

# Welcome to the 2016 LABOR NOTES Conference

Since the last Labor Notes Conference we've seen uprisings in unexpected places—even inside our two political parties! Retirees have been forced to fight for pensions they'd been told were set in stone. Auto workers knocked off a two-tier wage their leaders said was here to stay. Immigrant movers from Latin America and Eastern Europe got together and won a grueling six-month strike. Teachers in Washington state pulled off rolling strikes to resist underfunding.

And we meet in Chicago, perhaps the center of the people's fight against union-busting and against the privatizers who'd rather close neighborhood schools than default on a toxic loan.

This Labor Notes Conference will be the largest yet, with more than 2,000 people registered from 20 countries. If labor's numbers are continuing to shrink, you'd never know it from this gathering, where seasoned leaders will inspire a next generation that's ready to pick up the torch. Somehow the troublemaking wing of the labor movement is on the rise, despite employers' push to throw unions into the dustbin of history.

A decision in the *Friedrichs* case, which could turn every public sector workplace into an open shop, has been postponed, but we can use the delay to rebuild internally.

The *Secrets of a Successful Organizer* track (see page 14) is designed to train you in the foundations of organizing: trust and collective action. That's what we need to emerge from this crisis on a firmer footing.

Here are some opportunities to look out for:

**Chicago Day of Action.** Teachers, transit workers, students, health care workers, professors, fast food workers, and more are demonstrating on Friday, calling out Mayor Rahm Emanuel and his love affair with the banks that are bleeding the city dry. They'll be protesting citywide as teachers pull off a one-day strike, and you'll get a chance to join in the action. Look for a flyer with details.

**Take in a movie.** Michael Moore's "Where to Invade Next" will show Friday night after the plenary. Find out how other countries have managed to provide the social services we lack here (hint: it's not via privatization). Find a full weekend lineup of films listed among the workshops and meetings, beginning on page 17.

**Introduce yourself to an international guest.** You'll recognize their stories: belt-tightening and casualization, repression from bosses and politicians. Our sisters and brothers from China, Mexico, India, El Salvador, Japan, Canada, and a dozen other countries will inspire you with their creativity and gumption. Meet them socially at a reception Friday night, and in the nearly two dozen workshops in which they'll present. See the complete list of international guests on page 35.

**Thank a teacher.** The education sector is on fire with social justice activism. You'll find teachers at a meeting Saturday afternoon, and in teacher-themed workshops throughout the weekend.

**Choose a track.** Immerse yourself in a theme such as Local Officers, Electoral Politics, International, or Shop Floor. See the tracks on page 15.

**Get your feet moving.** Saturday night's dance party features local eight-piece band Tierra Roja playing Mexican and Afro-Cuban music, followed by DJ Mwelwa Musambacine spinning an eclectic mix of Latin, African, Brazilian, and Caribbean beats. Read more on page 8.

**Take in labor art.** Our exhibit features photos and posters of everyday people standing up for justice in their workplaces



UTLA

around the country and the globe. Details on page 7.

**Improve your organizing IQ.** Our brand-new book *Secrets of a Successful Organizer* lays it all out for you in 47 easy lessons, like "Two Ears, One Mouth" and "Keep the Boss Off Balance." Get it at the Labor Notes lit table for just \$15. Warning: this book works best when read in a group.

**Take home some swag.** New this year: purple T-shirts from the Troublemakers Union, frisbees, and Little Troublemaker baby onesies for the next generation of organizers! We also have limited quantities of our black hoodie with the big Troublemakers logo on the back, as well as hats and pint glasses. Plastic accepted.

These are only a few of the possibilities this weekend to educate yourself, share with others, and charge up. Page through this book, caffeinate yourself, settle in, and take off!

# Conference OVERVIEW

## 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 Grand Ballroom.

"Grab and Go" lunches will be available at all lunchtimes in the entry-level foyer, near the elevators. See the map on page 59 for some other nearby food options.

## Meetings in the Convention Center

This is the biggest Labor Notes conference ever, so some Saturday workshops and meetings will take place across the street in the Convention Center. There's a map in the back of this booklet to help you find your way, and we will station volunteers to guide you. The most direct route is to go outside and cross the street. There is also a skybridge from this hotel to the Convention Center, which is a longer route, but is wheelchair-accessible.

## Interpretation

We're pleased to offer simultaneous translation into Arabic, Chinese, French, Korean, Japanese, Portuguese, Spanish, and Thai 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 & Literature

Visit the Labor Notes literature table across from registration, and take home Labor Notes books, T-shirts, hoodies, onesies, 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 outside the Grand Ballroom.

## 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 20 for a workshop on "Dealing with Member-to-Member Harassment.")

## Workshop Facilitators

Workshop facilitators will receive a packet with instructions. Please collect and turn in your evaluations and sign-up sheets to the Labor Notes literature table, across from registration.

## 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, Chris Brooks, Ellen David Friedman, Dan DiMaggio, Adrian Montgomery, Sonia Singh, Jane Slaughter, Jim West, and Samantha Winslow. Thanks for coming!



# Friday, April 1 Agenda

**10:00AM Registration Opens**

**Grand Ballroom Registration Area**

## Pre-conference Meetings

9:00AM-5:00PM Railroad Workers United Meeting. . . . . **Sky Harbor**  
1:00PM-5:00PM Telecommunications Workers Meeting . . . . . **Lambert**

## 1:00 - 2:45PM Workshops A (see page 17)

Costing a Contract  
Dealing with the Media  
Just Cause: How to Win Disciplinary Grievances  
Organizing for Labor and Human Rights in Japan (J)  
Secrets of a Successful Organizer (S)  
Taking On Management's Plan: A 'Continuous Bargaining' Approach to the Changing Workplace  
Using Labor's Natural Links with Allies

## 3:00 - 4:45PM Workshops B (see page 18)

14 Secrets of a Successful Flyer  
Assertive Grievance Handling  
Beating Apathy  
Costing a Contract, Continued  
Health Care Management Goes Lean and Mean  
Legal Rights on the Job (S)  
Resisting Anti-Union Repression in Latin America (S)  
What Can We Learn from Labor History?

## 5:00 - 7:00PM Workshops C (see page 19)

Special Film Showing: Pride . . . . . **LaGuardia**

## 7:30 - 9:00PM Main Session (A, C, F, J, K, P, S, T) Grand Ballroom

Monique Redeaux Smith, Chicago Teachers Union  
Ramon Torres, Familias Unidas por la Justicia  
Gloria Gracida Martinez, San Quintin berry workers  
Mark Brenner, Labor Notes

9:00PM International Guests Reception (Everyone Welcome) . . . . . **Upstairs Foyer**  
9:00PM Railroad Workers United Reception. . . . . **John Wayne**  
9:00PM Teamsters United Reception. . . . . **LAX**  
9:00PM Movement of Rank-and-File Educators Reception. . . . . **Lambert**  
9:30PM Special Film Showing: Michael Moore's Where to Invade Next . . . . . **Grand Ballroom**

(S) means the workshop will have Spanish interpretation.

# Saturday, April 2 Agenda

**7:30AM Registration Opens**

**Grand Ballroom Registration Area**

**9:00 - 9:45AM Main Session (A, C, F, J, K, P, S, T)**

**Grand Ballroom**

Alex Caputo-Pearl, United Teachers Los Angeles  
Lennox James, Teamsters Local 804

**10:15AM - 12PM Workshops D**

**(see page 19)**

Assertive Grievance Handling  
Beating Apathy  
Building a Member-to-Member Leadership Team  
Building a School-to-School Member Network  
Dealing with Member-to-Member Harassment  
Defending Mental Health Care  
Farm Worker Organizing across Borders (S)  
Fighting Privatization  
FILM: Groundwork: Justice in the Birthplace of America  
Health Care Bargaining in the Age of Obamacare  
How to Win Fair Evaluations for Classroom Teachers  
Labor and the Black Lives Matter Movement  
Labor for Bernie (S)  
Lessons from Open-Shop America  
Lifting Labor Conditions in South and Southeast Asia  
One on One: Make It an Organizing Conversation

Opening Up Bargaining  
Pushing the Envelope in Contract Campaigns  
Quebec Struggles against Rollbacks (F)  
Raising Standards with an Industry-Wide Code of Conduct (S)  
Researching Your Employer  
Reviving the Inside Game  
Running for Union Office  
Strikes  
Teachers Uprisings around the World  
The Fight for \$15 Crosses Industries and Borders  
Turning an Issue into a Campaign  
We're All in This Together: Working with Community Allies (S)  
Winning Your First Contract  
Working with Students: A Primer for Union Activists

**12:00 - 1:45PM Lunch**

**2:00 - 3:45PM Workshops E**

**(see page 23)**

Advanced Bargaining Table Tactics  
Beating Divide and Conquer (S)  
Beyond Detention: How Teachers Are  
Dealing With Student Discipline  
Build a Winning Contract Campaign  
Building a Reform Caucus in Your Union  
Challenging Privatization in Latin America  
Change in the Food Chain (S)  
China on Strike (S)  
Contract Campaigns from the Bottom Up  
Creative Organizing and Strategic Mischief  
Direct Action  
Doing Politics Differently  
Fighting for the Schools Our Students Deserve  
FILM: Coming for a Visit  
Getting Off the Grievance Treadmill

How to Campaign on Health Care When Everyone Else's Is Bad  
Labor Confronts Climate Change  
Mapping Your Workplace and Identifying Leaders  
One on One: Make It an Organizing Conversation  
Stop the TPP! The Trans-Pacific Partnership  
Turning an Issue into a Campaign  
Using Health and Safety to Fight the Lean Machine  
Using Social Media in Your Organizing  
What If We Lose the Friedrichs Case? How Public Sector Unions Are Organizing Internally  
What Is Socialism?  
Workplace Organizing without a Union (S)  
Young Workers Shaking Up the Status Quo

(S) means the workshop will have Spanish interpretation.

