



UNITED ASSOCIATION FOR LABOR EDUCATION

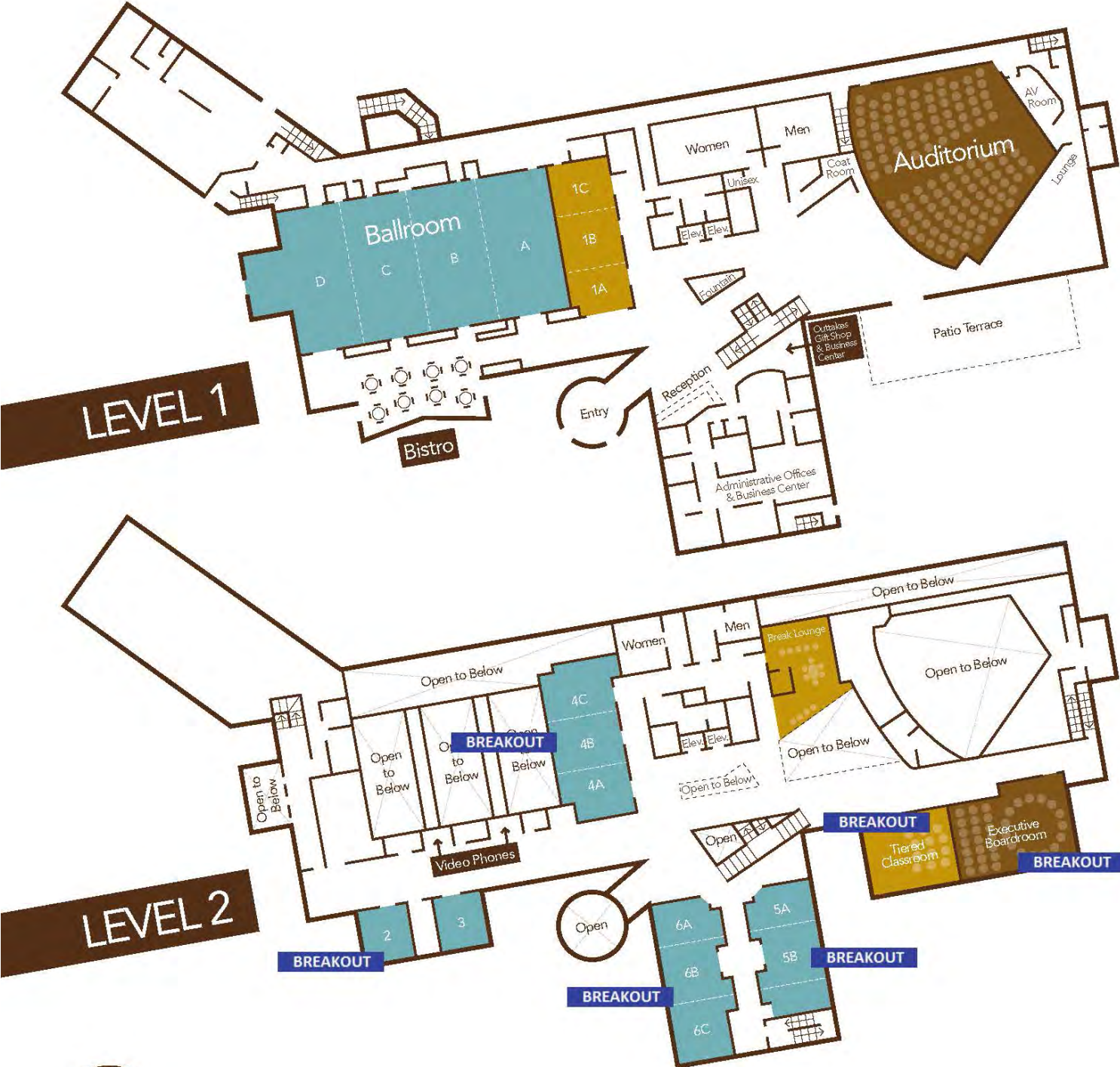
2016 Annual Conference

Connecting the Dots: Race, Labor, Community, and Education

Washington D.C. April 13-16, 2016



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United Association for Labor Education

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, Worker-Writers, Immigration/Globalization, K-14 Labor Education, and Labor Documentary Filmmakers
- 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, the UALE conference is made possible.

AFT: American Federation of Teachers

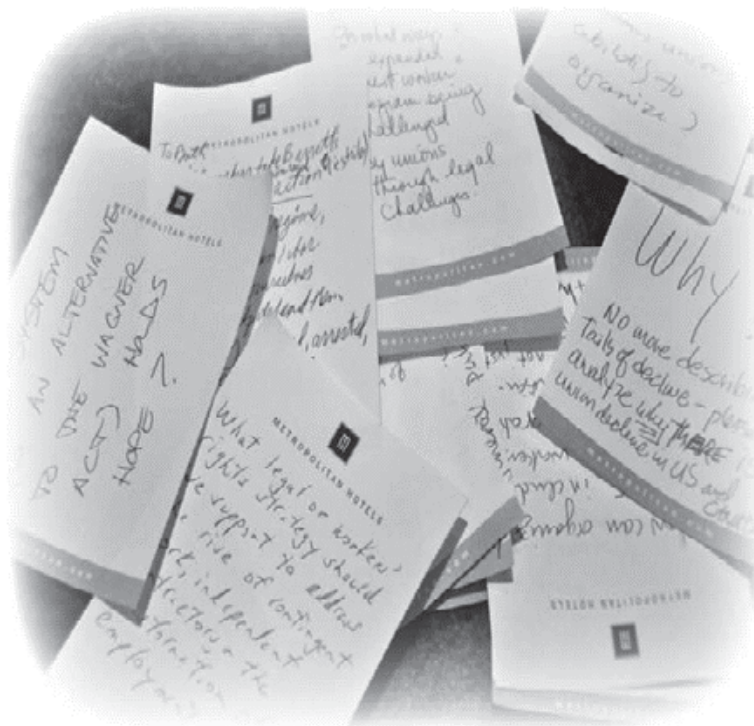
AFL-CIO: American Federation of Labor-Congress of Industrial Organizations

West Virginia University Institute for Labor Studies and Research

Labor Heritage Foundation

Ullico: Union Labor Life Insurance Company

DC Metro Coalition of Labor Union Women



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 an election and general membership meeting on Friday, April 15th at 4:30PM in the Auditorium. The current Executive Board is:

Cheryl Teare

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Al Davidoff

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Kitty Conlan

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Keturah Raabe

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Robert Bruno

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University of Illinois
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Awards

UALE announces five awards: Best Book, Best Labor Studies Journal Article, 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 2014-2015 Related to Labor Education:

Closing up the Open Shop: A Guide to Internal Organizing

November 2015

Bill Barry

This affordable paperback is an outstanding example of labor education, providing the information and analysis necessary to support the labor movement. It comes at a moment where a right wing U.S. Supreme Court appears headed to a massive expansion of the open shop through its gutting of forty years of established principle. Bill mixes important and original historical analysis with delineation of the issues and challenges facing unions in building workplace power. He is particularly astute at grounding the current dilemma in our labor history of struggle by reminding us that we have confronted these challenges and prevailed previously. Bill demonstrates an unflinching commitment to union democracy on the one hand and a vision of trade unionism that is inclusive of all working people—regardless of their ideological or personal stance at any particular moment about unions. Every union local in the country would be well served to have copies of this book on-hand.... as soon as possible.

The Origins of Right to Work: Antilabor Democracy in Nineteenth Century Chicago

Cornell University Press, An ILR Publication

May 2015

Cedric de Leon

"Right-to work" states weaken collective bargaining rights and limit the ability of unions to effectively advocate on behalf of workers. As

more and more states consider enacting right-to-work laws, observers trace the contemporary attack on organized labor to the 1980s and the Reagan era. de Leon contends that this antagonism began a century earlier with the northern victory in the U.S. Civil War, when the political establishment revised the English common-law doctrine of conspiracy to equate collective bargaining with the enslavement of free white men. In doing so, de Leon connects past and present, raising critical questions that address pressing social issues. Drawing on the changing relationship between political parties and workers in 19th century Chicago, de Leon concludes that if workers' collective rights are to be preserved in a global economy, workers must chart a course of political independence and overcome long-standing racial and ethnic divisions.

