

Welcome to the 2014 Labor Notes Conference

Since the last Labor Notes Conference we've seen rebellion crop up in surprising places—from those with the most to lose, and those with the least.

In 2012 Chicago teachers shook off the bad rap painted on teachers and electrified the country with a strike for “the schools students deserve.” (We're proud that four months before they walked out, 150 of them were here at our conference.)

They anchored a national teachers network, and soon locals in other cities were following the Chicago plan, uniting with parents and students to reject the corporate brand of education reform.

In December of that year, a series of fast food strikes kicked off, building to hundreds of cities within a year and demanding “\$15 and a union.”

And in 2013 a thousand “Moral Monday” North Carolinians got themselves arrested insisting on their human rights.

That's the sort of moxie this conference is about. It's a gathering of the foot-soldiers of the big and exciting struggles, but also of the unsung heroes whose battles never make the news. It combines the seasoned leaders, eager to train the next generation, with that next generation, eager to pick up where others leave off.

At the same time that labor as a whole is slipping, the troublemaking wing is growing, if this conference is a gauge.

This weekend, at the largest Labor Notes Conference yet, folks will absorb both 101s and advanced classes. We'll debate what works and what doesn't. We'll take time to step back and remind each other what unions are for.

Here are some opportunities to look out for:

Protest privatization. Join the American Postal Workers Union on six buses to a nearby Staples at noon on Saturday. Staples is setting up “postal units” staffed by low-wage non-union workers, which will rob jobs from postal union members. Meet outside the Crowne Plaza; free lunch provided on the bus. Come promptly to make sure you get a place.

Talk to an international guest. Workers from abroad are looking for their U.S. counterparts. This year we have big delegations from Bangladesh and Brazil, and folks from 18 other countries. See the complete list in the program book, note the many workshops where they'll speak, and come to the reception at 9 p.m. Friday in Metro Place.

Choose a track. Immerse yourself in a theme (such as Local Officers, International, or Community Coalitions). See the list of tracks on page 10.

Hear music! Friday night after the main session, join a new Chicago tradition, the People's Stage Karaoke with Pablo Serrano. Saturday night's concert features the infectious cumbia hybrid of Quinto Imperio plus a dance party with world music DJ Mwelwa Musambacine. The Seattle Labor Chorus will inspire us in four-part harmony at Saturday's banquet, and the Tech 22 show off their rap stylings Friday. Read more on page 8.

Examine labor art. View photos focusing on the struggles of immigrant workers by award-winning photojournalist David Bacon and New Deal posters remembering the Little Steel Strike of 1937. See page 7.

Step back in time. See 35 years of *Labor Notes* coverage on display in the main session room.

Take stock of our setbacks. Hear unionists from Boeing and Volkswagen hash it out in a couple of workshops.

Assess politics done differently. A Saturday workshop will examine several local attempts to break out of the stale repetition of unions GOTVing for candidates chosen by somebody else.

Pick up some swag. The Troublemakers Union has T-shirts and hoodies as well as hats, pint glasses, and magnets—not to mention stickers and temporary tattoos. Get a copy of the new *How to Jump-Start Your Union* and you'll be covered. We take credit cards.

These are only a few of the opportunities this weekend to learn, share, and recharge. Flip through these pages and get ready!



John A. Harris, Jr.

Conference Information

Registration

After you register, please wear your name tag throughout the conference; it's your pass for admittance into main sessions, workshops, meetings, and the Saturday evening banquet.

Meals

The Saturday evening banquet is included in the registration fee. Free coffee, tea, and breakfast pastries will be available on Saturday and Sunday mornings, 7:30-9 a.m., in the back of the Main Session room, O'Hare III.

'Grab and Go' lunches will be available at all lunchtimes at the 'On the Fly' take-out window on the main level, right next to the Chicago Fire Oven Restaurant. On Saturday, 'Grab and Go' lunches will also be available in O'Hare II, next to the Main Session room, and in Metro Place. Other food venues are nearby; check the list in your conference packet.

Meetings in Neighboring Hotels

This is the biggest Labor Notes conference ever, so some Saturday workshops and meetings will take place in two neighboring hotels, the Doubletree just north of Crowne Plaza and the InterContinental, a block to the south of Crowne Plaza. There's a map in the back of this booklet to help you find them, and we will station volunteers to guide you.

DIY Meetings

The Labor Notes Conference is a great place for like-minded activists to meet and organize among themselves, so we've set aside meeting rooms on Saturday afternoon and Sunday morning for Do-It-Yourself sessions.

If you want to set up a meeting, please write your idea on the flipcharts near the registration area. Other attendees can then sign up under your idea if they're interested. If we have more meeting ideas than rooms, the suggestions with the most sign-ups will get the rooms. Rooms will be assigned at 3:45 pm Saturday, so come back to look at the flipcharts to see where your DIY session is.

Interpretation

We're pleased to offer simultaneous translation into Spanish, Turkish, Kurdish, Farsi, French, Bengali, Korean, Japanese, and Portuguese for all the main sessions and some workshops and meetings. See the key

on page 5. When you see participants wearing headsets, please be considerate about surrounding noise levels. When you're speaking, please try to talk slowly so the interpreters can keep up.

Troublemakers Gear and Literature

Visit the Labor Notes literature table in Concourse B on the main level, and take home Labor Notes books, T-shirts, hoodies, hats, pint glasses, magnets, and stickers. Items can be shipped if you prefer. You can also subscribe to *Labor Notes*, renew your subscription, or place orders for monthly bundles. And visit other literature and vendor tables in O'Hare V, next to the Main Session room.

R-E-S-P-E-C-T

Labor Notes wants to provide a conference experience that is as safe as possible for all participants. We expect participants to treat one another with respect and we don't tolerate harassment (sexual or otherwise). Treat each other with respect if you don't want to be asked to leave, and speak to a conference staffer if you are being harassed or see someone else being harassed. (For problems in your local or organization, see page 21 for a workshop on "Dealing with Member-to-Member Harassment.")

Workshop Chairs

Workshop chairs will receive a packet with instructions. Please collect and turn in your evaluations and sign-up sheets to the Labor Notes literature table in Concourse B.

Labor Notes Conference Staff

We're glad to have you with us and are here to help. We're the ones with yellow name tags. We are Alexandra Bradbury, Mark Brenner, Jenny Brown, Ellen David Friedman, Julia Kann, Adrian Montgomery, Jane Slaughter, Jim West, and Samantha Winslow. Thanks for coming!



Friday, April 4 Agenda

10:00 am Registration Opens... Concourse A

Preconference Meetings

8:00 am - 6:00 pm Railroad Workers United... La Guardia (starts Thursday)

1:00 - 5:00 pm Telecommunications Workers... Kennedy

2:00 - 5:00 pm Contingent Faculty Union Activists... Sydney

3:00 - 6:00 pm Community and Postal Workers United... DaVinci

1:00 – 2:45 pm Workshops A (see page 12)

Featured: Labor Struggles in Latin America (S)

Talking Taxes

Legal Rights of Union Stewards

How Can Cooperatives Be a Tool for Unions to Respond to Economic Crisis? (S)

Secrets of a Successful Organizer

Fire Up Your Union with Social Media

Craft Your Own Buttons and Banners for Saturday's Action and More

Costing a Contract

3:00 – 4:45 pm Workshops B (see page 13)

Featured: Immigration Reform: Where Do We Go from Here? (S)

Beating Apathy

What the Heck Is a 'Zipper Song'?

Lessons from Labor History: What's a Labor Union Anyway? (S)

Cutting Edge Arguments in Discipline Cases

How to Talk to Your Co-Workers About the Union

Online to Offline Organizing: Using Digital Media to Expand Your Base of Support

FILM: *Citizen Koch*

Craft Your Own Buttons and Banners for Saturday's Action and More, continued

Costing a Contract, continued

5:00 – 6:00 pm Workshops C (see page 14)

Special Film Showing: *At the River I Stand* in Midway

7:30 – 9:00 pm Main Session (S, B, Fa, F, J, K, Ku, P)... O'Hare III and IV

Welcome: Karen Lewis, Chicago Teachers Union

Stephan Chan, Union of Hong Kong Dockers

Fast food striker, Chicago

Jane Slaughter, Labor Notes

Tim Sylvester, president, Teamsters Local 804, UPS New York

The Tech 22, Communications Workers 1109 performers

Chair: Hetty Rosenstein, New Jersey State Director, Communications Workers

9:00 – 11:00 pm International Guests Reception/Cash Bar, Everyone Invited... Metro Place

9:00 pm Railroad Workers United Reception/Cash Bar... Love B

9:00 pm Teamsters for a Democratic Union Reception/Cash Bar... Love A

9:00 pm The People's Stage Karaoke with Pablo Serrano... Balmoral

9:00 pm Acoustic Lounge with host Elise Bryant... Kennedy

Saturday, April 5 Agenda

7:30 am Registration Opens... Concourse A

9:00 – 9:45 am Main Session (S, B, Fa, F, J, K, Ku, P)... O'Hare III and IV

Mark Dimondstein, president, American Postal Workers Union

Kimberly Bowsky, Chicago Teachers Union

10:15 am – 12:00 pm Workshops D (see page 15)

Featured: Labor and Independent Politics
Featured: Public Sector Strikes
Creative Organizing and Strategic Mischief
Don't "Lean" on Us: Management's Big Squeeze
Organizers Worth Their Salt
Democratic Approaches to New Organizing
Your Union Rights and How to Use Them (S)
Lessons from Labor History
Running for Union Office
Health Care Bargaining in the Age of Obamacare
Up against Dangerous Energy Companies
ALEC in the Workplace
Direct Action (S)
Defending Immigrant Workers (S)

Fast Food and Retail Organizing
Stop the BS! Confronting Employers' Blame-the-Worker Programs
Bargaining Table Tactics
Cutting Edge Arguments in Discipline Cases
Using the Rat
Health Care Workers Fight for Safe Staffing
Build a Winning Contract Campaign
Building Labor-Community Alliances (S)
Organizing Against Mass Incarceration
Secrets of a Successful Organizer
Getting Off the Grievance Treadmill
Student-Parent-Teacher Alliances Build Social Justice Unionism
FILM: "Schoolidarity"

12:00-1:45 Lunch

Action: Stop the Privatization of Postal Jobs

Meet in front of Crowne Plaza Hotel to get on the bus for the action; lunch provided.

Women's Meeting (S)

Manufacturing Workers Meeting

2:00 – 3:45 pm Workshops E (see page 20)

Featured: Organizing along Walmart's Supply Chain (S)
Featured: What Happened at VW?
Precarious Workers Everywhere! (S)
Beating Apathy
Labor Confronts Climate Change
Winning with Ballot Initiatives
Dealing with Member-to-Member Sexual or Racial Harassment
Seven Secrets of a Successful Flyer
Young Workers
Food Justice IS Worker Justice (S)
Taking On Management's Plan: A 'Continuous Bargaining' Approach to the Changing Workplace (S)
Tactics for Contract Campaigns
Assertive Grievance Handling

Power in the Supply Chain
First-Contract Fights
Going on Offense: Unions Target Banks and Billionaires
Winning a Master Contract
Secrets of a Successful Organizer
Organizing without Collective Bargaining Rights
Short Strikes that Win
Fighting Privatization
Behind the Attack on Public Education
Opening Up Bargaining
When Union Fights Are Racial Justice Fights
Don't Shut It Down
FILM: Pete Seeger: The Power of Song

(S) means the workshop will have Spanish interpretation.