# Saturday, April 2 Agenda, continued

## 4:15 - 6:00PM Workshops and Meetings F

(see page 27)

Building Trades Meeting  
FILM: The Hand That Feeds  
Health Care Workers Meeting  
Higher Education Workers Meeting  
How Arbitrators Really Think  
Labor Struggles in Palestine (A)  
Stop TPP Activists Meeting  
Teachers Meeting  
Transit Meeting  
United Auto Workers Meeting

## 6:00 - 7:30PM Workshops and Meetings G

(see page 28)

Ask the Experts  
FILM: The Factory  
Graduate Employees Meeting  
LGBTQ Activists and Allies Meetup: After Marriage Equality, Where Do We Go from Here?  
Postal Workers Meeting  
Unions and Workers Cooperatives (S)  
Young Workers Meeting

## 7:30 - 10PM Banquet (A, C, F, J, K, P, S, T) doors open at 7:15

**Grand Ballroom**

Chair: Mark Brenner  
Troublemaker Awards  
Labor Notes Fundraiser

10:00PM	Concert and Dance Party with Tierra Roja and DJ Mwelwa .....	<b>Foyer</b>
10:00PM	"Left Elect" Independent Politics Reception, featuring Kshama Sawant of the Seattle City Council and Gayle McLaughlin of the Richmond City Council .....	<b>DFW</b>
10:00PM	Acoustic Lounge with John Paul Wright .....	<b>O'Hare A</b>

### LANGUAGE KEY

(A) Arabic/English interpretation  
(C) Chinese/English interpretation  
(F) French/English interpretation  
(J) Japanese/English interpretation

(K) Korean/English interpretation  
(P) Portuguese/English interpretation  
(S) Spanish/English interpretation  
(T) Thai/English interpretation

# Sunday, April 3 Agenda

**8:00AM Registration Opens**

**Grand Ballroom Registration Area**

**9:00 - 10:30AM Workshops and Meetings H**

**(see page 29)**

Labor Council for Latin American Advancement Meeting  
Labor for Bernie Meeting  
Labor Radio Meeting  
Manufacturing Workers Meeting  
Postal Meeting  
Retirees Meeting  
Why Workers Should Attend the World Social Forum

**10:45-12:30PM Workshops I**

**(see page 29)**

Bargaining for the Public Good  
Bargaining When Concessions Are Demanded  
Building Solidarity with Palestine (A)  
Can Labor Change the World? An Intergenerational Exchange  
Creative Organizing and Strategic Mischief  
Defending Your Pension When Others Don't Have One  
Fighting for Passenger and Worker Safety on the World's Railroads  
FILM: Si Se Puede: Seven Days at PAH Barcelona  
General Strikes, Mass Strikes: Lessons from History  
Getting Results Without Grievances  
Health Care Workers Fight for Safe Staffing  
How Can Unions and Worker Centers Join Forces? (S)  
Just Say No: The Movement against High-Stakes Tests  
Labor Confronts U.S. Intervention (S)  
Mapping Your Workplace and Identifying Leaders  
Organizers Worth Their Salt  
Postal Banking for Everyone  
Reformers in Office  
Role of Staff in a Member-Driven Union  
Teachers Unions around the World Battle School Privatization (P, S)

**12:30 - 1PM Lunch**

**1-2:00PM Main Session (A, C, F, J, K, P, S, T)**

**Grand Ballroom**

RiChard Jackson, Amalgamated Transit Union 836, Grand Rapids, Michigan  
Judy Sheridan-Gonzalez, New York State Nurses

(S) means the workshop will have Spanish interpretation.



# Photo & Poster EXHIBITS

Take some time this weekend to explore the work of labor photographers from across the U.S. Our exhibit features photojournalists David Bacon, Steve Cagan, Robert Gumpert, Bette Lee, Ken Light, Star Murray, Rick Reinhard, Jared Story, and Jim West.

Their work ranges over decades and around the globe. You'll see cafeteria workers on strike in 1969, Pakistani children who work as brick makers in 1990, and a union member protesting in Ferguson,



In Ferguson, Missouri, a Service Employees (SEIU) member holds a sign calling for the arrest of police officer Darren Wilson at the Justice for All March, part of Ferguson October Weekend of Resistance, on October 11, 2014. Photo by Jared Story.



Detail of "Joe Hill," a 1979 poster by Carlos Cortez.

Missouri, as part of the Movement for Black Lives in 2014. The common theme is everyday people finding the courage to fight for social and economic justice.

Also on display is a selection of labor posters from the Interference Archive, a collectively run space in Brooklyn, New York. Volunteers there collect, produce, study, and exhibit objects created as part of social movements around the world—including posters, flyers, photographs, books, T-shirts, buttons, moving images, and audio recordings. You can learn more about their work at [interferencearchive.org](http://interferencearchive.org).

The posters, like the photographs, span decades and a wide range of industries. One outlines the demands of the Dodge Revolutionary Union Movement, a caucus of African American auto workers at Chrysler's Dodge Main assembly plant in Detroit who led a 1968 wildcat strike. You'll also see screen-printed commemorations of early leaders of the Industrial Workers of the World, and contemporary posters celebrating the dignity of farmworkers and nurses.

# Music, Dance, & Films

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## CONCERT AND DANCE PARTY Saturday 10:00PM • Foyer



### Tierra Roja

Tierra Roja is a Chicago-based folkloric ensemble. Jesus Rojas and his son Emiliano Rojas interpret two significant Latin American genres of music. *Son Jarocho* is a tradition over 300 years old, originating in Veracruz, México. *Son Montuno* originated in Cuba, part of the genre that laid the foundation for many dance forms, including salsa. Without forgetting the deep-rooted origins of the music, Tierra Roja's original interpretations draw on motifs of American music, poetry, African spiritual drumming, and mystical indigenous expression.

Tierra Roja has produced performances for the the Hot House, the Hide Out, the University of Chicago, Chicago Cultural Center, the National Museum of Mexican Fine Arts, DePaul University, the Summer Dance, and Levitt Shell in Memphis, Tennessee. The group has been featured in public broadcasts for 89.5 FM Vocalo (CPR) and 540 AM, and numerous events around the country.



### 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, afrobeat, 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](http://www.akasuba.com).



## ACOUSTIC LOUNGE

**Saturday, 10:00PM, O'HARE A**

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: John Paul Wright, railroad engineer and folk musician, [railroadmusic.org](http://railroadmusic.org)

## SPECIAL FILM SHOWING:

### Pride

**Friday 5:00PM • GRAND A**



It's the summer of 1984. Margaret Thatcher is Prime Minister, and the National Union of Mineworkers is on strike in Wales. At the Gay Pride march in London, a group of young gay and lesbian activists decides to raise money to support the families of the striking miners.

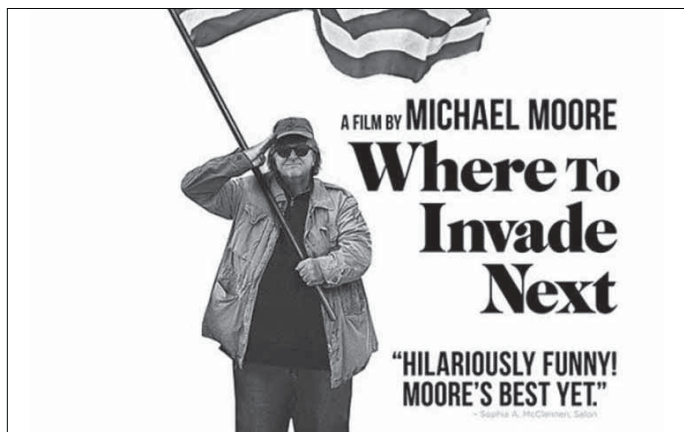
But there's a problem—the union seems embarrassed to receive their support. Undeterred, the activists decide to go directly to the strikers. They identify a remote mining village in Wales and set off in a minibus to make their donation in person.

So begins the extraordinary story of two seemingly different communities who form a surprising and ultimately triumphant partnership. This inspiring and moving film, from director Matthew Warchus, is based on true events.

## SPECIAL FILM SHOWING:

### Where to Invade Next

**Friday 9:30PM • GRAND BALLROOM**



What could the United States learn from rest of the world? To find out, political provocateur-director Michael Moore playfully visits various nations in Europe and Africa as a one-man “invader” to take their ideas and practices for America.

In this hilarious and subversive comedy, Moore finds there's much for America to emulate—including Italy's generous vacation allotments, France's gourmet school lunches, Germany's industrial policy, Norway's prison system, Tunisia's strongly progressive women's policy, and Iceland's strong female presence in government and business.

The creator of “Fahrenheit 9/11,” “Sicko,” and “Bowling for Columbine” has returned with an epic movie that's unlike anything he has done before.

“One of the most genuinely, and valuably, patriotic films any American has ever made... Optimistic and affirmative, it rests on one challenging but invaluable idea: we can do better.”

— Godfrey Cheshire, [rogerebert.com](http://rogerebert.com)

# Featured Track:

## SECRETS OF A SUCCESSFUL ORGANIZER

Unionists have known the fundamentals of good organizing for a century or more: listen more than you talk; find on-the-job problems your co-workers care about; take action to solve them; map out natural leaders and groups; act together instead of alone.

It's simple—but it's not easy. Drawing on our new book *Secrets of a Successful Organizer*, this track will show you how to get the ball rolling in your own workplace. Learn how to build the foundations of organizing: trust and collective action.

### Secrets of a Successful Organizer

Friday, 1:00 **DFW A**

### Beating Apathy

Friday, 3:00 **DFW A**

Saturday, 10:15 **CC 55**

### One on One: Make It an Organizing Conversation

Saturday, 10:15 **LIBERTY**

Saturday, 2:00 **LIBERTY**

### Mapping Your Workplace and Identifying Leaders

Saturday, 2:00 **RONALD REAGAN**

Sunday, 10:45 **DULLES**

### Turning an Issue into a Campaign

Saturday, 10:15 **RONALD REAGAN**

Saturday, 2:00 **LOGAN**



## Surviving Attacks on Union Rights

We dodged a bullet—for now. A decision has been postponed in the *Friedrichs* case, which could turn every public sector workplace into an open shop.

But unions aren't out of the woods yet. If this case is dead in the water, the same conservative billionaires who bankrolled it will bring another. And even if a genie let us wish away these anti-union legal crusades forever, that wouldn't solve labor's deeper problems.

Unions need to rebuild internally. Thankfully, we've got a little more breathing room to do it right.

### Lessons from Open-Shop America

Saturday, 10:15 **HARTSFIELD**

### What If We Lose the Friedrichs Case? How Public Sector Unions Are Organizing Internally

Saturday, 2:00 **CC 47**

### Building a Member-to-Member Leadership Team

Saturday, 10:15 **CC 46**

# TRACK YOUR WAY THROUGH THE CONFERENCE

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We've grouped the workshops into "tracks" so that you can follow a specific theme all the way through, if you like. See pages 17-32 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.