Missing Class: Strengthening Social Movement Groups by Seeing Class Culture

Cornell University Press, An ILR Publication

April 2014

Betsy Leondar-Wright

The first comprehensive empirical study of US activist class cultures, Leondar-Wright looks at class dynamics in twenty-five groups that span the gamut of social movement organizations in the United States today, including the labor movement, grassroots community organizing, and groups working on global causes in the anarchist and progressive traditions. Missing Class applies Pierre Bourdieu's theories of cultural capital and habitus to four class trajectories: lifelong working-class and poor; lifelong professional middle class; voluntarily downwardly mobile; and upwardly mobile.

Compellingly written for both activists and social scientists, *Missing Class* describes class differences in paths to activism, attitudes toward leadership, methods of conflict resolution, ways of using language, diversity practices, use of humor, methods of recruiting, and group process preferences. Too often, we miss class. *Missing Class* makes a persuasive case that seeing class culture differences could enable activists to strengthen their own groups and build more durable cross-class alliances for social justice.

How to Jumpstart Your Union: Lessons from the Chicago Teachers

Labor Notes, 2014

Alexandra Bradbury, Mark Jenner, Jenny Brown, Jane Slaughter, Samantha Winslow

This is an invaluable book for union activists and educators alike. It details the successful 2010 strike by the Chicago Teachers Union, starting with the formation of CORE (Caucus of Rank-and-File Educators), their election to union leadership positions and their determination to maintain the struggle in the aftermath of the strike. The book includes a description of the day-to-day tactics and the larger strategic vision that were both responsible for the union's resounding success at a time when unions successes, particularly those in the public sector, are hard to come by. The book forms the basis on which to educate union leaders and other worker-based organizations on how to develop a successful campaign through member engagement and coalition building. More traditional labor educators can also use the book to showcase how today's labor movement combines new and historical labor tactics within the confines of political restrictions.



Nominees for Outstanding Contribution to Labor Education:

Kim Bobo

Kim Bobo was the founder and served as the director of Interfaith Workers Justice for 20 years. She just retired from this position in 2015. Kim has done extraordinary work to advance worker justice among faith based communities and has always embraced worker and popular education as a critical part of her work. Kim was author of *Wage Theft in America* and helped to popularize the term "Wage Theft." Her research and education has been critical in advancing economic justice and minimum wage campaigns across the country. Kim has worked for the Mid-West Academy and is co-author of *Organizing for Social Change*. In a year when the Fight for \$15, minimum wage and wage theft campaigns have galvanized millions of people, Kim Bobo's lifelong work as a labor educator and organizer should be celebrated. Kim's work has been influential in advancing labor, community, and faith-based coalitions for economic justice throughout the U.S.

The Berger-Marks Foundation/Louise Walsh

The Berger-Marks Foundation has been a tried and true partner to UALE in supporting the regional summer institutes for women across the country. Annual contributions for summer institute scholarships in all four regions, focused on young women and women of color, has had a dramatic impact on this UALE program. The Foundation also funded the 2014 Union Women's Leadership Education Project, featured at the UALE 2015 annual conference, where women from across the country gathered to evaluate the

summer institutes and put in place mechanisms for best-practices to be shared among regions. The Berger-Marks' recent focus on supporting domestic workers and young women leaders through the Edna awards is another example of how it serves worker-justice organizations and the UALE community. As the Foundation contemplates shutting its doors in 2017, this would be an excellent time to acknowledge their work which has so deeply and consistently enriched the lives and leadership of union women across the country.

The National Labor Leadership Institute

Education is a lifelong process. To foster that principle, the AFL-CIO established the NLLI with Cornell University and other University partners, as an intensive, one-year leadership development training program. Its purpose is to develop effective, adaptive, and strategic-minded leaders dedicated to transforming the organizations they lead. Beginning with a cohort of 28 senior leadership of AFL-CIO affiliates, it has since successfully expanded its scope to meet the needs of union leaders throughout the country. In 2015, the program reached 100 current and emerging high level union and alt. labor leaders representing 70% of the unionized workforce across 20 International Unions. Now tripled in size, it is running regional programs with the University of Massachusetts and University of Oregon. With the Solidarity Center the program will be run with 5 African Labor Federations. Now is the time to create such a vehicle to prepare leaders to strengthen the ability of the labor movement to achieve economic and social justice for all working people.

Working Groups

Working Groups are self-organized and meet throughout the year between conferences. They welcome participation by any UALE member. Working Groups will have organizational meetings during the conference and everyone is welcome.

Labor Film Documentarians 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 have no formal meeting scheduled.

Co-chairs:

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

Vivian Price
California State University
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 and state federations.

The group is currently working with the AFL-CIO to engage labor educators in the central labor body work that has come out of the AFL-CIO's 2013 convention. We are also documenting the ways in which university-based labor educators work with and support the transformation of labor councils and federations so that such experiences can be shared at the annual UALE conference and through other means.

In recent years the group finished two research projects. One analyzed the relatively successful efforts of AFSCME and the IBEW to get their affiliates engaged with their central labor bodies. The other documented and evaluated the work of new young worker groups that are part of or have affiliated with central labor councils.

The CLC Working Group will meet **Thursday April 14th from 12:30pm—1:30pm in Room 2.**

Co-chairs:

Jason Kozlowski
West Virginia University Labor Studies
jason.kozlowski@mail.wvu.edu

Popular Education Working Group

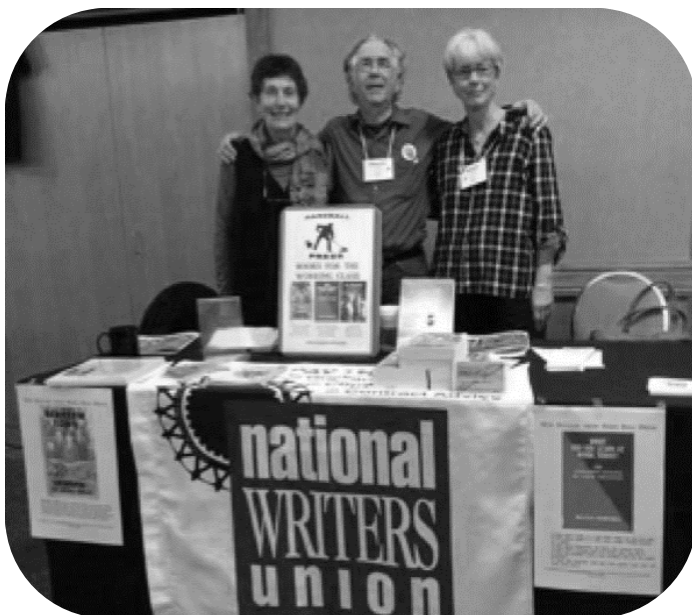
UALE includes a broad range of people involved in labor education, including union- and community-based educators as well as academics. The Popular Education Working Group will work to ensure that the organization serves the needs of those of us who work in a non-academic setting or who are able to use 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 **Thursday April 14th from 8:00—9:30pm in Room 6.**

Co-chairs:

Riahl O'Malley
United for a Fair Economy
romalley@faireconomy.org

Susan Winning
UMass Lowell Labor Education Program
susan_winning@uml.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 **Friday April 15th from 6:30—8:00pm in Room 2.**

Co-chairs:

Jason Kozlowski
West Virginia University Labor Studies
jason.kozlowski@mail.wvu.edu

Anneta Argyres
UMass Boston Labor Resource Center
anneta.argyres@umb.edu

Helena Worthen
helenaworthen@gmail.com

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 worker writers' contact information and book availability that readers, editors and teachers may integrate into 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 April 14th from 7:30—9:00pm in Room 2.**

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

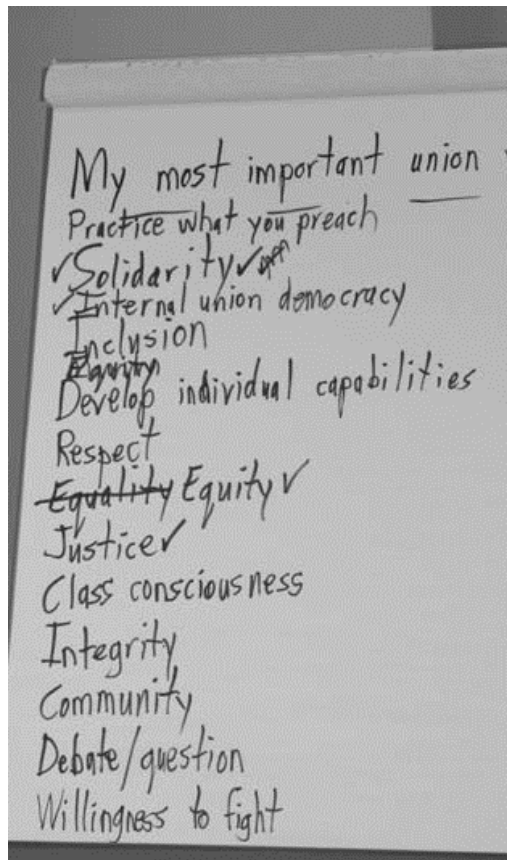
The mission of the UALE Immigration and Globalization Working Group is to provide labor educators with the resources they require to build and strengthen the labor movement by incorporating immigrant workers into the ranks of organized labor.