Saturday, April 5 Agenda, continued

4:15 – 6:00 pm Workshops and Meetings F (see page 24)

Transport Strikes Worldwide (S, K)
World Cup in Brazil: The Spark of a Workers' Movement (S, P)
Young Workers and Media
How Arbitrators Really Think
Striking without a Union (S)
Just Cause: Ought to Be a Law
Teachers Meeting
Machinists Meeting
Labor Radio
United Auto Workers Meeting
Health Care Workers Meeting
Campus Workers Meeting
Teamsters Meeting
FILM: Union Time

6:00 – 7:30 pm Workshops and Meetings G (see page 26)

Ask the Experts
Building LGBTQ Worker Power (S)
Saving the People's Postal Service
FILM: Union Women, Union Power: From the Shopfloor to the Streets
Graduate Employees Meeting
Canadians
D.C.-Area Activist Meet-Up
Black Workers Meeting
Meet the Authors
FILM: At the River I Stand

7:30 – 10:00 pm Banquet (S, B, Fa, F, J, K, Ku, P)—doors open at 7:15 O'Hare III, IV, and V

Chair: Elise Bryant, labor educator
Seattle Labor Chorus
Troublemaker Awards
Labor Notes Fundraiser

10:00 pm Concert and Dance Party with Quinto Imperio and DJ Mwelwa... Balmoral

10:00 pm Acoustic Lounge with host Anne Feeney... Love A

10:00 pm Reception for Kshama Sawant, Seattle City Council/Cash Bar... Kennedy

Language Key

(S) Spanish/English interpretation
(B) Bengali/English interpretation
(F) French/English interpretation
(Fa) Farsi/English interpretation

(J) Japanese/English interpretation
(K) Korean/English interpretation
(Ku) Kurdish/English interpretation
(P) Portuguese/English interpretation

Sunday, April 6 Agenda

8:00 am Registration Opens... Concourse A

9:00 – 10:30 am Workshops and Meetings H (see page 28)

Featured: Health Care Justice, State by State
Home Is Where the Fight Is: Battling Foreclosure and Eviction (S)
When Governments Attack Workers (S, Ku)
Dealing with Difficult Supervisors (S)
What to Do When Concessions Are Demanded
Building an On-the-Job Organizing Network
Lessons for Reformers in Office
Labor Against the Wars
Retirees Meeting
Community and Postal Workers United
Stop TPP Activists Meeting
Labor for Palestine

10:45 – 12:30 pm Workshops I (see page 30)

Featured: Labor Fights the Austerity Agenda (S)
How Union Staff Can Build a Democratic Organizing Culture
Beating "Divide and Conquer"
Do No Harm
Building a Reform Caucus in Your Union
Tactics for Contract Campaigns
Working for Global Labor Justice (S)
Stop the TPP! The Trans-Pacific Partnership
Global Struggles against Privatization (S)
Can Labor Change the World? An Intergenerational Exchange
Creative Organizing and Strategic Mischief
Beating the Boss in Discipline Cases
Advanced Bargaining Table Tactics
The War on Pensions
FILM: ASOTRECOL, the Struggle Against Transnationals in Colombia (S)

12:30 – 1:00 pm Lunch

1:00 – 2:00 pm Main Session (S, B, Fa, F, J, K, Ku, P), O'Hare III and IV

Ajamu Dillahunt, Black Workers for Justice, American Postal Workers Union, Moral Mondays
Reyna Wences, Immigrant Youth Justice League, Chicago, 'undocumented and unafraid'
Alexandra Bradbury and Julian Gonzalez, song

Photo and Poster Exhibits

Take some time this weekend to look at work by **labor photographer David Bacon** near the vendor area. An award-winning photojournalist, author, and immigrant rights activist, David Bacon spent more than 20 years as a labor organizer. For the past two decades he has been a reporter and documentary photographer, shooting for many national publications and independent projects, and exhibiting his work internationally.

Bacon's books include *The Children of NAFTA*, *Communities without Borders*, *Illegal People* (Beacon, 2008), and, most recently, *The Right to Stay Home* (Beacon, 2013). Bacon's photographs and stories seek to capture the courage of people struggling for social and economic justice.



Jamie Herrera is a worker at a recycling facility in Oakland, California, where workers went on strike to protest bad wages, unsafe working conditions, and ICE audits. Herrera had been a skilled union worker at a local foundry when he lost his job because of an earlier I-9 audit, in which the Department of Homeland Security accused him of lacking legal status and forced his employer to fire him.



Detail of a 1932 poster by Hugo Gellert (1892-1985), Archives of American Art, Smithsonian Institution. Gellert immigrated from Budapest to America as a child. At 14 he started work in a machine shop; at 17 he began to study art at the National Academy of Design. Later he dug ditches, picked cotton, drove mules, taught school, worked in steel mills, held one-man shows, painted murals and designed stage sets for the first workers' theater in America.

In the back of the main session room (O'Hare III), check out the display of artist-signed prints: *Images of Labor from the New Deal Era: An Exhibition in Commemoration of the Little Steel Strike of 1937*.

The Little Steel strike stretched along the Great Lakes industrial corridor, with Northeast Ohio and South Chicago as the main battleground sites. The strike involved 80,000 steelworkers at 30 mills in seven states. Endeavoring to test the waters and expand the scope of New Deal labor legislation, the strike represented a high-water mark for labor during that turbulent decade.

For all its disciplined and largely peaceable efforts, the strike was met with a corporate ruthlessness that made it one of the most violent in U.S. labor history. This violence, perpetrated almost wholly against the strikers and their supporters, culminated in South Chicago in what became known as the Memorial Day Massacre.

One mission of the New Deal federal art projects was the expansion and strengthening of cultural democracy. "Art for the Millions" meant that art should be recast in the image of the immense majority. Never before or since has our nation endeavored with such success to integrate high art with the everyday life of working Americans. These posters are one result.

Music and Dance

Friday night

The Tech 22

By day the Tech 22 (Minee Smalls, Jaywalk, Chilo & DMAC) are telecom workers for Cablevision in Brooklyn. They have a new labor hit on their hands with their original rap “Dear Mr. Dolan (Where the Papers At?),” addressed to the CEO who’s still dragging his feet on negotiating a first contract with them since they voted to organize with Communications Workers Local 1109 more than two years ago. Learn more about their fight at go.cwa.net/dear-mr-dolan. Hear them in the Friday night main session.



The People’s Stage Karaoke with Pablo Serrano — Balmoral Ballroom 9 p.m.

Cultural worker/artist Pablo Serrano hosts the People’s Stage Karaoke every week at four venues in Chicago’s Pilsen/University Village neighborhood. He invites us to shift from passive consumers of culture to active producers—that’s the whole idea of karaoke! Share music of different eras and styles to build bridges across cultural differences—and have a fun time doing it. Serrano finds his reward in the smiles and memories created when everyone supports each other and has their turn to shine. Learn more at tpskaraoke.com.



Friday Acoustic Lounge — Kennedy, 9 p.m.



Pete Seeger Sing-Along! Songbooks will be provided and we’ll sing some favorites in honor of the great folksinger. Other songs welcome, too.

Host: Elise Bryant, Labor Heritage Foundation

Saturday night

Banquet featuring the Seattle Labor Chorus

Since 1997 the Seattle Labor Chorus has appeared at rallies, protests, and union meetings and on stages around the Puget Sound to inspire and educate about labor, social justice, and peace—in four-part harmony. Washington State Labor Council President Jeff Johnson said the chorus “is reawakening the labor movement’s recognition that we express our better selves through music and song, that we organize better through music and song, and that singing is damn fun!” Find them at seattlelaborchorus.org.



Saturday Concert & Dance Party Balmoral Ballroom 10 p.m.

DJ Mwelwa

Mwelwa Musambacine is influenced by cultures and people across the globe. He is recognized across music circles as one of Chicago's best international and world music DJs. Mwelwa's assorted global mix includes reggae, forro, kizomba, salsa, bachata, samba, merengue, afro-beat, cumbia, ndombolo, rai, jazz, funk, son, soukous, calypso, zouk, house, soca, and various types of Arabic, Indian and African music. Mwelwa also plans and promotes events as a part of Akasuba. www.akasuba.com.



DJ Mwelwa Musambacine

Quinto Imperio

Quinto Imperio is a Chicago-based group playing a "cumbia hybrid" sound. Founded in South Chicago, the group's music is influenced by Latin American culture and sound. Their style encompasses a wide range of musical genres including reggae, dance hall and hip hop.



Quinto Imperio

Saturday Acoustic Lounge Love A, 10 p.m.

Join your fellow labor music enthusiasts for an evening of song sharing and group singing. Bring instruments, or just your voice! Songbooks and lyrics to share are warmly welcomed.

Host: Anne Feeney, labor singer.

Special Film Showings: At the River I Stand

April 4 marks the 46th anniversary of the assassination of Dr. Martin Luther King, Jr., in Memphis.

In commemoration, we're showing the film "At the River I Stand," on **Friday, April 4 at 5:00 p.m. in Midway Auditorium**, and again on **Saturday, April 5, at 6:00 p.m.**, also in Midway.

This moving documentary recounts the two months leading to Martin Luther King Jr.'s death, as he lent support to the 65-day strike of 1,300 Memphis sanitation workers. 56 minutes, 1993. Filmmakers: David Appleby, Allison Graham, Steven John Ross.



Striking Memphis sanitation workers march in 1968.

Track Your Way Through the Conference

We've grouped the workshops into "tracks" so that you can follow a specific theme all the way through, if you like. See pages 12-30 for descriptions of the workshops and meetings. Some workshops are given twice, usually with a different presenter. So look carefully to find your chosen workshop at a later or earlier time.

More than a Picket Line

Creative Organizing and Strategic Mischief, Sat 10:15, Sun 10:45
Craft Your Own Buttons and Banners, Fri 1:00-4:45
What the Heck Is a 'Zipper Song'?, Fri 3:00
Direct Action, Sat 10:15
Using the Rat, Sat 10:15

Steward Skills

Legal Rights of Union Stewards, Fri 1:00
Secrets of a Successful Organizer, Fri 1:00, Sat 10:15, Sat 2:00
How to Talk to Your Co-Workers about the Union, Fri 3:00
Lessons from Labor History, Fri 3:00, Sat 10:15
Beating the Boss in Discipline Cases, Sat 10:15
Beating Apathy, Fri 3:00, Sat, 10:15, Sat 2:00
Getting off the Grievance Treadmill, Sat 10:15
Stop the BS! Confronting Employers' Blame-the-Worker Programs, Sat 10:15
Your Union Rights and How to Use Them, Sat. 10:15
Assertive Grievance Handling, Sat 2:00
Seven Secrets of a Successful Flyer, Sat 2:00
How Arbitrators Really Think, Sat 4:15
Ask the Experts, Sat 6:00
Building a Stewards Council, Sun 9:00
Dealing with Difficult Supervisors, Sun 9:00
Building an On-the-Job Organizing Network, Sun 9:00

Changing Your Union from Within

How to Talk to Your Co-Workers about the Union, Fri 3:00
Beating Apathy, Fri 3:00, Sat 2:00
Democratic Approaches to New Organizing, Sat 10:15
Running for Union Office, Sat 10:15
Ask the Experts, Sat 6:00
Reformers in Office, Sun 9:00
Building an On-the-Job Organizing Network, Sun 9:00
Building a Reform Caucus in Your Union, Sun 10:45
How Union Staff Can Build a Democratic Organizing Culture, Sun 10:45

Local Officers

Beating Apathy, Fri 3:00, Sat 2:00
Getting off the Grievance Treadmill, Sat 10:15
Stop the BS! Confronting Employers' Blame-the-Worker Programs, Sat 10:15
Seven Secrets of a Successful Flyer, Sat 2:00
Taking On Management's Plan: A 'Continuous Bargaining' Approach, Sat 2:00
Building a Stewards Council, Sun 9:00
Building an On-the-Job Organizing Network, Sun 9:00
How Union Staff Can Build a Democratic Organizing Culture, Sun 10:45
The War on Pensions, Sun 10:45

Contract Campaigns and Strikes

FILM: At the River I Stand, Fri 5:00, Sat 6:00
First-Contract Fights, Sat 10:15
Fast Food and Retail Organizing, Sat 10:15
Public Sector Strikes, Sat 10:15
FILM: Schoolidarity, Sat 10:15
Using the Rat, Sat 10:15
Striking without Collective Bargaining, Sat 10:15
Building a Winning Contract Campaign, Sat 10:15
Winning a Master Contract, Sat 2:00
Short Strikes that Win, Sat 2:00
Tactics for Contract Campaigns, Sat 2:00, Sun 10:45
Transport Strikes Worldwide, Sat 4:15

Organizing New Members

Secrets of a Successful Organizer, Fri 1:00, Sat 10:15, Sat 2:00
How to Talk to Your Co-Workers About the Union, Fri 3:00
Democratic Approaches to New Organizing, Sat 10:15
Fast Food and Retail Organizing, Sat 10:15
Using the Rat, Sat 10:15
First Contract Fights, Sat 2:00
Organizing without Collective Bargaining Rights, Sat 2:00
What Happened at Volkswagen?, Sat 2:00
Organizers Worth Their Salt, Sat 10:15

Communication

Fire Up Your Union with Social Media, Fri 1:00
Online to Offline Organizing, Fri 3:00
Seven Secrets of a Successful Flyer, Sat 2:00
Labor Radio Meeting, Sat 4:15
Young Workers & Media, Sat 4:15
Ask the Experts, Sat 6:00