## HEALTH CARE

- Health Care Management Goes Lean and Mean, Fri 3:00
- Opening Up Bargaining, Sat 10:15
- Defending Mental Health Care Sat 10:15
- Fighting Privatization, Sat 10:15
- FILM: Groundwork: Justice in the Birthplace of America, Sat 10:15
- Health Care Bargaining in the Age of Obamacare, Sat 10:15
- Getting Off the Grievance Treadmill Sat 10:15
- Assertive Grievance Handling, Sat 10:15
- How to Campaign on Health Care When Everyone Else's Is Bad, Sat 2:00
- Using Health and Safety to Fight the Lean Machine, Sat 2:00
- Health Care Workers Meeting, Sat 4:15
- Health Care Workers Fight for Safe Staffing, Sun 10:45
- Bargaining for the Public Good, Sun 10:45

## SHOP FLOOR AND STEWARD SKILLS

- Secrets of a Successful Organizer Fri 1:00
- Taking On Management's Plan: A 'Continuous Bargaining' Approach to the Changing Workplace, Fri 1:00
- Just Cause: How to Win Disciplinary Grievances, Fri 1:00
- Assertive Grievance Handling, Fri 3:00
- 14 Secrets of a Successful Flyer Fri 3:00
- Beating Apathy, Fri 3:00
- Legal Rights on the Job, Fri 3:00
- Turning an Issue into a Campaign, Sat 10:15
- Getting Off the Grievance Treadmill Sat 10:15
- One on One: Make It an Organizing Conversation, Sat 10:15
- Assertive Grievance Handling, Sat 10:15
- Reviving the Inside Game, Sat 10:15
- Building a Member-to-Member Leadership Team, Sat 10:15
- Beating Apathy, Sat 10:15
- Dealing with Member-to-Member Harassment, Sat 10:15

## SHOP FLOOR AND STEWARD SKILLS CONT.

- Turning an Issue into a Campaign Sat 2:00
- Mapping Your Workplace and Identifying Leaders, Sat 2:00
- One on One: Make It an Organizing Conversation, Sat 2:00
- Contract Campaigns from the Bottom Up, Sat 2:00
- Beating Divide and Conquer, Sat 2:00
- Creative Organizing and Strategic Mischief, Sat 2:00
- What If We Lose the Friedrichs Case? How Public Sector Unions Are Organizing Internally, Sat 2:00
- Mapping Your Workplace and Identifying Leaders, Sun 10:45
- Getting Results Without Grievances Sun 10:45
- Creative Organizing and Strategic Mischief, Sun 10:45
- Organizers Worth Their Salt, Sun 10:45

## DEFENDING EVERYONE

- Using Labor's Natural Links with Allies Fri 1:00
- Defending Mental Health Care Sat 10:15
- Fighting Privatization, Sat 10:15
- Labor and the Black Lives Matter Movement, Sat 10:15
- We're All in This Together: Working with Community Allies, Sat 10:15
- Raising Standards with an Industry-Wide Code of Conduct, Sat 10:15
- Beating Divide and Conquer, Sat 2:00
- Beyond Detention: How Teachers Are Dealing With Student Discipline Sat 2:00
- LGBTQ Activists and Allies Meetup: After Marriage Equality, Where Do We Go from Here?, Sat 6:00
- Bargaining for the Public Good Sun 10:45
- Just Say No: The Movement against High-Stakes Tests, Sun 10:45

## ARTS, MEDIA AND CULTURE

- Dealing with the Media, Fri 1:00
- Creative Organizing and Strategic Mischief, Sat 2:00
- Using Social Media in Your Organizing Sat 2:00
- Labor Radio Meeting, Sun 9:00
- Creative Organizing and Strategic Mischief, Sun 10:45

## CHANGING YOUR UNION FROM WITHIN

- Running for Union Office, Sat 10:15
- Beating Divide and Conquer, Sat 2:00
- Contract Campaigns from the Bottom Up, Sat 2:00
- Building a Reform Caucus in Your Union, Sat 2:00
- Role of Staff in a Member-Driven Union Sun 10:45
- Reformers in Office, Sun 10:45

## BARGAINING

- Taking On Management's Plan: A 'Continuous Bargaining' Approach to the Changing Workplace, Fri 1:00
- Costing a Contract, Fri 1:00
- Costing a Contract, Continued, Fri 3:00
- Opening Up Bargaining, Sat 10:15
- Pushing the Envelope in Contract Campaigns, Sat 10:15
- Winning Your First Contract, Sat 10:15
- Researching Your Employer, Sat 10:15
- Contract Campaigns from the Bottom Up, Sat 2:00
- Advanced Bargaining Table Tactics Sat 2:00
- Build a Winning Contract Campaign Sat 2:00
- Fighting for the Schools Our Students Deserve, Sat 2:00
- Bargaining for the Public Good Sun 10:45
- Defending Your Pension When Others Don't Have One, Sun 10:45
- Bargaining When Concessions Are Demanded, Sun 10:45

# WORKSHOP TRACKS CONTINUED

## LOCAL OFFICERS

- Costing a Contract, Fri 1:00
- Using Labor's Natural Links with Allies Fri 1:00
- Just Cause: How to Win Disciplinary Grievances, Fri 1:00
- Costing a Contract, Fri 1:00
- Costing a Contract, Continued, Fri 3:00
- Winning Your First Contract, Sat 10:15
- Researching Your Employer, Sat 10:15
- Running for Union Office, Sat 10:15
- Getting Off the Grievance Treadmill Sat 10:15
- Building a Member-to-Member Leadership Team, Sat 10:15
- Dealing with Member-to-Member Harassment, Sat 10:15
- Beating Divide and Conquer, Sat 2:00
- How Arbitrators Really Think, Sat 4:15
- Role of Staff in a Member-Driven Union Sun 10:45
- Defending Your Pension When Others Don't Have One, Sun 10:45
- Bargaining When Concessions Are Demanded, Sun 10:45
- Reformers in Office, Sun 10:45
- Getting Results Without Grievances Sun 10:45
- How Can Unions and Worker Centers Join Forces?, Sun 10:45

## CONTRACT CAMPAIGNS AND STRIKES

- Costing a Contract, Fri 1:00
- Costing a Contract, Continued, Fri 3:00
- Taking On Management's Plan: A 'Continuous Bargaining' Approach to the Changing Workplace, Fri 1:00
- Strikes, Sat 10:15
- Pushing the Envelope in Contract Campaigns, Sat 10:15
- Reviving the Inside Game, Sat 10:15
- Contract Campaigns from the Bottom Up, Sat 2:00
- Advanced Bargaining Table Tactics Sat 2:00
- Build a Winning Contract Campaign Sat 2:00
- Bargaining for the Public Good Sun 10:45
- Defending Your Pension When Others Don't Have One, Sun 10:45
- Bargaining When Concessions Are Demanded, Sun 10:45
- General Strikes, Mass Strikes: Lessons from History, Sun 10:45

## GLOBAL JUSTICE

- Organizing for Labor and Human Rights in Japan, Fri 1:00
- Resisting Anti-Union Repression in Latin America, Fri 3:00
- FILM: Pride, Fri 5:00
- Teachers Uprisings around the World Sat 10:15
- Farm Worker Organizing Across Borders, Sat 10:15
- Lifting Labor Conditions in South and Southeast Asia, Sat 10:15
- Quebec Struggles against Rollbacks Sat 10:15
- China on Strike, Sat 2:00
- Challenging Privatization in Latin America, Sat 2:00
- FILM: Coming for a Visit, Sat 2:00
- Labor Confronts Climate Change, Sat 2:00
- Stop the TPP! The Trans-Pacific Partnership, Sat 2:00
- Change in the Food Chain, Sat 2:00
- Labor Struggles in Palestine, Sat 4:15
- Stop TPP Activists Meeting, Sat 4:15
- FILM: The Factory, Sat 6:00
- Labor Council for Latin American Advancement Meeting, Sun 9:00
- Why Workers Should Attend the World Social Forum, Sun 9:00
- Building Solidarity with Palestine Sun 10:45
- Labor Confronts U.S. Intervention Sun 10:45
- Fighting for Passenger and Worker Safety on the World's Railroads Sun 10:45
- Teachers Unions around the World Battle School Privatization, Sun 10:45
- FILM: Si Se Puede, Sun 10:45

## POSTAL WORKERS

- Fighting Privatization, Sat 10:15
- Postal Workers Meeting, Sat 6:00
- Postal Workers Meeting, Sun 9:00
- Defending Your Pension When Others Don't Have One, Sun 10:45
- Lessons from Open-Shop America, Sat 10:15
- Postal Banking for Everyone, Sun 10:45
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## ORGANIZING BEYOND THE WORKPLACE

- Using Labor's Natural Links with Allies Fri 1:00
- FILM: Pride, Fri 5:00
- Quebec Struggles against Rollbacks Sat 10:15
- We're All in This Together: Working with Community Allies, Sat 10:15
- Defending Mental Health Care Sat 10:15
- Labor and the Black Lives Matter Movement, Sat 10:15
- FILM: Groundwork: Justice in the Birthplace of America, Sat 10:15
- Change in the Food Chain, Sat 2:00
- How to Campaign on Health Care When Everyone Else's Is Bad, Sat 2:00
- LGBTQ Activists and Allies Meetup: After Marriage Equality, Where Do We Go from Here?, Sat 6:00
- Labor Radio Meeting, Sun 9:00
- FILM: Si Se Puede, Sun 10:45
- General Strikes, Mass Strikes: Lessons from History, Sun 10:45

## EDUCATORS

- FILM: Groundwork: Justice in the Birthplace of America, Sat 10:15
- Teachers Uprisings around the World Sat 10:15
- Fighting Privatization, Sat 10:15
- Building a Member-to-Member Leadership Team, Sat 10:15
- Opening Up Bargaining, Sat 10:15
- How to Win Fair Evaluations for Classroom Teachers, Sat 10:15
- What If We Lose the Friedrichs Case? How Public Sector Unions Are Organizing Internally, Sat 2:00
- Fighting for the Schools Our Students Deserve, Sat 2:00
- Beyond Detention: How Teachers Are Dealing With Student Discipline Sat 2:00
- Teachers Meeting, Sat 4:15
- LGBTQ Activists and Allies Meetup: After Marriage Equality, Where Do We Go from Here?, Sat 6:00
- Teachers Unions around the World Battle School Privatization, Sun 10:45
- Just Say No: The Movement against High-Stakes Tests, Sun 10:45



# Pre-Conference Meetings

**9AM-5PM THURSDAY & 9-5 FRIDAY • RAILROAD WORKERS UNITED**

**SKY HARBOR**

Railroad Workers United will hold its fifth 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.

**1PM-5PM FRIDAY • TELECOMMUNICATIONS WORKERS**

**LAMBERT**

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? Facilitator: Pam Galpern, Communications Workers 1101

## Friday, Workshops A

**1:00 - 2:45pm**

### **COSTING A CONTRACT**

**LAX A**

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

### **DEALING WITH THE MEDIA**

**MCCARRAN**

Most unions struggle to win public support because they operate with a narrow perspective that limits their ability to win friends and allies. This workshop will explore proven techniques for winning community support by using more effective communication strategies.

