



SISTER SOLIDARITY

The UALE Union Women's Summer School Newsletter

Volume 34 Issue 1

August 7, 2009

Challenges:

- Family and Activism
- Recruiting
- New Models of Unionism

Opportunities:

- Learn from our Youth
- Mentor Others
- Be involved.

Inside this issue:

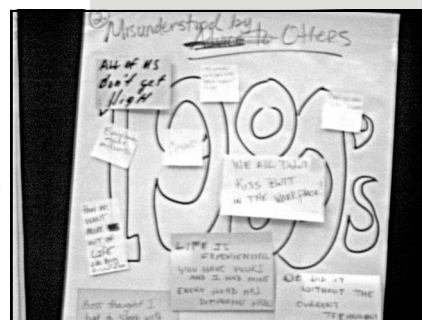
Orientation	2
Working Women	4
Labor Struggles	5
Moms & Labor	6
Motherly Advice	7
Leadership	8
Film Review	9

A NEW MODEL OF UNIONISM

A classmate and sister of mine, Anselma Rodríguez has a vision statement for unionism in the 21st century that begins with the declaration: "We are standing on the shoulders of giants." Who are those giants? Among them, sisters: Mother Jones, Sarah Bagley, and Lucy Parsons. Sojourner Truth. Frances Albrier. Alice Cook. Dolores Ibarurri. Jessica Govea Thorbourne.

Add to that list, living thriving sisters whose commitment to unionism remains vital and justifiably integral to a different model of unionism for the 21st century – one that is global, organized, inclusive, diversified, and equitable. Living, thriving sisters here in the classrooms at the 34th Annual Northeast Regional Summer School for Union Women: Lois Spier Gray (Cornell University); Ida Torres (RWDSU Local 3); Rochelle Semel (Cornell University) and Adrienne Taylor (CWA Local 1040).

The individual and collective vision of activists, scholars, researchers and trainers, and their commitment to 21st century unionism has paved the foundation for a different model of unionism that is a hybrid of past benchmarks and current goals. Here at the Summer School the work began to build on that robust foundation, integrating new perspectives strategic to a sustainable model of unionism. Consider the Minimum Wage Law. The ongoing historical struggle for the living wage. The Family Leave Act. Access to public education. Access to higher education. Health Care Reform. Contracts. Quality Childcare. Work



(Continued on page 3)

DR. LOIS SPIER GRAY

The following is an interview with Lois Gray, Professor Emerita of Labor Management Relations at Cornell University's School of Industrial and Labor Relations.

KHB: I read in your biography that you have received numerous awards from academic and civic organizations, including the New York Hispanic Labor Committee and the New York State Labor History Association. These awards spotlight benchmarks in your life. As you reflect on your life's work, what particular project or period is the most meaningful to you and continues to inspire you?

LSG: My exposure to labor struggles. I was one of the first women hired as a field examiner for the National Labor Relations Board under the Wagner Act (1945), which

(Continued on page 3)



**UALE UNION WOMEN'S
SUMMER SCHOOL**

**August 2 through 7, 2009
State University at
Stony Brook**

Newsletter Committee

Moriah Berger,
Proofing
Kim Hamilton-Bobrow,
Feature Writer
Cheryl Henderson,
Proofing
Kim Hollis,
Feature Writer
Pat Jewett,
Feature Writer
Norma Lopez, Reporter
Blanca Vazquez, Feature
Writer
Anne Wakefield, Reporter
**Production Manager—Judy
Hoover**

Many thanks to all of the
Sisters who submitted
articles, pictures and
enthusiasm for our project.



Student Council

Cecilia T. Gambale
Veronica F. Sasha
Roxanne Romney
Jenelle L. Blackman
Maisha T. brown
Tracy Wilkes

OPENING SESSION **Who Will Bell the Cat?**

For 34 years, the working class women leaders have come together in the summer for a Labor Education School sponsored by the University Labor Education Association (UALE) along with the AFL-CIO Coalition of Labor Union Women (CLUW). Women from various industries, unions, ages and races have joined hands to show the men of the labor movement that they are visionaries and that they are “not just another piece of machinery, but fortunate sisters of like minds,” as stated by Rochelle Semel during orientation. Also among those greeting the union ladies at orientation were Ida Torres, Lois Gray and Michael Zweig.

