control and High Performance Workplaces: Challenges for Unions and Labor Education in Germany

Julika Buergin

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Work relations transform in a way that workers selling their labor power have to capitalize their productive forces. The contradictions of capitalist modes of production immigrate to the life of individuals (what can be considered as progress). The “entrepreneurial wage-laborer” loses the distinct position to advocate his/her reproductive interests. Unions are not structured to resolve the core problems of wage-laborers who are individually forced to reach market-related goals (e. g. in project work). Unions in Germany begin to face the problem, but they are historically not experienced to resolve it. In Germany, the challenge reaches out to labor education in two ways. First, the curricula are called into question: How is present capitalism analyzed? How can mutual understanding between entrepreneurial and non-entrepreneurial wage-laborers (as well as the rising group of

freelancers) be advanced in order to organize and act despite divergent conditions? How can Unions talk about the fact that they face a problem without having a solution (yet)? Second, labor education as “political education” is questioned (with “Politische Bildung” in Germany we don’t relate to political parties, but to power-relations and politics with their historical, economic, psychological and legal dimensions). Should Unions rather provide vocational and professional training if this is what entrepreneurial wage-laborers need to survive? Could the professional needs be “politicized” by education?

Privatization of Rights: Corporate Social Responsibility and Labour Rights

Jeff Cornelissen

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This presentation will describe and evaluate the different strategies that have been employed by international environmental and labor nongovernmental organizations in attempting to influence the behavior of multinational corporations. Global capitalism has created the meaning and function of global civil society (including the labour movement) such that it helps to reproduce a system that is favorable to the interests of the dominant class. The dominant response of the labour movement to the downward pressures of global capitalism has been to use consumer pressures to influence corporations to behave “ethically.” This presentation will look at and evaluate the instances in which corporate social responsible policies are said to have worked. It will be argued that these policies may have a negative effect on the labor movement. Strategies aimed at individual corporations to embrace social responsibilities will only enhance and further embed the power of MNCs. By pursuing these campaigns, labor will be creating and legitimizing the privatization of public rights. These rights will be enforced through private international actors. Essentially, the trend of the labour movement to use the market mechanism to advance their agenda only reinforces the primacy of market relations. From this perspective, this presentation will then evaluate other means to effectively ensure labour standards are upheld through public, rather than private, measures.

Labour Movements in Bangladesh in the Era of Globalization: Searching for an Alternative Theoretical Framework

Mohammed Ziaur Rahman

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Utilizing Bangladesh's cheap labour force and marginal economic conditions, many Western companies import Readymade Garment (RMG) products from various Bangladeshi outsourcing apparel companies established during the era of globalization. At present Bangladesh is the 12th leading RMG export-country in the world while the sector has employed 1.8 million workers, mostly female (80%). One reality is that absolute exploitations carried out by the selfish employers of the RMG industries, protected by the Bangladesh state, throw out the minimum welfare of the poor workers. Consequently, low wages, long working hours, forced labour during holidays and shipment period without extra payment, physical and sexual harassments, worsening working and environmental conditions, concomitant accidents and fires, inadequate transportation and housing facilities have become the common features faced by the RMG workers in Bangladesh in the era of globalization. Interestingly, labour movements against such an oppressive situation have been stunted; for a long time Bangladeshi workers have tolerated all sorts of exploitations, and have developed little resistance against those oppressive acts. Hence, questions can be raised: why haven't the workers developed any telling labour movements although they have been exploited absolutely for a long time? What are the main weaknesses and strengths in the previous protest movements, if any, developed by the workers? Reviewing existing theories and literature, and using field experiences, this paper intends to propose a theoretical framework that might answer the above research questions and thereby provide a new direction or an alternative path to preserving labour rights of the poor Bangladeshi workers.

WORKSHOP & DISCUSSION

On the Front Lines in the Financial Crisis: Building the Movement for Economic Justice

North Classroom Building Room 7101

Robin Alexander

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Armando Robles

UE Local 1110 Republic Windows and Doors

On Friday, December 5, 2008, a new chapter in labor history was written by about 260 Chicago workers at Republic Windows and Doors. Three days earlier, they learned the plant was closing. Bank of America, although flush with U.S. government bailout cash, had refused to extend Republic's line of credit and had also refused to allow Republic to pay out what they were owed as severance, health benefits and earned vacation pay. United they stood together and said "No!" For the next five days they occupied their plant — something rarely seen in the U.S. since the 1930's. The worldwide reaction was stunning. People organized demonstrations in dozens of cities across the country.

On December 19, members of UE Local 1110 gathered to receive the money they had fought for and won, averaging about \$6,000 each.

Not quite a month later, UE Local 1110 announced that the leading company in the green window business Serious Materials, based in Sunnyvale, California was in the final stages of working out an agreement to purchase the company's assets. Serious has said that it hopes, after a rampup period, to eventually hire all of the former Republic workforce!

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PRESENTATIONS

North Classroom Building Room 7104

Building Power in the Workplace and Community

Carol Lambiase

UE International Representative
 567 Carrington Road,
 Bethany CT 06524
 203-393-2253
 carol.lambiase@ranknfile-ue.org

Annie MacDonald,

President, UE Local 222, #75,

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Wallingford, CT 06492
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amacDonald@wallingford.k12.ct.us

A case study noting challenges and opportunities in union transformation of a local union of 185 school paraprofessionals in Wallingford, CT. While there is much literature applauding major struggles that have emerged over the past decade, there is little consideration of the interplay of factors that made the process of change from a business union orientation possible. This case study and discussion will examine the recent history of the Wallingford paras in the context of these factors and the detailed organizational work necessary to build and carry out a transformational campaign and struggle.

The First Generation: Interviews with African-American and Female Journeymen

Emanuel Blackwell

Heat and Frost Insulators Local 17
UMass Labor Studies
Building Bridges Project and CACOSH, The Chicago Area
Committee on Occupational Safety and Health
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Under President Jimmy Carter an Executive Order mandated that the percent of female and minority members of the building trades increase, in order to integrate these trades. Many building trades unions were also targeted by litigation charging discrimination. This paper, based on interviews with minority and women journeymen who entered the trades in 1974-1980, asks the question, "Where are they now?" and considers whether this mandate was a success or a failure.

