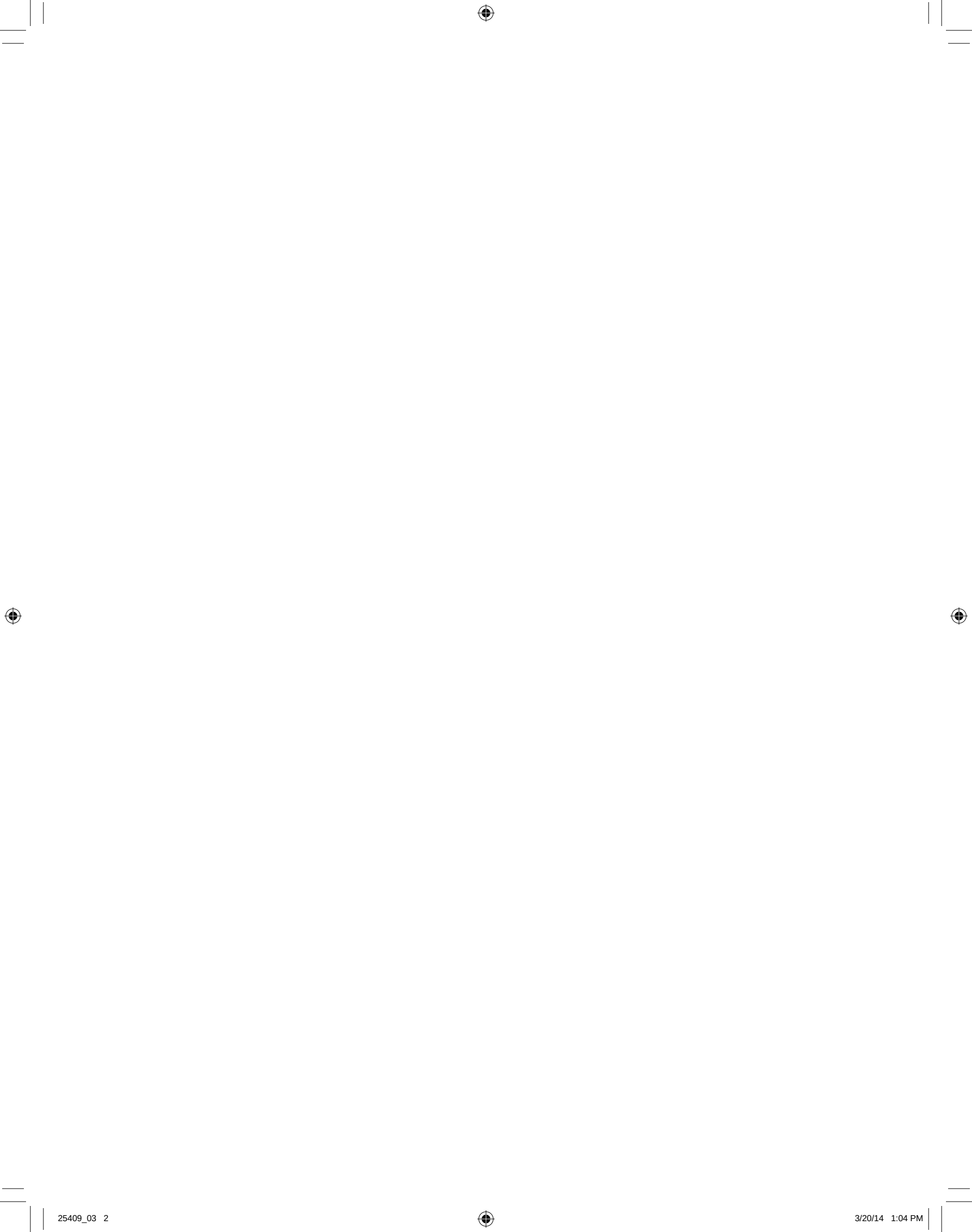


UNITED ASSOCIATION FOR LABOR EDUCATION CONFERENCE 2014

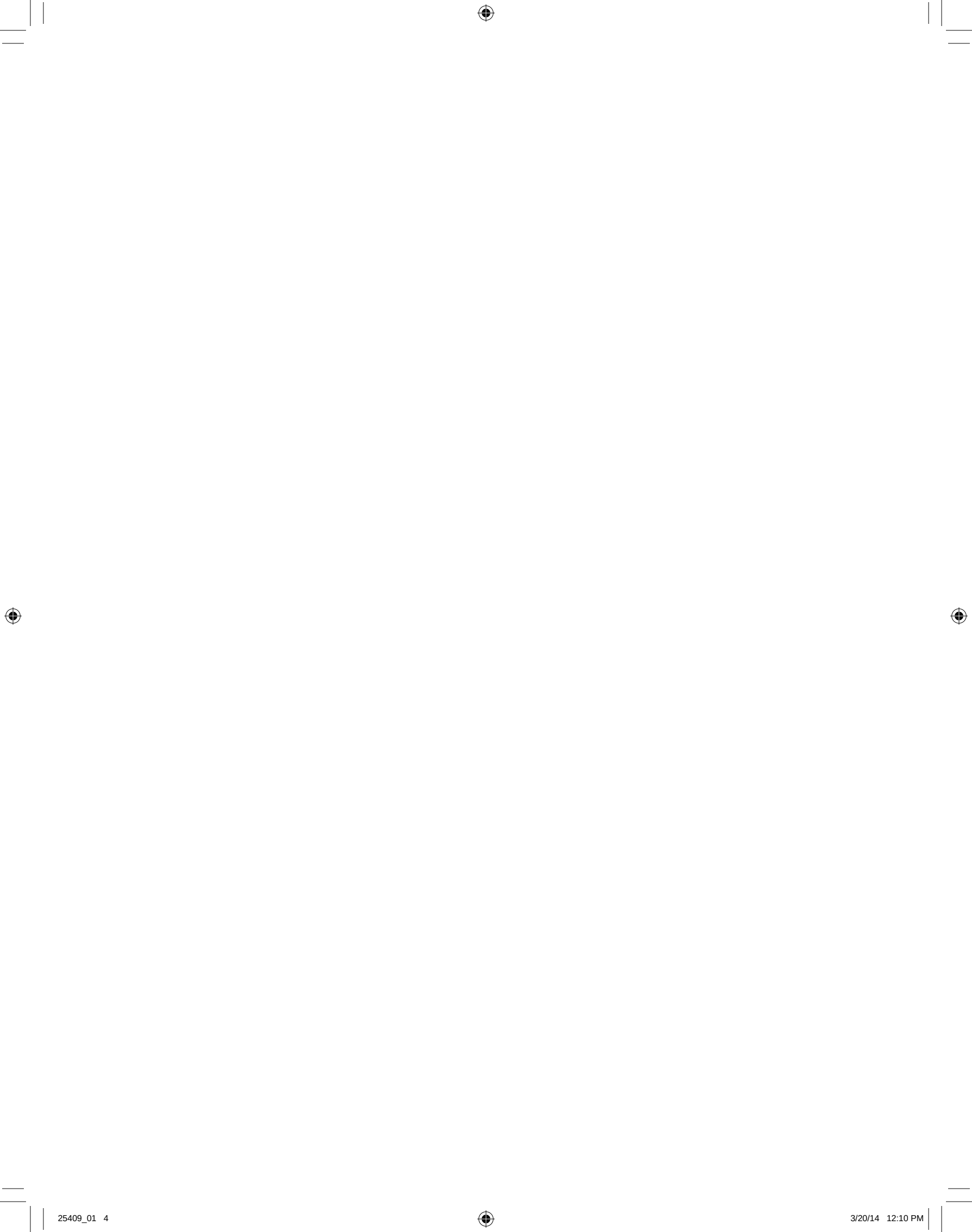
Los Angeles, California
March 26-29





Contents

About the United Association for Labor Education (UALE)	1
Thanks to the Following	2
Cultural Night Celebration	3
How We Work	4
Awards	5
Working Groups	9
Labor Filmmakers	9
Central Labor Council	9
Popular Education	10
Labor in K-14 Education	10
Worker-Writers	10
Immigration/Globalization	11
On-Line Education	11
Conference Overview	12
Tuesday/Wednesday/Thursday	12
Friday	13
Saturday	14
Detailed Schedule	15
Tuesday/Wednesday	15
Thursday	16
Friday	26
Saturday	32
Presenters	39
UALE Institutional Members	44



About UALE

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. Membership is by institutions and/or by individuals. 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.

Activities of UALE

- Annual three day conference and pre-conference
- Women's Summer Schools: Eastern, Southern, Midwestern, and Western
- Labor Studies Journal
- Mid-Year Directors' Meeting
- Research projects
- International delegations
- Working Groups: On-Line Learning, Popular Education, Central Labor Council Working Group, Worker-Writers, Immigration/Globalization, K-14 Labor Education, and Labor Documentary Filmmakers
- As-needed project meetings
- Advocacy on behalf of labor education
- Listserv and curriculum sharing activities
- IFWEA membership (International Federation of Workers Education Associations)



Thanks to the Following

UALE operates on a shoestring budget, but thanks to support of locals and the donated time of individuals, they make the UALE conference possible.

UCLA Labor Center

Cal State Dominguez Hills Labor Studies Program

Dolores Huerta Labor Institute, L.A. Community Colleges

Los Angeles County Federation of Labor

Service Employees International Union, United Service Workers West

National Day Labor Organizing Network

Koreatown Immigrant Workers Advocates

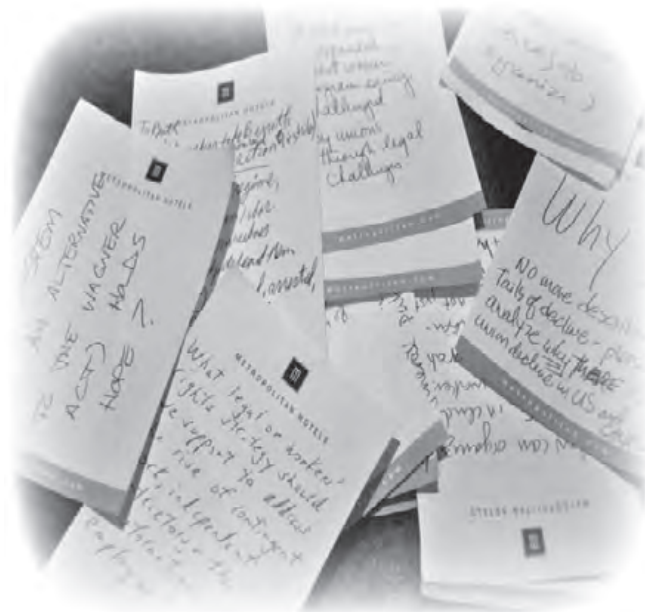
AFSCME Education Department

AFL-CIO Solidarity Center

WVU Institute for Labor Studies and Research

Our Times Magazine

And to Deborah Rosenstein for the great conference pictures used in the 2014 program



UALE Cultural Night Celebration

SEIU Justice for Janitors Union Hall
828 W. Washington Blvd. in Los Angeles
7:00 to 9:00 PM

Mexican Food Buffet

No Host Bar

Koreatown Immigrant Workers Advocate Drum Group

Giavanni Washington Dance Performance



Music by **Los Jornaleros del Norte**

(Band of the National Day Labor
Organizing Network)