- Craig Merrilees, Longshore and Warehouse Union

### **JUST CAUSE: HOW TO WIN DISCIPLINARY GRIEVANCES**

**MIDWAY**

To cut costs, employers are aggressively imposing zero-tolerance discharges and other penalties. Unions must be equally aggressive in insisting on time-honored just-cause principles. This workshop will help you to 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 Schwartz, labor attorney and author of *Just Cause: A Union Guide to Winning Discipline Cases*

### **ORGANIZING FOR LABOR AND HUMAN RIGHTS IN JAPAN (J)**

**O'HARE A**

In Japan young workers, women, and workers from minority communities all face discrimination and inequality on the job and in society. While many unions have stood by, a vibrant grassroots union movement is educating and organizing for justice and equality.

- Ken Nakamura, community union organizer, Naniwa Union
- Natsumi Ohkubo, Printing & Publishing Workers' Union
- Goro Oshida, Tokyo Sanitation Workers Union Human Rights Study Group
- Yasuko Yunoki, retired oil company worker, Showa Shell Union
- Chair: Keisuke Fuse, Zenroren, National Confederation of Trade Unions

### **WORKSHOPS WITH LANGUAGE INTERPRETATION**

The following workshops will have simultaneous interpretation into the languages indicated below. A program book in Spanish is available at the registration table.

- Organizing for Labor and Human Rights in Japan (J), Fri, 1:00
- Secrets of a Successful Organizer (S), Fri 1:00
- Legal Rights on the Job (S), Fri 3:00
- Resisting Anti-Union Repression in Latin America (S), Fri 3:00
- Farm Worker Organizing Across Borders (S), Sat 10:15
- Labor for Bernie (S), Sat 10:15
- Quebec Struggles against Rollbacks (F), Sat 10:15
- Raising Standards with an Industry-Wide Code of Conduct (S), Sat 10:15
- We're All in This Together: Working with Community Allies (S), Sat 10:15
- Beating Divide and Conquer (S), Sat 2:00
- Challenging Privatization in Latin America (S), Sat 2:00
- Change in the Food Chain (S), Sat 2:00
- China on Strike (C), Sat 2:00
- Workplace Organizing without a Union (S), Sat 2:00
- Labor Struggles in Palestine (A), Sat 4:15
- Unions and Workers Cooperatives (S), Sat 6:00
- Building Solidarity with Palestine (A), Sun 10:45
- How Can Unions and Worker Centers Join Forces? (S), Sun 10:45
- Labor Confronts U.S. Intervention (S), Sun 10:45
- Teachers Unions around the World Battle School Privatization (S, P), Sun 10:45

### **SECRETS OF A SUCCESSFUL ORGANIZER (S)**

**DFW A**

How do you inspire your co-workers to join you in building union strength? Learn proven strategies to map your workplace, develop a winning plan of action, and craft different kinds of activity to maximize participation.

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



**WORKSHOPS FRIDAY 17**

# Friday, Workshops A, continued

1:00 - 2:45pm

## TAKING ON MANAGEMENT'S PLAN: A 'CONTINUOUS BARGAINING' APPROACH TO THE CHANGING WORKPLACE

HARTSFIELD

Power inside our workplaces is critical to labor's future. Management frequently restructures work, introduces new technologies, and promotes ideologies that undermine 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.

- John Lepley, Steel Workers 3657

## USING LABOR'S NATURAL LINKS WITH ALLIES

JOHN WAYNE

AFL-CIO constituency groups such as the Coalition of Black Trade Unionists, the Coalition of Labor Union Women, and the Labor Council for Latin American Advancement, which promote greater inclusion in the conventional labor movement, also offer powerful potential to connect labor with activists serving these communities. In this interactive workshop, we'll look at how one LCLAA chapter in Pittsburgh is allying with local organizations to promote the interests of undocumented workers.

- Guillermo Perez, Steel Workers

# Friday, Workshops B

3:00 - 4:45pm

## 14 SECRETS OF A SUCCESSFUL FLYER

MCCARRAN

Even in the age of Twitter and smartphones, the humble paper flyer is still one of the best ways to get a conversation going. This nuts-and-bolts workshop will help you write a flyer that gets read and gets results. We'll reveal the 14 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

## BEATING APATHY

DFW A

Are you beating your head against the wall trying to get other workers involved? This workshop is for you. Hear success stories from those who've turned their workplaces around and turned apathy into action. Learn practical organizing tools for engaging your co-workers, taking action, and getting results.

- Facilitator: Cheryl Coney, National Education Association



## ASSERTIVE GRIEVANCE HANDLING

HARTSFIELD

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.

- Marsha Niemeijer, New York State Nurses
- Nick Perry, Teamsters 413

## COSTING A CONTRACT, CONTINUED

LAX A

The second half of today's 1 p.m. workshop. *Must bring a laptop with Excel.*

- Richard de Vries, Teamsters 705

## HEALTH CARE MANAGEMENT GOES LEAN AND MEAN

SEATAC

Do you ever get the feeling that when hospital management says "quality," they mean something different than you do? Are you spending more time clicking through computer screens than caring for your patients? "Lean Production," or the Toyota model, is all the rage in health care. Restructuring schemes disguised as teamwork are another way management tries to take power away from health care workers. Learn to decode buzzwords like "continuous improvement" and recognize the underlying systems of management-by-stress, standardization, deskilling, outsourcing, and technological surveillance that are transforming workplaces for the worse. Help your co-workers recognize what's behind employee participation schemes.

- Anthony Ciampa, New York State Nurses
- Desma Holcomb, New York State Nurses

## LEGAL RIGHTS ON THE JOB (S)

MIDWAY

What workplace activities does the law protect? What can and can't I say on the Internet? What are my rights if the boss calls me into the office? What are a union steward's legal rights, and how can I make my grievances stronger? And what can I do if my union isn't backing me up?

- Julian Gonzalez, labor attorney



CTUL

18 WORKSHOPS FRIDAY

# Friday, Workshops B, continued

3:00 - 4:45pm

## RESISTING ANTI-UNION REPRESSION IN LATIN AMERICA (S)

O'HARE A

While governments and employers find new ways to erode worker power, unions in Latin America are carrying out creative campaigns of resistance. Join labor leaders from Colombia, Mexico, and Brazil.

- Nidia Quintero, FENSUARGO, Columbia
- Herbert Claros, CSP-Conlutas, Brazil
- Jorge Robles, Frente Autentico del Trabajo (FAT--Authentic Labor Front), Mexico
- Facilitator: Leah Fried, United Electrical Workers

## WHAT CAN WE LEARN FROM LABOR HISTORY?

JOHN WAYNE

Does labor history teach us anything we can apply in today's workplaces? We may not be able to extract blueprints for success from history, but it's important to know that in America's past there have been other concepts of what unions are for and how they can succeed. This interactive session will touch on key moments and themes in U.S. organizing history, and will use the story of the uniquely militant Farm Equipment Workers union to spark a discussion of how we can make use of what's gone before to assist in activism today.

- Toni Gilpin, labor historian

# Friday, Workshops C

5:00 - 6:00pm



## FILM

### PRIDE

LAGUARDIA

Inspired by actual events, director Matthew Warchus's "Pride" details the unlikely friendship forged between a small community of striking miners in Wales and the London-based gay and lesbian activists who raise funds to feed the miners' families in the summer of 1984. The urban activists find they have more in common with the people of this struggling community than anyone on either side expected.

# Saturday, Workshops D

10:15am - 12:00pm

## ASSERTIVE GRIEVANCE HANDLING

CC 44

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.

- Greg Luna, National Union of Healthcare Workers
- Ryan Olds, National Union of Healthcare Workers

## BEATING APATHY

CC 55

Are you beating your head against the wall trying to get other workers involved? This workshop is for you. Hear success stories from those who've turned their workplaces around and turned apathy into action. Learn practical organizing tools for engaging your co-workers, taking action, and getting results.

- Ramon Gomez, AFSCME 3299
- Tammy Kim, NewsGuild of New York, Communications Workers 31003
- Facilitator: Jane Slaughter, Labor Notes



## BUILDING A MEMBER-TO-MEMBER LEADERSHIP TEAM

CC 46

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

## BUILDING A SCHOOL-TO-SCHOOL MEMBER NETWORK

CC 42

For any teachers contract campaign, opt-out effort, or fight against cuts, you'll need leaders in every school. Learn how to identify and recruit leaders, how to track and chart, how to create a communication network, and how to organize multi-school simultaneous actions that show the district your power.

- Amy Mizialko, Milwaukee Teachers Education Association
- Shaw McQueen, Caucus of Working Educators
- Gwen Sullivan, Portland Association of Teachers

WORKSHOPS SATURDAY 19



# Saturday, Workshops D, continued 10:15am - 12:00pm

## DEALING WITH MEMBER-TO-MEMBER HARASSMENT

**DULLES**

We know what to do when the boss does it, but what do we do when members do it to each other? 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
- Dave Cohen, United Electrical Workers

## DEFENDING MENTAL HEALTH CARE

**LAMBERT**

When we talk about health care access and quality, too often we ignore mental health, and stigmatize patients who need help the most. Hear from counselors, nurses, and community activists who are fighting to keep clinics open and staffed so mental health care can be available to all.

- Karen Coughlin, Massachusetts Nurses
- Pat Kane, New York State Nurses
- Elizabeth White, National Union of Healthcare Workers
- Facilitator: Nate Franco, AFSCME District Council 37

## FARM WORKER ORGANIZING ACROSS BORDERS (S)

**LINDBERGH**

Farmworkers are forming unions in difficult circumstances. Two independent community-based unions, one in Washington state and one in the San Quintin Valley of Baja California, have joined in a cross-border campaign against a common employer, Driscoll Berries. In Canada, Justice for Migrant Workers is organizing farmworkers denied legal rights to form unions.

- Evelyn Encalada, Justice for Migrant Workers
- Gloria Gracida Martinez, San Quintin berry workers
- Ramon Torres, Familias Unidas por la Justicia
- Facilitator: Teofilo Reyes, ROC United

## FIGHTING PRIVATIZATION

**CC 49**

Businessmen and politicians 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, postal, and health care workers.

- Sean Petty, New York State Nurses
- Gloria Ramirez, United Teachers Los Angeles
- Jonathan Smith, American Postal Workers Union
- Josh Smyser, United Campus Workers-Tennessee
- Facilitator: Ken McNamara, Communications Workers 1037

## FILM: GROUNDWORK: JUSTICE IN THE BIRTHPLACE OF AMERICA

**LAGUARDIA**

In Philadelphia people from all walks of life are building courage, connection, and hope against all odds. "Groundwork" is a documentary series about what happens when people stop putting up with injustice and start building a movement.