Per Ida Torres we come together to “build ladders so that someone else can climb” up to a place where all can see their worth. They then proceed to lower that ladder so that someone else may rise, Ida says.

We are women in Unions helping other Union women by extending a hand to other women.

One of the only gentlemen at Sunday night’s opening, brother Zweig, told an interesting story of mice being eaten by a cat. During the night, mice, one by one, were systematically being eaten by the cat. One mouse spoke up and said that the only way to hear the cat coming and avoid being eaten was to “bell the cat.” All the mice agreed, but who would bell the cat?

The “cat” is management that is trying to kill the labor movement and what it stands for. We as labor women must “bell the cat,” so that we can be able to hear it coming. Someone must bell the cat and that someone is the working class!

Many Opportunities and Challenges, many testimonies and tears have been shared by labor union women. We’ve come through 34 years sharing our strengths, building bridges, becoming one.

Anne Wakefield
CWA Local 1040
Trenton, NJ

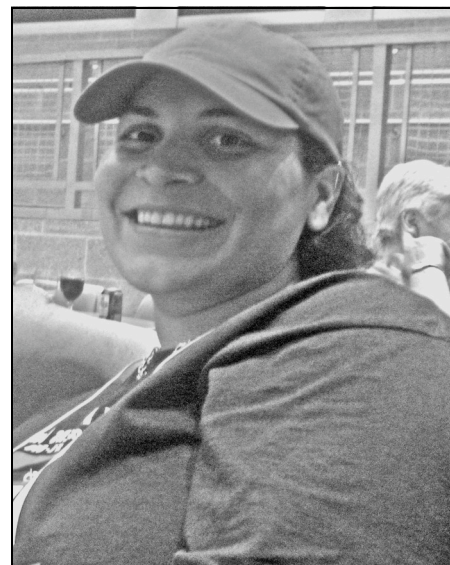


Students registering for Summer School

WHY AM I HERE?

The question is “Why I’m Here?” I am here to learn and network with other women. Also, to experience summer school and to become something BIG. I believe that there are voices unheard but, we have many voices in the Union. This summer school will give me the opportunity to hear those voices. Women can make a difference in the battles we face within the Union.. As women we may be a small part of the work force in many places but, we carry a loud voice.

Margaret “GiGi” Fernández
TWU Local 100
NY, NY



LOIS GRAY *(continued from page 1)*

supported the rights of workers to organize (in contrast with the later years under Taft Hartley) and became actively involved with unions in western New York. Subsequently, I married a militant labor leader who was sentenced to jail for “conspiracy” in a major strike against an aircraft company.

My involvement in the Civil Rights and union movements in the 1960s and 1970s was very meaningful to me. I took part in the March on Washington led by Dr. Martin Luther King, Jr. (1963), and subsequent Civil Rights actions. I was an early supporter of the women’s movement. Each of these activities shaped my priorities as a Labor Educator.

KHB: Your work at Cornell University for sixty two years has influenced and guided many individuals and groups. What aspect of your vision for unionism could you share with us that can sustain and teach the next generation of union women and academic women invested in the vitality of both the history and the future of women’s labor and unionism?

LSG: My vision for unionism is that the Labor Movement will become more inclusive, more democratic, and more powerful.

Women will play a decisive role in making this happen.

KHB: Would you share with me a memorable story about the early years of this school?