Immigrant Workers

Immigration Reform: Where Do We Go From Here?, Fri 3:00
Defending Immigrant Workers, Sat 10:15
Food Justice IS Worker Justice, Sat 2:00
When Union Fights Are Racial Justice Fights, Sat 2:00

Politics

Talking Taxes, Fri 1:00
Film: Citizen Koch, Fri 3:00
Immigration Reform: Where Do We Go From Here?, Fri 3:00
Labor & Independent Politics, Sat 10:15
ALEC in the Workplace, Sat 10:15
Winning with Ballot Initiatives, Sat 2:00
Going on Offense: Unions Target Banks & Billionaires, Sat 2:00
Just Cause, Sat 4:15
Building LGBTQ Worker Power, Sat 6:00
TPP Activists Meeting, Sun 9:00
Health Care Justice State by State, Sun 9:00
Stop the TPP, Sun 10:45
Labor Fights the Austerity Agenda, Sun 10:45

Organizing Beyond the Workplace

Organizing against Mass Incarceration, Sat 10:15
Building Labor-Community Alliances, Sat 10:15

Up against Dangerous Energy Companies, Sat 10:15
Labor Confronts Climate Change, Sat 2:00
When Union Fights Are Racial Justice Fights, Sat 2:00
Going on Offense: Unions Target Banks & Billionaires, Sat 2:00
World Cup in Brazil, Sat 4:15
Building LGBTQ Worker Power, Sat 6:00
Home Is Where the Fight Is: Battling Foreclosure, Sun 9:00
Health Care Justice State by State, Sun 9:00
US Labor Against the War Meeting, Sun 9:00
Labor Fights the Austerity Agenda, Sun 10:45
Intergenerational Exchange, Sun 10:45

Young Workers

Student-Parent-Teacher Alliances, Sat 10:15
Organizers Worth Their Salt, Sat 10:15
Young Worker Programs, Sat 2:00
Young Workers & Media, Sat 4:15
Film: Union Women, Union Power, Sat 6:00
Intergenerational Exchange, Sun 10:45

Bargaining

Contract Costing, Fri 1:00-5:00
Health Care Bargaining in the Age of Obamacare, Sat 10:15
Bargaining Table Strategies and Tactics, Sat 10:15
Tactics for Contract Campaigns, Sat 10:15
Opening Up Bargaining, Sat 2:00
First-Contract Fights, Sat 2:00
Winning a Master Contract, Sat 2:00
Taking On Management's Plan: A 'Continuous Bargaining' Approach, Sat 2:00
Ask the Experts, Sat 6:00
What To Do When Concessions Are Demanded, Sun 9:00
Advanced Bargaining Table Tactics, Sun 10:45

Defending Everyone

Defending Immigrant Workers, Sat 10:15
When Union Fights Are Racial Justice Fights, Sat 2:00
Dealing with Member-to-Member Sexual or Racial Harassment, Sat 2:00
Building LGBTQ Worker Power, Sat 6:00
Beating Divide-and-Conquer, Sun 10:45

Global Justice

Labor in Latin America, Fri 1:00
Precarious Workers Everywhere, Sat 2:00
Organizing Along Walmart's Supply Chain, Sat 2:00
Transport Strikes Worldwide, Sat 4:15
World Cup in Brazil: The Spark of a Workers' Movement, Sat 4:15
When Governments Attack Workers... and Workers Fight Back, Sun 9:00
US Labor Against the War Meeting, Sun 9:00
Labor for Palestine Meeting, Sun 9:00
Working for Global Labor Justice, Sun 10:45
Global Struggles against Privatization, Sun 10:45
Film: ASOTRECOL, Sun 10:45

Shop Floor

How to Talk to Your Co-Workers About the Union, Fri 3:00
Beating Apathy, Fri 3:00, Sat 2:00
Don't "Lean" on Us: Management's Big Squeeze, Sat 10:15
Stop the BS! Confronting Employers' Blame-the-Worker

Programs, Sat 10:15
Direct Action, Sat 10:15
Your Union Rights and How to Use Them, Sat 10:15
Assertive Grievance Handling, Sat 2:00
Short Strikes that Win, Sat 2:00
Dealing with Member-to-Member Harassment, Sat 2:00
Taking On Management's Plan: A 'Continuous Bargaining' Approach, Sat 2:00
Building an On-the-Job Organizing Network, Sun 9:00

Educators

Talking Taxes, Fri 1:00
Adjunct Faculty Pre-Conference, Fri 2:00-5:00
Public Sector Strikes, Sat 10:15
Student-Parent-Teacher Alliances, Sat 10:15
Don't "Lean" on Us: Management's Big Squeeze, Sat 10:15
Opening Up Bargaining, Sat 2:00
Fighting Privatization, Sat 2:00
Attack on Public Education, Sat 2:00
When Union Fights Are Racial Justice Fights, Sat 2:00
Don't Shut It Down, Sat 2:00
Teachers Meeting, Sat 4:15
Campus Workers Meeting, Sat 4:15
Grad Employees Meeting, Sat 6:00
Beating Divide-and-Conquer, Sun 10:45
Labor Fights the Austerity Agenda, Sun 10:45
Building a Reform Caucus in Your Union, Sun 10:45
Do No Harm, Sun 10:45

Postal Workers

Labor Fights the Austerity Agenda, Sun 10:45
Action: Stop the Privatization of Postal Jobs, Sat 12
Fighting Privatization, Sat 2:00
Don't Shut It Down, Sat 2:00
Saving the People's Postal Service, Sat 6:00
Postal Workers Meeting, Sun 9:00

Health Care

Health Care Workers Fighting for Safe Staffing, Sat 10:15
Don't "Lean" on Us: Management's Big Squeeze, Sat 10:15
Short Strikes that Win, Sat 2:00
Winning a Master Contract, Sat 2:00
When Union Fights Are Racial Justice Fights, Sat 2:00
Health Care Workers Meeting, Sat 4:15
Health Care Justice State by State, Sun 9:00
Beating Divide-and-Conquer, Sun 10:45
Do No Harm, Sun 10:45

Coping with Management's Shifting Strategies

How Can Cooperatives Be a Tool for Unions to Respond Economic Crisis?, Fri 1:00
Don't "Lean" on Us: Management's Big Squeeze, Sat 10:15
Fast Food and Retail Organizing, Sat 10:15
Precarious Workers Everywhere!, Sat 2:00
Organizing along Walmart's Supply Chain, Sat 2:00
Taking On Management's Plan: A 'Continuous Bargaining' Approach, Sat 2:00
Power in the Supply Chain, Sat 2:00
Food Justice IS Worker Justice, Sat 2:00
Organizing without Collective Bargaining Rights, Sat 2:00
Going on Offense: Unions Target Banks & Billionaires, Sat 2:00
Beating "Divide and Conquer," Sun 10:45

Friday, Special Meetings

8:00 am - 6:00 pm Railroad Workers United... La Guardia (starts Thursday)

Railroad Workers United will conduct its fourth biennial convention. Founded at the Labor Notes Conference in 2008 to build "Solidarity, Unity & Democracy," RWU is a cross-craft, inter-union caucus of railroaders in North America.

1:00 - 5:00 pm Telecommunications Workers... Kennedy

Between shifts in technology and corporate deal-making, big changes are underway in the telecom industry that will impact our unions. Come discuss the challenges we're confronting at Verizon, AT&T, the cable companies, and beyond. How are we mobilizing and organizing? What do winning strategies look like?

2:00 - 5:00 pm Contingent Faculty Union Activists... Sydney

Learn about ongoing struggles to organize and win contracts and discuss a proposal for organizing private institutions, especially for-profits. Hear updates on unemployment benefits reform, the recent New Faculty Majority Summit, and the upcoming COCAL XI International Conference in New York.

3:00 - 6:00 pm Community and Postal Workers United... DaVinci

Congress has launched an unprecedented attack on public services and public sector workers alike in the form of sweeping cuts to our country's postal system. Join activists from NALC, APWU, and the Mailhandlers for a national face-to-face organizing meeting of Community and Postal Workers United and help us build a strong network to defend the U.S. Postal Service.

Friday, Workshops A

1:00 - 2:45

Talking Taxes...Love A

Why are politicians so focused on slashing services and attacking workers instead of creating jobs or expanding support for people in need? This workshop will explore our tax system and what's needed to make it more progressive. We'll examine various campaigns to raise revenue and secure adequate funding for public services, and discuss what unions can do to change our country's common sense about taxes.

Mark Brenner, Labor Notes

Legal Rights of Union Stewards... Love B

Learn how stewards can enforce their legal rights to solicit and investigate grievances, use information requests, and defend members at disciplinary interviews and grievance hearings.

Julian Gonzalez, labor attorney

How Can Cooperatives Be a Tool for Unions to Respond to Economic Crisis?... Metro Place (S)

In the U.S. and abroad, workers have created cooperatives in response to economic crisis. Hear from co-op organizers about their experiences building worker power.

Phil Amadon, Cincinnati Union Cooperative Initiative

Kristen Barker, Cincinnati Union Cooperative Initiative

Armando Robles, UE Local 1110, New Era Windows Cooperative

Facilitator: Leah Fried, United Electrical Workers

Workshops With Spanish Interpretation

All plenary sessions plus the following workshops will have simultaneous interpretation into Spanish. A program book in Spanish is available at the registration table.

Labor in Latin America, Fri 1:00

How Can Cooperatives Be a Tool for Unions to Respond to Economic Crisis?, Fri 1:00

Immigration Reform: Where Do We Go From Here?, Fri 3:00

Lessons from Labor History, Fri 3:00

Building Labor-Community Alliances, Sat 10:15

Direct Action, Sat 10:15

Your Union Rights and How to Use Them, Sat 10:15

Defending Immigrant Workers, Sat 10:15

Women's Meeting, Sat 12:15-1:45

Precarious Workers Everywhere, Sat 2:00

Taking On Management's Plan: A 'Continuous Bargaining' Approach, Sat 2:00

Organizing along Walmart's Supply Chain, Sat 2:00

Food Justice IS Worker Justice, Sat 2:00

Transport Strikes Worldwide, Sat 4:15

World Cup in Brazil, Sat 4:15

Striking without Collective Bargaining, Sat 4:15

Building LGBTQ Worker Power, Sat 6:00

Home Is Where the Fight Is: Battling Foreclosure, Sun 9:00

When Governments Attack and Workers Fight Back, Sun 9:00

Dealing with Difficult Supervisors, Sun 9:00

Global Struggles against Privatization, Sun 10:45

Labor Fights the Austerity Agenda, Sun 10:45

Working for Global Labor Justice, Sun 10:45

Film: ASOTRECOL, Sun 10:45

Featured Session

Labor Struggles in Latin America... O'Hare II (S)

Some of the most significant and successful resistance anywhere to political and employer attacks is showing up in Latin America. This panel will re-charge you with the belief that labor is resurgent.

Alberto Bejarano and Juan Pablo Ochoa, Corporación Humanidad Maestra Vida labor NGO (Colombia)

Joaquin Garcia, Subway Workers Union (Argentina)

Lenin Gonzalez Tellez, Frente Auténtico del Trabajo (FAT) (Mexico)

Carlos Anibal Monjes, Workers' Union of the Salvadoran Institute for Teachers' Well-being, Salvadoran Union Front (El Salvador)

Nelson Francino Valdes, Federation of Port Workers' Unions of Iquique (Chile)

Facilitator: Alexis Stoumbelis, Committee in Solidarity with the People of El Salvador (U.S.)

Fire Up Your Union with Social Media... Kennedy

We'll cover top online tools and tactics rank-and-file members can use to gather intelligence on the boss, ramp up pressure, create private worker discussion space, reach co-workers like you never did before using free mobile texting, Facebook, and other tools, and get the news coverage you need. We'll also cover the five things your union should be doing online to engage members and boost organizing.

Hannah Roditi, Social Movement Technologies

Friday, 1:00 - 5:00

Craft Your Own Buttons and Banners for Saturday's Action and More... Ideation (drop in)

Yes! We will have the button machine going. Yes! We'll cut and churn out some stencil posters and banners for Saturday's pro-postal-worker demo. But please stop by also to learn how to make armbands, luggage tags for airline workers, tabletop protest signs for office workers... anything that lets the bosses and other workers see a united group. We can exchange ideas and resources for DIY songs, skits, giant eviction notices, and other creative tactics that make a huge difference. Drop in any time.

