

ACROSS BOUNDARIES

WHAT ARE WORKERS SAYING AND DOING?

UAE
CONFERENCE
TORONTO
APRIL 17-20, 2013



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About UALE

uale.org

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Who We Are

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

Our Purpose

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

Activities of UALE

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



Thanks to the Following

For funding:

Several organizations have stepped up with financial contributions to this conference, ranging from \$1,000 to \$5,000, and others are contributing in kind at this level.

These major funding sponsors are:

Ontario Institute for Studies in Education, University of Toronto (OISE)

American Federation of State, County and Municipal Employees (AFSCME)

Ontario Secondary School Teachers Federation (OSSTF)

Ontario Teachers Federation (OTF)

American Federation of Teachers (AFT)

Illinois Federation of Teachers (IFT)

Chicago teachers Union (CTU)

Canadian Union of Postal Workers (CUPW)

United Steelworkers District 6 (USW)

United Steelworkers Canadian National Office (USW)

Canadian Union of Public Employees (CUPE)

Canadian Auto Workers (CAW)

Fonds de solidarité de la Fédération des travailleurs et travailleuses du Québec (FTQ)

George Brown College (GBC)

Canadian Labour Congress (CLC)

The Solidarity Center

West Virginia University Institute for Labor Studies and Research (WVU Labor Studies)

For planning :

UALE operates on a shoestring thanks to the voluntary support of individuals and often the generosity of their employers. Some of the following received token honoraria, but all contributed much beyond that of their time and talent.

Overall—The executive board of UALE, led by Elissa McBride

Program—Sharon Alexander, Estelle Carol, Dana Simpson, Jessica Ice

Conference Committee—Judy Ancel, Sue Carter, Debra Kidney, Deborah Rosenstein, France Laurendeau, Helen Moss, Verlène Jones, Immanuel Ness, Jessica Ice, Tony Michael

Administration—D'Arcy Martin, Gabrielle de Montmollin, Kim Montgomery, Bee Sack, Joanne Bedasie, Stacey Papernick, Dawn Addy, Johanna Hodgson

Wise advice—Pierre Côté, Winnie Ng, Barb Thomas, Sue Carter, Peter Sawchuk, France Laurendeau, Tess Ewing

Arts—Bee Sack, Stephen Seaborn and the Mayworks Festival of Workers and the Arts, Frank Saptel and the Canadian Labour International Film Festival, with all the artists

Digital storytelling—Don Bouzek and Monica Gutierrez

Walking tours—Sue Smith, Maureen Hynes, Tanya Ferguson, Janice Gairey, JP Hornick, David Kidd, Julie Mathien, Maryanne Small

Magazine production—Lorraine Endicott, Audrey Batterham, the staff and board of Our Times Magazine

On the spot—Heather Marshall, Kat Schulz, John Humphrey, Lorraine Endicott, Laura O'Brien, Audrey Batterham, Dinah Greenberg, Antje Meyer-Erlach, Liz Ukrainetz, Afghan Women's Catering Group, and many others

Welcome from the Canadian Labour Congress

Every day, unions make workplaces safer and fairer places to earn a living. We do this by bargaining with employers for better collective agreements. We do this by advocating for good laws and for governments that put working people and their communities first. We do this by teaching and training ourselves how to bargain, how to enforce collective agreements, how to be community leaders, and how to build solidarity among ourselves.

Labour education makes our movement stronger. It builds solidarity as well as knowledge and delivers tangible results for everyone who works to support themselves and their families.

On behalf of the Canadian Labour Congress and the Labour College of Canada, I want to welcome each and every UALE conference participant to Toronto and wish you all a good and productive conference.

In solidarity,



Kenneth V. Georgetti

President of the CLC



How We Work

The governing body of UALE is the Executive Board. Members are elected every two years and may serve for two terms. There will be a general membership meeting on Friday, April 19th at 4:00 in the Mandarin Ballroom. The current Executive Board is:

Elissa McBride

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

Cheryl Teare

Vice President, Unions
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Awards

Many thanks to the Illinois Federation of Teachers, Chicago Teachers Union, and the Illinois University Press for their generous support of our annual Awards Luncheon.

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

Nominees for Best Book Published in 2011-2012 related to the field of Labor Education:

Just Cause: A Union Guide to Winning Discipline Cases

Work Rights Press, 2012
Robert M. Schwartz

All of [Schwartz's] books have become standard for labor education classes. This new book has come at a time when management everywhere has come to believe that they can do anything they want. They point to global competitiveness and the need for flexibility. Companies are trying to shed senior workers to get a cheaper and more pliable workforce. Hence workers are getting discharged for incidents and attitudes that should never enter into termination decisions, such as accidents and injuries. Just Cause is a key tool for helping unions hold management accountable to standards that have evolved over 60 years through labor arbitration. Schwartz modernizes our thinking about the so-called "7 tests of just cause" and provides unions with approaches and arguments which help balance the ever-threatening power of the bosses. Every grievance handling class will use this book, and unions will win more discipline and discharge grievances. This book may be his best and is certainly an essential resource for activists, stewards and unions.

Real World Labor

Dollars and Sense Collective, 2009, 2011 (and upcoming 2013) editions
Immanuel Ness, Amy Offner, and Chris Sturr, editors

This has been a great series that many of us have used to good effect in our classes and we need to honor

excellent edited collections that are especially useful in Labor Studies classes. This is also a way of honoring the ongoing contributions to the field by Dollars and Sense Collective, both in their magazine and in their overall publishing program.

Guest Workers and Resistance to U.S. Corporate Despotism

University of Illinois Press, 2011
Immanuel Ness

This book is a path breaking study that sheds much light on the abuses inherent in guest worker programs in the U.S. Through guest worker visas, U.S. companies exploit workers from other parts of the world, bringing them to the States to work when they are needed and sending them away if they try to push for better treatment. Ness does a thorough job of explaining the guest worker program, as well as its abuses, to the general reader. His writing is accessible to non-academics even while it contributes greatly to our academic understanding of labor exploitation. The book is vitally important to the field of labor migration and labor studies in general, and it offers suggestions for labor organizing beyond traditional unions. It should be required reading for anyone who wants to understand the depth of worker exploitation in the U.S. today.

Labor Rising: The Past and Future of Working People in America

The New Press, 2012
Daniel Katz and Richard Greenwald, editors

When organized labor shows glimmers of hope and spurts of activity—such as reactions to Scott Walker in Wisconsin, the teachers' union strike in Chicago, or the Occupy Wall Street movement—the labor community often recognizes parallels to labor's actions and reactions to its past challenges. Labor Rising provides labor educators with a tool to help their students understand history in a way that is directly

relevant to what working people face today. The book is a compilation of essays and articles from leading labor historians, social critics, and activists. It offers labor educators with a means to interject history within a variety of subject areas: labor history, government, public policy, economics, social studies, and more. As labor studies students look to the movement's future, with this book, they have a resource to connect to its past.

Being Nuclear: Africans and the Global Uranium Trade

The MIT Press, 2012
Gabrielle Hecht

This book unearths the hidden history of African uranium: mining it, marketing it, making it nuclear (or not), and coping with its human consequences. Layering atomic narratives and African ones, histories of markets and histories of health, it documents the historical and ongoing struggle to see Africa in the nuclear world, and the nuclear world in Africa.

The Broken Table: The Detroit Newspaper Strike and the State of American Labor

Russell Sage Foundation, 2012
Chris Rhomberg

The Broken Table offers a detailed case study of the 1995-2000 Detroit newspaper strike, one of the largest and longest strikes in the U.S. of the past several decades involving six local unions representing some 2500 workers. The historical narrative lays out the context leading up to the strike, including the corporate re-structuring of the industry, the patterns of class and racial formation in metropolitan Detroit, and the workers' experience of changes on the job. In addition, the book provides an incisive analysis of both the contract negotiations and the extensive litigation in the case, making it ideal for teaching courses in collective bargaining and labor law. Finally, it offers a vivid account

of popular support for the strike, contributing to critical analyses of modern labor-community campaigns. The book shows that the loss of the right to strike is a crucial problem underlying the decline of unions, the abandonment of collective bargaining by employers, and the rise of new, alternative tactics and alliances among labor, community, and social movement groups.

Nominees for Outstanding Contribution to Labor Education:

We Are Wisconsin—The Film: This is What Democracy Looks Like

Doug Pray and Kathryn Takis, Producers

Beginning in January 2011, with the introduction of legislation that would strip collective bargaining rights of public workers, through the debate on the value of public workers and the importance of collective bargaining, to the unsuccessful recall election in June 2012 of Gov. Scott Walker, "We Are Wisconsin" has risen to bring the message of democracy to the workers of Wisconsin and around the world. The film released in June 2012 documents the struggle from the first occupation of the Capital to gaining more than enough signatures to cause the recall election of the anti-union governor. This outcry from union workers, farmers, students, first responders and those who didn't recognize the importance of it all, is voiced in the film in the simple case of a Republican/Anti-Union Wisconsinite proudly wearing her AFCME shirt, for example. <http://www.wearewisconsin.org/thefilm/>. The film has been shown through multiple viewings and actions, as well as international programs.

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

Robert A. Bruno and Steven K Ashby

Thanks to Steve and Bob, the Chicago Teachers Union established a number of member training sessions regarding basic contract enforcement, stewards' duties and organizing strategies. At their first big member training event in the winter of 2010, with nearly 300 building delegates, Bob and Steve helped develop a video that described the important history of the union and allowed the members the opportunity to revision themselves as union activists and organizers. Leading up to the strike in the Fall of 2012, Steve joined the

Be a part of history

Deborah Rosenstein is collecting oral histories of labo(u)r educators. Please see her if you'd be willing to sit for a 20-30 minute interview while at the conference. Skype interviews will also be possible post-conference. Deborah can be reached at deborahgrace@me.com or (202) 247-6832.

contract campaign planning group on a bi-monthly basis to plan outreach, messaging and engagement of members. Thanks to him, CTU employed a member to member organizing initiative that enabled the school union representatives to develop stronger ties with their colleagues, phone trees and a division of labor to further the aims of the union.

In terms of actual contract bargaining, Bob helped the union to understand the vagaries of decision based bargaining and strategize to promote their interests during negotiations with management. Bob also helped the union to develop a survey about the amount of hours actually worked by the members to help push back against the specious claims, by the mayor and his corporate education reform allies, that they worked insufficient numbers of hours.

Both of these individuals were essential to the successful contract campaign through their consistency, fortitude, sage advice, and availability during emergencies. It would have been a much more difficult endeavor, if not impossible, were it not for their contributions.

Bill Shields

Bill Shields played a leading role in defending labor and community studies department in the context of the attack by the regional accreditors upon City College of San Francisco. In the process of building a united fight with the other threatened departments (ethnic studies departments, women's and gender studies, LGBT studies, and others), Bill also worked to mobilize the Department Chairs Council (the bargaining agent for department chairs) as part of the broader fight. He has also played a wonderful role in working with the faculty union, AFT 2121, and in mobilizing the friends and allies of labor studies to not just defend LCS but also to defend the entire college and all the threatened departments.

Indiana University Department of Labor Studies

The battles over the years to stay in business and still provide quality labor education is noteworthy.

The Research Institute on Social and Economic Policy (RISEP), the Research arm of the Center for Labor Research and Studies at Florida International University

Since 2004, RISEP has conducted high quality applied social science research on topics corresponding to the programmatic work of the labor movement and related

working class, community, immigrant, women's, minority, and social movement organizations.

It also broadens the role of labor education beyond simply unions by producing research supportive of the ongoing organizing efforts of working class community and immigrant community groups like the Miami Workers Center, Power U Center for Social Change, South Florida Jobs with Justice, South Florida Interfaith Workers Justice, the Coalition of Immokalee Workers, the Florida Immigrant Coalitions, and We Count! (an immigrant community group in Homestead, FL). RISEP research bolstered a statewide victory in winning an inflation-indexed state minimum wage.

Most recently RISEP was instrumental in documenting abuse that helped a local coalition win the state's first Wage Theft Ordinance in Miami-Dade County. It also helped win a subsequent victory in neighboring Broward County. RISEP brings a pro-labor message to the people of Florida through extensive press coverage: it averages around 75 citations in major daily Florida newspapers a year. Virtually anything progressive involving the working class in the state of Florida has benefitted from RISEP's unassailable research. unity, immigrant, women's, minority, and social movement organizations.



Labor History Tours

UALE Toronto Labour History Walking Tours

The UALE conference is taking place in a richly historic downtown area of Toronto, formerly known as “the Ward,” and is close to both the city’s Old Town and important sites of immigrant labour organizing up and down Spadina Avenue. The labour history walking tours designed for UALE participants are based on the booklet Mapping Our Work: Toronto Labour History Walking Tours (in your conference packages), but have been customized and even specifically developed for this conference. The Labour History Walking Tour Design Team wants to showcase Toronto’s vibrant labour history and to give conference attendees a chance to connect with each other while enjoying an informative, in-depth experience of the intense history of Toronto’s aboriginal and working people. Walks will proceed rain or shine. For simplicity, each walk will cost \$20, and that fee will include the meal.

1. Toronto’s Old Town

Wednesday, April 17, 9:30am–1:30pm

Lunch included: 11:30am–1:00pm

Meet at: The Lobby, Metropolitan Hotel

End at: The Chef’s House, King Street East

Led by: JP Hornick, Maureen Hynes and Sue Smith and other members of the Design Team

Explore the oldest section of Toronto, our “Old Town,” with its vibrant and turbulent past. This walk honours the earliest sites of aboriginal Toronto, charts waves of immigration that have left marks on our Old Town and uncovers hidden moments in labour history. Learn about the texture of daily life from the 1830s onward, uprisings and hangings and the massive demonstrations of the 1870s to support workers when unions were illegal—as well as an infamous site of the current “imperious clout of corporate Canada.” The tour ends with a gourmet lunch donated by George Brown College at its superb culinary training facility, The Chef’s House. (Note: This tour is already at capacity of 35 people for the lunch. Others are welcome to join for the walk for free, but will need to arrange their own lunch elsewhere.)

2. “The Ward”

Wednesday, April 17, 5:00–6:00pm

Meet at: The Lobby, Metropolitan Hotel

End at: The Steelworkers’ Hall, 25 Cecil Street, UALE dinner and reception

Led by: David Kidd and other members of the Design Team.

On your way to dinner at the Steelworkers’ Hall on



Wednesday evening, learn about part of Toronto’s downtown history. The conference hotel is located in what, for almost half a century in the late 19th and early 20th century, was known as “The Ward.” This area was home to low-income residents, vulnerable to the frequent ups and downs of the economy and renting often substandard housing. It was the subject of much hand wringing from civic reformers. Over time, it became an important immigrant reception area, served by one of Toronto’s first settlement houses, Central Neighbourhood House, which exists today, although not in its original location. As the institutional and commercial presence expanded over the years, the housing decreased and the residents of The Ward were displaced. This short walk will take you from the hotel to the dinner venue through the western part of The Ward, stopping at sites that are important to the history of the neighbourhood.

3. Spadina and Chinatown, Quick Walk

Friday, April 19, 5:30–7:00pm

Meet at: The Lobby, Metropolitan Hotel

End at: Sky Dragon Restaurant, 280 Spadina Avenue

Dinner: Sky Dragon Restaurant, 7:00–8:30pm

Led by: JP Hornick, Maureen Hynes and Sue Smith and other members of the Design Team

Toronto's Jewish community moved westward from "The Ward" in the 1910s, 20s and 30s to Spadina Avenue, taking with them a thriving garment industry and its militant union organizing. We'll visit the sites of significant cultural and labour organizations, including the Labour Lyceum, where Emma Goldman lay in state for three days and theatres where Toronto's "Red Squad" closed down Communist productions. As the Jewish community moved northward, Chinese immigrants moved in, and for several decades the area remained a vital centre of the garment industry. It is to this day one of the city's important immigrant gateway areas, and it takes in the wonderful Kensington Market. The tour ends with buffet dinner at one of Spadina's excellent Chinese restaurants.

Labour History Walking Tour Design Team and Tour Leaders:

Tanya Ferguson is a community and labour activist. She has been a staff organizer and servicing representative in California and Michigan, and currently works in Toronto with the Service Employees' International Union. She is a member of the Coalition of Black Trade Unionists, and is on the boards of the Canadian Labour International Film Festival (CLIFF) and Our Times, Canada's independent labour magazine.

Janice Gairey, formerly Education Director of the Ontario Federation of Labour, is now its Human Rights Director. She is President of the Ontario Chapter of the Coalition of Black Trade Unionists. In 2011 she received the Bromley Armstrong Award from the Toronto and

York Region Labour Council for outstanding leadership in human rights.

Maureen Hynes founded and coordinated George Brown College's School of Labour. With David Kidd, she developed Mapping Our Work: Labour History Walking Tours of Toronto, and since retirement has been leading labour history tours in Toronto. Maureen is an award-winning poet and is poetry editor for Our Times magazine, Canada's independent labour magazine. www.maureenhynes.com.

JP Hornick is the current Coordinator of the School of Labour at Toronto's George Brown College and a long-time social activist. An experienced educator and steward, she is committed to bringing a socially-progressive labour perspective to students and workers through workshops, training, and community events. For more information on the School of Labour: <http://www.georgebrown.ca/schooloflabour/index.aspx>

David Kidd is a long-time activist, a City of Toronto worker and as Second Vice-President and Chief Steward is an elected leader with the Canadian Union of Public Employees. David has a special passion for Toronto's labour history and has been giving walking tours for many years. With Maureen Hynes, he co-developed Mapping Our Work: Labour History Walking Tours of Toronto.

Julie Mathien has been an advocate in the area of children's policy and programs for many years. Her academic work includes child, family and education history in Toronto in the late 19th and early 20th centuries.

Maryanne Small is the Acting Operations Manager of the Community Partnerships Office at Toronto's George Brown College. Maryanne's interests and educational background are related to Cultural Heritage Studies, Urban Planning, and community development. She is a supporter of local Toronto history and has a strong intellectual engagement with theories of education, information access, and universal design.

Sue Smith has, since retirement from the Toronto Public Service, been studying printmaking. Her projects support people who are working to change our communities and finding creative ways to work together. She finds inspiration by spending time outdoors, leading labour history walks, and engaging in community and travel.

Mark your calendars!

The dates of the 2014 UALE conference are:

March 26-29, 2014

Los Angeles, California

Working Groups

Working Groups are self-organized and meet throughout the year between conferences. They welcome participation by any UALE member. This year, Working Groups will have organizational meetings on Wednesday afternoon, following the Labor Tour.

Labor Filmmakers Working Group

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

The Labor Filmmakers United Panel session is Saturday, April 20th from 8:00–9:45am in the Seattle Room.

Co-chairs:

Anne Lewis

UT Austin

www.annelewis.org

Vivian Price

California State University, Dominguez Hills

vprice@csudh.edu

Central Labor Council Working Group

The Central Labor Council (CLC) Working Group brings together labor educators, researchers and unionists interested in promoting the work of central labor bodies. The working group works closely with AFL-CIO staff to identify opportunities for research that is helpful in fostering active and effective central labor bodies. The workgroup's last project was a report circulated nationally by the AFL-CIO describing and evaluating young worker organizations affiliated with central labor

bodies. Prior work has included research on AFT and IBEW promotion their locals participating in central labor bodies, labor movement reorganization and planning in California and New York, and a rich series of case studies documenting the regional power building model.

The CLC Working Group will meet Friday April 19th from 12:15–1:45pm on the left side of the Mandarin Ballroom.

Co-chairs:

David Reynolds

Wayne State University

aa2589@wayne.edu

Monica Bielski Boris

University of Illinois

mbielski@illinois.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 18th from 6:30–8:00pm in the San Francisco Room.

Co-chairs:

Annetta Argyres

UMass Boston Labor Resource Center

617-287-7229

Helena Worthen
UC Berkeley
510-828-2745

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 19th from 12:15–1:45pm on the left side of the Mandarin Ballroom.

Co-chairs:

Tess Ewing
Tess.ewing@umb.edu

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

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



Immigration & Globalization Working Group

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

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

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

The Immigration and Globalization Working Group will meet Friday April 19th from 12:15–1:45pm on the left side of the Mandarin Ballroom.

Co-chairs:

Judy Ancel
University of Missouri-Kansas City
816-235-1470

Helen Moss
University of Oregon
503-412-3722

Worker Writers Working Group

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

The Worker Writers Working Group will meet Friday April 19th from 12:15–1:45pm in the Shanghai Room.

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

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 Thursday, April 18th from 6:30–8:00pm in the Seattle Room.

Co-chairs:

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

Joseph Varga
Labor Studies Program
Indiana University Bloomington



Arts at UALE

This year, for the first time, UALE will host an exhibits of art produced by visual artists who incorporate art into their work as educators. The exhibits will be on display in the Solidarity Room, (Vancouver room, 2nd floor) and the Mandarin Ballroom (lower Mezzanine level) of the conference hotel. Conference participants are encouraged to visit it whenever they wish. Free time has been built into the conference schedule to allow you to see the art without missing any sessions.

Wednesday Evening

April 17 Steelworkers' Hall Music Night

Co-produced with Mayworks Festival of Working People and the Arts



Mohammad Ali Aumeer (a.k.a. MC Mohammad Ali) is a social justice activist and Hip Hop artist who is dedicated to using the culture as a force for social change. His musical projects include the anti-war album/tour *Such A Long Journey*, a project to support US soldiers seeking refugee status in Canada; the compilation album *Hands Off Haiti* for the Canada Haiti Action Network, in support of the Institute for Justice & Democracy in Haiti; and his upcoming album *Labour of Love*, which focuses on issues of workers' rights and social justice.

www.myspace.com/mcmohammadali



Inspired by the rich traditions of Irish and North American roots music, **Teresa Healy** and **Tom Juravich** write and sing about the struggles, hopes and triumphs of communities under fire. They give us intimate portraits of immigrants, laid-off factory workers, teachers and public servants, their families and their towns. Alongside Juravich's evocative guitar, Healy's clear alto and Juravich's resonant baritone weave around each other to create a tapestry of harmonies on their most recent CD, *Tangled in Our Dreams* (Finnegan Music). Juno award winning songwriter David Francey writes that "Teresa shows a keen eye for the everyday." As Pete Seeger writes about Tom, "I was impressed by your wide variety of material and frankly, jealous of your wonderful voice."

www.tomjuravich.com/tangled/index.php



Cheri Maracle is a multi-award nominated Mohawk actor/singer/songwriter of the Six Nations of the Grand River Territory. She has been performing for the stage and small screen for the last 20 years professionally, and is known for her television roles on *Blackfly*, *Moccasin Flats*, the award winning feature *Tkaronto* and most recently *Murdoch Mysteries*. She also regularly performs one-woman stage musical, "*Paddle Song*", the life story of E. Pauline Johnson, most recently at the third annual Planet IndigenUS festival at the Harbourfront Centre in Toronto ON.

Cheri recently completed a 5 song EP titled, *If I am Water*, available on iTunes. Upcoming Cheri will be performing at Jazz appreciation month, at the Smithsonian Museum in Washington DC, April 2013, and will be headlining with her original music at the annual Native Hockey Tournament Gala in Whitehorse, in March 2013. Look for Cheri as co-host of The 20th annual Indspire awards in March 2013, on the Global television network.

www.cherimaracle.com
www.myspace.com/cherimaracle



Raging Asian Women Taiko Drummers (RAW) is a community arts collective of East and Southeast Asian Women in Toronto. We are a Taiko drumming group that exists as a critical response and challenge to both systemic and internalized oppressions. Through performance, education, and community outreach, we seek to challenge, redefine and represent ourselves and to inspire others. Through collective membership, artistic creation, and active development, we carve space for self-expression, authentic engagement, community, and healing. RAW is based in Toronto, Canada and is a registered, not-for-profit organization.

www.ragingasianwomen.ca



Conny Nowe is a musician, sound technician and truck driver. She is a member of the CAW and has worked with Mayworks for 15 years.

www.swamperella.com



The Mayworks Festival of Working People and the Arts is a multi-disciplinary arts festival that celebrates working class culture. This year's festival will take place from May 1-15, 2013.

Mayworks is more than a festival. We promote the interests of cultural and other workers year-round and can help you do the same! We provide consulting services supporting arts programming of all sizes from single performance to multi-artist and multi-day events, including: providing all of the general coordination, production and planning of your event; booking and scheduling artists; negotiating artists' contracts and fees on your behalf; liaising with artists' unions; detailing all of your technical needs and booking technicians where needed!

Mayworks brings 28 years of arts events production, organizing cultural productions for union conventions, meetings and conferences. We have also worked with non-profit community organizations. Our unionized (CUPE 1281) staff is highly qualified and experienced and we program artists and events that are aligned with principles of workplace justice, social unionism and equity.

Ready to hire Mayworks?

Please contact our Cultural Services Coordinator, Stephen Seaborn.

www.mayworks.ca
consulting@mayworks.ca
 (416) 599-9096

Art on Exhibit

Visual Artists exhibiting at UALE Conference

This year, for the first time, UALE will host an exhibit of art produced by visual artists who incorporate art into their work as educators. The exhibit will be on display in the Solidarity Room, on the 26th floor of the conference hotel. Conference participants are encouraged to visit it whenever they wish. Free time has been built into the conference schedule to allow you to see the art without missing any sessions.