CASE STUDY REPORT

Kirkland Center Room 9232-33

AFSCME's Major Affiliate Leadership Academy: A Participatory Action Research Approach to Creating Organizational Change

José LaLuz

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The purpose of this paper is to describe the curriculum development, initial delivery and preliminary evaluation of the Major Affiliate Leadership Academy. The program was designed using a Participatory Action Research (PAR) design in which AFSCME Education Department staff collaborated with external Organizational Development and Change (ODC) scholar-practitioners, technical experts in a variety of disciplines and with the leaders who would participate in the program. PAR is an approach to creating change in human systems in which organization members with "local knowledge" and outside experts with theoretical and technical knowledge combine their expertise to implement change, evaluate the results and plan further developments. Over the past year, the first cohort of Major Affiliate leaders completed the full three week curriculum. The paper will draw on extensive field notes kept by the design team during the planning and implementation process as well as notes from discussions during the class sessions and follow up interviews with the participants. Lessons learned from the first cohort will be summarized, along with the impact of these lessons on planning for the second cohort, which launched in February 2009.

TEACHING DEMO

Dumping Our Baggage: Economic Nationalism and the Struggle for Solidarity

Kirkland Center 9230-31

Judy Ancel

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Deborah Rosenstein

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Many unions recognize that they must go global. Some have made great strides in building strategic ties of solidarity across borders. The progress, however, has been uneven, and the worldview of many leaders and members is still weighted down with heavy baggage of economic nationalism and jingoism. This baggage makes us automatically think "Buy American," over "Buy Global Union." It leads us to engage in U.S. labor struggles to protect our jobs - and no one else's - by eliminating unfair competition (cheap foreign labor and/or undocumented immigrants.). Our nationalist and patriotic baggage has been easily whipped into support for US imperialism, and, under that flag, we have sometimes arrogantly imposed U.S. style unionism on our brothers and sisters in other countries. This workshop will examine this legacy and deal with some of the tough questions facing US unions in the global economy. It will ask: How do we think and act both locally and globally? It will provide materials, videos, handouts, and teaching strategies to help workers reframe the jobs issue to be more inclusive and to understand the limitations of consumerist "Buy America" strategies. It will help people understand who is "us," who are our allies, and what do we have in common with workers around the world.

FRIDAY

1:30 -2:45 pm

Breakout Sessions

ROUNDTABLE

Solidarity Knows No Borders: Labor's Views on Future Immigration

North Classroom Building Room 7101

Tess Ewing, Moderator

Labor Extension Program
CPCS Labor Resource Center
UMass Boston
100 Morrissey Blvd.
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Jennifer Gordon

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Dan LaBotz

Cincinnati-based teacher, writer, and activist
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Ana Avendaño

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Immigration policy reform was off the table during the 2008 presidential campaign, as both candidates were intent on avoiding this controversial issue. But it is bound to come to the fore once more. And when it does, we need to be ready to articulate a progressive labor view on the issue. Over the past 15 years, organized labor has taken a great step forward from the anti-immigrant views that often characterized it in the past. Now, most of the labor movement espouses solidarity with current undocumented workers and a path toward "legalization." But there is no consensus on the question of future flow of immigrants. Some advocate for continued strict border controls, arguing that without restrictions, the sheer number of immigrants will drive down wages and working conditions. Others call for open borders, contending that otherwise illegal immigration will never stop and will continue to create and re-create a permanent underclass of highly exploitable workers. Some reject all "guest worker" programs as inherently exploitative; others favor allowing people from other countries to come here to work as long as adequate safeguards are set up. We need new thinking to break the logjam. This panel session will begin with 2 panelists espousing views that are quite different from commonly heard public discourse, plus a respondent speaking for mainstream labor. Each panelist will speak briefly— just long enough to spark discussion among the people in attendance. The major part of the session will be the discussion following the presentations.

STUDENT PAPERS

Research By the Rank-and-File

North Classroom Building Room 7102

Chair: Dr. Tom Kriger,

Provost, National Labor College
10000 New Hampshire Avenue
Silver Spring, Maryland 20903
tkriger@nlc.edu
301-431-5402

“Good Homegrown Union Leadership: Cultivating Good Stewards”

Shannye Carroll

American Federation of State, County and Municipal Employees
c/o National Labor College
10000 New Hampshire Avenue
Silver Spring, Maryland 20903
vtj@nlc.edu
301-431-5403

“Organizing Public Safety Unions in “Right-to-Work States.”

Jeff Crawford

International Association of Fire Fighters
c/o National Labor College
10000 New Hampshire Avenue
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301-431-5403

“Speed Matters: Connecting the Digital Divide.”

Renee Harris

Communication Workers of America
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10000 New Hampshire Avenue
Silver Spring, Maryland 20903
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“What are the Factors That Determine Membership Attendance at Meetings in SWMIA LU #18?”

Marc Norberg

Sheet Metal Workers International Association
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301-431-5403

Research by four graduating seniors of the National Labor College is energizing the trade union movement. Last year approximately 100 rank-and-file trade unionists graduated with an accredited Bachelor of Arts degree. Panel members will discuss findings from their own activist research on rebuilding and strengthening the labor movement. The panel is chaired by college provost, Dr. Tom Kriger.