- Presentation by Candace Chewing with the Media Mobilizing Project

## HEALTH CARE BARGAINING IN THE AGE OF OBAMACARE

**MIDWAY**

The Affordable Care Act extended coverage to more people, but because it relied on private insurance companies, it also placed new stresses on collective bargaining. Learn 10 things to look out for when bargaining under Obamacare. Panelists will relate recent bargaining experiences and tactics.

- Peter Knowlton, United Electrical Workers
- Facilitator: Mark Dudzic, Labor Campaign for Single Payer

## HOW TO WIN FAIR EVALUATIONS FOR CLASSROOM TEACHERS

**CC 43**

There's a reason union-busters and privatizers are trying to weaken job security by changing the way teachers are evaluated: to push out veteran educators and weaken unions. When evaluations are tied to standardized tests, often both teachers and students are set up to fail. Learn how teachers unions are fending off unfair evaluation systems—or when they're imposed, mitigating the negative effects and supporting teachers through the process.

- Daniel Barnhart, United Teachers Los Angeles
- Jennifer Johnson, Chicago Teachers Union
- Hyung Nam, Portland Association of Teachers
- Facilitator: Amy Perruso, Hawaii State Teachers Association

## LABOR AND THE BLACK LIVES MATTER MOVEMENT

**CC 45**

With the Black Lives Matter movement challenging politicians and police departments alike, some unions too are taking a stand for racial justice. Panelists are getting members talking to each other about the problem, pushing for police accountability, and organizing protests against unjust shootings.

- Michael Avant, AFSCME 3299
- Lakesia Collins, SEIU Healthcare Illinois Indiana and SEIU Future Fighters
- Mike Siviwe Elliot, UAW 551
- Facilitator: Tammie Vinson, Chicago Teachers Union



Sonia Singh



# Saturday, Workshops D, continued 10:15am - 12:00pm

## LABOR FOR BERNIE (S)

GRAND A

Wide support for Bernie Sanders among union members has challenged the traditional model for union endorsements. In some cases a top-down endorsement has sparked rank-and-file insurgency; in others, member organizing has changed the plans of national unions. The national Labor for Bernie group has touched a nerve. Whether you support Hillary or Bernie (or none of the above), you will want to hear from members who've been newly inspired by politics and have spread the word in their unions.

- David Hernandez, Chicago Teachers Union
- Lisa Kermish, University Professional and Technical Employees, Communications Workers 9119
- Katie Nelson, Washington Federation of State Employees, AFSCME
- Carl Shaffer, International Brotherhood of Electrical Workers 153
- Facilitator: Rand Wilson, SEIU 888 and Labor for Bernie

## LESSONS FROM OPEN-SHOP AMERICA

HARTSFIELD

Limits on collective bargaining and union rights are bad for workers, but it's not game over. Hear from workers in open shops and right-to-work states on how to keep members in the union, engaged in campaigns, and winning on issues.

- Angelina Cruz, Racine Education Association
- Mack Julion, Letter Carriers Branch 11
- Thomas Walker, United Campus Workers-Tennessee
- Facilitator: Guillermo Perez, Steel Workers 3657

## LIFTING LABOR CONDITIONS IN SOUTH AND SOUTHEAST ASIA

LAX B

The race to the bottom, greased by free trade policies that encourage investors to roam the earth for cheap wages, has driven wage suppression in South and Southeast Asia. Whether countries tolerate unions or outlaw them, protect workers' resistance or criminalize it, strategies have emerged. This panel will offer examples: factory monitoring, global consumer campaigns, general strikes.

- Kalpona Aktar, Bangladesh Center for Worker Solidarity
- Gautam Mody, New Trade Union Initiative, India
- Pornthip Supalai, Eagle Speed Labor Union, Thailand
- Facilitator: Abby McGill, International Labor Rights Forum

## ONE ON ONE: MAKE IT AN ORGANIZING CONVERSATION

LIBERTY

Every campaign, contract settlement, or victory begins with one-on-one conversations. The surest way to move people into action, whether it's signing a union card or going on strike, is to talk with them... but there's a little more to it than that. Learn how to structure your conversation, answer tough questions, and move people to join you in action. Learn do's and don'ts that will help you enlist your co-workers in your next campaign.

- Leah Lindeman, St. Paul Federation of Teachers

## OPENING UP BARGAINING

SEATAC

Bargaining does not have to be secretive or behind closed doors. Opening up bargaining to a larger group of member



Dan Lutz

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.

- Trisha Branum, United Electrical Workers 808
- Merrie Najimy, Concord Teachers Association
- Judy Sheridan-Gonzalez, New York State Nurses
- Facilitator: Nate Gunderson, National Education Association

## PUSHING THE ENVELOPE IN CONTRACT CAMPAIGNS

DFW A

Expanding on themes in his book, *No Contract, No Peace: A Union Guide to Contract Campaigns, Strikes and Lockouts*, attorney Robert Schwartz will lead a discussion on how unions can conduct informational picketing, work to rule, secondary boycotts, working without a contract, positioning walkouts as unfair labor practice strikes, Trojan-horse return tactics, and lockouts. Note: This workshop is primarily aimed at private-sector workers.

- Robert Schwartz, labor attorney

## QUEBEC STRUGGLES AGAINST ROLLBACKS (F)

JFK

Just a few months after the 2014 election, the Liberal Party of Quebec began implementing austerity. Social movements and unions organized massively and convergences were created. Public sector unions' bargaining and fight for preserving public services fueled the mobilizations last fall. The approaching 2018 election creates an opportunity to build on the past mobilizations and advance a more offensive agenda. Hear the challenges of maintaining a large social mobilization through time and how to conciliate the goals of all in the fight against austerity.

- Philippe de Groisbois, Ahuntsic Teachers Union
- Robert Deschambault, Confederation of National Trade Unions (CSN), Quebec
- Patrick Rondeau, Quebec Federation of Labour (FTQ)
- Facilitator: Elaine Bernard, Harvard Labor and Worklife Program

# WORKSHOPS SATURDAY 21

# Saturday, Workshops D, continued 10:15am - 12:00pm



• Facilitator: Peter Olney, Stansbury Forum

## RUNNING FOR UNION OFFICE

**LAX A**

Hear from members who've run rank-and-file campaigns—and know what it takes to win. How to build a campaign team, increase your visibility, identify voters, deal with negative attacks, avoid common mistakes, and get out the votes.

- Arlene Inouye, United Teachers Los Angeles
- Nick Perry, Teamsters 413
- Facilitator: David Levin, Teamsters for a Democratic Union

## STRIKES

**GRAND C**

The strike is back: both open-ended and one-day, among oil refinery workers, fast food workers, teachers, and factory workers. Hear how strikers planned their actions, got members on board, along with community and labor allies, and found the pressure points.

- Jim Brock, United Auto Workers 833, Kohler
- Phyllis Campano, Seattle Education Association
- Fred Zuckerman, Teamsters 89
- Facilitator: Patricia Eakin, Pennsylvania Association of Staff Nurses and Allied Professionals

## TEACHERS UPRISINGS AROUND THE WORLD

**O'HARE C**

The education sector is on fire globally with a rising spirit of social justice activism. Resistance is breaking out everywhere to privatization, high-stakes testing, government repression and criminalization of union activity, school closings in impoverished communities, and sheer work overload. Teacher unionists from Korea, Japan, Canada, and France will draw out the common sources of these crises, and the strategies they have seized upon.

- Stephane Enjalran, SUD Education (Paris)
- Zain Ghadially, Ontario teacher
- Hyunsu Hwang, Korean Teachers and Education Workers Union
- Otsubaki Yuko, Osaka Teachers Union, Japan
- Chair: Ellen David Friedman, Labor Notes

## THE FIGHT FOR \$15 CROSSES INDUSTRIES AND BORDERS

**CC 47**

Since kicking off with strikes by fast food workers in 2012, the Fight for \$15 has inspired workers in a range of industries and locales. From school support staff to UPS part-timers, the struggle for \$15 has encouraged unions to put bold demands on the bargaining table. And in cities from Seattle to Toronto, workers and community members have waged dramatic campaigns to raise the minimum wage. Come hear from some leaders of these struggles.

- Roxanne Dubois, Unifor, Canada
- Laborers 483 member
- Kshama Sawant, Seattle City Councilor

## TURNING AN ISSUE INTO A CAMPAIGN

**RONALD REAGAN**

Everybody has complaints and frustrations, but an organizer has the power to turn problems into opportunities. Learn how to sort through the issues



## RAISING STANDARDS WITH AN INDUSTRY-WIDE CODE OF CONDUCT (S)

**SKY HARBOR**

Workers in industries from agriculture to construction are turning the spotlight on multinationals like Wendy's and Apple to win codes of conduct that set minimum standards and give workers more opportunities to organize. Hear from participants from campaigns for industry codes of conduct about their experiences and how this tactic can be applied elsewhere.

- Robert Delp, Workers Defense Project
- Carmen Mason, Alliance for Fair Food
- Santiago Perez, Coalition of Immokalee Workers

## RESEARCHING YOUR EMPLOYER

**LOGAN**

It's easy to drown in all the corporate information you can find on the internet. Learn how to drill down to the specific information you need and how to find the primary sources, then learn how to summarize and make sense of what you've found. The goal is to move from research to campaigns.

- Tom Juravich, UMass Amherst Labor Center

## REVIVING THE INSIDE GAME

**DFW B**

Often workers are told we have only two choices: either strike and risk our jobs, or eat a lousy settlement. But many times the employer is baiting us to strike. There is an alternative: the Inside Game, where workers exercise our power on the job, either with or without a contract.

- Yolanda B'Dacy, Elementary Teachers of Toronto
- Carey Dall, Brotherhood of Maintenance of Way Employees
- Steve Lawton, Communications Workers 1102

## 22 WORKSHOPS SATURDAY

# Saturday, Workshops D, continued 10:15am - 12:00pm

you hear from co-workers, bring people together, and make a plan to solve them.

- Cheryl Coney, National Education Association
- Pam Galpern, Communications Workers 1101

## WE'RE ALL IN THIS TOGETHER: WORKING WITH COMMUNITY ALLIES (S)

O'HARE A

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 in 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 ties that last.

- Rene D. Luna, Disabled Americans Want Work Now (DAWWN)
- Representative, SEIU Healthcare Illinois-Indiana
- Jonah McAllister-Erickson, Pittsburghers for Public Transit

## WINNING YOUR FIRST CONTRACT

JOHN WAYNE

First contracts at newly unionized workplaces are notoriously tough to get. Employers often drag their heels, hoping members will give up. How do you 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.