Stephanie Weiner, AFSCME, artist at the Revolutionary Lemonade Stand

Costing a Contract... Midway (1-5 p.m.)

When management wants concessions, their bargainers say, "This won't hurt a bit." When the union puts forward its demands, they say, "Way too expensive!" Learn how to cost out their demands and yours, from an experienced bargainer. A must for anyone who sits at the bargaining table. Must bring a laptop with Excel.

Richard de Vries, Teamsters 705

Secrets of a Successful Organizer... Balmoral

How do you get your co-workers to join you in building union strength and taking on the boss at work? Learn proven strategies that get more members involved. This workshop, perfect for new activists or up-and-coming leaders, will cover the basics of successful organizing. We will examine how to have effective organizing conversations, identify issues in the workplace, and spot other potential leaders.

Joe Fahey, former co-chair, Teamsters for a Democratic Union

Friday, Workshops B

3:00 - 4:45

Beating Apathy... Love A

Are you beating your head against the wall trying to get other workers involved? This workshop is for you. Hear success stories from others who turned their workplaces around and turned apathy into action. Learn practical organizing tools for mapping your workplace, talking to members, and taking action.

Matt Ellison and Anne McDonnell, Oregon Zoo workers, Laborers 483

Karine Raymond, New York State Nurses

Facilitator: David Cohen, United Electrical Workers

What the Heck Is a 'Zipper Song'?... Haneda

Come find out in this fun, participatory workshop with our banquet guests, the wonderful Seattle Labor Chorus. Learn sing-along-able songs for Saturday's postal worker action... and learn the trick to easily re-purposing them for any struggle. Everyone is welcome, singers and didn't-know-you-were-singers alike. Whether you're an undiscovered pop diva or you were hushed by your grade school music teacher, you'll leave humming a tune and ready to lift your voice to strengthen your picket line!

Seattle Labor Chorus

Featured Session

Immigration Reform: Where Do We Go from Here?...O'Hare II (S)

With comprehensive immigration reform stalled in Congress, activists are divided on the best strategy to bring relief to the 11 million undocumented immigrants living in the U.S. While some continue to focus energy on the controversial bipartisan plan that passed in the Senate and could pass in the House if allowed to come to the floor, others are pressuring President Obama to put a moratorium on deportations. Learn about what unions, worker centers, and individual activists see as the next steps.

David Bacon, photographer, writer, activist

Yanira Merino, Labor Notes Policy Committee

Jorge Mujica, Arise Chicago

Baldemar Velasquez, Farm Labor Organizing Committee Representative, Immigrant Youth Justice League/ Undocumented Illinois

Facilitator: Guillermo Perez, Pittsburgh LCLAA, Steelworkers 3657

Lessons from Labor History: What's a Labor Union Anyway?... Love B (S)

In the history of unions in the U.S., there have been very different conceptions of what constitutes a union, and some of the key breakthroughs in labor history have involved breaking with previous, overly rigid definitions. This workshop will look at some of those breakthroughs and how different kinds of "unions" came about. Then we'll discuss which kinds are most relevant to rebuilding the labor movement today.

Jack Metzgar, Roosevelt University, Chicago

Cutting Edge Arguments in Discipline Cases... Balmoral

To cut costs, employers are aggressively imposing zero-tolerance discharges and other penalties. Unions must be equally aggressive in insisting on compliance with time-honored just-cause principles. This workshop will help you prepare and present grievance and arbitration cases, raising defenses such as disparate treatment, lax enforcement, and double jeopardy. A model request for information will be distributed.

Robert M. Schwartz, labor lawyer and author of *Just Cause: A Union Guide to Winning Discipline Cases*

How to Talk to Your Co-Workers About the Union... Metro Place

Having a hard time getting your co-workers to move? This workshop will review the basics of what works and what doesn't when it comes to talking to co-workers about the union. This interactive workshop provides essential skills for being a good union member and building the union in your workplace.

Edgar Aracena, New York State Nurses

Online to Offline Organizing: Using Digital Media to Expand Your Base of Support... Kennedy

How can digital strategies link up with traditional organizing campaigns? From bargaining to corporate campaigns to new organizing, hear how unions and worker groups got members plugged in online. This workshop is designed to explore digital tools such as social media, online petitions, and even text messaging to identify, motivate, and activate workers and win campaigns. ("Fire Up Your Union with Social Media," a related training, will cover basic social media tools available for union activists who want more of a nuts-and-bolts training on using online tools, see page 13.)

Trina Tocco, Change to Win

FILM: Citizen Koch... Heathrow

America—they're coming for you next. That's the warning from a Wisconsin state employee after her union rights were destroyed by a Republican governor funded by corporate and billionaire donors whose ultimate goal is to break unions nationwide and cripple the Democrats. "Citizen Koch" explores what the Wisconsin playbook and the U.S. Supreme Court decision that unleashed a new era of unbridled special-interest spending mean for us all. And it poses a crucial question: Who owns democracy in America? 90 minutes. Filmmakers: Carl Deal and Tia Lessin.

Friday, 5:00 pm, Special Film Showing

FILM: At the River I Stand... Midway

This moving documentary recounts the two months leading to Martin Luther King Jr.'s April 4, 1968 death, as he lent support to the 65-day strike of 1,300 Memphis sanitation workers. 56 minutes. Filmmakers: David Appleby, Allison Graham, Steven John Ross.

Creative Organizing and Strategic Mischief... InterContinental, Cassatt B

Surprise, creativity, and humor can be the keys to rank-and-file engagement. Whether you're facing a contract campaign, a privatization battle, or a dormant membership, these tools can be scaled to fit your situation. Discover the talents among your members for song, humor, creative props, and theatrics. Participants will learn the principles of creative organizing, share examples, and develop tactics they can take home. Solidarity and laughter make a potent mix!

Ricardo Levins Morales, labor artist

Elise Bryant, Labor Heritage Foundation

Don't "Lean" on Us: Management's Big Squeeze... Midway

It started in the auto factories, but now "Lean Production" or the Toyota model is used in so many industries—hospitals, schools, package delivery—to take power away from workers under the guise of cooperation with management. Speakers will describe how lean techniques such as just-in-time production, continuous improvement, speed-up, management by stress, standardization, deskilling, outsourcing, technological surveillance, teams, and two-tier are transforming their workplaces for the worse. Learn to decode management's buzzwords and help your co-workers recognize what's behind management's latest employee participation scheme. This workshop is a companion to the "Continuous Bargaining" workshop.

Terri Houldieson, United Auto Workers 551

Representative, National Nurses United

Tom Oliver, Teamsters 804

Facilitator: William Johnson, special education teacher

Organizers Worth Their Salt... Doubletree, Artistry

Unions recruit "salts" to get jobs in a non-union shop and help organize it. Hear how salting works. Some victories, too.

Elle Hoffman

Jon Isaacson

Jonah Johnson

Health Care Bargaining in the Age of Obamacare... Doubletree, Winchester

The ACA may have extended coverage to more people, but because it relies on private insurance companies, it has placed new stresses on collective bargaining. This workshop will discuss 10 things that unionists need to look out for when bargaining under Obamacare. Panelists will relate recent bargaining experiences and tactics.

Deborah Burger, National Nurses United

Mark Dudzic, Labor Campaign for Single Payer

Peter Knowlton, United Electrical Workers

Democratic Approaches to New Organizing... InterContinental, Avedon A

In an era of union-busting consultants and weak labor law enforcement, it's hard enough to organize new members into the union at all. But how do you walk the tightrope between following a winning formula and making room for workers to own and shape their new union? How does thinking bigger, about what kind of union you're trying to build, figure into your strategy? Veteran organizers will share some great stories, talk about the tensions in the work, and draw out lessons for winning union drives with the long view in mind.

Gene Bruskin, former Food and Commercial Workers' Smithfield campaign, Teachers

Leah Fried, United Electrical Workers

Lorene Scheer, various Teamster locals, now Service Employees 503

Peter Tappeiner, former National Union of Healthcare Workers

Facilitator: Matthew Luskin, Chicago Teachers Union

Your Union Rights and How to Use Them... Love A (S)

Explore the ins and outs of your rights as an employee and as a union member through a series of real-life scenarios. An organizer and a lawyer team up to match up the legal rules with an organizing perspective, both on the job and within the union.

Julian Gonzalez, labor attorney

Julian Tysh, Teamsters 814

Lessons from Labor History... La Guardia

What lessons can we pull from our history to inform our actions today? What does our history of slavery and servitude have to do with management today? Where did the working class come from, and is it any different today? How do we win reform from our government? How has the labor movement grown (and shrunk)? The workshop uses a Q&A format, contains graphics, video, and memorable stories, and is interactive.

Judy Ancel, Worker Education & Labor Studies, University of Missouri-Kansas City

Running for Union Office... Ideation

Hear from members who've run rank-and-file campaigns—and won! How to build an effective campaign team, increase your visibility, identify voters, deal with negative attacks, avoid common mistakes, and get out the votes.

Angelina Cruz, Racine Education Association, Wisconsin

Paul Santos, Teamsters 251

Facilitator: David Levin, Teamsters for a Democratic Union

Saturday, Workshops D, continued 10:15-12:00

Featured Session

Labor and Independent Politics...O'Hare II

Hear about worker-focused political efforts outside the Democratic Party, including some that have won office. How were these efforts built? How do they sustain themselves? What is their relationship to the local labor movement? What are the pros and cons of an electoral strategy?

Jeff Crosby, New Lynn (Massachusetts), North Shore Central Labor Council

Mike Parker, Richmond Progressive Alliance and candidate for mayor of Richmond, California

Amisha Patel, Grassroots Collaborative

Kshama Sawant, Seattle City Council member

Facilitator: Brandon Johnson, Chicago Teachers Union

Up against Dangerous Energy Companies... InterContinental, Avedon B

Can we produce energy that's safe for workers, is healthy for the community, and doesn't contribute to global warming? The main obstacle to democratic decisions around energy is the energy corporations, from the fossil fuel industry in the U.S., promoting unsafe refineries, fracking, and the climate-catastrophic Keystone XL pipeline, to the nuclear industry in Japan, responsible for the continuing Fukushima disaster. Hear from those on the front lines of these fights.

Margaret Jordan, Richmond Progressive Alliance

Manabu Natori, Zenroren, Japan

Jerry Silberman, Pennsylvania Association of Staff Nurses and Allied Professionals

Lara Skinner, Cornell Global Labor Institute

Facilitator: Patrick Young, Steelworkers

ALEC in the Workplace, InterContinental, Cassatt A

More and more people have heard of the American Legislative Exchange Council (ALEC), which spreads right-wing "template legislation" across the country. ALEC has pushed legislation to privatize public services and take down collective bargaining rights in many states and cities. Learn about what ALEC is up to, and how union activists are fighting back locally and nationally.

Allison Aguilar, American Federation of Teachers

Stacy Davis Gates, Chicago Teachers Union

Martha Kuhl, California Nurses Association

Direct Action... Metro Place (S)

Direct action means stopping business as usual. From the shop floor to the street, worker activists are using direct action to make their demands heard. From nurses occupying hospitals to immigrant youth blockading immigration offices, hear how activists train for, prepare, and take direct action in a wide range of campaigns.

Representative, Immigrant Youth Justice League/
Undocumented Illinois

Nelson Francino Valdes, Federation of Dockworkers Unions
of Iquique, Chile

Representative, New York State Nurses Association

Jerome Thompson, Cablevision, Communications Workers
1109

Facilitator: Adrienne Pagac, Teaching Assistants Association,
University of Wisconsin

Defending Immigrant Workers... Gatwick (S)

Audits by Immigration and Customs Enforcement are being used to eject tens of thousands of workers from their jobs. Learn how unions and community organizations are joining hands to defend workers targeted by these "silent raids," and pushing back against abusive employers and the anti-immigrant politicians behind them.

Veronica Mendez, CTUL Worker Center, Twin Cities

Fast Food and Retail Organizing, InterContinental, Cassatt D

The exciting wave of fast food and Walmart retail strikes over the past year showed new energy for organizing in these traditionally difficult-to-organize sectors. Hear from workers on the front lines about minority strikes and other strategies they're trying.

Veronica Avila, Restaurant Opportunities Center-Chicago

Trish Kahle, Workers Organizing Committee of Chicago

Representative, Fight for 15, Seattle

Li Shuang Li, Chinese Progressive Association

Facilitator: Alex Han, Stand Up Chicago



Saturday, Workshops D, continued 10:15-12:00

Stop the BS! Confronting Employers' Blame-the-Worker Programs... Dulles

This workshop will explore participants' experiences with safety incentive programs, injury discipline/"accident repeater" policies, and behavior-based safety observation, all of which blame workers for their so-called "unsafe behaviors" rather than eliminating hazardous conditions. Pitfalls of these programs—including retaliation, discouraging workers from reporting injuries/illnesses, and negative impacts on union solidarity—will be examined. Strategies for preventing and ending these programs will be discussed.