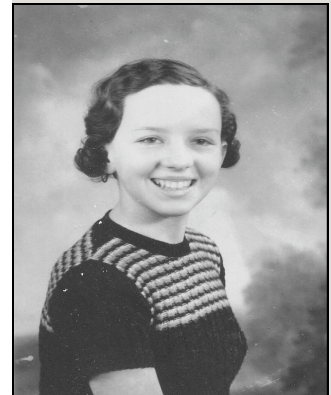
LSB: The Union Women’s Summer School began with meager support and active opposition of many union leaders and male educators. Its early enrollees were mainly rank and file workers and many paid their own way and took vacation time to attend. Today, most enrollees receive support from their unions to attend Summer School and a high percentage hold union office.

KHB: What role does education – informal and formal – play in the lives of working women, historically, and in the 21st century?

LSB: Knowledge is power. Education, formal and informal, is essential for women’s empowerment. Early women activists, those women in the movement for women’s right to vote, were educated and articulate. In the labor struggle, early heroines were self-educated or trained in worker education provided by well-to-do educated women. For example, the Bryn Mawr School for Working Women and the Trade Women’s League of the 1920s and 1930s is one example of this

(Continued on page 10)

Professor Lois Gray



1940 High School Graduate

“Women will play a decisive role in making the Union Movement more inclusive and more powerful.”

A New Model *(continued from page 1)*

Day Reform. Due Process. In 1996, Elaine Bernard (Women Achieving Power and Leadership in Their Unions) counseled union women to avoid the hierarchy of oppression and underscored the importance of collective action. Some believe, Bernard remarked, that unionists have to make a choice – a choice of whether it is more important to support women’s issues or trade union issues. This is a choice that does not have to be made, nor should it be made.

In 2009, Elise Bryant (National Labor College – 34th Annual Northeast Sum-

mer School for Union Women) generated a full class discussion on what a different 21st century model of unionism could be by 2020: inclusive, non-hierarchical, not power-bound, and one that is organized and structured on a model of dispersed, shared, intergenerational leadership among women that would communicate and defend the democratic principles of unionism.

In 1949, the activist and poet Muriel Rukeyser argued that “we are a people tending toward democracy at the level of hope; at another level, the economy of the nation, the empire of business within the

republic, both include in their basic premise the idea of perpetual warfare.” It is our work – sister to sister regardless of age – that holds the promise of making hope live and the economy just, and one that is not driven by perpetual warfare. It is our work – sister to sister regardless of age – to learn how to learn from each other. Our one week intensive here at the 34th Annual Northeast Regional Summer School has begun that work.

Kimberly Hamilton Bobrow
SEIU Local 1973
Manchester, CT



Lois in 1960

A NEW GENERATION OF UNION WOMEN



“Bring in the New Generation with open arms. Use the appropriate language and make space for them in leadership positions with real responsibilities. Refrain from using words like “kids”, “rookies” or “youngsters.”

***Marlena Fontes,
Cornell University
Student***



Pat Jewett tells her story on fun night.

Sister Marlena Fontes, student, Cornell University has been researching the issues facing the younger generation in the labor movement and made several suggestions to the women in the ***Northeast Regional Summer School for Union Women 2009***.

This young woman suggested new ideas to bring the new generation in to the Union movement with open arms. She talked to the leaders and informed them about the needs for union locals to motivate younger members to get involved. She suggested that we consider refraining from using words such as “kids” and “youngsters.” She encouraged the audience to use technology like

Facebook and My Space. Also, her research brought about the ideas to send the youth to conferences or workshops and to make space for them in leadership positions. She recommended that we use the appropriate language to make them feel comfortable and not intimidated. Because some are not familiar with their rights, it’s important to educate them and inform them of their rights. Teach them and give them a space where they can take on real responsibilities

***Norma López
TWU Local 100
NY, NY***

WORKING WOMEN: THEIR OPPORTUNITIES & CHALLENGES FROM YESTERDAY TO TODAY

The event that took place at the SAC Auditorium on Wednesday was very exciting. Women of all ages had input about the history that they had lived through. One thing that I found so interesting, no matter what decade we started to work, we all shared common problems. From the 1930’s to the present, men still think it’s their world.

