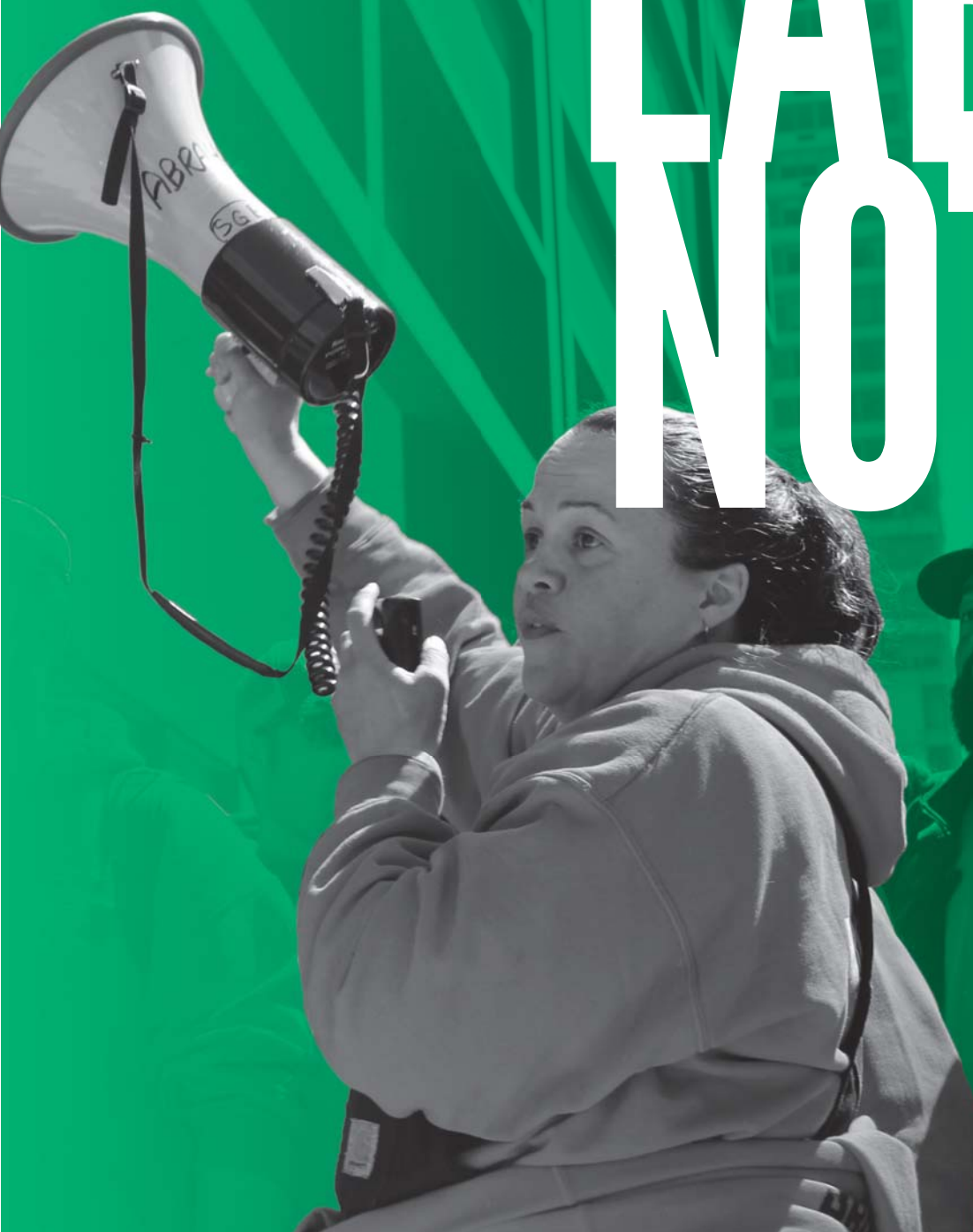


JOIN THE CONVERSATION ONLINE THIS WEEKEND... USE #LABORNOTES

# LABOR NOTES



APRIL 6-8, 2018 • CHICAGO



ORGANIZING IN OPEN-SHOP AMERICA

# Welcome to the 2018 Labor Notes Conference

Just as members were bracing for a kick to the jugular from the Supreme Court, meant to decimate public employee unionism, some of those same public employees, in West Virginia, showed us all how to dodge the blow.

It's that kind of spirit—and strategic sense—that's brought 2,500 of you to Chicago this year.

With what we've gone through in the last two years, the temptation is there to huddle in a corner and cry in our beer. But Labor Notes Conferences are where we find both the strategies and the inspiration to come out swinging instead. We're proud to host teachers from West Virginia, Oklahoma, Arizona, and Kentucky who are this season's heroes—and to provide the incubator for many more such struggles in the near future.

After all, the last two years have actually seen some pretty impressive fights and wins. At Verizon, 39,000 workers struck for 49 days and showed corporate giants can be beat. The scrappy non-majority union of campus workers in Tennessee defeated their billionaire governor's privatization plan, and postal workers made their employer stop contracting out to Staples.

Self-organized Teamster retirees stopped their pension fund from cutting benefits by 60 percent, and Teamster reformers came within an ace of winning election to the union's top offices.

Union member Colin Kaepernick launched 2017's highest-profile workplace action and ignited a national debate about Black Lives Matter.

In the electoral realm, Massachusetts teachers convinced voters to nix an increase in charter schools. Missouri unionists blocked a right-to-work law from going into effect by collecting 310,567 signatures. Medicare for All is gaining steam, as mainstream Democrats sign on (for now).

Veterans of all these struggles (except football) are here this weekend. Ask them how they did it.

This Labor Notes Conference will be the largest yet, with at least 2,500 people registered from 25 countries. At the same time that labor as a whole is slipping, the

troublemaking wing is growing, if this conference is a gauge.

This weekend, folks will absorb both 101s and advanced classes on what works and what doesn't. Here are some opportunities to look out for:

**Introduce yourself to an international guest.** Workers from abroad are looking for their U.S. counterparts. Sisters and brothers from Japan, Mexico, Colombia, Nigeria, Poland, Honduras, the U.K., Norway, and a dozen other countries will inspire you. See the complete list of international guests on page 43, note the many workshops where they'll speak, and come to the reception at 9 p.m. Friday in the Upstairs Foyer.



Michigan Nurses Association

**Choose a track.** Immerse yourself in a theme such as Bargaining, Global Justice, or Shop Floor. See the tracks on page 15. The Educators track, for teachers, includes everything from Beating Back Bullying Principals to Black Lives Matter in Schools. The Organizing in Open-Shop America track examines how unions can survive and thrive in “right-to-work” states, and in the public sector even after

the Supreme Court does its worst in *Janus v. AFSCME*.

**Celebrate the movement for union democracy.** Teamsters for a Democratic Union is holding a special event to help transform the Teamsters Union and recognize Ken Paff's 45 years of organizing. Join them Friday at 9 p.m. in Rosemont.

**Improve your organizing smarts.** Our book *Secrets of a Successful Organizer* lays it all out for you in 47 easy lessons, like “Apathy Isn't Real” and “It's Not the Loudest Person.” Get it for just \$15. Works best when read in a group.

**Take stock of our setbacks.** Hear unionists from Nissan and Volkswagen, and from around the South, hash it out.

**Pick up some swag.** The Troublemakers Union has many colors of T-shirts and hoodies, as well as hats, stickers, pint glasses, and magnets. We take credit cards. These are only a few of the opportunities this weekend to learn, share, and recharge. Flip through these pages and get ready!

# Conference OVERVIEW

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## 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. Coffee, tea, and breakfast pastries will be available on Saturday and Sunday mornings, 7:30-9 a.m., in the Grand Ballroom.

Cash meals will be available at Friday dinner and all lunchtimes in the entry-level foyer, near the elevators. See the map at the back of this book for some nearby options.

## Conference Marshals

Looking for a workshop room but can't seem to find it? Confused about when the shuttles are coming? Look for the volunteers in the brightly colored vests to get the help you need—or stop by the conference registration desk and someone will be glad to help you.

## Interpretation

We're pleased to offer simultaneous translation into Spanish for all the main sessions and some workshops and meetings. 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 books, T-shirts, hoodies, hats, pint glasses, magnets, and stickers. Items can be shipped if you prefer. You can also subscribe to *Labor Notes*, renew your subscription, or place orders for monthly bundles. And visit other literature and vendor tables 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 39 for a workshop on "Responding to Sexual Harassment in the Workplace and in Your Union.")

## Workshop Chairs

Workshop chairs will receive a packet with instructions and other materials. Please read these carefully, and return relevant materials to the registration table after your workshop.

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

## Personal & Family Needs

The **Lactation Station** (Boardroom) is a room for anyone who needs to breastfeed a child or pump milk during the conference.

The **Family Room** (McCarran) is a quiet space to go if you or your kids need a break from all the hullabaloo. This room is not staffed. If you've signed up for childcare during the conference, please check in at the registration table.