How We Work

The governing body of UALE is the Executive Board. Members are elected every two years and may serve for two terms. There will be a general membership meeting on Friday, March 28th at 4:30PM in the California Ballroom. The current Executive Board is:

Elissa McBride

President
Education Director, AFSCME
(202) 429-1254
emcbride@afscme.org

Cheryl Teare

Vice President, Unions
AFT Union Leadership Institute
(202) 494-3884
cteare@aft.org

Tony Michael

Vice President, Universities
West Virginia University
Institute for Labor Studies & Research
(304) 293-8685
tony.michael@mail.wvu.edu

Dawn Addy

Treasurer
Florida International University Center for
Labor Research & Studies
(305) 348-2615
addyd@fiu.edu

Kitty Conlan

Secretary
NLC/PSU
(301) 431-5409
kathleenconlan@verizon.net

Elise Bryant

Northeastern Region Representative
(301) 526-6236
elise123107@verizon.net

Don Taylor

Midwest Region Representative
University of Wisconsin-School for
Workers
(608) 262-9849
don.taylor@uwex.edu

Ashley Dwire

Southern Region Representative
Tennessee AFL-CIO Labor Council
(615) 269-7111
adwire@tnaflcio.org

Verlene Jones-Davis

Western Region Representative
(206) 770-7697
verlenejazz@msn.com

Bob Bussel

Board Member for University-Based
Labor Educators and Labor Centers
University of Oregon LERC
(541) 346-2784
bussel@uoregon.edu

Guillermo Perez

Board Member for Union-Based
Educators
United Steelworkers
(412) 562-2434
gperez@usw.org

Steve Schnapp

Board Member for Community-
Labor Educators
United for a Fair Economy
(857) 277-7868
sschnapp@faireconomy.org

Darryl! L.C. Moch

At Large
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nubianphoenix1@gmail.com

D'Arcy Martin

At Large
University of Toronto CSEW
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darcymartin111@gmail.com

Kent Wong

At-Large
UCLA Center for Labor Research &
Education
(213) 480-4155 ext 204
kentwong@ucla.edu

Robert Bruno

Labor Studies Journal Liaison
University of Illinois Labor Education
Program
(312) 996-2491
bbruno@illinois.edu

Awards

UALE announces five awards: Best Book, Best Article in Labor Studies Journal, Outstanding Contribution, Lifetime Achievement and Student Paper Awards. The nominees for Best Book and Outstanding Contribution are listed here.

Nominees for Best Book Published in 2012-2013 Related to Labor Education:

The March on Washington: Jobs, Freedom, and the Forgotten History of Civil Rights

W.W. Norton & Company, Inc. 2013
William P. Jones

As the title suggests, this fine book illuminates the trade union origins of the March on Washington and the role that black trade unionists played in making economic issues a key element of the MOW. The book also offers an extensive analysis of labor's struggle to address the challenges posed by the civil rights movement. It received substantial attention when it came out early last year and has deepened our understanding of a familiar but not fully understood historical event.

A Bitter Pill: A Lenny Moss Mystery

Hard Ball Press, 2013
Tim Sheard

Giving the UALE Best Book award to Tim Sheard for the most recent Lenny Moss mystery would acknowledge many achievements. Lenny Moss is the schlumpy custodian in the huge city hospital who just happens to be the union steward as well as a great detective, fighting crime including murder, Medicare cheating, contract violations and hubris. Sheard's dramatization of the work of a union steward is unique, allowing educators to use these books to start discussions of how a union steward organizes his or her own workplace. Lenny Moss is also emblematic of the way we use stories in teaching. Sheard, a nurse,

retired from SUNY/Downstate Medical Center in 2013. Now, he leads a writing workshop for 1199NE nursing home CNA's and writing circles with 1199C retirees in Philadelphia. Sheard has also started a publishing house, Hardball Press, and is reaching out to other working class writers.

Sharecropper's Troubadour: John L. Handcox, the Southern Tenant Farmer's Union, and the African American Song Tradition

Palgrave Macmillan, 2013
Michael K. Honey

Workers have always advanced their cause through songs, especially in the South. In Ku Klux Klan country during the Great Depression, John Handcox used music to unite blacks and white agricultural workers against planters and shotgun-carrying, axe-wielding thugs. Born in 1904, the grandson of slaves, he wrote, "Roll the Union On," "Join the Union Tonight" and other classics. A lynch mob ran him out of Arkansas in 1937 but he was immortalized by recordings of his songs and poems at the Library of Congress. John vanished for nearly 50 years until rediscovered by labor songsters Joe Glazer and Pete Seeger, becoming a beloved figure in the labor song movement, writing protests against the union-busting Reagan era. "An arresting account of the exemplary life of an American genius," according to David Roediger, this story of a proletarian poet brings black freedom and labor music and history alive for the next generations.

Conflicting Commitments: The Politics of Enforcing Immigrant Worker Rights in San Jose and Houston

Cornell University Press, 2012
Shannon Gleeson

In *Conflicting Commitments*, Shannon Gleeson goes beyond the debate over federal immigration policy to examine the complicated terrain of immigrant worker rights. Federal law requires that basic labor standards apply to all workers, yet this principle clashes with increasingly restrictive immigration laws and creates a confusing bureaucratic terrain for local policymakers and labor advocates. Gleeson examines this issue in two of the largest immigrant gateways in the country: San Jose, California, and Houston, Texas. *Conflicting Commitments* reveals two cities with very different approaches to addressing the exploitation of immigrant workers —both involving the strategic coordination of a range of bureaucratic brokers, but in strikingly different ways. Providing a rich description of the bureaucratic minefields of labor law, and the explosive politics of immigrant rights, *Conflicting Commitments* shows how the lessons learned from San Jose and Houston can inform models for upholding labor and human rights in the United States.

Behind the Kitchen Door

Cornell University Press, 2013
Shannon Gleeson

Blending personal narrative and investigative journalism, Jayaraman shows us that the quality of the food that arrives at our restaurant tables depends not only on the sourcing of the ingredients. Our meals benefit from the attention and skill of the people who chop, grill, sauté, and serve. *Behind the Kitchen Door* is a groundbreaking exploration of the political, economic, and moral implications of dining out.

Increasingly, Americans are choosing to dine at restaurants that offer organic, fair-trade, and free-range ingredients for reasons of both health and ethics. Yet few of these diners are aware of the working conditions at the restaurants themselves.

Highlighting the roles of the 10 million people, many immigrants, many people of color, who bring their passion, tenacity, and vision to the American dining experience, Jayaraman sets out a bold agenda to raise the living standards of the nation's second-largest private sector workforce.

Hardhats, Hippies, and Hawks: The Vietnam Antiwar Movement as Myth and Memory

Cornell University Press, 2013
Penny Lewis

In the popular imagination, opposition to the Vietnam War was driven largely by college students and elite intellectuals, while supposedly reactionary blue-collar workers largely supported the war effort. Penny Lewis challenges this collective memory of class polarization. Through close readings of archival documents, popular culture, and media accounts at the time, she offers a more accurate "counter-memory" of a diverse, cross-class opposition to the war in Southeast Asia that included the labor movement, working-class students, soldiers and veterans, and Black Power, civil rights, and Chicano activists. Identifying the primarily middle-class culture of the early antiwar movement, she traces how the class interests of its first organizers were reflected in its subsequent forms. By exposing as false the popular image of conservative workers and liberal elites separated by an unbridgeable gulf, Lewis suggests that shared political attitudes and actions are, in fact, possible between these two groups.

Global Unions, Local Power: The New Spirit of Transnational Labor Organizing

Cornell University Press, 2013
Jamie K. McCallum

It begins in the United States in 2007 as SEIU struggled to organize private security guards at G4S, a global security services company that is the second largest employer in the world. Failing in its bid, SEIU changed course and sought allies in other countries in which G4S operated. Its efforts resulted in wage gains, benefits increases, new union formations, and an end to management reprisals in many countries throughout the Global

South, though close attention is focused on developments in South Africa and India. Although global unionism is typically concerned with creating parity and universal standards across borders, local context can both undermine and empower the intentions of global actors, creating varied and uneven results. At the same time, despite being generally regarded as weaker than their European counterparts, U.S. unions are in the process of remaking the global labor movement in their own image.

Unfinished Business: Paid Family Leave in California and the Future of U.S. Work-Family Policy

Cornell University Press, 2013

Ruth Milkman and Eileen Appelbaum

Unfinished Business documents the history and impact of California's paid family leave program, the first of its kind in the United States, which began in 2004. Ruth Milkman and Eileen Appelbaum analyze in detail the effect of the state's landmark paid family leave on employers and workers. They also explore the implications of California's decade-long experience with paid family leave for the nation, which is engaged in ongoing debate about work-family policies. Milkman and Appelbaum demonstrate that the California program is well managed and easy to access, but that awareness of its existence remains limited. Moreover, those who need the program's benefits most urgently—low-wage workers, young workers, immigrants, and disadvantaged minorities—are least likely to know about it. As a result, the long-standing pattern of inequality in access to paid leave has remained largely intact.

The Chicken Trail: Following Workers, Migrants, and Corporations across the Americas

Cornell University Press, 2012

Kathleen C. Schwartzman

Kathleen C. Schwartzman examines the impact of globalization—and of NAFTA in particular—on the North American poultry industry, focusing on the displacement of African American workers in the

southeast United States and Mexico. Schwartzman documents how the transformation of U.S. poultry production in the 1980s increased its export capacity and changed the nature and consequences of labor conflict. She documents how globalization—and NAFTA in particular—forced Mexico to open its commodity and capital markets, and eliminate state support of corporations and rural smallholders. As a consequence, many Mexicans were forced to abandon their no longer sustainable small farms, with some seeking work in industrialized poultry factories north of the border. The Chicken Trail makes a significant contribution to our understanding of the implications of globalization for labor and how the externalities of free trade and neoliberalism become the social problems of nations and the tragedies of individuals.

Cleaning Up: How Hospital Outsourcing Is Hurting Workers and Endangering Patients

Cornell University Press, 2013

Dan Zuberi

To cut costs and maximize profits, hospitals in the United States and many other countries are outsourcing such tasks as cleaning and food preparation to private contractors. Dan Zuberi looks at the consequences of outsourcing from two perspectives: its impact on patient safety and its role in increasing socioeconomic inequality. Drawing on years of field research in Vancouver, Canada as well as data from hospitals in the U.S. and Europe, he argues that outsourcing has been disastrous for the cleanliness of hospitals—leading to an increased risk of hospital-acquired infections, a leading cause of severe illness and death—as well as for the effective delivery of other hospital services and the workers themselves. He makes the case that hospital outsourcing exemplifies the trend towards “low-road” service-sector jobs that threatens to undermine society's social health, as well as the physical health and well-being of patients in health care settings globally.

Nominees for Outstanding Contribution to Labor Education:

Elissa McBride

For the past four years, Elissa has done a remarkable job as President of UALE. She has led a dynamic team of union and university based labor educators, provided guidance to some of the most inspiring UALE conferences in many years, and helped to position the field of labor education as an integral part of the U.S. labor movement. What is remarkable, is that this work has been above and beyond a very demanding union job. Elissa is the Director of perhaps the largest union Education Department in the country, serving one of the largest U.S. unions, AFSCME. Her work has been at the forefront of developing a new generation of union leaders, especially young workers, promoting union transformation, and advancing the rights of public sector workers in a time of massive attacks on public sector workers and unions.