Some things have changed such as we don’t have to wear dresses or skirts to work. In the 1950’s probably 10 out of 10 men felt it was their world. Today it may be 1 out of 2 men still think that way. There are old sayings such as “the more things change, the more they stay the same.” At least women are

no longer working for pin money.

Women still have to be watchful for making sure that they are not getting short changed. There were many young women who expressed the passion about the struggle. Their struggle, your struggle, my struggle, our struggle, from which I can see a connection was made.

***Pat Jewett
TWU Local 100
New York, NY***

LABOR STRUGGLES AND CHALLENGES

THE FIRST FEMALE CLEANER IN EAST NEW YORK

In 1985, I wanted a job so that I could support myself and my 5 year old daughter. So I took every exam that I could take just to get a job. The job that paid the best was being a Cleaner for the MTA. So I took it. I had no idea that women didn't work there. I'll never forget that day in December of '85, the cat calls that I heard as I walked through the depot to get to the Personnel Department. I was the first woman to work in the maintenance dept. There was no locker room or bathroom for me. I had to use what they had for the women who drove buses. It was the same story 6 months later when I was transferred to 126th St. Depot. I've been on the job 23 years. And in that time I've seen the good, the bad and the ugly. While it is very true that a good percentage of the women who work for transit are cleaners, that was not the case in bus depots. In fact it was an all boys club complete with girly pin ups and open urinals. There were many days when I got the short end of the stick. But I stuck it out and became an

active member of my Union, so active that in 1994 I was elected to the Executive Board, unseating a member that had been in office for more than 10 years. I became the first woman to ever be elected into office in my Division. There have been a few since then but what is more important is that there were locker rooms and bathrooms for the women that followed me, that the all boys club was replaced and the men are beginning to really respect the women in the work place. There is more work that has to be done but it has begun. Change is here to stay. We're moving forward.

Pat Jewett
TWU 100
New York, NY



Pat Jewett (far right) with TWU members and Instructor Eileen Sullivan

RADIO WAVES!

DO THEY KNOW?

My Union, Suffolk County AME is being raided by the Communications Workers of American (CWA's Local 1180). We are an independent union whose contract expired effective 12/31/08, and due to the current national economic instability, we are not rushing to the negotiating table with a county administration that seeks only to take away. Under the Taylor Law, our members maintain all benefits, except wage increases, of the expired contract. Also our members receive their step increments--many have actually received a 2009 increase in wages, even with an expired contract.

Upon our arrival at registration on Sunday we discovered that we are attending this labor summer school with CWA members, some of whom include New York City's Local 1180.

We wondered...*do they know?*

I ascertained the answer today, and even better... the answer didn't matter. (And no, they were not aware).

However, what I witnessed today gave me the hope that I needed to fully understand how women could meet together and work together as union sisters while one huge national union launched a raid upon a smaller, independent, union – one which is located more than fifty miles away.

At our labor summer school, I saw CWA union sisters create a simple drawing showing *all* unions, working *together*, and standing *together*, arm-in-arm, against management – not against each other.

When I told my story to my union sisters in Sara Fusco's "Radio Waves" class, every

(Continued on page 10)



Kathy Malloy, TWU 100



The reporter who wrote this article, Kim Hollis, comes to us all the way from Texas. She is also the mother of six.

Active Union members face challenges at home too



Cheryl Henderson of Philadelphia on morning (5 AM) wake up walk.

WE ARE MOTHERS, WE ARE WIVES

The mission of solidarity, the passion for excellence, and the journey for equality through power-sharing is a daily challenge for the sisterhood of unionized women. As we encounter the obstacles of activism it is transparent why the union is so important and its leadership must be fortified. We will explore different lives, with an array of dynamics, but the same vision for change.



Sister Lisette Crime, of SEIU 1199 is a 24 year old single mother of three year old Ganife. For the past three years Lisette has been active with her union and has recognized the need to remain vigorous for the sake of change. She has the great support of her father and the drive for imminent transformation of unlawful practices. Lisette said, "Although this decision has

been overwhelming at times, I feel a fulfillment and sense of peace that my hard work will be noticed and my movement recognized by the sisters who I stand with in solidarity."