Those who are in 12-step or other recovery programs are invited to connect at a **Recovery Meeting** on Saturday or Sunday at 8 a.m. in the O'Hare A room.

Throughout this book, organizations are listed for identification purposes only.

# Friday, April 6 Agenda

**10:00am Registration Opens**

**Concourse A**

## Pre-Conference Meeting

9:00am-6:00pm Railroad Workers United Meeting. . . . . **Paris**

## 1:00 - 2:45pm Workshops A

**(see page 18)**

An Organizing Approach to Health & Safety  
Assertive Grievance Handling  
Bargaining: Costing the Contract  
Concerted Activity, Part 1 (S)  
Dealing with Difficult Supervisors  
Defending Your Pension  
How to March on the Boss (S)

Labor 101: What's A Union Anyway?  
Organizing Never Stops  
Reversing Runaway Inequality, Part 1  
Secrets of a Successful Organizer:  
Beating Apathy

## 3:00 - 4:45pm Workshops B

**(see page 19)**

Ask an Editor  
Assertive Grievance Handling  
Bargaining on Your Feet  
Bargaining: Costing Tutorial  
Choosing an Organizing Database  
Concerted Activity, Part 2 (S)  
Fighting Overpolicing  
Just Cause  
Preparing for Janus and 'Right to Work'

Race and Labor: Let's Talk about It  
Roots of the Public Sector Budget Crisis  
Reversing Runaway Inequality, Part 2  
Secrets of a Successful Organizer:  
Assembling Your Dream Team  
Thinking Big about Ending Sexual  
Violence in the Workplace (S)  
What is Labor Notes?

## 5:00 - 6:30pm Workshops C

**(see page 21)**

Asian Unions vs. Militarism  
Engaging Members on Race, Inequality,  
and the Big Picture  
FILM: At the River I Stand  
Organizing Industrially in the Tech Industry

Postal Workers Meeting  
Stories from the West Virginia  
Teacher Strike (S)  
Food Workers Organize for May Day  
and Beyond (S)

## 7:30 - 9:00pm Main Session (S) . . . . .

**Grand Ballroom**

Al Russo, Communications Workers 1101  
Michael Avant, AFSCME 3299  
Greetings from Rev. William Barber, Poor People's Campaign (video)  
Roz Pelles, Poor People's Campaign  
West Virginia teachers  
Balbina Ortiz and Teresa Acevedo, ARISE Chicago  
Chair: Samantha Winslow, Labor Notes

9:00pm International Guests Reception . . . . . **Upstairs Foyer**

9:00pm Railroad Workers United Reception. . . . . **John Wayne**

9:00pm Celebration of Ken Paff & Teamsters for a Democratic Union . . . . . **Rosemont C & D**

**LANGUAGE KEY**

(S) Spanish/English interpretation



# Saturday, April 7 Agenda

## 7:30am Registration Opens

8:00am Recovery Meeting

**Concourse A**

**O'Hare A**

## 9:00 - 9:45am Main Session (S)

Amy Mizialko, Milwaukee Teachers Education Association  
Patrick Green, Amalgamated Transit Union 1235  
Chair: Alexandra Bradbury, Labor Notes

**Grand Ballroom**

## 10:15am - 12pm Workshops D

Audio Editing for Beginners  
Bargaining for Health Care in the Trump Era  
Beating Back Bullying Principals  
Black Lives Matter in Schools  
Bringing Temps into Our Bargaining  
Units and Organizing Campaigns  
Building a Winning Contract Campaign  
China: Worker Repression in the Workshop of the World  
Choosing an Organizing Database  
Community-Labor Alliances  
Confronting Right-Wing Strategies beyond Janus  
and 'Right to Work'  
Creative Organizing and Strategic Mischief  
Democracy Depends on Journalism,  
Journalism Depends on the Union  
Family-Friendly Bargaining  
Fighting for a Strong Public Postal Service  
Fighting for Public Education around the World (S)  
Health Care Staffing Fights  
How Arbitrators Think  
How to Build a Rapid Response Network  
to Defend Immigrant Communities (S)  
Lessons from Labor History:  
Triumph, Tragedy, and What's In Between

**(see page 22)**

Overcoming Racism and Sexism  
in the Workplace  
Public and Private Sector Workers Unite  
Reversing Runaway Inequality  
Running for Union Office  
Secretos de un organizador exitoso 1  
Secrets of a Successful Organizer:  
Beating Apathy  
Stopping Workplace Violence  
Strikes and Contract Campaigns on Campus  
Tackling Amazon and the Logistics Bosses:  
Reports from around the Globe  
Unions and Veterans Fight V.A. Privatization  
Unions Prepare for Janus and 'Right to Work'  
Using Social Media in Your Campaigns  
Using the Family and Medical Leave Act  
(FMLA)  
Using Your Rights under the  
Trump Labor Board  
Voices from the Teacher Uprising  
Worker Cooperatives (S)  
Workplace Health and Safety  
in the Trump Era: An Overview

## 12:00-1:45pm Lunch

## 2:00 - 3:45pm Workshops E

A Woman's Place Is in the Labor Movement:  
A Participatory History  
Action in the Japanese Labor Movement  
Agricultural Workers in the Global South (S)  
Amazon, UPS, USPS: Workers Fighting Back  
in the Age of E-Commerce  
Bargaining without Collective Bargaining  
Boosting Your Bargaining through Legislation  
Continuous Bargaining

**(see page 27)**

Contract Campaigns that Win  
Dealing with Difficult Supervisors  
Defending Public Health Care  
Develop the Leaders Your Union Needs  
Educators Take on School and Community  
Violence  
Going On Offense to Defend Immigrant Members (S)  
Health Care Goes Lean and Mean  
How Unions Can Support Worker Co-ops

# Saturday, April 7 Agenda, continued

## 2:00 - 3:45pm Workshops E (continued)

It's in Our Hands: Member-Organizers  
Growing the Labor Movement  
Labor Organizing Against Climate Change  
Legal Rights of Union Stewards  
Militant History of Public Sector Unions  
Mobilizing Members to Take Health Care  
Off the Bargaining Table  
Organizing across Europe  
Organizing Airport and Airline Workers  
Organizing the South  
Organizing the Whole School  
Pension Fights  
Preparing for Janus and 'Right to Work'  
Reformers in Office  
Reforming Your Union  
Researching Your Employer

Resistance in the Trades  
Secretos de un organizador exitoso 2  
Secrets of a Successful Organizer:  
Assembling Your Dream Team  
Strike Bargaining  
Strikes  
Taking on NAFTA in the Trump Era (S)  
The Art of Parody for a Singing  
Labor Movement  
Trans and Queer Politics in Workplace  
Organizing Drives  
Unions Team Up for Bold Demands  
What Is Socialism?  
Workplace Organizing Without a Union (S)  
Write for Us  
Young Workers Blaze New Trails

## 4:15 - 6:00pm Workshops & Meetings F

Auto Workers Meeting  
Building Trades Meeting  
Contract Campaign Meeting for UPS Teamsters  
Corbynism and the Resurgence  
of the British Labor Movement  
Education Union Meeting  
FILM: Union Time: Fighting for Workers Rights  
Higher Education Workers Meeting  
How Capitalism Works: An Interactive Training (S)  
How to Be an Effective Staffer  
in a Member-Driven Union

**(see page 32)**

Inoculation: How to Bust the Unionbuster  
Journalists Meeting  
Listening: Our Sharpest Tool for Organizing  
Longshore Meeting  
Meeting: Building International Solidarity  
Nurses Meeting  
Telecom Meeting  
Transit Workers Meeting  
Transport Workers Union (TWU) Meeting  
Worker Center Meeting (S)  
Worker Cooperatives Interest Meeting

## 6:00 - 7:30pm Workshops & Meetings G

Ask the Experts  
Black Workers Meeting  
Canada Meeting  
Graduate Employees Meeting  
Health Care Workers Meeting

**(see page 34)**

Latino/a Workers Meeting (S)  
LGBTQ+ Workers Meeting  
Manufacturing Workers Meeting  
Meet the Authors  
Students, Workers, and Students as Workers

## 7:30 - 10:00pm Banquet (doors open at 7:15) (S)

Chair: Elise Bryant  
Troublemaker Awards  
Labor Notes Fundraiser

**Grand Ballroom**

10:00pm **Concert and Dance Party with iESSO!, Future Rootz,  
and Jerome Thompson**

**Foyer**

10:00pm **Labor Song Swap**

**O'Hare C**

# Sunday, April 8 Agenda

## 8:00am Registration Opens

8:00am Recovery Meeting

**Concourse A**

**O'Hare A**

## 9:00 - 10:30am Workshops & Meetings H

Asia Regional and Asian-American Interest Meeting  
Bargaining When a Company Might Go Bankrupt  
Creative Enforcement Tactics (S)  
Defending Mental Health Care  
Defending Teachers' Contracts around the World (S)  
Health and Safety: Winning Campaigns (S)  
Labor for Our Revolution Meeting  
Let Us Teach  
Lockouts as Strategic Opportunities  
Mapping with New Eyes: Tools to Integrate  
Health and Safety into Organizing

**(see page 35)**

Medicare for All Meeting  
Secrets of a Successful Organizer:  
Turning an Issue into a Campaign  
Stop Begging, Start Bargaining  
Supercharge your Grievance  
The Crisis in Puerto Rico  
The Funding Our Schools Deserve  
Using Your Labor-Management Committee  
Women's Meeting  
You Got Elected: Now What?