ARTISTS: Althea Balmes and Jo SiMalaya Alcampo

in collaboration with Filipina migrant workers in the Live-in Caregiver Program

TITLE: Kwentong Bayan: Labour of Love

LOCATION: Mandarin Ballroom

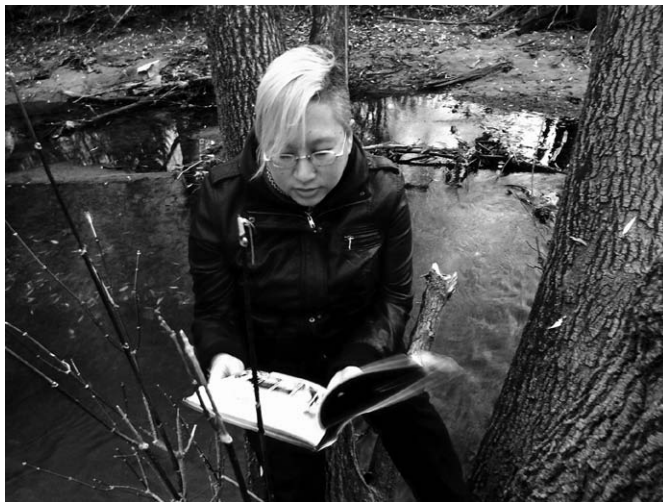
A community comic book created by Althea Balmes and Jo SiMalaya Alcampo in collaboration with Filipina migrant workers in the Live-in Caregiver Program





Althea Balmes photo by Haniely Pableo

BIO: Althea Balmes (Illustrator, **Kwentong Bayan: Labour of Love**) is a recent York University graduate of Anthropology and International Development Studies and is a visual storyteller telling stories about culture, politics, community and people. You may visit her tumblr, pixbai.tumblr.com to see fun drawing stuff.



Jo SiMalaya photo by Christine Balmes

Jo SiMalaya Alcampo (Writer, **Kwentong Bayan: Labour of Love**) is an interdisciplinary artist who explores cultural/body memory and the healing of intergenerational soul wounds through community storytelling, installation-based art, and electroacoustic soundscapes. Website: josimalaya.com and singingplants.org

SUMMARY OF THE WORK: Toronto-based artists, **Althea Balmes** and **Jo SiMalaya Alcampo** are creating a community comic book in collaboration with Filipina migrant workers in the Live-in Caregiver

Program. These are the stories that you don't see in mainstream media. These are the stories that you won't find in most academic papers or research studies. These are real-life stories of community and friendship, love and struggle, and women's empowerment.

In the Filipino language, "kwentong bayan" is the literal translation of "community stories" and our comic book project is rooted in love.

The Live-in Caregiver Program continues to be heavily contested and at the centre of many controversies. Many Canadians rely on this program to access affordable care for vulnerable members of their families. Many Filipinas leave their own families and work abroad to cope with the unstable economy in the Philippines.

Althea Balmes and Jo SiMalaya Alcampo are currently working with the *Graphic History Collective* (the producers of the comic book, *May Day: A Graphic History of Protest*, a historical account of May Day in Canada) to develop a 10-page mini-comic about the history of the Live-in Caregiver program and its impact on the lives of Filipina caregivers. This work will be part of a collection of online comic books to be launched in the Fall 2013.

lcpcomicbook@gmail.com

www.lcpcomicbook.com



Isabel Gomez and family with Deb

ARTISTS: Deborah Barndt, with assistance from Joshua Barndt, Kirsten Cole, Min Sook Lee, Dimitrije Martinovic, Sinéad Rafferty, and Mayahuel Tecozaulta.

TITLE: "Unpacking Local/Global Food: Re:framing Labour"

LOCATION: Solidarity Room (Vancouver, 2nd floor)



Deborah Barndt

BIO: Deborah Barndt is a popular educator and professor in Environmental Studies at York University who has struggled for four decades to integrate her artist, activist and academic selves. She founded and coordinated the Community Arts Practice certificate program at York, and has exhibited widely as a photographer. Her arts-based and community-engaged research has resulted in many books: on food and labour (*Tangled Routes: Women, Work and Globalization on the Tomato Trail*), on popular education (*Naming the Moment: Political Analysis for Action* and *To Change This House: Popular Education Under the Sandinistas*) and two edited volumes on activist art (*Wild Fire: Art as Activism* and *VIVA! Community Arts and Popular Education in the Americas*).

SUMMARY OF THE WORK: The installation of two altars in suitcases pays homage to migrant farm workers, in particular those who have been coming since the 1960s from Mexico and the Caribbean through the Seasonal Agricultural Workers Program as well as those who have been arriving in increasing numbers in the past few years through the Temporary Foreign Workers Program. Most poignant is an altar to ten Peruvian workers killed in a tragic van accident in February 2012. Reflecting popular religiosity in Latin America and the traditions of domestic altars in Mexico, the altars feature particular workers, with images, objects and foodstuffs that locate them within a deeper

historical process, linking the personal and political.

Prayer cards which offer “Blessings on the Food, Blessings on the Workers” provide the text for the exhibit, with more historical information and links to activist groups. Viewers may take away guerilla stickers to educate supermarket consumers about where their food comes from and who produces it. There is also a sound component, with testimonies from the workers featured in the altars.

It took a horrific highway crash that killed ten Peruvian migrant workers to wake up most Canadians to the fact that our economy is increasingly based on temporary workers from the Global South. Even local food movement activists are facing the contradiction that much of our local food is picked by global labour. There is no clear line between the local and the global—they dwell within each other.



“Ofrendas” by Deborah Barndt

Viewers are invited to read the text on the prayer cards to learn more about historical developments such as NAFTA rules leading to Mexico losing its self-sufficiency in corn or global monocultural production that has threatened the biodiversity of potatoes in Peru. They can also learn about organizations advocating for migrant worker rights, such as the Agricultural Workers Alliance of the United Food and Commercial Workers and Justicia for Migrant Workers, as well as Via Campesina, a transnational coalition of Indigenous and peasant organizations, advocating food sovereignty.

ARTIST: Gabrielle de Montmollin

TITLE: STEPHEN HARPER HATES ME

Mixed media works on paper by Gabrielle de Montmollin

LOCATION: Mandarin Ballroom

BIO: Born in Toronto, **Gabrielle de Montmollin** began her career in television and film but moved on to still photography once she discovered it was the medium best suited to her unique vision and independent nature. For many years she worked exclusively with black and white film photographing throwaway plastic toys and dolls arranged in constructed, fantasy settings. Recently she has been working with mixed media blending painting, drawing and montage elements with digital prints. In addition, over the past three years, her focus has shifted from the recording of personal imaginings to finding visual expression of her feelings about social justice issues and politics.



"Satan" by Gabrielle de Montmollin

SUMMARY OF THE WORK: In a reversal of the 1960's slogan, "The Personal Is Political" Gabrielle de Montmollin suggests that politics is personal in her new series Stephen Harper Hates Me. Blending news photographs with images borrowed from her drawings and staged photographs de Montmollin shows how Harper's inimical attitude towards artists and others he despises has shaped the art she makes and the life she lives.

Along with everyone else in Canada I already knew that Stephen Harper was contemptuous of artists, not to mention ignorant of how artists really live. And as a woman I was appalled that he was cutting funding to every organization which might benefit us or protect our

rights but the turning point for me, and the start of this series, was the G20 weekend in Toronto in June 2010.

I was working on a photocopy book featuring my usual assortment of dolls and animals when the rage inside me mixed with the helplessness I felt at what was happening to my hometown spilled over and I started pasting photocopies of Stephen Harper's face in the midst of my montages.

My anger and frustration has never gone away and so I work at finding ways to express what I feel through my art.



Margie photo by Robert Hamblin

ARTIST: Margie Adam

TITLE: The Art of Social Justice

LOCATION: Mandarin Ballroom

BIO: In her design and illustration studio, ArtWork, Margie Adam has collaborated intensively on projects of the Steelworkers Humanity Fund, as well as educational projects of the CLC, OFL, CUPE, KAIROS, Common Frontiers, Cross-Cultural Communications Centre,

MayWorks, "The Wall" Project and the Doris Marshall Institute. Her work has covered issues of violence against women, the feminization of poverty, anti-racism, literacy, the environment and solidarity with liberation struggles throughout the world.



The Art of Social Justice by Margie Adam

SUMMARY OF THE WORK: An exhibit to celebrate the rich collaboration over the past 40 years, between word-smiths producing materials for labour and popular education in Toronto and graphic artist, Margie Adam. "The images take the user into a world of possibilities, one where the public good trumps private consumption, one where compassion trumps greed".

ArtWork
55 Albany Ave
Toronto On
M5R 3C2

Phone: 416 533-1533 | Fax: 416 533-4550
margartwork@rogers.com

ARTIST: Nahed Mansour

TITLE: *Singer*

LOCATION: Solidarity Room (Vancouver, 2nd floor)

BIO: Nahed Mansour is a Toronto based artist whose performances, video works and installations draw on personal and historic narratives to foreground the often under-represented relationships between entertainment, labor, and race. Having completed an MFA at Concordia University, Mansour is currently the Director of the Mayworks Festival in Toronto.



Nahed Mansour

SUMMARY OF THE WORK: The iconic Singer sewing machine has become visually synonymous with 'the sweatshop' and associated work environments in which historically marginalized communities are routinely exploited, underpaid, violated, and abused. Nahed Mansour's installation, *Singer*, takes interest in the undercurrent of connections between the often hidden and anonymous labour of this workforce and the entertainment industry, a highly visible and celebrity culture whose leading workers are constantly in the spotlight.

The often hidden and anonymous labour of this workforce is put into conversation with that of the entertainment world, a highly visible and celebrated industry whose leading workers are constantly in the spotlight. It is here that the figure of Michael Jackson, the King of Pop, is introduced through the visual presence of his white crystal-studded glove.

Singer problematizes the celebration of Jackson's iconic glove, and its function as a fetishized commodity object representing him. It does so by drawing attention to the corporatization of a figure of entertainment and the detailed work associated with transforming body-parts into a reified synecdoche of the entertainer.

The exhibition asks viewers to question the costs of sustaining the fantasy world of entertainment for all those involved: its producers, its icons and the consumers of such illusions. The answer *Singer* offers rests somewhere between the visible and the invisible, the celebrated and the condemned, and the public and private spaces in which who and what is made popular are negotiated.

The iconic Singer sewing machine has become visually synonymous with ‘the sweatshop’ and associated work environments in which historically marginalized communities, including immigrant and female, are routinely exploited, underpaid, violated, and abused. Nahed Mansour’s installation takes interest in the undercurrent of connections between the anonymous labour of this workforce and the entertainment industry, a highly visible and celebrity industry whose leading workers are constantly in the spotlight.

Standing in as the epitome of entertainment, the King of Pop, is used to expose the troubling history of exploitation in relationship to racialized bodies. Jackson is a poignant example of how narratives of work and entertainment coalesce upon the physical body, especially seeing that most controversies surrounding Jackson until his death derived around his eccentric and evolving physical appearance.



Singer by Nahed Mansour

In *Singer*, a Singer sewing machine is centered in the gallery with sewing patterns, material, and threads surrounding the work area. Nearby a display are several varieties of Michael’s iconic single sequined white glove, all manufactured in China and bought off eBay. While the gloves are recognizable as a markers of Jackson’s on and off stage costume, an medical drawing of a person with vitilgo, points to the fact that Jackson began wearing the now iconic glove in an attempt to hide the same skin condition which was responsible for the depigmentation of his skin.

To emphasize the contrast between the invisible production and popular consumption of celebrity, a series of black lights are activated at sunset, converting the functionary workshop-like atmosphere into a stage-like production of illuminated material. The installation is also animated with a sound piece that features seven of Jackson’s hits being hummed by the artist.

Thursday Plenary Session Performance

Darryl! L.C. Moch: Digital Storytelling Arts-related Workshops

This year, UALE will offer several workshops on aspects of incorporating art into our labo(u)r education work, some of them specifically related to the works being presented in this program. We will also be showing labo(u)r related films on both Thursday and Friday nights at the hotel. See the Conference Schedule Overview for times.

The workshops are listed in the “**Concurrent Sessions**” schedule, which can be downloaded from the conference page. Please note, however, that all times are tentative as the breakout sessions schedule is still being finalized.

The arts-related workshops are listed below, with their current time assignment.

Thursday afternoon at 2:00pm – Joint Session *Seattle (26th floor)*

“Education through the Arts: The Mayworks Experience”
facilitators: Florencia Berinstein, Don Bouzek, Susan Gold/Smith, Nahed Mansour, Maureen Wall

“Digital Storytelling”
facilitators: Don Bouzek

Thursday afternoon at 4:00pm *Seattle (26th floor)*

“Songs of Labor, Work, and Resistance: Using Music in the Labor and Social Movements”
facilitator: Tom Juravich

(in a joint session along with “‘Unionists Just Wanna Have Fun’: Creating a Culture of Excitement in Your Local Union”, facilitated by Debra Kidney and Bob Bussel, and “The Use of Humor in Labor Education”, facilitated by Jeff Grabelsky)

Friday morning at 8:00am *San Francisco (26th floor)*

“Acts of Assertion: A Popular Theatre Workshop”
facilitator: Naomi Tessler

Saturday morning at 10:00am *Los Angeles (26th floor)*

“Art of Work” panel, with Judith Marshall Margie Adam, Deb Barndt, Bev Burke, and Barb Thomas, based on the exhibit that will be on the walls of the main meeting room.

Schedule Overview

For details of session presentations, see Detailed Schedule, page 36.

Some meals are provided with conference registration: reception and dinner at the Steelworkers Hall, 25 Cecil St. on Wednesday; lunch on Thursday/Friday; Awards Lunch at 12:00pm on Saturday. For those staying in the hotel, a hot breakfast is included on Wednesday/Thursday/Friday/Saturday, from 7:00–8:00am on the upper Mezzanine level of the hotel.

A “Solidarity Room” (Vancouver, 2nd floor) will be open to conference participants Thursday—Saturday of the conference. Sponsored by WVU Labor Studies, the Solidarity Room is open for informal networking, educator discussions, and breaks from the action. Wi-Fi access will be available. The Solidarity Room will also feature two art installations, by Nahed Mansour and Deborah Barndt (see Arts at Uale, page 13).

Tuesday, April 16

6:00–8:00pm

Registration

Outside Mandarin Ballroom (lower Mezzanine level)

Wednesday, April 17

8:00–10:00am

Registration

Outside Mandarin Ballroom (lower Mezzanine level)

9:30am–12:00pm

UALE Executive Board Meeting

Mandarin Ballroom (lower Mezzanine level)

9:30am–1:00pm

On the Street I: “Old Town” Labour Tour

Lunch outside the hotel. **Note:** This tour is already at capacity of 35 people for the lunch. Others are welcome to join for the walk for free, but will need to arrange their own lunch elsewhere. Meet in hotel lobby.

12:00–1:45pm

Registration

Outside Mandarin Ballroom (lower Mezzanine level)

12:00–1:45pm

Lunch Buffet

Upper Mezzanine level, free for those staying in the hotel

Plenary Session

2:00–3:30pm

Speed Dating Across Boundaries, #1 and #2

Mandarin Ballroom (lower Mezzanine level)

Salimah Valiani, Ana Avendaño, Steven Barrett, and Jon Hiatt

3:30–3:45pm

Break

Served outside the Mandarin Ballroom

Plenary Session resumes**3:45-5:00pm****Speed Dating Across Boundaries, #3 and #4***Mandarin Ballroom (lower Mezzanine level)*

Michel Arsenault, Susan Winning, and Elise Bryant

5:00-6:00pm**On the Street II, Walking the Ward Labour Tour***Leaving from hotel lobby, ending at Steelworkers Hall, 25 Cecil St.***6:00-7:30pm****Reception and Dinner***Steelworkers Hall, 25 Cecil Street***7:30-9:30pm****Arts Performances: for details, see "Arts at UALE", page 13***Steelworkers Hall, 25 Cecil Street***9:30-11:00pm****Informal Networking***Steelworkers Hall, 25 Cecil Street and neighborhood*

Thursday, April 18

7:00am-8:00pm**Solidarity Room Open***Vancouver (2nd floor)***7:30-9:00am****Registration***Outside Mandarin Ballroom (lower Mezzanine level)***8:00-9:45am****Concurrent Sessions****Joint Session***Mandarin Ballroom A (lower Mezzanine level)***Resisting Precarity in the 21st Century**

Myer Siemiatycki, Karen Lior, Cammie Peirce, Jenny Carson, Philip Kelly, Supriya Latchman, Conely de Leon, and Peter Brogan

Temporary Agency Workers and the Struggle Against Flexploitation in the U.S. and Canada

Aziz Choudry, George Gonos, Mostafa Henaway, and Gretchen Purser

Panel*Mandarin Ballroom B (lower Mezzanine level)***A Briefing on Selected Policy and Strategic Priorities of the AFL-CIO**

Daniel Marschall, Daniel Silvers, Ana Avendaño, Cathy Feingold, and Richard Hurd

Joint Session*Seattle (26th floor)*

Re-envisioning our Collaborative Power: Strategies for Collectivizing Union Service Work

Deepa Premnath, Stacey Papernick, Lia Brewer, and Audrey Batterham

Building Gender Justice in the Workplace and Beyond: The Story of the Prairie School for Union Women

Cindy Hanson, Adriane Paavo, and Sheryl Burns

LSJ Panel #1: Fighting Austerity in the Education Sector

Denver (26th floor)

The Neoliberal Condition: Public Education Restructuring and Labour Responses in the US and Canada

Chris Bailey

Union activism and government austerity: Comparative case studies of education and social service unions in Ontario

Robert Hickey and Brendan Sweeney

Turning from Defense to Offense: Fighting for Public Higher Education in Massachusetts

Eve Weinbaum and Stephanie Luce

Popular Education Working Group

San Francisco (26th floor)

Developing New Leaders from a More Engaged Membership

Annetta Argyres, Dale Melcher, and Susan Winning

Immigration and Globalization Working Group

Shanghai (25th floor)

Precarious & Dangerous: Work in Columbia under the FTA/Labor Action Plan

Mary Bellman, Dan Kovolik, and Ruth Needleman

Teaching Demonstration: The NAFTA Model and the Trans-Pacific Partnership

Judy Ancel, Katherine Sciacchitano, and Immanuel Ness

Joint Session

Los Angeles (26th floor)

Mentoring in Times of Austerity

Brigid O'Farrell, Carol Anderson, Claudia Galloway, and Carolyn Jacobson

Case studies in Women's Labor Education

Kate Shaughmessy

9:45–10:00am

Break

Served outside the Mandarin Ballroom (lower Mezzanine level)

10:00am–12:00pm

Plenary Session

UALE: Hope & Action in Times of Austerity

Mandarin Ballroom (lower Mezzanine level)

Facilitators: Darryl! Moch and Debra Kidney

Concluded with spoken word performance "Swell" by Darryl! Moch

12:15–1:15pm

Lunch Buffet

Served Outside/Eat on Right Side of Mandarin Ballroom (lower Mezzanine level)

All conference participants; Director's Lunch, left side Mandarin Ballroom

1:00–2:00pm

Informal Networking

Time for two art installations in Solidarity Room (Vancouver, 2nd floor)

Learn the UALE website

San Francisco (26th floor)

How to make optimal use of the website, including posting notices, using discussion forums, etc.

Book Proposal focus group

Shanghai (25th floor)

2:00–3:45pm

Concurrent Sessions

Paper Session #1: Public Sector Under Attack

Mandarin Ballroom A (lower Mezzanine level)

Up for the Rising: Firefighters, Popular Culture, and the Struggle for the U.S. Public Sector

Daniel Gilbert

Public Sector Unions Under Attack: Solidarity in the Fight Back

Richard Hurd

Understanding the Attack on Teachers Unions

Gordon Lafer

Worker Resistance in Times of Austerity – British Public Sector Workers in 1979 and Today

Tara Martin

Prop 32 & the Battle over Paycheck Protection in California and the Nation

John Logan



Joint Session

Mandarin Ballroom B (lower Mezzanine level)

Panel

Education Tools and Practices for Advancing Health and Safety in Workplaces: Canadian Success Stories

Morna Ballantyne, Tom Parkin, and Kay Singh

Papers

What is Missing in the Struggle Over Workers' Literacy and Numeracy? Observations from the Factory Floor

Tony Brown, Stephen Black, and Keiko Yasukawa

A Case Study of the Building Trades' Peer Trainer Network for Safety and Health

Clayton Sinyai

Joint Session

Seattle (26th floor)

Labour Education through the Arts: Mayworks and digital storytelling

Florencia Berinstein, Don Bouzek, Susan Gold/Smith, Nahed Mansour, Maureen Wall, and Monica Gutierrez

New Generation Paper Session

Denver (26th floor)

It's Not the Fall; It's the Sudden Stop: The Need for Light Weight, Comfortable Fall Protection in the Building Trades

Bridget Benjamin

Encouraging Canadian Youth to Enter the Skilled Trades

Jeff Hines

Organizing the Electrical Construction Industry of the 21st Century

Stephen Lockie

Popular Education Working Group

San Francisco (26th floor)

Building Real Solidarity With (and As) LGBT Workers

Sue Carter and Deborah Rosenstein

Immigration and Globalization Working Group

Shanghai (25th floor)

Organizing Models for Migrant Workers in Asia

Tim Ryan and Javaid Tariq

Joint Session*Los Angeles (26th floor)***FTQ and Solidarity Fund Involvement in Regional Socio-economic Development**

Isabelle Coulombe, Claude Hétu, and Daniel Champagne

No Strings Attached: Comparing Funding Models for Labour Education

Lisa Kelly, Bruce Roberts, and Sam Vrankulj

3:45–4:00pm**Break***Mandarin Ballroom and 26th Floor***4:00–5:45pm****Concurrent Sessions****Joint Session***Mandarin Ballroom A (lower Mezzanine level)***Creating Online Momentum: webCampus**

Marv Funk

Structuring Solidarity: Setting up Committees to Address Toxic Internal Conflict

George Kuehnbaum

Panel*Mandarin Ballroom B (lower Mezzanine level)***The Role of Education, Skill Training and Workforce Development in Worker Centers**

Daniel Marschall (Chair), Jennifer Angarita, Jennifer Jihye Chun, Jose Oliva, and Deena Ladd

Joint Session*Seattle (26th floor)***“Unionists Just Wanna Have Fun”: Creating a Culture of Excitement in Your Local Union**

Debra Kidney and Bob Bussel

The Use of Humor in Labor Education

Jeff Grabelsky

Songs of Labor, Work, and Resistance: Using Music in the Labor and Social Movements

Tom Juravich

LSJ Panel #2: Unions, Community Organizing and Anti-Austerity Strategy*Denver (26th floor)*

The Populism-Austerity-Labour Nexus and Contradictory Union Resistance

Mark Thomas and Steven Tufts

Learning to Resist, Learning from Resistance: Education and Knowledge Production in Workers' Struggles at a Time of "Austerity"

Aziz Choudry and David Bleakney

Union Renewal Through Labour-Community Organizing: The Case of Cord (Community Organizing for Responsible Development)

Janet Dassinger

The CLEAN Carwash Initiative: Institutionalizing Anti-Austerity Programming through Community and Workplace Organizing

Ana Avendaño and Charlie Fanning

Popular Education Working Group

San Francisco (26th floor)

A Tool for Transformation and Solidarity: Bilingual Popular Education

Jeannette Huezio and Steve Schnapp

How to Effectively Talk "Union"

John Kretzschmar

Immigration and Globalization Working Group

Shanghai (25th floor)

Building Labor Citizenship and Citizen Unions: Models for Advancing Worker Rights and Labor Struggle in Latin America

Molly McCoy, Alejandra Ancheita, Kjeld Jacobsen, and Jose Luciano Sanin

Workshop

Los Angeles (26th floor)

An International Dialogue on How Unions Address Domestic and Sexual Violence and Stalking as Member, Union and Workplace Issues

KC Wagner, Maya Raghu, Quentin Walcott, Sari Sairanen, Jill Orlebar, and Humberto Carolo

6:00pm

Caucus and Working Group Meetings

Popular Education Working Group

San Francisco (26th floor)

Co-chairs: Tess Ewing, Steve Schnapp, Don Taylor

On-line Learning Working Group*Seattle (26th floor)*

Co-Chairs: Debra Kidney, Joseph Varga

People of Color Caucus*Denver (26th floor)*

Co-Chairs: Marlan Maralit, Cheryl Teare

8:30pm**Films with the Canadian International Film Festival (CIFF)***Mandarin Ballroom (lower Mezzanine level)*

Friday, April 19

7:00am–8:00pm**Solidarity Room Open***Vancouver (2nd floor)***7:00–7:45am****Women's Caucus Breakfast***Served Outside/Eat on Left Side of Mandarin Ballroom (lower Mezzanine level)*

All conference participants; breakfast for hotel guests on upper Mezzanine

7:45–9:00am**Registration***Outside Mandarin Ballroom (lower Mezzanine level)***8:00–9:45am****Concurrent Sessions****Panel***Mandarin Ballroom A (lower Mezzanine level)***What Do Demographic Changes Mean for the Future of the Labor Movement?**

Julie Martinez-Ortega, Ana Avendaño, Karl Flecker, and Gregory Cendana

Panel*Mandarin Ballroom B (lower Mezzanine level)***The 2012 Chicago Teachers' Strike**

Steven Ashby, Bob Bruno, and Peter Brogan

Workshop*Seattle (26th floor)***Leadership, Feminism and Equality in Unions in Canada**

Linda Briskin, Margaret MacPhail, and Marion Pollack

LSJ Panel #3: Austerity, Law & Government Intervention*Denver (26th floor)***The State of the (Public Sector) Union: Freedom of Association and the Charter**

Alison Braley-Rattai



Austerity and Conservative IR: A new era of wildcats, pickets, and sick-outs?