On the opposite side of the spectrum of sisterhood, a 40 year old married mother of 3, Myra Padilla of



S.E.I.U 1199 of Connecticut Health Care Expresses her commitment and why she joined the movement. Padilla speaks of the great support she now receives from her family, however she did say "it was challenging in the beginning for her husband and mother to be supportive, but over time they too begin to see how it important it is to be involve in affecting work conditions and fair practices." Myra is an advocate not only for herself and her immediate sisters within her Local, but she has been vocal to her 17 year old daughter, Shanae on the

importance of her being involved. Myra's opportunities enhanced her appreciation for the heroine of the movement

After years of being ignored, it has taken patience, drive and so much more for Renee Luneau of AFSCME Local 530 in New Haven, CT to be the first woman elected on her Executive Board. Says Renee, "It sometimes feels like we have mountains to move. When I first saw the invitation to attend summer school, it sounded like hard work. The things I've learned this week and friends I have met provide me with great memories. I will never forget the sisters who have affected my life and are my role models." "It's funny that all week Ava (my unborn daughter) has been kicking like mad (a future union fighter, like her mother and grandfather.) So I want to thank you sisters for making me feel at home and reminding me that my work is for the common good of all those with me and those coming behind me!"

A GIFT FROM MOM

One of the gifts that my Mom gave to my brother and me was the gift of voting. From the time that we were little, she always took us to vote.

Every year, no matter what office, even dog catcher, we voted. I passed on that same gift to my girls. My 28 year old votes every election without fail. But I really understood what a gift it was, when my 8yr. old, Ahjaah woke up election day 2008 at 6:27 AM and said to me, "Mom,

it's time to Vote."

I knew then what a gift that family tradition of voting had become. And so we went off to vote. That Tuesday morning in Nov. 2008 there was a line at 7 AM to vote. That was unheard of in my neighborhood in the Bronx. But there we were on line waiting to be a part of history. Since Ahjaah can read I let her do it all. I had decided it was her time to help make history

(Continued on page 7)

WE ARE UNION!

MOTHERLY ADVICE

The youth of today reject the idea of “seasoned” women asserting themselves as their “mother.” As mature women, we must realize that the youth need our input “straight, no chaser,” not as a “know it all” because we’re older.

As leaders, there is a need to train a replacement—we won’t live forever. Selfishness with what we’ve experienced is not an attitude that empowers others, and, in effect, selfishness makes us small.

An attitude adjustment is needed! Respect for the youth from the mature lady, and respect for the mature person from the youth is what makes for growth and solidarity. We,

as mature union women must be mindful that we can be motherly, without being a mother. We can be friendly, helpful and inspirational by offering information if needed or requested and by sharing our experiences. All labor union women must remember that mentoring flows in both directions.

*Anne Wakefield
CWA Local 1040
Trenton, NJ*



*Two Union Mothers
Ida Torres & Lois Gray*

EACH ONE—TEACH ONE!

When you think about union empowerment, what does it mean to you? Does it mean solidarity, woman power, or political upward mobility? You see, hear and listen to the women at this Summer School discuss their struggles at home and in the workplace. Fortunately, I do not have those same hills to climb, however, I realized the leaders of years past have failed to have the ideology of “Each One, Teach One.”

No one wants to step aside to foster a connection to the future with the past. What I

saw were leaders of the past failing to acknowledge and change the dynamics of the new day to come. We are stagnant as a mobilization of women with the future in our hands. Are we scared to surrender our knowledge, skills and abilities to future generations of women willing to dare dream of a leadership role in their Union, at UALE or be the teachers standing in front of the calluses I have taken at UALE’s 2009 Summer School?

The time is now for women of generations past to say, “Yes, they can!” Let the future of the Union be seen and heard and listened to as mistakes are made in their decisions, errors made will still have to be corrected by our past leaders, and the stepping stone will be made steadier with a guiding hand appearing from the clouds of years past.