The Labor Education Program, School of Labor and Employment Relations (University of Illinois)

Through the tremendous efforts of Professor Robert Bruno, Director of the Labor Studies Program, we at the Columbia College of Chicago transformed a union in name only, with a contract that left members with less rights than with no contract at all, to a member-run union with an educated leadership, trained stewards, and new CBA that the NEA Advocate queried, "Is this one of the best contracts in the country for part time faculty?" This occurred because of Bruno's trainings, virtually 24/7 consulting with me, the President, to ensure the best strategy for organizing and negotiations, and the relationships he helped build among workers and community leaders. Bob helped us hold the employer accountable, winning several trials at the NLRB including union animus, overall bad faith bargaining, among others. We transformed the college. Today we have a new college president, new commitment to labor relations, and are working collaboratively to strengthen our college community.

Working Groups

Working Groups are self-organized and meet throughout the year between conferences. They welcome participation by any UALE member. This year, Working Groups will have organizational meetings on Thursday at lunch, Thursday evening, and Friday evening.

Labor Filmmakers Working Group

Organized in 2011, the new Working Group for labor filmmakers will engage labor educators, trade unions, and grass roots organizations in dialogue with independent filmmakers around the role of the visual text—in particular documentaries—in promoting dialogue around issues of labor, class struggle, race, gender, nationality, sexuality, and related intersections in labor education. We hope to create a model for best use of labor films with working class, women, black, immigrant, and Latino/a audiences. The Working Group will collaborate with UALE members, partnering organizations, and institutions to develop and share funding opportunities, ideas for distribution, supportive materials, and reviews.

The Labor Filmmakers Working Group meeting will include the screening of “Trash Dance” with filmmaker Andrew Garrison on Friday, March 28th from 7:30–9:30pm in Manhattan C.

Co-chairs:

Anne Lewis
UT Austin
www.annelewis.org
alewis615@earthlink.net

Vivian Price
California State University, Dominguez Hills
vprice@csudh.edu

Central Labor Council Working Group

The Central Labor Council (CLC) Working Group brings together labor educators, researchers and unionists interested in promoting the work of central labor bodies.

The working group works closely with AFL-CIO staff to identify opportunities for research that is helpful in fostering active and effective central labor bodies.

The Working Group has commissioned with the national AFL-CIO to conduct a study of how university-based labor education centers can best integrate into the work of transforming state federation and local labor councils. The research will use last fall’s survey of labor education centers, a new survey of AFL-CIO leaders and case studies of specific centers to draw out the potential, innovations, shared obstacles, and mutual impacts of greater integration of labor education into transformative work. The report will also make recommendations for how the AFL-CIO can help foster transformative relationships.

The CLC Working Group will meet Thursday, March 27th, from 12:30–2:00pm in Santa Monica B. Lunch will be provided. By attending our Thursday lunch session you can help provide key questions, experiences, and insights that will guide the report. Please come and share your thoughts.

Co-chairs:

Monica Bielski Boris
University of Illinois
mbielski@illinois.edu

David Reynolds
Wayne State University
aa2589@wayne.edu

Popular Education Working Group

UALE includes a broad range of people involved in labor education, including union- and community-based educators as well as academics. The Popular Education Working Group will work to ensure that the organization serves the needs of those of us who work in a non-academic setting or who are able to use non-traditional and transformative teaching methods within the academy. We will promote the use of Popular Education methodology in working with adult learners by soliciting proposals for popular education workshops at the UALE conference; sharing techniques, activities and materials; and any other means at our disposal.

The Popular Education Working Group will meet Friday, March 28th from 6:30–8:00pm in Malibu B.

Co-chairs:

Tess Ewing
tess.ewing@umb.edu

Steve Schnapp
United for a Fair Economy
sschnapp@faireconomy.org

Don Taylor
University of Wisconsin School for Workers
don.taylor@uwex.edu



K-14 Labor Education Working Group

The K-14 Labor Education Working Group shares best practices, curriculum, training and policy development for K-14 labor education. It seeks to expand the possibilities of this work to build collaboration between teachers, unions, government and other interested entities in order to help students develop a better understanding of the historical and contemporary role(s) of the labor movement in American society and the world.

The K-14 Labor Education Working Group will meet Thursday, March 28th from 12:30–2:00pm in Malibu B.

Co-chairs:

Anneta Argyres
UMass Boston Labor Resource Center
617-287-7229

Helena Worthen
510-828-2745

Worker Writers Working Group

The Working Group through UALE will encourage academic institutions, trade unions and grass roots organizations to enlist worker writers in their programs. The Working Group will develop and maintain a database of living and deceased worker writers with contact information and book availability that readers, editors and teachers may integrate into their curriculum. This database will help schools connect with worker writers and be a resource for them to invite writers to participate in their school programs.

The Worker Writers Working Group will meet Thursday, March 27th from 7:30–9:00pm in Santa Monica B.

Co-chairs:

Karen Ford, 3rd VP (Internal organizing)
National Writers Union UAW Local 1981
kaford23@hotmail.com

Timothy Sheard
NWU, New York
Lenny Moss Mysteries
timsheard@optonline.net

Immigration & Globalization Working Group

The mission of the UALE Immigration and Globalization Working Group is to provide labor educators with the resources they require to build and strengthen the labor movement by incorporating immigrant workers into the ranks of organized labor and by deepening knowledge of and solidarity with the global labor movement.

We do this by engaging in activities that assist in the collection, development, and distribution of educational materials to help shape a stronger, more unified labor movement firmly grounded on the foundation of social and economic justice; racial, gender, and LGBT equality; and civil and human rights.

This group was formed in 2006 in response to the series of massive rallies for immigrant rights that shook the country. Many of us were creating immigration training workshops for our membership and for union leaders to help them better understand the current immigration policy debate, and we decided to collaborate to share what we learned. We created and maintain a website that allows people who are doing labor education around immigration to share their work. We also promote understanding of immigration issues and educational resources at the UALE annual meetings by helping to shape the program content. We invite you to share your ideas and resources, experiment and create curriculum, and be part of this collective process that allows us to provide education about a key issue facing us today. The working group actively promotes international solidarity among workers.

The Immigration and Globalization Working Group will meet Thursday, March 27th from 6:35–7:35pm in Malibu A.

Co-chairs:

Mary Bellman
University of Minnesota
612-624-9072

Helen Moss
University of Oregon
503-412-3722

On-Line Education Working Group

The On-Line Education Working Group will study and report on issues pertaining to the use of IT, social media, and other new media forms. OLEWG will focus on issues of worker/student education at multiple levels and in various formats, including union training, extension programs, non-credit, and credit courses. OLEWG will also collect data and develop reports on the use of new media in union and community education, organizing, and mobilization. As the point of worker/labor education is building a strong, progressive labor movement, OLEWG will try to evaluate the relative effectiveness of different formats, and disseminate to labor educators information on best practices in the field. We will focus on encouraging the sharing of information and the production of research on all issues relevant to on-line worker/labor education and issuing, through UALE, periodic updates on what works, what doesn't, and what is possible in the field of on-line labor education.

The On-Line Education Working Group will meet Friday, March 28th from 6:30–8:00pm in Santa Monica B.

Co-chairs:

Debra Kidney
AFSCME Western Region Education Coordinator
503-704-3845

Helena Worthen
510-828-2745



Conference Overview

For details of session presentations, see Detailed Schedule, page 15.

Tuesday, March 25

- 4:00 – 7:00 PM UALE Executive Board Meeting
UCLA Labor Center
- 6:00 – 8:00 PM Registration
Ballroom Foyer

Wednesday, March 26

- 7:30 AM Registration
Ballroom Foyer
- 8:00 AM – 1:00 PM Labor Tour
Leave from hotel
- 2:00 – 5:00 PM PLENARY: A New Labor Movement
California Ballrooms A-C
- 5:00 – 7:00 PM Solidarity March and Demonstration
Leave from hotel
- 6:30 – 8:30 PM Common Sense Economics Training Coordination
Manhattan A
- 7:00 – 9:00 PM Cultural Night Celebration
SEIU Justice for Janitors Union Hall
828 W. Washington Blvd.
(\$20 donation for artists appreciated)

Thursday, March 27

- 7:00 – 8:00 AM Hotel Guests Breakfast
The Grill
- 7:30 AM Registration
Ballroom Foyer
- 8:00 – 10:00 AM Concurrent Sessions
Manhattan, Malibu, Santa Monica
- 10:00 – 10:30 AM Break and Informal Networking
- 10:30 AM – 12:30 PM PLENARY: Labor Education the Next Generation
California Ballrooms A-C
- 12:30 – 2:00 PM Lunch (On your own)

Union Director’s Luncheon
Manhattan A, UALE sponsored lunch

University Director’s Luncheon
Manhattan C, UALE sponsored lunch

K-14 Labor Education Working Group Meeting
Malibu B

Central Labor Council Working Group Meeting
Santa Monica B, WVU Labor Studies sponsored lunch

2:00 – 4:00 PM Concurrent Sessions
Manhattan, Malibu, Santa Monica

4:00 – 4:30 PM Break and Informal Networking

4:30 – 6:30 PM Concurrent Sessions
Manhattan, Malibu, Santa Monica

6:30 – 8:30 PM Meet New Members Reception and Poster Session
California Ballroom C
(Light h'ordeuvres, selection of wine and beer)

6:30 PM Dinner (On your own)

6:35 – 7:35 PM Immigration & Globalization Working Group Meeting
Malibu A

7:30 – 9:00 PM Worker Writers Working Group Meeting
Santa Monica B

“CITIZEN KOCH” Screening & Discussion
Manhattan A

Friday, March 28

7:00 – 8:00 AM Hotel Guests Breakfast
The Grill

7:30 AM Registration
Ballroom Foyer

8:00 – 10:00 AM Concurrent Sessions
Manhattan, Malibu, Santa Monica

10:00 – 10:30 AM Break and Informal Networking

10:30 AM – 12:30 PM PLENARY: Women, Organizing and the Global Economy
California Ballrooms A-B

12:30 – 2:00 PM Lunch (On your own)

Women’s Caucus Luncheon
California Ballroom C, UALE sponsored lunch

2:00 – 4:00 PM Concurrent Sessions
Manhattan, Malibu, Santa Monica

4:00 – 4:30 PM	Break and Informal Networking
4:30 – 6:30 PM	UALE Membership Meeting and Elections <i>California Ballrooms A-C</i>
6:30 PM	Dinner (On your own)
6:30 – 8:00 PM	On-line Education Working Group Meeting <i>Santa Monica B</i>
	Popular Education Working Group Meeting <i>Malibu B</i>
	People of Color Caucus <i>Manhattan A</i>
	LSJ Editorial Board Meeting <i>Manhattan B</i>
7:30 – 9:30 PM	Film Screening with the filmmaker, “Trash Dance” by Andrew Garrison & Labor Filmmakers Working Group Organizational Meeting to follow <i>Manhattan C</i>

Saturday March 29

7:00 – 8:00 AM	Hotel Guests Breakfast <i>The Grill</i>
7:30 AM	Registration <i>Ballroom Foyer</i>
8:00 – 10:00 AM	Concurrent Sessions <i>Manhattan, Malibu, Santa Monica</i>
10:00 – 10:30 AM	Break and Informal Networking
10:30 AM – 12:30 PM	Concurrent Sessions <i>Manhattan, Malibu, Santa Monica</i>
1:00 – 3:00 PM	Awards Luncheon <i>California Ballrooms A-C, UALE-sponsored lunch</i>
3:00 – 5:00 PM	Executive Board Meeting <i>Santa Monica B</i>



Detailed Schedule

Tuesday, March 25

4:00 – 7:00pm **UALE Executive Board Meeting**
UCLA Labor Center

6:00 – 8:00pm **Registration**
Ballroom Foyer

Wednesday, March 26

7:30am **Registration**
Ballroom Foyer

8:00am – 1:00pm **Los Angeles Labor Tour**
An interactive tour of key sites in Los Angeles

2:00 – 5:00pm **Plenary Session, A New Labor Movement for a New Working Class**
California Ballrooms A-C
Tefere Gebre, Executive Vice President, AFL-CIO
Pablo Alvarado, Executive Director, National Day Labor Organizing Network
Neidi Dominguez, Organizer, Car Wash Campaign
Moderator: Kent Wong, UCLA Labor Center

The U.S. labor movement is facing huge challenges with declining union density, legislative setbacks, and corporate and rightwing attacks. In the midst of these challenges, creative and innovative organizing strategies are reaching out to the new working class. The labor movement is strengthening labor and community alliances, reaching out to worker centers, and fighting for immigrant rights and social justice. This panel will focus on a new vision of the labor movement that is embracing the new working class and organizing for power.