## 10:45 - 12:30pm Workshops I

Action Gets Results: Solving Workplace Problems  
Bargaining for the Common Good  
Bargaining Trans-Inclusive Contract Language  
Beating Divide and Conquer: Organizing  
Multiracial Workforces (S)  
Belabored: Live!  
Black Workers Fight for Jobs  
Building a Member-to-Member Leader Network  
Can Labor Change the World?  
An Intergenerational Exchange  
Confronting Employers' Blame-the-Worker  
Safety Programs  
Contract Campaigns from the Bottom Up  
Coordinated Bargaining  
Creative Organizing and Strategic Mischief (S)  
Doing Politics Differently  
Fighting Privatization  
Grow Your Union inside Your Hospital and Beyond

**(see page 37)**

Labor's New Sources of Leverage  
Making Your Union or Community  
a Sanctuary for Immigrant Workers (S)  
Opening Up Bargaining  
Organizing Community-Labor Alliances  
Organizing in Open-Shop America  
Organizing Issue Fights to Build  
Power in Schools  
Picking a Job for the Long Haul  
Postal Workers Meeting  
Researching Your Employer  
Responding to Sexual Harassment  
in the Workplace (and Your Union)  
Secrets of a Successful Organizer:  
Turning an Issue into a Campaign  
Taking On Testing and Teacher Evaluations  
The UAW at Volkswagen and Nissan:  
What Happened?

## 12:30-1:00pm Lunch

## 1:00 - 2:00pm Main Session (S)

Barbara Madeloni, Massachusetts Teachers  
John Palmer, Teamsters International Union  
Mercedes Martinez, Federación de Maestros de Puerto Rico (Puerto Rican Teachers Federation)  
Chair: Bianca Cunningham, Communications Workers

**Grand Ballroom**

# Featured Track: PREPARING FOR *JANUS V. AFSCME* AND 'RIGHT TO WORK'

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The open shop is the rule for private sector workers in 27 “right-to-work” states, for public sector workers in 25 states, and for federal workers all over this country—giving workers the option to receive the benefits of a union without having to pay dues or fees. In June the Supreme Court is expected to impose the open shop on the entire public sector with an anti-union decision in *Janus v. AFSCME*.

But there’s hope. Even in states and sectors where membership is legally optional, some unions have high percentages of workers signed up as members. Find out how they do it, how other unions are preparing for the worst, and what you can do to fortify your union and build power in open-shop America.

**TRAINING:** Preparing for *Janus* and ‘Right to Work’ Fri, 3:00 **Grand Ballroom A**

**PANEL:** Confronting Right-Wing Strategies beyond *Janus* and ‘Right to Work’ Sat, 10:15 **Paris**

**PANEL:** Unions Prepare for *Janus* and ‘Right to Work’ Sat, 10:15 **Rosemont B**

**PANEL:** Bargaining without Collective Bargaining Sat, 2:00 **Hartsfield**

**PANEL:** Militant History of Public Sector Unions Sat, 2:00 **Midway**

**TRAINING:** Preparing for *Janus* and ‘Right to Work’ Sat, 2:00 **United B**

**PANEL:** Organizing in Open-Shop America Sun, 10:45 **Rosemont C**

## Secrets of a Successful Organizer

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The unions that build power in open-shop America will be the ones that activate large numbers of members in workplace fights.

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 smash-hit book *Secrets of a Successful Organizer*, this track will show you how to get the ball rolling in your own workplace.

The book, and the workshops, are offered in English and Spanish. The book is also for sale at the Labor Notes merchandise table, along with a trainer’s guide for the workshops.

Secrets of a Successful Organizer: Beating Apathy Fri, 1:00 **Grand Ballroom C**

Secrets of a Successful Organizer: Assembling Your Dream Team Fri, 3:00 **Grand Ballroom C**

*In Spanish:* Secretos de un organizador exitoso 1 Sat, 10:15 **Logan**

Secrets of a Successful Organizer: Beating Apathy Sat, 10:15 **Rosemont A**

*In Spanish:* Secretos de un organizador exitoso 2 Sat, 2:00 **Logan A**

Secrets of a Successful Organizer: Assembling Your Dream Team Sat, 2:00 **Rosemont A**

Secrets of a Successful Organizer: Turning an Issue into a Campaign Sun, 9:00 **Rosemont A**

Secrets of a Successful Organizer: Turning an Issue into a Campaign Sun, 10:45 **Rosemont A**



# Music, Dance, & Art

## CONCERT AND DANCE PARTY

Saturday 10:00pm • Foyer

¡ESSO! (El Sonido Sonic Octopus)



### ¡ESSO! (El Sonido Sonic Octopus)

¡ESSO! (El Sonido Sonic Octopus) performs Afro-Latin and roots rock-inspired dance music. The crew establishes driving polyrhythmic beats while combining swirling wah guitar, deep bass, brass horns, group singing, and urban poetry to make a raw, eclectic mix of fresh, energetic sounds they call “afrojam funkbeat.” Inspired by Chicago’s storied soulful blues, legendary jazzy house, and global fusion heavy-hitters, this group performs with purpose and verve, unifying listeners in music, dance, and collaborative spirit.

### Future Rootz

Future Rootz is a collective of Chicago-based mix media DJs playing and remixing global roots, tropical bass, world electronic, and Latin house music. The collective produces events in Chicago highlighting local and international artists and DJs from all over the world. We’ll hear from DJ SOUND CULTURE (David Chavez), one of the Midwest’s main instigators of world music and tropical bass. He has won many “featured DJ” and “favorite DJ” titles and represented Chicago’s cutting-edge Latin music scene for the national En Tu Ciudad campaign.

### Jerome Thompson

Jerome Thompson is a rapper and former telecom worker fired for his leading role in the campaign that unionized Cablevision (now Optimum) in Brooklyn. He and three co-workers formed the Tech-22 and started writing tracks like their popular first-contract anthem “Dear Mr. Dolan (Where the Papers At?).” Jerome now works as an organizer for the Communications Workers, and still performs with the group and solo.



## LABOR SONG SWAP

**Saturday, 10:00pm, O'Hare C**

Join 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:** Ben Grosscup, activist folksinger and executive director of People's Music Network, [www.peoplesmusic.org](http://www.peoplesmusic.org).

## BELABORED

Dissent

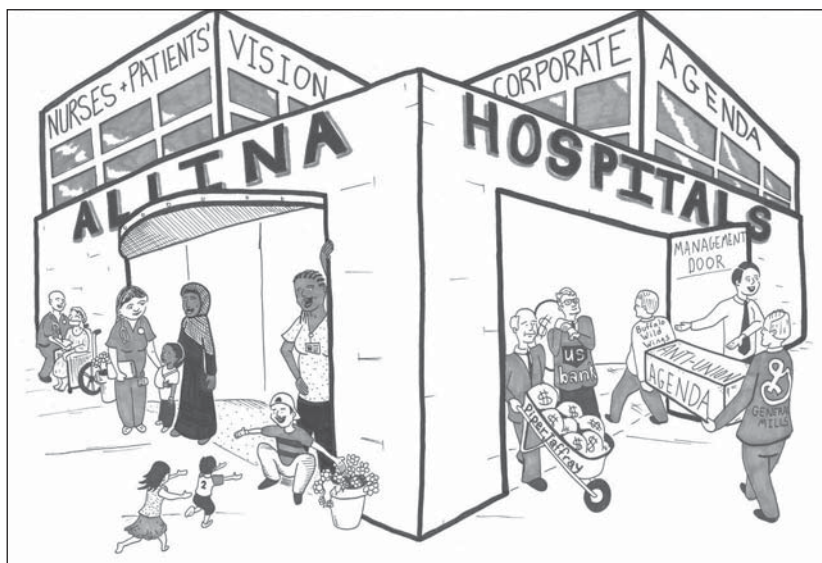
Dissent magazine's audio podcast Belabored brings you regular news and analysis from the world of work. Tune in with labor journalists Sarah Jaffe and Michelle Chen (and producer Natasha Lewis) every other Friday for discussion and interviews with journalists, academics, and organizers. This weekend you can be the studio audience as they record a special Labor Notes Conference episode, featuring union activists who are organizing outside of labor law.

Sunday, 10:45 a.m. **Rosemont D**

## POSTER EXHIBIT: Dan Mendez Moore

Enjoy the gallery exhibit of original cartoons designed to help educate members and address complex subjects. All these pen-and-ink drawings were done by cartoonist and Labor Notes regular (and SEIU 26 organizer) Dan Mendez Moore.