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PANEL

Globalization, Precarious Labor Markets, and Working Class Solidarity

North Classroom Building Room 7104

Louise Simmons, Moderator

School of Social Work
University of Connecticut
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West Hartford, CT 06117
louise.simmons@uconn.edu
860-570-9181

“Comparative Perspectives of Precarious Labor Organizing: Germany, Italy, South Korea”

Hae-Lin Choi

Free University of Berlin
Department of Political Science
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Brooklyn, NY 11217
haelin.choi@gmail.com
1-415-694-8582

“Precarious Labor and Syndicalist Labor Unions”

Immanuel Ness

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City University of New York
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Brooklyn, NY 11210
iness@brooklyn.cuny.edu
212-529-1260

“Labor Contractors, Temporary Employers, and Precarious Labor”

George C. Gonos

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gonosgc@potdam.edu
315-267-4805

“Taming the Employment Sharks: Regulating labor market intermediaries in high-velocity labor markets”

Harris Freeman

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Labor Relations and Research Center
University of Massachusetts, Amherst
hfreeman@law.wnec.edu
413-796-2214

“Labor Migration and Precarious Employment”

Stacy Warner Maddern

Department of Political Science
University of Connecticut
E-mail: swarner68@gmail.com
Telephone: 347-262-2900

The panel examines the growing prevalence of precarious workers as a mainstay in the US and global economy under neoliberal capitalism. The papers will evaluate and explore the status of precarious labor in the US and internationally and examine the potential how established and new forms of labor organization may facilitate improving wages and working conditions. The panels will examine from a historical and contemporary perspective the transformation of conditions of precarious workers, and the use of temporary and contingent labor by employers and labor contractors. The panel paper contributions also address the short-term and long-term efficacy of a variety of forms of resistance through job actions, direct action, and strikes, with a particular emphasis on oppositional, or class-struggle unionism.

ROUNDTABLE

Anti-Racism/Anti-Oppression: Taking Stock & Moving Forward

Kirkland Center Room 9232-33

Barb Thomas

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Thandabantu Iverson

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This roundtable will focus on participants' experience with integrating an anti-racism/ anti-oppression lens into their work as labor educators, including assessing barriers and openings. Once an overview of collective experience is shared, participants will have the opportunity to explore specific strategies mentioned in greater depth. Participants will leave with a greater understanding of not only what others are doing, but how they might adapt such ideas to their own situations and where to turn for further support and collaboration.

TEACHING DEMO

Union-based Investor Education

Kirkland Center 9230-31

Zach Teutsch

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Michelle Kaminski

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AFSCME has developed an investor education curriculum using popular education techniques. The program provides workers with the information they need to get the most out of the money they earn and invest. Investor education is a somewhat non-traditional topic for labor education, but large numbers of union members have turned out for these workshops. The financial and economic crisis this fall has only increased the members' interest in this topic. We will conduct a condensed version of the training. The primary goals for a typical training session include these two: “Why invest? A little today becomes a lot tomorrow” and “How to invest wisely”. This workshop will demonstrate how to teach financial topics using a popular education approach. In addition, we will present results from an evaluation study that looks at the quality of the training as well as the impact of the training on investment behavior several months later.

FRIDAY

3:00 – 4:00 pm

Breakout Sessions

STUDENT PAPER SESSION

Dawn Addy, Moderator

North Classroom Building 7101

Prioritizing Politics: Organizational Solutions to Detached Social Science

Michael A. McCarthy

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Jason Stanley

New York University
 Department of Sociology
 295 Lafayette St., Floor 4, New York, NY 10012
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Many social scientists are committed to progressive social change of one sort or another. However, many disempowered communities outside the academy benefit little from the research that is conducted therein. The forces associated with academic professionalization play an important role in perpetuating the chasm that has grown between academia and these communities. Through the use of interview data, we formulate several distinct models of transformative social science – a social science that is heavily informed by the needs, challenges, and questions of activists struggling on the ground. These models highlight the need to establish personal and political linkages to communities struggling to assert their interests in order to make research more relevant. Moreover, these models suggest that the quality of research on political problems would improve if more researchers embedded themselves in the communities that they study. Transformative social science suggests that activist scholars need to build these milieus into their day-to-day lives, through friendship, political, and organizational networks. While this approach is rare in academia today, some scholars – particularly those studying workers' organizations – have found ways to maintain strong links to political and social movements. We articulate ways in which these approaches can be taken up by faculty and graduate students in other sub-fields.

Cross-Border Unionism in an Era of Neoliberal Globalization**Jason Stanley**

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 Department of Sociology
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In 2007, steelworkers in North America and the United Kingdom set a new precedent by forming the first trans-Atlantic union in history. And not without reason: by many accounts, globalization is engulfing workers and unions. As commodity chains stretch across multiple borders and as capital gains new legal freedoms and capacities to shift the location of production, workers around the world come more and more into competition with one another. Historically, on the national level, workers banded together in the form of unions to overcome such competition. This same logic has compelled many workers and labor activists to call for an internationalization of unions and labor struggles in recent

decades. Yet, despite this apparent consensus, some of the very few examples of cross-border unions have collapsed in recent decades. Why? If unions need to internationalize, why have some internationalized unions moved in the opposite direction? In this paper, I address these questions through the lens of historical analysis, comparing the experiences of three Canada-US unions in the 1970s and 1980s.

Union Perspectives on Immigration: Pro-Immigration Scale Proposed**Michael Snow**

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 207 Pritchard Avenue
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 615-218-8485

With union membership rates declining and low-wage immigration on the rise, the relationship between these two groups is changing. This study quantitatively analyzes the perspectives of active unions in the U.S. toward immigration over the period of 2006 to 2008 through collection of data from official union websites. Sixty unions were studied and a pro-immigration scale developed based on five indicators that include availability of the website in Spanish, whether the union supported immigration through an official policy statement, lobbying or protesting, and whether the website showed the union as providing services specifically targeted toward immigrants. Four union characteristics, the independent variables, were studied based on the pro-immigration scale: union affiliation (AFL-CIO, Change to Win or unaffiliated), industrial or craft, large or small, and public or private. Multiple regression analysis showed that Change to Win unions, industrial unions and large unions were significantly related to pro-immigration perspectives. While debates over specific policies (such as amnesty, guest-worker programs and recruitment of immigrants) continue, unions are more pro-immigration now than in the past. This shift in the relationship between unionism and immigration has meaningful implications for both groups that will be analyzed qualitatively.