5:00 – 7:00pm **Labor March and Demonstration**
Leave from hotel, march in solidarity!

6:30 – 8:30pm **Common Sense Economics Training Coordination Session**
Manhattan A

This session provides training on the AFL-CIO's Common Sense Economics modules. These modules include: Core Common Sense Economics, Women and the Economy, and Young Workers and the Economy. All are welcome.

7:00 – 9:00pm

UALE Cultural Night Celebration & Dinner

*SEIU Justice for Janitors Union Hall
828 W. Washington Blvd. in Los Angeles
Mexican Food Buffet, No Host Bar*

Koreatown Immigrant Workers Advocate Drum Group
Giavanni Washington Dance Performance
Music by Los Jornaleros del Norte, Band of the National Day
Labor Organizing Network



Thursday, March 27

7:00 – 8:00am

Hotel Guests Breakfast

The Grill

7:30am

Registration

Ballroom Foyer

8:00 – 10:00am

Concurrent Sessions

OUR Walmart

Bernardo Enriquez, Martha Sellers
Manhattan A (Panel)



OUR Walmart is a worker led organization launched in June 2010. With thousands of members in hundreds of stores across the country, OUR Walmart is using creative direct action and strikes to call on Walmart to respect their right to organize and provide the hours and pay to raise wages to \$25,000 a year for workers. This workshop will lay out how OUR Walmart member are making change at their stores, winning national policy improvements at Walmart, and shifting the national conversation about inequality in America. Participants will be asked to reflect on their own experiences with OUR Walmart and Making Change at Walmart (allies and supporters) and how we can build the movement together.

Quality Public Education for All

Fred Glass, Laura Kurre, Claire Haas
Manhattan B (Workshop)

This workshop will present the CFT Labor in the Schools Committee's new curriculum, Teaching Taxes, which is a cross-disciplinary approach to understanding the role of taxes in funding government programs and shaping social policy. The curriculum utilizes various media and methods to help high school and college students understand the historical evolution of tax policy, and evaluate tax proposals based on a progressive/regressive opposition of values and consequences.

Labor Leadership Development for the 21st Century & AFT Leadership Education and Development

Al Davidoff, Jeff Grabelsky & Cheryl Teare, Heather Berthoud, Sally Klingel
Manhattan C (Combined Panel)

21st Century

This panel presentation and discussion will explore the challenge of leadership development in 21st century in the context of an ongoing national conversation about the future of the labor movement that preceded the AFL-CIO convention and has continued since then. The primary focus of the session will be on the National Labor Leadership Initiative (NLLI), co-coordinated by the AFL-CIO and The Worker Institute at Cornell in partnership with Rutgers, Harvard, Oregon, Berkeley, University of Illinois Urbana-Champaign, Rockwood Leadership Institute and UALE. The NLLI is a year-long cohort based program that involves three intensive retreats and examines three interdependent domains of leadership: The Personal Qualities of Leadership, Leading and Transforming Your Organization, and Building a Dynamic and Inclusive Movement.



AFT LEAD

This panel presentation and discussion will describe the AFT's new LEAD (Leadership Education and Development) Program. LEAD is an exceptionally ambitious initiative that is an integral part and driver of AFT's repositioning to make Solution Driven Unionism an organizational framework for leadership practice at every level of the union. The AFT is partnering with The Worker Institute at Cornell in the design of the LEAD program. Leaders who successfully complete prescribed coursework will earn Cornell certificates.

Combatting Child Labor through Trade Law and Trade Union Organizing

Timothy Ryan, Sonia Mistry
Malibu A (Panel)

Specific recent examples of how trade laws were used successfully in Pakistan and Bangladesh to remove child labor from certain industries; and examples illustrating how organizing trade unions in Liberia and India removed child labor and improved the status of adult workers.

Interactive Workers' Struggles Puzzle

Jennifer Angarita, Pablo Alvarado, Monica Bielski Boris
Malibu B (Teaching Demo)

This session involves a demonstration of an interactive puzzle that is based on the design and pedagogy used by the National Day Laborers Organizing Network. This puzzle conveys the current economic struggle facing working people and the fight back. It is a powerful tool of popular education that can be used in variety of settings and with people of diverse backgrounds.

Reporting on Labor: Placing Contemporary Labor Studies in the Public's Eye

Steve Early, Brigid O'Farrell, Tim Sheard
Santa Monica B (Panel)

Mainstream media rarely report on labor issues and when they do it's usually a

negative story. Labor reporters no longer have a beat. Unions, workers, and researchers all struggle to make accurate labor information available to the general public and to union members. While traditional media fights to stay afloat, social media has opened up new opportunities and pitfalls. Steve Early, author and longtime union organizer, moderates this workshop. He begins the discussion with his findings on labor reporting in the mainstream media. Brigid O’Farrell, independent scholar, discusses a case example of placing labor research on the union agenda. Timothy Sheard, mystery writer and publisher, focuses on innovative ways to bring workers’ own stories into print and before the public. The Worker-Writers Working Group and writers’ unions are committed to helping workers tell their stories: writing, sharing, and getting published. Bring your writing experiences and join the discussion.

10:00 – 10:30am Break and Informal Networking

10:30am – 12:30pm Plenary Session, Labor Education: The Next Generation

California Ballrooms A-C

Aida Cardenas, Director, Building Skills Partnership (SEIU)

Lanita Morris, Coordinator, Black Worker Center

Greg Cendana, Director, Asian Pacific American Labor Alliance, AFL-CIO

Moderator: Paris Walker, AFSCME

The field of labor education is dramatically changing. It extends far beyond union education departments and labor centers, and includes creative worker education programs led by individuals who are not traditionally identified as “labor educators.” For the field of labor education to grow and thrive, we need to reach out to this new generation of labor educators, especially women, people of color, and young people. Labor education and worker-based popular education is taking place in worker centers, in immigrant communities, in work force development programs, and in community based organizations. This panel includes creative ways that labor education is building unions, strengthening labor and community partnerships, and developing worker leadership for power.

12:30 – 2:00pm Lunch (on your own)

Union Directors’ Luncheon (UALE sponsored lunch)

Manhattan A

University Directors’ Luncheon (UALE sponsored lunch)

Manhattan C

K-14 Labor Education Working Group Meeting

Malibu A

Central Labor Council Working Group Meeting (WVU Labor Studies sponsored lunch)

Santa Monica B

The UALE State Federation and Central Labor Council Working Group has commissioned with the national AFL-CIO to conduct a study of how university-based labor education centers can best integrate into the work of transforming state federation and local labor councils. The research will use last fall’s survey of labor education centers, a new survey of AFL-CIO leaders and case studies of specific centers to draw out the potential, innovations, shared obstacles, and mutual impacts from greater integration of labor education into transformative work. The report will also



make recommendations for how the AFL-CIO can help foster transformative relationships. By attending our Thursday lunch session you can help provide the key questions, experiences, and insights that will guide the report. Please come and share your thoughts. Please join us.

2:00 – 4:00pm

Concurrent Sessions

Online Education Panel: Comparing Work in Higher Education with the Work of Union and Community-Based Organizations that Do Education Online

Manhattan A

Law-related Union Advocacy Online

Nina Fendel

The Public Works Compliance Website is a password-protected legal and advocacy education website aimed at the building trades (unions and joint labor management compliance groups). It provides “one-stop shopping” in the area of public works construction advocacy (prevailing wages, competitive bidding, investigation skills, etc.), with overviews and links to statutes, regulations, cases, useful government websites, checklists, sample letters, etc. The Alliance for Labor Standards Education and Training is a non-profit associated with a union-side labor law firm (Weinberg, Roger, Rosenfeld). They do hands-on training around the country, provide subscriptions to the website at a very low cost, and would like to expand into other types of on-line education in this area, which is critical to providing work for building trades union members. The training is aimed at non-lawyer advocates (primarily union reps), though some lawyers subscribe, and provides useful education and extensive resources to people who work in this area.

Virtually Face to Face – Utilizing Learner-Centered Teaching Techniques in a Virtual Classroom

Keturah Raabe, David Neun

Asynchronous programs often lose the spontaneous dialogue and interactions that are a common feature of effective classroom education. To retain the benefits of real-time interaction, the American Federation of Government Employees (AFGE) is currently using Blackboard Collaborate to conduct instructor-led, synchronous online training. The presenters for this demonstration will identify training techniques for a virtual classroom, describe critical elements of a learner-centered instructor-led online course, and explain how interactive tools can maximize participant interactions in a virtual classroom.

If You Build It, Will They Learn? The Perils and Pleasures of On-Line Education

Joseph Varga

This presentation is not meant to be definitive, but to compare and contrast the relatively positive experience of teaching on-line under very favorable conditions (large, well-funded research university, tenure-track position) to other forms of on-line delivery, and through that comparison, examine what works, what may not, and how working conditions are possibly determinate in that process. Ultimately, the goal of my own research and interest in on-line education is not simply the savage critique of the elitist professor, nor the cheer-leading of the on-line liberationist, but a suggestive approach that leads to better practice. I do not believe we need to ignore the harsh critiques and throw up our hands and say “well, it is inevitable”, nor do I think we can, at this point, put the on-line genie back in the bottle. What we can do,

through careful study, introspection, collaboration, and activism, is insure that education is delivered under an acceptable set of standards.

Student Paper Session

Manhattan B

“Labor Displacement and Working-Class Resilience: A Case Study of Locked Out Grain Processing Workers in America’s Heartland.”

Jackie Gabriel—Colorado State University

On August 22, 2008, approximately 360 workers were locked out of Grain Processing Corporation Inc. (GPC) in Muscatine, Iowa, after the company and the United Food and Commercial Workers Union Local (UFCW) 86D could not reach an agreement during contract negotiations. Over the ensuing five years contract negotiations between the company and the union have come to an impasse, with no end to the lockout in sight. This qualitative case study investigates the conditions leading up to and following the lockout in an effort to effectively capture the structural factors at play in the broader economy, while also emphasizing the qualitative objective and subjective experiences of worker displacement. Drawing on in-depth interviews with the locked out workers, this study aims to provide a comprehensive account of the complex and sometime contradictory experiences these workers encountered as a consequence of being displaced from their jobs and finding alternative financial security and employment.