We do this by engaging in activities that assist in the collection, development, and dissemination 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.

The Immigration and Globalization Working Group will meet **Thursday April 14th from 12:30—1:30pm in Room 5.**

Co-chairs:

Mary Bellman Penn
State University
mary.bellman@psu.edu



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 April 15th from 6:30—8:00pm in Room 4.**

Co-chairs:

Debra Kidney
AFSCME Western Region Education Coordinator
dkidney@afscme.org

Helena Worthen
helenaworthen@gmail.com

Cultural Events

Washington Worker's Guided Walking Tour w/ Chris Garlock

Wednesday April 13th from 9:00am—12:00pm.

Shuttle or Taxi to meet at AFL-CIO Building 815 16th Street Northwest at 9am.

Cost \$10 per person benefits the Employment Justice Center.



DAUGHTER OF THE STRUGGLE

Magnificent and Inspiring

—Martin L King III

Storyteller **Ayanna Gregory** takes audiences through an intimate voyage into the powerful relationship between two men who helped change the face of America and the world: her father, Dick Gregory and the father of the Civil Rights Movement, Martin Luther King Jr. With beautiful songs and personal stories, Ayanna shares her journey as a child of the Civil Rights Movement.

graphics by FreeYvetteBenjamin 202.812.8388

For booking and more info., contact bookingayanna@verizon.net

“Daughter of the Struggle” by Ayanna Gregory

Wednesday April 13th from 7:00pm—9:00pm.

Dinner and performance at Busboys and Poets 5th & K

Shuttle or Taxi to 1025 5th St. NW

A cultural experience brought to you by:

The Labor Heritage Foundation

DC Metro Coalition of Labor Union Women

UALE

Labor Hip-Hop Spoken Word by Head Roc

Thursday April 14th from 7:00pm—8:00pm.

Ballroom CD

A cultural experience brought to you by:

UALE



Conference Overview

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

Tuesday, April 12

5:00 – 8:00 PM	UALE Executive Board Meeting <i>Room 4</i>
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Wednesday, April 13

7:30 AM	Registration <i>Level 1</i>
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9:00 AM – 12:00 PM	Washington Worker's Guided Walking Tour with Chris Garlock (Shuttle or Taxi to meet at AFL-CIO Building 815 16th Street Northwest at 9am. Cost \$10 per person benefits the Employment Justice Center.)
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2:30 – 3:30 PM	Regional Meetings Canada – <i>Room 2</i> Eastern – <i>Room 4</i> Southern – <i>Room 5</i> Midwestern – <i>Room 6</i> Western – <i>Executive Boardroom</i>
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4:00 PM	Conference Opening Session Welcome by DC Labor Chorus <i>Auditorium</i>
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4:30 – 6:30 PM	PLENARY Young Worker Voices for Justice: Linking Mass Deportations and Mass Incarceration <i>Auditorium</i>
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7:00 – 9:00 PM	Dinner at Busboys and Poets 5 th & K (Shuttle or Taxi to 1025 5 th St. NW) “Daughter of the Struggle” by Ayanna Gregory <i>A cultural experience brought to you by:</i> The Labor Heritage Foundation DC Metro Coalition of Labor Union Women UALE
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Thursday, April 14

7:30 AM	Registration <i>Level 1</i>
7:00 – 7:45 AM	Breakfast <i>Atrium A</i>
8:00 – 10:00 AM	Concurrent Sessions
10:00 – 10:30 AM	Break and Informal Networking
10:30 AM – 12:30 PM	PLENARY Labor Commission on Racial and Economic Justice: Reflections and Forward <i>Auditorium</i>
12:30 – 2:00 PM	People of Color Caucus Luncheon (UALE-sponsored lunch) <i>Ballroom</i> LSJ Editorial Board Meeting <i>Executive Boardroom</i> CLC Working Group Meeting <i>Room 2</i> Immigration and Globalization Working Group Meeting <i>Room 5</i> * Directors Meetings rescheduled to Friday breakfast
2:00 – 4:00 PM	Concurrent Sessions
4:00 – 4:30 PM	Break and Informal Networking
4:30 – 6:30 PM	Concurrent Sessions
6:30 – 8:00 PM	Poster Session and Meet New Members Reception (H'ordeuvres, selection of wine and beer) <i>Ballroom CD</i> Labor Hip-Hop Spoken Word by Head Roc <i>A cultural experience brought to you by:</i> UALE
8:00 PM	Dinner (On your own)
8:00 – 9:30 PM	Popular Education Working Group Meeting <i>Room 6</i> Worker Writers Working Group <i>Room 2</i>

Friday, April 15

7:30 AM	Registration <i>Level 1</i>
7:00 – 7:45 AM	Breakfast <i>Atrium A</i>
	Directors Meetings <i>Ballroom</i>
8:00 – 10:00 AM	Concurrent Sessions
10:00 – 10:30 AM	Break and Informal Networking
10:30 AM – 12:30 PM	Concurrent Sessions
12:30 – 1:30 PM	Women’s Caucus Luncheon <i>Atrium and Terrace</i>
1:30 – 4:00 PM	Democracy Spring Action
4:30 – 6:30 PM	UALE Membership Meeting and Election <i>Auditorium</i>
6:30 PM	Dinner (On your own)
6:30 – 8:00 PM	K-14 Labor Education Working Group Meeting <i>Room 2</i>
	Online Education Working Group Meeting <i>Room 4</i>

Saturday, April 16

7:30 AM	Registration <i>Ballroom</i>
7:30 – 8:30 AM	Breakfast <i>Ballroom</i>
8:30 – 10:30 AM	Concurrent Sessions
10:30 – 11:00 AM	Break and Informal Networking
11:00 AM – 1:00 PM	Concurrent Sessions
1:00 – 3:00 PM	Awards Luncheon <i>Ballroom</i>
3:00 – 5:00 PM	Executive Board Meeting <i>Room 4</i>

Research Posters

On display during the conference, formal session Thursday at 6:30pm in Ballroom CD.

“A Roadmap of the Impact of Women’s Labor Leadership Education”

Emily Twarog

A visual roadmap of how women’s labor education helps to development leadership skills that impacts the workplace, the union, and communities. Engaging with previous research by other social scientists and educators as well as my own current qualitative and quantitative research, I will offer a visual representation of how women’s programming is more necessary than in the past. In this poster, I will argue that programs such as the Regina V. Polk Women’s Labor Leadership Conference should be the norm rather than the exception. I will also demonstrate how one union – the United Steel Workers – is using their Women of Steel program to build women’s leadership in their union. Through a longitudinal study of USW District 7’s initiative to establish a four-year, Women of Steel education program, I am documenting the process by which the Women of Steel committees are evolving from social service organizations to leadership committees that engage and train women to take on more leadership within their workplace and union.



“CUPE Anti-Racism Struggles in Canada and Across Borders, 1963 to Present”

Irene Jansen

The Canadian Union of Public Employees proposes to share its digital timeline of equity breakthroughs over 52 years and how the project is being used in member and staff education to inform current anti-racism activism. The purposes of the display are to: (1) present the CUPE equality history project, with stories and lessons most relevant to the conference theme, and (2) invite dialogue about successful union anti-racism strategies. CUPE has been a lead union in Canada championing equity and social unionism. Through the equality history project, we traced our role in key human rights struggles in Canada and internationally. The digital timeline describes in text and images more than 200 breakthroughs since our inception in 1963, covering bargaining, political action, organizing and education. We are using the data in our new weeklong labour history course and in equity workshops, using popular education methods.

“Labor-Management Relations in Huntington, WV: Joint Leadership Gap Analysis”

Jessica Ice, Tony Michael

As part of the effort to build positive labor-management relations, the Institute for Labor Studies and Research and the City of Huntington determined that it was necessary to better understand the opportunities to promote positive labor-management relationships. One component of mapping this landscape was a joint session that provided the foundation for understanding where the city is as it looks toward where it needs to go. In other words, the joint labor-management session was integral in informing a gap analysis, the results of which are highlighted in this poster.