From the artist: "I was asked by the Minnesota Nurses to do an image that they could use to educate members on the picket line about the corporate agenda and players on the Allina Board of Directors during the month-long strike. They made a foam board and would stop groups of picketers and use it to spark discussions — and then sign people up for actions to bring the picket line to the corporate board members' meetings and buildings."



Dan Mendez Moore

# What Is LABOR NOTES?

Since 1979, Labor Notes has been the voice of activists putting the *movement* back in the labor movement.

We started out as a monthly magazine, and soon we were publishing books and holding national conferences. Our well-read website is a daily source of labor news and analysis. In the 2000s we started holding local Troublemakers Schools that are mini-versions of this conference, organized by activists in their own cities.

Labor Notes is also a network of rank-and-file members, local leaders, and labor activists who know the labor movement is worth fighting for. We encourage connections between workers in different unions, worker centers, communities, industries, and countries

to strengthen the movement from the bottom up. As the labor movement has come under withering attack, we've found that more activists are seeking those ties.

We promote aggressive strategies to fight concessions, shop floor networks to bring the union alive in the workplace, alliances with worker centers and communities, and unions that are run by their members. This is our vision of how to save the labor movement from its enemies, through rank-and-file involvement and building workers' power on the job and in communities.

With 39 years of movement-building behind us, we're proud to be a resource and want to do more. Join us!

## What Can LABOR NOTES Do for You?

As an activist, one of your toughest challenges is your co-workers' feeling that they can't fight City Hall. You're always trying to convince them that they can—and one way is to show them that people no different from themselves have organized a union, or taken back their union, or put the boss in his place.

Your best tool for doing that is Labor Notes. Every month you and your co-workers can read in our magazine about people just like themselves—or every Friday in our weekly email, or every day on our website. And every two years, this conference gives you a place to find like-minded folks in your industry or union, and people who have won gains you might just be dreaming of.

As Racine, Wisconsin, teacher Angelina Cruz put it: "There's a reason we're supposed to feel isolated and powerless. It's because we're not."

It turns out you're part of a growing network of activists who believe the members should be in the driver's seat, and who are fighting not only to improve members' day-to-day work lives but also to change the world.

Welcome home. You're part of the "troublemaking wing" of the labor movement, where Labor Notes is your lifeline and your home base.

In between conferences, this remarkable community doesn't vanish. We asked some activists how they use Labor Notes to stir up and educate their fellow workers.

Ali Fuhrman is president of an AFSCME local of clerical

workers in Minneapolis that began subscribing to a monthly bundle of the magazine last year. "We have a lot of new leadership and new stewards," she said, "and as people have started building struggles in their own departments, we wanted folks to have a context.

"We give the pack to our stewards and have leftovers at the membership meeting. We'll be talking about an issue, and someone will say, 'Well, this group in Pennsylvania or West Virginia waged this fight, and there's some similarities.'"

Melanie Barron of United Campus Workers, the non-majority union at Tennessee universities, says UCW used *Labor Notes* when we ran a big story on their victory against privatization: "We tabled like crazy with the story, and I shared it with potential members as a good primer for what we had already done. It lent us a lot of credibility to have a national publication cover our campaign."



### ONE FOR EVERY STEWARD

Many individuals and locals get a monthly bundle, from five to 200 copies. Members or stewards pick up copies at the union office or someone may distribute them.

A nurses union in Buffalo normally gets 50 copies of *Labor Notes* a month. Members were studying *Secrets*



of a *Successful Organizer* when management imposed a unilateral change of uniforms. Nurses organized on the job to keep their uniforms—and then wrote an article about it for *Labor Notes*.

They ordered 400 copies and printed a day-glo orange sticker to put on the front of each magazine, telling nurses to “look inside on page 6” for their story. Stewards hand-delivered the magazines all over the hospital, creating buzz about members’ own exercise of power.

Communications Workers Local 1037 in New Jersey buys a subscription for each of its 326 stewards, sent to their homes. (We give them a discount.) At membership meetings, “they will routinely bring up things they read in *Labor Notes*,” says President Ken McNamara.

Can’t afford that many subscriptions? Some readers like to blow up *Labor Notes* articles to poster size and post them on the union bulletin board at work.

## TROUBLEMAKERS SCHOOLS & WORKSHOPS

Reading articles is great, but meeting and plotting are even better. That’s why we hold Troublemakers Schools, local one-day or half-day events that bring together folks from different unions and worker centers in a way that just doesn’t happen at the central labor council. The best of local struggles are highlighted, skills are taught, and connections are forged.

We’ve turned our best-selling book, *Secrets of a Successful Organizer*, into a series of three workshops and taken them on the road. These workshops start from the very basics of organizing: How do you talk with co-workers? How do you find other leaders? How do you plot a campaign over a workplace issue? Participants emerge confident that they know how to “beat apathy.”

To get this training, have your union call Labor Notes (as teachers, state employees, hospital workers, Teamsters, transit workers, and journalists have done). Or go a step further and recruit members of other unions to a cross-union training, as has happened in dozens of places including Los Angeles, Dallas, and Nashville.



Start them early.

## TRAINERS

Fifty experienced trainers and advisors are Labor Notes “Associates,” offering their expertise on topics ranging from steward basics to contract campaigns to new officers taking over a local. We work with everyone from small caucuses to international unions.

# Ways to Use Labor Notes

To get the most out of Labor Notes—and to be a supporter—you need to subscribe. Don’t just read us online or borrow someone else’s copy.

You can subscribe this weekend for **50 percent off** regular rates. Get two years of *Labor Notes* (24 issues) for \$30, or one year (12 issues) for \$15. Visit our literature table to **become a Labor Notes subscriber today**. If you forget, call us at 313-842-6262 or go to [www.labornotes.org](http://www.labornotes.org). If you don’t subscribe, we’re not connected.

**Like and follow Labor Notes on social media** and **sign up for our Friday email** at [labornotes.org](http://labornotes.org). It brings you all the articles we put online that week, in one email—easy to share with others.

**Get a one-time or monthly bundle** (40 cents per copy plus shipping) to give to your e-board, stewards, or co-workers. Visit our merch table, or call 313-842-6262.

**Share articles** on bulletin boards, newsletters, and websites, and on Facebook and Twitter.

**Write about your workplace for the magazine or website**, then distribute the article far and wide. Learn how in the “Write for Us” workshop, Sat., 2:00. Email Editor Alexandra Bradbury at [al@labornotes.org](mailto:al@labornotes.org).

**Order handbooks that show how a union can function:** *Secrets of a Successful Organizer*, *Steward’s Toolbox*, *Troublemaker’s Handbook*, *Democracy Is Power*, and *How to Jump-Start Your Union*, plus the Work Rights Press series of legal guides. We offer big discounts for bulk orders, up to 40 percent off. Have a class or study group to learn the lessons.

**Set up a “Secrets of a Successful Organizer”** one-day training at your local or for your caucus.

**Organize a Troublemakers School** in your city. Labor Notes staff will guide you.

**Invite a Labor Notes trainer** to your next union conference or local education session.

For every single one of the last three tips, email [training@labornotes.org](mailto:training@labornotes.org) or call 718-284-4144.

# TROUBLEMAKERS' GEAR



## TROUBLEMAKERS UNION HOODED SWEATSHIRT

This union-made zippered hoodie keeps you warm on the picket line. Sizes S-3XL. In navy or red. **\$40**



## TROUBLEMAKERS UNION T-SHIRT

Red, navy, green, and black in sizes S-3XL. Women's Cut in purple, navy, or raspberry. Union-made, 100% cotton. **\$20**



## TROUBLEMAKERS UNION KNIT CAP

These knit caps will keep you warm, whether you're working a job site or walking a picket line. Union made. **\$15**

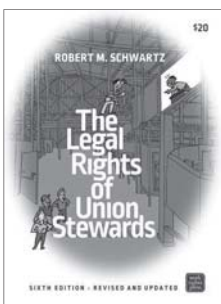
Visit the Labor Notes table across from registration for all this, plus Troublemakers Union magnets, decals, buttons, pint glasses, mugs, and totes—and "Tax the Rich" bumper stickers.

Order online at [labornotes.org/store](http://labornotes.org/store)

# WORK RIGHTS PRESS

*Labor Notes is proud to publish the acclaimed series of guidebooks by attorney Robert M. Schwartz.*

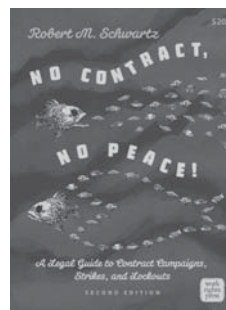
## THE LEGAL RIGHTS OF UNION STEWARDS



**The Legal Rights of Union Stewards** This classic primer is the cornerstone of the smart shop steward's library. Learn how to apply your rights under the National Labor Relations Act, the grievance process, and Weingarten in real workplace situations.