Nancy Lessin, health and safety activist/educator, United Steelworkers-Tony Mazzocchi Center

Jen Wallis, Brotherhood of Locomotive Engineers Division 238

Bargaining Table Tactics... Balmoral

Learn skills and strategies to help your members and bargaining team win a strong contract. Issues include preparing for bargaining, finding pressure points, planning timelines, balancing different interests among the membership, two-way communication during bargaining, and confronting demands for concessions. Designed for those with bargaining experience.

Sandy Pope, Teamsters 805

Cutting Edge Arguments in Discipline Cases... Doubletree, Othello

To cut costs, employers are aggressively imposing zero-tolerance discharges and other penalties. Unions must be equally aggressive in insisting on compliance with time-honored just-cause principles. This workshop will help you prepare and present grievance and arbitration cases, raising defenses such as disparate treatment, lax enforcement, and double jeopardy. A model request for information will be distributed.

Robert M. Schwartz, labor lawyer and author of *Just Cause: A Union Guide to Winning Discipline Cases*

Using the Rat... Haneda

The giant inflatable rat has struck fear in the hearts of many a manager. Learn the law on use of the rat, related tactics, banners and leaflets, and the nuts and bolts of how to do it.

Richard de Vries, Teamsters 705

Health Care Workers Fight for Safe Staffing... InterContinental, Cassatt C

For-profit medicine is squeezing health care workers like never before. But nurses, social workers, and other front-line caregivers are fighting back. Come hear how union workers are linking patient care to the fight for safe staffing, day in day out on the job and through contract negotiations.

Patty Eakin, Pennsylvania Association of Staff Nurses and Allied Professionals

Jim Clifford, National Union of Healthcare Workers

Dennis Kosuth, National Nurses United

Facilitator: Carol Ann Lemon, New York State Nurses

Build a Winning Contract Campaign... InterContinental, Avedon D

Learn how to build a member-focused campaign long before your contract expires. Member mobilization, campaign escalation, creative tactics, and other building blocks of a good campaign will be discussed, including bringing in community allies and taking the fight directly to management.

Lillian Kass, Chicago Teachers Union

Donna Stern, Massachusetts Nurses

Tim Sylvester, Teamsters 804

Facilitator: Steven Ashby, University of Illinois at Urbana-Champaign

Building Labor-Community Alliances... Kennedy (S)

With everything from health care to public transit to schools to secure jobs on the chopping block, hear how unions and community groups are banding together to build sustainable alliances. A "community coalition" where a union just says "support our fight" can only go so far, but there's plenty to learn from these cases where groups are discovering the issues they have in common and forging lasting ties.

Sameerah Ahmad, Cincinnati Interfaith Workers Center

Alysa Alexander, SEIU 1021

Dave Baker, Ironworkers 44, Cincinnati Interfaith Workers Center

Mike Harms, Amalgamated Transit Union 85, Pittsburgh

Katelyn Johnson, Action Now, Chicago

Rolando Vasquez, Chicago Teachers Union

Facilitator: Marva Wade, New York State Nurses



Jim West, jimwestphoto.com

Saturday, Workshops D, continued | 0:15-12:00

Featured Session

Public Sector Strikes... O'Hare I

Public sector workers walk a tightrope when threatening to strike. Walking off the job may be the best way to defend hard-won gains, but the risk of provoking public outrage and political payback is all too real. We'll review recent strikes by Chicago teachers, BART transit workers in the Bay Area, and University of California service and health care workers. How do unions get the public on our side and keep them there?

Larry Bradshaw, Service Employees 1021

Lakeisha Collins, AFSCME 3299

Chris Finn, Amalgamated Transit Union 1555

Kristine Mayle, Chicago Teachers Union

Facilitator: Joe Burns, author, *Strike Back: Using the Militant Tactics of Labor's Past to Reignite Public Sector Unionism Today*

Organizing Against Mass Incarceration... Doubletree, Chicago Peace

More than 2 million people are behind bars today. Despite the disproportionate impact on African American and Latino communities, the labor movement has traditionally shied away from engaging with the economic, social, and political consequences of mass incarceration. This workshop will examine a variety of ways labor activists are challenging the status quo, including pushing police accountability and civilian review, working against new jail construction, staunching the school-to-prison pipeline in many urban school districts, and smoothing re-entry into the workforce, including placement into union jobs.

Mike Siviwe Elliott, United Auto Workers 551

Melonie Griffiths, Massachusetts Jobs with Justice

Representative, Chicago Teachers Union

Facilitator: James Kilgore, AFT 6300

Secrets of a Successful Organizer... Doubletree, Dublin

How do you get your co-workers to join you in building union strength and taking on the boss at work? Learn proven strategies that get more members involved. This workshop, perfect for new activists or up-and-coming leaders, will cover the basics of successful organizing. We will examine how to have effective organizing conversations, identify issues in the workplace, and spot other potential leaders.

Joe Fahey, former co-chair, Teamsters for a Democratic Union

Getting Off the Grievance Treadmill... InterContinental, Avedon C

When it comes to grievances, is your local stuck pushing paper more often than winning "instant justice" for members? Are grievances bottlenecked in the hands of a veteran steward or solo staffer? In this workshop we'll hear from activists who are changing their unions' grievance culture with direct action, group grievances, and mini-campaigns, and drawing more members into solving everyday problems on the job. We'll also review the challenges, and how to avoid slipping back into well-worn grooves.

Norine Gutekanst and Jerry Skinner, Chicago Teachers Union

Judy Sheridan-Gonzalez and Carl Biers, New York State Nurses

Student-Parent-Teacher Alliances Build Social Justice Unionism... Love B

It isn't just that it's hard for teachers to improve contracts and working conditions fighting alone. Partnering with parents and students is an essential component of any successful contract campaign, yes--but more importantly, it's necessary to the fight for the schools children deserve across the U.S. Hear from teachers, parents, and students who are fighting together for better schools.

Zuki Ellis, parent: Training for the Parent/Teacher Home Visit Project, St. Paul

Nick Faber, Saint Paul Federation of Teachers

David Hernandez, Chicago Teachers Union

Ian Jackson, Portland Student Union

Adam Sanchez, Portland Association of Teachers

Representative, SEIU Healthcare Illinois & Indiana

Facilitator: Marisol Alcantara, New York State Nurses

FILM: "Schoolidarity" (pre-release rough cut)... Heathrow

Through the eyes of public school teachers fighting for their students, "Schoolidarity" tells the interwoven stories of the 2011 mass occupation of the Wisconsin Capitol and the Chicago Teachers Union strike of 2012. With a history of the issues surrounding the privatization of urban public schools, the film documents the ascent of the activist teacher caucus CORE in the midst of Chicago's public schools crisis. 112 minutes. Filmmaker: Andrew Friend.

Saturday, Lunch Action & Meetings 12:00-1:45

Saturday Lunchtime Action

Stop the Privatization of Postal Jobs

Board buses in front of the Crowne Plaza at noon, lunch will be provided.

Join American Postal Workers Union, Chicago Area Local 1, for a lively protest at a nearby branch of Staples. Why Staples? The Postal Service has cut a deal to outsource work to the lowest bidder—Staples is opening postal counters in its stores.

The new counter positions would be fine if they were still good union jobs, covered by the APWU contract. Instead, it's the race to the bottom: they're insecure, low-wage, non-union. A recent Staples policy even cut part-time workers to fewer than 25 hours per week so they wouldn't qualify for health insurance.

And Staples isn't expanding postal services—it's helping cut them. The four postal unions are already in the battle of their lives to stop USPS from closing down post offices, cutting back hours at the ones that remain, and slowing down the mail. The point of the Staples scheme is to help USPS get away with closing even more post offices and minimize public protest.

We can see the results of this kind of creeping privatization in Europe: a disaster for postal workers and for the mailing public, with higher prices, little or no home delivery, few places you can mail anything, and a system geared only to big corporate customers.

That's why APWU members are boycotting Staples and holding protests at stores across the country. An April 24 national day of action is planned.



Women's Meeting... Love A (S)

A safe and bilingual space for women workers to explore labor herstory and the intersection of workplace and life. Women only. Hosted by the women of the Chicago Fight for 15, with a welcome by Sheila White (retired, Railroad Workers United).

Manufacturing Workers Meeting... La Guardia

Manufacturing was once the heart of the U.S. economy, and it's still where employers test the waters with major structural changes to labor relations. The largest manufacturers (General Electric, Caterpillar, Boeing, the auto companies, etc.) are systematically attacking the living standards of manufacturing workers. How can we more successfully defend ourselves? Let's discuss where we've been and what we've done. Get lunch at one of the "Grab and Go" outlets (see page 2) and bring it to the meeting room.



Heather Stillwell

Jim Levitt

Featured Session

Organizing along Walmart's Supply Chain... O'Hare I (S)

The world's largest private employer creates miserable working conditions from its suppliers to its stores. But workers are pressuring Walmart on all sides, making the giant nervous. Hear from Walmart store and warehouse workers who struck, farmworkers who extracted an agreement to raise pay, and Bangladeshi garment workers, one of whom endured the Rana Plaza catastrophe.

Aleya Akter, Bangladesh Garment & Industrial Workers Federation

Mike Compton, Warehouse Workers Organizing Committee

Charmaine Givens-Thomas, Linda Haluska, and Marie Pat Tiff, Organization United for Respect at Walmart

Aklima Khanam, Rana Plaza survivor, Bangladesh

Facilitator: Daniel Schlademan, Making Change at Walmart

Precarious Workers Everywhere!... (S)— NOW SUNDAY 9:00 am in O'Hare I

A worker can be precarious in so many ways: a visitor without legal status who lives in fear of being sent back; a subcontracted worker who doesn't even know who the employer is, much less who to ask for help; a day laborer wondering if there will be any work today or tomorrow; anyone who knows they can be fired on a whim, with no recourse; someone from whom wages are routinely or randomly stolen. Precarity has become universal, and the ways to fight it are evolving.

Edwin Cisco, Firestone Agricultural Workers Union of Liberia

Ranade Milind Madhav, New Trade Union Initiative (India)

Alexandre Bento, CUT (Brazil)

M. Shahadat Hossain, Bangladesh Labor Federation

Facilitator: Stephanie Luce, labor educator

Beating Apathy... InterContinental, Cassatt C

Are you beating your head against the wall trying to get other workers involved? This workshop is for you. Hear success stories from others who turned their workplaces around and turned apathy into action. Learn practical organizing tools for mapping your workplace, talking to members, and taking action.

Josey Allgor, Communications Workers 1101

Herb Klar, National Union of Healthcare Workers

Nick Williams, Teamsters 251

Facilitator: Craig Merrilees, Longshore and Warehouse Union

Labor Confronts Climate Change, Doubletree, Othello

Many U.S. unions continue to side with employers when it comes to climate change and reducing carbon emissions. But the tide may be turning. Hear from unions who are taking a stand: nurses confronting the human toll climate change brought to the Philippines with Typhoon Haiyan, transit workers who say a clean energy future must mean big public investment in mass transit, and a Canadian union that has stood up against the Keystone XL pipeline, even though its members work in the tar sands.

Dave Coles, Unifor, former president of Communications, Energy and Paperworkers, Canada

Bruce Hamilton, Amalgamated Transit Union 1700

Elizabeth Lalasz, National Nurses United

Facilitator: Sean Sweeney, Trade Unions for Energy Democracy

Winning with Ballot Initiatives... InterContinental, Cassatt D

Elected officials waver and promising legislation gets watered down, so unions have turned to ballot initiatives to raise wages and standards. Hear about how unions have mobilized members in campaigns to tax millionaires, institute higher minimum wages and sick days, and create safe nurse-patient ratios.

Russ Davis, Jobs with Justice, Boston

Donna Kelly Williams and Karen Coughlin, Massachusetts Nurses Association

Teófilo Reyes, Restaurant Opportunities Center-United

Sage Wilson, Working Washington/\$15 for SeaTac

Facilitator: Judy Ancel, Worker Education & Labor Studies, University of Missouri-Kansas City



Dealing with Member-to-Member Sexual or Racial Harassment... Ideation

We know what to do when the boss does it, but what do we do when members do it to each other? We were brought up in the union movement to feel it is wrong for the union to "turn in" a member to management. But we need unity to fight the employer. If some members feel the union won't protect them, even from other workers, then our unity is in danger. Learn how to develop unity on the shop floor and prevent harassment.