“Distinctive Ways Union Members Become Aware of Unions and Distinctive Reasons Union Members Become Activists in Unions Based on Generations”

Ken Kroeger—National Labor College

Survey data indicates that union membership has dropped considerably in recent years. Although there are many reasons for this decline in the popularity of unions, this paper will illustrate that one important reason may be that people in general are not informed about what unions have done, and can do, for them. The paper will examine the ways that people become aware of unions and the reasons that union members become activists. It will show that union history is not a focus in today’s school curricula, nor is information about unions shared as much today from one generation to the next as it has been in past generations.



“The Most Radical Thing: The Highlander Folk School and Working Class Intellectualism”

Darby Frye—UMass Amherst

This paper looks back to the labor education program of the Highlander Folk School during the first half of the 20th century in order to capture the importance of labor education that is critical, comprehensive, and founded in a respect for the intellectualism and capability of the working class. While this style of labor education threatens power structures within and outside of the labor movement, it also contributes to the strength of participating unions and the broader movement. This paper was written as a term paper for a course in Union and Working Class Cultures and also draws from readings in the course.

Beyond the Silence, Setting Intentions and Emotional Labor: community accountability practices and strategies for confronting violence, discrimination, and oppression within the movement

Ren-Yo Hwang, Imelda Plascencia, Amrah Saloman J., Audrey Silvestre, Mayra Yoana Jaimes Peña
Manhattan C (Workshop)

Labor activism itself can create unsafe spaces for marginalized workers when issues of violence, domination, aggression, intimidation, harassment, silencing, and oppression within the movement go unchallenged or are perpetuated by our organizing. Community accountability can offer strategies for building the power of marginalized workers and for creating a labor movement that actually practices the values of social justice and anti-oppression that many of us espouse. For example, how can we acknowledge feelings and emotions as a part of our day to day labor and work? How can community accountability offer us a process to address and make present the impact and vulnerabilities we must negotiate in the face of harm and marginalization? In this interactive workshop we will collectively exchange tools, experiences, critical analyses, and a take-home resource guide.

Justice Deferred: The Failure of the Labor Action Plan to Protect the Rights of Colombian Port Workers

Molly McCoy, Rhett Doumitt, Daniel Hawkins
Malibu A (Panel)

Daniel will present from his paper on the “Formalization and unionization campaign in Buenaventura Port”, focusing on the working conditions and informality for the predominantly Afro-Colombian workforce; Rhett will discuss the efforts of the national ports union, Union Portuaria, to support worker organizing in the face of government inertia and employer hostility.

Bilingual Workshop on Popular Education as Tools of Transformation

Jeannette Huezo, Steve Schnapp
Malibu B (Facilitation Demo)

United for a Fair Economy (UFE) presents a deeper experience of popular education in this 90-minute bilingual workshop (English-Spanish) that will offer ideas and strategies for integrating the philosophy and elements of popular education into educational work with workers, at the work place, in worker centers, etc. This bilingual workshop offers techniques, such as the use of “codes,” to labor educators to become more inclusive with workers for whom English is not their native language and who feel more comfortable speaking their own language. In this way we can establish true solidarity through practicing tolerance, support, and care.

Common Sense Economics 2.0

Monica Bielski, Al Davidoff, David Reynolds
Santa Monica B (Teaching Demo)

In this session, we demonstrate segments of the AFL-CIO's Common Sense Economics modules. The modules that will be shared in this session include: Core Common Sense Economics, Women and the Economy, and Young Workers and the Economy. All of the modules are designed to add value and energy to electoral, legislative, organizing and contract campaigns.



4:00 – 4:30pm

Break and Informal Networking

4:30 – 6:30pm Concurrent Sessions

Teaching about Messaging

Camilo Viveiros, Steven Ashby
Manhattan A (Teaching Demo)

In this workshop we aim to share our experiences teaching to unions and community groups about messaging or framing issues, covering such issues as why messaging is important; effective framing of issues; how to effectively frame a message on why the public should support unions; the importance of public opinion in contract campaigns and strikes; how the rightwing effectively does messaging; the relationship between effective messaging and the organizing model; examples of where labor has done it well in the past; training the rank-and-file to be on message; and key points on effective messaging.

LSJ Paper Session

Manhattan B

“From Contracts to Care: Challenges, Opportunities and Transformation in the Los Angeles Garment Worker’s Child Care Survey”

Dario Valles

This paper will present preliminary findings of the result of a child care survey on garment workers in Los Angeles, as well as utilize ethnographic analysis to understanding shifting strategies among worker centers serving low-wage, mostly-immigrant, mostly-women laborers in Los Angeles. There are 45,000 garment worker in Los Angeles, and the Garment Worker’s Center is a member based organization working within the garment industry to improve conditions. The paper examines survey of a hundred garment workers to better understand the child care needs of this highly feminized and immigrant workforce. The study aims to 1) document the resources and services garment workers use to meet child care needs, 2) understand the barriers, such as language, costs, work hours, access, etc. that garment workers confront and 3) assess the ways in which child care programs and policy can be changed to create more accessible childcare for low-wage workers.

“New Models of Worker Representation”

Ana Avendaño, Jennifer Angarita

The paper will explore new forms of worker representation through the lens of the National Taxi Workers Alliance (NYTWA). It will trace the transformation of the taxi industry from a unionized workforce in the 1960’s to a workforce of independent contractors today and the evolution of the National Taxi Workers Alliance, from a small worker center in New York City to a national AFL-CIO union with a seat on the AFL-CIO Executive Council. A central focus of the paper will be on why the NYTWA chose to affiliate with the AFL-CIO and identify as a union, as opposed to a worker center, and the role this decision played on their future development. Additionally, this paper will examine the role of union partnerships in campaigns led by the NYTWA, including recent developments such as the health and disability fund and current examples of and future possibilities for replication.

“A New Approach to Migrant Labor Rights Enforcement: The Crisis of Undocumented Worker Abuse and the Mexican Consular Advocacy in the United States”

Xóchitl Bada, Shannon Gleeson

This paper examines two overarching questions: What are the main trends in the bilateral cooperation to enforce labor standards across different cities in the United States? What are the main opportunities and constraints that bilateral cooperation agreements on labor enforcement face for successful implementation at the local level? We argue that consular representatives, while endowed with unique resources and legitimacy, are constrained in their approach to defining and defending the rights of immigrant workers and depend on the maturity of local networks and on synergistic collaborations with local NGOs to increase the effectiveness of their efforts and produce higher impact and visibility in the communities they serve.

Creating Unique Spaces for Workers of Colour

Judy Vashti Persad, Jennifer Huang
Manhattan C (Workshop)

In our efforts to strengthen worker solidarity, the Toronto & York Region Labour Council began to strategically outreach in communities of colour to those who feel excluded from the labour movement. Organizing efforts in the Greater Toronto Area used popular education to engage communities in the successful fight to increase the minimum wage in Ontario, expand the working class movement, and transform the labour movement to reflect the linguistic and racial diversity of union members. This allowed workers and communities of colour to take ownership of broad-based campaigns.



New Organizing in the New Economy: Tools for Organizing When Workplaces and Work Schemes Shift Beyond the Factory Wall

Tim Egan, Susan Schurman, Katuscia Espósito
Malibu A (Panel)

Sue will present case studies from Cambodia, Colombia South Africa and Tunisia where contingent workers were successfully organized into unions. Katuscia Espósito will highlight how highly marginalized women in the garment industry in Brazil used collective action and community organizing to improve working condition and gain political representation.

Nuestras Vidas/ Nuestros Testimonios (Our Lives/Our Stories)

Guillermina Castellanos, Bill Shields
Malibu B (Workshop)

The workshop will describe the project that created *Nuestras Vidas*, a play about the lives of Latina immigrant domestic workers. La Colectiva members will perform an excerpt of the production, tracing their lives from their home countries to establishing themselves in San Francisco and becoming activists. The workshop will conclude with a series of participatory theater exercises and the creation of a workers' rights living tableau.

Spirit Raising for Movement Building

Barb Thomas, D'Arcy Martin, Elise Bryant
Santa Monica B (Workshop)

In this workshop, we will share some specific experiences: 1) with song, as an integral part of union courses and other union events; 2) with theatre, using forum theatre to engage people more deeply than skits and role plays usually do; 3) with humour, using video and activities that mock the cultural power of management and their allies; 4) with visual arts, using photography

and other art forms as a magnet for participation and celebration. We will invite other participants to share their experiences along these lines, in planning educationals, conferences and community events that engage our allies.

6:30 – 8:30pm

UALE New Members Reception and Research Poster Session

(Light h'ordeuvres, selection of wine and beer. All are welcome!)

California Ballroom C

A great opportunity to network with like-minded people. Whether a seasoned labor educator or new to the profession, you can be assured to enjoy great company and engaging conversation. New this year is the UALE Research Poster Session, so be sure to make your way around the ballroom and check out some exciting work in the profession!

Attitudes in the City of Huntington, WV: Changing the Culture of Labor-Management Relations in the Public Sector

Jessica Ice, Tony Michael

Public Sector workers have been demonized in the media over the last several years. The recession certainly hit states, counties, and municipalities hard, but dedicated workers are not to blame for the fiscal challenges that were created—nor are the unions that represent these workers. Huntington, WV is a city that could have followed the models established in Wisconsin or Ohio. Instead, the Mayor (Steve Williams) has made a commitment to labor to adopt a different approach to leadership. This poster will examine the attitudes of union workers and management present in the City of Huntington as the Mayor begins his journey to turn Huntington into a city of positive labor-management relations and discuss how education, research based best-practices, and executive commitment can alter attitudes to make Huntington a city worth emulating for management and workers alike.

Empowering the New Global Working Class: Vietnam-USA Curriculum Development

Leanna Noble, Hollis Stewart

An interactive presentation using TDT Vietnam photos and curricula PowerPoints to generate discussion between facilitators and UALE Conference participants/passersby about process of jointly developing labor relations curricula juggling Vietnam and USA content, labor laws, labor movements and academic standards.

Engaging the worker citizen: Legislative Political Curriculum Development

Yolanda Pickstock, Cheryl Kelso, Keturah Raabe

The assault on workers has moved from the boardroom into legislative bodies at the local, county, state, and federal levels. In response, the American Federation of Government Employees has developed a curriculum designed to increase grassroots political activism for federal workers. We present data analysis on political/legislative activities pre and post first implementation of the curriculum attended by 24 AFGE union members working in SE United States. We will have a power point screening of examples of the curriculum modules and pictures of its implementation.

6:30pm

Dinner (on your own)

6:35 – 7:35pm

Immigration and Globalization Working Group Meeting
Malibu A

7:30 – 9:00pm

Worker Writers Working Group Organizational Meeting
Santa Monica B

7:30 – 8:30 Roundtable discussion The Business of Writing for Academics and Freelancers: Contracts, copyrights, royalties, marketing and e-publishing

Eric Gordon, Los Angeles NWU Chapter Chair

Tim Sheard, Publisher, Hard Ball Press and NYC Chapter Chair, NWU

Helena Worthen, past Grievance Officer and member, Bay Area Chapter NWU

Changes in communication technology have transformed the business of writing in the last thirty years. Publishing, marketing, and relationships between publishers and writers have all undergone changes. These changes affect academics who may give up copyright, sign contracts with academic presses that promise no royalties, keep the right to only “non-commercial” use of their own work and sometimes even pay to be reviewed or to allow readers past an electronic paywall. And as tenure slips away more academics are turning to freelance work where they encounter the challenges of all-rights contracts, copyright loss, e-book publishing, and non-paid internet writing. Members of the National Writers Union will lead a general discussion about the state of the business of writing.