Detailed Schedule

Tuesday, April 12

5:00 – 8:00pm **UALE Executive Board Meeting**
Room 4

Wednesday, April 13

7:30am **Registration**
Level 1

9:00am – 12:00pm **Washington Worker's Guided Walking Tour with Chris Garlock**
Shuttle or Taxi to meet at AFL-CIO Building 815 16th Street Northwest at 9am.
Cost \$10 per person benefits the Employment Justice Center.

2:30 – 3:30pm **Regional Meetings**
Canada – *Room 2*
Eastern – *Room 4*
Southern – *Room 5*
Midwestern – *Room 6*
Western – *Executive Boardroom*

4:00 – 4:30pm **Welcome by DC Labor Chorus**
Auditorium

4:30 – 6:30pm **Plenary – Young Worker Voices for Justice: Linking Mass Deportations
and Mass Incarceration**
Auditorium

Neidi Dominguez, Assistant to the President, AFL-CIO
Carmen Berkeley, Director, AFL-CIO Civil Rights Department
Greg Cendana, Executive Director, Asian Pacific American Labor Alliance

The U.S. labor movement has embraced the national movement to stop deportations, and to stop mass incarceration. The labor movement has also embarked on a critical dialog on racial justice, and to address the problems of racism that have deeply divided the U.S. working class. Young workers have exhibited tremendous courage and determination in the immigrant youth movement, through the campaign “Black Lives Matter”, and are assuming greater leadership roles in unions. This plenary will

feature voices of dynamic young labor leaders who are shaping the future of the U.S. labor movement, and building multi-racial unity through linking the fight against mass deportations and the fight against mass incarceration..

7:00pm

Dinner at Busboys and poets 5th & K
(Shuttle or Taxi to 1025 5th St. NW)

“Daughter of the Struggle” by Ayanna Gregory
A cultural experience brought to you by:
The Labor Heritage Foundation
DC Metro Coalition of Labor Union Women
UALE

Thursday, April 14

7:00 – 7:45am

Breakfast
Atrium A

7:30am

Registration
Level 1

8:00 – 10:00am

Concurrent Sessions

LSJ Paper Session
Executive Boardroom



“Black from White: How Civil Rights and Labor Rights Became Separate Freedoms with the U.S. Civil War”
Cedric de Leon

This paper historicizes the recent confrontation between Black Lives Matter activists and Bernie Sanders in Seattle by tracing the separation of the struggles for civil and labor rights to the northern victory in the U.S. Civil War. In contrast to scholars of whiteness who typically trace this separation to the racial contradictions of the New Deal welfare state, I go farther back to the struggles against the expansion of slavery and in support of the eight-hour day. Drawing on archival data from nineteenth-century Chicago, I argue that the postbellum labor movement framed the black civil rights agenda as already accomplished by the war, while insisting that the struggle to liberate white men from wage slavery had been unfairly forestalled. By addressing the organizational isolation of the labor and civil rights movements in this way, the paper addresses two subjects of importance to the call for papers.

“Living in the Red: Black Steelworkers During the 1959 Strike”
Venise Wagner

If any black man should have been able to make it in Chicago in the late

1950s, it should have been Sterling Powell. As a blast furnace laborer at Republic Steel, he made \$92 a week, about \$757 by 2015 standards, which put him well above the poverty line and not far below the median family income at that time. He had held his job for nine years, which meant he had steady income that gave him more security than most. As a member of United Steelworkers of America he also had health benefits and was protected by union work rules that guaranteed breaks, vacation and a pension once he was vested. But on January 27, 1960, Powell filed bankruptcy in U.S. District Court for Northern Illinois. This husband and father of one lived in Chicago's Black Belt in a neighborhood called Grand Boulevard and was caught in a national steel strike that lasted four months until President Dwight Eisenhower invoked the Taft-Hartley Act in November 1959 and called all workers back on the job.

"1950s Milwaukee: Race, Class and a City Divided"

Tula Connell

In 2002, a study found that racial inequality in Milwaukee was the worst in the nation. Black Milwaukeeans were paid 49 cents for every dollar white workers earned, compared with 64 cents to the dollar nationwide. Some 44 percent of city's African American children lived in families with incomes below the poverty line, compared with 10 percent of white children. These vast disparities, acutely manifest in the twenty-first century, have unfolded over decades, escalating after World War II. Overwhelmingly white and middle class, Milwaukee in the 1950s stood at the brink of rapid demographic change as thousands of African Americans from the U.S. South migrated to the city. From 1950 to 1960, Milwaukee's black population grew from 21,772 to 62,458, a 187 percent increase that alarmed many white residents and provided fuel for a race-baiting mayoral campaign against the city's liberal mayor in 1956. This paper examines how the response of labor, lawmakers and the community in 1950s Milwaukee, like Detroit and Chicago in earlier years, set the direction for decades to come.

Union Internship Programs: Making the Connections to Develop and Empower Young Labor Activism and Careers in the Movement

Alicia Flores, Sarah Hughes, Liz Espinoza, Patrick Scott, Deanna Richards
Room 4 (Roundtable)

We believe labor internship programs provide one of the few pathways for young, working-class, students of color to find career work and/or leadership development in the labor movement. Alternately, recruiting students from student, community, immigrant rights and other movement activism can lead to innovation and intersectionality in those host sites, and hopefully in the full-time jobs they seek after.

The National Labor Leadership Initiative (NLLI): Creating a Space for Leadership Development Connecting Labor, Community, Race and Gender

Al Davidoff, Jeff Grabelsky, Barbara Byrd, Marilyn Sneiderman, Heather Berthoud, Clare Hammond, Anneta Argyres, Susan Winning
Tiered Classroom (Panel)

Review and evaluate the National Labor Leadership Initiative (NLLI), which is now in its third year and tripling in size. In 2015, the NLLI ran its second successful cohort and expanded to its first regional version in the South. In 2016, the program is conducting a third national cohort, expanding with regional programs in the Pacific Northwest and New England, and collaborating with the Solidarity Center on an NLLI Africa. Explore how NLLI is creating a unique space for a diverse group of leaders to engage issues related to labor, race, gender, and community in the service of building a 21st century labor movement. Describe the experience of the Southern LLI and the collaboration with labor educators in Oregon and Massachusetts on the NW and NE regional programs.

Community-Labor Education and Coalition Building: Building Power and Confronting Racism

Eric Larson, Dominic Moulden, Angelo Rivero, Jeffrey Santos, Mike Araujo
Room 2 (Panel)

How can community-union education spur grassroots coalition-building? In this session, representatives of three community-based labor education programs will discuss the challenges and opportunities of community-based labor education, particularly in relation to emerging forms of anti-racist organizing and the changing realities of contemporary racism. Those realities include the Black Lives Matter movement and powerful efforts to challenge racism, abusive policing, and mass incarceration. They also include newly energized anti-immigrant rhetoric and politicized panic about "border security" in the context of the War on Terror. The presenters will generate discussion about the challenges and opportunities of community-based education from distinct organizational perspectives.

(Un)popular Economics - Popular Education and Building Campaigns around Student Debt

Susan Williams, Kierra Sims, Chris Goff
Room 6 (Teaching Workshop)

Student debt for higher education is an enormous burden for students, workers, families and communities in the United States, having grown enormously with the decrease in public funding for education. This curriculum, created with Jobs with Justice, Highlander Center, American Federation for Teachers, National Education Association and others, is designed to bring people together to understand the problem, deal with personal feelings of shame and anxiety, and encourage both individual and collective strategies. Parts of the curriculum will be shared in this workshop session, along with information for people interested in taking this back to their organizations.



Common Sense Economics: Globalization Guide

Charlie Fanning

Room 5 (Teaching Workshop)

The presenter will workshop the latest iteration of the AFL-CIO's Commonsense Economics (CSE) "Globalization" guide, for input and review from fellow labor educators. The latest training guide features a new supplementary exercise designed to engage workers on the issue of trade policy, in light of the escalating debate around the Trans-Pacific Partnership (TPP). The supplementary exercise seeks to both demonstrate how corporate interests shape governmental policies on trade over human rights concerns and also to highlight the shared interests of workers across the globe. The presenter hopes that UALE participants can once again contribute to the development of this tool, and help brainstorm potential dissemination strategies.