- Chris Baehrend, Chicago Alliance of Charter Teachers and Staff (ACTS)
- Nino Cipri, Bikeshare, Transport Workers 100
- Sara Vitale, UNITE HERE 24
- Facilitator: Sophia Mendoza, National Union of Healthcare Workers

## WORKING WITH STUDENTS: A PRIMER FOR UNION ACTIVISTS

CC 48

From forcing out the president of the University of Missouri to kicking out Trump at the University of Illinois-Chicago, the student movement is on fire! Students have their own kind of leverage that can add a new angle to your campaign. Hear from leaders of the student labor movement on best practices to engage with students and youth to escalate your campaign. This workshop will include case studies of student-worker solidarity victories, Q&A with student organizers, and a step-by-step guide to reaching students and building campaigns together.

- Lindsey Disler, Grand Valley State University
- Adam Heenan, Chicago Teachers Union
- RiChard Jackson, Amalgamated Transit Union 836
- Alyssa Lieberman, University of Pittsburgh
- Troy Neves, Northeastern University
- Facilitator: Natalie Yoon, United Students Against Sweatshops

# Saturday, Workshops E

# 2:00 - 3:45pm

## ADVANCED BARGAINING TABLE TACTICS

LAX A

*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 and mobilizing. 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.

- David Cohen, United Electrical Workers

## BEATING DIVIDE AND CONQUER (S)

LAX B

An injury to one is an injury to all—it's the oldest principle of unionism. That's why management tries to play one group of workers off against another. How do we get past the prejudices we bring into the workplace, have each other's backs, and make our diversity an organizing strength? Panelists will discuss organizing for action when your workforce is made up of a dozen different ethnicities, taking action on the job to ensure bathroom access for transgender co-workers, and interpreting union meetings into a second language.

- Dennis Kosuth, National Nurses United
- Jadzia Sembla, AFSCME 3800 and IWW 620
- Belinda Thielen, United Food and Commercial Workers
- Facilitator: D Pei Wu, Portland Jobs with Justice



# Saturday, Workshops E, continued

# 2:00 - 3:45pm

## BEYOND DETENTION: HOW TEACHERS ARE DEALING WITH STUDENT DISCIPLINE

**DULLES**

In most schools, black and Latino students are suspended and expelled much more often than their white counterparts. This workshop will examine how teachers are trying to address this disturbing inequality while still addressing behavior problems in the classroom. Panelists will discuss how teachers are turning student discipline into a union issue, fighting for adequate resources and staff, and engaging with parents and community to tackle behavior problems proactively, reducing suspensions and expulsions through positive alternatives.

- Elana Eisen-Markowitz, Teachers Unite, United Federation of Teachers
- Shelly Hurley, Seattle Education Association
- Rebecca McCammon, St. Paul Federation of Teachers

## BUILD A WINNING CONTRACT CAMPAIGN

**LINDBERGH**

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.

- Leah Fried, United Electrical Workers

## BUILDING A REFORM CAUCUS IN YOUR UNION

**LAMBERT**

If you don't like how things are going in the union, build a group that can take over and change them. Hear from folks who've built their group by taking on management, getting members involved, and then running for office.

- Kelley Collings, Caucus of Working Educators, Philadelphia Federation of Teachers
- Tim Sylvester, Teamsters 804 Members United
- Facilitator: Ken Paff, Teamsters for a Democratic Union

## CHALLENGING PRIVATIZATION IN LATIN AMERICA (S)

**GRAND A**

How to challenge the privatization of services and jobs? Magdalena Hernandez led her union in the fight against airport privatization in El Salvador, and Antonio Vital's union is battling privatization of social security and health care in Mexico.

- Magdalena Hernández, SITIAPES-Airport Workers Union
- Antonio Vital, Alliance of Health Care Workers and Public Employees, Mexico
- Facilitator: Alexis Stoumbelis, Committee in Solidarity with the People of El Salvador

## CHANGE IN THE FOOD CHAIN (S)

**DFW A**

The meteoric growth of the "sustainable" food industry brings opportunities for good jobs... or does it? Awful conditions are the norm for workers in the food chain, from Vermont dairy farms to Washington berry farms to Southern poultry plants. Learn different ways that farm and food workers, many of them immigrants, are pressing for a voice in company decisions.

- Marita Canedo, Migrant Justice
- Edgar Franks, Community to Community
- Magaly Licolli, Northwest Arkansas Workers' Justice Center
- Denise Romero, Brandworkers
- Facilitator: Jose Oliva, Food Chain Workers Alliance

## CHINA ON STRIKE (C)

**O'HARE A**

A Chinese worker activist, Chinese student activist, and Hong Kong labor activist will bring you inside the strike center of the world, as they share their firsthand experiences with the worker insurgencies that have been boiling over. Lacking unions, shut out of media coverage, risking criminal repression, and isolated from potential allies by government intervention... nevertheless millions of Chinese workers conduct wildcat strikes each year. Hear how this happens and what it means that one-quarter of the world's workforce is in open resistance.

- Francine Chan, Centre for Social Change
- Xu Hui, Chinese Progressive Association
- Hao Ren, worker activist
- Facilitator: Kevin Lin, International Labor Rights Forum

## CONTRACT CAMPAIGNS FROM THE BOTTOM UP

**SKY HARBOR**

When bargaining is done in secret or with limited input from members, rank-and-file activists can feel powerless to stop concessions or even make progress getting a contract. How can members influence their own bargaining representatives and their boss? Hear from activists who have organized at the shop floor for a fair contract.

- Amy Perruso, Hawaii State Teachers Association
- Alicia Smith, United Auto Workers 551
- Mark Timlin, Teamsters 177
- Facilitator: Bill Parker, United Auto Workers 1700

## CREATIVE ORGANIZING AND STRATEGIC MISCHIEF

**O'HARE C**

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

Erik McGregor



## 24 WORKSHOPS SATURDAY



Jim West/jimwestphoto.com



## DIRECT ACTION

MIDWAY

Direct action means stopping business as usual. From nurses occupying hospitals to young immigrants blockading immigration offices, hear how activists train for, prepare, and take direct action in a wide range of campaigns.

- Eli Green, Steel Workers 675
- Kristine Mayle, Chicago Teachers Union
- Steve Smith, Electrical Workers (IBEW)
- Facilitator: Erin Bowie, Communications Workers District 1

## DOING POLITICS DIFFERENTLY

CC 45

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?

- Alex Han, United Working Families
- Gayle McLaughlin, Richmond (California) Progressive Alliance
- Analilia Mejia, New Jersey Working Families Party

## FIGHTING FOR THE SCHOOLS OUR STUDENTS DESERVE

HARTSFIELD

Budget cuts put the squeeze on public schools, but unions are finding the best defense is a good offense. Learn how teachers are transforming their contract campaigns into a fight for the schools students deserve, involving members in every building, turning up the heat at the bargaining table and in the streets, and drawing parents, students, and community members into the fight.

- Gloria Martinez, United Teachers Los Angeles
- Denise Rodriguez, St. Paul Federation of Teachers
- Gwen Sullivan, Portland Association of Teachers
- Facilitator: Jennifer Johnson, Chicago Teachers Union

## FILM: COMING FOR A VISIT

LAGUARDIA

In Paris in 2009, more than 6,000 undocumented migrants go on strike to demand legalization. Despite having no papers, Mohamed, Diallo, Hamet, and others have worked and paid taxes in France for years in restaurants, cleaning companies, or construction. They have invested all their energy in this battle: now that their status has been disclosed publicly, there is no way back.

- Maurice Amzallag, a CGT union rep in charge of unionizing undocumented workers, will be presenting at the screening.

## GETTING OFF THE GRIEVANCE TREADMILL

CC 44

When it comes to grievances, is your local stuck pushing paper more often than winning "instant justice"? 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.

- Carl Biers, New York State Nurses
- Mary Fitzgerald, New York State Nurses

## HOW TO CAMPAIGN ON HEALTH CARE WHEN EVERYONE ELSE'S IS BAD

CC 49

Despite the passage of the Affordable Care Act, decent union health benefits are under attack like never before. Employers stir up the "politics of resentment," claiming that over-privileged union members enjoy Cadillac benefits that no one has a right to expect. This workshop will explore how some unions have framed their fight to protect benefits in a broader health care justice context. We will look at examples from private and public sector bargaining fights and discuss what your union can start doing today to prepare for its next big contract fight.

- Representative, Vermont AFT
- Larry Bradshaw, Service Employees 1021
- Judy Sheridan-Gonzalez, New York State Nurses Association
- Facilitator: Mark Dudzic, Labor Campaign for Single Payer

## LABOR CONFRONTS CLIMATE CHANGE

CC 59

In the past two years labor has grown significantly more active on the climate crisis and the fight against "extreme energy." Side by side, union members and climate activists have won key victories against pipelines, coal and gas export terminals, and fracking. But at the international level, the 2015 Paris Climate Agreement locked in more emissions and temperature increases, which have catastrophic implications. What are union activists doing to build a sustainable world, and how can rising union activism connect with the global struggle?

- John Braxton, American Federation of Teachers 2026
- Nathalie Guay, Confederation of National Trade Unions (CSN), Quebec
- National Nurses United member
- Facilitator: Sean Sweeney, Trade Unions for Energy Democracy

## MAPPING YOUR WORKPLACE AND IDENTIFYING LEADERS

RONALD REAGAN

The center of your union should be in the workplace; you need to know where people are and how to stay in constant contact. You also know you can't go it alone; you need a team of leaders to divide up the work. Learn how to find the people who are already leaders at work and keep your workplace organized.

- Nick Bedell, TWU Local 100



# Saturday, Workshops E, continued

# 2:00 - 3:45pm

## ONE ON ONE: MAKE IT AN ORGANIZING CONVERSATION

Every campaign, contract settlement, or victory begins with one-on-one conversations. The surest way to move people into action, whether it's signing a union card or going on strike, is to talk with them... but there's a little more to it than that. Learn how to structure your conversation, answer tough questions, and move people to join you in action. Learn do's and don'ts that will help you enlist your co-workers in your next campaign.

- Sophia Mendoza, National Union of Healthcare Workers

**LIBERTY**



## STOP THE TPP! THE TRANS-PACIFIC PARTNERSHIP

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 pact stands 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.

- Fuse Keisuke, Zenroren, Japan
- Victor Salas, STIMACHS-FAT, Mexico
- Sharon Treat, Inter-Governmental Policy Advisory Committee to U.S. Trade Representative and Maine Citizen Trade Policy Commission

**SEATAC**

## TURNING AN ISSUE INTO A CAMPAIGN

Everybody has complaints and frustrations, but an organizer has the power to turn problems into opportunities. Learn how to sort through the issues you hear from co-workers, find the ones with the potential to bring people together, and make a plan to solve them.