WORKSHOP & DISCUSSION**Now More than Ever: Cross-Border Labor Solidarity in Light of the Financial Crisis**

North Classroom Building 7104

Robin Alexander

United Electrical, Radio and Machine Workers of America (UE)
 One Gateway Center, Suite 1400
 Pittsburgh, PA. 15222-1416
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Benedicto Martínez Orozco

Co-president of the Frente Auténtico del Trabajo (FAT)
 Vice President of the Union Nacional de Trabajadores (UNT)
 Frente Auténtico del Trabajo (FAT)
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 FAT@Laneta.apc.org

This workshop will address the devastating impact of the financial crisis on Mexican workers and labor unions – as plants shut down or lay off workers and the government proposes labor law “reform” that would deprive workers of freedom of association – and then address how labor and other popular organizations are responding.

The presenters have worked together for more than a decade to develop a rank and file approach to international relations. They will talk about how their work has served to benefit workers in the US and Mexico and to counter anti-immigrant sentiment, and will underscore the importance of international solidarity in this time of crisis.

PAPER SESSION

Moderator: Mike Wisniewski

North Classroom Building Room 7102

100+ Peer Trainers Teach Safety and Health to Rail Workers**Henry Jajuga**

Associate Professor, National Labor College
 Member, Brotherhood of Maintenance of Way Employees
 10000 New Hampshire Avenue
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 hjajuga@nlc.edu
 301-431-6400

The National Labor College has directed and run the Rail Workers Hazardous Materials Training Program since 1991. Grants have come from the Occupational Safety and Health Administration, the National Institute of Environmental Health Sciences (NIEHS), the U.S. Department of Energy (DOE) and the U.S. Department of Transportation (DOT). The NIEHS, DOE, and DOT grants include funding for peer trainers. This presentation includes a description of the training programs and evidence, from years of evaluation, of the effectiveness of the training programs. The use of peer trainer led small group, hands-on activities is a major part of the program and is also a focus of the presentation.

The Rural Labor Market as a Factor in Economic Development Decision Making**Dale Cyphert, Ph.D.**

Associate Professor and Interim Head, Department of Management
 University of Northern Iowa
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The unique economic challenges of rural areas have prompted many states to develop entrepreneurial development programs in those areas. Outcomes thus far suggest that availability of capital is not a problem in rural areas, but that social networks play a larger role and that more careful attention to the characteristics of rural community might facilitate better economic outcomes. Previous research in rural discourse suggests that one issue might involve conflicting assumptions and norms between entrepreneurial programs designed in urban contexts and the tightly knit social environment of a rural community. This project explores that hypothesis in terms of rural laboring communities, whose members function as both as beneficiaries of the jobs generated and as a necessary resource for any growth in economic activity.

Support/Dialogue Groups for Women in Employment Programs**Lillian Walker Shelton**

2008-2009 Alexis Knox Fellow
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 Silver Spring, MD 20901
 lwshelton1@aol.com or lwshelton1@myway.com
 (267) 625-3976

My presentation deals with my fellowship from the Younger Women's Task Force. I will facilitate a series of dialogues and workshops with the participants of the WAWIT (Washington Area Women In Trades) program and job training programs like this with women who are from the age of 18-25. Before meeting with them I am going to write a curriculum for the facilitation groups, and once it is tested during the workshop series it can be used again for working with groups which are similar to WAWIT. One of my goals is to help working women be more active in choices and decisions in the workforce and show them the benefits of organized labor. The young women who are participants in WAWIT are trying to go back into their communities in better positions than when they have left because they will be employed and also have learned a skill which is transferable to another job. The labor based job training programs are trying to reach young women but it will take additional support for them to be completely successful in their careers

and also to be labor activist. What is so ironic is that these same young women are many times who organizers are trying to reach to form a new bargaining unit. With my workshops I want to reach out to them and make them see that they are supported and can feel empowered in the labor movement.

TEACHING DEMO

How to Teach the Use of Critical Thinking and Evidentiary Issues in Arbitration

Room 9230-31

Joan Hill

Education Representative
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Randyl D. Elkin, PhD

Professor, Industrial Relations
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This workshop will discuss how to teach rank-and-file members about the decision making process arbitrators go through, how to influence arbitrators' decisions through evidentiary submissions and objections, what factors are considered in their decision making process, including concepts of critical thinking, evidence, hearsay and objections and how presentation of the grievance in arbitration can lead to success. This is an education program that can be used to supplement a general arbitration class or used as a short, one hour, program for advanced arbitration training. The education content includes an overview of critical thinking theory, defining hearsay and other evidentiary issues, and uses factual scenarios to teach the students about the difference between hearsay and first hand knowledge testimony.

TEACHING DEMO

Managing a Union Staff with Labor's Values

Kirkland Center Room 9232-33

Sally Alvarez

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Ken Margolies

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Logic tells us that unions should be the best-managed organizations with the most satisfied staff anywhere in the world....after all, don't unions tell employers how to treat their employees? Yet managers in unions are often conflicted about their role as managers, while employees of unions sometimes resent being supervised. Unions are often adamantly opposed to their own employees unionizing, and have contentious relationships with their staff unions. Very few programs on managing and supervising employees exist anywhere in the U.S. that are customized to the unique needs of union leaders and staff. The emphasis of this new workshop curriculum is on managing and supervising staff using union values to build the union into the most effective and dynamic organization it can be.

Women and Work

Pam Whitefield,

Cornell ILR Extension

This course examines what determines and shapes women's waged work in the United States, paying particular attention to the differing experience of women of various racial-ethnic and class locations in a range of occupations. We will examine the relationship between women's waged work and family work. The course will also look at how public and workplace policy has developed to address some of the realities of women's employment, such as its impact on family work, employment discrimination and sexual harassment, the wage gap, and the clustering of women in a relatively small number of largely female occupations.

The Solidarity Economy Network

Jessica Gordon Nembhard

Visiting Assistant Professor,
Howard University, Department of Economics,
Center for Race and Wealth (2008-09);
Visiting Scholar, Centre for the Study of Cooperatives,
Univ. of Saskatchewan, Canada (08-09);
Associate Professor, Community Justice and Social Economic
Development,
African American Studies Department
John Jay College, CUNY.