*Shelly-Ann D Wilkinson
AFSCME Local 957
New York, NY*

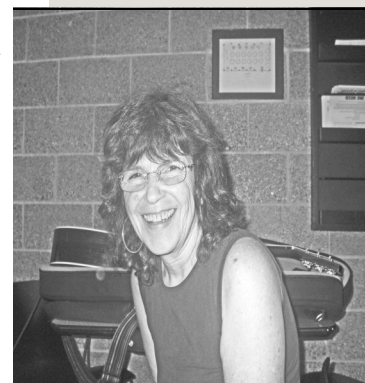
A Gift From Mom (Continued from page 6)

and so she did. She read what to do and did it. My Ahjaah voted for Obama and became a part of history / Our Story...

Thank You Mom.

*Pat Jewett
TWU Local 100
New York, NY*

*“All labor
union women
must
remember that
mentoring
flows in both
directions.”*



*Bev Grant, Musician and
Cultural Director*

LEADERSHIP

The Summer School Experience

Sunday evening as I closed my eyes to sleep, I thought about the words that Ida Torres spoke earlier that night, "that I think about all our sisters back home that will not have this experience, to raise the level of union participation, and to never let a sister walk alone." As the week progressed, I learned many things about myself and that the concerns of my Local are very similar to the concerns of many other Locals. In Leadership Skills we were reminded to always be an active listener and to remember that conflict brings change. In my two workshops there was a great deal of information provided to all attendees. My Economic Crisis workshop was particularly great and I am amazed that Legna was able to explain the history of the U.S. economy and the basics of this crisis in three days. WOW! Our sisters from the past have laid a firm foundation for us to walk on and it is up to us to mend and patch that path for our future sisters to carry on the walk. I can't wait to reconnect with my brothers and sisters and bring the message to remind, enhance and encourage all to become more active Union members and leaders.

*Annie McClintock
NYSUT Local 23019
Greenlawn, NY*



Norma Lopez, Reporter

*See you next
year at
Pennsylvania
State University
in State College
Pennsylvania.*



*Dianne Gatson is presently
studying for her PHD*

COALITION BUILDING

The coalition building workshop created excitement and exploded with simulated role play. Then the real life bargaining activities went haywire!

People noticed the union side not for all of five minutes before they were out in a caucus and back in a group of picketers calling for fair wages, a pension, and a decent health benefit package.

Management's bargaining team, including legal counsel, stood firm in presenting ground rules to open the discussion. Neither side presented proposals. Round two of the talks began on August 6, 2009.

The above scenario is one highlight that captures the voluminous events and the impact of the work shops at Summer School.

The participants were involved and fully engaged in the collective bargaining experience.

As a first time student of collective bargaining, I was totally engaged in the process and amazed at the level of involvement of the two teams representing management and labor. I truly appreciate the level of experience of labor bargaining teams.

Hats off to our facilitators and every member of the team.

This work is très important and valuable. I am so happy that I was invited to come to Summer School.

Be strong sisters!

*Dianne Gatson
AFSCME Local 2187
Philadelphia, PA*

Notes from Albrier

A Good Leader takes people where they want to go---

A Great Leader takes people where they need to go!!!

*Fallon Ager-Nelson
UFCW Local 338*

If you Always Do, What you Always Did..

You'll Always Get, What you Always Got!!!

*Claudia Schacter de Chabert
NYSUT*

Notes from Truth

I think that everyone learned a thing or two. The activities were participatory and there was learning taking place every second. In our mock election, we nominated, nominees campaigned, we entered our ballots and finally a representative was elected into position.