**\$20**

## NO CONTRACT, NO PEACE



**No Contract, No Peace: A Legal Guide to Contract Campaigns, Strikes, and Lockouts** An easy-to-read resource and a powerful tool for any union mobilizing its ranks, this book will help you organize your next contract campaign, work grievance action, or picket.

**\$20**

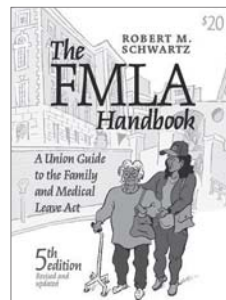
## JUST CAUSE



**Just Cause: A Union Guide to Winning Discipline Cases** A fresh look brings up to date the famous "seven tests of just cause" spelled out in 1965, adding the established principles of progressive discipline and mitigating circumstances.

**\$20**

## THE FMLA HANDBOOK



**The FMLA Handbook: A Union Guide to the Family and Medical Leave Act** This comprehensive manual shows you how to defend an employee's right to be absent for a serious health condition, childbirth, adoption, or to care for a family member.

**\$20**

# 12 TROUBLEMAKERS' GEAR



# LABOR NOTES BOOKS



**READY TO INSPIRE YOUR CO-WORKERS INTO ACTION?**

## SECRETS OF A SUCCESSFUL ORGANIZER



This book will show you how to fight back where you work and win. You'll learn to map your workplace, identify key issues, build campaigns to tackle them, anticipate management's tricks and traps, and inspire your co-workers to stand together despite their fears. It's a step-by-step guide to building power on the job.

**\$15**



**TRY THE  
EXERCISES**

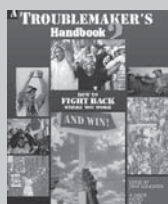


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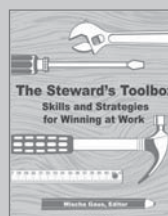
**¡DISPONIBLE EN ESPAÑOL!**



### A TROUBLEMAKER'S HANDBOOK 2

This oversize manual is packed with hundreds of first-person accounts told in workers' own words—from how to ridicule a pompous boss to a years-long campaign against a multinational corporation.

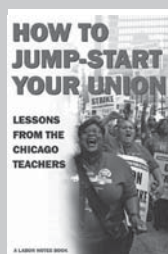
**\$24**



### THE STEWARD'S TOOLBOX

Read practical advice from shop floor leaders, including how to involve young members, building a strike support committee, and "when bad gripes happen to good stewards."

**\$15**



### HOW TO JUMP-START YOUR UNION

Award-winner! United Association of Labor Educators Best Book, 2014-2015. Discover how rank-and-file teachers ran for office and transformed the Chicago Teachers Union, running a contract campaign that became a model for unions across the country.

**\$15**

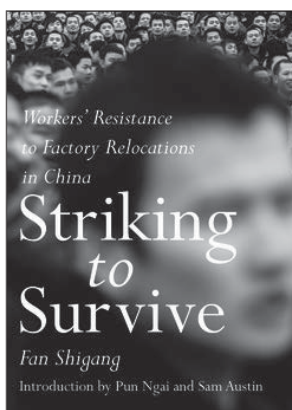
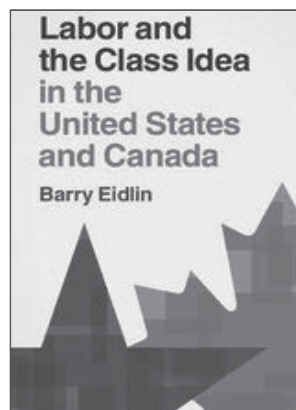
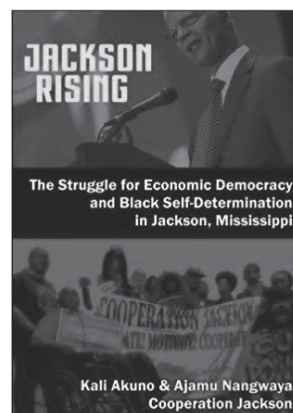
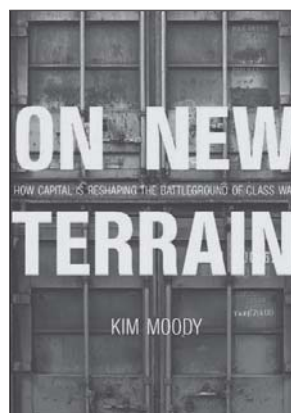
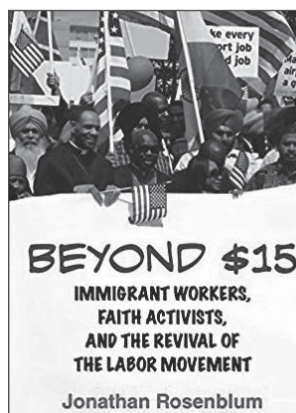
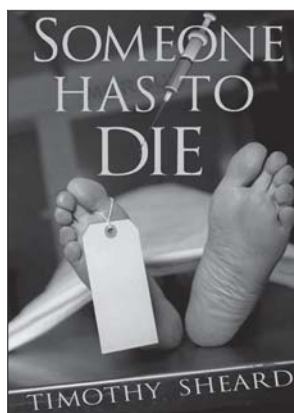
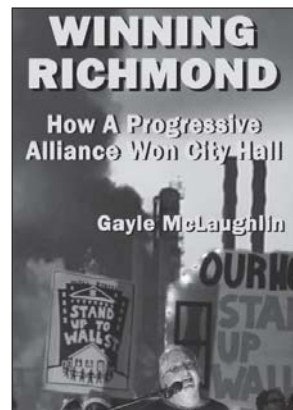
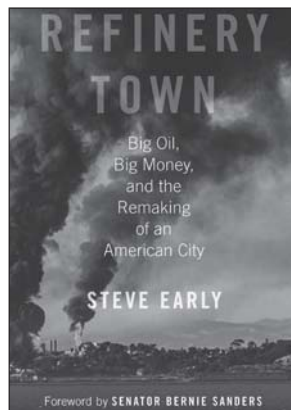
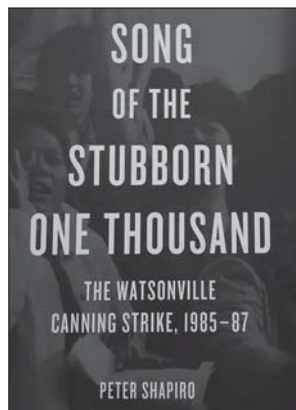
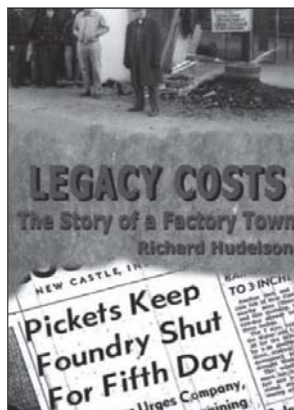
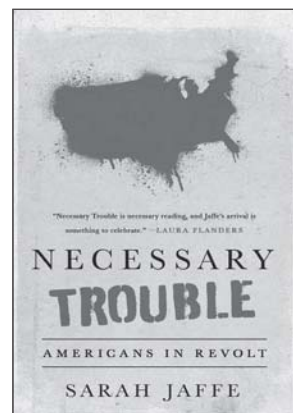
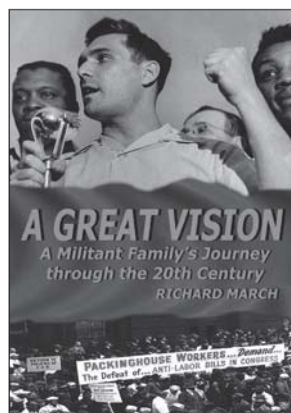
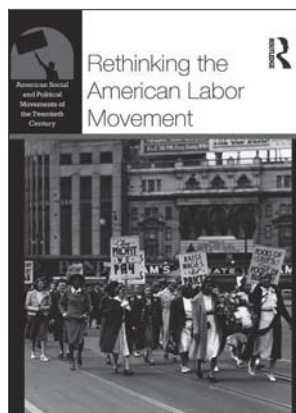
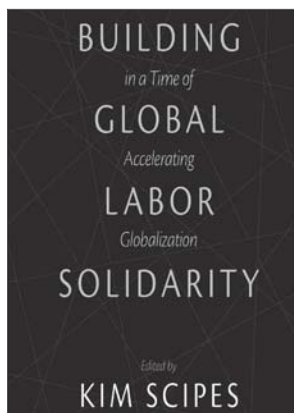


### DEMOCRACY IS POWER

This practical handbook describes democratic approaches to contracts, grievances, communications, and leaders' relationship with members.

**\$10**

# Meet the Authors, Saturday, 6 - 7:30pm, DFW A



# TRACK YOUR WAY THROUGH THE CONFERENCE

We've grouped the workshops into "tracks" so that you can follow a specific theme all the way through, if you like. See pages 18-39 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.