Andrew Stephens and Doug Nesbitt

Dispossession is 9/10ths of the Law: Right to Work and the Making of the American Precariat

Joseph Varga

Popular Education Working Group

San Francisco (26th floor)

Acts of Assertion: A Popular Theatre Workshop

Naomi Tessler

Immigration and Globalization Working Group

Shanghai (25th floor)

The Immigrant Youth Movement: The Dream Act, DACA, and Dream University

Kent Wong, Dan Katz, and Judy Ancel

Roundtable

Los Angeles (26th floor)

From Union Leaders to Movement Leaders: Perspectives on Multi-Union Leadership Development Programs

Sally Alvarez, Gene Carroll, Al Davidoff, Karen Orlando, and Jeff Grabelsky



9:45-10:00am

Break

Served outside the Mandarin Ballroom, lower Mezzanine

10:00am-12:00pm

Plenary Session

Challenging Global Austerity

Mandarin Ballroom (lower Mezzanine level)

Chairs: Elaine Bernard and Kent Wong

Panelists: Kjeld Jacobsen, Martine Desjardins, and William Spriggs

12:15-1:30pm

Lunch Buffet

Served Outside/Eat on Right Side of Mandarin Ballroom (lower Mezzanine level)

All conference participants

Immigration/Globalization and Working Group

Left side Mandarin Ballroom

Co-Chairs: Judy Ancel and Helen Moss

K-14 Labor Education Working Group

Left side Mandarin Ballroom

Co-Chairs: Anneta Argyres and Helena Worthen

Central Labor Councils Working Group*Left side Mandarin Ballroom*

Co-Chairs: David Reynolds and Monica Bielski Boris

Worker-Writer Working Group*Shanghai (25th floor)*

Co-Chairs: Karen Ford and Tim Sheard

12:15–1:45pm**Informal Networking**

Time for art installations Vancouver (2nd floor)

2:00–3:45pm**Concurrent Sessions****Paper Session #2: Activating the Members***Mandarin Ballroom A (lower Mezzanine level)***Voices from the Generation Next Up: Examining the Perspectives of Young Union Members in the U.S.**

Monica Bielski Boris

A “Mixture of Nostalgia and Amnesia:” Remembering Ludlow through Pynchon’s *Against the Day*

Ericka Wills

Red is Green except when it’s Yellow: Revitalizing Union Member Engagement through Collective Bargaining Education

Bernard King and Linda MacKinnon

Understanding Motivation in Care Worker Unionism

Clare Hammonds

Re-Thinking the Strike: A Post-Accord Model for Workers’ Collective Action

Chris Rhomberg

Panel*Mandarin Ballroom B (lower Mezzanine level)***What Kind of City Does Labour Produce? Negotiating Local Economic Development in Toronto**

Ian MacDonald, Steven Tufts, Simon Black, James Nugent, and Thorben Wieditz

Joint Session*Seattle (26th floor)**Workshop***Why Unions Still Matter**

Diane Thomas-Holladay, Meredith Stepp, and Grainger Lebetter

*Papers***What Americans Think About Unions and What the**

Labor Movement Should Do About It?

Tom Juravich

Psychology of Political Polarization

Michelle Kaminski

A New Hope? Labour Unions and the Liberal Party

Jason Sykes and Brad Walchuk

LSJ Panel #4: Austerity Struggles in Comparative Perspective

Denver (26th floor)

Resisting Austerity, Resisting Marketization: a Study of UK and US Public Service Labor

Whyeda Gill McLure and Roger Seifert

Solidarity and Struggle in Mexico: Miners, Capitalists, and Cartels

Richard Roman and Edur Velasco Arregui

Austerity on the Plate: Working-Class Housewives, Meat Boycotts, and Domestic Politics

Emily Twarog

Popular Education Working Group

San Francisco (26th floor)

21st Century Grievance Handling

Ruth Needleman and Don Taylor

Immigration and Globalization Working Group

Shanghai (25th floor)

Advancing the Field of Labor Education in China

Greg Mantsios, Kent Wong, Elaine Bernard, and Cathy Feingold

Joint Session

Los Angeles (26th floor)

Is equity still relevant for unions? Challenges to inclusion in old and new industries

Suzanne Mills, Sarah Lowe, Lisa Fiorino, Amanda Coles & David Cox

Updating and Strengthening the Administrative Practices of Unions: Is there a Role for Labor Educators?"

Paul Clark, Lois Gray, Ken Margolies, and Doug Allen

4:00–5:30pm

UALE Membership Meeting

Mandarin Ballroom (lower Mezzanine level)

5:30pm

On the Street III, Spadina Labour History and Chinatown

and dinner at a Chinese restaurant (capacity TBD). Meet in hotel lobby

LSJ Editorial Board Meeting*Denver (26th floor)***8:30pm****Films, including "We Are Wisconsin"***Mandarin Ballroom (lower Mezzanine level)*

Saturday, April 20

7:00–10:00am**Solidarity Room Open***Vancouver (2nd floor)***8:00–9:45am****Concurrent Sessions****Paper Session #3: Reforming the Union***Mandarin Ballroom A (lower Mezzanine level)***Bullying Leaders and Union Response**

Jerry Carbo

How Can Labor Education Sustain Action Change in Unions

France Laurendeau

Follow the Money: Satire and Substance in Anti-Capitalist Economic Education

Randy Robinson

Small Towns and Country Roads: Making Activism Work in West Virginia

Sarah Stevenson, Jessica Ice, Tony Michael, and Aaron Ondo

How to Measure Union Effectiveness

Michelle Kaminski

Paper Session #5: Labor Education, the University and the State*Mandarin Ballroom B (lower Mezzanine level)***Serving the Faculty Union: A Case Study of Labor Studies Research on One's Own Campus**

Bruce Nissen

University Labor Studies Center Staffing and Union Densities in Michigan and Selected States and Years: 1977–2012

John Revitte

What do Unionized Professors Think of Their Faculty Associations?

Larry Savage, Michelle Webber, and Jonah Butovsky



Protecting Adjunct Faculty Union Leaders

Curtis Keyes

Panel

Seattle (26th floor)

Labor Filmmakers United Panel

Vivian Price, Min Sook Lee, Howard Kling, and Fred Glass

LSJ Panel #5: Austerity Struggles in Canada and Quebec

Denver (26th floor)

Labour and Austerity in Québec: Trouble in Paradise?

Thomas Collombat

Shock Therapy: Organized Labour and the Global Slump

Tim Fowler and Bradley Walchuk

Austerity within Prosperity: The transformation of Labour Relations in Newfoundland and Labrador

Byron Sheldrick

Popular Education Working Group

San Francisco (26th floor)

Beyond Strategic Planning: Helping Labor Leaders

Exercise Strategic Decision-making Every Day

Jeff Grabelsky

Immigration and Globalization Working Group

Shanghai (25th floor)

Labour Migration and Emergent Class Conflict: Corporate Neoliberalism, Worker Mobility, and Labour Resistance

Immanuel Ness

Critical Praxis of Labour Organizing within the Context of the Global Integration of Nursing Labour Markets

Salimah Valiani

Paper Session #4: Civic and Community Engagement

Los Angeles (26th floor)

Wage Theft Ordinances

Cynthia Hernandez

Health and Poverty: A Perspective from First Nations

Shirley Morrison and Brenda Wastasecoot

Building Organizing Capacity at the Neighborhood Level through Action Learning and Popular Education: The APCOL Approach, Experiences and Research Findings

Peter Sawchuk, Sharon Simpson, and Joseph Sawan

How Labor Studies Can Inspire Student Activism: A Case Study from Florida

Alayne Unterberger

The Value of Medicare—and the Challenges to our Single-Payer System

Danyaal Raza

9:45-10:00am

Break

Mandarin Ballroom and 26th Floor

10:00–11:45am

Concurrent Sessions

Panel

Mandarin Ballroom A (lower Mezzanine level)

Art of Work

Judith Marshall, Margie Adam, Deb Barndt, Bev Burke, and Barb Thomas

Panel

Mandarin Ballroom B (lower Mezzanine level)

Working and Learning in a Warming World

Steven Tufts, Stephanie Hall, Jan Kainer, Laurel McDowell, Elizabeth Perry, Donald Lafleur, Carla Lipsig, Charlotte Mann, and Tom Mann

Joint Session

Seattle (26th floor)

Reaching and Engaging Latino Workers

Rich Fleisher

Labor's Untapped Millions

Bill Morgan

Joint Session

Denver (26th floor)

Puerto Rico: Social Laboratory for Austerity & Privatization Programs

Gerrie Casey and José Soler

Union Responses to Austerity Measures in Ontario's Broader Public Sector

Rob Hickey and Brendan Sweeney

Roundtable

San Francisco (26th floor)

How Teachers and Education Workers are Increasingly Becoming Government Scapegoats

Pierre Côté and Cheryl Teare. OSSTF/AFT Panel discussion that will address teachers and education from both the American and Canadian experience

Joint Session*Shanghai (25th floor)***Retail Workers Organizing: Locally, Nationally and Globally**

Michael Bride, Kendra Coulter, Bertha Guillen, and Kevin Shimmin

The Intersection Between Union Struggles and Animal Advocacy

Tim Fowler, Lauren Corman, Kendra Coulter, and John Sorenson

Panel*Los Angeles (26th floor)***Learning in Solidarity—Unions and Literacy**

Sue Folinsbee, Brigid Hayes, Anna Larsen, Tamara Levine, Laurell Ritchie, and Sylvia Sioufi

Poster Session*Vancouver (2nd floor)***How Should Workers Evaluate the Quality of the Safety and Health Trainer?**

Aaron Ondo

Analysis of NLRB and Impact of Boeing-like Decisions

Jason Kozlowski, Tony Michael, and Sarah Stevenson

12:00–2:00pm**Awards Luncheon***Served Outside/Eat Inside Mandarin Ballroom (lower Mezzanine)*

All conference participants

2:00–4:30pm**UALE Executive Board Meeting***Seattle (26th Floor)***2:00–4:30pm****Free Time****Options include:****Textile Museum of Canada***(around the corner from conference hotel)***Art Gallery of Ontario***(4 blocks walk from hotel)***Great Native Canadian Bus Tour***(available by previous reservation and payment, with Native Canadian Centre of Toronto)*

Detailed Schedule

WEDNESDAY, APRIL 17

8:00-10:00am

Registration

Outside Mandarin Ballroom (lower Mezzanine level)

9:30am-12pm

UALE Executive Board Meeting

Mandarin Ballroom (lower Mezzanine level)

9:30am-1:00pm

On the Street I: "Old Town" Labour Tour with lunch outside the hotel

Meet in hotel lobby

Note: This tour is already at capacity of 35 people for the lunch. Others are welcome to join for the walk for free, but will need to arrange their own lunch elsewhere.

12:00-1:45pm

Registration

Outside Mandarin Ballroom (lower Mezzanine level)

12:00-1:45pm

Lunch Buffet

Upper Mezzanine level, free for hotel guests

Plenary Session

2:00-3:30pm

Speed Dating Across Boundaries, #1 and #2

Mandarin Ballroom (lower Mezzanine level)

Salimah Valiani, Ana Avendaño, Steven Barrett, and Jon Hiatt. Pairs of resource people, followed by table discussions.

Immigration/Migration—Salimah Valiani, economist at the Ontario Nurses Association and Ana Avendano, Assistant to the President for Immigration and Community Action at AFL-CIO. "What's happening in North America with immigration and migration by workers, and how are unions responding?"

Labor Law—Steven Barrett, managing partner, Sack Goldblatt Mitchell and Jon Hiatt, former general counsel and now chief of

staff for the AFL-CIO. "What difference does legislation make to union activity in Canada and the U.S.?"

3:30-3:45

Break

Served outside the Mandarin Ballroom

Plenary Session resumes

3:45-5:00pm

Speed Dating Across Boundaries, #3 and #4

Mandarin Ballroom (lower Mezzanine level)

Michel Arsenault, Susan Winning, and Elise Bryant

Peer Educators and popular education — Michel Arsenault (president of the Quebec Federation of Labour) and Susan Winning, Coordinator, Labor Extension Program, University of Massachusetts at Lowell. "What challenges do unions now face in peer education/ popular education?"

A broader people's movement — Elise Bryant, arts educator and former faculty at the National Labor College and Lynn Lavallee, Ryerson University (to be confirmed). "How can unions build alliances that strengthen a broader people's movement?"

5:00-6:00pm

On the Street II: "the Ward"

Meet in hotel lobby

From the Metropolitan Hotel to the Steelworkers Hall, 25 Cecil Street (no limit to number of participants)

6:00-7:30pm

Reception and Dinner

Steelworkers Hall, 25 Cecil Street

7:30-9:30pm

Arts Performances: for details, see page 13

Steelworkers Hall, 25 Cecil Street

9:30-11:00pm

Informal Networking

Steelworkers Hall, 25 Cecil Street and neighborhood

THURSDAY, APRIL 18

7:00am-8:00pm

Solidarity Room Open

Vancouver (2nd floor)

7:30-9:00am

Registration

Outside Mandarin Ballroom (lower Mezzanine level)

Concurrent Sessions

8:00-9:45am

Joint Session

Mandarin Ballroom A (lower Mezzanine level)

Resisting Precarity in the 21st Century

Myer Siemiatycki, Karen Lior, Cammie Peirce, Jenny Carson, Philip Kelly, Supriya Latchman, Conely de Leon, and Peter Brogan

This panel on precarious workers is part of a larger SSHRC-funded Community University Research Alliance project entitled Poverty and Precarious Employment in Southern Ontario. The project was a response to a United Way of Toronto report, *Losing Ground: The Persistent Growth of Family Poverty in Canada's Largest City*, which documented the connection between the

rise of precarious employment and household poverty in Toronto. Our research addresses how workers, community agencies and unions have responded to the growth of precarious employment in Toronto. Specifically, we are examining the strategies that workers and their allies have adopted to minimize the social and economic consequences of precarious employment. The panel is organized around our three case studies.

Justice for Cleaners: Precarious Workers Organize

Jenny Carson and Myer Siemiatycki

The first paper examines the 2011-2012 campaign launched by workers and their allies to resist city efforts to privatize cleaning job in the city of Toronto. In September of 2011, city cleaners, supported by the Good Jobs for All Coalition, launched the Justice and Dignity for Cleaners Campaign to resist the city's proposal to contract out custodial services in the Toronto Police Stations.

Art as Resistance

Philip Kelly

Art and culture have long given voice to labour experiences and aspirations. This paper explores contemporary examples of precarious workers expressing—and mobilizing—concerns regarding precarity through arts and culture. We especially focus on instances of authenticity—of precarious workers engaging in artistic production to convey their message.



Pushing Back Precarity: The Business Case Against Precarity

Karen Lior

This presentation will focus on research that examines the ‘business case’ against precarity. We examine the arguments and campaigns by labour and allied groups such as neighbourhood or community associations, allied businesses or private sector organizations to challenge employer ‘logic’ promoting precarity.

Temporary Agency Workers and the Struggle Against Flexploitation in the U.S. and Canada

Aziz Choudry, George Gonos, Mostafa Henaway, and Gretchen Purser

Temporary and day labor staffing agencies are critical players in the ongoing degradation of work and the restructuring of labor markets. The proliferation of these agencies has not only relegated more and more workers, particularly racialized immigrant workers, subject to extremely precarious and structurally ambiguous conditions of employment, but has generated increasingly widespread challenges for all workers and for the labor movement. As the vast majority of employers in sectors throughout the economy have turned to temporary and day labor staffing agencies to fulfill demand for highly flexible and disposable labor, and as such agencies increasingly control worker’s access to low-wage labor markets, it has become incredibly urgent to document “what workers are saying and doing” in the diversified terrain of temporary staffing and to consider the strengths and weaknesses of various organizing strategies and legislative campaigns. Bringing together scholars and activists from the U.S. and Canada, this panel will focus on temporary workers’ experiences of, and struggles against, flexploitation. Drawing upon extensive scholarly research and participation in a variety of organizing campaigns—from Oakland to Baltimore to Massachusetts to Quebec—the panelists’ aim will be to spark renewed attention to the plight of temporary agency workers and to generate a lively discussion about organizing strategies and legislative campaigns moving forward.

Panel

Mandarin Ballroom B (lower Mezzanine level)

A Briefing on Selected Policy and Strategic Priorities of the AFL-CIO

Daniel Marschall, Daniel Silvers, Ana Avendaño, Cathy Feingold, and Richard Hurd

The AFL-CIO is composed of 56 international unions representing more than 12 million working men and women in the U.S. and Canada. On political

activity and many issue campaigns, the Federation and its constituent organizations—State Labor Federations and Central Labor Councils—work closely with non-AFL-CIO unions among teachers, service employees, food and commercial workers, teamsters, building trades and others; the combined organizational membership of the labor movement comprises some 19 million workers. The policies and strategic direction of the AFL-CIO is set by its affiliated unions, operating through an Executive Council that meets at least twice yearly, issuing statements on issues of concern to working families and ongoing struggles for social and economic justice. The quadrennial AFL-CIO Convention, which sets overall goals for the Federation, will meet next in September 2013. The policies and strategies of the Federation are implemented through a variety of activities including, for example, community-based issue campaigns, tracking what workers are saying about pressing issues and national policies, lobbying elected leaders in the U.S. Congress, making direct contact with executive branch officials, training union organizers, holding educational forums, communicating through social media vehicles, working with union federations in other countries, and generally making the voices of working people heard in the corridors of corporate and government power. This panel will provide an overview of AFL-CIO policies, positions and actions that policy staff thought would be of particular interest to labor educators. More information on the background of the speakers is available upon request.



Joint Session

Seattle (26th floor)

Re-Envisioning our Collaborative Power: Strategies for Collectivizing Union Service Work

Deepa Premnath, Stacey Papernick, Lia Brewer, and Audrey Batterham

Unions can no longer hope that an individualized servicing approach is an adequate response in addressing the economic and political conditions in which work occurs in this age of austerity. Unions cannot assume that providing service will create an engaged membership that feels connected to and empowered to participate in their Union.

Every interaction with Union members by Union staff can be an opportunity for staff to organize, with workers, and to provide leadership that directs members away from an individualized approach to addressing workplace issues. The process of changing the way Union service work occurs by moving toward a collaborative relationship between and among Union membership and staff can provide an opportunity for power to remain in the hands of workers, which will strengthen the Union and the labour movement in challenging the austerity agenda.

Building Gender Justice in the Workplace and Beyond: The Story of the Prairie School for Union Women

Cindy Hanson, Adriane Paavo, and Sheryl Burns

After fifteen years, the Prairie School for Union Women remains Canada's only labour school for women. By emphasizing on involving equity-seeking groups and using feminist popular education methodologies, the School has created a place for gender justice in the labour movement and wider society. The School's efforts to include a feminist perspective help ensure that union members engage in gendered consciousness-raising, a narrative often absent from discourse on union activism (Kainer, 2006). The School may offer lessons for movement-building with gender justice and examples of how to include equity-seeking groups in that transformation.

The goals of the School—to develop women's personal and leadership skills, to build solidarity among women workers, and to increase knowledge about the labour movement—are challenged by attacks on the labour movement and by resource scarcity. However a recent study demonstrates that the School plays an important role in developing women's personal and political leadership capacity as well as providing a site for transformative learning. Understanding how this happens at the School can provide valuable lessons for labour educators and unions.

The panel will explore how the School is trying to equip diverse groups of women with skills, confidence and concrete experience to be leaders within the School and beyond. The panel is made up of a founder and steering committee member of the School, an academic researcher, and a School facilitator who is a member of an equity-seeking group.

LSJ Panel #1: Fighting Austerity in the Education Sector

Denver (26th floor)

The Neoliberal Condition: Public Education Restructuring and Labour Responses in the US and Canada

Chris Bailey

In the context of the sustained global economic crisis of 2008, US and Canadian governments have adopted neoliberal policies of austerity to cope with skyrocketing government budgets. Education restructuring has been central to state austerity policies. This paper assesses the current character of kindergarten to grade 12 public education as well as significant examples of left resistance to the neoliberal restructuring of public education in the US and Canada. The paper focuses on the recent struggles over education reform and collective bargaining in Chicago, Ontario and British Columbia to demonstrate this shifting educational environment. In the Chicago case, the attempts by city governments to promote private over public education via charter school reforms, the linking of teacher evaluations to standardized testing and school closures constitute a direct and full frontal assault on teachers' unions in that city. The sweeping character of the government reform movement has resulted in an equally spirited resistance movement by the Chicago Teachers' Union (CTU). In Ontario and British Columbia, education reform has been more incremental. While salaries, pensions and government funding have suffered massive cuts and teachers are forced to do more with less, the current system remains in place. The confined quality of education restructuring in Canada has contributed, at least in part, to less radical responses from teachers' unions in each province. I contend that although the movement by the state and capital to privatize and decrease government spending on education has taken on different forms in the US and Canada, both strategies involve attacks on teachers' unions rights. Central to this is the assault on each union's right to collective bargaining and collective action—i.e. right to strike.

Union activism and government austerity: Comparative case studies of education and social service unions in Ontario

Robert Hickey and Brendan Sweeney

This paper examines the responses of unions representing

workers in two segments of Ontario's broader public sector: social services and publicly-funded elementary and secondary education. In so doing, it builds upon the work of Warrian (1999) and Rose (2002; 2004) to conceptually explore the strategic developments and reactions of unions in the face of aggressive government action. These include not only government austerity measures that seek to constrain public expenditures, but also direct government interventions that limit or restructure the collective bargaining process, thus reducing the agency and bargaining power of unions.

Education sector unions have engaged in a multi-faceted campaign that involves legal challenges, attempts to reorient the bargaining process away from the provincial government and back to the local level, the temporary withdrawal of voluntary unpaid extra-curricular activities, public rallies, and advertising and media campaigns.

These cases make four distinct contributions to labour studies and employment relations literature. First, the strategic importance of citizen engagement emerges as a critical component of union campaigns against austerity and government constraints of labour rights. Second, the importance of citizen engagement creates challenges for union job action strategies. The interface between job action and political pressure is further complicated by the political insulation of government, which denies direct responsibility for employment relations in the broader public sector. Third, union campaigns, at times, sought a common front with employers to resist and evade government austerity measures. Instead of finding ready allies among the employer associations, the government faced direct and publicized opposition from employers during provincial discussions. Finally, important differences between the two cases reflect differences in the relative union bargaining power in an entitlement-based public education sector versus permissive social services sector marked by extensive wait lists for services.

Turning from Defense to Offense: Fighting for Public Higher Education in Massachusetts

Eve Weinbaum and Stephanie Luce

The Public Higher Education Network of Massachusetts (PHENOM) is a coalition of faculty, staff, students, and community members working to preserve and expand public higher education in Massachusetts. PHENOM was founded in 2005, when members of the University of Massachusetts Amherst faculty and librarian union (the Massachusetts Society of Professors (MSP)/MTA/NEA) wanted to find new ways to fight for increased state support to higher education. Union members were tired of simply donating money to candidates, hoping they would defend higher education. Instead, they hoped to use some of the money that might be spent on elections to create a broader labor-student-community coalition with a coordinated strategy and a more long-term perspective.

This paper will present the history of PHENOM, its organizing model, and an analysis of its successes and failures to date. We will use the organization's archives, the results of an online survey recently completed, and interviews with coalition participants representing different constituencies. We argue that PHENOM is an important example of a coalition formed to defend a set of public-sector institutions and public employees. This type of coalition is rare, but is all the more necessary in the current political and economic circumstances. We therefore will conclude with some general lessons for labor-community coalition work to defend against serious attacks on both unions and public institutions, and at the same time to put forth a different strategy and vision based on the needs of workers, students, and the community.

Popular Education Working Group *San Francisco (26th floor)*

Developing New Leaders from a More Engaged Membership

Annetta Argyres, Dale Melcher, and Susan Winning

Unions have always had a need to develop new leaders, but the aging of the current workforce coupled with young workers' more tenuous connection to employment with a particular employer present a unique challenge to leadership development. Though many union leaders understand the need to take a more pro-active and activist/militant approach to their work, too many identify a disengaged membership and no new leaders in the pipeline as primary challenges. This workshop has been developed in response to this reality and the need to engage and recruit the next generation of union leaders.

We will present selections from a 6-7 hour, interactive, problem-solving workshop on developing new leaders. We will demonstrate several activities to identify and recruit new leaders and/or encourage existing leadership to take the next step upward and forward. The workshop challenges the "blame the members" attitude of many leaders, and includes an activity in which participants "confess" to their own worst attitudes/fears about recruiting new leaders that get in the way of being successful in developing leadership of others. The full workshop names the union's leadership needs through a mapping activity, identifies potential new leaders, practices recruiting new leadership to action and develops plans to recruit new leaders.

In the debrief of the demonstration participants will be invited to respond to and critique the workshop and share experiences they and other labor educators have had in addressing this essential issue.