8:30 – 9:00

Open discussion, organizational issues for the Worker-Writer Working Group

“CITIZEN KOCH”

Screening & Discussion

Callie Chiang

Malibu C

The Academy Award®- nominated directors of *Trouble the Water* and co-producers of *Fahrenheit 9/11* and *Bowling for Columbine* follow the money behind the rise of the Tea Party in this story of life- long Republicans forced to choose between party loyalty and their own livelihoods. Alternately terrifying and funny, CITIZEN KOCH renders a heartbreaking portrait of the state of American Democracy. For more information, please visit: www.citizenkoch.com.



Friday, March 28

7:00 – 8:00am **Hotel Guests Breakfast**
The Grill

7:30am **Registration**
Ballroom Foyer

8:00 – 10:00am **Concurrent Sessions**

Working for Global Justice in the New labor Movement
Michael Zweig
Manhattan A (Panel)

LSJ Paper Session
Manhattan B

“A Different Approach to Worker Representation: Florida Public Services Union, Community Allies, and the Creation of the People’s Budget Review”
Bruce Nissen, Rick Smith

In the unfavorable U.S. environment today, unions have been forced to consider new ways to represent worker interests. The more proactive unions have been experimenting with alternatives to traditional approaches, including corporate campaigns, various types of alliances with community partners, supporting workers centers and other independent non-union forms of worker organizations, and the like. Most recent attention has focused on non-union worker organizations such as OUR Walmart or the fast food workers uprising. These nascent organizing attempts are fascinating and deserve a great deal of scholarly attention. However, in this paper we will examine a different approach to worker representation. It concerns the role of a public sector union, the Florida Public Services Union (FPSU, an affiliate of the SEIU) working with community allies to create a movement/organization known as the People’s Budget Review (PBR).

“Worker Engagement in the Health and Safety Regulatory Arena under Changing Models of Worker Representation”
Linda Delp, Kevin Riley, Deogracia Cornelio

This paper examines an emerging labor-community-university partnership model in Southern California designed to confront violations of workplace health and safety standards among nonunion workers in low-wage job settings. Collaborative efforts between worker advocates, community-based organizations, and the UCLA Labor Occupational Safety and Health Program (UCLA-LOSH) have opened avenues for workers and worker advocates to participate in the government regulatory arena absent union representation. The partnership model has achieved significant successes to date, including groundbreaking Cal/OSHA citations and the emergence of new state-level policy initiatives related to worker health and safety issues. We argue this model constitutes a new form of tripartism as described by Fine and Gordon (2010) that allows nonunion worker representatives a voice in the regulatory process and addresses constraints of the current labor standards enforcement framework.

“Strengthening Labor-Community Strategies”

Camilo Viveiros and Rebecca Kolins Givan

At the recent AFL-CIO convention, the need to support labor-community approaches was discussed, but the reality of forging these relationships may still be out of the comfort zone for many. Recent examples such as the successful Chicago Teachers’ Union strike demonstrate that community organizing matters for successful collective bargaining, but building successful alliances requires more than just adjusting framing or recruiting groups to a narrow campaign. To improve effectiveness we must counter limiting assumptions that are brought to labor-community work. This paper will share techniques to deepen the capacity of labor-community campaigns, while complicating our understanding of the centrality of collective bargaining in worker and community representation. These lessons are drawn from on-the-ground work with dozens of unions.

Integrating Equity and Anti-Oppression throughout Worker Education

Deborah Rosenstein, Jennifer Argyres

Manhattan C (Panel)

"It's just not what they're asking for." This is the response many labor educators hear when raising the idea of anti---oppression workshops. In this roundtable discussion participants will share various approaches to integrating equity and anti---oppression content into the fabric of all our labor education offerings, from steward’s trainings to an executive board retreat. The presenters will also examine the possibilities for using an anti---oppression framework when developing courses and making different process/ pedagogical choices, including planning for language and (dis)ability access and selecting exercises that shift some of the power dynamics in the room. Finally, discussants will reflect on the challenges and success of these approaches.

Inclusive Off-Site Organizing: Palestinian and Moroccan Workers

Abla Masroueh, Hind Cherrouk

Malibu A (Panel)

The future of organizing depends on unions’ creative responses to new global economic realities, including labor migration and informal “day-labor” contracting. Palestinian organizers in Qalqilia, a West Bank district located at the separation wall with Israel, are facing these challenges head-on. Moroccan agricultural workers are combating workplace intimidation through innovative organizing. Their techniques, viewed alongside those of US organizers in this participatory panel, will offer important insights for off-site organizing.



A Contract for Non-Union Workers? Effective Strategies & Partnerships for Workplace Rights Education

Sarah Laslett, Kia Sanger
Malibu B (Workshop)

Abstract: The Washington State Labor Education and Research Center (South Seattle Community College) has just published the third edition of our Washington State Workers Rights Manual and is in the process of developing curriculum from it. Workshop facilitators will present the WA LERC manual project and some of the curricular tools we are developing. We will discuss how to create productive partnerships in community settings, in higher-ed worker training or High School classrooms, and in union halls. With hands-on practice, we will consider creative tools to stimulate critical thinking and worker engagement. We will consider how to encourage working people to see the law as one tool in an empowerment tool kit, rather than an end unto itself. As we build the new labor movement, the new working class needs to know their rights on the job! Come to this workshop and get inspired to take on this important educational challenge of our time.

Teaching Taxes: A High School and College Lesson Plan

Fred Glass, Teresa Laughlin, Sheri Pavelka
Santa Monica B (Workshop)

This workshop will present the CFT Labor in the Schools Committee's new curriculum, Teaching Taxes, which is a cross-disciplinary approach to understanding the role of taxes in funding government programs and shaping social policy. The curriculum utilizes various media and methods to help high school and college students understand the historical evolution of tax policy, and evaluate tax proposals based on a progressive/regressive opposition of values and consequences.

10:00 – 10:30am Break and Informal Networking

Plenary Session

10:30am – 12:30pm Women Organizing in the Global Economy

California Ballrooms A-B
Julia Quiñonez Amparan, Coordinator, Comité Fronterizo de Obreros (CFO)
Phumzile Mashishi HOSPERSA, Public Service and Public Sector Union of South Africa
Abla Masroujeh Solidarity Center Director, Palestine
Moderator: Cheryl Teare, AFT

Some of the most dynamic union and working organizing is taking place in the global south, and being led by women workers. This dynamic panel will bring forward fresh experiences in organizing in the global economy from South Africa, Palestine, and Mexico. The United Association for Labor Education has embraced a strong global component in our work and programs over the years, and hopefully will continue to organize for global solidarity. This panel was organized with the support of the AFL-CIO International Department and Solidarity Center.

12:30 – 2:00pm Lunch (on your own)

Women’s Caucus Luncheon (UALE sponsored lunch)
California Ballroom C

2:00 – 4:00pm

Concurrent Sessions

Paper Session

Manhattan A

"Mapping Miami's Working Class"

Alí Bustamante

This paper on the spatial distribution of the working class in Miami-Dade County, FL answers whether Miami's workers are leveraging their links to the local community to develop better employment opportunities. Through an understanding of Miami's labor market and worker commuting patterns using U.S. Census data I gauge the relative strength and dynamism of employment links that working class families have with their own communities. This study seeks to empower workers to leverage their link to the local community to develop better employment opportunities and organize more effectively.

"That Workshop changed me...now what? Sustaining transformation"

Cindy Hanson, Adriane Paavo

Studies on non-formal transformative learning in the context of feminist labour education add to scholarship on how equity issues can be mobilized within labour movements (Kainer, 2006). Two community-based participatory research studies about the Prairie School for Union Women identified findings about power dynamics and transformation, demonstrating the importance of the School in the lives of union women. The studies named challenges to sustaining such educational opportunities and examined the need for further study on benefits to unions from university-community research. Preliminary findings on sustaining transformation, which emerge from the second UALE-funded study, will also be shared.

"The Challenges and Opportunities in Community Organizing by 'Alt-Labor'"

Louise Simmons

This paper examines the challenges and opportunities for community organizing inherent in the new labor movement and its organizing methods. It addresses both community organizing in practice and as well as in educational settings, including those within social work community organizing programs. The paper also focuses on how any formulations of social justice must include at their core economic justice struggles.

LSJ Paper Session

Manhattan B

"To Organize the New Physician Workforce is to Organize Women: Nontraditional Forms of Organizing in a Changing Healthcare Industry"

Amy Hall, Ivy Quicho

"Buying the Business: Worker Co-Operatives as a New Model of Worker Representation"

Hoffman

“Community Activism and the Victory of Pomona College Dining Hall Workers”

Victor Silverman

After a multi-year battle marked by bitter conflicts that included the firing of 17 undocumented immigrants, dining hall workers at Pomona College voted overwhelmingly for representation by HERE Local 11 in spring 2013. The Union and College report progress in negotiating a first contract. Pomona College is an elite institution, one of the richest colleges in the world, while the dining hall workers are a majority Latino with many earning near minimum wage at the outset of the campaign. The campaign employed multi-faceted, volunteer-based, social movement organizing. Community campaigns and organizing through worker centers, churches and other non-profits that utilize volunteer and non-worker activists have been embraced recently by many in the labor movement. While these innovative campaigns have had some well-publicized successes, in there have also been stalled efforts and outright defeats. Studies by labor sympathizers understandably tend to emphasize the victories and offer optimistic assessments of the strategies.

“Build Power: Building Stewards Councils from the Bottom Up”

Paul Krehbiel

Stewards Councils have been created and used by workers at various times in history to maximize workers power, and often union power. They usually were organized at times of great upheaval, in society, economically or politically, or in labor- management relationships. They were often, but not always, initiated by rank-and- file workers motivated by particularly bad working conditions, low pay, poor benefits, abusive management, and/or a variety of other injustices. The last period in our US labor history to see active Steward Councils was the height of the CIO organizing drives of the 1930’s and 1940’s, and the period right after WWI and into the early 1950’s when labor sought to continue making improvements on the gains they made upon union organization.

Educating Working Women: The Past, Present, and Future of Women’s Summer Schools

Jennifer Sherer, Brigid O’Farrell, Emily Twarog, Guadalupe Palma
Manhattan C (Panel)

This workshop provides an opportunity to continue the on-going conversation about union women’s labor education. Three presentations provide the context for further discussion of women’s leadership development. Brigid O’Farrell takes us back to the early days of women’s summer schools starting with the Bryn Mawr School for Women Workers to examine critical issues such as language, immigration, race, and class. Emily E. LB. Twarog will discuss legacy of Teamster organizer Regina V. Polk and the Illinois based women’s school that her life and work inspired. Using school records and participant interviews, she will share initial data on the effectiveness of the Polk curriculum. Finally, Guadalupe Palma, educator and now coordinator of the Fight For Fifteen Campaign in LA, will bring us into the future as she discusses the 2012 Summer Institute multi-lingual curriculum including planning, methods, and outcomes for a program with concurrent classes in English, Spanish, and Chinese.