## SHOP FLOOR AND STEWARD SKILLS

- An Organizing Approach to Health & Safety, Fri 1:00
- Assertive Grievance Handling, Fri 1:00
- Concerted Activity Part 1, Fri 1:00
- Dealing with Difficult Supervisors, Fri 1:00
- How to March on the Boss, Fri 1:00
- Organizing Never Stops, Fri 1:00
- Assertive Grievance Handling, Fri 3:00
- Concerted Activity Part 2, Fri 3:00
- Just Cause, Fri 3:00
- Beating Back Bullying Principals, Sat 10:15
- Overcoming Racism and Sexism in the Workplace, Sat 10:15
- Using the Family and Medical Leave Act (FMLA), Sat 10:15
- Creative Organizing and Strategic Mischief, Sat 10:15
- How Arbitrators Think, Sat 10:15
- Dealing with Difficult Supervisors, Sat 2:00
- Develop the Leaders Your Union Needs, Sat 2:00
- It's in Our Hands: Member Organizers, Sat 2:00
- Legal Rights of Union Stewards, Sat 2:00
- Listening: Our Sharpest Tool for Organizing, Sat 4:15
- Health and Safety: Winning Campaigns, Sun 9:00
- Supercharge your Grievance, Sun 9:00
- Using Your Labor-Management Committee, Sun 9:00
- Action Gets Results: Solving Workplace Problems, Sun 10:45
- Building a Member-to-Member Leader Network, Sun 10:45
- Creative Organizing and Strategic Mischief, Sun 10:45

## EDUCATORS

- Stories from the West Virginia Teacher Strike, Fri 5:00
- Beating Back Bullying Principals, Sat 10:15
- Black Lives Matter in Schools, Sat 10:15
- Fighting for Public Education around the World, Sat 10:15
- Voices from the Teacher Uprising, Sat 10:15
- Educators Take on School and Community Violence: A Dialogue, Sat 2:00
- Organizing the Whole School, Sat 2:00
- Reforming Your Union, Sat 2:00
- Education Union Meeting, Sat 4:15
- Defending Teachers' Contracts around the World, Sun 9:00
- Let Us Teach, Sun 9:00
- The Funding Our Schools Deserve, Sun 9:00
- Organizing Issue Fights to Build Power in Schools, Sun 10:45
- Taking On Testing and Teacher Evaluations, Sun 10:45

## HEALTH CARE

- An Organizing Approach to Health & Safety, Fri 1:00
- Bargaining for Health Care in the Trump Era, Sat 10:15
- Health Care Staffing Fights, Sat 10:15
- Stopping Workplace Violence, Sat 10:15
- Unions and Veterans Fight V.A. Privatization, Sat 10:15

## WORKSHOPS WITH SPANISH INTERPRETATION

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

- How to March on the Boss, Fri, 1:00
- Concerted Activity Part 1, Fri 1:00
- Thinking Big about Ending Sexual Violence in the Workplace, Fri 3:00
- Concerted Activity Part 2, Fri 3:00
- Food Workers Organize for May Day and Beyond, Fri, 5:00
- Stories from the West Virginia Teacher Strike, Fri, 5:00
- How to Build a Rapid Response Network to Defend Immigrant Communities, Sat 10:15
- Worker Cooperatives, Sat 10:15
- Fighting for Public Education around the World, Sat 10:15
- Workplace Organizing without a Union, Sat 2:00
- Agricultural Workers In the Global South, Sat 2:00
- Taking on NAFTA in the Trump Era, Sat 2:00
- Going On Offense to Defend Immigrant Members, Sat 2:00
- Worker Center Meeting, Sat 4:15
- How Capitalism Works: An Interactive Training, Sat 4:15
- Latino/a Workers Meeting, Sat 6:00
- Creative Enforcement Tactics, Sun 9:00
- Health and Safety: Winning Campaigns, Sun 9:00
- Defending Teachers' Contracts around the World, Sun 9:00
- Beating Divide and Conquer: Organizing Multiracial Workforces, Sun 10:45
- Creative Organizing and Strategic Mischief, Sun 10:45
- Making Your Union or Community a Sanctuary for Immigrant Workers, Sun 10:45

The following workshops will be conducted entirely in Spanish:

- Secretos de un organizador exitoso 1, Sat 10:15
- Secretos de un organizador exitoso 2, Sat 2:00

- Using the Family and Medical Leave Act (FMLA), Sat 10:15
- Workplace Health and Safety in the Trump Era: An Overview, Sat 10:15
- Defending Public Health Care, Sat 2:00
- Mobilizing Members to Take Health Care Off the Bargaining Table, Sat 2:00
- Nurses Meeting, Sat 4:15
- Health Care Workers Meeting, Sat 6:00
- Defending Mental Health Care, Sun 9:00
- Health and Safety: Winning Campaigns, Sun 9:00
- Mapping with New Eyes: Tools to Integrate Health and Safety into Organizing, Sun 9:00
- Medicare for All Meeting, Sun 9:00



# WORKSHOP TRACKS, CONTINUED

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- Confronting Employers' Blame-the-Worker Safety Programs, Sun 10:45
- Grow Your Union inside Your Hospital and Beyond, Sun 10:45

## RACIAL JUSTICE AND DEFENDING EVERYONE

- Fighting Overpolicing, Fri 3:00
- Race and Labor: Let's Talk about It, Fri 3:00
- Thinking Big about Ending Sexual Violence in the Workplace, Fri 3:00
- Engaging Members on Race, Inequality, and the Big Picture, Fri 5:00
- Film: At the River I Stand, Fri 5:00
- Black Lives Matter in Schools, Sat 10:15
- Family-Friendly Bargaining, Sat 10:15
- How to Build a Rapid Response Network to Defend Immigrant Communities, Sat 10:15
- Overcoming Racism and Sexism in the Workplace, Sat 10:15
- Stopping Workplace Violence, Sat 10:15
- Using the Family and Medical Leave Act (FMLA), Sat 10:15
- A Woman's Place Is in the Labor Movement: A Participatory History, Sat 2:00
- Going On Offense to Defend Immigrant Members, Sat 2:00
- Organizing the South, Sat 2:00
- Trans and Queer Politics in Workplace Organizing Drives, Sat 2:00
- Film: Union Time: Fighting for Workers Rights, Sat 4:15
- Black Workers Meeting, Sat 6:00
- Latino/a Workers Meeting, Sat 6:00
- LGBTQ+ Workers Meeting, Sat 6:00
- The Crisis in Puerto Rico, Sun 9:00
- Women's Meeting, Sun 9:00
- Bargaining Trans-Inclusive Contract Language, Sun 10:45
- Beating Divide and Conquer: Organizing Multiracial Workforces, Sun 10:45
- Black Workers Fight for Jobs, Sun 10:45
- Responding to Sexual Harassment in the Workplace (and Your Union), Sun 10:45
- Making Your Union or Community a Sanctuary for Immigrant Workers, Sun 10:45

## THE BIG PICTURE

- Defending Your Pension, Fri 1:00
- Runaway Inequality 1, Fri 1:00
- Fighting Overpolicing, Fri 3:00
- Thinking Big about Ending Sexual Violence in the Workplace, Fri 3:00
- Race and Labor: Let's Talk about It, Fri 3:00
- Roots of the Public Sector Budget Crisis, Fri 3:00
- Runaway Inequality 2, Fri 3:00
- Engaging Members on Race, Inequality, and the Big Picture, Fri 5:00
- Lessons from Labor History: Triumph, Tragedy, and What's In Between, Sat 10:15
- Runaway Inequality, Sat 10:15
- Mobilizing Members to Take Health Care Off the Bargaining Table, Sat 2:00
- Militant History of Public Sector Unions, Sat 2:00
- Labor Organizing Against Climate Change, Sat 2:00
- What Is Socialism?, Sat 2:00

- How Capitalism Works: An Interactive Training, Sat 4:15
- Can Labor Change the World? An Intergenerational Exchange, Sun 10:45
- Doing Politics Differently, Sun 10:45
- Labor's New Sources of Leverage, Sun 10:45
- Picking a Job for the Long Haul, Sun 10:45
- UAW at Volkswagen & Nissan: What Happened?, Sun 10:45

## ARTS, MEDIA, AND TECH TOOLS

- Ask an Editor, Fri 3:00
- Choosing an Organizing Database, Fri 3:00
- Audio Editing for Beginners, Sat 10:15
- Choosing an Organizing Database, Sat 10:15
- Democracy Depends on Journalism Depends on the Union, Sat 10:15
- Using Social Media in Your Campaigns, Sat 10:15
- Creative Organizing and Strategic Mischief, Sat 2:00
- Researching Your Employer, Sat 2:00
- The Art of Parody for a Singing Labor Movement, Sat 2:00
- Write for Us, Sat 2:00
- Ask the Experts, Sat 6:00
- Belabored: Live!, Sun 10:45
- Creative Organizing and Strategic Mischief, Sun 10:45
- Researching Your Employer, Sun 10:45