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

**10:30am – 12:30pm Plenary – Labor Commission on Racial and Economic Justice:
Reflections and Forward**

Auditorium

Keynote and Q/A with AFL-CIO President Rich Trumka

Race Commission Panel

Dr. Steven Pitts, Associate Chair of the UC Berkeley Labor Center

Tefere Gebre, Executive Vice President, AFL-CIO

Dr. Lorretta Johnson, Secretary- Treasurer, AFT

Courtney Jenkins, APWU, YWAC, and Labor Commission Advisor

Jim Boland, President, BAC

This year's theme is connecting the dots. This isn't the first time the labor movement has tried to approach a conversation on racial justice but this has been one of the more serious versions of that effort. The AFL-CIO actually created a concrete project with specific goals to empower our workers and deal with some of the internal issues we have in the labor family. Join AFL-CIO President Richard Trumka and our leaders from the Race Commission as we reflect on the highlights and takeaways of this project. We are focused on moving forward with a plan to improve the way the labor movement engages with our most marginalized members, works better with the community, and commits our movement to racial justice.

12:30 – 2:00pm People of Color Caucus Luncheon

Ballroom

LSJ Editorial Board Meeting

Executive Boardroom

CLC Working Group Meeting

Room 2

Immigration and Globalization Working Group Meeting

Room 5

Paper Session*Executive Boardroom*

Session Chair: Aaron Ondo

“Unions seek to protect the health and safety of their members”

Clayton Sinyai, Ashley Shoenfisch

Dozens of labor organizations sponsor occupational safety and health training programs. But do these programs prevent workplace injuries and illnesses – and if so, can we prove it? The authors are analyzing a dataset of Washington State Carpenters’ Union members and of Washington State workmen’s compensation claims to identify any association between safety training and claims activity. The presentation will examine the results and explore the implications for union bargaining and policy initiatives in occupational safety and health.

**“Analysis of Just Cause in Labor Arbitration Cases on Workplace Safety and Health: 1997-2015”**

Carrie Donald, Aaron Stephenson

The Bureau of National Affairs, Inc. (BNA) maintains a library of Labor Arbitration Decisions from where arbitration cases involving workplace safety violations have been selected for this study. The purpose this study is to analyze these decisions to determine whether the arbitrators found that the discipline imposed met the standards of the ‘Seven Tests of Just Cause’. A careful examination of the discipline imposed by management in both private and public sectors, and the decision of arbitrators to uphold, modify, or overturn the discipline related to workplace safety and health issues will be undertaken in light of the just cause standards. This study primarily focuses on workplace safety cases, workplace smoking violations, and cases related to physical and mental disabilities.

“Union Resistance and Collusion in the Rise of Precarious Work in Sudbury Canada’s Nickel Mining Industry”

Reuben Roth, Mercedes Steedman, Shelley Condratto

This presentation examines the explosion of contract employment within the unionized mines of Sudbury Ontario, Canada. Over the past three decades, the nickel miners of Sudbury have witnessed the same trends of rising insecure work as experienced by those in other sectors of the economy (Crush, et al. 2001; Carrington et al., 2011). Similarly, the decline of workers’ rights and labour market insecurity has produced a newly expanded precarious class of miners, and the emergence of a subcontracted workforce. Where there was once a strong unionized membership, there is now a divided workforce – once-secure employees have given way to a new generation of contract workers.

Internal Organizing 101: Building Strong Unions in a “Right to Work” State

Robin Clark-Bennett and Jennifer Sherer

Room 4 (Teaching Workshop)

This workshop will present, demonstrate, and invite feedback on portions of a popular education curriculum designed for union members in “Right to Work” states or open shop workplaces. It provides a basic overview of the core principles of effective organizing – identifying goals and meaningful roles for members to play in reaching them, conducting effective 1:1 organizing conversations, using charts to develop organizing strategies, and recognizing organizing opportunities (such as grievances, contract campaigns, and new employee orientation). The curriculum has been developed over the past decade by educators at the University of Iowa Labor Center. Iowa enacted its so-called “Right to Work” law in 1947. While Iowa’s local unions continually struggle to build and maintain their membership levels, many boast membership rates above 90%. Presenters will demonstrate a workshop that has become a standard component in University of Iowa Labor Center’s stewards’ schools. The curriculum includes exercises, video clips, role plays, and small group discussions.

Friedrichs v. CTA

Bob Bruno, Sarah Laslett, Bruce Nissen, Don Taylor, Elissa McBride, Anneta Argyles, Gene Carrol, Steven Ashby

Tiered Classroom (Panel)

The pending Supreme Court case, *Friedrichs v. CTA* and the past few decades of state-level attacks against workers’ organizing and collective bargaining rights is an opportunity to debate possible responses from the labor movement. Now is a time for critical reflection and asking serious questions. What strategies should or can labor take toward an America where the number of Right-to-Work states may soon eclipse the number of free-collective bargaining states? And how should labor respond to the possible imposition of RTW in the public sector? Has the time for a new model of unionism arrived? If so, what is it? If not, why not? To address these questions and more our panel will debate the validity of the following statement: “Resolve that unions de-emphasize their role as enforcers of contractual rights in favor of building a class.

Who We Are Today: Using Film to Teach about Bias

Barbara Diamond, Erik Girvan

Room 2 (Teaching Workshop)

ACUTE 2015 was attended by approximately 30 union stewards and officers from five City unions: AFSCME Local 189, LIUNA Local 483, Portland Fire Fighters Association, the Portland Police Association, and the IBEW. Donna Hammond of IBEW assisted in the brainstorming portion of the day. Participants included unionists from a wide variety of City Bureaus including Fire, Parks & Recreation, PBOT, Police, Water, BTS, BOEC, and ONI.

Reflection: Neglected Partner to Doing Racial Justice

Heather Berthoud, Leslie Ofori

Room 6 (Teaching Workshop)

Have you led discussions (or shouting matches) about racial justice that led nowhere? Organizations are asking how they can address unconscious bias and structural racism. They know they need quality conversations but don’t know how to have them. The often overlooked process of group reflection allows group members to take ownership of their learning, action, and relationships. This session will demonstrate structured guided reflection in a discussion of race, racial justice, labor, and community allowing participants to deepen their understanding

of each others' perspectives. We will share case examples, the theoretical and methodological foundations, and recommendations for facilitators.

Update on Common Sense Economics Immigration Curriculum:

The Role of Refugees

Monica Bielski Boris, Amy Livingston

Room 5 (Teaching Workshop)

This session will be a teaching demonstration of a revised Common Sense Economics immigration curriculum that focuses on refugees. We will also lead a discussion of the role of labor educators in addressing this issue.

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

4:30 – 6:30pm Concurrent Sessions

Paper Session

Executive Boardroom

Session Chair: Jessica Ice

“Unions and Politics Action: Strategic Options in the Age of Austerity”

Stephanie Ross, Larry Savage

Although most unions engage in political activities outside their immediate workplaces, the purposes, strategies and tactics of those activities vary widely. In this paper, we explore the various sources of union power in the broader community, including elections, lobbying, legal activism, protest movements and other campaigns designed to pressure governments and employers. We argue against the dominant narrative that labor's politics are narrowly equivalent to their relationship with political parties. Instead, we show not only that labor politics is much broader than electoral engagement, but also that it must actively leverage the distinct power that flows from various strategic approaches.

“How and Why Right to Work Laws Came to Michigan in 2012”

John Revitte

Review the key reasons for Michigan (MI) going RTW in 2012 including the influence of money and media of national and state conservatives and libertarians such as ALEC and Michigan's Mackinac Center, DeVos' Freedom Fund and lobbyists; the Republicans' complete control of MI government following the 2010 redistricting and elections; the “lame duck” legislative session of Nov-Dec 2012's speedy processes without hearings and the role of “term limits” on increased influence of lobbyists; the defeat by significant numbers in the 2012 election of labor initiated Proposals 2 and 4 as “stimulus” or “pretext” energizing conservatives and libertarians, added to Wisconsin's anti-labor story; Governor Snyder's failure to veto RTW, although “not on agenda,” since insulted labor didn't listen, willing to exchange for conservatives' votes and/or because he saw little cost likely to his effectiveness; increased partisanship and decline of MI's “moderate” Republicans, and decline of MEA, building trades, firefighter and police union influence in Republican primaries and lobbying.

“How to Talk About Fair Share: Dismantling the Logic of ‘Paycheck Protection.’”

Gordon Lafer

Analysis of how legislation promoting “right to work” or “paycheck protection,” or limiting union rights to payroll dues deduction, functions to tilt the political playing field toward big corporations and away from working Americans; and of the moral logic of “right to work” and fair share as it has been developed in legislative debates, are used to help sharpen analyses and develop clear, usable explanations of this issue that can be shared with friends, family and co-workers.