Immigration and Globalization Working Group *Shanghai (25th floor)*

Precarious & Dangerous: Work in Colombia under the FTA/Labor Action Plan

Mary Bellman, Dan Kovalik, and Ruth Needleman

This workshop will discuss the serious violations of the FTA Labor Action Plan, and provide materials that can be used in classes, opposing the TPP and “free trade” in general and also to build solidarity with Colombian movements.

With its history of worker assassinations, death threats and dislocations, Colombia still got a Free Trade Agreement with a Labor Action Plan. The result? Conditions have gotten even worse. Death threats continue to be delivered to the leaders of social movements, and the government continues to violate even the most basic protections outlined in the Labor Action Plan.

One of the worst consequences is the proliferation of contractors and third-party employment agents. The growth of contingent labor is a global phenomenon, undermining job security, wages and working conditions everywhere. In Colombia, the Labor Action Plan was supposed to limit contingent relations in strategic sectors of the economy but has in fact acted to change their shape and make contingent relations harder to expose.

As part of a labor-centered delegation to Colombia this past summer, we were able to meet with port workers, flower workers, Nestle workers and more, each one providing examples of the increasingly dangerous and precarious work throughout Colombia. This session will review the Labor Action Plan and the violations that have gone uncontested by the government.

If Colombia is the most dangerous country on earth to be a trade unionist, it is also the sponsor of innovative forms for contingent work. It is, moreover, a view of the future for all of us, if we do not stand up and join the fight to stop future “free trade” agreements, while also insisting on the development and enforcement of labor side agreements. We will provide copies of the delegation’s Report and other materials for classroom use.

Teaching Demonstration: The NAFTA Model and the Trans-Pacific Partnership

Judy Ancel, Katherine Sciacchitano, and Immanuel Ness

This workshop will discuss the serious violations of the FTA Labor Action Plan, and provide materials that can be used in classes, opposing the TPP and “free trade” in general and also to build solidarity with Colombian movements.

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Joint Session

Los Angeles (26th floor)

Mentoring in Times of Austerity

Brigid O’Farrell, Carol Anderson, Claudia Galloway, and Carolyn Jacobson

As the labor movement faces tough economic and political times, the need to identify and mentor new young leaders is more important than ever to labor’s growth and effectiveness. This workshop will demonstrate and then discuss two approaches to help union members learn why mentoring is important and how to design and implement a mentoring program in a local union. Based on “The Next Generation: A Handbook for Mentoring Future Union Leaders,” developed by the Institute for Women’s Policy Research with assistance from the Berger-Marks Foundation, two union educators will demonstrate how they have implemented mentoring workshops for women both domestically and internationally. Following the demonstrations, there will be discussion on the need for mentors, the usefulness of the workshop model, and lessons to be learned from the domestic as well as the international perspective. “The Next Generation Handbook” will be provided for all workshop participants. It is also available online and can be adapted to reflect specific union interests.

Case studies in Women’s Labor Education

Kate Shaughnessy

This panel will look at 3-4 different models of women’s labor education. At least two presentations will be from coordinators

of women-only programming within a single union. Others will look at mixed groupings of union women who participated at the UALE Women's Summer Schools. Through these case studies, we hope to draw out lessons, best practices, and ideas about the future of women's labor education.

Plenary Session

10:00am-12:00pm

Dynamic Engagement Town Hall Meeting

Mandarin Ballroom (lower Mezzanine level)

UALE invites you to come share your thoughts, experiences, and intentions for Labor Education in the age of austerity, union attacks, and loss of labor education programs around the world. During this interactive session you will be engaged in critical thinking and inspirational conversation designed to help UALE understand what you know is happening in the field and prepare for a greater advocacy role as we work to maintain, enhance, and facilitate labor education. In this town hall meeting we want to know from you:

- what's really going on for you in the field
- what is your hope for labor education
- what do you see UALE's role going forward

This is one town hall meeting you don't want to miss...and we don't want to miss you, either.

12:15-1:15pm

Lunch Buffet

Served Outside/Eat on Right Side of Mandarin Ballroom (lower Mezzanine level)

All conference participants

Director's Lunch, left side Mandarin Ballroom

1:00-2:00pm

Informal Networking

Art installations

Vancouver (2nd floor)

Book Proposal focus group

Shanghai (25th floor)

Dollars & Sense, a non-profit, left economics magazine and book publisher (dollarsandsense.org), is planning a new anthology on current labor issues, including recent changes in employment and wages; discrimination; immigration; the global financial meltdown and its effects on labor; and new forms of rank-and-file organizing and resistance. We are seeking feedback about the kind of book that would be most helpful for labor educators. We will be holding a focus group for teachers who may be

interested in using this new book in schools, labor education programs, or other types of study groups. All educators are welcome to join us.

Learn the UALE website

San Francisco (26th floor)

How to make optimal use of the website, including posting notices, using discussion forums, etc.

Concurrent Sessions

2:00-3:45pm

Paper Session # 1: Public Sector Under Attack

Mandarin Ballroom A (lower Mezzanine level)

Up for the Rising: Firefighters, Popular Culture, and the Struggle for the U.S. Public Sector

Daniel Gilbert

This paper examines the contested public image of firefighters in the period since September 11, 2001. In the immediate aftermath of the tragedy of 9/11, firefighters and other "first responders" took center stage in U.S. culture, seemingly embodying the ideals of selfless public service in a moment of extraordinary national trauma. But over the last decade, amid growing right-wing attacks on public sector collective bargaining rights and an emerging politics of public austerity, firefighters have come to occupy an increasingly precarious cultural position.



With the extent to which broad support for public sector workers' rights can be mobilized emerging as one the most important questions facing the contemporary labor movement, what can we learn from the shifting, contested place of firefighters in popular culture?

In presenting a cultural analysis of U.S. firefighters over the last decade, the paper looks in particular at the history of Bruce Springsteen's anthem "The Rising," which imagines both the experience of 9/11 and the prospects of national healing

and recovery from the perspective of a firefighter. Released in 2002, “The Rising” was not only one of the most prominent and popular cultural responses to 9/11, it has lived a complicated and contested history in the years since.

Adopted as the theme song for Barack Obama’s 2008 presidential campaign and resurrected again in 2012, the song’s representation of firefighters has been used in the political arena to articulate both a critique of right-wing orthodoxy in the wake of the Bush administration and a vision of national belonging in the wake of the Great Recession. The paper grows out of a larger book project on the cultural history of public sector workers, and draws on the author’s training and expertise as a cultural historian, as well as his ongoing labor education work with members of the Associated Fire Fighters of Illinois.

Public Sector Unions Under Attack: Solidarity in the Fight Back

Richard Hurd

The 2011-12 assault on public sector collective bargaining is unprecedented in its breadth and depth. Legislative proposals that would roll back bargaining rights were introduced in thirty four states, with related attacks on both public and private sector unions in various forms as well: ‘right-to work’ in eighteen states, restrictions on payroll deduction for union dues in twenty states and for union political action committees in seventeen. Included were proposals that would end meaningful collective bargaining for all public sector workers in the state (such as the law enacted in Wisconsin), and others that would make more narrow changes such as those targeted at education unions. Even in states with Democratic governors and legislatures, public sector unions were forced into concessionary bargaining, or had pay and benefit cuts imposed with no bargaining.

My current research on the public sector focuses on labor’s response to the immediate attack and threat from the right that persists even with the modest gains achieved by labor’s allies in the 2012 elections. Most important, there are ongoing efforts to coordinate activities across unions. The urgency created by the Wisconsin situation early in 2011 provided the incentive to bring together a network of about a dozen unions (including all of the large public sector unions) with a formalized coordinating committee; for the past 20 months this committee has lead the effort to improve labor’s ability to fend off attacks, providing the foundation for an offensive in 15-20 states where the right continued to aggressively push its agenda in 2012. Ultimately this coordinated effort morphed into a unified political campaign in the last half of 2012 that contributed substantially to the reversal of the political tide in key swing states, most notably Wisconsin, Ohio, Michigan, Pennsylvania, New Hampshire and Florida.

Understanding the Attack on Teachers Unions

Gordon Lafer

The past two years have seen an unprecedented attack on school teachers and their unions. While teachers have often simply been included in broader attacks on public employees as a whole, many states and provinces have passed legislation that aims specifically at restricting the rights of school teachers and transforming the work they do. Indeed, no single group of employees has been subject to greater public criticism and legislative focus than school teachers. In each location, voters may believe that “educational reform” proposals are the product of local politicians, or a response to particular educational problems in the local system. In fact, they are not a local phenomenon: they are remarkably widespread, and remarkably cookie-cutter in nature, with similar bills introduced in tens of legislatures whose economies, fiscal condition, educational performance and union status varied widely. For the most part, this agenda is captured in the package of model bills advanced by the American Legislative Exchange Council (ALEC). In its most ambitious version, this agenda aims toward the wholesale privatization of public schooling, turning education into a largely for-profit industry, replacing skilled teachers with de-skilled content-providers, and replacing a state’s obligation to provide all citizens a decent education with, at best, a state’s obligation to provide families a limited voucher with which they may shop for education in the private market. This paper will provide a nuanced account of the coalition that has come together in support of this agenda, and will address the central role of teachers’ unions in resisting the goal of wholesale privatization.

Worker Resistance in Times of Austerity—British Public Sector Workers in 1979 & Today

Tara Martin

In the midst of the winter of 1978 and 1979, more than 2,000 strikes erupted across Britain. In what became famously known as the “Winter of Discontent,” both private and public sector workers went out on strike against the Labour Government’s attempts to curtail wage increases with an incomes policy. The defeat of this incomes policy, and Labour’s subsequent electoral defeat to Margaret Thatcher, ushered in an era of unprecedented political, economic, and social change in Britain. Moreover, a potent social myth eventually enveloped the “Winter of Discontent,” one where “bloody-minded,” mainly public sector workers, brought down a sympathetic government and “invited” the ravages of Thatcherism upon the British labor movement and Labour Party.

Based on interviews with rank and file activists, trade union, and Labour Party leaders, and corresponding archival research, my paper proposes a more nuanced understanding of this series of events. First of all, I assert that the Conservative Party strategically used images of striking public, rather than private sector workers, to not only divide these two groups,

but to create a climate of crisis and chaos in Britain that the Conservatives were prepared to meet with anti-union legislation and privatization. Second of all, I will assert that the popular memory of the “Winter of Discontent” that emerged contrasts with the counter-memory of the many of the female, Black, and Asian rank and file activists that participated in these strikes. Finally, I will argue that current worker resistance in Britain to 2010 austerity measures must be understood in the context of the popular memory of the “Winter of Discontent” and the profound effect it had on the British labor movement today.

Prop 32 & the Battle over Paycheck Protection in California and the Nation

John Logan

In November 2012, California voters rejected, by a margin of 56-44, Prop. 32, the state’s third paycheck protection ballot initiative in 14 years. This year’s paycheck campaign was, by some distance, the largest yet: supporters and opponent of the measure spent and combined total of over \$130 million on their campaigns. The no campaign was funded almost entirely by unions; the yes campaign by wealthy conservative activists and out-of-state Super PACs. This paper analyzes the campaigns for and against Prop 32, and examines the broader context of paycheck protection measures in California and other states (14 states have considered paycheck measures over the past 18 months, and two have enacted them), the five paycheck measures already in effect, and California’s two previous failed campaign to enact paycheck protection measures. The paper also discusses paycheck measures in the context of the wide variety of state anti-union measures that have been promoted by Republican lawmakers over the past two years, especially bills prohibiting automatic dues deduction by public-sector employers. Finally, the paper discusses the lessons from the Prop. 32 campaign for unions in California, the rest of the nation, and Canada, where conservative think tanks and politicians are now promoting the idea of paycheck protection. The paper is based on research in a wide variety of sources: interviews with those leading the campaign against Prop. 32, media coverage of the campaign, policy reports for and against paycheck measures, internal campaign documents from the No on Prop. 32 campaign, and so on.

Joint Session

Mandarin Ballroom B (lower Mezzanine level)

Education Tools and Practices for Advancing Health and Safety in Workplaces: Canadian Success Stories

Morna Ballantyne, Tom Parkin, and Kay Singh

Morna will chair the session, framing the challenge of sustaining energy among activists as the issues and regulations involved in health and safety become increasingly technical and complex.

Tom will speak to sustaining the commitment of 1,000 worker-instructors who deliver health and safety training in their own and other workplaces. Current issues include learning to use new hazards assessment tools for ergonomics, workplace violence and stress.

Kay will outline the efforts made by OPSEU as an employer and the staff union OPSSU, to address ergonomic problems and repetitive strain injuries. The process has generated Safe Operating Procedures that have reduced harm, reduced requests for accommodation and increased the level of knowledge among supervisors, staff and the joint health and safety committee.

Kevin will outline Workplays, a theatre-based program that is delivered to almost 150 schools per year, reaching 15,000 students. Through the lives of characters who look like the audience, key issues of hazard identification, workers rights and solidarity are addressed, especially important since 12 year olds can work up to 26 hours per week in Alberta!

What is Missing in the Struggle Over Workers’ Literacy and Numeracy? Observations from Researching on the Factory Floor

Tony Brown, Stephen Black, and Keiko Yasukawa

An orthodoxy has emerged in Australia that nearly half the population have literacy and numeracy skills below that needed to function adequately in an advanced modern society. In the workplace the scale of the problem is said to be very similar and a general discourse has emerged of a literacy and numeracy crisis that is holding back productivity and innovation and even risking health and safety.

This paper is based on research conducted in three manufacturing companies in two Australian states, which were selected largely on recommendations by industry associations. Our aim was to identify the range of literacy and numeracy practices undertaken in the production process, and to document the perspectives of workers, trainers, managers and unions in relation to these practices. The approach was ethnographic in that we observed workplace practices, asked questions through semi-structured open-ended interviews, and compiled field notes of production work. Examining these literacy and numeracy practices can best be achieved through the in-depth, ‘thick’ descriptions. We adopted a social practices’ perspective, which acknowledges that literacy and numeracy practices in the workplace are contingent on the contexts of particular work tasks that are in turn influenced by the culture and politics of the workplace. In these ways the study sought to understand local meanings, that is how workers view their work.

In this paper we discuss three issues connected to the theme of what workers are saying and doing. Firstly, we consider the practices that we recorded which presents a challenge to the rhetoric associated with this crisis. Secondly, we consider

the absence of a critical union position in the wider debate about literacy and numeracy and their physical absence in the workplaces. Finally, we consider the position of researchers as outsiders investigating workers' literacy and numeracy skills as they enter the research/work sites with a set of assumptions based on their own theoretical and pedagogical understandings that include the aim to influence the understanding of workers' literacy and numeracy and therefore the policies that can best shape workplace learning.

A Case Study of the Building Trades' Peer Trainer Network for Safety and Health

Clayton Sinyai

Train-the-trainer programs that rely on peer instructors (rather than academically credentialed experts) and the small group activity method—often but not always geared to Occupational Safety and Health—have many enthusiastic supporters in labor circles. Trade union leaders, labor educators, industrial relations and labor history scholars have joined public health and industrial hygiene experts as avid consumers of literature describing these programs. Over the past two decades, solid case studies have described train-the-trainer, peer-led occupational health and safety programs organized by trade unions like the UAW.

Yet the structure and function of what is arguably the largest peer-led occupational health and safety network—that of the Building and Construction Trades, supported by CPWR/NRC—remains undocumented in the academic literature and virtually unknown in much of the academic community studying labor and industrial relations issues. There is a critical need to document this program, which in its peak years delivers ten-hour OSHA training to as many as 100,000 union trades workers.

Peer-delivered education and training is at the heart of Labor Education concerns, and the BCTD example is not without relevance for the theme of 'labor confronting austerity.' Unlike many such

peer-led health and safety programs, the BCTD program is not dependent on government grant funding but is staked in apprenticeship and training programs financed by employer contributions under collective bargaining agreements yet primarily controlled by labor organizations. Consequently, construction workers' health and safety is in their own hands and not hostage to potential budget cuts in a time of austerity.

Joint Session

Seattle (26th floor)

Labour Education through the Arts: The Mayworks Experience

Florencia Berinstein, Don Bouzek, Susan Gold/Smith, Nahed Mansour, and Maureen Wall

Mayworks Festival of Working People and the Arts started in Toronto over 25 years ago. A multi-disciplinary arts festival that celebrates working class culture, it was founded in 1986 by the Labour Arts Media Committee of the Toronto and York Region Labour Council. The Festival was built on the premise that workers and artists share a common struggle for decent wages, healthy working conditions and a living culture. Mayworks' goal is to promote the interests of cultural workers and trade unionists, and to bring working-class culture from the margins of cultural activity onto centre stage. Since the founding of the first festival in Toronto, other Mayworks' festivals have started in Halifax, Montreal, Ottawa, Windsor, Winnipeg, Edmonton, Vancouver and others. Some of these are still around, others have ended. The success of each festival in part hinges on the relationship between the labour movement and its perception of the place of culture in its education, mobilizing and organizing work. While some festivals have managed to maintain strong connections to the labour movement, others have not, but

all have had to continuously negotiate the fine balance of demonstrating the relevance of arts in education, mobilizing and organizing work of the union, to the union itself.

Labour
Education
Through
the
Arts:
The



Mayworks Experience proposes to bring a number of people together who have been involved with different Mayworks Festivals around Canada (Toronto, Edmonton, Windsor) as well as a wealth of experience in labour education through the arts, to have a roundtable discussion about the relevance, urgency and benefits of integrating culture and the work of artists in the work of the union.

Digital Storytelling

Don Bouzek

GZP Artistic Director Don Bouzek has been working with the Alberta Workers Health Centre to offer sessions to Labour Educators this year. Notably, he has offered sessions with the AWHC's Director, Kevin Flaherty, at the Alberta Federation of Labour's school in Jasper and for the Canadian Labour Congress' Education Advisory Committee in May. The sessions involve working from a personal story, which is recorded and combined with photographs into a short digital presentation that can be shared among participants or, with permission, more widely via the internet.

For the UALE, Don would arrive on Sunday with the Digital Storytelling lab of 10 MacBook computers and conduct workshop sessions with Toronto participants on Monday and Tuesday. These might be either Labour Educators or members of a local [socially excluded] community designated by the UALE. The results would be available at a presentation session during the conference, which would talk about the process with the facilitators and selected participants. Kevin in particular can speak about how he is using this work in his educational process around health and safety issues.

New Generation Paper Session

Denver (26th floor)

It's Not the Fall; It's the Sudden Stop: The Need for Light Weight, Comfortable Fall Protection in the Building Trades

Bridget Benjamin

Fall arrest systems are continuously needed in the building trades. Making them lighter and more comfortable, so workers are more likely to keep them on for longer periods is essential to the safety and health of employees. This paper discusses comfort and weight of harnesses and lanyards. It also investigates the need for improvement, and what is being done to develop more comfortable harnesses and lanyards at the present time.

Building trades workers were surveyed and an amazing 82% of respondents said they would be more likely to keep their harness on if it was lighter and more comfortable. This shows a definite need for more comfortable, lighter harnesses and

lanyards. NIOSH has researched construction of harnesses and has designed a more suitable harness, one for men and one for women in three different sizes for each sex.

The fall protection survey shows that only 30% of respondents "always" wore their harness when at heights. Many workers avoid wearing harnesses because of the discomfort. In the construction trades it is often important to wear a harness for sixteen hours a day. Comfort and weight, from an ergonomic stand point, are very important to workers.

Encouraging Canadian Youth to Enter the Skilled Trades

Jeff Hines

The purpose of this study is to identify the barriers that exist for Canadian high school students making career choices into apprenticeships and careers in the skilled trades. The importance of attracting a domestic source of young workers needed to replace the soon to retire baby boomers in the skilled trades workforce is paramount for the future and viability of labor unions and the health of the nation.

High school students participated in a survey that collected information on their knowledge, attitudes, and opinions regarding apprenticeships and careers in the skilled trades. A collection of student comments were also collected and examined to provide further insight into the barriers and challenges faced with recruiting youth into apprenticeships and careers in the skilled trades.

This study confirmed that there exists a general lack of knowledge and understanding of apprenticeships and careers in the skilled trades by high school students. Students consistently indicated a high level of neutral responses to survey questions. It is this large group of high school students, who remain unaware of the skilled trades, that educators, policy makers, and trade unionists need to reach out to. This group has the potential to fill the approaching skilled trades labor shortage.

The results of this study confirm the need to create a domestic supply of young workers willing to enter into skilled trades careers. Numerous barriers as well as a need for further education have been identified as issues to be tackled by teachers, unions, and governments. The needs of young workers and the programs producing positive results have been scrutinized and been offered as recommendations for those in government, education, and the organized labor movement.

Organizing the Electrical Construction Industry of the 21st Century

Stephen Lockie

The organized building trades have faced a slow and steady

decline in market share, coupled with changing worker demographics in the industry. With an open shop labor force that has been largely ineligible to apply to the traditional apprenticeship programs, how can the building trades unions gain new membership and begin to retake some lost market share? A study of organizing campaigns is undertaken by researching documents and interviewing the parties involved. The main focus is on new programs created by some jurisdictions in the US to address the need to organize, in particular to organize minorities. Several successful programs have been created to bring in semiskilled workers to the IBEW, giving local jurisdictions the tools they need to regroup.

Popular Education Working Group

San Francisco (26th floor)

Building Real Solidarity With (and As) LGBT Workers

Sue Carter and Deborah Rosenstein

In 2000, the head of the largest autoworkers local union in Canada received national attention for interrupting a Catholic school board meeting to support the right of a gay student to take his boyfriend to the prom. Three years earlier, Pride at Work in the U.S. became an official constituency group of the AFL-CIO. In both Canada and the US, the strength and organization of the union movement has played a critical role in advancing lesbian, gay, bisexual and trans rights in broader society and in the workplace.

As queers and as union educators, we're deeply interested in how and under what circumstances union members and leaders become allies on lesbian, gay, bisexual and trans rights and issues, and what role curriculum can play in meaningfully supporting both allies and LGBT members seeking workplace and union change.

In this workshop we'll demonstrate and discuss a popular education version of materials from the Centre for Gender Sanity and review short excerpts from several videos used in union workshops. We'll also distribute popular materials on a range of LGBT issues, including ways to support workers in transition, and the intersections of immigrant and LGBT rights.

We look forward to a productive exchange with other educators who have experience developing/delivering curriculum on LGBT issues and with educators looking to do more in this area. We also welcome a frank discussion about the challenges of including LGBT issues in labour education.

Immigration and Globalization Working Group

Shanghai (25th floor)

Organizing Models for Migrant Workers in Asia

Tim Ryan and Javaid Tariq

There is no simple formula that applies to efforts to empower migrant workers through the organization of self-help groups and unions. Successful organizing depends greatly on both understanding origin and destination countries' legal constraints, physical workplace considerations, and the culture of different societies. To be discussed are examples of four different organizing strategies/methodologies used by Southeast Asian women migrant workers and activists that are used in both by pre-departure organizations as well as by groups in destination countries. The countries included in this discussion are Hong Kong, Indonesia, Malaysia, South Korea, Sri Lanka, and Qatar. The different models to be presented include traditionally organized unions of domestic and migrant workers in destination countries such as Hong Kong, community-based organizing in origin countries such as Sri Lanka, assistance from national trade union centers in destination countries as in Nepal and Malaysia, and community-based groups in a destination country (Qatar) connecting to labor activists in origin countries such as Nepal, Sri Lanka, and the Philippines.

Joint Session

Los Angeles (26th floor)

FTQ and Solidarity Fund Involvement in Regional Socio-Economic Development

Isabelle Coulombe, Claude Héту, and Daniel Champagne

FTQ is Québec's largest central labour body. With 600,000 members, the federation represents more than 40 % of unionized people in Quebec. With net assets of \$8.5 billion in May 2012, the Solidarity Fund is the largest development capital network in Québec.

Its mission is to:

- Create, maintain or protect jobs
- Train Workers
- Develop the Québec Economy
- Prepare for Retirement

FTQ and Solidarity Fund are involved actively in the regional socio-economic development in many ways. First, FTQ counts 15 regional councils and 10 regional representatives. Second, the Solidarity Fund has created regional funds. Third, union leaders in each region participate actively in all the socio-economic development tables. FTQ and Solidarity Fund bring money, expertise and training to support their work.

A part of the Fonds de solidarité FTQ's mission is to promote economic training for workers so they can increase their influence on Québec's economic development.

To this end, the Fonds introduced an economic training program in 1989 geared to partner companies to help them further their growth and ensure their financial health. With this flexible program, employers choose the type of training best suited to their employees and most beneficial to the company.

The largest development capital network in the province, the Fonds de solidarité FTQ was created on the initiative of the FTQ, Québec's largest central labour body. Through its governance and codes of ethics, the Fonds is a socially responsible investor committed to sustainable economic development where people come first. Aside from investing capital, the Fonds is committed to supporting the growth of its partner companies by offering value-added services such as economic training. The Fund work with the FTQ in local economic développement by supporting activist involved in that matter in their community

The panel will present the Solidarity Fund strategy in regional socio-economic development and the nature of the training offered to union leaders.