Judy Atkins, United Electrical Workers

Seven Secrets of a Successful Flyer... La Guardia

Even in the age of Twitter and smartphones, the humble paper flyer is still one of the best ways to get a conversation going with fellow union members. This nuts-and-bolts workshop will help you write a flyer that gets read and gets results. We'll reveal the seven secrets and see examples of the good, the bad, and the ugly. Please bring examples of your work to share!

Dan Lutz, New York State Nurses

Young Workers... Doubletree, Chicago Peace

There are tons of "young worker programs" designed to engage the next generation of union activists. They range from token gestures to grassroots boot camps, and their success ranges, too. Hear from young workers who have participated in formal and informal training programs about what works and what doesn't. Discuss how young workers can take charge and shake up the status quo.

Cory Bombredi, Communications Workers 1400/CWA Next Generation

Keith M. Richardson, American Postal Workers Union/Chicago Young Workers

Dina Yarmus, UNITE HERE/Coalition of Labor Union Women
Facilitator: Nick Perry, Teamsters 413

Food Justice IS Worker Justice... Kennedy (S)

With people paying more attention to what they eat, activists along the food chain are drawing connections between the food justice movement and fights for workers' rights. From farmworkers to cafeteria workers to restaurant workers, hear how people are drawing connections between the food we eat and the people who grow, cook, and serve it

Lucas Benitez, Coalition of Immokalee Workers

Meghan Cohorst, UNITE HERE, Real Food Real Jobs

Jessica Culley, Farmworkers Support Committee

Hnin Hnin, ROC-United, The Welcome Table

Representative, Real Food Real Jobs, Chicago

Facilitator: José Oliva, Food Chain Workers Alliance,
Restaurant Opportunities Center-United

Taking On Management's Plan: A 'Continuous Bargaining' Approach to the Changing Workplace... Metro Place (S)

Power inside our workplaces is critical to the future of the labor movement. Management frequently restructures work, introduces new technologies, and promotes ideologies that undermine or capture our collective voice. If your management has introduced new technologies or work restructuring programs like lean, 5S, Six Sigma, or continuous improvement, come learn a strategy developed by labor educator Charley Richardson. Though Charley died in 2013, his work continues to build worker solidarity and union power.

Nancy Lessin, labor educator, United Steelworkers-Tony Mazzocchi Center

Assertive Grievance Handling... InterContinental, Avedon B

Fighting grievances isn't only about how well you argue your case. It's about organizing members to build pressure on management. This workshop for stewards and union reps will focus on how to win creatively without going to arbitration—or sometimes without even filing a grievance. We'll discuss the do's and don'ts of settling grievances as well.

Sandy Pope, Teamsters 805

Tactics for Contract Campaigns... Love A

Expanding on themes in his new book, *No Contract, No Peace: A Union Guide to Contract Campaigns, Strikes and Lockouts*, attorney Robert M. Schwartz will lead a discussion on informational picketing, work to rule, secondary boycotts, working without a contract, positioning walkouts as unfair labor practice strikes, Trojan-horse return tactics, and responding to lockouts.

Robert M. Schwartz, labor lawyer

Power in the Supply Chain... Doubletree, Winchester

Global corporations can move goods from far-off factories to retail shelves only because of an integrated transportation network. This gives workers in the "cargo chain" incredible leverage. How do we use this power to organize non-union workers and raise standards? What can activists do to coordinate across different industries and unions? What is happening with the Longshore contract that expires this summer?

Phil Deder, rail crew transport, United Electrical Workers 1177

Joe DeManuelle-Hall, Warehouse Workers Organizing Committee

Justin Hirsch, Longshore and Warehouse Union 19

Ahern Owen, Mobile Rail Solutions, IWW

Facilitator: Leah Fried, United Electrical Workers

Featured Session

What Happened at VW?... O'Hare II

The United Auto Workers lost their bid to represent Volkswagen workers in Tennessee 712 to 626. The union had hoped to bring in a "works council," a form of cooperative labor-management partnership that exists in VW's other factories worldwide. Why did a majority of workers vote no?

Chris Brooks, Chattanooga Organized for Action

Lauren Feinauer, VW worker

Myra Montgomery, VW worker

Facilitator: Bill Parker, UAW 1700

First-Contract Fights... Doubletree, Artistry

First contracts at newly unionized workplaces are notoriously tough to get. Reluctant employers often drag their heels, hoping members will give up and abandon the effort. How do you get off on the right foot, keep members united no matter how long it takes, keep turning up the heat on the boss, and reach a strong agreement? Panelists include workers who've recently won first contracts and workers now in the thick of their fights.

Laura Favoino, UNO/Alliance of Charter Teachers and Staff, Chicago

Mito Gonzalez, Santa Rosa Memorial/National Union of Healthcare Workers

Lawrence Hendrickson, Cablevision/Communications Workers 1109

Representative, University of Illinois at Chicago/AFT

Facilitator: Peter Tappeiner, former NUHW

Going on Offense: Unions Target Banks and Billionaires... InterContinental, Avedon C

Occupy Wall Street briefly shone the spotlight on banks and the 1%, but since 2012 the super-rich have been slipping back into the shadows and sidestepping their share of the clean-up costs from the economic collapse they caused. Hear how some unions and community organizations are going on offense by fighting foreclosures, pushing for a tax on Wall Street speculation, or hiking taxes on corporations and the 1%... and what the prospects are for spreading the strategy across the labor movement.

Jackson Potter, Chicago Teachers Union

Jean Ross, National Nurses United

Amy Schur, Alliance of Californians for Community Empowerment

Facilitator: Alex Han, Stand Up Chicago

Winning a Master Contract...

InterContinental, Avedon A

Master contracts bring security to workers across an industry, and spread union strength geographically. But most unions are seeing their master contracts eroded or eliminated. This workshop will highlight unions that recently won master contracts and document how they did it, including how they corralled employers, consolidated individual contracts, and built common standards. We'll also examine the contract campaigns that set them up for their success.

Jill Furillo, New York State Nurses

Secrets of a Successful Organizer...

InterContinental, Cassatt B

How do you get your co-workers to join you in building union strength and taking on the boss at work? Learn proven strategies that get more members involved. This workshop, perfect for new activists or up-and-coming leaders, will cover the basics of successful organizing. We will examine how to have effective organizing conversations, identify issues in the workplace, and spot other potential leaders.

Nicholas Bedell, Transport Workers 100

Organizing without Collective Bargaining Rights... Dulles

What strategies are left for workers and unions in states that have lost (or never won) legal collective bargaining rights? How can unions mobilize members and solve problems at work when they can't rely on traditional collective bargaining strategies and agreements? Hear success stories from workers in some of the toughest organizing climates in the U.S.

James Branson, CWA Local 6186, Texas State Employees Union

Angelina Cruz, Racine Education Association, Wisconsin

Donna Morgan, United Electrical Workers, West Virginia

Facilitator: John Thompson, United Electrical Workers

Short Strikes that Win... InterContinental, Avedon D

How can short strikes be effective tools in a union's arsenal? What strategies can you use to pressure an employer and cause financial stress during a contract campaign, while still keeping members engaged? Hear from unions who've used short strikes to pack a lot of power into one brief punch.

Jeff Brown, United Auto Workers

Turusew Gedebu-Wilson, National Union of Healthcare Workers

Mike Hill, California Nurses Association

Scott McFarland, University of Illinois at Chicago/American Federation of Teachers

Facilitator: Steve Early, labor journalist

Fighting Privatization... Balmoral

Business and political elites promise privatization as the path to efficient, low-cost services. Unions need a vision of our own for improving public services, not just defending our jobs. Hear success stories from unions who are pushing back through bargaining, community outreach, and political organizing. Learn about the challenges ahead for education, transportation, postal, and social service workers.

Gillian Russom, United Teachers-Los Angeles

Rich Shelley, American Postal Workers Union

Diane Stokes, AFSCME 2858

Facilitator: Ken McNamara, Communications Workers 1037

Behind the Attack on Public Education...

Love B

Who are the shadowy business interests pushing charter schools and corporate takeovers of education? From technology, to testing, to pension reform, hear from policy experts and education leaders about what's behind the assault and what are our strategies to fight back.

Liz Davis, Washington Teachers Union

Gordon Lafer, University of Oregon's Labor Education and Research Center

Ingrid Walker-Henry, Milwaukee Teachers Education Association

Facilitator: Al Ramirez, Chicago Teachers Union

Opening Up Bargaining... Doubletree, Dublin

Bargaining does not always have to be secretive or done behind closed doors. Opening up bargaining to a larger group of member activists and even to the public can build trust and create a transparent atmosphere in your contract campaign. Hear about creative ways unions are opening the doors of bargaining to more than just the bargaining team.

Nick Faber, St. Paul Federation of Teachers

Ramses Teon-Nichols, Service Employees 1021

Facilitator: Debby Pope, Chicago Teachers Union

Don't Shut It Down... Haneda

For union workers under fire, a key connection to the public has been the fight to preserve institutions and services that communities depend on. This workshop will highlight recent struggles to stop school closings, preserve post offices, and keep hospitals open for care. We'll examine how these fights have galvanized communities and provided union activists with a winning strategy.

Eliza Carboni, New York State Nurses

Jamie Partridge, Community and Postal Workers United, Letter Carriers Branch 82

Shoneice Reynolds, Chicago Teachers Union

Facilitator: Brandon Johnson, Chicago Teachers Union

FILM: Pete Seeger: The Power of Song... Heathrow

Pete Seeger: The Power of Song Pete Seeger helped introduce America to its own musical heritage, devoting his life to using the power of song as a force for social change. With his deeply held beliefs, Seeger went from the top of the pop charts to the top of the blacklist and was banned from commercial television for more than 17 years. This film uses footage of Seeger and his wife, Toshi, along with newly remastered recordings of Seeger's songs, and interviews with Bruce Springsteen, Bob Dylan, and Joan Baez. 93 minutes. Filmmaker: Jim Brown.

When Union Fights Are Racial Justice Fights... InterContinental, Cassatt C

This workshop will examine how unions have transformed workplace struggles into fights for racial justice in the community. From the fights against school and hospital closures in communities of color to the exploitation of undocumented workers by Fortune 500 companies, we'll examine ways activists have broadened their campaigns to focus on racial justice, in the process winning community support and strengthening their campaigns.

Ari Moma, New York State Nurses

Tim Schermerhorn, Transport Workers Local 100

Tara Stamps, Chicago Teachers Union

Facilitator: Tammy Vinson, Chicago Teachers Union



Sarah Jane Rhee, Loveandstrugglephotos.com

(S) means the workshop will have Spanish interpretation.

Saturday, Workshops & Meetings F 4:15-6:00

Transport Strikes Worldwide... Metro Place (S, K)

The ability of workers to stop production of goods is very powerful. But the power of workers to stop the movement of goods and people may be even more effective. This panel brings you vivid first-hand accounts of very recent strikes in three critical sectors—dock, rail, and subway—that stopped movement in a city (Buenos Aires), in a country (Korea), and on an ocean (Hong Kong), and brought deep social conflicts to the surface in each society.

Stephan Chan & Wong Yu Loy, Hong Kong Dockworkers Union

Nelson Francino Valdes, Federation of Dockworkers Unions of Iquique, Chile

Joaquin Garcia, Subway Workers Union, Argentina

Ho-joon Song, Korean Rail Workers Union

Facilitator: Gifford Hartman

World Cup in Brazil: The Spark of a Workers' Movement... Dulles (S, P)

A wave of mobilizations shook Brazil in June 2013 as two million people took to the streets with demands for free public transportation, quality education, and health care and to denounce money squandered on the World Cup extravaganza. Young flash mobs in lavish shopping centers, land occupations in main cities, 31,000 construction workers on strike in Rio de Janeiro, all contribute to a radicalizing scenario leading up to the World Cup. Hear from leaders of the Conlutas labor federation about how labor and social movement activists are building this wave.