“Comparing Face to Face and On-Line Labor Education: Financial Education for Union Members”

Michelle Kaminski

How does on-line labor education compare to face-to-face education programs? We present the results of three years of evaluation research that compares these two delivery methods. While the programs are not identical, two factors make them suitable for comparison. First, they are all on the same topic: financial education. Second, they were designed by the same people, so they incorporate the same expertise and the same approach to curriculum design. Data were collected from 256 participants in face-to-face programs and 102 people who used the website version. Results will compare participant ratings and the strengths and weaknesses of each approach.

Antiracism, Class Struggle, and the Reinvention of Teacher Unionism

Peter Brogan, Rhiannon M. Maton, Chloe Asselin, Lauren Ware Stark, Michael J. Steudeman, Brian Jones

Room 4 (Roundtable)

This session brings together frontline educators and activists with early career scholars to discuss both recent developments in the scholarly literature on teacher union activism and how it relates to actual movement practices aimed at reinventing teachers' unions as part of a broader movement for education, economic, and social justice. In particular, participants will examine the role that race and antiracism have come to play in the new forms of teacher activism being forged across American cities today.

Students of Color and the Union Scholars Program

Elissa McBride, Deanna Richards, Karen Li, Scott Lilly

Tiered Classroom (Panel)

This panel will examine the impact of the Union Scholars Program on the students of color who have participated over the past 10+ years and the organizations that sponsor it. Since 2003, AFSCME has collaborated with the United Negro College Fund (until 2012), the Thurgood Marshall College Fund (since 2012) and the Harvard Labor and Worklife Program to offer college and university students of color internships in the labor movement and scholarships to support their education. Almost 100 students have participated in the program, which is for African American, Latino, Asian/Pacific Islander and Native American students who want to work for social and economic justice through the labor movement. The panelists will examine how this program connects the dots between race, labor, education and community; share data on the program's results; offer best practices for supporting and mentoring students on field campaigns; and discuss challenges and opportunities that have emerged over the years.

When We're Not Connected, We're Not Collaborating: Racial Justice as a Lens for Transformational Labor Education

Jeanette Huezo, Keturah Raabe, Sarah Laslett

Room 2 (Teaching Workshop)

This interactive workshop will challenge labor educators from higher ed programs, unions, and community-based organizations to get creative about how our different kinds of programs can add value to the process of movement building. The workshop will focus on racial justice as an essential area in which to form these collaborations. We will provide participants with an opportunity to identify and develop strategies to constructively explore the boundaries that have divided us, whether that's in the context in which we work or our individual positions within the racialized power structure of our economy and society.

Connecting the Dots: Racism, the Economy and Labor

Elise Bryant and Yvette De La Cruz

Room 6 (Teaching Workshop)

Participants will be able to engage in a detailed examination of the impact of racism on social/economic forces and labor unions. The goal is to inspire local unions to develop work groups that will continue the dialogue at the local level.

Vietnam-U.S. Labor Solidarity

Helena Worthen, Joe Berry, Howard Kling, Gene Carroll, Kent Wong

Room 5 (Teaching Workshop)

This workshop will include a report from U.S. labor educators who have worked in Vietnam, as well as a report from a recent delegation of U.S. labor educators who toured Vietnam in January 2016. We will also discuss continuing this exchange, exploring the opportunity for U.S. labor educators to teach in Vietnam, and planning for another U.S. labor education delegation to Vietnam in the future.

6:30 – 8:00pm Poster Session and Meet New Members Reception – Everyone Welcome!

Ballroom CD (h'ordeuvres, selection of wine and beer)

Labor Hip-Hop Spoken Word by Head Roc

A cultural experience brought to you by:

UALE

8:00pm Dinner (on your own)

8:00 – 9:30pm Popular Education Working Group Meeting Room 6

Worker Writers Working Group Meeting Room 2



Friday, April 15

7:00 – 7:45am **Breakfast**
Atrium A

Directors Meetings
Ballroom

7:30am **Registration**
Level 1

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

Paper Session
Executive Boardroom
Session Chair: Aaron Ondo



“A Moment of Working-Class Promise: Union Organizing in the 1970s”
Lane Windham

This paper recasts the history of the 1970s as one of unfulfilled working-class promise. It reveals an overlooked wave of private sector union organizing efforts, many of which were led by women and people of color, especially in the South. Such workers had long been excluded from the nation’s best jobs and from some unions, yet had recently gained new access through Title VII of the 1964 Civil Rights Act. Once these workers got the coveted jobs, many worked to shore up their economic security by organizing unions. Increased resistance to union organizing among employers, however, thwarted these workers’ organizing attempts.

“Just Employment on University Campuses”
Nick Wertsch

This paper focuses on how those communities – particularly institutions of higher education in the US – have been able to develop and implement their own just employment policies that pay a living wage to campus workers and protect their right to organize. While most attempts to implement a living wage policy or protect the right of workers to organize focus on action from the government, there are strong examples of how community-based anchor institutions can play a critical role in forging a new norm that better serves workers.

“Connecting University Labor Education with the Community by Co-Designing a Course on Organizing”

Tom Marvin

The Sam Masarachia Scholars program’s first-year seminar has evolved from an academic course to a hybrid, combining elements of popular education with service learning and a student-led campus organizing project, which provides practice in a familiar environment, building confidence. Role-playing scenarios prepare students to conduct one-on-ones, tabling, and house visits for local labor unions and community groups. Currently eight local organizers are conducting a thorough review of the curriculum. The presentation will trace the evolution of the course and describe the new directions that emerge from the cooperative design process.

“MSU's Labor Education Program Versus the Michigan Legislature in 1961 and 2014”

John Revitte

MSU's Labor Education Program Versus the Michigan Legislature in 1961 and 2014 by JR, in someone's panel. In the 1950s, Michigan State University (MSU), created a labor education program (LEP) and subsequently a “parent” labor and industrial relations (LIR) center, which became a school of LIR, recently renamed SHRLR. Both grew in size and stature and still exist in 2016, but in modified forms. These changes occurred in relation to the growth and then decline in Michigan labor density but also in response to interactions with the state legislature and within the university.

The Impact of Popular Education Techniques in the Building Trades

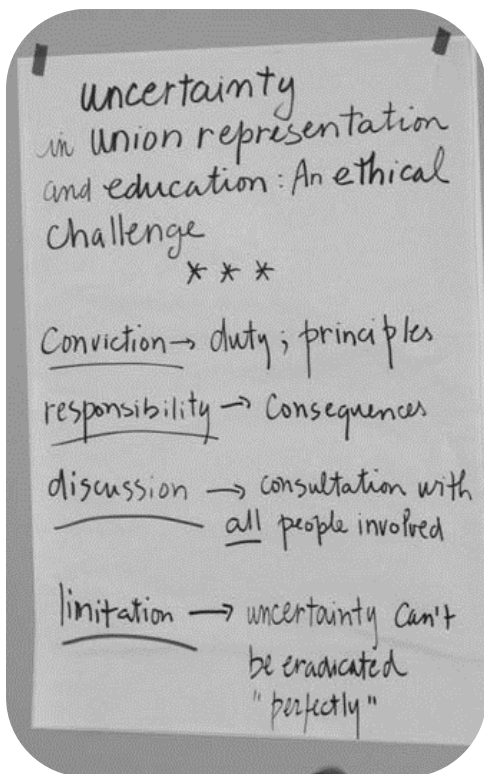
Elise Bryant, Kitty Conlan, Ken Kroeger, Tom Mulholland
Tiered Classroom (Panel)

The four presenters are experienced instructors who developed popular education-based programs within building trade unions. Two presenters will share the impact of Pop Ed techniques in their respective union’s apprenticeship program. The third presenter will speak on her overall experience as a labor educator in a building trades union.

Securing a Path to Workplace Rights and Freedom from Violence

Wendy Gutierrez, Linda Seabrook, Andrew Nguyen,
Quentin Walcott, Ana Polanco
Room 6 (Panel)

1 in 3 women will face some form of violence in their lifetime. A recent restaurant survey shows that sexual harassment and other forms of sexual and domestic violence facing vulnerable workers is rampant. Violence permeates the culture of many workplaces and industries. Futures Without Violence (“FUTURES”) is leading “Low Wage, High Risk,” a multi-stakeholder program to enhance the personal safety and economic security of low-wage workers. Participants will learn how to prevent and



respond to sexual/domestic violence and economic insecurity using sustainable, industry-focused, and culturally- relevant strategies that reach survivors, perpetrators and potential allies in the workplace.