- Angelina Cruz, Racine Education Association
- Joe Fahey, former co-chair, Teamsters for a Democratic Union



**LOGAN**

## USING HEALTH AND SAFETY TO FIGHT THE LEAN MACHINE

Short staffing, subcontracting, speedup: these cost-cutting measures affect our minds and bodies, too. How can we use health-and-safety rights to fight for changes in the mean-and-lean workplace?

- David Pratt, New York State Nurses

**MCCARRAN**

## USING SOCIAL MEDIA IN YOUR ORGANIZING

How can digital strategies link up with traditional organizing campaigns? Hear how locals and rank-and-file members can use social media, including Facebook and Twitter, to communicate with other members and the public about their campaigns, promote issues, and put pressure on bosses and politicians.

- Joe Brusky, Milwaukee Teachers Education Association
- Manny Hartman, Communications Workers 3122
- Kiri Wirth, Association of Professional Flight Attendants

**JFK**

## WHAT IF WE LOSE THE FRIEDRICHS CASE? HOW PUBLIC SECTOR UNIONS ARE ORGANIZING INTERNALLY

The *Friedrichs* case that would have greenlighted the open shop throughout the public sector is just one of many attacks on unions. Even if it's temporarily on hold, unions need to prepare for the worst and start internal organizing on the job. Hear strategies from public sector union leaders on how to not only boost membership but also get more members engaged in the union.

- Daniel Barnhart, United Teachers Los Angeles
- Emma Claros, Communications Workers 1037
- Maggie Laslo, SEIU Healthcare Illinois-Indiana
- Tracy Stanley, Washington Federation of State Employees
- Facilitator: Norine Gutekanst, Chicago Teachers Union

**CC 47**

## WHAT IS SOCIALISM?

Bernie Sanders' campaign has opened up a discussion of socialism not seen in American politics since Socialist Party member Eugene Debs, president of the American Railway Union, ran for President in 1920. Especially in the labor movement's early years, but continuing till today, socialists have been active union members and often leaders. What is socialism, anyway? This educational workshop is intended for those who are not socialists or who are just becoming socialists, rather than for those who are already well informed.

- Mary Clinton, Communications Workers
- Dan La Botz, New Politics
- Zelig Stern, Communications Workers
- Facilitator: Elaine Bernard, Harvard Trade Union Program

**CC 55**

## WORKPLACE ORGANIZING WITHOUT A UNION (S)

When you're working without a union, it can feel impossible to take on workplace problems. What if you lose your job? But Somos un Pueblo Unido and ARISE are two worker centers finding ways to help even tiny groups of workers win changes through small collective actions—while staving off retaliation. Hear from worker center leaders on how they are organizing committees in their workplaces and strategically using the NLRA's "protected concerted activity" provisions to fight for higher wages and better conditions.

- Rayos Burciaga, Somos un Pueblo Unido, Santa Fe
- Carlos Campos, Somos un Pueblo Unido, Santa Fe
- Katie Poplawski, ARISE, Chicago

**JOHN WAYNE**

## YOUNG WORKERS SHAKING UP THE STATUS QUO

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.

- Elizabeth Nikazmerad, United Electrical Workers 203
- Kelli Williams, Communications Workers Next Gen
- Justin Willis, Steel Workers Next Generation

**CC 43**

# 26 WORKSHOPS SATURDAY

# Saturday, Meetings & Workshops F

# 4:15 - 6:00pm

## **BUILDING TRADES MEETING**

**LOGAN**

Members from building trades unions will meet to share success stories and challenges they face in their locals and industries. How do we address declining market share, double-breasting by union contractors, getting more young members involved, and building community coalitions? We'll also discuss how to get more building trades members involved in the Labor Notes network.

## **FILM: THE HAND THAT FEEDS**

**LAGUARDIA**

At a popular bakery café, residents of New York's Upper East Side get bagels and coffee served with a smile. But behind the scenes, undocumented immigrants face sub-legal wages, dangerous machinery, and abusive managers. In 2012 mild-mannered sandwich maker Mahoma López convinces a small group of co-workers to form their own independent union. In one roller-coaster year, they must overcome a shocking betrayal and a two-month lockout. Occupy Wall Street protesters will take over the restaurant, and a picket line will divide the neighborhood. If they can win a contract, it will set a precedent for low-wage workers. Film by Robin Blotnick and Rachel Lears.

- Presentation by Mahoma López of the Laundry Workers Center

## **HEALTH CARE WORKERS MEETING**

**MIDWAY**

Federal and state mandates 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 those at the forefront of this transformation.

## **HIGHER EDUCATION WORKERS MEETING**

**LAX A**

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.

## **HOW ARBITRATORS REALLY THINK**

**DFW A**

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

## **LABOR STRUGGLES IN PALESTINE (A)**

**O'HARE A**

The global International Trade Union Confederation has long criticized Israel for abuse of Palestinian workers and denial of union rights, saying: "It is impossible for workers to enjoy their rights in a country where governmental institutions have fundamentally failed to hold those who are responsible

for systematic violations of human rights and humanitarian law accountable." Under extreme circumstances, workers are building a movement in Palestine and in Israel. WAC-MAAN is an independent union based in Israel that organizes Israeli and Palestinian workers.

- Manawel Abdel-Al, Palestinian General Federation of Trade Unions
- Yoav Tamir, WAC-MAAN
- Facilitator: Leah Fried, United Electrical Workers

## **STOP TPP ACTIVISTS MEETING**

**SEATAC**

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 2 p.m. on Saturday.

- Cynthia Phinney, Maine Fair Trade Campaign
- Carson Starkey, Illinois Fair Trade Campaign

## **TEACHERS MEETING**

**HARTSFIELD**

Public education is under attack from budget-slashing politicians lined up with corporate privatizers, but across the country teachers are organizing. From the wave of teachers strikes last summer in Washington state, to February's walk-ins across the country, to Chicago teachers' April 1 Day of Action for a Just Chicago, teachers are putting education justice issues on the agenda in their unions, allying with parents and their communities to fight for the schools our students deserve. This meeting will allow teachers to discuss issues in their own locals, learn about new approaches to contract campaigns, share effective actions, and compare strategies. We will try to ask and answer: What do you need to do this work well in your own local?

## **TRANSIT MEETING**

**LAMBERT**

Increased surveillance, outsourcing, and attacks on pensions and health benefits are putting the squeeze on transit workers. But there's also a growing spirit of resistance, and efforts to ally with passengers and communities to push for enhanced public transit systems. Join a discussion of these challenges and opportunities with bus drivers and other transit workers from across North America.

## **UNITED AUTO WORKERS MEETING**

**JOHN WAYNE**

When Chrysler workers voted down their two-tier contract last fall, it set off a whole new dynamic in the UAW. We'll be talking about how this could build stronger local unions in our future. We will also hear auto worker speakers from Colombia and Brazil and welcome the participation of UAW university teaching assistants who are building a whole new democratic tradition.

## MEETINGS & WORKSHOPS SATURDAY 27

## ASK THE EXPERTS

LAX A

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

**Building a Reform Caucus:** Turning up the heat on your employer sometimes requires turning up the heat on union leaders who've gotten too cozy with the boss. Ken Paff of Teamsters for a Democratic Union will field your questions on building the power to change your union from within.

**Family and Medical Leave Act:** More employers are hiring outside administrators to manage FMLA programs—and these administrators often stretch or misconstrue the law to deny leaves or justify discipline. Attorney Robert Schwartz will answer your questions on rights and procedures, certification and recertification, return to work, and employer and employee notices.

**Grievances and Arbitration:** Richard de Vries, Teamsters 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. Bring your contract!

**Talking to the Press:** Labor radio producer Ellen La Luzerne will provide tips and answer questions about doing interviews and getting the right kind of media coverage for your campaign.

**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.

## GRADUATE EMPLOYEES MEETING

DULLES

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.



Jim West/jimwestphoto.com

## FILM

### THE FACTORY

LAGUARDIA

"The Factory" traces the monumental struggle of Indian auto workers at Maruti Suzuki, their fight to form a union and the violent repression they faced. The film focuses on the three-year criminal prosecution of hundreds of workers, which exposed a widespread system of injustice.

- Presentation by Gautum Mody of the New Trade Union Initiative and Suzanne Adely of Global Workers Solidarity Network

### LGBTQ ACTIVISTS AND ALLIES MEETUP: AFTER MARRIAGE EQUALITY, WHERE DO WE GO FROM HERE?

JOHN WAYNE

With the fight for marriage equality won, what happens now and where do we go from here? LGBTQ activists and allies will discuss goals and strategies for moving forward.

- Donna Cartwright, AFL-CIO Pride at Work
- Michael Gentry, Chicago Pride at Work
- Mary Manor, Minneapolis Federation of Teachers
- JT, University of Tennessee Diversity Matters Coalition
- Facilitator: Desma Holcomb, New York State Nurses

### POSTAL WORKERS MEETING

JFK

Congress is out to decimate mail services and public sector workers alike. Join activists from NALC, APWU, and the Mailhandlers for an organizing meeting to build a strong network to defend the U.S. Postal Service.

### UNIONS AND WORKERS COOPERATIVES (S)

MCCARRAN

Are you in a workers cooperative? Is your union or worker center organizing or supporting workers co-ops? Are you curious about how unions and cooperatives can work together for democracy and workers' power? Come share experiences, resources, and ideas.

- Facilitator: Matt Noyes

### YOUNG WORKERS MEETING

SEATAC

Young people are key to rebuilding a fighting labor movement. And we've got plenty to fight about: low wages, precarious employment, flexible schedules that wreak havoc on our personal and family lives, racism, sexism, student debt, and—too often—a lack of space for us to organize in our own unions. Come meet other young workers and swap tips and strategies for getting more young people involved in the labor movement.



# Sunday, Meetings H

9:00 - 10:30am

## LABOR COUNCIL FOR LATIN AMERICAN ADVANCEMENT MEETING

JOHN WAYNE

How can we get more Latinos involved in the labor movement, and make the labor movement more relevant to issues impacting Latino communities? LCLAA, an official constituency group of the AFL-CIO and Change to Win, is one vehicle for doing so, building local chapters across the country aimed at developing Latino leaders, fighting for immigrant rights and immigration reform, boosting civic participation among Latino workers, organizing more Latinos into unions, and building international solidarity with Latin American labor movements. The meeting is aimed at both existing members of LCLAA and anyone interested in learning more.

- Manny Hartmann, South Florida LCLAA
- Guillermo Perez, Pittsburgh LCLAA

## LABOR FOR BERNIE MEETING

O'HARE A

Feel the Bern? This is a chance for folks who've been active in the Sanders campaign to plan for future primary elections and network with others in their union or state.