Paulo Barela, CSP-Conlutas

Antonio Ferreira de Barros, Metalworkers Union of Sao Jose dos Campos

Celina Maranhão, Sao Paulo Subway Workers Union

Magno Carvalho, University of Sao Paulo Union

Facilitator: Wendy Thompson, United Auto Workers 22

FILM: Union Time (15-minute teaser)... Heathrow

A true David versus Goliath story, "Union Time" is a promotional teaser for a documentary in production about the successful fight to unionize the world's largest pork slaughterhouse, located in Tar Heel, North Carolina. Followed by a discussion with the filmmaker. 15 minutes. Filmmaker: Matthew Barr.

Young Workers and Media... Sydney

Everyone agrees that young workers are the future of labor. But that doesn't automatically give young workers a voice in the union movement, much less in the public conversation about the economy. By making media ourselves—from writing our own flyers for the shop floor, to coordinating social media across locals, to creating audio and video—young workers can add our diversity of voices to the mix, bridge the divide between union and non-union workers, and draw other young people into organizing in their own schools and communities. If these ideas spark some ideas of your own, join us for a conversation.

Cory Bombredi, Communications Workers Next Generation

James Cersonsky, Intern Worker Alliance, StudentNation

Luis Santoyo, organizer

Vicko Alvarez

How Arbitrators Really Think... La Guardia

Understanding how arbitration really works may lead to better preparation in the early steps of grievance handling. Learn about interpretation of language, evidence, and "arbitration rules" that stewards and activists need to pay attention to early on. This is a research workshop. Participants will look for answers in the "Common Law of the Workplace," a National Academy of Arbitrators handbook.

Richard de Vries, Teamsters 705

Striking without a Union... Love A (S)

As industries destabilize and decentralize, more of us than ever don't have a recognized union or a formal collective bargaining situation. How can workers take militant action to fix problems, and act like a union anyway?

Veronica Mendez, CTUL Worker Center, Twin Cities

Ahern Owen, Mobile Rail Solutions

Representative, Fast Food Forward

Facilitator: Aaron Brenner

Just Cause: Ought to Be a Law... Ideation

The U.S. is the only industrialized country where workers can be dismissed for any reason, or no reason—unless protected by a union contract. Learn about a campaign to put "just cause" standards into state laws. It's a reform proposal that would appeal to all workers, not just union members—heck, most already think there's a law--and if passed, would give workers more confidence to form unions.

Rand Wilson, Service Employees 888

(S) means the workshop will have Spanish interpretation.

Saturday, Workshops & Meetings F 4:15-6:00

Teachers Meeting... Balmoral

Every day, teachers are on the front lines, defending public education and livable labor standards against the arrayed power of privatizers, politicians, real estate moguls, and anti-union ideologues. But from the stunning victory of the Union Power slate in Los Angeles two weeks ago, to the Caucus of Rank & File Educators' leadership in turning around the Chicago Teachers Union, to the galvanizing movement led by Social Equity Educators in Seattle rejecting high-stakes tests, to the outrage mobilized by the Newark Education Workers against a massive charter scheme, teachers caucuses are fighting for social justice. This meeting will give teachers the chance to learn about a new national network of caucuses and share their own challenges and victories.

Facilitator: Debby Pope, Chicago Teachers

United Auto Workers Meeting... Love B

Hear from different sectors of our union, including both auto workers and graduate employees, and discuss the proposal for a dues increase and the organizing drive at Volkswagen.

Health Care Workers Meeting, InterContinental, Avedon C

Federal and state mandates that are shifting norms for care and state and national health care unions are emerging that want to fight for workers and patients together. Come hear updates from members and leaders at the forefront of this transformation across the country, and deepen the ties that will link our struggles.

Campus Workers Meeting... Kennedy

Are university financial woes caused by a lack of money or by a disagreement about how to spend it? How can campus workers represented by different unions work together on both contract and issue campaigns? Discuss how campus workers, grad student workers, faculty, and students are fighting layoffs, wage freezes, furloughs, and tuition hikes, and for just and inclusive universities. Strategize about how to build coalitions to go on the offensive against corporatization and union-busting on our campuses.

Teamsters Meeting... Midway

Meet with Teamsters from across North America to talk about attacks on Teamster contracts and benefits, how our International union and locals are meeting the challenge (or failing to), upcoming national contracts at UPS and in the freight industry, and more. The meeting will include reports from Teamster local leaders, stewards, and activists.



Jim Levitt

Machinists Meeting... Haneda

Hear from the IAM Reform slate and discuss what members can do to take back their union at all levels.

Labor Radio... Gatwick

Labor activists across the country support local struggles and tell labor's side of the story—what you won't hear on the corporate news. Introduce yourself to fellow media-makers, from longtime volunteer producers to people just getting a new community station off the ground. We'll swap tips, strategies, and success stories, and discuss how we can collaborate and support each other's efforts—including possibilities for sharing ideas, skills, contacts, and content.

Facilitators: Ellen La Luzerne, Madison Labor Radio/Workers Independent News, and Allan Gomez, Prometheus Radio Project



CWA

Ask the Experts... Kennedy

Your chance to lob hard questions at the ones who know. One-on-one time with an expert. First come, first served.

Grievances and Arbitration: Richard de Vries, Teamsters Local 705, will tell you how to anticipate an arbitrator's reaction. Learn about resources to become a persuasive presenter of grievances and arbitrations and learn how to research a question.

Legal Rights of Union Stewards: Attorney Julian Gonzalez will discuss how stewards can investigate grievances, use information requests, and defend members at disciplinary interviews and grievance hearings.

Union Democracy: Attorney Barbara Harvey can tell you about your legal rights within the union—free speech, voting rights on contracts, legal aspects of union elections and running for office, and union officers' fiduciary duty.

Health Care Bargaining under the ACA: Peter Knowlton of the United Electrical Workers (UE), with 30 years' experience bargaining health insurance and health care, can give you facts, frameworks, and arguments to help build a membership fightback and counter employers' demands for health care concessions.

Labor and Media: Labor Radio co-producer Ellen La Luzerne will provide tips and answer questions about using media to promote the interests of working people. Although her focus is primarily radio production, Ellen also used social media in organizing as a union rep.

Running for Union Office; Bargaining. Stefan Ostrach, longtime rep for Teamsters Local 206, can advise on both of these topics. Bring your questions about mounting an election campaign, or about bargaining tactics, including avoiding impasse, making information requests, package proposals, unfair labor practice charges, and offensive bargaining demands.

Health & Safety. David Pratt, former health and safety specialist with NYCOSH, will answer questions about your rights, including whistleblower rights, and about how to organize co-workers when management is running its own safety program.

Online Tools & Tactics: Hannah Roditi of Social Movement Technologies can initiate the uninitiated or give higher-level advice to the already tech-savvy. Where and how to start (texting, creating private worker discussion space online, Facebook), how to ramp up, online strategy, website design, needs of your local. All questions welcome.

Building LGBTQ Worker Power... Balmoral (S)

This workshop hosted by Pride at Work Chicago will focus on methods for lesbian, gay, bisexual, transgender, and queer/questioning (LGBTQ) workers and their allies to build power collectively. Participants will discuss strategies for increasing LGBTQ inclusivity within workplaces and unions, building LGBTQ caucuses or Pride at Work chapters, and getting involved in national LGBTQ campaigns, such as the Employment Non-Discrimination Act.

Tina Beacock, Chicago Teachers Union

Justine Cruise-Robeson, Service Employees 1

Kate Ekman, UNITE HERE 1

Ellen Larrimore, AFSCME 1989

Ruth Orme-Johnson, United Auto Workers 2320/National Organization of Legal Services Workers

Saving the People's Postal Service... Dulles

Postal services should be expanding to answer public needs like nonprofit banking and internet access and to meet the growing demands of online retail. Instead, postal workers are facing attacks on all sides: from Congress's phony financials, to management's waves of cuts and closures, to the predatory push for privatization. But a rank-and-file and community coalition is organizing petitions, rallies, marches, hunger strikes, sit-ins, and occupations—and nationally the four postal unions seem to be finally getting on the same page. Find out how you can join local efforts to save and improve postal services and battle austerity.

Jamie Partridge, Letter Carriers Branch 82, Portland

Melissa Rakestraw, Letter Carriers Branch 825, Chicago

Dave Welsh, Letter Carriers Branch 814, San Francisco

David Yao, American Postal Workers Union, Seattle

FILM: Union Women, Union Power: From the Shopfloor to the Streets... Heathrow

Highlighting five union women from different sectors across Philadelphia, "Union Women Union Power" introduces viewers to recent fights for democracy in Philadelphia workplaces. The film was produced to spur intergenerational dialogue and engage younger women in the labor movement. 30 minutes. Filmmakers: Dina Yarmus and Sandra Jeong-In Lane.

Saturday, Workshops & Meetings G 6:00-7:30

Black Workers Meeting... Love B

Join Black activists to discuss what unions are doing and could do to address the attack on the public sector that's affecting Black workers and community members most. How can we get our unions in gear and how can we build stronger connections across unions?

Graduate Employees Meeting... La Guardia

Teachers, university workers, and public employees are all under attack—so grad employees are getting hit from all sides. Let's share success stories and discuss how we can better connect.

Canadians...Love A

Join unionists from Canada to discuss the major issues facing the Canadian labour movement. Share experiences in order to come up with strategies for a stronger movement.

D.C.-Area Activist Meet-Up... Haneda

Washington DC is full of troublemakers! DC-area activists are invited to join in a discussion of what's happening in the metropolitan DC labor movement and how to build connections to make it stronger.

FILM: At the River I Stand... Midway

This moving documentary recounts the two months leading to Martin Luther King Jr.'s April 4, 1968 death, as he lent support to the 65-day strike of 1,300 Memphis sanitation workers. 56 minutes. Filmmakers: David Appleby, Allison Graham, Steven John Ross. Also showing Friday at 5 p.m. in Midway.



Meet the Authors... Metro Place

Chat with authors of recent books that help us understand labor and the world. Buy a book and get it signed.

David Bacon, *The Right to Stay Home: How US Policy Drives Mexican Migration* (Beacon Press)

Joe Burns, *Strike Back: Using the Militant Tactics of Labor's Past to Reignite Public Sector Unionism Today* (Ig Publishing)

Sheila Cohen, *Notoriously Militant: The Story of a Union Branch* (Merlin Press)

Kevin Corley, *Sixteen Tons* (Hard Ball Press)

Steve Early, *Save Our Unions: Dispatches from a Movement in Distress* (Monthly Review Press)

Paul Felton, *Murder of a Post Office Manager* (Hard Ball Press)

Labor Notes Staff, *How to Jump-Start Your Union: Lessons from the Chicago Teachers* (Labor Notes)

Eric Larson, Rand Wilson, Russ Davis, and others. *Jobs with Justice: 25 Years, 25 Voices* (PM Press)

Kari Lydersen, *Mayor 1%: Rahm Emanuel and the Rise of Chicago's 99%*. (Haymarket Books)

Kim Moody, *In Solidarity: Essays in Labor and Politics* (Haymarket)

Manny Ness, co-editor, *Ours to Master and to Own: Workers' Control from the Commune to the Present* (Haymarket Books)

Robert Schwartz, *No Contract, No Peace: A Legal Guide to Contract Campaigns, Strikes, and Lockouts* (Work Rights Press)

Tim Sheard, *In Hiding* (Hard Ball Press)

Lee Sustar, *Striking Back in Chicago: How Teachers Took on City Hall and Pushed Back Education "Reform"* (Haymarket Books)

Micah Uetricht, *Strike for America: Chicago Teachers Against Austerity* (Jacobin/Verso)

Cal Winslow, co-editor, *Rebel Rank-and-File: Labor Insurgency from Below in the 1970s* (Verso Books)

Helena Worthen, *What Did You Learn at Work Today: The Forbidden Lessons of Labor Education* (Hard Ball Press)

Featured Meeting

Health Care Justice, State by State... Love B

In response to Obamacare, health care justice activists say "Finish the Job. Make Health Care a Right for Everyone in America!" This meeting will examine powerful human rights-focused campaigns in several states, where unions and worker centers are seeking to build on the Vermont experience and win single-payer-style health care reforms. Activists from Vermont, New York, Maryland, Illinois, Oregon, California and other states will discuss their triumphs, defeats, best practices and organizing strategies.

Organized by the Labor Campaign for Single Payer

Home Is Where the Fight Is: Battling Foreclosure and Eviction... Ideation (S)

The stories are thrilling: union members and other activists around the country are holding vigils in front yards, occupying threatened homes, creatively deploying bags of leaves, and even facing down midnight battering rams to stop sheriffs from carrying out the banks' dirty work. Hear how ordinary working people are taking on the big banks and mortgage system—and winning!—and learn how your union can join the struggle for fair housing for all.