How can we strengthen the international partnerships in labor education and empower a new global working class? Our Vietnam Experiences: A Popular Education Case Study

Leanna Noble, Kent Wong, Nguyen Dinh Hoa, Jan Sunoo, Hollis Stewart
Malibu A (Workshop)

Goals of the workshop: 1) Identify specific and shared benefits of this work for an empowered new working class; 2) Identify specific and shared benefits of this work to our labor education institutions and allies to motivate their active participation; 3) Identify specific challenges and brainstorm ways to turn challenges into opportunities; and, 4) Identify resources for this work, including individual labor educators, labor education institutions and allies

Confronting Oppression in the “Classroom”

Annetta Argyres, Clare Hammonds, Kim Wilson Venancio
Malibu B (Workshop)

As educators, we often find ourselves in teaching situations where a workshop participant makes an oppressive (racist, sexist, homophobic, classist, anti-immigrant, etc.) remark. Such comments are often made unintentionally or unthinkingly. Even so, if allowed to stand unaddressed, these comments can have damaging effects on other participants, on classroom dynamics, and on the relationship between workshop participants and the hosting union or organization. These situations also provide a “teachable moment” when individuals can learn about power and privilege. Using popular education methodologies, this workshop will explore how to identify and address oppressive behaviors and make the most of these teachable moments.

Creating a Process for Change in a Large Organization: The California Teachers Association’s Strategic Planning Initiative

Lynn Feekin, Bob Bussel, Paul Krissel, Bill Freeman, Angela Su, Shannan Brown
Santa Monica B (Panel)

In 2011, members of the California Teachers Association’s governing body passed a resolution directing the organization to undertake a strategic planning process. The process, which occurred from May 2012 through January 2013, set out to help this 300,000 member organization address the multiple challenges facing educational professionals and the communities they serve. The Labor Education and Research Center (LERC) at the University of Oregon facilitated this intensive planning process that actively involved over 100 participants from CTA and drew input from over 20,000 members. This roundtable discussion will candidly review the challenges involved in helping a large organizations conduct a critical assessment and develop plans for its growth and renewal.

4:00 – 4:30pm **Break and Informal Networking**

4:30 – 6:30pm **UALE Membership Meeting & Elections**
California Ballrooms A-C



6:30pm Dinner (on your own)

6:30 – 8:00pm On-line Education Working Group Meeting
Manhattan A

Popular Education Working Group Meeting
Santa Monica B

People of Color Caucus Meeting
Manhattan C

LSJ Editorial Board Meeting
Manhattan B

6:30pm – 9:30pm Film Screening with the filmmaker, “Trash Dance” with Andrew Garrison
& Labor Filmmakers Working Group Meeting
Malibu A



A screening of the documentary film “Trash Dance” with filmmaker Andrew Garrison. Choreographer Allison Orr finds beauty and grace in garbage trucks, and in the men and women who pick up our trash. Filmmaker Andrew Garrison follows Orr as she rides along with Austin, TX sanitation workers on their daily routes to observe and later convince them to perform a most unlikely spectacle. On an abandoned airport runway, two dozen trash collectors and their trucks deliver a stunningly beautiful and moving performance, in front of an audience of thousands, who discover how a garbage truck can “dance.”

Saturday, March 29

7:00 – 8:00am Hotel Guests Breakfast
The Grill

7:30am Registration
Ballroom Foyer

8:00am – 10:00am Concurrent Sessions

Understanding Union Power: Case Studies from Canada
Larry Savage
Manhattan A (Panel)

“Theorizing Public Sector Union Power”
Stephanie Ross

Although public sector unions exist within the same general legal framework as their private sector counterparts, the source of their power with respect to employers is distinct. Although they engage in the core union activities of collective bargaining, striking, and workplace representation, their strategies are shaped by the fact that their power is primarily political rather than economic in the traditional sense. Unlike in for-profit companies, public sector strikes actually save rather than cost employers



money. Moreover, public sector union militancy inevitably affects the broader public that relies on public services, raising political questions about how collective resources should be spent and making alliances with bystanders a crucial element in union strategy. This paper explores the implications of the distinct basis of public sector union power, and assesses the extent to which such insights are meaningfully integrated into union strategy in Canada.

“The Limits of Collective Action: Faculty Associations and Accountability Governance in Canadian Universities”

Michelle Webber, Larry Savage, Jonah Butovsky

The proposed paper draws from a larger project that focuses on the priorities, strategies and efficacy of university faculty associations as they navigate the politics of accountability governance in Canadian universities. Methodologically, we draw on interviews with faculty association representatives to examine how their organizations are attempting to defend professional autonomy and other conditions of academic work in accountability governance regimes. We explore the dilemma confronting faculty associations that oppose the imposition of accountability governance regimes, yet, at the behest of their members, continue to defend many of the individualized aspects of the academic workplace (merit pay, starting salaries, teaching load reductions) which fuel such regimes. This dilemma, we argue, will make it difficult for associations to engage in collective resistance.

“‘We didn’t want to totally break the law:’ Industrial Legality, The Pepsi Strike, and workers’ collective action in Canada”

Charles Smith

Canada’s system of industrial legality has routinely limited collective rights of workers to strike. Under the conditions of neoliberal globalization, those limitations have intensified. Yet, in 1997, the Retail, Wholesale and Department Store Union (RWDSU) in Saskatoon, Saskatchewan waged a successful strike against Pepsi-Cola Canada. In addition to winning their strike the company, the union also expanded the right of all workers to picket through a successful constitutional challenge to restrictive common law rules limiting workers’ collective right to secondary picket. This paper will examine the history of that strike, exploring the multifaceted strategies that workers undertook to challenge the company, the state and existing law. It will argue that the law was only successfully transformed when the workers decided to challenge the company by breaking the law itself.

“Feeling Better: Unions, Corporate Culture, and Organizing in Retail”

Kendra Coulter

Private sector service workers in industries like retail are essential to the future of the labor movement and the prospects for building more just societies with good jobs. This paper illuminates the under-studied processes of retail organizing and highlights the significance of emotions therein. Drawing on data from union organizing projects in Canada, I outline how emotions intersect with retail workplace cultures, union-avoidance, and union organizing, and what lessons can be drawn from both successes and failures.

Paper Session
Manhattan B

"Labor-based Safety and Health Training: Labor and Alt-Labor"

Clayton Sinyai

For some time – and prominently at the 2013 AFL-CIO convention – organized labor has been exploring partnerships with worker centers and community groups to reach new segments of the working class. Worker health and safety training is one field where both established labor unions and “alt-labor” are already active on parallel tracks. The author has investigated the structure and activities of more than thirty labor-based occupational health and safety training programs across both categories. The results suggest important similarities and differences between the two groups, and some ways each can learn from the other.

"Building Worker Center Capacity to Engage Workers in Confronting Hazards"

Linda Delp, Hector Cordero-Guzman, Victor Narro

We describe the impact of a federally-funded program to build the capacity of workers centers to confront health and safety hazards facing workers, often immigrants, in the low wage labor market. Through analysis of interviews, documents, and results of a convening to evaluate the program, we summarize the impact of innovative activities to educate and engage workers, research job hazards, and influence the policy arena. We describe successes and constraints in a variety of settings - from restaurants to warehouses, from day laborers to home care workers and janitors. We analyze the potential of new partnerships to leverage resources and change workplace conditions.

"The Face of Worker Abuse"

Jimmy Easter

Worker abuse in the United States has had many attempted facelifts by embarrassed corporate offices. Research shows that egregious offenses, unresolved by the cosmetics attempts of corporate policy, are unrelenting. Anti-union lobbyist work with ever expanding budgets for persuading the public that worker abuse is a thing of America’s past while effectively weakening workers’ rights and continuing to deny thousands from legal protection or remedy. Unions are having to revamp in educating their members in dealing with the David/Goliath challenges of abuse. Education and solidarity of American workers is the hope for worker rights and to stem future abuses.

Innovation and Creativity in the Application of Labor Film

Anne Lewis, Gerrie Cassie, Howard Kling, Andrew Friend

Manhattan C (Panel)

A panel from the working group for labor filmmakers will look at the multiple uses of labor film: on the web, in campaigns, as an organizing tool to build coalitions between labor and community. Anne Lewis will present a transmedia model; Gerrie Cassie, a new course that uses film at its core; Howard Kling on use of documentary in campaigns; and Andrew Friend on possible ways to distribute a new documentary. We hope to begin to fulfill our mission as a working group, to collaborate with UALE members in finding ways to reach multiple working class audiences.

Mass Incarceration and Mass Deportations

José Calderon, Connie Rice, Edna Monroy, Chris Newman, Betty Hung
Malibu A (Workshop)

The AFL-CIO at their 2013 convention for the first time passed a resolution calling for an end to policies of mass incarceration within the U.S. The AFL-CIO has also called for immigration reform to provide a path to citizenship for 11 million undocumented immigrants. This workshop will link these two critical issues: mass incarceration and mass deportation. The growth of the prison industrial complex has resulted in a huge transference of wealth from the public sector to the prison industry. The prison industry has been playing an active role in advocating for anti-immigrant policies and enhanced prison sentences that have increased suffering for immigrant communities and communities of color, while maximizing corporate prison industry profits. This workshop will provide an analysis of the growing threat of mass incarceration and mass deportation, and will highlight grassroots campaigns that are organizing communities to oppose mass incarceration and mass deportation.

Helping Locals Achieve Gender Equity

Nina Benjamin
Malibu B (Teaching Demo)

Nina will demonstrate various pieces of this education program and process that has been done with three locals, with comprehensive reports issued. This innovative education program is developed in conjunction with a local union, committed to a multi-year program and process. She will share the reports, summarize the outcomes and demonstrate the methodology of the program.

Collective Bargaining Simulation: A Role-Playing Exercise to Introduce Students to Collective Bargaining and Unions

Shigueru Tsuha, Linda Tubach
Santa Monica B (Teaching Demo)

Educators will learn how to run a collective bargaining simulation in their classrooms whereby students interact in small union and management teams to negotiate a contract at a fictional chain of private hospitals. Students negotiate about wages, medical benefits, discrimination and affirmative action, health and safety, and childcare. Student teams are made up of 3 to 5 students each. At the end, they report, compare and analyze the outcomes. Through the expertise of the Collective Bargaining Institute’s Linda Tubach, this simulation has been executed hundreds of times for thousands of students across Southern California’s high schools and colleges.

10:00 – 10:30am Break and Informal Networking

10:30am – 12:30pm Concurrent Sessions

Learning Organising Through Workplace Network Mapping

Nicholas Harrigan, Chris Gambian
Manhattan A (Teaching Demo)

Workplace mapping is a long-standing and crucial organizing tool: understanding the people within a particular community is an essential part of being able to communicate with them and encouraging them to action. In highly focused sessions, organizers are able to consolidate the in-depth knowledge that existing members or delegates have of their workplace, and turn it into usable data that focuses an organizing effort. At the end of the process delegates are left with a short list of names of highly significant people who, when recruited to the union are capable of expediting its growth. Most

importantly, the highly interactive process leaves union activists with a practical experience of some of the essential components of good union organizing, including: Identifying leaders; Choosing target areas; Communication structures; and Understanding relationships and networks. This session will include both a theoretical description of the process, as well as a hands-on demonstration of the methods.