This presentation will introduce the concept of the Solidarity Economy as part of the conference theme, "Imagining Alternatives," including ways to introduce it to organized labor and students. It will include discussion of the U.S. Solidarity Economy Network, its origins, mission and goals. Materials will be distributed during the session.

FRIDAY
7:30 – 9:00 pm

DC LABOR CHORUS
 with Elise Bryant and Anne Feeney
National Labor College bar

Elise Bryant
 301-431-5408
 ebryant@nlc.edu

The DC Labor Chorus is a musical ensemble representing union members from the Washington D.C. Area. Some of us are professional musicians but most of us are union members and activists who just love to sing!

The DC Labor Chorus sings for rallies, demonstrations, and picket lines. We welcome union members to the annual great Labor Arts Exchange at the National Labor College each summer, we hold an annual "Sacred/Favorite Songs" concert every winter, and a spring concert in June.

Saturday, April 18

SATURDAY
8:45 – 10:00 am
Breakout Sessions

PANEL
U.S. Vietnam Labor Education Exchange
Room 9232-33 Kirkland Center

Howard Kling <hkling@umn.edu>
Greg Mantsios <g_mantsios@qc.edu>
Sally Alvarez <sma21@cornell.edu>
Elise Bryant <ebryant@nlc.edu>
Robert Ginsburg <rginsburg@igc.org>
Jose La Luz <JLaluz@afscme.org>
Kent Wong <kentwong@ucla.edu>

In April 2008, the UALE and the Vietnam Trade Union University agreed to establish a labor education exchange between our two countries. In November 2008, a delegation of 12 U.S. labor educators traveled to Vietnam to meet with labor educators and labor leaders of Vietnam. We presented a seminar at the Vietnam Trade Union University before 100 faculty and emerging labor leaders. During our tour, we also met with the Vietnam General Confederation of Labor, the ILO, national, provincial, and local labor leaders, and toured various work places.

This panel will feature representatives of the Vietnam Trade Union University, the Vietnam General Confederation of Labor, and the U.S. labor educators who traveled to Vietnam. We will report on the delegation experience, and discuss how to proceed with the labor education exchange. The next U.S. labor education delegation is scheduled to travel to Vietnam in Fall 2009, and this panel discussion will be the first opportunity to plan this trip.

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ROUNDTABLE
**Developing Worker Education Models in
 Conjunction with Labor Education**
North Classroom Building 7102

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 William W. Winpisinger Education and Technology Center
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Anne Wiberg

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The Worker Education models in Europe are different than those in the United States. Generally, the European practice is to separate worker education from labor education. We define worker education as an education for all workers, focusing in on the unorganized, but not totally eliminating the organized. We define labor education as education designed for and reaching organized workers. The purpose of this presentation is to start a dialogue that would lead to study the state affairs in adult worker education in order to position college and university labor education centers to take the lead in seeking funding for the development and implementation of a true worker education model in North America. The current political environment may provide an opportunity for such a proposal to find a friendly ear. Generally, existing worker education programs are implemented by community educators. The assumption is that these programs reach a small part of the universe of unorganized workers. The majority of education for adult workers is in the form of labor education. Although it does not reach as much of the population of unionized workers as some would like, it no doubt reaches a greater percentage of workers than does worker education. This reality leads to many frustrations for social activists whose campaigns rely heavily on an engaged workforce that knows and acts upon their workplace rights. For those working within political arenas, it is evident that for politically organized workers, more exposure to labor education leads to greater openness to political change.

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PANEL

USW Walks the Talk on Global Solidarity: Grassroots Initiatives

Room 7104 North Classroom Building

Ruth Needleman

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Fred Redmond

International VP of Human Affairs
United Steel Workers

Kim Smith

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John Maloney

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How can unions build solidarity internationally? Now that U.S. unions are facing transnational corporations, many are developing new initiatives to address globalization. Most of these efforts have brought national leadership together through international federations and cooperative agreements. This session will examine exchanges among workers, efforts by the United Steelworkers Union, in particular, to create opportunities for rank-and-file members from different countries to meet and build relationships. USW workers have spent time in Mexico, Brazil, Colombia, Bolivia, Chile and Liberia, among other nations, sharing work and union experiences. The focus on this session will be to explore how this grassroots work plays an essential role in building bridges, overcoming distrust, inspiring hope and instilling a sense of restored power to workers here in the U.S. Kim Smith, a local USW president, will discuss her experiences with Firestone workers in Liberia and how she has shared the lessons of this work with rank and file members of the USW. John Maloney, a local union rep, will analyze the impact of his visit with steelworkers in Mexico on his own consciousness as a trade unionist. Based on research and first-hand work in Brazil, Ruth Needleman will provide an overview of the importance of grassroots as well as top-level exchanges in shaping international solidarity: the need to provide a human face to forge real understanding of common problems, and the benefits for US workers of experiencing first-hand the power of social movements in the third world.

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PANEL**Implications of the Economic Meltdown***North Classroom Building Room 7101***The Economic Meltdown, Solutions for Working People: A Report from a Conference****Michael Childers**

University of Wisconsin-Extension
 michael.childers@uwex.edu
 608.262.9839

Don Taylor

University of Wisconsin-Extension
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Recent economic events have inspired an enormous appetite for information and analysis by workers and other social groups on global capitalism's current crisis. It is clear that reporting by the main stream media has not satisfied that appetite, and that there currently exists a teachable moment of historic importance on global and national economic issues that affect working peoples' lives. This Conference, scheduled for March 28, 2009 in Milwaukee seeks to answer the educational need of the moment, and to motivate labor and other activists to continue the struggle around such crucial issues as workers' right to organize, and the fight for the Employee Free Choice Act, development of a sustainable economy that meets working people's needs, the need for health care and pension reform, and free trade or fair trade policies. The Conference will be sponsored by the Wisconsin State AFL-CIO and the Milwaukee Area Labor Council, AFL-CIO, as well as the School for Workers, and may serve as a pilot to run similar conferences in other areas of Wisconsin. The UALE workshop proposed here is aimed at reporting on the successes and problems encountered in this endeavor, and to share educational materials and ideas on to how to engage in these educational activities as effectively as possible. Presenters will be Michael Childers and Don Taylor of the School for Workers.