*Norma Lopez
TWU Local 100
NYC*

MADE IN LA

Directed by Almudena Carracedo

Made In LA tells the remarkable story of three Latina immigrants working in Los Angeles sweatshops who embark on a three year odyssey to win basic labor protections from trendy clothing retailer Forever 21. Aided by the Garment Worker Center and the Asian Pacific American Legal Center, Lupe Fernández, Maura Colorado María Pineda and their coworkers sued Forever 21 for paying as little as \$3 an hour for a 12-hour day. The women endure conflicts at home, internal disagreements and frustration but emerge as powerful women who challenge the bosses and win. Winner of a 2008 Emmy Award, *Made in LA* touches on

subjects vital to all workers including sweatshop labor, women transforming into leaders by finding the courage to protest and speak out, the importance of worker solidarity, globalization and realizing one's full potential through organizing. *Made in LA* will be rebroadcast this coming Tuesday, August 11th on PBS stations.

We asked UALE Summer School participants to discuss what lessons they learned from this. For more information go to www.madeinla.com.

*Blanca Vazquez
PSC-AFT 2334
NY, NY*



For info go to
www.madeinla.com

IN UNITY, THERE IS POWER!

Often times as Americans who have lived with rights and privileges, you forget that all is not good in the world. Not all people have the voice, means or strength to fight for their rights. Some people live in a box of fear, shame and desperation. And we Americans often feel this is not our concern. As a union woman, I now understand that what happens to others can also happen to me. It is my responsibility as a union worker, as a woman, as a person of color who understands discrimination, to assist in the fight with all oppressed people. I can demand that products that I purchase are union made. At least in this way I can ensure that I don't support unfair labor practices. And eventually I can help organize protests in my trade to ensure that contractors do not exploit the men and women con-

struction workers by paying less than prevailing wages and benefits. I often thought I was being discriminatory toward new union workers but my participation in protest against non-union job sites will only help ensure humane treatment of workers so they can take care of their families and live a happy, productive and safe life. This is all everyone wants – the right to liberty and justice for all.

I will continue to educate myself, be cognizant of others so that I can stand with others to fight this fight. Those corporate entities will not give up; they will just find another group it exploit, so the fight continues...

*Monique Y. Lee, Local 608,
NYC Carpenter*

PERSISTENCE!

I liked the film because of the persistence the women showed. They never truly gave up their ideas but they knew they needed numbers and patience. They stuck to

their guns and won; they lived to fight another fight in another country. Injustice is all over the world and needs to be suppressed through organizing.

*Jackie Cooke
1199, NY, NY*

OUTCOME CAN BE GOOD

One thing I learned is that it is probably easy to underestimate how long a protest can take. It is a useful film because as a documentary it brings out problems with many different topics – poor education, the dynamics of family life, and the positive outcome was good.

*Liz Kavanah
SEIU (Sea 2001
CHPEA)*

“It is my responsibility ... to assist in the fight with oppressed people”

Monique Lee



TUESDAY WAS FUN NIGHT



I use praise dance as a tool both to worship God and give thanks, but also as a vehicle to stay positive. When I worship, I feel assured. I feel strengthened and certainly empowered. I thought long and hard about whether to dance during talent night at the workshop. I wondered about things like appropriateness and whether it would be received well.

The experience was amazing. It took my worship form to another level, and it opened up and gave birth to a new ministry that deals with empowering and uplifting women. I am very grateful that I was part of such an incredible event full of welcoming and supportive women.

There is so much that I want to say about my experience.

Rochell Palache
SEIU Local 2001
Windsor, CT

Comments

"It takes courage to get up on stage."

"It was beautiful."

"Truly enjoyable"

Do They Know? *(Continued from page 5)*

single one of them, including my CWA union sisters, pledged their hope and support for the continued existence of the Suffolk County AME. It is in this hope, that I will continue to fight for my union, and with the knowledge and inner strength that my union sisters are behind me in their support. Thank you.

Kathy Malloy
Suffolk County Association of Municipal Employees
Bohemia, NY

Lois Spier Gray *(Continued from page 3)*

educational partnership. Today, women have a much wider range of educational opportunities to equip themselves for leadership and for happier and more meaningful lives.

KHB: How would you describe the importance of unionism to, say, a young woman entering the workforce or university?