Paper Session

Manhattan B

"A lack of Education? Or a Lack of a living Wage"

Moshe Adler

A lack of education has become the latest excuse for workers' poverty. In his most recent speech about the economy (July 24, 2103 at Knox College) President Obama explained: "The days when the wages for a worker with a high school degree could keep pace with the earnings of somebody who got some sort of higher education—those days are over." Of course, what President Obama didn't say is that the days in which a college education provided a route to economic security are also over.

"Temporary Foreign Workers in Saskatchewan"

Andrew Stevens

In the resource-rich Western Canadian province of Saskatchewan, businesses and respective lobby organizations continue to stress their need for temporary foreign workers at a time of alleged labor shortages. Crown Corporations, retail, and resource sector companies have all been identified in a list of over 3,000 applicants searching for this growing classification of precarious, foreign labor. Current estimates put the total number of workers recruited across Canada under the federal government's Temporary Foreign Workers Program (TPFW) at around 360,000, up from approximately 150,000 in 2006. In addition to the TPFW, the Saskatchewan Immigrant Nominee Program (SNIP) helps facilitate the recruitment of skilled workers for private and public sector employers. The provincial government has actively promoted SNIP in its attempts to draw health care professionals from the Philippines to Saskatchewan, many of whom commence under temporary work visas.

"Double Trouble: Conflict Education in Organizational Change at the Canadian Union of Postal Workers"

Kai Lai

The paper deals with conflict education reaching beyond a mere stand-alone five day "course" to the implications of education as an entire systems design for organizational change. To do this, my presentation will include: 1) historical context Article 8 of the CUPW constitution deals with internal union complaints. The use of the Article for personal complaints became so uncontrollable, however, that by 2008, significant union resources were required to deal with the overflow of member to member grievances, tactically characterized as "harassment." The intervention involved education on conflict intervention initially in the form of five day workshops, culminating in *Confidence with Conflict*; and, 2) Analysis of the Confidence with Conflict Five Day Workshop. *Course outline*: review of the course agenda, *not* the course materials, highlighting the two systems of intervention – mediation and restorative circles. This is the first of the "double features" referred to in the title, *Double Trouble: Conflict Education in Organizational Change at the Canadian Union of Postal Workers (CUPW)*

"Emerging Women Leaders and Structural Innovations in Worker Organizations"

Lois Gray, Maria Figueroa

Women, approaching half of union membership, are under-represented in national leadership and many special women's outreach programs established by national unions are being cut back or eliminated. Nonetheless, an increasing number of women are rising to leadership at the local and regional levels and in non-traditional worker organizations. From a study of the innovative structures evolving in these organizations and from interviews with women leaders, we will suggest ideas for labor educators.

Share New Work with the Labor Filmmakers Working Group

Anne Lewis, Andrew Garrison, Howard Kling, Andrew Friend, Judy Brafman, Vivian price
Manhattan C (Roundtable)

This is an opportunity for filmmakers, scholars, and union folks to view clips from recent work and work in progress by the UALE labor filmmaker working group. The presentations will be equally divided among all filmmakers wishing to show their work. Discussion will be free form.

Global Unions, Local Power? What does it take to win against Multinational Companies?

Jamie Macallum, Steve Early
Malibu A (Roundtable)

Global union campaigns require a long-term commitment of organizational resources by all the union partners involved. Unions attempting to coordinate worker activity directed at winning recognition agreements from multi-national employers must overcome many barriers to effective cross-border cooperation. These include differing union structures and traditions, management counter-measures, and local labor relations systems that may inhibit the exercise of workers' rights and expansion of collective bargaining within global firms. This panel will describe and analyze the experience of the Service Employees International Union and its European, Indian, and South African partners in the struggle to expand union membership within global security firms, and the decade-long collaboration between the Communications Workers of America and the German union known as ver.di, in the telecom industry. The role of Union Network International (UNI) in winning "framework agreements" for union recognition and bargaining will also be examined.

Changing unions from the margins

Corina Crawley, Sylvia Sioufi
Malibu B (Workshop)

In this participatory workshop, we will critically examine our pedagogical approach and share resources to help strengthen labour education and thus the movement in general in these challenging times of neo-liberal corporate power and anti-unionism. At CUPE, we've been experimenting with approaches that push a lot of unionists outside their comfort zones. Techniques learned from training for Change, the Art of Hosting community and others are making their way into our work. Together we will consider: 1) Why might we need new approaches now?; 2) What other approaches are unions and social justice activists using that make sense in these times?; 3) How are these similar or different from the usual approaches to popular education?; and, 4) How do we create the change that is needed when the mainstream of the organization may not be ready?

The Midwest Academy Strategy Chart as a Tool for Planning Issue Campaigns

Judy Hertz

Santa Monica B (Teaching Demo)

This session will present the Midwest Academy Strategy Chart, a renowned tool for doing power analysis and planning issue campaign strategy. This tool translates what is in an experienced organizer's head into simple, but sophisticated, steps that can be taught and used by staff, members and volunteers to plan issue campaigns and deepen understanding of power dynamics and of issue campaign strategy development. The Strategy Chart is also an excellent tool for clarifying issue campaign priorities, and helping labor and electoral organizers understand the concrete steps to victory in issue work.

- 12:30 – 1:00pm Break and Informal Networking
- 1:00 – 3:00pm Awards Luncheon (**UALE sponsored lunch**)
California Ballrooms
- 3:00 – 5:00pm** **UALE E-Board Meeting**
Santa Monica B



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2013 – 2014

AFL-CIO

American Federation of Labor-Congress of Industrial Organizations

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AAUP – University of Cincinnati Chapter American Association of University Professors

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AFGE

American Federation of Government Employees

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AFSCME

American Federation of State, County and Municipal Employees

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AFSCME District Council 37 - Education Fund

American Federation of State, County and Municipal Employees

Website: www.afscme.org
Director: Barbara Kairson
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AFT

American Federation of Teachers

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AUPE

Alberta Union of Provincial Employees

Website: www.aupe.org
President: Guy Smith
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Berger-Marks Foundation

Website: www.bergermarks.org
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CWA

Communications Workers of America

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IAFF

International Association of Firefighters

Website: www.iaff.org
President: Harold A. Schaitberger
Phone Number: 202-737-8484

IAMAW

International Association of Machinists and Aerospace Workers

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IATSE**International Alliance of Theatrical Stage Employees**

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IBT**International Brotherhood of Teamsters**

Website: www.teamster.org
Director: Cynthia Impala
Phone Number: 202-624-8117
Email: cimpala@teamster.org

Los Rios College Federation of Teachers

Website: www.lrcft.org
Director: Robert Perrone
Phone Number: 916-448-2452
Email: perrone1@igc.org

Midwest Academy

Website: www.midwestacademy.com
Director: Judy Hertz
Phone Number: 312-427-2304
Email: judy@midwestacademy.com

OTF**Ontario Teachers' Federation**

Website: www.otffeo.on.ca
President: Julie Pauletig
Phone Number: 416-966-3242

SEIU**Service Employees International Union**

Website: www.seiu.org
Director: Jevne Diaz
Phone Number: 202-730-7000
Email: jevne.diaz@seiu.org

Sheet Metal Workers International Association

Website: www.smwia.org
Director: Chris Carlough
Phone Number: 202-783-5880
Email: ccarlough@smwia.org

Solidarity Center, AFL-CIO

Website: www.solidaritycenter.org
Executive Director: Shawna Bader-Blau
Phone Number: 202-974-8371
Email: sbader-blau@solidaritycenter.org

UFCW**United Food and Commercial Workers**

Website: www.ufcw.org
Phone Number: 202-223-3111
Email: rmattock@ufcw.org

United for a Fair Economy

Website: www.faireconomy.org
Director: Brian Miller
Phone Number: 617-423-2148
Email: bmiller@faireconomy.org

USW**United Steelworkers of America**

Website: www.usw.org
Director: Lisa Jordan
Phone Number: 412-562-2560
Email: ljordan@usw.org

Washington State Council of Fire Fighters

Website: www.wscff.org
Director: Kelly Fox
Phone Number: 360-943-3030
Email: Helen@wscff.org



UNIVERSITY AND COLLEGE-BASED LABOR EDUCATION PROGRAMS

Arkansas

University of Arkansas at Little Rock, Labor Education Program

Website: aiea.ualr.edu/lep
Director: Diane Thomas-Holliday
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California

University of California - Berkeley, UC Berkeley Labor Center- Institute for Research on Labor and Employment

Website: www.laborcenter.berkeley.edu
Chair: Ken Jacobs
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University of California – Los Angeles, Center for Labor Research and Education

Website: labor.ucla.edu
Director: Kent Wong
Phone Number: 213-480-4155, ext. 204
Email: kentwong@ucla.edu

Florida

Florida International University, Center for Labor Research and Studies

Website: www.casgroup.fiu.edu/labor
Director: Dawn Addy
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Georgia

Georgia State University, Labor Studies Program

Website: www2.gsu.edu/~wwwlab/
Director: Phillip LaPorte
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Illinois

DePaul University, Labor Education Center

Website: snl.depaul.edu/About/Centers/Center_for_Labor_Education.asp
Director: Emily Rosenberg
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Iowa

University of Iowa, Labor Center

Website: continuetolearn.uiowa.edu/laborctr
Director: Jennifer Sherer
Phone Number: 319-335-4144
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Maryland

National Labor College, Silver Spring, Maryland

Website: nlc.edu
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Dean of Labor Studies: Daniel Katz
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Massachusetts

Harvard University, Labor and Worklife Program & Harvard Trade Union Program

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University of Massachusetts – Amherst, Labor Center

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University of Massachusetts – Boston, Labor Resource Center

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**University of Massachusetts – Dartmouth,
Arnold M. Dubin Labor Education Center**

Website: umdlaborcenter.org

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Michigan

**University of Michigan/Dearborn, Center for Labor
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Wayne State University, Labor Studies Center

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Director: Gayle Hamilton

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Minnesota

**University of Minnesota, The Labor Education
Service**

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Director: Barbara Kucera

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Missouri

**University of Missouri, Labor Education
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Nebraska

**University of Nebraska – Omaha, William
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New Jersey

Rutgers University, Labor Extension Program

Website: [smlr.rutgers.edu/labor-and-
employment-relations/learn](http://smlr.rutgers.edu/labor-and-employment-relations/learn)

Director: Adrienne Eaton

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New York

Cornell University, The Worker Institute

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**Empire State College, Harry Van Arsdale Jr.
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**The Murphy Institute at the City University of
New York**

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Director: Gregory Mantsios

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Oregon

**University of Oregon, Labor Education and
Research Center**

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Director: Bob Bussel

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Pennsylvania

**Department of Labor Studies & Employment
Relations, Penn State University**

Website: lser.la.psu.edu

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Washington

**South Seattle Community College Labor Ed and
Research Center**

Website: georgetown.southseattle.edu/lerc/

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**University of Washington, Harry Bridges Center
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Wisconsin

University of Wisconsin, School for Workers

Website: schoolforworkers.uwex.edu Director:

Michael Childers

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West Virginia

**West Virginia University Institute for
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UALE Conference 2015

Wednesday, March 25 to Saturday, Mar 28, 2015

Orlando, FL



Notes

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