Neo-Liberal Economic Policies in the United States: The Impact of Globalization on a 'Northern' Country**Kim Scipes**

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 Department of Social Sciences
 Purdue University North Central
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As the financial crisis continues, it is important to recognize the economic situation of workers before the crisis hit. Thus, we find in the first four years of the George W. Bush administration that the bottom 80% of families had lost income absolutely, not just relatively, and that our country had, by far, the most unequal income distribution of any so-called advanced country. At the same time, millions had lost jobs, 47 million were uninsured, and these had important negative ramifications for our well-being, standard of living and health standards. Thus, the financial crisis hit an already vulnerable working population, intensifying its impact.

TEACHING DEMO**Predatory Lending/Grassroots Advocacy***Kirkland Center Room 9230-31***Betsy McConnell-Gutierrez**

betsymg@earthlink.net
 WFSE/AFSCME Member Educator, Education, Women's & Diversity Committees with AFSCME Council 28 and WFSE 304, Martin Luther King County Labor Council, and Washington State Labor Council,
 Seattle Women's Commissioner for South Seattle Community College,
 Georgetown Apprenticeship Training Center
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This is a workshop using an exploration of predatory lending issues and discussion of economic inequality engaging members to participate in the process of resolution writing. We will look at the movement of resolutions through organizations such as locals, labor councils and coalition partners to establish advocacy and educate members with the ultimate goal - involvement in the legislative initiative process and preparation for political action. The workshop will be useful for actual discussion around predatory lending and establishing your own local workshop on this issue or another area of concern.

SATURDAY

10:15 – 11:30 am

Breakout Sessions

PLAY READING & PHOTO SHOW

**Coal Mountain Elementary:
The Sago and China Mine Disasters
with photographs by Ian Teh (Beijing, China)**
North Classroom Building Room 7101

Mark Nowak

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651.690.7747

Mountain Elementary remixes verbatim testimony from the surviving Sago, West Virginia miners and rescue teams, the American Coal Foundation's curriculum for schoolchildren, newspaper accounts of mining disasters in China, and full-color photographs of Chinese miners by renowned photojournalist Ian Teh. The author is currently in a residency at Davis & Elkins College in Elkins, West Virginia, just a few miles from the Sago mine, where the Theater Department is producing Coal Mountain Elementary as their spring play, as well as touring it in southern Pennsylvania (including a performance at the University of Pittsburgh Theatre Department) and across West Virginia. He will read from the book and speak about the larger issues of transnational labor documentary and labor education/pedagogy.

ROUNDTABLE

Uncertainty in Union Representation and Education: An Ethical Challenge

Room 7101 North Classroom Building

France Laurendeau

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Carol Anderson

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D'Arcy Martin

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This interactive session will focus on applied ethics in union action. Together, we will explore what "union values" actually are, both on paper and in practice. This is particularly challenging in a time of uncertainty, where long-held union principles are being called into question by economic, social, demographic, cultural and organizational changes.

Each of the four resource people will briefly present a situation from their union experience in which they were uncertain what values to apply and how to make them real. Two moments would be primarily educational, related to course situations where "democracy" and "diversity" are in play. Two other moments would be primarily representational, related to elected roles as stewards or union officers where "justice" and "union building" are in play.

After each short presentation, one or two other participants would be invited to identify situations from their experience where similar values have been called into question. Together, we will try to derive a collective sense of how "union values" can be articulated and applied in a labor movement facing social uncertainty.

PANEL

**Is it the Messenger and/or the Message?
Labor and Journalism Today**

North Classroom Building Room 7104

John Russo, Moderator

Youngstown State University
Coordinator, Labor Studies Program
Co-director, Center for Working-Class Studies
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“Reporting on Labor Unions”

Philip Dine

Labor journalist

Author, *State of the Unions: How Labor Can Strengthen the Middle Class, Improve our Economy, and Regain Political Influence*

8807 Altimont Lane

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“Getting the Message Out: Working with Journalists and the Media”

Wayne Ranick

USW Director of Communications

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“Teaching Young Journalists about Labor and the Working Class”

Alyssa Lenoff

Director, Journalism Program

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Tim Francisco

Associate Professor, English/Journalism

Faculty Affiliate, Center for Working-Class Studies

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Many trade unionists have lamented the reporting on labor and working-class issues or lack thereof. Many believe that the declines in labor reporting can be attributed to the loss of the labor beat reporters, the rise of general reporters and stringers, self-censorship, direct and indirect pressure from publishers, and the fact that journalism programs had made reporting a middle-class occupation. Furthermore, while the visual and print media daily devote hours to business coverage, discussion of labor unions is minimal and often critical and has contributed to the decline of the labor movement. While not dismissing labor's complaints, some journalists believe that such criticism is overly simplistic and self-defeating and that unions themselves must share in the

culpability in the poor reporting and its own decline. While disagreeing on the causes, both journalists and unionists can agree on the ramifications. That is, that the public does not understand labor's relevance today and importance to economic growth. This is particularly true given current state of the economy and discussion of the Employee Free Choice Act. To better understand the issues involved, the panel will discuss various aspects of the relationship between journalists and the reporting on labor and working issues.

ROUNDTABLE

Labor Education as a Strategic Partner

Room 9232-33 Kirkland Center

Lisa Jordan

Associate Director, Education and Membership Development, USW

Kim Miller

Rapid Response, USW

Kate Shaughnessy

Education Consultant

Elissa McBride

AFSCME

This session invites labor educators into a discussion about overcoming silos within organizations to fully integrate the work of the education department in the mission and goals of the Union. How can we more effectively link the work of the education department with political and legislative mobilization campaigns? The conveners of the session will discuss two recent campaigns: the economics education program initiated by the AFL-CIO and the Employee Free Choice Act mobilization. We will offer examples of how the curriculum developed linked directly with the legislative campaigns. We will also consider why action focused campaigns are often not seen as education and will discuss the challenge of integrating popular education into trainings often performs by union “specialists.”