No Strings Attached: Comparing Funding Models for Labour Education

Lisa Kelly, Bruce Roberts, and Sam Vrankulj

Rationale: Drawing on five funding models for labour education, we explore the ways in which the Canadian Autoworkers Union (CAW), has developed its member-based education programs. The CAW is best known for our "paid education leave" (PEL) programs (including a four-week residential core program for activists and leaders) which is funded by employers through a negotiated 'pennies per hour per worker' that goes directly to the union with no involvement from employers. CAW collective agreements with auto manufacturers also include a provision for 8 hours of union-delivered labour education for every worker in

each year of the life of the agreement (that's paid time during work hours). In addition, we have negotiated a tuition refund program in some of our larger contracts, which extends beyond, but includes, the joint CAW-McMaster University Labour Studies Certificate Program, which is co-governed by the union and the Labour Studies Department (but paid for by employers). And, like other unions, the CAW runs an extensive regional union education program that is financed through union dues. As well, in most of our locals we participate in some form of specific joint training programs with employers, most particularly in the areas of health and safety and workplace harassment, where curriculum is jointly developed and delivered with management.

In each of these arrangements the parameters for 'what is possible' is somewhat different. Our panel will take examples from each of these programs to look at ways in which we can test the limits of building a culture of resistance in the context of a variety of funding models, and in the context of push-back from employers who provide much of the core funding.

3:45-4:00pm

Break

Mandarin Ballroom and 26th Floor

Concurrent Sessions

4:00-5:45pm

Joint Session

Mandarin Ballroom A (lower Mezzanine level)

Creating Online Momentum: webCampus

Marv Funk

UFCW Canada has been both a pioneer and leader in online learning for the past decade. Starting with Local 175/633's creation, webCampus morphed into a national project in 2009. The scope of this project keeps growing and adapting as our members educational needs change. Our core programs include Health & Safety, Labour Studies, Personal Computing and Food & Retail. Partnerships with many UFCW Locals from across Canada and recognized educational institutions augment the appeal we have with our members. We have partnered with Mohawk Collage to offer government recognized certificates in Occupational Health & Safety and Labour Studies. Our partnership with the Workers Health and Safety Centre ensures our courses are technically accurate and practically relevant. We will present the challenges we faced in creating webCampus, both the ones that we overcome as well as the ones that continue to move us toward innovative solutions that contribute to the 10,000 course registrations we receive each year. Our hope is that we can dialogue with the seminar participants in order to emphasize the significance of online learning for workers.



Structuring Solidarity: Setting up committees to address toxic internal conflict

George Kuehnbaum

Context: Over the past decade, the national union has been wrestling with the increasing number of charges and harassment complaints among members. Some are within the elected levels of the union and others are at the workplace level. Both drain the time and money of the union while militant solidarity is needed to face a very aggressive employer and educate the public towards supporting union proposals.

The National Executive Board has itself engaged help to begin designing a system that addresses escalated conflicts, and to explore tools like “non-violent communication” and “internal mediation”. The union has also developed and piloted a course on “Solidarity Skills: Confidence in Conflict”, which has evolved to the point that it is now available to leaders and members in all regions of the country. Based on these experiences, a constitutional amendment was approved at the 2011 national convention, to institute conflict committees at the local, regional and national levels of the union and to mandate training in solidarity skills for all members of those committees. This process has been politically sensitive and educationally challenging.

The presentation would review the history of this work and outline the current structure of the conflict committees. It would then demonstrate some of the learning activities used to secure informed support across the union for restoring health to the necessary internal conflicts of union life. Its goal is not to make people nice, but to support people in authentic critical dialogue that will strengthen the movement.

Panel

Mandarin Ballroom B (lower Mezzanine level)

The Role of Education, Skill Training and Workforce Development in Worker Centers

Daniel Marschall (Chair), Jennifer Angarita, Jennifer Jihye Chun, Jose Oliva, and Deena Ladd

In her ground-breaking study, *Worker Centers: Organizing Communities at the Edge of the Dream* (ILR Press: 2006), Janice Fine identifies ESL, literacy skills development, and other education and occupational training activities as one set of services offered by many worker centers. Such services help to enable low-wage, immigrant workers to understand their rights in the workplace as well as explore how their working conditions are affected by economic and legislative processes in the wider society. A review of the literature on worker centers in peer-reviewed journals reveals that the extent of these education and training-related services and their role in the life of worker centers is largely unexamined. Are these services central to

the mission of worker centers or more peripheral? What are the most common education, skill training and workforce development services found at the centers? This panel, which will release the conclusions of a study of 105 worker centers, will seek to answer these questions and establish the role that these services play in the life of the centers. The study is based upon what the worker centers themselves say about their education and training-related activities, as determined by a qualitative analysis of information available on their websites.

Jennifer Angarita, National Worker Center Partnership Coordinator, will present the findings of an AFL-CIO Policy Department study of how education, skill training and workforce development programs in the worker centers function to disseminate critical information to members, empower low-wage workers, help to build their employment security, enhance civic participation, and prepare young people for future challenges.

Jennifer Jihye Chun, Associate Professor at the University of Toronto, will discuss how political education, skills workshops, hands-on training, and workplace literacy classes have been integrated into the activities of the Asian Women Immigrant Advocates (AIWA) worker center in the San Francisco Bay Area; her ethnographic research has focused on the development of AIWA's Community Transformational Organizing Strategy (CTOS), a systematic approach to community organizing and grassroots leadership development that enables immigrant woman workers to exercise their rights and reconfigure power hierarchies in multiple arenas—from the workplace and the labour market to the family and the broader community.

Jose Oliva will talk about ROC United's wide variety of education and skill training activities. He will inform workshop participants about how such programs are integral to the high-road strategies pursued by the organization. For workers in the back and the front of the house, ROC provides job training in restaurant skills, operating through the Colors Hospitality Opportunities for Workers Institute. Other programs offer rights in the workplace education through team meetings, job placement for experienced workers, education against sexual harassment for women, and health and safety instruction to avoid accidents and injuries in the restaurant industry.

Joint Session

Seattle (26th floor)

“Unionists Just Wanna Have Fun”: Creating a Culture of Excitement in Your Local Union

Debra Kidney and Bob Bussel

This workshop originated with a request from a union committee proposing classes for the Oregon AFL-CIO's 2012 annual summer school. It also reflects the following observation by political scientist and commentator Melissa Harris-Perry: “I worry

that our effectiveness wanes as our jaws tighten and our fists clench. In these bitter circumstances we need an environment of possibility that builds camaraderie, rewards outrageous ideas, and encourages resilience. In short, we need a conscious strategy of serious play.”

Echoing Harris-Perry’s comments, members of the Oregon summer school committee expressed concern that rank-and-file members seem to find limited excitement or fun in their union work or activity. To be sure, members participate in a wide range of union activities: attending meetings or rallies, engaging in political action, representing workers on the job, and serving in official leadership capacities. However, the summer school committee worried that member leaders often perform these tasks out of sense of duty rather than feelings of stimulation or excitement. They lamented the lack of energy, creativity, humor, and spirit in union work that makes it difficult to sustain member involvement, attract new activists, and capture the imagination of a younger generation of union members. They also noted that unions are not the only institution seeking the time and commitment of workers. Indeed, union members may gravitate to arenas where they find greater fulfillment, satisfaction, and yes... fun (e.g., volunteering, school and church activities, other civic and social involvements) rather than spending their free time working on behalf of the union. With these concerns in mind, we were asked to create a workshop on how to introduce elements of play and fun into the work of local unions and create a “culture of excitement” for their members.

As an integral part of our presentation, we will encourage participants to share their ideas and experiences on how to bring elements of fun, playfulness, and creativity into the work of the union movement.

The Use of Humor in Labor Education

Jeff Grabelsky

This is a proposal for an interactive workshop. It will be an informal “joke” clinic in which participants will share their best jokes and discuss why and how they use them in their labor education programs. It will be fun and provocative and will

explore the pedagogy of humor.

Jeff Grabelsky will facilitate the workshop and invite any and all conference participants to join in:

- Sharing their jokes;
- Discussing why and how they use them;
- Analyzing others’ jokes;
- Exploring the general use of humor in labor education.

Songs of Labor, Work, and Resistance: Using Music in the Labor and Social Movements

Tom Juravich

This workshop explores the ways labor and other social movements use music as part of their organizing and mobilizing efforts. In this participatory workshop we will examine how music is used in three distinct venues: 1) on the street at rallies and demonstrations; 2) at events and meetings; and 3) in recorded music for CDs, film and use online. Do these different venues call for different types of music? What were the forms that were used historically and what is being done in the contemporary scene. What are the challenges and opportunities? What is happening in different genres? What are the Intergenerational divisions and connections? We will bring some resources to the workshop which includes both recorded and live music, but the workshop will make plenty of space for participant’s experience and views.

LSJ Panel # 2: Unions, Community Organizing and Anti-Austerity Strategy

Denver (26th floor)

The Populism-Austerity-Labour Nexus and Contradictory Union Resistance

Mark Thomas and Steven Tufts

The financial crisis of 2008 continues to have profound implications for workers across the globe. Advanced capitalist economies socialized the crisis through bank bailouts and



stimulus spending. In order to reduce the resulting increased financial debt, governments have embarked on 'austerity' programs reducing services and creating downward pressure on public and private sector wages and working conditions. In this context, organized labour has been confronted with concessionary demands by aggressive employers and unions remain on the defensive. At the same time, populist movements have arisen across North America and Europe on both the right and left of the political spectrum as increasing numbers of people grow disenchanted with government action and corporate incompetence. The rise of populism in this context of austerity confronts organized labour with key organizational and strategic challenges, raising questions regarding the connections, both actual and potential, between unions in crisis and populist movements.

This paper is an examination of the nexus between 'uneven austerity', union strategic capacities, and rising populism. We argue that a systematic examination of the interplay among these processes may both explain current labour movement responses to austerity and guide future strategic directions. We begin the paper with a brief conceptual discussion of the politics of austerity, the crisis of labour, and rising populism. Using examples of both left- and right-wing populism through case studies of organized labour's engagement with the Occupy movement in Toronto, Canada, and the populist tendencies of the Christian Labour Association of Canada, we then examine the ways in which austerity and various aspects of populism reinforce one another, as well as the implications for labour and working-class organizations. Finally, we conclude by discussing the ways in which the examination of this populism-austerity-labour nexus can hint at future possibilities for labour movement revitalization.

Learning to resist, learning from resistance: Education and knowledge production in workers' struggles at a time of "austerity"

Aziz Choudry and David Bleakney

Trade unions and other forms of community-labour organizing such as workers centres are rich, yet often contested sites of education and knowledge production in which both non-formal (e.g. union education programs) and informal/incidental (in the course of struggle) learning occurs. This paper critically analyzes the prospects, tensions and challenges for effective worker education practice in a major Canadian public sector trade union, the Canadian Union of Postal Workers (CUPW), and in migrant and immigrant worker organizing location, the Immigrant Workers Centre, Montreal (IWC). In doing so, we attempt to think through challenges to rebuild workers' power from below, in the context of today's climate of austerity and ongoing capitalist crisis, where workers are on the defensive.

Putting forward a critique of dominant strands of worker education, this paper asks what spaces exist for social

movement knowledge production in these milieus? Arguing that it is through movement organizations that working people can develop their capacities to think and act for social change (Camfield 2011), the paper contends that creating spaces for collective learning and action are essential to build a strong working class social movement (Choudry, Hanley, Jordan, Shragge and Stiegman 2009; Bleakney and Morrill 2010), alongside a rethinking of who and where the working class are located (Choudry and Henaway 2012), in a context where increasing numbers of workers in Canada—particularly those from racialized communities, with a range of immigration status—live and work in conditions of labour and immigration precarity (Galabuzi 2001).

Moreover, as Griff Foley (1999) and Mario Novelli (2010) note, the incidental learning which takes place in the course of labour organizing, worker-led struggles, strikes and campaigns is often overlooked and under-theorized. Labour educators, organizers and other practitioners in a range of worker education milieus often lack the time to document or articulate their practice. Is Sheila Cohen (2006: 177) right to suggest that "what is missing is not outrage, not militancy, but a more analytical and strategic awareness of the class issues and implications raised in struggle, whether everyday or explosive"?

Union Renewal Through Labour-Community Organizing: The Case of Cord (Community Organizing for Responsible Development)

Janet Dassinger

Current debates about a proposed casino in the city of Toronto present an opportunity to critically consider gaming-related hospitality as a potential force capable of both degrading as well as improving socioeconomic conditions for workers and neighbourhoods. While often criticized as a parasitic and destructive form of economic development, unionized gaming has also been claimed to be a source for good jobs, most notably in the tourist destination of Las Vegas, Nevada, where union power and density are widely acknowledged to be the basis for high wages, comprehensive benefits, and career mobility via continuous training and education programs. This paper will explore the intersections between "good" gaming-related hospitality jobs, unionization, and community benefits through a case study of a labour-community coalition in northwest Toronto. Known as one of thirteen 'priority' neighbourhoods, Rexdale is located in the former city of Etobicoke and is well known for high levels of poverty among children, youth, lone parents, immigrants and visible minorities; a local labour market with higher than average levels of unemployment and a large number of low-paying, precarious jobs; and social housing projects whose deplorable conditions seem only to attract the attention of policy makers and pundits when the frustration of tenants boils over into violence or drug use. In 2006, a proposed development at a local racetrack galvanized residents to organize a labour-community coalition called Community

Organizing for Responsible Development (CORD).

This paper will combine original research findings based on interviews with CORD members, as well as comparing and contrasting the literature on the above themes, to assess the extent to which CORD successfully incorporated the features of other successful coalitions; and second, to consider what lessons can be drawn upon by unions and community groups through this and other examples to achieve deeper and more transformative labour-community coalitions within the urban setting.

The CLEAN Carwash Initiative: Institutionalizing Anti-Austerity Programming through Community and Workplace Organizing

Ana Avendaño and Charlie Fanning

The carwash is central in Southern California's culture. There are over 500 carwashes in operation in the Los Angeles metropolitan area. Collectively, they employ over 10,000 workers. From the standpoint of those who work in the carwashes, it is an industry that operates almost universally outside the law. Nearly 40 years after the enactment of the Occupational Safety and Health Act and over 70 years after the enactment of the Fair Labor Standards Act, carwash workers routinely work 50-60 hours a week in poorly ventilated and damp areas and are exposed to a variety of dangerous chemicals without adequate protective clothing.

Since 2006, Los Angeles carwash workers have been organizing to reverse these trends in both the workplace and community. The CLEAN (Community Labor Environmental Action Network) Carwash Initiative, an innovative program supported by the AFL-CIO, the United Steel Workers (USW), and many community groups and worker centers, arose following several years of attempts by community groups and workers to expose the industry's rampant wage theft practices. Through the Initiative, the carwash workers aspire to collectively bargain contracts and become members of a self-sustaining local affiliate of the United Steel Workers (USW), with the protections of an industry-wide collective bargaining agreement and grievance arbitration dispute resolution. Workers have already successfully unionized three carwashes. Beyond the workplace, the local seeks to function as a hybrid "community union," taking on roles of both a traditional local union (bargaining to improve labor standards and enforcing contractual rights) and a community-based worker center (providing cultural, social, legal, and educational services).

In this paper, we will argue that the workers and organizers of the CLEAN Carwash Initiative have created an institutional hybridity—a union-worker center—that synergistically relates to many other community-based organizations to build power in the community and workplace. The unique structure of the Initiative allows it to engage a variety of institutions across issue spectrums. Through an examination of the CLEAN Initiative's

evolution, its programming, and its successful efforts, we will ultimately posit that CLEAN represents an institutionalizing movement against austerity and exploitative work, as well as an important model to be replicated elsewhere.

Popular Education Working Group

San Francisco (26th floor)

A Tool for Transformation and Solidarity: Bilingual Popular Education

Jeannette Huezo and Steve Schnapp

United for a Fair Economy (UFE) presents a deeper experience of popular education in this 90-minute bilingual workshop (English-Spanish) that will offer ideas and strategies for integrating the philosophy and elements of popular education into educational work with workers, at the work place, in worker centers, etc.; get ideas for engaging workers to gain greater control of their work places and make sure their rights are respected. Use this interactive methodology to help understand why dignity and justice for workers matters. This bilingual workshop offers techniques to labor educators for becoming more inclusive with workers for whom English is not their native language and who feel more comfortable speaking their own language. In this way we can establish true solidarity through practicing tolerance, support, and care.

How to Effectively Talk "Union"

John Kretzschmar

The combination of shrinking union density and an increase of direct and indirect attacks on "the right of wage earners to protect and expand meaningful workplace democracy" has created a deepening crisis. There are many ways to respond, and I believe that re-examining how we communicate with others about the labor movement is an important component of that response.

This workshop is based on a class that I developed to help union leaders and activists explain (a) why unions exist; (b) what unions do to increase levels of fairness and justice in the workplace and community; and (c) how unions do what they do. In creating this class, I drew upon many sources including the writings of Drew Westen, George Lakoff, Jonathan Haidt, Simon Sinek, Patrick Reinsborough, Doyle Canning, Charlotte Ryan, and Dan and Chip Heath.

The concepts taught are based on current understanding of how the brain processes information. Current research belies the idea that we are "rational" human beings. It says that we instantaneously and below the level of our awareness bring meaning to everything which our senses take in. That means that certain words, images, schema instantaneously give rise to positive and others to negative emotions. To maximize

effectiveness, we should never approach promoting and defending unions we might approach a debate...and there is no room for spontaneity.

Using that as a starting point, I suggest that union leaders and activists need to consciously design (a) how we explain unions to our members and the “persuadables” in the public as well as (b) how we respond to attacks on workplace rights and safeguards.

The version I teach in Nebraska is an 8 contact hour, one-day session.

Immigration and Globalization Working Group
Shanghai (25th floor)

Building Labor Citizenship and Citizen Unions: Models for Advancing Worker Rights and Labor Struggle in Latin America

Molly McCoy, Alejandra Ancheita, Kjeld Jacobsen, and Jose Luciano Sanin

The model of “formal” employment in Latin America has faded, giving way to myriad forms of work and hiring: self-employment, subcontracting, short-term contracts, part-time work, casual labor and numerous flexible hiring arrangements employ the majority of workers in many Latin American countries today. Industrial relations models, which favor bi- and tripartite dialogue between the traditional counterparts of organized labor, government and formal employers, have been slow to catch up to these changes, leaving millions of workers unprotected and without rights at work. Unions and their allies are beginning to answer this challenge by seeking new ways to reach out to workers beyond the shop floor, and new ways to channel the voices of unorganized workers into collective advocacy for worker rights. These organizations see a role and a need for union activism beyond traditional labor-management issues and are successfully implementing new approaches to build worker rights outside the factory floor.

The panel will present three approaches to promoting worker rights, one each from Mexico, Colombia and Brazil. Mexican labor support NGO ProDESC (the Project for Economic, Social, and Cultural Rights) will discuss its work to develop “labor citizenship” through community and worker organizing in rural Mexican mining communities. In these towns, where multinational mining companies threaten to trample the rights of workers and residents alike, ProDESC’s organizing work has complemented the efforts of the national mineworker union, Los Mineros, which has engaged workers in organizing campaign to oust corrupt “protection” unions. The Colombian pro-union think tank ENS, the National Union School, will discuss its advocacy aimed at bringing millions of Colombian workers hired under unprotected, often illegal subcontracting arrangements into

formal jobs that are covered by labor law. ENS efforts underpin the union organizing work being undertaken by workers and unions in some of Colombia’s most significant, and exploitative, economic sectors. Finally, the CUT of Brazil, Brazil’s largest trade union confederation, will discuss its work to build “citizen unions” whose members are actively engaged in social justice movements and national economic policy issues that affect both union and non-union workers.

Workshop

Los Angeles (26th floor)

An International Dialogue on How Unions Address Domestic and Sexual Violence and Stalking as Member, Union and Workplace Issues

KC Wagner, Maya Raghu, Quentin Walcott, Sari Sairanen, Jill Orlebar, and Humberto Carolo

- Your member reports being stalked and threatened by an ex-partner while delivering mail on the street and around the postal facility.
- A customer sexually assaults your member who works at a luxury hotel.
- A nurse asks her co-worker, a fellow union member, to walk around her ex-partner’s workstation every day and report on her activities.

Violence against women is the world’s largest and most persistent human rights violation. Over 50% of Canadian women will experience violence before they turn 25; the cost for health care, criminal justice, social services, lost wages and productivity has been calculated at \$4.2 billion per year.

In the US, nearly 3 in 10 women have experienced rape, physical violence, and/or stalking by an intimate partner. The estimated cost of lost productivity due to domestic violence equals \$727.8 million, with more than 7.9 million paid workdays lost each year.

Almost every workplace, whether in Canada or the United States, will have individuals who are affected by domestic and sexual violence or stalking—as victims, perpetrators, co-workers, and managers. Violence is most likely imposing economic, safety and human costs on the workplace and workers without the employer or the union’s knowledge, exposing both to legal liability. Although many unions recognized the seriousness of the workplace impact of violence some years ago, the need for prevention and response efforts has increased.

This interactive workshop proposes an international dialogue about Canadian and American “promising practices” for unions regarding member support and representation, worker education, steward training, collective bargaining, community/labor/

management collaborations and legislative policy initiatives. Strategies to leverage union values of mutual aid and social justice to engage men and women members as allies and contribute to long term social change will be discussed. All the speakers bring a track record in working with unions that demonstrate multi-disciplinary perspectives and expertise.

6:30pm

Caucus and Working Group Meetings

Popular Education Working Group

Denver (26th floor)

Co-Chairs: Tess Ewing, Steve Schnapp, Don Taylor

Online Learning Working Group

Seattle (26th floor)

Co-Chairs: Helena Worthen, Debra Kidney, Joseph Varga

People of Color Caucus

San Francisco (26th floor)

8:00pm

Films with the Canadian International Film Festival (CIFF)

Mandarin Ballroom (lower Mezzanine level)

FRIDAY, APRIL 19

7:00am-8:00pm

Solidarity Room Open

Vancouver (2nd floor)

7:00-7:45am

Breakfast

Served Outside/Eat on Right Side of Mandarin Ballroom (lower Mezzanine level)

All conference participants

Women's Caucus Breakfast

left side Mandarin Ballroom

7:45-9:00am

Registration

Outside Mandarin Ballroom (lower Mezzanine level)

Concurrent Sessions

8:00-9:45am

Panel

Mandarin Ballroom A (lower Mezzanine level)

What Do Demographic Changes Mean for the Future of the Labor Movement?

Julie Martinez-Ortega, Ana Avendaño, Karl Flecker, and Gregory Cendana

The decisive win by Barack Obama in the U.S. presidential election highlighted the profound impact of ethnic and generational shifts on the American electorate. Both Democrats and Republicans are recognizing that the parties need to address the shifting makeup of the electorate if they wish to stay relevant. The labor movement faces that same challenge. This panel will explore what the changing demographics mean in terms of how the labor movement does politics, organizing and member recruitment, communications, and where it focuses its policy work. The panel will feature four speakers drawn from a non-profit advocacy organization, the labor movement in the U.S. and Canada, and a national organization of Asian Pacific American (APA) union members.

Julie Martinez-Ortega, PhD, Vice President for Policy and Advocacy and Director of the Washington Office of PowerPAC will provide a demographic analysis and identify trends of importance to the labor movement.

Ana Avendaño, Assistant to the President and Director of Immigration, AFL-CIO will discuss the U.S. labor movement's challenges and new strategic approaches to building a broader, more inclusive labor movement.

Karl Flecker, National Director, Anti-Racism and Human Rights Department, Canadian Labour Congress will discuss the Canadian labor movement's innovative approaches to integrating culture into its political and social organizing strategies.

Gregory Cendana, Executive Director, Asian Pacific American Labor Alliance will discuss the potential for young workers and multi-racial youth movements to invigorate the labor movement.



Panel

Mandarin Ballroom B (lower Mezzanine level)

The 2012 Chicago Teachers' Strike

Steven Ashby, Bob Bruno, and Peter Brogan

The September 2012 strike of the Chicago Teachers Union (CTU) holds historic significance as a labor victory in an era of labor defeats; as the first major successful resistance by a large teachers' union to the corporate reform agenda; and as a model for the labor movement of internal organizing, member-driven unionism, community outreach, messaging, and strike strategy.

Steven Ashby presented on the CTU contract campaign at the March 2011 UALE conference. This presentation will pick up where that one left off, discussing the escalation of the contract campaign in the spring and summer of 2012, the challenges the union faced and how they surmounted them, and the key moments and lessons of the union's successful strike.

Robert Bruno will discuss the broader context for the deterioration of collective bargaining between the Chicago Public Schools (CPS) Board of Education and Mayor Rahm Emanuel, and the Chicago Teachers Union. He will analyze the role of Mayor Emanuel and the Democratic Party leading up to and during the strike, including the Democrats successful push to pass the anti-union Senate Bill 7; the sharply contrasted not only goals but visions of the bargaining process that each side brought to the table; the role of billionaire-funded education "reform" groups in the labor conflict; and the fact-finders' hearings and report (mandated by SB 7, but resulting in a report that largely supported the union's stance).

Peter Brogan will impart the lessons which the Caucus of Rank and File Educators (CORE), which began organizing against school closings in 2008 and was elected to run the union in June 2010, and the CTU strike have for rank-and-file reform struggles. The paper discusses how the 2012 Chicago teachers strike—and the rank-and-file struggles that have taken place inside the union prior to it—has been both shaped by their particular urban, political, and economic geographies, and how they have in turn transformed these landscapes.