## CHANGING YOUR UNION FROM WITHIN

- What Is Labor Notes?, Fri 3:00
- Running for Union Office, Sat 10:15
- Reforming Your Union, Sat 2:00
- Reformers in Office, Sat 2:00
- Resistance in the Trades, Sat 2:00
- Contract Campaign Meeting for UPS Teamsters, Sat 4:15
- How to Be an Effective Staffer in a Member-Driven Union, Sat 4:15
- Ask the Experts, Sat 6:00
- You Got Elected: Now What?, Sun 9:00
- The UAW at Volkswagen and Nissan: What Happened?, Sun 10:45
- Contract Campaigns from the Bottom Up, Sun 10:45

## BARGAINING

- Bargaining: Costing the Contract, Fri 1:00
- Bargaining on Your Feet, Fri 3:00
- Bargaining: Costing Tutorial, Fri 3:00
- Family-Friendly Bargaining, Sat 10:15
- Bargaining for Health Care in the Trump Era, Sat 10:15
- Bargaining without Collective Bargaining, Sat 2:00
- Boosting Your Bargaining through Legislation, Sat 2:00
- Continuous Bargaining, Sat 2:00
- Strike Bargaining, Sat 2:00
- Bargaining When a Company Might Go Bankrupt, Sun 9:00
- Stop Begging, Start Bargaining, Sun 9:00
- Bargaining for the Common Good, Sun 10:45
- Bargaining Trans-Inclusive Contract Language, Sun 10:45
- Coordinated Bargaining, Sun 10:45
- Opening Up Bargaining, Sun 10:45

# 16 CONFERENCE TRACKS

# WORKSHOP TRACKS, CONTINUED

## CONTRACT CAMPAIGNS AND STRIKES

- Film: At the River I Stand, Fri 5:00
- Stories from the West Virginia Teacher Strike, Fri 5:00
- Voices from the Teacher Uprising, Sat 10:15
- Building a Winning Contract Campaign, Sat 10:15
- Public and Private Sector Workers Unite, Sat 10:15
- Strikes and Contract Campaigns on Campus, Sat 10:15
- Militant History of Public Sector Unions, Sat 2:00
- Strike Bargaining, Sat 2:00
- Pension Fights, Sat 2:00
- Mobilizing Members to Take Health Care Off the Bargaining Table, Sat 2:00
- Contract Campaigns that Win, Sat 2:00
- Strikes, Sat 2:00
- Unions Team Up for Bold Demands, Sat 2:00
- Contract Campaign Meeting for UPS Teamsters, Sat 4:15
- Lockouts as Strategic Opportunities, Sun 9:00
- Bargaining for the Common Good, Sun 10:45
- Coordinated Bargaining, Sun 10:45
- Opening Up Bargaining, Sun 10:45
- Researching Your Employer, Sun 10:45
- Contract Campaigns from the Bottom Up, Sun 10:45

## ORGANIZING NEW MEMBERS INTO THE UNION

- Labor 101: What's A Union Anyway?, Fri 1:00
- Food Workers Organize for May Day and Beyond, Fri 5:00
- Organizing Industrially in the Tech Industry, Fri 5:00
- Bringing Temps into Our Units and Campaigns, Sat 10:15
- Democracy Depends on Journalism Depends on the Union, Sat 10:15
- Develop the Leaders Your Union Needs, Sat 2:00
- Militant History of Public Sector Unions, Sat 2:00
- Researching Your Employer Sat 2:00
- Trans and Queer Politics in Workplace Organizing Drives, Sat 2:00
- Organizing the South, Sat 2:00
- It's in Our Hands: Member Organizers, Sat 2:00
- Organizing Airport and Airline Workers, Sat 2:00
- Workplace Organizing Without a Union, Sat 2:00
- Film: Union Time: Fighting for Workers Rights, Sat 4:15
- Inoculation: How to Bust the Unionbuster, Sat 4:15
- The UAW at Volkswagen and Nissan: What Happened?, Sun 10:45
- Grow Your Union inside Your Hospital and Beyond, Sun 10:45

## LOGISTICS

- Organizing Industrially in the Tech Industry, Fri 5:00
- Postal Workers Meeting, Fri 5:00
- Bringing Temps into Our Units and Campaigns, Sat 10:15
- Tackling Amazon and the Logistics Bosses: Reports from around the Globe, Sat 10:15
- Amazon, UPS, USPS: Workers Fighting Back in the Age of E-Commerce, Sat 2:00
- Contract Campaign Meeting for UPS Teamsters, Sat 4:15
- Longshore Meeting, Sat 4:15
- Manufacturing Workers Meeting, Sat 6:00

- Meet the Authors, Sat 6:00
- Labor's New Sources of Leverage, Sun 10:45
- Postal Workers Meeting, Sun 10:45

## GLOBAL JUSTICE

- Asian Unions vs. Militarism, Fri 5:00
- Tackling Amazon and the Logistics Bosses: Reports from around the Globe, Sat 10:15
- Fighting for a Strong Public Postal Service, Sat 10:15
- Fighting for Public Education around the World, Sat 10:15
- China: Worker Repression in the Workshop of the World, Sat 10:15
- Action in the Japanese Labor Movement, Sat 2:00
- Agricultural Workers in the Global South, Sat 2:00
- Organizing across Europe, Sat 2:00
- Taking on NAFTA in the Trump Era, Sat 2:00
- Meeting: Building International Solidarity, Sat 4:15
- Canada Meeting, Sat 6:00
- Asia Regional and Asian-American Interest Meeting, Sun 9:00
- Defending Teachers' Contracts around the World, Sun 9:00

## WORKER CENTERS AND IMMIGRANT WORKER ORGANIZING

- Thinking Big about Ending Sexual Violence in the Workplace, Fri 3:00
- Food Workers Organize for May Day and Beyond, Fri 5:00
- Bringing Temps into Our Bargaining Units and Organizing Campaigns, Sat 10:15
- How to Build a Rapid Response Network to Defend Immigrant Communities, Sat 10:15
- Secretos de un organizador exitoso 1, Sat 10:15
- Boosting Your Bargaining through Legislation, Sat 2:00
- Going On Offense to Defend Immigrant Members, Sat 2:00
- Secretos de un organizador exitoso 2, Sat 2:00
- Workplace Organizing Without a Union, Sat 2:00
- Creative Enforcement Tactics, Sun 9:00
- Health and Safety: Winning Campaigns, Sun 9:00
- Beating Divide and Conquer: Organizing Multiracial Workforces, Sun 10:45
- Black Workers Fight for Jobs, Sun 10:45
- Making Your Union or Community a Sanctuary for Immigrant Workers, Sun 10:45
- Organizing Community-Labor Alliances, Sun 10:45





# Pre-Conference Meeting

9am-6pm THURSDAY & 9am-6pm FRIDAY • RAILROAD WORKERS UNITED

PARIS

Railroad Workers United will hold its sixth 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.

## Friday, Workshops A

1:00 - 2:45pm

### AN ORGANIZING APPROACH TO HEALTH & SAFETY

CHARLES DE GAULLE

Organizing ABC's tell us to find issues that members feel strongly about that are possible to win. Health and safety hazards often fit this formula. They have the added value of the moral high ground and, often, a way to connect with the community. Join us to learn how to identify hazards, arrive at effective demands, and choose action steps. Discuss the differences between management and worker approaches to health and safety issues and solutions. We will present case studies that the group will use to arrive at demands, plans, and action.

- David Pratt, New York State Nurses

### ASSERTIVE GRIEVANCE HANDLING

GRAND BALLROOM B

Fighting grievances isn't only about how well you argue your case. It's also 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.

- Bill Zoda, Pennsylvania Association of Nurses and Allied Professionals

### BARGAINING: COSTING THE CONTRACT

TEGEL

When management wants concessions, its bargainers say, "This won't hurt a bit." When the union puts forward 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

### CONCERTED ACTIVITY, PART 1 (S)

INTERNATIONAL BALLROOM B

A basic overview of workers' right to engage in concerted activity, followed by group work on various scenarios. This two-part workshop will draw on Bob Schwartz's books *Legal Rights of Union Stewards* and *No Contract, No Peace*. What can you do to put pressure on the boss? What can't you do? Part one of a two-part workshop.

- Guillermo Perez, Steelworkers

### DEALING WITH DIFFICULT SUPERVISORS

INTERNATIONAL BALLROOM E

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

- Sandy Pope, OPEIU

### DEFENDING YOUR PENSION

O'HARE B

Employers from the Fortune 500 to City Hall are looking to dump traditional pensions and retiree benefits. Learn how unions are fighting back to defend their pensions, what information you'll need to extract from management in bargaining in order to hang on to what you've got, and how recent changes in the law may affect your retirement. We'll review the distinct issues facing employees in public pension programs, those in the private sector participating in single-employer pension plans, and those in multi-employer plans.