TEACHING DEMO

Innovative Methods of Teaching Politics and Economics

Kirkland Center Room 9230-31

Tracy F. H. Chang

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Steve Schnapp

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Tess Ewing

Director of the Labor Extension Program
College of Public and Community Service
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Judi L. King

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Diane Thomas-Holladay

Director, Labor Education Program
University of Arkansas at Little Rock
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Lynn Duggan

Associate Professor,
Labor Studies Program
Indiana University Bloomington
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The purpose of this session will be to allow labor educators to share innovative methods and resources (e.g. films, activities, simulations, or other exercises) and experiences for teaching politics and economics. At the end of the panel, we hope to generate ideas for improving and creating methods and materials for teaching politics and economics to workers.

Steve will introduce the “human graphs” interactive activity that illustrate income and wealth and share his experience of using short video clips from documentaries, feature films, and YouTube to engage participants in discussing political and economic issues.

Don will introduce the “Truthful News” group activity, including an economic reality quiz, graphs and charts of economic data, discussion questions, and a “news broadcast” skit.

Tess will share her experience of teaching “Talking Politics and the Economy” workshop at the Women’s Institute for Leadership Development in Massachusetts and her methods and techniques for discussing taxation.

Judi will introduce “political literacy” course materials and share her experience teaching politics to young trade union apprentices. She will also discuss how she uses the film “Sicko” and teaching materials she developed to stimulate discussion among union members concerning healthcare.

Diane will introduce her course materials and exercises for teaching “political spectrum,” which provides union members tools and skills for analyzing political rhetoric and policies and broadening the political debate beyond those presented in the popular media.

Marc will introduce materials and activities designed to analyze political ideologies, economic theories, and examine how we identify ourselves on the imagined left-right political spectrum.

Lynn will introduce her online and classroom course materials on political economy including discussion questions and internet resources.

Tracy and Marc will share their experience of conducting the “Popcorn and Politics” film series, featuring four documentary films that address major issues in American politics – the wars, economic crisis, oil and energy depletion and imperiled environment. They will share their discussion guides for these films.

SATURDAY

1:45 – 3:30 pm

PLENARY

The Employee Free Choice Act: A Challenge for Labor Educators

Kirkland Center Solidarity Hall C

Elissa McBride, Moderator

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Sheldon Friedman, Moderator

Research Coordinator,
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Monica Bielski

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Kate Bronfenbrenner

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Judy Ancel

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John Logan

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Ruth Needleman

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Sara Slinn

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UALE members are putting together this session to present the most recent research and teaching strategies related to the crisis in organizing and bargaining that has forced demands to reform labor law. John Logan from UC Berkeley Labor Center will discuss a new report on EFCA written by academics/researchers from different disciplines: Harley Shaiken (UCB), Arin Dube (UCB) with Richard Freeman; David Brody (UCB and UCD), Nelson Lichtenstein (UCSB), Catherine Fisk (UCI), Teresa Sharpe (UCB) with John Logan; Palmer (UCD) and Paul Adler (USC), Peter Dreier (Occidental), Ellen Reese, Todd Sorensen, Dave Farris (UCR), and David Brundage (UCSC).

Topics include GM, the auto bailout and the EFCA debate; the economic case for EFCA; the NLRB and the limits of administrative reform; the NLRB, the Great Depression and the EFCA debate; why progressives need the EFCA; a case study of employer coercion; unions, EFCA and the civil rights movement; the business case for EFCA; Wal-Mart and EFCA; and EFCA organizing case studies.

Participant Index

W = Wednesday R = Thursday F = Friday S = Saturday

LAST NAME	FIRST NAME	TIME
Addy	Dawn	W 7:30 pm, F 11 am
Albright	Jason	F 11 am, S 12 noon
Albright	Jason	F 11 am, F 3 pm
Alexander	Robin	F 11am, F 3 pm
Alvarez	Sally	F 3 pm, S 8:45 am
Ancel	Judy	F 11 am, S 12 noon, S1:45 pm
Anderson	Carol	S 10:15 am
Argyres	Anneta	R 4:30 pm
Ashby	Steven	R 8:15 am
Avendano	Ana	F 1:30 pm
Baker	Cassandra	R 1:15 pm
Baugh	Bob	R 1:15 pm
Berry	Joe	R 1:15 pm
Bielski-Boris	Monica	R 1:15 pm, F 7 am, F 12 noon, S 1:45 pm
Blackwell	Emmanuel	F 11 am
Bronfenbrenner	Kate	S 1:45 pm
Brown	Tony	R 4:30 pm
Bruno	Robert	R 1:15 pm, R 4:30 pm, F 6 pm
Bryant	Elise	F 7:30 pm, S 8:45 am
Buergin	Julika	F 11 am
Byrd	Barbara	R 1:15 pm
Carroll	Shannye	F 1:30 pm
Chang	Tracy	S 10:15 am
Childers	Michael	S 8:45 am
Choi	Hae-Lin	F 1:30 pm
Cole Jones	Paula	R 1:15 pm
Cook	Steven	R 4:30 pm
Cormier	David	R 4:30 pm
Cornelissen	Jeff	F 11 am
Crawford	Jeff	F 1:30 pm
Cryer	Marc	S 10:15 am
Cyphert	Dale	F 3 pm
da Conceição	Martinho	T 1:15 pm, T 2:45 pm
Dannin	Ellen	F 8:00am
DeLoach	Lynda	R 6 pm
Dine	Philip	S 10:15 am
Dowsing-Buie	P.J.	F 12 noon