LSB: To a young woman entering the workforce, I would point out that growing and becoming active in a union is the only way to achieve a voice at work and to gain one powerful instrument for influencing social change.

KHB: Can you cite a quotation that has inspired you?

LSB: "It's all good," which I attribute to Ms. Kimberly Thorne.

KHB: Thank you. Yes, "It's all good."

The 34th Annual Northeast Regional Summer School for Union Women Acknowledges and Celebrates the scholarship and activism of Dr. Lois Spier Gray.



***MC extraordinaire,
Lee Clarke***

ORGANIZING & COMMUNITY

Many UALE Summer School sisters organize not only in their union, but also in their community. In doing this work, they implement strategies often used in the labor setting and apply the lessons they learn to their union activism.

Teaching Values of Sportsmanship to the Future Team Players

I raised a group of girl scouts from Daisies to Seniors. I took them to Canada two times, New Hampshire once, and to New York City several times. I taught them how to plan and raise money for their trips, and how to be future leaders for their community and country. I instilled self awareness and self assurance so that they can stand on their own, and taught them to speak with respect about their rights in the work place. I had two Gold Award achievers from seven girls.

I also am the coach of the Terryville High School Majorettes. My girls are on the only high school team in all of New England. They raised money for their jackets and uniforms. They learned how to be diplomatic about choosing their routines and implemented them on their own. They had to learn to share the spotlight with the cheerleaders. These two teams were rivals, until I took over. I coached them to learn a routine together. They were able to see what the others had to do. Respect was the next natural step, and today they support each other totally.

*Jackie Cooke,
1199 SEIU
Terryville, CT*

ORGANIZING FOR THE MINISTRY

In my church, Abundant Life Family Worship Church in New Brunswick, NJ, I and others, go out into the street of New Brunswick and witness, or share the Gospel of Jesus Christ, with people. Our mission is to encourage, inspire and hopefully motivate those we meet to come into a relationship with Jesus Christ.

Some lessons, I have learned through my participation in this ministry are:

- How to become relatable to people of different socioeconomic backgrounds.
- How to engage people with different interests.
- How to draw out a response from seemingly uninterested audiences; and
- How to keep passionate individuals focused around an objective.

All of these skills are transferable to what I do in the union meetings; I often have to organize/motivate members to action. This involves all of these aforementioned skills/lessons. Through my union work, I have learned how to organize their internal structures more cooperatively. These skills/lessons are transferable to my evangelistic ministry because I attempt to motivate, often times complete strangers, to become interested in the information I am sharing with them. Also, I practice my organizational cooperation techniques and focus on our commonalities rather than our differences.

My union and church goals often overlap in their purposes. Each group is focused on inspiring, encouraging, and motivating people to a common belief. Each group serves as a mechanism to organize people and focuses on what are usually common objectives. Their strategies in motivating and inspiring people are often very much the same

*Jenelle Blackmon
CWA Local 1040
North Brunswick, NJ*



Meet Tracy Moore
TWU Local 100,
NY, NY



Meet Cathy Rivera
TWU Local 100,
NY, NY



Meet Maisha Brown,
AFSCME Local 2187
Philadelphia, PA

UALE Union Women's Summer School

Opportunities and Challenges



**For more information on CLUW go
to www.CLUW.org**



*Personal Trainer Monique Lee challenged the Sisters
to exercise every morning at 5 AM. Some of them even
made it a few times!*

The Bermudians

Sister Thelma Hart, the Education, Research and Resource Officer of the Bermuda Public Services Union (BPSU), attended a conference some years ago where she learned about and was invited to be a part of the Summer School. We have sent BPSU members on a continual basis since then. The BPSU has 3358 members, 2650 of which are women and 152 future leaders (women and men.); out of a Bermuda total population of 66,000 people.

Virginia Bean
Donna Thomas
Kimberly Anderson
Kelly Darrell
Johanne Talbut
BPSU
Bermuda

Norma López
TWU
NY, NY

To view more pictures of this week's events go to WWW.UALE.org and select the NE Regional Summer School for Union Women.