Nick Espinosa, Occupy Homes Minnesota

Maria Estevez, City Life/Vida Urbana and Service Employees 509, Boston

Joe McGuire, Detroit Eviction Defense

Representative, Chicago Anti-Eviction Campaign

Facilitator: Dianne Feeley, Detroit Eviction Defense

When Governments Attack Workers... Balmoral (S, Ku)

A surprising number of American workers believe that "some law" must protect their rights on the job—the right to a bathroom break or to a pension or to time-and-a-half for overtime. But slowly, with the vicious anti-labor legislation erupting in Wisconsin, Michigan and elsewhere, the truth is dawning: This is an era when governments attack workers. Learn from workers who have had to confront this harsh truth elsewhere in the world—India, Turkey and Mexico—how they have steadily asserted their claims, against serious odds.

Suzanne Samera Adely, US-MENA Global Labor Solidarity Network (India)

Nihat Kiratli, KESK – Amed/Diyarbakir (Turkey)

Benedicto Martinez Orozco, STIMAHCS-FAT (Mexico)

Facilitator: Adrienne Pagac, Teaching Assistants Association, University of Wisconsin

Dealing with Difficult Supervisors... Midway (S)

For stewards: Supervisors have strategies to put you off, trip you up, or get around the contract. Share tactics for dealing with the different types: tough guys and sweet talkers, flamethrowers and procrastinators, and everything in between. Expect to role-play.

Sandy Pope, Teamsters 805

What to Do When Concessions Are Demanded... La Guardia

When the boss asks for concessions, how do bargainers respond? You'll want a list of counter-concessions required from management as a condition of granting any givebacks. Participants will draft information requests, specific proposals, and fall-back proposals, and review possible language choices. A must for officers and members who sit at the bargaining table.

Richard de Vries, Teamsters 705

Building an On-the-Job Organizing Network... Kennedy

It's not enough to tell your co-workers to "get involved." Locals need to build structures that can draw workers in, starting with a solid presence in the workplace. If stewards are the backbone of the union, and we don't have any, where do we start? This workshop will examine different ways to develop stewards, and how ongoing structures like stewards councils can strengthen existing on-the-job networks and ramp up member-to-member communication and activity.

Nicholas Bedell, Transport Workers 100



Wisconsin Jobs Now

Sunday, Workshops & Meetings H 9:00-10:30

Lessons for Reformers in Office... Love A

Winning your election is just the first step—and usually not the hardest. Reformers everywhere run into challenges they didn't anticipate, and deal with forces beyond their control. We'll hear firsthand from union leaders who'll share some secrets of their reform successes and lessons they've learned from their setbacks.

Larry Bradshaw, Service Employees 1021

Jesse Sharkey, Chicago Teachers Union

Facilitator: Steven Ashby, University of Illinois at Urbana Champaign

Labor Against the Wars... Haneda

Does labor still need an antiwar movement? Fifty-five percent of all discretionary federal spending goes to war and preparation for war. Then there's Afghanistan, Syria, Iran, Libya, Palestine, Yemen, 5,000 U.S. nukes, U.S. troops at 1,000 foreign bases, and the continuing corporate invasion of Iraq. Think these might be problems for working people here?

Facilitated by U.S. Labor Against the War

Retirees Meeting... Metro Place

Are you busier now than when you were still on the job? Let's talk about how we can put our experience to best use. Hear best practices and get ideas from retirees locals.

Community and Postal Workers United... Dulles

Congress has launched an unprecedented attack on public services and public sector workers alike in the form of sweeping cuts to our country's postal system. Join activists from NALC, APWU, and the Mailhandlers for the a face-to-face organizing meeting of Community and Postal Workers United and help us build a strong network to defend the U.S. Postal Service.

Stop TPP Activists Meeting... Sydney

What can we do to step up the fight and make better connections among ourselves? This will be a working meeting; for education on the TPP attend the workshop at 10:45 a.m. Sunday.

Labor for Palestine... Heathrow

Join activists from the U.S. and Canada to discuss growing support for the Palestinian trade union call for boycott, divestment, and sanctions against apartheid Israel.

Facilitator: Michael Letwin, Labor for Palestine, Association of Legal Aid Attorneys/UAW 2325



OUR Walmart

Featured Session

Labor Fights the Austerity Agenda... O'Hare II (S)

How can public sector workers not just defend but promote expansion of public services? With postal, transportation, education, and health care workers facing shutdowns and cuts, how are unions joining with community groups to build sustainable alliances and to beat back austerity?

Alex Caputo-Pearl, United Teachers-Los Angeles

Larry Hanley, Amalgamated Transit Union

Mack Julion, Letter Carriers Branch 11

Judy Sheridan-Gonzalez, New York State Nurses

Facilitator: Hetty Rosenstein, New Jersey State Director, Communications Workers

How Union Staff Can Build a Democratic Organizing Culture... Ideation

So you're a union staffer... one who believes in member-driven unions. How does that commitment shape how you approach your everyday organizing work? How do you strike the right balance between following union members' lead and challenging them? What are the common pitfalls staff can fall into? How do you handle the tricky moments when the needs of the moment pull in one direction, but the long-term principle pulls in the other? Join the conversation and hear seasoned organizers reflect on their experiences.

Joe Fahey, various Teamster, food processing, and warehouse locals

Lisa Kermish, University Professional and Technical Employees

Matthew Luskin, Chicago Teachers Union

Lorene Scheer, various Teamster locals, now Service Employees 503

Lara Shepard-Blue, Service Employees 1199 NE

Facilitator: Megan Hise, Portland

Beating "Divide and Conquer"... Love A

You know the saying: "United we bargain, divided we beg." How can different unions and different classifications of workers in similar industries avoid letting employers pit us against each other? Hear about proactive steps unions have taken to put on a unified front, despite differences in work, training, and pay rates.

Chris Baehrend, Association of Charter Teachers and Staff, Chicago

Anthony Ciampa, New York State Nurses

Amy Sprengelmeyer, Pipefitters 290, Portland

Representative, Chicago Teachers Union

Facilitator: David Yao, American Postal Workers Union

Do No Harm... LaGuardia

Often workers are tasked with work that may not be illegal, but that goes against their moral, professional, or health and safety judgment. How can workers say no to harmful policies and practices sanctioned by the employer? What are successful strategies, and to be an advocate for your patients, students, or customers?

Sarah Chambers, Chicago Teachers Union

Sean Petty, New York State Nurses

Building a Reform Caucus in Your Union... Gatwick

If you don't like how things are going in the union, change them—which is easier said than done. Hear about union dissidents in the Chicago Teachers who made an ordinary local into a fighting union, Boeing Machinists who are challenging their national union over pushing a bad contract, and graduate assistants in California whose caucus made systemwide change.

Cheryl Deutsch, Academic Workers for a Democratic Union, United Auto Workers 2865

Al Ramirez, Caucus of Rank-and-File Educators (CORE)

Shannon Ryker, Rosie's Machinists 751

Facilitator: Ken Paff, Teamsters for a Democratic Union

Tactics for Contract Campaigns...Kennedy

Expanding on themes in his new book, *No Contract, No Peace: A Union Guide to Contract Campaigns, Strikes and Lockouts*, attorney Robert M. Schwartz will lead a discussion on informational picketing, work to rule, secondary boycotts, working without a contract, positioning walkouts as unfair labor practice strikes, Trojan-horse return tactics, and responding to lockouts.

Robert M. Schwartz, labor lawyer

Working for Global Labor Justice... Balmoral (S)

What should a labor foreign policy look like? What are the necessary elements for meaningful global labor solidarity? How do we oppose U.S. intervention in other countries and de-militarize our economy, while seeking a just transition that provides sustainable jobs? Panelists will share their experiences to identify commonalities, obstacles, and ways we can promote a pro-working-class labor foreign policy that is rooted in rank-and-file participation.

Robin Alexander, United Electrical Workers

Jeff Crosby, IUE-CWA 201

Michael Eisencher, U.S. Labor Against the War

Mariannick Le Bris, CGT, France

Milind Ranade, Kachra Vahtuk Sanghash Samiti /NTUI, India

Michael Zweig, United University Professions (AFT 2190), U.S. Labor Against the War

Stop the TPP! The Trans-Pacific Partnership... DaVinci

Multinational corporations use trade deals to do an end run around the normal lawmaking process and achieve all sorts of special privileges. They're at it again with the Trans-Pacific Partnership, the largest free trade agreement ever undertaken. TPP could affect everything from the way we spend our tax money to freedom on the internet. This workshop will tell you where the negotiations stand and give you a firm grounding in how trade policy is made and what we can do to influence it. You'll learn about the resistance that's building to derail the TPP.

Manabu Natori, Zenroren, Japan

Cynthia Phinney, Maine Fair Trade Coalition

Josh Wise, Minnesota Fair Trade Coalition

Global Struggles against Privatization... Metro Place (S)

A tidal wave of privatization is engulfing the world. Public sector unionists from Turkey, Iran, and El Salvador will share how public workers and their unions have been placed in the cross-hairs, and how they've fought to protect themselves and the needed services that they provide.

Mansour Ossanlu, Tehran Bus Workers Syndicate, Iran

Patrick Loubet & Nicolas Galepides, SUD PTT, France

Carlos Anibal Monjes, Workers' Union of the Salvadoran

Institute for Teachers' Well-being (SITISBM) and

Salvadoran Union Front (FSS), El Salvador

Facilitator: Ellen David Friedman

Can Labor Change the World? An Intergenerational Exchange... Love B

Many activists with political convictions have chosen to devote their lives to working in the labor movement, either as rank-and-file workers or as staff. Many baby boomers, inspired by the struggles for civil rights and against the Vietnam War, chose to work in labor as a strategic place to make radical change. Similarly, members of the Generation X cohort decided to cast their lot with labor, as did the younger Millennial generation. This panel will reflect on the experiences of these three generations in committing to the labor movement as a vehicle for broader change.

Gene Bruskin, union organizer, campaigner

Michelle Crentsil, Committee of Interns and Residents

Mark Meinster, United Electrical Workers

Debby Pope, Chicago Teachers Union

Teo Reyes, Restaurant Opportunities Centers-United

Dina Yarmus, UNITE HERE

Facilitator: Jane Slaughter, Labor Notes

Beating the Boss in Discipline Cases...Haneda

This nuts-and-bolts workshop will give participants the basics of processing discipline grievances with a hands-on focus on interviewing witnesses and putting together a strong case. Perfect for new stewards!

Dan Campbell, Teamsters for a Democratic Union

Jason Ide, Teamsters 814

Creative Organizing and Strategic Mischief...O'Hare I

Surprise, creativity, and humor can be the keys to rank-and-file engagement. Whether you're facing a contract campaign, a privatization battle, or a dormant membership, these tools can be scaled to fit your situation. Discover the talents among your members for song, humor, creative props, and theatrics. Participants will learn the principles of creative organizing, share examples, and develop tactics they can take home. Solidarity and laughter make a potent mix!

Ricardo Levins Morales, labor artist

Elise Bryant, Labor Heritage Foundation

Advanced Bargaining Table Tactics... Sydney

For experienced spokespeople and negotiating team members only. We will quickly review preparing for bargaining, finding pressure points, planning timelines, balancing different interests among the membership, and keeping up communication with members during bargaining. The focus will be on discussing and sharing tactics to confront concessions demands and avoid impasse, such as information requests, offensive bargaining demands, package proposals, and unfair labor practice charges.

Stefan Ostrach, Teamsters 206, retired

The War on Pensions... Midway

Employers from the Fortune 500 on down are looking to dump traditional pensions and retiree benefits. Learn what unions are doing—or should be doing—to defend pensions, and how some workers are bucking the trend and winning traditional pensions instead of 401(k)s.

Rafael Feliciano, Federación de Maestros de Puerto Rico

Representative, Chicago Teachers Union

Dana Simon, Massachusetts Nurses

Facilitator: Dave Cohen, United Electrical Workers

FILM: ASOTRECOL, the Struggle Against Transnationals in Colombia... Heathrow (S)

With tactics ranging from hunger strikes with lips stitched shut to a nearly 1,000-day sit-in at the U.S. Embassy, Colombian workers are putting the world's attention on General Motors' treatment of its workers. This film tells the incredible story of an association of injured workers who have taken on one of the most powerful corporations in the world, and have won victories they never thought were possible. Organizers of the U.S. solidarity campaign will be present for a brief discussion after the screening. Spanish with English subtitles. 55 minutes. Filmmaker: VENISPA.