LAST NAME	FIRST NAME	TIME
Duggan	Lynn	S 10:15 am
Early	Steve	R 1:15 pm
Elkin	Randyl	F 3 pm
Ewing	Tess	R 4:30 pm, F 1:30 pm, S 10:15 am
Fairbrother	Peter	R 4:30 pm
Feeney	Anne	R 4:30 pm, F 7:30 pm
Fellner	Kim	R 1:15 pm
Fletcher	Bill	R 1:15 pm, R 2:45 pm
Foster	David	R 10 am
Francisco	Tim	S 10:15 am
Frederick	Lesmore	R 4:30 pm
Freeman	Harris	F 1:30 pm
Friedman	Sheldon	S 1:45 pm
Garlock	Chris	W 8:30 pm, R 8:15 pm
Ginsburg	Robert	S 8:45 am
Glass	Fred	W 5:30 pm
Gonos	George	F 1:30 pm
Gordon	Jennifer	F 1:30 pm
Gordon Nembhard	Jessica	F 3 pm
Grabelsky	Jeffrey	R 4:30 pm
Grecco	Ernie	R 9:45 am
Griffith	Kate	F 8:00 am
Gupta	Sarita	R 10 am
Harris	Renee	R 1:30 pm
Hill	Joan	W 8:30 pm, R 4:30 pm, R 8:15 pm, F 3 pm
Hudson	Gerry	R 10 am
Hurd	Richard	F 8:00am
Iverson	Thandabantu	W 5 pm, F 1:30 pm
Jajuga	Henry	F 3 pm
Jones	Verlene	S 7 am
Jordan	Lisa	S 10:15 am
Juravich	Tom	R 1:15 pm, R 4:30 pm, F4:30
Kaminiski	Michelle	F 1:30 pm, F 6 pm
Kelly	Jim	W 8:30 pm, R 4:30 pm, R8:15 pm
King	Judi	S 10:15 am
Kingsley	Bob	F 11 am
Kling	Howard	S 8:45 am
Kruger	Tom	R 1:15 pm, R 6:30 pm, F 1:30 pm
La Luz	Jose	F 11 am, S 8:45 am
LaBotz	Dan	F 1:30 pm

LAST NAME	FIRST NAME	TIME
Lambiase	Carol	F 11 am
Laurendeau	France	S 10:15 am
Lenoff	Alyssa	S 10:15 am
LeRoy	Greg	R 1:15pm
Lofaso	Anne Marie	F 8:00 am
Logan	John	F 8:00 am, S 1:45 pm
MacDonald	Annie	F 11 am
Maloney	John	S 8:45am
Mantsios	Greg	S 8:45am
Margolies	Ken	R 8:15 am, F 3 pm
Martin	D'Arcy	S 10:15 am
Martinez Orozco	Benedicto	R 10 am, F3 pm
Mason	Fred	R 9:45 am
McBride	Elissa	F 8 am, F 11 am, S 10:15, S 1:45 pm
McCarthy	Michael	F 3 pm
McConnell-Gutierrez	Betsy	S 8:45 am
Melcher	Dale	R 8:15 am
Micallef	Charles	F 11 am, S 12 pm
Miller	Kim	S 8:45 am
Moch	Darryl	W 8:30 pm, R 4:30 pm, R 8:15 pm
Muldoon	Eric	R 1:15 pm
Murray	Greg	F 11 am
Nealis	Wayne	R 1:15 pm
Needleman	Ruth	R 1:15 pm, S 8:45,S 1:45 pm
Ness	Immanuel	F 1:30 pm
Nissen	Bruce	R 1:15 pm, R 4:30 pm, F 6 pm
Norberg	Marc	F 1:30 pm
Nowak	Mark	S 10:15 am
Pavy	Gordon	R 8:15 am
Piszcak	Matthew	R 4:30 pm
Prosten	David	R 1:15 pm
Rader	Kevin	R 8:15 am
Rahman	Mohammed Ziaur	F 11 am
Ranick	Wayne	S 10:15 am
Redmond	Fred	S 8:45 am
Rickert	Jeff	R 1:15 pm
Robles	Armando	F 11 am
Rosenstein	Deborah	R 7 am, R 8:30 am, F 11 am
Russo	John	S 10:15 am
Savage	Larry	R 1:15 pm

LAST NAME	FIRST NAME	TIME
Schnapp	Steve	R 8:15 am, S 10:15 am
Schurman	Susan	F 11 am
Scipes	Kim	S 8:45 am
Serrette	Dennis	R 9:45 am, F 4:45 pm, S 4 pm
Shaughnessey	Kate	S 10:15
Simmons	Louise	F 1:30 pm
Slavin	David	R 1:15 pm
Slinn	Sara	F 8:00 am, S 1:45 pm
Smith	Kim	S 8:45 am
Snell	Darryn	R 4:30 pm
Snow	Michael	F 3 pm
Soni	Saket	R 2:45 pm
Stanley	Jason	F 3 pm
Tarlau	Rebecca	R 1:15 pm
Taylor	Don	S 8:45 am, S 10:15 pm
Teh	Ian	S 10:15am
Teutsch	Zach	F 1:30pm
Thomas	Barb	R 2:45 pm, F 1:30 pm, S 10:15
Thomas-Holladay	Diane	S 10:15 am, S 1:45 pm
Thompson	Phil	R 10 am
Walchuk	Bradley	R 4:30 pm
Walker	Marquita	R 8:00 am
Walker Shelton	Lillian	F 3 pm
Warner Maddern	Stacy	F 1:30 pm
Wiberg	Anne	S 8:45 am
Wilson	Kim	R 4:30 pm
Winning	Susan	R 7 am, R 8:15 am
Wong	Kent	R 8:15 am, S 8:45 am
Worthen	Helena	R 4:30 pm
Yasukawa	Keiki	R 4:30 pm
Zullo	Roland	R 1:15 pm

Thank You

Thank you to the Berger-Marks Foundation

for hosting the lunch for the Women's Caucus at UALE 2009

The Berger-Marks Foundation's mission is to bring the benefits of unionism to working women and provide resources, training, and financial assistance to women organizers and working women who want to organize other women into unions through training, research and other resources. It was established with a bequest from the estates of Edna Berger, the first female lead organizer for The Newspaper Guild-CWA, and her husband, the legendary Tin Pan Alley song-writer Gerald Marks. Its website (www.bergermarks.org) offers the latest news updated regularly including tips, tactics, legal issues, events, a multitude of resources, and effective strategies women organizers use. Grants are available to support organizing efforts and related activities. For more information, please contact us at bmarks@bergermarks.org.