Workshop

Seattle (26th floor)

Leadership, Feminism and Equality in Unions in Canada

Linda Briskin, Margaret MacPhail, and Marion Pollack

Undoubtedly unions in Canada have played a significant role in promoting women's equality. And many share the optimistic belief that organized labour can continue to play a critical part in challenging women's inequality. Evidence from this project

on Leadership, Feminism, and Equality in Unions in Canada, however, points to a backlash, suggested by the decline in women's participation in leadership, fewer resources for equality organizing, and in some cases, outright attacks on advocates.

This project explores the current climate and attitudes to women, feminism, leadership and equality in Canadian unions through the insights, voices and experiences of women union leaders, activists and staff in Canadian unions. Evidence suggests disturbing trends.

Results of conversations with 44 women activists, staff and leaders highlight the following six themes:

New and recurring resistance to feminism in the labour movement

- Impact of the current economic and political climate on equality organizing
- Integration of the equality agenda into union structures and culture
- Intersection between feminist and equality organizing
- Feminist organizing in the union movement
- Strategies for moving forward

We are also developing initiatives using popular education techniques which will facilitate conversations among women unionists and bring together a community of women activists from across unions to engage in strategic discussions on how to move forward.

Finally, this project addresses a larger question. In the current climate of recession and cutbacks, are equity gains, hard fought for by the movement of union women over the last five decades, losing ground inside unions? It appears that the current crisis around labour market restructuring and declining union membership has provided a context for the unproblematized return of the taken-for-granted 'core' issues of unions, often called business unionism, and more traditional and patriarchal forms of leadership.

For more information, visit the project website, <http://womenunions.apps01.yorku.ca/>

LSJ Panel # 3: Austerity, Law and Government Intervention

Denver (26th floor)

The State of the (Public Sector) Union: Freedom of Association and the Charter

Alison Braley-Rattai

Unions have generally looked to the courts to protect their interests without a good deal of success. That changed little with the advent of the Canadian Charter of Rights and Freedoms.

In 1987, the Supreme Court of Canada issued three concurrent decisions known collectively as the Labour Trilogy. The lead case, *Alberta Reference*, set forth a conception of the freedom to associate that denied that workers had either the right to bargain collectively or the right to strike. They had only those rights that they could exercise individually. And as striking and collective bargaining were necessarily collective in nature, there could be no Charter protection for these activities under section 2(d). The *Alberta Reference*, however, also gave rise to a famous dissent by Chief Justice Dickson (as he was then). The rationale for Dickson C.J.'s dissent would be echoed in *Health Services* (2007), 20 years later. In that case, the Supreme Court recognized a species of constitutional protection for the right to bargain collectively as a corollary to 2(d). Importantly, the Court set aside the question of a right to strike by claiming that it was presently irrelevant because the question was not part of the instant case.

In fact, since 2001 unions had been making some headway at the level of the Supreme Court and they had won a number of important challenges, culminating in *Health Services*. But as most Supreme Court watchers know, the devil is in the details. The Court's precedents rarely delineate clear rules that one could duly follow without further elaboration, clarification and "foot shuffling."

Concurrently, government austerity measures aimed at the public sector have intensified. Governments have also legislated public sector workers back to work and are increasingly using legislation pre-emptively to forbid work stoppages before they start, which interferes with collective labour action.

Austerity and Conservative IR: A new era of wildcats, pickets, and sick-outs?

Andrew Stephens and Doug Nesbitt

On New Year's Day, 2012, 750 workers were locked out of Electro-Motive Diesel (EMD) in London, Ontario. Nearly five hundred of those workers were members of Canadian Autoworkers (CAW) Local 27. Just two years earlier, Caterpillar, the notoriously anti-union heavy-equipment manufacturer, acquired EMD when it purchased Progress Rail Services. During negotiations at the end of 2011, Caterpillar demanded a fifty percent reduction in wages, a slashing of benefits, and the elimination of pensions for its unionized workforce. Not surprisingly, members of Local 27 voted 97 percent in favour of strike action shortly before the lockout. But as we show, industrial action was not restricted to conventional picket lines at the factory gates. Three months after the lockout started, Air Canada's baggage handlers at Pearson International Airport, represented by the International Association of Machinists and Aerospace Workers (IAMAW), engaged in a wildcat strike to protest the federal government's repeated use of back-to-work legislation. A month later, Air Canada's pilots followed suit with a "sick-out" to protest the company's attempts to undermine job security and the federal government's prohibition of strike action

through the Protecting Air Services Act.

Our paper examines the implications of the federal government's interventions in industrial relations following their majority mandate in May 2011. We use the case studies of Electro Motive Diesel and Air Canada to demonstrate how the use of intervention (back-to-work legislation) and reticence (refusing to intervene in the EMD case) is part of the federal government's economic model of austerity.

Dispossession is 9/10ths of the Law: Right to Work and the Making of the American Precariat

Joseph Varga

Everyone knows the expression "possession is 9/10th's of the law." It is an axiom, based on dubious veracity, meant to preclude or cut-off legitimate claims to property or other rights. In the case of Indiana's recently passed "right to work" law, I argue that dispossession of hard-earned labor and workplace rights led directly to the passage of the controversial law. Beginning with the 2010 election, and the establishment of veto-proof majorities in the Indiana legislature, union supporters and right to work backers waged a fierce two-year contest over the law, and its eventual passage in 2012 has not quelled the controversy. What I will argue here is that though the law was contested strongly by organized labor between 2010 and 2012, most of the fight had already been won by anti-union forces. Indeed, 9/10ths of the work had been accomplished over a roughly 30-year period, as Indiana workers were slowly dispossessed of the major forms of labor security that had led to the reproduction of a relatively prosperous and secure working class from 1946 to 1980.

While the preceding thirty-year assault on labor market securities set the stage for the passage of RTW in Indiana, the climate of austerity in the aftermath of the Great Recession of 2007-08 afforded anti-union forces the economic conditions and rhetorical positions to complete their assault on basic labor rights. Exaggerated claims that the state was "broke" and needed to attract jobs away from surrounding states constituted the twin pillars of the austerity arguments as Right to Work made its way through the legislature. The paper and presentation will argue that while the creation of a new class of precarious workers was a long-term process, the push for austerity was key component in eliminating the last measure of labor security available for Indiana workers. This very process, precariatization, I argue, is the key to understanding the shifting political alliances that have perplexed and fascinated political analysts.

Popular Education Working Group
San Francisco (26th floor)

Acts of Assertion: A Popular Theatre Workshop

Naomi Tessler

Using Augusto Boal's Theatre of the Oppressed methods including: participatory theatre games, Image Theatre and Forum Theatre, this workshop will invite participants to actively explore the topic of what workers are doing to assert their rights.

Through theatre games and techniques, participants will be invited to dialogue and reflect on their own work experiences. Participants will then collaborate in creating short role-plays that examine real challenges that workers have experienced and collectively discover how to work through these conflicts, rehearse asserting their rights and have their voices heard.

In this workshop, a safe, interactive, fun and encouraging environment will be created to enable participants to build self-confidence, self-empowerment and community. This workshop will invite participants to learn together, actively share tools, support and resources. No previous theatre experience is necessary!

Immigration and Globalization Working Group

Shanghai (25th floor)

The Immigrant Youth Movement: The Dream Act, DACA, and Dream University

Kent Wong, Dan Katz, and Judy Ancel

One of the most dynamic social change movements of this generation has been the emergence of the immigrant youth movement. Immigrant youth have organized civil disobedience, hunger strikes, marches, and mass actions to demand immigration reform. This campaign successfully pushed the Obama Administration to stop the deportation of Immigrant Youth through enacting "Deferred Action for Childhood Arrivals" (DACA) in June 2012. While the demand for the Dream Act and immigration reform continues, certain states are advancing progressive initiatives for in-state tuition and financial aid, while others are advancing anti-immigrant initiatives to deny rights to immigrant youth.

In addition, the National Labor College and the UCLA Labor Center are advancing a new certificate program called "Dream University" to provide college access through on-line learning for undocumented immigrant students. This is an exciting initiative that will help to advance college access for Dream Act students, as well as career opportunities for immigrant youth leaders in the labor movement.

Please join us to learn more about the immigrant youth movement, the current debate on federal and state immigration policies, and how to get involved in Dream University and the national campaign for college access for immigrant students.



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Roundtable*Los Angeles (26th floor)***From Union Leaders to Movement Leaders:
Perspectives on Multi-Union Leadership
Development Programs***Sally Alvarez, Gene Carroll, Al Davidoff, Karen Orlando, and
Jeff Grabelsky*

A substantial unmet need exists in the area of leadership development among organizations representing working people's interests. This deficiency has a dramatic movement-wide impact given the heavy responsibilities of often inexperienced leaders and key staff in these tremendously challenging times. Developments like Occupy Wall Street and the Wisconsin battle over public sector collective bargaining have challenged unions to rethink how they see their alliances with other progressive formations such as the environmental community, voting rights movement, religious and social justice groups, reproductive rights community, etc.. How will a new generation of labor leaders emerge and be equipped to deal with the very challenging terrain they face? Leadership training that helps leaders do what unions have been doing for the past decades, just doing it better and harder, won't address these challenges.

An increasing number of unions and other progressive organizations recognize these challenges and are demonstrating openness to new approaches. These efforts have been fueled by recognition of the importance of challenging leaders to see themselves not just as union leaders, but also as movement leaders, especially through their efforts to forge powerful multi-dimensional and multi-issue partnerships. Cornell's Leadership Institute, which is a partnership with the NY State AFL-CIO, has begun recruiting participants from non-traditional worker-based organizations, who then go on to forge alliances and network with labor leaders. The AFL-CIO's Institute for Central Body Leaders emphasizes the crucial partnerships that leaders have to forge if labor is going to be relevant in improving the conditions of working communities.

During the proposed roundtable several presenters will make brief presentations about some of the lessons they have learned and the impact they have seen from the leadership programs they run, followed by an in-depth discussion with the participants.

Plenary Session**10:00am-12:00pm****Challenging Global Austerity***Mandarin Ballroom (lower Mezzanine level)
Facilitators Elaine Bernard and Kent Wong*

Austerity programs are being implemented in various parts of

the world, to promote privatization, gut safety net programs, and undermine wages and working conditions. This plenary will address what unions and labor educators are doing to mobilize workers to fight back, to advance public policies that support workers, and to build labor and community alliances for economic justice

12:15-1:45pm**Lunch Buffet***Served Outside/Eat on Right Side of Mandarin Ballroom
(lower Mezzanine level)*

All conference participants

Immigration and Globalization Working Group*left side Mandarin Ballroom*

Co-Chairs: Judy Ancel and Helen Moss

K-14 Labor Education Working Group*left side Mandarin Ballroom*

Co-Chairs: Anneta Argyres and Helena Worthen

Central Labor Councils Working Group*left side Mandarin Ballroom*

Co-Chairs: David Reynolds and Monica Bielski Boris

Worker-Writer Working Group*Shanghai (25th floor)*

Co-Chairs: Karen Ford and Tim Sheard

12:15-1:45pm**Informal Networking**

Time for art installations in Vancouver (2nd floor)

Concurrent Sessions**2:00-3:45pm****Paper Session #2: Activating the Members***Mandarin Ballroom A (lower Mezzanine level)***Voices from the Generation Next Up:
Examining the Perspectives of Young Union
Members in the U.S.***Monica Bielski Boris*

As part of an ongoing research project exploring young worker organizations formed by labor unions and central labor bodies in the United States, I have interviewed young unionists asking about their experiences in their unions and their hopes for the future of the labor movement. I have also attended young worker group meetings, gatherings, and events as a participant observer. Using the data gathered through interviews and field

research, this paper examines the perspectives of these young union members (aged 18—35) and proposes possible methods for unions to address the issues and concerns of young workers.

A “Mixture of Nostalgia and Amnesia:” Remembering Ludlow through Pynchon’s Against the Day

Ericka Wills

This presentation will discuss fictional literature as one tool through which we can teach and learn about historical labor conflicts. Within this context, I will explore depictions of the 1913-1914 Colorado Coalfield War and Ludlow Massacre in Thomas Pynchon’s novel *Against the Day*. Through its fictionalization of these events, the novel advances counter-narratives of labor conflict against popular notions of peaceful, paternalistic industrialism in the mythic American West. Read beside conflicting union, government, media, scholarly, and eyewitness versions of the events at Ludlow, *Against the Day* can be understood not only by what it is—rich intertextual narrativization of worker struggle—but also by what it does—contributing labor counter-narratives to our historical memory. By tracing the complex relationships between union and company forces, *Against the Day* illustrates how violence against workers and labor resistance movements are not historical anomalies resulting from isolated exceptional circumstances, but rather symptomatic of the uneven distribution of power and resulting counter-hegemonic movements that persist in contemporary transnational capitalism. Thus, this presentation problematizes any notion of a static boundary between fact and fiction, reflecting *Against the Day*’s own metafictional commentary on the constructed nature of history. At the close of this presentation, I will bring this discussion into a concrete, present-day context by exploring the living memory of the Ludlow Massacre in contemporary southern Colorado.

Even if you are unfamiliar with the novel, this presentation may provide you with ideas for how to incorporate literature into diverse labor education classrooms. It is my hope that this presentation might catalyze a lively debate on the role of the arts in labor education.

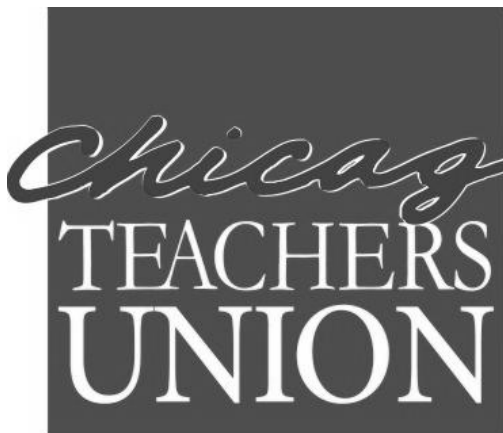
Red is Green except when it’s Yellow: Revitalizing Union Member Engagement through Collective Bargaining Education

Bernard King and Linda MacKinnon

Unions are facing unparalleled attacks under the banner of the “austerity” agenda. Characterized as resistant and recalcitrant, Unions are seen as defenders of a system of wasteful sinecure from a bygone era that must be removed to make way for prosperity and success. Unions have devoted much energy and many resources to respond to this assault. By focusing their energy on the external attack, however, Unions may be overlooking a more fundamental challenge to their viability, namely the disengagement of many of their own Union members. The challenge is only amplified when Union members themselves echo the same ‘truths’ that are said to underpin the austerity agenda against which the Unions are fighting.

The paper outlines how Bernard King, Staff Representative/Negotiator, and Linda MacKinnon, Union activist and Bargaining Team member, revitalized a process of bargaining training in 2010-2011 to develop and support structures within the Union ranks that advanced member education. By developing and training a network of Union activists for the purposes of bargaining mobilization, MacKinnon and King saw emerge a network of Union activists who have continued to support broad member education and engagement after the round of bargaining was concluded.

*Best wishes to CALL for a successful
conference. And thank you, educator,
for keeping labor strong.*



Understanding Motivation in Care Worker Unionism

Clare Hammonds

In this paper presentation I explore the motivations early childhood educators provide for supporting and participating in a union organizing campaign in Massachusetts. Most previous studies that consider the factors motivating individuals to join a union have emphasized both economic demands and a desire for increased respect and control in the workplace. In contrast to this I find that early educators overwhelmingly connect their activism to their passion and commitment to improving the quality of children’s lives and to preparing them for future academic success. In this way early educators’ motivations differ from those offered by workers in industrial settings, and

even from workers engaged in other forms of non-interactive service work. I argue that our understanding of why workers in care industries advocate for unionization cannot be understood apart from the context of care work itself. In particular the voices of early educators point to the need to consider both the relational dimension of the labor and the presence of a dominant and pervasive discourse in which the ideal care worker is constructed as a selfless actor, interested solely in the best interest of the care recipient. The findings for this paper are based on in-depth interviews with 25 early childhood educators who participated in a union organizing effort in Massachusetts between 2010 and 2012. The analysis is also supported by two years of participant observation. During this time I worked as a researcher on the Massachusetts unionization campaign, observing its development, attending organizing meetings, trainings and leadership development workshops. This provided me with an opportunity to interact and communicate with the key activists and leaders on this campaign, developing a more nuanced understanding of their participation. The paper provides an important contribution to our understanding of care worker mobilization and advocacy.

Re-Thinking the Strike: A Post-Accord Model for Workers' Collective Action

Chris Rhomberg

The incidence of strikes has reached an all-time low in the U.S. in recent years, and yet recent strike actions by Chicago school teachers, Wal-Mart workers, and others raise the question of how workers can continue to exercise power through the strike tactic. More than a re-analysis using older theories, the current period is an occasion for re-thinking of what strikes are nowadays and how they operate. This paper offers a brief review of traditional theories of strikes and argues that they fail to capture the full extent and significance of strike activity in the present U.S. system of labor relations. I propose a new model that incorporates the economic, political, and community dimensions in analyzing the forms and impact of the strike.

The paper draws on a case analysis of the 1995 Detroit Newspapers strike to illustrate the changed terrain of strike mobilization. Decades of conservative federal court and NLRB decisions have now drastically altered the field for collective bargaining, forcing unions to explore new ways of bringing pressure on employers. Unlike the traditional channeling and regulation of strikes under the post-World War Two system, the forms of strike mobilization now spill over across the institutional boundaries of the workplace, the legal system, the local community, and beyond. Unions must be prepared to develop comprehensive strategies that engage multiple fronts, beyond the traditional picket line. At the same time, however, the right to strike remains essential and should be defended against its erosion.

The precise nature of workers' leverage will vary in different

cases, and there is no simple formula for strike success. The scope of action, however, is different now and should be evaluated differently. The paper considers recent strike activity in light of the model to analyze their meaning for the labor movement today.

Panel

Mandarin Ballroom B (lower Mezzanine level)

What Kind of City Does Labour Produce? Negotiating Local Economic Development in Toronto

Ian MacDonald, Steven Tufts, Simon Black, James Nugent, and Thorben Wieditz

Trade unions remain forceful, if embattled, labour market actors in major North American cities. Increasingly under pressure in the bargaining arena, unions are assuming a more innovative role in the promotion and regulation of their respective sectors. This more entrepreneurial role in urban governance may at times overlap—and at times conflict—with the strategies of other urban actors. Unions that seek to leverage opportunities afforded by urban redevelopment and the competitive city are obliged to reckon with the interests of their members as both 'producers' and as residents of the city, as well as tensions between the role of unions as labour market institutions and the broader social agenda organized labour continues to espouse. From a public policy perspective, we may ask: 'what kind of city does labour produce'?

Ian MacDonald, "Placing Labour in the New Urban Economy"

This paper establishes a theoretical and analytic framework for comparative research on the various entrepreneurial roles in urban governance that trade unions have defined in the neoliberal period, and traces out the research agenda that informs the three case studies to be presented in the session.

Steven Tufts, "The Particular Politics of Casino Development in Toronto"

On November 5, 2012 the Executive Committee of Toronto's City Council voted to move ahead with public consultations on the benefits and location of a casino in the city. This paper examines the current public battle among the state, real estate developers, casino corporations, unions, boosters, and anti-casino community groups and concludes with possible directions for the anti-casino movement.

Simon Black, "Old-Style Social Democracy or Progressive Competitiveness? Toronto's Child Care Unions in the Entrepreneurial City"

This paper examines the role of child care worker unions in urban public policy development in Toronto. The City of Toronto has long been recognized as a national leader and innovator in the field of early childhood education and care,

with well-developed policy expertise in planning, budgeting and administration. In the early 1980s, unions representing the city's daycare workers formed a coalition with feminists, child care advocates, and non-profit daycare operators, to push for a comprehensive, universally accessible, non-profit, publicly funded child care system.

James Nugent and Thorben Wieditz, "Fighting to Protect Employment: Recent Labour-Community Struggles in the City of Toronto"

One way in which organized labour has helped shaped urban space and economic development within cities is through its participation in struggles around land-use zoning. This paper compares two struggles waged within Toronto between 2006-2009 in which the Toronto and York Region Labour Council and other unions formed a coalition with place-based neighbourhood groups to fight against the intrusion of big box retailers onto lands officially zoned as Employment Districts

Joint Session

Seattle (26th floor)

Workshop

Why Unions Still Matter

Diane Thomas-Holladay, Meredith Stepp, and Grainger Lebetter

Aimed primarily at local leaders and rank and file members, the course has been extremely popular since its roll out in July of 2011 and has been presented at a variety of local, state, regional and international meetings and conferences across the country. The presentation, which can be tailored to fit a variety of time slots, uses videos, exercises, lecture and question and answer techniques to explore the accomplishments of the labor movement under various economic and political policies and how unions currently add value, not only in the work place, but in the larger society. Significant events in early and recent labor history are discussed and the class concludes with a focus on the role of government in shaping social and economic policy.

Instructors will discuss the purpose and design of the class and preview short excerpts from each of the eight sections to help attendees understand how the material is organized and presented to meet the course themes. At the conclusion of the presentation time will be allotted for questions.

Course themes:

Participants will become familiar with...

- the rise of organized labor in the 19th and early 20th century
- the birth of the modern labor movement
- the modern era attack on labor unions
- the role of unions in policy and politics

Course objectives:

Participants will understand...

- the working conditions that led to organizing
- the organizational models workers created to build union strength
- the response of employers and the government to unionization
- the impact of unions on workers and the economy

Papers

What Americans Think About Unions and What the Labor Movement Should Do About It?

Tom Juravich

Recent polls have shown that the attitudes of public in the U.S. toward unions have plummeted to the lowest approval level in decades. Most research has focused on how these low approval ratings are a consequence of the high unemployment of the Great Recession. While there has been some recognition in the literature that attitudes toward labor are linked with attitudes toward business and government, we present historical evidence demonstrating that negative attitudes towards unions are part and parcel of a growing anti-institutionalism that has grown with neo-liberalism. Additionally we show how these negative attitudes are also a product of declining union density. This declining union density also raises questions about the validity of these general surveys and the opinions of unions by Americans who have had virtually no contact, directly or indirectly, with unions. Recent polling in Wisconsin after the battle over collective bargaining and in Ohio suggests that Americans are considerably more favorable towards unions than the national polls would suggest. We would posit that these polls in Wisconsin and Ohio are better measures of attitudes towards unions given their connection to real issues in people's lives. Our findings suggest that given the strong tides of anti-institutionalism, that efforts by the labor movement to 'improve its image' are unlikely to succeed. What the evidence from Wisconsin and Ohio suggests is that it is only through direct involvement with issues that affect people's lives that unions can hope to improve their public image.

Psychology of Political Polarization

Michelle Kaminski

In spite of the electoral landslide for President Obama, the U.S. remains deeply polarized politically. Data on both houses of Congress suggest that the gap is the greatest it has been in 100 years. What accounts for this? Many would point to an ongoing battle between the capitalist class and the working class as the underlying source. In addition, the rise of the 24-hour news cycle appears to be a contributing factor, as some networks focus on inflammatory rhetoric and call it "news". But why do these tactics work so well, even to the point of having working

class union members support politicians whose policy goals are contrary to their interests? I argue that one piece of the puzzle is that human beings have some fundamental tendencies based on our cognitive biases and emotional identities that add to the divide.

In addition to the cognitive biases, some patterns of emotional identity are also related to the current level of political polarization. Identifying with a group that we think is superior enhances our self-esteem. This, in turn motivates people to glorify their group (e.g., a political party), overstate the group's effectiveness, and scapegoat the opposition.

Finally, the threat-rigidity hypothesis combines both cognitive and emotional aspects. This well-documented effect states that when we perceive something as a threat, we restrict the information we gather about it and we limit our behavioral responses to our dominant, most-often used behaviors. We are not likely to seek out constructive or collaborate solutions when we perceive something as a threat.

This presentation will, first, summarize the psychological literature as it relates to political polarization. Second, it will discuss two of the key concepts that could help overcome this polarization: superordinate goals and conflict resolution styles. And third, it will address how labor educators can use this in their work.

A New Hope? Labour Unions and the Liberal Party

Jason Sykes and Brad Walchuk

For the last fifty years, much of the labour movement in English Canada has backed the New Democratic Party (NDP) in federal and provincial elections, largely because of a shared commitment to social democracy. In fact, the NDP was created by a merger of the Canadian Labour Congress (Canada's highest labour body) and the Cooperative Commonwealth Federation (a fledgling socialist political party). The NDP has long been seen as the political arm of organized labour, and many industrial and public sector unions traditionally been amongst the party's most ardent supporters.

In the neo-liberal era, however, this relationship has begun to show many signs of fracture, though many unions still remain loyal to the NDP. Despite the changing union-party relations in Canada, labour's alliance with the Liberal Party has gone largely unnoticed in the academic literature.

The paper analyzes labour's role in supporting the Liberal Party since 1999, particularly their support in the 2011 provincial election. Over the past four provincial elections in Ontario (1999, 2003, 2007, and 2011), organized labour's political approach has been divided, with an increasingly number of unions backing the more centrist Liberal Party. The paper also analyzes the

fracturing relationship between the Liberals and organized labour since the 2011 election, largely in response to a direct attack on the collective bargaining rights of teachers (who were amongst the most ardent Liberal backers) and a general climate of austerity in public-sector negotiations. The Liberal's anti-labour policy initiatives, and the resulting move away from the Liberals on the part of many unions, have once again complicated labour's political approach. As a result, this paper analyzes theories behind the changing union-party relationship in Ontario to explain the reasons for its evolution and its broader effects on labour's political strategy.