The Immigration Youth Movement and Deportations

Hareth Andrade, Yves Gomez, Kent Wong

Room 5 (Teaching Workshop)

This workshop will present a new publication from the UCLA Labor Center, “Dreams Deported: Immigrant youth and Families Resist Deportation,” and highlight some of the featured immigrant youth leaders who against all odds have stopped deportations and mobilized a broad based movement of resistance. Featured speakers include Hareth Andrade who spoke at the AFL-CIO convention in 2013 and successfully stopped her father’s deportation, and Yves Gomez, a UFCW activist and APALA Executive Board member whose parents were deported to India. The workshop will present powerful videos, story-telling, and engage in discussion on ways that labor leaders and labor educators can support a new immigrant youth movement that is challenging the inhumane deportation policies of the U.S. government and winning.

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

10:30 – 12:30pm Concurrent Sessions

Paper Session

Executive Boardroom

Session Chair: Jessica Ice

“The Long New Deal 1932-1952: Restructuring Racial Inequality in America”

David Slavin

The “long” New Deal of the FDR and Truman administrations, long seen as an era of radical reform, in fact reconfigured racial inequality on a national scale. Congress, dominated by the Dixiecrat wing of the Democratic majority, insured that its panoply of programs and policies preserved the South’s Jim Crow system, and expanded its scope to the rest of the US. The labor movement, suburbanization -- indeed recent US history has been shaped by this inherent contradiction of racial inequality embedded in American liberal, progressive politics.

“From Ferguson to the Francis Quadrangle”

Matthew Pezold, Robert Russel

Over the last sixteen months, Missouri has been at the forefront of a newly invigorated movement over race in the United States. The unfortunate events in Ferguson kicked off this new wave of activism and, more recently, students at the University of Missouri engaged in direct action that encompassed the football team and led to significant changes in university administration. Yet, what is the role of labor in these events? This presentation explores the ways that labor has been involved in both the genesis of this movement in Missouri and the way that labor is trying to respond to the concerns.

“The Watsonville Canning Strike, 1985-87”

Shapiro

The 18-month strike of 1,000 workers, overwhelmingly Mexican women, at the largest frozen food plant in the country is one of organized labor's few success stories of the 1980s. The workers fought off a decertification effort, forced the plant's owner into foreclosure, and won a contract from the new owner after a five-day wildcat. They built an effective rank and file organization, revitalized their moribund Teamsters local, and successfully negotiated a challenging relationship with the higher levels of the union. They became a cause célèbre in the Latino community and effectively challenged an anglo-dominated city government. This presentation takes a close look at an important but neglected labor struggle, and considers how the Watsonville Canning workers were able to prevail at a time when organized labor generally was experiencing catastrophic setbacks.

“Organizing at Temp Agencies : The Case of Montreal's Immigrant Workers Center”

Loïc Malhaire, Yanick Noiseux

This communication will present the outcomes of a case study about a mobilization campaign organized by the Immigrant Workers Center (IWC) among temp workers in Montreal. We use empirical data to highlight the main issues of the struggle in relation with (1) the solidarity network that allows the workers to organize, (2) the sharing of information between the stakeholders which is also a condition of workers' empowerment through popular education, (3) the community grounded approach that instated on all aspects of the workers' precarity and oppressions, (4) the opportunity for the workers to become genuine political players and (5) the necessity to link the struggle to wider social movements in order to strengthen it.

Hell in a Hand Basket – Lessons Learned from Curricula on Race and Labor

Elise Bryant, Keturah Raabe

Room 4 (Roundtable)

This workshop is designed to create a space for labor educators to explore some of the essential ingredients in developing a curriculum on race and labor. The presenters have a combined 60 plus years of teaching experience which includes designing, facilitating, and implementing programs that address race and labor. Using their skill set, the presenters will facilitate a roundtable that will focus on what the learner brings to the table and what the learner needs to walk away from the table with in order to successfully address some of the challenges in developing a race and labor curriculum.



A Pedagogy for the Oppressed: Resurrecting Labor History through Organic Theater

James Walsh

Tiered Classroom (Roundtable)

Paulo Freire's classic book about empowering education *Pedagogy of the Oppressed*, offers a model through which to resurrect labor education approaches in the U.S. When used in partnership with fellow Brazilian Augusto Boal's *Theater of the Oppressed*, we have a clear framework to use in order to reimagine labor education through theater. Theater offers agency in the classroom to students, allows them to relate material to their own life experiences and invites their unique gifts and human potential to the classroom. This has been the subject of my work at the University of Colorado Denver over the past 18 years, and of the all-volunteer theater company that I founded in 2005, the Romero Theater Troupe. This workshop will explore these experiences and offer concrete tools for educators on all levels to employ in their own classrooms.

IFWEA Workers Education Movement

Susan Schurrman, Sahra Ryklief, Kent Wong, Mike Merrill

Room 2 (Panel)

This panel will present the strategy adopted at the 22nd quadrennial general conference of the International Federation of Workers Education Associations - of which UALE is a member organization. The Conference, *Precarity or Solidarity*, adopted an ambitious plan for the Workers Education movement globally to develop programs confronting racism, xenophobia and other forms of anti-solidaristic forces and to strengthen programs aimed at educating workers about the economic and political roots of injustice. The panel will present the IFWEA plan and invite participants to discuss the role of North American labor and worker educators in implementing its ideas.

Invisible Minority: Working with White Privilege

Kai Lai, Adriane Paavo, Barb Thomas

Room 6 (Teaching Workshop)

This workshop demonstration would try out a couple of tools with participants that we have developed to provoke: a) discussion of white rank/privilege and how to work consciously with it in the struggle for justice, and b) a sharing of other ideas and activities participants bring that we might all try in our teaching and facilitating. We hope the workshop will generate new ideas emerging from the synergy of the group who attends.



Whole Worker Organizing and Movement Building within the Labor Movement

Arianna Schindle, Zoë West

Room 5 (Roundtable)

While the labor movement has recognized the need to center the leadership of women and people of color, there has not been enough discussion about what is necessary to genuinely do so in meaningful ways. This roundtable will examine the leadership development model of the Worker Center Federation to push for an expanded understanding of "whole worker organizing" and movement-building within the labor movement. Utilizing interactive leadership development activities, discussion, and presentations on the Worker Center Federation's model, the roundtable will explore how internal transformation and healing are central to cultivating the leadership of people from marginalized communities, and necessary in working toward collective transformation.

12:30 – 1:30pm

Women's Caucus Luncheon (UALE sponsored lunch)

Atrium and Terrace

1:30 – 4:00pm

Democracy Spring Action

A significant number of unions and labor allies are participating in Democracy Spring, and Thursday April 14th is the official "Labor Day," but we've arranged to participate as UALE on "Student and Youth Day" on Friday, April 15th.

Democracy Spring is many things and includes a march on Washington and series of sit-ins "to create a watershed moment to show Washington that Americans are determined to claim the democracy we were promised. Together we can defend the basic, beautiful concept that in our democracy everybody deserves an equal voice, not just billionaires and big money interests." You can learn more at <http://www.democracyspring.org/>



- 4:30 – 6:30pm** **Membership Meeting and Election**
Auditorium
- 6:30pm** **Dinner (on your own)**
- 6:30 – 8:00pm** **K-14 Labor Education Working Group Meeting**
Room 2
- Online Education Working Group Meeting**
Room 6



Saturday, April 16

- 7:30 – 8:30am** **Breakfast**
Ballroom
- 7:30am** **Registration**
Level 1
- 8:30am – 10:30am** **Concurrent Sessions**

A Popular Education Model for Teaching Strategic Corporate Research

Tom Juravich

Executive Boardroom (Teaching Workshop)

Unions, community organizations and environmental groups are increasing utilizing strategic corporate research in their campaigns. Given both the technical aspects of corporate research and its reliance on computer-based information, corporate research workshops often descend into little more than a series of presentations and computer-time. In this teaching demonstration I show how the principles of popular education can be utilized to create a participatory and team-based pedagogy which not only covers more content but actively engages participant in the workshop.