## LABOR RADIO MEETING

LAGUARDIA

Through radio, labor activists are supporting local struggles and telling labor's side of the story—what you won't hear on the corporate news. Introduce yourself to fellow media-makers and swap tips and success stories. Discuss how we can support each other's efforts by sharing ideas, skills, contacts, and content.

- Facilitator: Ellen La Luzerne, Madison Labor Radio/Workers Independent News

## MANUFACTURING WORKERS MEETING

MIDWAY

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 their workers' living standards. How can we defend ourselves? Let's discuss where we've been and what we've done.

- Facilitator: Gene Elk, United Electrical Workers

## POSTAL WORKERS MEETING

JFK

Congress is attacking public services and public sector workers alike with its sweeping cuts to our postal system. Join activists from NALC, APWU, and the Mail Handlers and help build a strong network to defend the U.S. Postal Service.

## RETIREEES MEETING

DULLES

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.

## WHY WORKERS SHOULD ATTEND THE WORLD SOCIAL FORUM

SEATAC

The 2016 World Social Forum will take place August 9-14 in Montreal, Quebec. Join the CSN and FTQ unions, which are on the host committee, for a discussion on how we can best make use of this forum to build global solidarity and collective action.

- Nathalie Guay, Confederation of National Trade Unions (CSN), Quebec

# Sunday, Workshops I

10:45am - 12:30pm

## BARGAINING FOR THE PUBLIC GOOD

HARTSFIELD

Both union members and the services we provide to the public are under attack by the budget-cutters, privatizers, and union-haters. How can we advocate both for ourselves as workers and for the communities we serve, using our power on the job and at the bargaining table to win for our students, patients, or the public?

- Turusew Gedebu-Wilson, National Union of Healthcare Workers
- Cherrene Horazuk, AFSCME 3800
- Rebecca McCammon, St. Paul Federation of Teachers
- Facilitator: Audra Makuch, Massachusetts Teachers Association

## BARGAINING WHEN CONCESSIONS ARE DEMANDED

LAX A

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 fallback proposals, and review possible language choices. A must for officers and members who sit at the bargaining table. *Prerequisite: a previous contract costing workshop.*

- Richard de Vries, Teamsters 705

MEETINGS SUNDAY 29

# Sunday, Workshops I, continued 10:45am - 12:30pm

## BUILDING SOLIDARITY WITH PALESTINE (A)

SEATAC

Discuss the call by Palestinian civil society, including unions, for the use of Boycott, Divestment and Sanctions (BDS), a nonviolent strategy similar to the struggle to end apartheid in South Africa.

- Manawel Abdel-Al, Palestinian General Federation of Trade Unions (PGFTU)
- Nathalie Guay, Confederation of National Trade Unions (CSN), Quebec

## CAN LABOR CHANGE THE WORLD?

### INTERGENERATIONAL EXCHANGE

DFW A

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 larger change.

- Francine Chan, Centre for Social Change
- Ellen David Friedman, Labor Notes
- Pam Galpern, Communications Workers 1101
- Teo Reyes, Restaurant Opportunities Center
- Mike Siviwe Elliott, UAW 551
- Will Stone, Communications Workers
- Facilitator: Jane Slaughter, Labor Notes

## CREATIVE ORGANIZING AND STRATEGIC MISCHIEF

LINDBERGH

Surprise, creativity, and humor can be the keys to rank-and-file engagement. Whether you're facing a contract campaign,



## FILM

### FILM: SI SE PUEDE: SEVEN DAYS AT PAH BARCELONA

LAGUARDIA

In Spain a citizens' movement against eviction has established 200 "Platforms for People Affected by Mortgages." This is the story of the Barcelona group and the transformation and empowerment of those who participate in it.

- Presentation by Cat Salonek, Occupy Homes Minnesota

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

### DEFENDING YOUR PENSION WHEN OTHERS DON'T HAVE ONE

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.

- Dan Campbell, Teamsters for a Democratic Union
- Chicago Teachers Union member
- Gloria Villaseñor, National Union of Healthcare Workers
- Facilitator: Peter Landon, Teamsters for a Democratic Union

### FIGHTING FOR PASSENGER AND WORKER SAFETY ON THE WORLD'S RAILROADS

LIBERTY

Railroad workers the world over are facing privatization, contracting out, and short-staffing, which lead to injuries, accidents, and declining security for workers and passengers. Panelists will suggest strategies for combating this scourge.

- Kaourantin Lampriere, SUD Rail, France
- Hitoshi Nakamura, Doro-Chiba Rail Union, Japan
- Tadashi Seto, Doro-Chiba Rail Union
- Ho-joon Song, Korean Railroad Workers United
- Li Weijie, worker activist
- Facilitator: Ron Kaminkow, Locomotive Engineers, Railroad Workers United

### GENERAL STRIKES, MASS STRIKES: LESSONS FROM HISTORY

LOGAN

They happen in Europe, where workers across industry lines come out against their governments' austerity. But in the U.S., general strikes are almost unheard of. There was the May 1, 1886, general strike for the eight-hour day, and city-wide general strikes that closed down six cities in 1946. What is a general strike? How do they get organized?

- Kim Moody, co-founder of Labor Notes

## 30 WORKSHOPS SUNDAY

# Sunday, Workshops I, continued 10:45am - 12:30pm

## GETTING RESULTS WITHOUT GRIEVANCES

DFW B

Sometimes the most effective grievances are the ones you never write. This workshop will help participants identify ways to solve worksite problems through a range of methods outside the grievance procedure, as well as how to use the grievance procedure as part of a comprehensive strategy. We will also explore ways to build escalating pressure on management to solve on-the-job problems. We'll also sift through the difference between a grievance and a gripe.

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

## HEALTH CARE WORKERS FIGHT FOR SAFE STAFFING

O'HARE A

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

- Karine Raymond, New York State Nurses
- Donna Kelly-Williams, Massachusetts Nurses

## HOW CAN UNIONS AND WORKER CENTERS JOIN FORCES? (S)

RONALD REAGAN

When you're working without a union, it can feel impossible to take on workplace problems. What if you lose your job? Somos un Pueblo Unido and ARISE are two worker centers finding innovative ways to help even tiny groups of workers win changes through small collective actions—while staying off retaliation. Hear from worker center leaders how they are organizing committees in their workplaces and strategically using the NLRA's "protected concerted activity" provisions to fight for higher wages and better conditions.

- Claudia Magaña, Clean Car Wash Campaign
- Mahoma Lopez, Laundry Workers Center
- ARISE representative
- Facilitator: Guillermo Perez, United Steel Workers

## JUST SAY NO: THE MOVEMENT AGAINST HIGH-STAKES TESTS

LAMBERT

More and more students are refusing to take standardized tests, often with the vocal support of teachers and their unions. This workshop will discuss how teachers are educating co-workers, parents, and students about the impact of high-stakes tests and their rights to opt out. Panelists will also discuss how they are building momentum state by state and how activists are pressing their unions to take action.

- Sarah Chambers, Chicago Teachers Union
- Jia Lee, Movement of Rank-and-File Educators, United Federation of Teachers
- Amy Roat, Caucus of Working Educators, Philadelphia Federation of Teachers
- Facilitator: Emily Crum, Reynolds Education Association



Jim West/jimwestphoto.com

## LABOR CONFRONTS U.S. INTERVENTION (S)

GRAND A

Labor is leading the resistance to U.S. interference in Japan and Colombia. On the island of Okinawa, unions have built a coalition to resist the growth of a U.S. military base. In Colombia workers say U.S. military, political, and economic influence contributes to the assault on unions and union leaders.

- Kazuo Senaga, Okinawa United Alliance to Abrogate Japan-US Security Treaty
- Hector Vaca, Unión Sindical Obrera
- Facilitator: Keisuke Fuse, Zenroren, National Confederation of Trade Unions

## MAPPING YOUR WORKPLACE AND IDENTIFYING LEADERS

DULLES

The center of your union should be in the workplace; you need to know where people are and how to stay in constant contact. You also know you can't go it alone; you need a team of leaders to divide up the work. Learn how to find the people who are already leaders at work and keep your workplace organized.

- Marsha Niemeijer, New York State Nurses



## ORGANIZERS WORTH THEIR SALT

O'HARE C

The U.S. labor movement has a long history of salting, where committed activists take jobs in a non-union shop and help organize it. Salting also has a role to play in building more democratic, rank-and-file-led unions. Come learn about this history, and hear veterans talk about how salting works. We'll also give tips to anyone interested in salting in the future.

- Joe DeManuelle-Hall, Transport Workers 100
- Gabriel Morales, San Antonio community organizer
- Sara Vitale, UNITE HERE 24
- Facilitator: Carey Dall, Brotherhood of Maintenance of Way Employees

# WORKSHOPS SUNDAY 31



# Sunday, Workshops I, continued 10:45am - 12:30pm

## POSTAL BANKING FOR EVERYONE

JFK

Seventy million American adults have little or no access to bank accounts. But what if basic financial services were available at your local post office? Postal banking was a reality in the U.S. and Canada until the mid-1960s, and it's a reality today in France. Learn how we could boost postal revenue and create an alternative to payday loan sharks, and find out how you can help.

- George Floresco, Canadian Union of Postal Workers
- Nicolas Galipedis, SUD PTT, France
- Jim Holland, National Association of Letter Carriers
- Katherine Isaac, American Postal Workers Union

## REFORMERS IN OFFICE

GRAND C

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 secrets of their reform successes and lessons they've learned from their setbacks.

- Larry Bradshaw, Service Employees 1021
- Barbara Madeloni, Massachusetts Teachers Association
- Brooke Reeves, Teamsters 251, Rhode Island
- Facilitator: Steven Ashby, University of Illinois at Urbana-Champaign



Tim Dubnau

## ROLE OF STAFF IN A MEMBER-DRIVEN UNION

JOHN WAYNE

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 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? Hear seasoned organizers reflect on their experiences and join the conversation.

- Tanisha Freeland, Communications Workers 1037
- Nate Gunderson, National Education Association
- Alex Han, Service Employees Healthcare Illinois Indiana
- Facilitator: Lisa Kermish, University Professional and Technical Employees

## TEACHERS UNIONS AROUND THE WORLD BATTLE SCHOOL PRIVATIZATION (S, P)

MCCARRAN

Privatization of public education is a gold mine for developers who take over public lands and school buildings, for companies designing and selling curriculum, for testing companies like Pearson, and especially for corporations that run franchises of charter schools. This dynamic is full speed ahead in places as diverse as the UK, Mexico, and Brazil and is meeting resistance from teacher unions determined to protect education as a public good.

- Mariluz Arriaga, Trinational Coalition in Defense of Public Education, Mexico Section
- Philipa Harvey, National Union of Teachers, UK
- Eliana Nunes dos Santos, CSP-Conlutas, Brazil

## 32 WORKSHOPS SUNDAY