LSJ Panel # 4: Austerity Struggles in Comparative Perspective

Denver (26th floor)

Resisting Austerity, Resisting Marketization : a Study of UK and US Public Service Labor

Whyeda Gill McLure and Roger Seifert

The paper examines the roots of austerity in neo-liberalism in the UK and the US by examining the three-decade long attack on manual and professional public service labor. Trade union density across the public sector is still over 50% in the UK; while lower in the US, it is still relatively high compared to the private sector. These are positive trends needing to be strengthened. The paper puts forward a number of strategies to support union efforts at building alliances with local communities to protect public services. It is urgent that these traditional methods are foregrounded, built on and supported by analyses of both the distinctiveness and the necessity of public service labor and public service, if austerity is to be halted.

The UK Coalition Government's Comprehensive Spending Review is the deepest in real terms since the Second World War. Cuts to all parts of the public sector in the UK will be profound, but local government services and workforce are being hit worst. Over 700,000 jobs are to go by 2015 as opposed to the forecasted 400,000. Remaining employees are being asked to accept alterations to terms and conditions including a reduction in paid working hours.

However, to appreciate the seriousness of the situation, one has to remember that austerity is driven by the continuing political economic dominance of neo-liberal policies worldwide and that these have been behind the attack on public service labor and services for over three decades. There are similar trends in the US. Like the UK, where public service employment makes up one-eighth of total employment, around 22 million people are directly employed by the US state.

Solidarity and Struggle in Mexico: Miners, Capitalists, and Cartels

Richard Roman and Edur Velasco Arregui

The struggle between capital and labour in Mexico's mining sector has a long and bitter history. It is the sector in which there has been the largest number of conflicts and strikes during the last twelve years. The massive privatization of the 1980s and 1990s, which included significant state mining companies, was accompanied by a neoliberal assault on workers' rights. This assault has intensified with the presidencies of Vicente Fox (2000-2006) and Felipe Calderon (2006-2012) of the Partido Acción Nacional (National Action Party), Mexico's conservative party, whose rule broke the 70-years of Mexico's one-party rule. The new presidents, in close alliance with big mining companies, have sought to destroy the union which has close to 300,000 members (SNTMMSRM/Los Mineros, the union of both miners and metal workers of Mexico). There has also been a significant intertwining of the ongoing neoliberal offensive against labour with the "war on drugs" and the drug cartels themselves. The drug cartels are now involved in exploiting mines and mine workers in certain regions.

The miners' union has fought back with great militancy and solidarity in the face of massive attacks by the state, the big mining companies, and the cartels, attacks that have been carried out through the manipulation of formal legal procedures as well as through military actions by the state and violence by the cartels. We will situate the assaults in mining in the broader context of the general attack on workers and labour rights in Mexico. However, the focus of our paper will be on the resistance of the miners, a resistance that has had considerable success in the face of difficult odds. We will try to explain the resistance by looking at the bases for local solidarity in the union (including union-community links), solidarity between union sections in different regions, and international solidarity.

Austerity on the Plate: Working-Class Housewives, Meat Boycotts, and Domestic Politics

Emily Twarog

This article focuses specifically on Detroit's 1935 meat boycott. An examination of this event allows a deeper understanding of the ways in which housewives used domestic politics to protest in the public sphere and, in turn, improve the economic conditions of the private sphere. Relying on a strategy of class solidarity, housewives used consumer protests to strengthen their families' standard of living as well as bridge the established barriers between domesticity and industry. Housewives used their gender identities as "sources of social solidarity, organization, and moral purpose" (Skocpol 1992: 37). In essence, women's family roles did not "dampen militancy or weaken their identity as workers," rather "family ties may in fact be crucial in generating working-class solidarities" (Rose 1997). Building on the Progressive Era food protest culture, the largely unknown story of the Great Depression's "meatless summer of 1935" provides an example of the maturation of domestic politics (Diner 2009).

While this article is by and large a historical piece that is driven by archival research, it also presents an organizing model that I believe contemporary organizations could build upon. In her recent book, *The New Feminist Agenda: Defining the Next Revolution for Women, Work, and Family*, Madeleine M. Kunin posits that "...feminists who want to fight for wide-ranging family-friendly policies must make far-reaching, sometimes unnatural-seeming alliances..." As this article demonstrates, this is not a new proposition. The little known "movement of housewives" during the New Deal did precisely this. Campaigns focusing on access to subsidized childcare for working mothers, equal pay and seniority rights for women workers, and cost of living controls prompted working-class housewives of male union members to collaborate with specifically the type of diverse allies that Kunin asserts is necessary. Today groups like Momsrising.org and organized labor need to heed Kunin's call and look back to these earlier movements. This article offers up one model.

Popular Education Working Group

San Francisco (26th floor)

21st Century Grievance Handling

Ruth Needleman and Don Taylor

In this workshop, we will demonstrate a series of activities designed to help reps think strategically about the uses and limits of the grievance procedure. At the same time the exercises encourage reps to develop tactics for increasing membership engagement and management accountability. Making the union presence in the workplace a power with which employers must contend is more important than ever. This is especially important in states that are limiting public sector bargaining rights and imposing "right-to-work" legislation.

In the growing number of states with "right-to-work" and limits on public sector bargaining, the union reps are in the most critical position to keep the union alive and strong on the shop floor. Focusing on bargaining every 3-5 years won't do it, especially if the state has eliminated bargaining as Indiana did with state workers 8 years ago. Using shop floor organization and power to bargain continuously, and bargaining through collective actions can build the union and help to maintain membership.

Relying on popular education, this workshop will provide activities through which union reps can re-evaluate their approach to grievance-handling and develop more creative tactics focused on strengthening the union among the members. We will share materials and encourage to bring your own to share as well.

Immigration and Globalization Working Group

Shanghai (25th floor)

Advancing the Field of Labor Education in China

Greg Mantsios, Kent Wong, Elaine Bernard, and Cathy Feingold

Labor Educators from the U.S. and China are working together to launch a joint master's degree certificate program between Shanghai Normal University and the CUNY Murphy Institute for Labor Studies. This initiative builds on ten years of work to strengthen relations between labor scholars and labor leaders in the U.S. and China. A number of U.S. unions have pledged their support for this project, including UFCW, UAW, and CWA.

The AFL-CIO leadership has engaged in increased dialogue and communication with unions in China, and is exploring ways to improve this strategic relationship. Labor educators have and will continue to play an important role in building labor solidarity between the U.S. and China.

Please join this workshop to learn about developments in labor solidarity between the U.S. and China, and how labor educators can support this exciting initiative in global labor education.

Joint Session

Los Angeles (26th floor)

Is equity still relevant for unions? Challenges to inclusion in old and new industries

Suzanne Mills, Sarah Lowe, Lisa Fiorino, Amanda Coles, and David Cox

There has been a declining focus on equity both within unions and in the union literature. The gains that women, racialized workers and sexual minorities have made in the past, though largely symbolic, have created the impression that equity has been attained and that it no longer needs to be on unions' political agenda. Perhaps more significantly, attacks on organized labour and austerity dictates have put unions on the defensive and relegated equity to the back burner.

This panel highlights the continued relevance of equity concerns to both individual workers and unions. While attacks on workers and unions have uneven effects, it is also critical to unions since it is necessary to expand memberships and increase public support. This panel will present recent research by students and faculty on unions, workers and equity in building and construction trades, mining and cultural industries. We will explore the barriers that workers face full participation in the workplace and in unions and explore some ways that unions have facilitated positive relationships with historically marginalized groups.

Sarah Lowe, "Skywalkers as Rank and File: Exploring Indigenous Ironworkers' Perceptions of their Unions"

This research project draws on interviews with Mohawk ironworkers to better understand why that is, by attempting to understand the relationship between those ironworkers and their union locals.

Lisa Fiorino, "Barriers to Entry: Women and the Challenge of Getting an Apprenticeship"

The purpose of this study is to examine the barriers that graduates of the pre-employment programme faced in entering unionized and non-unionized apprenticeships in the building trades.

Amanda Coles, "Keeping Equity on the Agenda in Cultural Industries"

This paper discusses the dynamics of how systemic gender inequality plays out in the Canadian film and television production industry, based on the work that I have been doing as part of a Union-based "Gender Equity Working Group" with representatives from ACTRA, the Directors Guild of Canada, the Writers Guild of Canada, and IATSE.

David Cox, "Pre-Project Negotiated Agreements: Aboriginal Women's Participation and Why Organized Labour Needs to be at the Table"

This paper argues that IBA negotiations need to include both government and organized labour to fully implement the training and language in collective agreements needed to retain women in mining.

Updating and Strengthening the Administrative Practices of Unions: Is there a Role for Labor Educators?"

Paul Clark, Lois Gray, Ken Margolies, and Doug Allen

As unions continue to face a harsh environment and shrinking resources, they seek to enhance their organizational performance. Like other organizations, unions are looking for ways to manage their human and financial resources more effectively. This represents a change from traditional practice.

Historically, labor unions came together as loose-knit associations of working people staffed by volunteers with little or no attention to formal policies, procedure, and organizational structures. Interested observers—including Harvard's John Dunlop and Derek Bok, and union official turned academic, Jack Barbash—found unions seriously deficient in administration and management, thereby missing opportunities to attract, train, and supervise superior staff and target financial resources for optimum results.

Paul Clark and Lois Gray have been tracking administrative

practices of American labor unions for the past twenty years and report a marked trend toward formalization and modernization of human resource practices, sophistication in budgeting, and utilization of strategic planning. This trend poses a challenge to labor educators on how to provide training and technical assistance to union officials in relation to these responsibilities.

Ken Margolies, based on years of experience in union-based and university-based labor education, has developed training programs in "Managing with Labor Values," and will share his insights and curricula with participants in this panel discussion.

4:00-5:30pm

UALE Membership Meeting

Mandarin Ballroom (lower Mezzanine level)

5:30pm

On the Street III, Walking tour of Spadina Labour History and Chinatown

Leaving from the hotel lobby

Dinner served for participants; Dinner for others independently

LSJ Editorial Board Meeting

Denver (26th floor)

8:30pm

Films with the Canadian International Film Festival (CIFF)

Mandarin Ballroom (lower Mezzanine level)

SATURDAY, APRIL 20

7:00-10:00am

Solidarity Room Open

Vancouver (2nd floor)

7:00-7:45am

Breakfast

Served Outside/Eat Inside Mandarin Ballroom (lower Mezzanine level)

All conference participants

Concurrent Sessions

8:00-9:45am

Paper Session # 3: Reforming the Union

Mandarin Ballroom A (lower Mezzanine level)

Bullying Leaders and Union Response

Jerry Carbo

Workplace bullying is a severe and pervasive problem in the United States. The outcomes of workplace bullying are disastrous for organizations and more importantly devastating for targets. For targets loss of esteem, withdrawal from work and family, stress related illnesses and even homicide or suicide are the end results of workplace bullying. Despite the severity and pervasiveness of workplace bullying there is no formal legal remedy available to targets. From an organizational perspective there is the potential to address workplace bullying, but overall organizations do a poor job of eliminating and also often exacerbate workplace bullying.

Another potential path for addressing workplace bullying is through concerted activity and in particular union responses to bullying in the workplace. In this paper, I will explore this potential solution. By reviewing the results of three different case studies where unions responded to workplace bullying in different ways, I will present arguments that union responses can indeed lead to effective resolution of workplace bullying. However, I will also make present evidence that the union response must be strong and direct in order to eliminate workplace bullying. In fact, one case study would suggest that a weak response to workplace bullying might be perceived as tacit approval of such actions and like weak organizational responses further exacerbate the problem.

How Can Labor Education Sustain Action Change in Unions

France Laurendeau

The College FTQ-Fonds was born in 1999 because FTQ leadership was conscious of the threat of the globalization on union power. Was our permanent staff and union leaders ready to face this new challenge? Inspired partly by the Labour College of Canada, the College FTQ-Fonds opened in January 2000. After more than ten years, 312 people completed the 8 weeks program.

In presenting my experience as program's director since the first steps of program design, I want to raise a discussion on four questions :

What must change in the behavior of union leaders and staff to increase union strength in challenging times?

What must we « teach » in a way to get to this outcome?

What are the conditions for people to learn?

How can we assess if we were successful in our education mission?

My assumption is that union leaders and staff are successful not because what they know but mainly because how they behave with the members, the employers, the medias and the community and how they find creative solutions to the problems occurring in the workplace.

Changing behaviors is difficult. People are more comfortable in usual behavior even if it fails. Steven Covey said that a habit is « an intersection of knowledge, skill and desire ». The knowledge is the theory, the what to do and why. The skill is the how to do. The desire is the motivation, the want to do. To change an habit, the desire or motivation seems to be the first thing to adress. Changing behavior is about consciousness and will. It can't be taught but it can be practiced and supported.

The FTQ-Fonds College tried to support people in this process in offering a wide range of tools and a favourable context to do it. The paper will elicit those tools and context.

Follow the Money: Satire and Substance in Anti-Capitalist Economic Education

Randy Robinson

The Canadian province of Ontario was fundamentally transformed from 1995 to 2003 by a deeply neoliberal Conservative government elected on a platform to slash public services and taxes, impose workfare on social assistance recipients, and gut progressive labour laws. The Liberal government elected in 2003 set about repairing, slowly, some of the damage inflicted on the province by the Conservatives, albeit within a Blairist vision of the neoliberal project. That changed in 2009, as the government, under the influence of the Ontario Chamber of Commerce and the province's powerful financial sector, responded to the global recession with a plan for massive cuts to corporate income taxes and an expansion of the province's regressive sales tax regime. The Ontario Public Service Employees Union (OPSEU) responded with an innovative campaign that married research from union economists and progressive academics with humour and the Internet. "People for Corporate Tax Cuts" was an instant hit, and played a role in changing public attitudes towards corporate tax cuts.

People for Corporate Tax Cuts marked, in many ways, the beginning of a shift in OPSEU's approach to the protection of the jobs and services its members provide. The union's approach to campaigning is increasingly embedded in a broader analysis of neoliberalism as, in David Harvey's phrase, "a political project to re-establish the conditions for capital accumulation and to restore the power of economic elites." Part of extending this discourse to the members has involved presentations to members showing the links among profits, wages, tax cuts, and public service cuts, and the methods by which corporations both attack and use government for their own ends. Another key part has been the creation of the union's first-ever member course in political economy, *Follow the Money: A First Course in Public Economics*.



Small Towns and Country Roads: Making Activism Work in West Virginia

Sarah Stevenson, Jessica Ice, Tony Michael, and Aaron Ondo

As a state of small cities and country towns, West Virginia has a labor movement that wrestles with difficulties familiar to unions elsewhere but works in a context that offers other, more singular challenges. Added to geography and unpaid staff are an aging and mostly rural population and limited financial resources. The state's labor movement is organized into 13 central labor councils, all of which, to varying degrees, struggle with recruitment, activism and effectiveness.

At the request of the West Virginia AFL-CIO, West Virginia University's Institute for Labor Studies and Research (ILSR) has coordinated efforts by CLCs to recruit new delegates, modernize operations, and increase capacity to represent labor's interests in their communities. In 2011, ILSR surveyed the CLCs about their challenges, current activities and activities, partnerships or training that each might be interested in developing further. At the same time, questionnaire content was suggestive of areas that a CLC might consider embracing. ILSR followed up in 2012 to assess whether any progress had been made or any additional needs had been identified. Since the initial survey, ILSR faculty also have monitored CLC activities and assisted several councils to develop new projects.

How to Measure Union Effectiveness

Michelle Kaminski

Fiorito and Gall (2012) suggest that we need a national survey of unions as organizations. A national survey could help us understand questions such as what proportion of unions have adopted the organizing model and how effective different union strategies are. At an even more fundamental level, we need to understand and to be able to measure what an effective union is. Currently, many scholars simply rely on a perceptual measure—asking the union leadership for their opinion—of the effectiveness of a union overall. While such a measure has face validity, it also has considerable room for bias.

In order to develop a more objective measure of union effectiveness, we need to be able to define what an effective union is. Is it one with a growing membership? Is it one with a considerable political clout? Is it one that focuses on the needs of current members? Ideally, labor activists would like their unions to be all of these things. To better understand union effectiveness, we need to measure all these dimensions. We also need to answer questions about the level of analysis. What is an effective local union? What is an effective international union? And, what is an effective regional / intermediate level

of a union?

This presentation will focus on descriptive data analysis. This type of data could be used to determine if the three types of union effectiveness (collective bargaining, political action, and organizing) are related to each other, or if diversity and/or proportional representation in leadership is related to any of the measures of union effectiveness.

Paper Session # 5: Labor Education, the University and the State

Mandarin Ballroom B (lower Mezzanine level)

Serving the Faculty Union: A Case Study of Labor Studies Research on One's Own Campus

Bruce Nissen

University-based Labor Studies programs historically have been less oriented toward research than have been traditional higher education disciplines. This is particularly true of strictly "academic" research that is not intended to be immediately used for some practical purpose. The reasons for this are many, including a "mission" for many programs that emphasizes the delivery of training and educational programs for labor unions and allied organizations, labor educator backgrounds frequently rooted in unions or other forms of social justice activism, limited interest within labor union leadership or membership in the more theoretical or "academic" literature, and the general lack of established academic career ladders or prestigious university professorships or journals to reward a strong research orientation. This situation has been changing rapidly in the past decade as universities increasingly require the PhD as a prerequisite for faculty employment in Labor Studies. Now many junior labor educators are required to engage in extensive academic publishing if they wish to survive and attain tenure. But historically this has not been the case, and even in the present Labor Studies is a much less research-oriented field than are most academic fields.

University Labor Studies Center Staffing and Union Densities in Michigan and Selected States and Years: 1977-2012

John Revitte

What do Unionized Professors Think of Their Faculty Associations?

Larry Savage, Michelle Webber, and Jonah Butovsky

Higher education is the most densely unionized sector of the Canadian economy. Yet, we know very little about the relationship between university faculty and their faculty unions. In an effort to address this lacuna in the literature, we conducted a survey of faculty members in four primarily undergraduate

Ontario universities to better understand their views concerning faculty unions and university labor relations more generally. Our paper draws on data from four small to medium-sized universities with unionized faculty associations (Brock University, Trent University, Nipissing University and Lakehead University). Utilizing both quantitative and qualitative questions, our survey explores the state of higher education, the work of faculty, and the changing conditions of faculty work. We also explore respondents' thoughts on the role of faculty associations and their perceptions concerning the effectiveness of their own associations. Additionally, we ask questions about respondents' views on politics and labor unions more generally.



Our preliminary findings demonstrate that, on the whole, faculty members are quite satisfied with their unions' ability to negotiate higher salaries, defend academic freedoms, and preserve collegial governance in the university. However, these findings also show there is a strong undercurrent of faculty members who believe the actions of faculty unions in collective bargaining and grievance administration actively work to undermine the professional standards of academe.

Our study will breakdown findings according to gender, career stage and class background in order to better pinpoint the factors that may influence the nature of the relationship between faculty members and their unions.

Protecting Adjunct Faculty Union Leaders

Curtis Keyes

Higher education is a labor intensive industry whose primary service, instruction, is fulfilled today by vast numbers of contingent part-time instructors. Having spent the past decade teaching numerous working class urban youth and first generation college students under the precarious status of

contingent part-time adjunct professor, I am acutely aware of the working conditions many of my fellow colleagues encounter on the job.

As a contingent part-time adjunct professor currently working on three campuses, teaching and preparing students to meet contemporary social, political, economic and cultural opportunities, I personally find the work I do to be steeply rewarding and immensely gratifying. Nevertheless, on the other terrain, I generally find working conditions for contingent part-time faculty to be, at best, intrinsically exploited labor and fundamentally adverse to uplifting humanity and dignity.

Not being one to accept discrimination without fighting to ameliorate the situation or change it altogether, I decided to organize the United Adjunct Faculty Association (UAFA) at East-West University (EWU) in Chicago, Illinois in the fall semester of 2009 with the essential purpose of winning union representation with the Illinois Education Association, an affiliate of the National Education Association (IEA/NEA). EWU is a small private "none-for-profit" university with a 70% African American, 12% Latino American and international student population.

Panel

Seattle (26th floor)

Labor Filmmakers United Panel

Vivian Price, Min Sook Lee, Howard Kling, and Fred Glass

Labor filmmakers show clips of their work, speak about creating media that promotes political consciousness and their experiences of connecting with labor and social justice movements.

Vivian Price

Discussion of new media and community archiving in tradeswomen archives <http://tradeswomenarchives.com>

Min Sook Lee

Making social justice films in Canada, a discussion of her work, including *El Contrato* *Badge of Pride* and other films <http://www.cinemapolitica.org/artists/min-sook-lee> and <http://www.jointheleaders.com/page/Min-Sook-Lee.aspx>

Howard Kling

Not so unique any more: old arguments and the evolution of style and voice in labor video. Report on contemporary struggles and the use of video. Workday Minnesota is at <http://www.workdayminnesota.org>

Fred Glass

"Tax the Rich: An animated fairy tale," a youtube video Glass wrote and directed for CFT went viral and attracted the nasty attention of the right wing media machine. The piece was animated by Mike Konopacki and narrated by Ed Asner View it at <http://youtube.com/watch?v=S6ZsXrzF8Cc>

LSJ Panel # 5: Austerity Struggles in Canada and Quebec

Denver (26th floor)

Labour and Austerity in Québec: Trouble in Paradise?

Thomas Collombat

Thanks to its relatively high unionization rate (about 40%) and the social democratic inspiration of its state model, Québec is usually considered as a progressive and labour-friendly region within North America (Gagnon 1994). When most of the world had to suffer from the consequences of the 2008 economic crisis and from the austerity measures that followed, the provincial government insisted that Québec had gone through it much more easily and with less damage than other countries. Despite this apparently positive context, Québec went through one of its most intense periods of social unrest in 2011-2012, a crisis now known as the Maple Spring (Frappier et al. 2012). Starting from a protest centred on the tuition fees hike imposed by the government, it turned into a broader movement against the government and particularly its proximity to corporate interests and related suspicions of corruption.

How can we explain this apparent paradox? If Québec was not so bad for workers in an era of austerity, how are we to understand the Maple Spring movement? Most of all, what does this situation say about organized labour capacity to resist and mobilize against neoliberalism and austerity? This paper seeks to explore those dynamics and argues that unions reaction to austerity reveals the contradictions of the institutionalization of the labour movement. It questions the relation unions have been able to establish with the state, both as employer and lawmaker. It also puts in perspective the relation unions have established with other social movements, in particular students, and the tensions that characterize this relation.

This paper will focus on three dimensions of labour reaction to austerity: the relation to the government as lawmaker; the relation to the government as employer; and the role and position of the labour movement in relation to the Maple Spring.

Shock Therapy: Organized Labour and the Global Slump

Tim Fowler and Bradley Walchuk

This current 'age of austerity,' it is often posited, is linked to the global economic slowdown in 2008. In fact, much of the rhetoric from government's implementing its various austerity measures is linked to the current economic collapse. Their actions, thus, are not framed as inherently anti-union, but rather, are temporary or exceptional in nature, and necessary under such dire economic straits. Scott Walker, for example, referred to his actions as a "bold political move," adding that "the bottom line

is we've got to balance the budget [and] we can't raise taxes to balance the budget or we'll cripple the economy that already has about a 7.5 percent unemployment rate." More realistically, however, these actions are not simply in response to the current economic crisis, but are part of a larger neoliberal project designed to undermine the strength and influence of organized labour. As a result, it is misleading to suggest that unions find themselves bargaining in an age of austerity (and one that will pass when the economy turns around). This age of austerity and the attack on organized labour that accompanies it has existed for the better part of four decades, and shows no signs of slowing down. In short, the austere measures enacted by governments are neither temporary nor exceptional, but rather, indicative of an overarching ideological project. To discuss the issue of organized labour confronting austerity is of little meaning, unless the analysis is linked to an overall discussion of the impacts of neoliberalism on organized labour, and labour's fight back against neoliberalism. Labour is not being confronted by austerity, it is being confronted by the very essence of neoliberalism.

This paper concludes with a critical analysis of labour's need to spearhead meaningful fight back initiatives against not simply against targeted austerity measures, but against the entire underpinnings of neoliberalism, which is the most significant threat facing the labour movement.

Austerity within Prosperity: The transformation of Labour Relations in Newfoundland and Labrador

Byron Sheldrick

In recent years Newfoundland and Labrador has moved from the position of a "have-not" province to that of a "have" province. To a great extent this transformation has to do with the development of off-shore oil reserves. In this respect, it reflects a shift from one form of natural resource exploitation to another. The transition to relative prosperity, however, has not been shared equally throughout the province, and has not transformed the underpinning nature of the Newfoundland economy. Rural areas, reliant on the fishery and mining (nickel, iron-ore and other heavy metals) continue to be relatively impoverished. St. John's, by contrast, has experienced a renaissance, with an increase in jobs, and an influx of skilled professionals to support the oil industry.