Fighting for Total Person Unionism: Historical Insights in Connecting the Dots Between Race, Labor, Community, and Education

Bob Bussel and Commentator

Room 4 (Roundtable)

This interactive presentation will use Bob Bussel's new book, *Fighting for Total Person Unionism: Harold Gibbons, Ernest Calloway, and Working-Class Citizenship*, as a template for exploring the connections among the major themes of the 2016 UALE Conference: race, labor, community, and education. A commentator may elaborate on the book's principal themes and then lead a discussion that encourages participants to think about the contemporary relevance of total person unionism and how it can be adapted to address the current struggles facing workers, unions, labor educators, and their allies.

Training for Change & SEIU: Training Rank-and-File Popular Educators

Andrew Willis Garcés

Tiered Classroom (Teaching Demonstration)

This session will explore how Training for Change has collaborated with SEIU local unions around the country over the last 18 months to develop the popular education facilitation skills of staff and rank-and-file leaders. We'll also touch on the highly adaptable, experience-based curriculum created to use on the job site and at larger leader gatherings, which incorporates the Fight for \$15 and other struggles for racial and economic justice.

Succession Planning: Developing a Diverse and Representative Leadership

Tess Ewing, Dale Melcher, Susan Winning

Room 2 (Teaching Demonstration)

This workshop is for unions and organizations that have identified the need for a thoughtful approach to leadership development which considers the need for succession planning and recruiting a more diverse and representative leadership, or for union members looking to move their leadership in that direction. Participants will consider opportunities and barriers to such leadership development, analyze the demographics of membership and leadership, practice identifying possible new leaders and consider how to support them, and explore needed organizational change. We will demonstrate pieces of this workshop and invite conversation on the workshop and share what other educators in the room have done.

Building a Multi-Lingual Movement: An introduction to Language Justice

Catalina Nieto, Tony Macias, Riahl O'Malley

Room 6 (Teaching Demonstration)

With recent uprisings of low-wage workers fighting for racial and economic justice many grassroots organizers and educators have a need to organize in a way that transcends barriers of language. Creating multilingual spaces in a consistent and inviting way can drastically change the culture and dialogue of any labor organization. This interactive workshop will explore principles and practices of multilingual justice as it applies to labor education, will demonstrate what it looks like in action and will allow participants to explore its application in their own life and work.

Using an Alternative Dispute Resolution Model to Address Member-to-Member Workplace Conflict

Randy Banderob

Room 5 (Teaching Demonstration)

Workplace conflict between union members leaves these members vulnerable to each other and to disciplinary action from the employer. Left unaddressed, employers may impose discipline that is costly to both members and the union. The Ontario Secondary School Teachers' Federation (OSSTF) has developed a model that deploys members trained in Alternative Dispute Resolution to address the conflict and restore the workplace to a safe and respectful environment. With a 95% success rate, OSSTF's Mediation Services Resource Bank is a relatively simple model should be considered for replication by other unions.

10:30 – 11:00am Break and Informal Networking

11:00am – 1:00pm Concurrent Sessions

Union Dues Under Attack: A Demonstration Workshop on “Right to Work” and the Labor Movement

Anneta Argyres, Susan Winning
Executive Boardroom (Teaching Workshop)

“Right-to-work” legislation and the pending decision on the Friedrich’s case increase the need for unions to educate their members and community allies about the broad-based labor movement and the importance of union dues in the face of the Koch brothers’ and Walton family’s private wealth. In this workshop we demonstrate selections from a popular education curriculum developed for women new to the labor movement that explores how the components of the labor movement work together, what union dues finance, and why union dues are under attack. Time will be set aside to discuss how to use these activities to engage members and allies in efforts to fight against “right-to-work” legislation and to strengthen public sector workers’ union identity.



Racism, Patriotism, Cancer and Work: Memoir Of A Black Autoworker in Detroit
Michael Leslie
Room 4 (Roundtable)

Who are “union members?” Union leaders who understand, engage and educate members fill a real-world gap in building grassroots movements that challenge a range of problems like racism, sexism and worker fear. Note - this is ‘one’ of many steps to building “Power.” This is the essence of my experience as an organizer, officer, steward, trainer and activist with the UAW and other social movements. Union members, partnering with U.S and Canadian environmental groups, worker rights organizations, and each other, curtailed racist practices, mobilized volunteers, documented worker illnesses and transformed the face of activism in both the U.S and Canada.

Training and Education in the Domestic Work Industry: Defining Goals and Understanding Impact

Sanjay Pinto, Adhikaar, Beyond Care, Damayan Migrant Workers Association
Tiered Classroom (Panel)

While domestic worker training programs have been developed in New York and across the country, we know relatively little about their impact. How much do domestic workers actually learn through their participation in these programs? And is there a measurable impact on their ability to find work and command higher wages? Drawing on data gathered from recent training participants, this panel session will report the results of research that helps to address these questions. It will also engage representatives from relevant worker organizations in a conversation about the role of training and workforce development in their broader programmatic agendas.

Building Labor, Campus and Community Connections through Local Labor History

Kimberly Wilson, Camilo Viveiros

Room 2 (Roundtable)

During this presentation we will explain ways that the UMass Dartmouth Labor Education Center and the Greater SE Mass Labor Council have utilized participatory labor history to deepen and strengthen relationships with students, community activists and the labor movement. Over the past spring and summer, our program has presented two workshops on this topic, one with only college student participants and one with primarily rank and file union members. By developing participatory curriculum that addresses specific community needs we avoid historical approaches that are detached from our current organizing efforts.

Union Education that Challenges Racism – Is Awareness Enough?

Monique Menard-Kilrane, Corina Crawley

Room 6 (Roundtable)

An exploration of ways that we can use union education to challenge racism and privilege in our union structures and support efforts of marginalized groups to claim space and power.

Getting from Here to There: Designing Strategies for Movement Building with Workers

Rial O'Malley, Jeannette Huezo, Ben Trolio, Steve Schnapp

Room 5 (Teaching Workshop)

This workshop presents an interactive tool to help labor educators, organizers, and activists focus on strategies for building a sustainable, democratic, inclusive, and transformational labor movement that is connected to other justice movements. We will demonstrate a method for (1) visualizing a just world (workplace, community, nation), (2) naming the activities in which we are currently, engaged, and then (3) telling and exploring our stories of how we might get to the world we envision.

1:00 – 3:00pm

Awards Luncheon – Everyone Welcome

Ballroom

3:00 – 5:00pm

UALE E-Board Meeting

Room 4



UALE Institutional Members 2015 – 2016

AFL-CIO

American Federation of Labor-Congress of Industrial Organizations

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Canadian Union of Public Employees

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IAMAW

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BAC

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United Auto Workers

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Director: Georgi-Ann Bargmanian

Email: gbar@uaw.net

UFCW

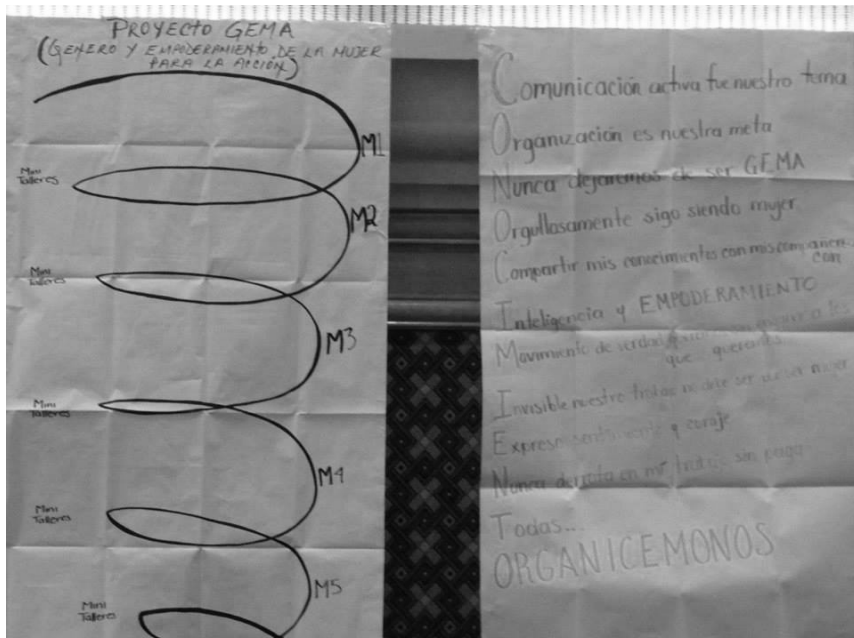
United Food and Commercial Workers

Website: www.ufcw.org

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UNIVERSITY AND COLLEGE- BASED LABOR EDUCATION PROGRAMS

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The Murphy Institute at the City University of New York

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University of Wisconsin, School for Workers

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