These developments have created a number of contradictions with respect to the overall economic picture of the province, and the situation for organized labour more specifically. In general, the overall tax base of the province has not been shifted dramatically. Rather, the province's budget is now heavily dependent on royalties from the offshore oil industry. This has created a number of surpluses, but at the same disguised underpinning insecurity and fragility in the economy. The province's resources are also heavily dependent on fluctuations



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- ◆ Developing leadership skills and initiative
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in the world price for oil. As a result, the prediction of budget surplus or deficit is highly speculative. The fact that several of the current off-shore oil platforms are set to be taken off-line in the near future underscores this difficulty and raises concerns about how long Newfoundland's resurgence will last. Despite this, new developments (particularly condominium and high end housing) within St. John's continue at an astonishing pace.

As a result, the government has continued to emphasize an austerity footing. The 2012 budget was widely speculated to include massive lay-offs to public sector workers. In the end, the government utilized expected off-shore royalties to reduce the number of lay-offs in the public sector, but there are expectations that future budgets will include a reduction in the number of public sector workers.

Popular Education Working Group

San Francisco (26th floor)

Beyond Strategic Planning: Helping Labor Leaders Exercise Strategic Decision-Making Everyday

Jeff Grabelsky

This session will describe and demonstrate an interactive seminar that helps leaders develop the capacity and discipline to exercise strategic decision-making. The workshop is based on the Strategic Choice Framework (developed by David Weil) and was designed as part of the NYS AFL-CIO / Cornell Union Leadership Institute. The workshop constructs and explains the Strategic Choice Framework as a tool for leaders to make highly intentional decisions everyday about how they deploy precious resources, expand internal organizational capacity, and build and exercise leverage in the external environment. This tool is being taught in a variety of leadership development programs, including the AFT's Executive Leadership Program (the focus of a panel at the 2012 UALE conference), and used by many leaders in a variety of sectors.

One of the biggest challenges labor educators face is how to teach strategic thinking to union leaders. The workshop will first demonstrate and then analyze the strategic decision-making seminar.

Immigration and Globalization Working Group

Shanghai (25th floor)

Labour Migration and Emergent Class Conflict: Corporate Neoliberalism, Worker Mobility, and Labour Resistance

Immanuel Ness

The presentation examines the contemporary influence of

corporate-driven migration on the global and transnational labour movements. Since the inception of capitalism, migrant labour has been used by capital to undermine the capacities of workers and their class-based organizations to undermine wages and working conditions. The function of migrant labour has been historically documented by Friedrich Engels and theorized by Karl Marx as a force that is used to expand surplus labour by reducing the cost of production. Yet post-war literature on migration is ambiguous on the question: some scholars view migrants and radical ideologies as integral to advancing working-class consciousness and traditional labour unions have become more receptive to organizing newcomers. However, as labour unions have lost density and influence from the 1960s to the present, migrant labour is also frequently shunned by traditional unions as a drag on wages of what Lenin referred to as a 'labour aristocracy'.

Critical Praxis of Labour Organizing within the Context of the Global Integration of Nursing Labour Markets

Salimah Valiani

This paper will provide a reflection on the dialectic between union-based policy research and path breaking union education.

Drawing on the experience of writing and disseminating my research monograph, *Rethinking Unequal Exchange: the global integration of nursing labour markets* (University of Toronto Press: 2012)—itself a product of policy questions emanating from my research work for the central labour body of Canada—I will demonstrate how academic research can be used to deepen analysis originating in workers' unions and shape union education programs.

In addition to tracing the trajectory of 'the book' as a piece of analysis contributing to union struggles around labour migration and health care around the world, I will reflect on discussions and action plans provoked by the book in various international gatherings since the release of the book in March 2012. The goal of this paper is to consciously articulate the relation between knowledge production and political action within the realm of workers' struggle.

Paper Session #4: Civic and Community Engagement

Los Angeles (26th floor)

Wage Theft Ordinances

Cynthia Hernandez

Florida stands as one of the worst states in the country when it comes to wage theft cases—which include workers who are not paid overtime or minimum wage, are forced to work off the clock, or are not paid at all, due to the lack of a state level

Department of Labor and a high percentage of workers who are not covered by federal wage and hour laws.

In 2010, the Florida Wage Theft Task Force (FWTTF) was instrumental in passing the first county-wide Wage Theft Ordinance in the country, situated in Miami-Dade. Since then the county has awarded nearly \$1 million dollars to workers who have had their wages stolen. Mostly recently, Broward County became the second county in Florida to implement a Wage Theft Ordinance in the state. The passing of these ordinances signify that a state-wide social movement is developing to address wage theft as a social and economic injustice for both law-abiding employers and workers.

The Research Institute on Social and Economic Policy (RISEP), who has been part of the Florida Wage Theft Task Force since its inception, and was instrumental in presenting research on wage theft for the two ordinances to be created and passed, would like to share these lessons with groups around the country who are working on wage theft campaigns.

Health and Poverty: A Perspective from First Nations

Shirley Morrison and Brenda Wastasecoot

Reports original qualitative findings from a participatory action research project.

Partnership between Anishnawbe Health Toronto, George Brown College and OISE/UT

Focus on adult learning, cultural identity, history, community and organizing, and anti-poverty activity from the perspective of First Nations and the Anishnawbe Health Toronto community health worker training program.

Building Organizing Capacity at the Neighborhood Level through Action Learning and Popular Education: The APCOL Approach, Experiences and Research Findings

Peter Sawchuk, Sharon Simpson, and Joseph Sawan

In this co-authored paper presentation, we seek to inform the ongoing practical and research-based dialogue across the borders of labour education, labour organizing and neighborhood-level anti-poverty work, and discuss current efforts surrounding the design and uses of training, popular education and learning in the process of community and labour struggles for economic justice in the City of Toronto. Specifically, we outline the activities, findings and practical outcomes-to-date of the Anti-Poverty Community Organizing and Learning (APCOL) project (www.apcol.ca): a five year participatory action research initiative jointly sponsored by Toronto-based labour, universities and community groups. This project focuses on building the capacity for organizing for good jobs as well as broader material outcomes related to good health/nutrition, good housing and

access to good education/training at the neighborhood level in Toronto's most impoverished areas. We provide information based on four years of individual interviews, group discussions, field experiences, city-wide surveying amongst Toronto activists (and non-activists) involved in eight separate local initiatives/campaigns. Overall, we provide a practical example of a unified program of action-based community unionism education supported by skills training and popular education approaches to anti-poverty research, leadership development and campaigning; at the same time we describe what our research says about this APCOL program. Examples of our original research findings include such information as: demographic profiles (e.g., activists, non-activists, former-activists and potential-activists); outlines of core motivation for engagement in neighborhood-based campaigns; the dynamics of action learning in different types of campaigns, initiatives and organizations (e.g., service program delivery, community capacity building, traditional local good jobs campaign, direct action organizing); and so on. We argue that these types of findings and the type of program that the APCOL project represents are highly relevant to expanding the capacity of labour education/organizing beyond traditional boundaries in North American cities such as Toronto.

How Labor Studies Can Inspire Student Activism: A Case Study from Florida

Alayne Unterberger

The Coalition of Immokalee Workers (CIW) are a small but determined grassroots group of tomato pickers, most of whom are Guatemalan and Haitian immigrants. Immokalee is a forgotten place at the edge of Florida's Everglades that has the best soil to grow beefsteak tomatoes in the US and it is within 100 miles of Miami. Worker abuses in the fields are well documented but the workers themselves didn't stand up until the abuse became intolerable as a worker who asked for water was beaten severely in the middle of town. That was in 1996 and the Coalition has grown significantly since then, especially through its strategic alliances with consumers, faith communities, federal government and student groups. Students at FIU had already been exposed to the injustices in Florida's fields and wanted to do something about it. They were already interested in the CIW's current work to bring a Florida based supermarket, Publix, to the bargaining table. As a new faculty member who had been an early student member of the Student Farmworker Alliance at University of Florida in 1998, I suggested to students that they form a solidarity network and our own SFA chapter at FIU. This presentation explores the creation and establishment of FIU's first official Student Farmworker Alliance chapter, how the students worked together across disciplines and ethnicities to accomplish some pretty hefty goals in their first semester on campus: 1) Organizing and delivery of 115 hand written letters to Publix' local store manager regarding their support for farmworker justice tied to the Florida tomatoes sold all over the state; 2) Bringing the CIW's Modern Day Slavery Museum, a converted vegetable truck, like those used

all over Florida to transport vegetables, people and, sometimes, contraband; and 3) holding a Thanksgiving Week of Action to highlight the injustices in farm labor in Florida, including films, speakers, protests and a theatrical performance.

The Value of Medicare—and the Challenges to our Single-Payer System

Danyaal Raza

Canada's single-payer health care system is one of the best deals around for workers. It has extremely low administrative costs, and provides high-quality care. This October, researchers showed that we're doing well even when it comes to managing the costs related to an aging population—they found that the U.S. could have saved more than \$2.15 trillion on Medicare since 1980 had it employed cost-saving measures similar to Canada's.

Based on the efficiencies provided by our existing single-payer system, we could also make the case for inclusion of home care, community care, long-term care and pharmacare. Yet Canada's public health care system is regularly under attack—from an indifferent federal government, large investor-owned corporations, and profit-seeking operators. We are constantly hearing messages that our health care system is unsustainable, and that cuts must be made. We know that private, for-profit delivery of health care limits equitable access to care by treating people according to their ability to pay instead of their need—the opposite of the principles of the Canada Health Act and our Medicare system. For-profit delivery in a single-payer system drives up wait times in public delivery by poaching health professionals, and leaving more difficult cases for public delivery. For-profit cherry-picks and treats the healthy and wealthy, and ignores critical groups of people, such as rural and remote communities, Aboriginal communities, marginalized urban populations, and the complex and chronically ill. And there are already vested private interests in the continuum of care, such as home care and long-term care. These private deliverers also tend to pay workers less, and charge more for care in order to extend profit margins.

Concurrent Sessions

10:00-11:45am

Panel

Mandarin Ballroom A (lower Mezzanine level)

Art of Work

Judith Marshall, Margie Adam, Deb Barndt, Bev Burke, and Barb Thomas

The theme of the panel discussion is the nature of the collaboration between writers and illustrators of labour and

popular education materials. The discussion will focus on a body of materials produced jointly through collaborative work by the panel members over the past 25 years. Many pieces of this work will be displayed in the "Art of Social Justice" exhibit which is also part of the UALE 2013 Annual Conference. The artist, Margie Adam, is originally from South Africa and also has an impressive body of anti-apartheid, international solidarity work and diverse social justice themes in addition to her work on labour themes. The other panel members are all authors of training manuals, handbooks, curriculum materials and popular education kits, for worker learning and broader education and information campaigns around issues such as free trade. The panelists will be asked to reflect on the nature of the collaboration drawing on their experiences of producing a particular piece of educational material within this rich history of collaborative work.

Panel

Mandarin Ballroom B (lower Mezzanine level)

Working and Learning in a Warming World

Steven Tufts, Stephanie Hall, Jan Kainer, Laurel McDowell, Elizabeth Perry, Donald Lafleur, Carla Lipsig, Charlotte Mann, and Tom Mann

Work in a Warming World (W3) is a SSHRC funded research programme that actively explores how work is implicated in processes of climate change. Workplaces are major producers of greenhouse gases (GHGs) and are therefore central in efforts to reduce our carbon footprint. Global warming is of near-universal concern, but its impact on jobs and work has been strangely absent from policy and social science research. Climate change affects work and employment in every region of the world, and Canada is no exception. Working and Learning in a Warming World is a panel featuring material from W3. The first three presentations are research papers. The two following papers discuss two examples of outreach and knowledge mobilization on work and climate change by W3, a youth institute for high school students and the production of an electronic newsletter.

Donald Lafleur, "Negotiating Work and Climate Change: CUPW Experiences"

This presentation explores both the constitutional changes undertaken by CUPW and recent collective bargaining language with respect to the environment ratified by postal workers in 2012.

Jan Kainer and Laurel Sefton MacDowell, "Climate Change, Work and Employment in the Agri-Food Sector: Is the Ontario Food System Sustainable?"

This paper analyses the current food system in Ontario—both the industrial system and the growing alternative, often organic, local food system.

Tom Mann & Charlotte Mann, "Clearing the Air: How Behavior Analysis Can Assist Labour's Contribution to a Green Economy"

The authors propose that labour and applied behavior analysis can work together to better understand how citizens get along both with each other and with our planet.

Elizabeth Perry, "Research e-newsletters as Outreach Vehicles: The Work and Climate Change Report"

This presentation will describe our experience in researching, writing, and producing the newsletter, especially the challenges encountered in finding and selecting the content—the general challenge of tracking the enormity of Web-based publications, and the specific Canadian issue of the paucity of research and information since the current Conservative government has cut off funding for progressive think tank and advocacy groups in the country.

Stefanie Hall and Steven Tufts, "Work, Climate Change and Young Workers"

The presentation illustrates how education can be used to engage youth in promoting healthy and sustainable workplaces in an environment that opens the discussion how to make jobs both good and green. <http://www.workinawarmingworld.yorku.ca/youth-institute> .

Joint Session *Seattle (26th floor)*

Reaching and Engaging Latino Workers

Rich Fleisher

As the Spanish-speaking population continues to grow in the United States, issues of immigration, naturalization, language, acculturation, housing, employment, and education create stress and hardships for Latinos living and working here, and present opportunities for the labor movement. This teaching demonstration will focus on strategies for successfully reaching and engaging Latinos.

Even though Latinos share the same language, their cultures may vary considerably. Differences in educational levels, language skills, income levels, and cultural values among Latinos need to be considered when recruiting Latinos into organized labor and to communicate effectively with Latino workers on the job.

This session will inform labor educators from the dominant population and other ethnicities about Latino cultures.

Presentations, discussions, and experiential activities will make Hispanic language and acculturation more clear and relevant to session participants. Subject matter will include the following content:

- Cultures, values, and customs of people from Spanish-speaking countries,
- Basic Spanish vocabulary, key phrases, and non-verbal communication,
- Living in a new country—in a new culture in a second language,
- Latino immigration issues in the U.S.—e.g. the Dream Act and Deferred Action Program, and
- Tips for reaching and engaging Latinos.

Labor's Untapped Millions

Bill Morgan

The labor movement is squandering one of its most valuable assets—its future. Labor education, as described by my friend and colleague Fred Glass is "every labor leader's second priority." This is another way of saying that educating our base in the history, tactics, and achievements of our movement always gets passed over in favor of some more immediate project. This is especially true of education for our K-9 children. Even the vast majority of labor studies initiatives are aimed at high school, community college, and university students. In this paper, I want to encourage teachers of young children to search out and use labor studies materials for children, but more especially, to begin creating their own. Children, most of whom will grow up to be workers of one sort or another, Beyond that, I want us to begin thinking in more comprehensive terms about labor studies in the elementary and early secondary grades.

Besides creating good individual lessons, I want us to begin thinking of an entire and integrated labor studies curriculum, what we used to call a "scope and sequence" for labor studies in the early and middle grades. Our aim at CFT has been to begin with K-1 lessons (coloring books, read aloud stories, etc.) up through the grades comic book histories, simple simulations) to middle school. We have created materials for several of these levels, but the work of building such a comprehensive curriculum for younger children is just beginning.

Luckily, the proverb continues: "And the second best time to plant a tree is now." During the workshop, I will demonstrate the materials we have created and others I have used, but I will engage educators to consider the skills that our children will need to make the labor movement of the future.

Joint Session *Denver (26th floor)*

Puerto Rico: Social Laboratory for Austerity & Privatization Programs

Gerrie Casey and José Soler

Puerto Rico, a Latin American society in the Caribbean, remains a classical colony of the United States where it has functioned as a social laboratory for a wide range of economic models, laws, and social service programs—as well as military, medical, and environmental experimentation—since the U.S. invasion of 1898. Denied an autonomous voice and trapped in structural poverty and underdevelopment, Puerto Rico has been transformed into a proving ground and parade ground for unrestrained capitalist experimentation, with all the risks absorbed by Puerto Ricans, and all the profits posted to U.S. banks and corporations. Untested ideas, equipment and policies have been unilaterally imposed, calibrated, and refined on the island of Puerto Rico before being exported back to the United States and to other developing countries.

All the austerity and privatization policies have been closely studied by U.S. policy makers, journalists, right-wing think tanks and corporate/financial interests, eager to enact similar measures stateside. Reactions are complex and contradictory. Recently-arrived Puerto Ricans in Florida helped re-elect President Barack Obama in November, 2012, dramatically transforming the political landscape of Latino power in Florida, long the bastion of right-wing Republicans and elite, anti-Castro Cuban immigrants. At the same time, the conservative, pro-statehood option received a majority of votes among participants in the island's plebiscite on political status. Participants in this UALE Round Table will share their wealth of experience and long history of leadership in Puerto Rico's labor and community struggles, exploring the range of organizing efforts designed to confront austerity and privatization schemes.

Union Responses to Austerity Measures in Ontario's Broader Public Sector

Rob Hickey and Brendan Sweeney

This panel will explore how unions in Ontario's broader public sector have confronted a variety of government austerity measures and legislatively imposed collective agreements. The panel focuses specifically on two segments of the broader public sector: social services and publicly-funded elementary and secondary education. The ongoing strategies of unions representing workers in these segments reflect a sophisticated combination of member mobilization, citizen engagement, legal challenges, and political action.

In the case of social services, the main unions in the sector (CUPE and OPSEU) have long sought a more centralized bargaining structure. Each union has been able to coordinate the expiry dates and bargaining objectives in the sector. These unions have also been strategically successful at targeting the

"ghost at the table" in negotiations, the provincial government as the funder and regulator. At the same time, the government sponsored "provincial discussion tables" to advance their policy of compensation constraint. This case reflects the multi-faceted strategies of unions in the face of government austerity demands in a historically underfunded sector.

In the case of publicly-funded education, the imposition of collective agreements through (the threat of) legislation represents a break from nearly a decade of mutually supportive relationships between the unions representing teachers and educational support workers and the provincial Liberal government, which was initially elected on a platform of peace and stability in education and with the help of the teachers' union-supported Working Families Coalition. More recently, however, the provincial government drew upon an increasingly centralized system of collective bargaining in order to impose terms and conditions through legislation; a move that has been widely criticized by Ontario's largest teachers' and educational support workers' unions alike.

Roundtable

San Francisco (26th floor)

How Teachers and Education Workers are Increasingly Becoming Government Scapegoats

Pierre Côté and Cheryl Teare

OSSTF/AFT Panel discussion that will address teachers and education from both the American and Canadian experience

Joint Session

Shanghai (25th floor)

Retail Workers Organizing: Locally, Nationally and Globally

Michael Bride, Kendra Coulter, Bertha Guillen, and Kevin Shimmin

Retail workers are a large labour force, but retail work is generally characterized by low-wages, job insecurity, and, often, a sense of disempowerment. Few retail workers have the benefits and protections of a union, and the sector is difficult to organize for sociocultural, legislative, and logistical reasons. Yet recently, there has been a marked increase in efforts to unite and mobilize retail workers, including pursuit of innovative structures and organizing strategies. This roundtable focuses on the current retail organizing terrain at local/ national/ international levels. The discussion is driven by two linked questions:

1. What are the biggest challenges to organizing retail workers?

2. What are the greatest successes and possibilities for revolutionizing retail?

The Intersection Between Union Struggles and Animal Advocacy

Tim Fowler, Lauren Corman, Kendra Coulter, and John Sorenson

The union movement and the animal advocacy movement both exist on the political left. At times, it can seem as if these movements have little in common, as the struggles for union representation at a workplace and the struggles to liberate animals very rarely cross paths. At times, it can seem as if these two movements are at cross purposes to each other: consider the often studied strike at Hormel meat packing. This strike posed a serious conundrum to those who support both the aims of the union movement and the goals of animal liberation. Supporting the workers' right to strike and right to bargain for their working conditions necessarily involved supporting an industry that kills animals. This panel explores ways in which the animal advocacy movement and the labour movement can work together on areas of common interest, and how the two movements can work to struggle for victories for both workers and animals.

Lauren Corman, "History Repeated: Exploitation of Workers and Animals at XL Foods Inc."

This paper situates slaughterhouse workers' recent experiences at Alberta's XL Foods Inc.—in the wake of Canada's largest meat recall and mass layoffs (and rehiring) at the plant—within a broader context of North American meatpacking labour history.

Kendra Coulter, "Betting on Change: Horse Work and the Politicization of Racing Workers in Ontario"

This paper focuses on the substance and significance of this mobilization, and examines the complexities of rural-urban labour relations, animal work, and agency. It also explores how horses figure in the political campaign, and whether this historical moment offers possibilities for improving the lives of human and equine workers.

John Sorenson, "Critical Labour Studies meets Critical Animal Studies"

Our paper explores the theoretical links between the union movement and the animal liberation movement. The paper understands that the same processes that are used to exploit workers, deny them basic rights, restrict their access to good jobs, and attack union freedoms are the same processes that exploit animals, cause them to suffer, and ultimately treat them as nothing more than commodities.

Panel

Los Angeles (26th floor)

Learning in Solidarity—Unions and Literacy

Sylvia Sioufi

Workers of the past needed literacy skills not only to survive on the job, but also to exercise more control over their lives. Harsh conditions in the late 19th and early 20th centuries led workers to organize themselves collectively to improve their conditions. From very early on, literacy skills were seen as fundamental to the advancement of workers' causes. As one early labour newspaper, the *Palladium of Labour*, put it in 1883, "Educate first, agitate afterwards. Ignorance, superstition, and temerity are the weapons that our oppressors have used most effectively against us in the past. Secure an education at any cost, put the ballot to its proper use, and then the fall of the venerable structure of legal robbery, alias monopoly, will shake to its centre."

While literacy is often understood to mean the ability to read and write, trade unionists and others view it more broadly as the skills we need for work, learning, and life. The meaning of literacy shifts to reflect changing economic, social, and political contexts. Literacy is about communicating clearly, solving problems, and understanding the world in which we live. Of course, literacy also helps us in our work: we must be literate, for example, to understand the impact of technology on our lives. But, more importantly, literacy helps workers feel empowered and in control of their lives.

While working conditions have improved considerably since trade unionists first began promoting literacy in the 1800s, many issues still echo today. Working people still want a good education for their children, a decent living, better working conditions, and the opportunity to participate in the world around them. Globalization has accelerated changes to work and workers' lives, perhaps more rapidly today than during the industrial revolutions of the 19th and 20th centuries. Economic crisis and the growth of precarious employment have had a severe impact on living and working standards. These changes force workers to adapt, sometimes with little formal education or training.

A panel of literacy activists will discuss why literacy is a union issue and what we can do to integrate literacy and basic skills in the work of the union.

The session will include presentations as well as interactive activities and meaningful conversations.

Panel:

- Sue Folinsbee, Workplace Literacy Educator and Researcher

- Brigid Hayes, Literacy Expert, former Program Manager, National Literacy Secretariat
- Anna Larsen, Labour Education Centre, Project Director, Literacy and Basic Skills Program
- Tamara Levine, Canadian Labour Congress, Education Officer (Retired)
- Laurell Ritchie, Canadian Auto Workers, National Representative (Retired)
- Sylvia Sioufi, Canadian Union of Public Employees, Education Officer

Poster Session

Vancouver (2nd floor)

How Should Workers Evaluate the Quality of the Safety and Health Trainer?

Aaron Ondo

An innovative, interactive, presentation will be setup in the Vancouver Room during the conference, so engagement is invited and encouraged.

How should a worker evaluate the quality or usefulness of the safety and health training to come? An instructor's primary goal should be to convey information that is most valuable to workers. An introduction that includes details of an instructor's education and work accomplishments offers little helpful safety and health information to workers, unless directly related to a topic of discussion during class, but not at the beginning. An initial focus on an instructor's background information could be argued to take emphasis away from the learning objective and sour workers' opinion of the importance of the forthcoming training. The presentation will include an open discussion with attendees to explore their experiences while training workers, preferences for details used for introductions, and any inferences drawn from worker comments. One objection to the approach that initially holds back trainer-specific information is that it does not give workers the background information on a trainer, which can be argued is important because the quality of training a worker will receive is only as good as the knowledge and experience of the trainer conducting the training.

Analysis of NLRB and Impact of Boeing-like Decisions

Jason Kozlowski, Tony Michael, and Sarah Stevenson

This paper examines one of the most scrutinized and hotly debated cases before the National Labor Relations Board in recent memory, the Boeing decision in 2011. Prioritizing the rights of workers to act, organize, and bargain collectively without coercion over the rights of management to relocate work, the NLRB and Boeing ignited a political firestorm about

the power of the Board and the scope of its rulings. This paper will analyze the contemporary sociopolitical contexts of the decision, and the parameters of the public debate over this case and the future of the board. It also applies a comparative analysis of the implications of and debate surrounding another recent and controversial NLRB case, the 2001 Kentucky River decision under the Bush administration.

12:00-2:00pm

Awards Luncheon

Served Outside/Eat Inside Mandarin Ballroom (lower Mezzanine level)

All conference participants

2:00-4:30pm

UALE Executive Board Meeting

Seattle (26th Floor)

2:00-4:30pm

Free Time

Textile Museum of Canada

(around the corner from conference hotel)

Art Gallery of Ontario

(4 blocks walk from hotel)

Great Native Canadian Bus Tour

(available by previous reservation and payment, with Native Canadian Centre of Toronto)

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