- Mark Brenner, Labor Notes Policy Committee

### HOW TO MARCH ON THE BOSS (S)

INTERNATIONAL BALLROOM A

Directly confronting the boss over workplace issues is a great way to make the union visible and vocal—with the added benefit of resulting in victories that matter. This workshop will teach participants the step-by-step process of organizing a march on the boss!

- Ryan Olds, California Nurses

### LABOR 101: WHAT'S A UNION ANYWAY?

MALPENSA

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

- Jack Metzgar, Roosevelt University, Chicago, retired

### ORGANIZING NEVER STOPS

GRAND BALLROOM A

Even when there's not a hot issue riling people up and the contract isn't expiring for another two years, how can we keep our co-workers engaged and fighting on issues that matter?

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



18 WORKSHOPS FRIDAY

# Friday, Workshops A, continued

## 1:00 - 2:45pm

### REVERSING RUNAWAY INEQUALITY, PART 1

**INTERNATIONAL BALLROOM C**

How can unions help create a social movement to take on Wall Street's economic and political dominance? CWA's Runaway Inequality program has trained hundreds of union members—and now a growing number of allies—about the expanding power of corporate America, how that power has harmed working families and resulted in greater economic and racial inequality, and what we can do to upend this power grab. Participants get a crash course in the rapidly growing gap between the super-rich and ordinary workers in this interactive, four-hour workshop. Part 1 of a two-part workshop.

- Nick Hoh, Communications Workers 1104
- Ginger Lane, Communications Workers 7019
- Joe Tarulli, Communications Workers 1102
- Elijah Zimmerman, Communications Workers 1109

### SECRETS OF A SUCCESSFUL ORGANIZER: BEATING APATHY

**GRAND BALLROOM C**

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.

- Joe DeManuelle-Hall, Transport Workers 100
- Jane Slaughter, Labor Notes Policy Committee

# Friday, Workshops B

## 3:00 - 4:45pm

### ASK AN EDITOR

**DULLES**

How do you get great press for your campaign? In this hands-on workshop, two experienced labor editors will walk you through scenarios including building relationships with reporters, upending the boss's media narrative, and cooking up creative campaign actions that journalists won't be able to resist. We'll discuss real-world examples of media done right—and wrong. You'll leave with practical skills for pitching, press releases, and protecting rank-and-file sources.

- Rebecca Burns, freelance reporter, Chicago News Guild
- Jessica Stites, *In These Times*

### ASSERTIVE GRIEVANCE HANDLING

**GRAND BALLROOM B**

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

- Ryan Olds, California Nurses

### BARGAINING ON YOUR FEET

**INTERNATIONAL BALLROOM F**

Have you ever gone into negotiations unprepared, or gotten caught off guard by your employer's demands for concessions? This workshop will cover how to build a campaign around what's happening at bargaining, and how to push back against management's tactics by going from defense to offense.

- Sandy Pope, OPEIU

### BARGAINING: COSTING TUTORIAL

**TEGEL**

WORKSHOP LIMIT 10. Participants need to have attended the Costing the Contract workshop at 1 p.m. This workshop is for participants who will be part of a bargaining team this year. Participants need to have their contract, cost of health care, cost of retirement plan, and straight time and overtime hours worked. Bring your pay stub from the end of the year 2017. In this tutorial we will work out costs for an individual worker rather than for the whole bargaining unit.

- Richard De Vries, Teamsters 705

### CHOOSING AN ORGANIZING DATABASE

**O'HARE A**

Your organizing database is a critical tool for building power, increasing your day-to-day capacity and giving you a bird's-eye view of your membership you wouldn't otherwise see. But why is it so hard to find one that works for you? The answer is that all unions are different. To find the right database for you, you'll have to evaluate your union's structure, resources, workflow, and most importantly, its organizing plan. You'll walk away from the workshop with the first steps underway.

- Brendan O'Sullivan, database consultant

### CONCERTED ACTIVITY, PART 2 (S)

**INTERNATIONAL BALLROOM B**

Part Two of the Concerted Activity workshop from 1 p.m.

- Guillermo Perez, Steelworkers



Unity at AT&T Mobility

## WORKSHOPS FRIDAY 19

# Friday, Workshops B, continued

# 3:00 - 4:45pm

## FIGHTING OVERPOLICING

**O'HARE C**

The prison-industrial complex affects our schools, communities, and workplaces. Hear what workers are doing to fight the expansion of police powers and presence in schools and neighborhoods, and to ensure that the formerly incarcerated aren't permanently excluded from jobs and opportunities.

- Alyxandra Goodwin, Black Youth Project 100
- Jennifer Johnson, Chicago Teachers
- Keith Snodgrass, Bay Area Black Worker Center

## JUST CAUSE

**INTERNATIONAL BALLROOM A**

To cut costs, employers are imposing aggressive discipline policies like zero tolerance. 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.

- Bob Schwartz, retired union attorney

## PREPARING FOR JANUS AND 'RIGHT TO WORK'

**GRAND BALLROOM A**

Soon the Supreme Court case *Janus v. AFSCME* is expected to impose "right-to-work" conditions on the public sector nationally... but that doesn't have to mean game over for your union. Get organized in this interactive training. You'll bone up on the terminology, learn how to talk with your co-workers about membership, and hear how unions have adapted and built power even in a mandatory open shop.

- Samantha Winslow, Labor Notes

## RACE AND LABOR:

### LET'S TALK ABOUT IT

**INTERNATIONAL BALLROOM E**

How does racism show up in our workplaces, and even in our unions? What are some strategies to confront it through our bargaining, organizing, union culture, and community connections? And what can you say to union sisters and brothers who aren't convinced racial justice has anything to do with union politics? This is an abbreviated version of a workshop that's sparking lots of conversation among Washington State Labor Council affiliates.

- April Sims, Washington State Labor Council

## ROOTS OF THE PUBLIC SECTOR

### BUDGET CRISIS

**O'HARE B**

States are swimming in red ink, and politicians across the spectrum are putting public services on the chopping block, making teachers, bus drivers, and librarians out to be Public Enemy No. 1. This workshop will explain how state and local budgets got to be such a mess, why politicians are slashing and burning instead of reversing a generation of tax cuts, and why no one is talking about the elephant in the federal budget—military spending. We'll examine what public sector unions need to do to get out of this bind.

- Mark Brenner, Labor Notes Policy Committee

## REVERSING RUNAWAY INEQUALITY, PART 2

**INTERNATIONAL BALLROOM C**

Part Two of the Runaway Inequality workshop from 1 p.m.

- Nick Hoh, Communications Workers 1104
- Ginger Lane, Communications Workers 7019
- Joe Tarulli, Communications Workers 1102
- Elijah Zimmerman, Communications Workers 1109

## SECRETS OF A SUCCESSFUL ORGANIZER: ASSEMBLING YOUR DREAM TEAM

**GRAND BALLROOM C**

Your workplace may feel like an unorganized mess, but the truth is you're not starting from zero. There's organization there already—though it might have nothing to do with the union. Learn how to map out the existing networks in your workplace, identify the leaders in those networks, and then knit them together into an organizing committee. Based on the popular book *Secrets of a Successful Organizer*.

- Memo Durgin, California Teachers Association
- Hilda Paulson, National Union of Healthcare Workers

## THINKING BIG ABOUT ENDING SEXUAL VIOLENCE IN THE WORKPLACE (S)

**HEATHROW A & B**

How can you get started transforming your workplace culture so that gender violence and harassment are no longer tolerated? In this workshop we'll talk about how to identify the problem and what to do when it's happening to you or someone you work with—but also about proactive organizing strategies to challenge gender inequality and violence at their root.

- Sheerine Alemzadeh, Healing to Action
- Karla Altmayer, Healing to Action

## WHAT IS LABOR NOTES?

**SKY HARBOR**

Labor Notes has been putting the movement back in the labor movement for almost 40 years. Come hear all the ways that Labor Notes is building a fighting working class and how you can plug in! If this is your first time at the Labor Notes Conference then this is a great way to kick off the weekend.

- Jane Slaughter, Labor Notes Policy Committee

# 20 WORKSHOPS FRIDAY

## ASIAN UNIONS VS. MILITARISM

INTERNATIONAL BALLROOM C

As the militarization of the Pacific Rim region spikes up and the U.S. presence grows, workers and citizens are feeling the pinch of increased suppression of civil liberties, budgetary austerity, and an atmosphere of anxiety. Leaders of progressive union federations in Japan, Korea, and the Philippines will discuss these effects and how labor is responding.

- Keisuke Fuse, Zenroren, Japan
- Kim Kyoung-ja and Ryu Mikyung, KCTU, Korea
- Ligaya McGovern, GABRIELA, Philippines
- Facilitator: Kari Thompson, United Electrical Workers

## ENGAGING MEMBERS ON RACE, INEQUALITY, AND THE BIG PICTURE

INTERNATIONAL BALLROOM E

Beyond campaigning on bread-and-butter issues, with the right combination of internal dialogue and action, unions can build a shared sense among members of who's to blame for the problems we face and what kind of movement for change we want to build. Panelists will discuss how they're using popular education to foster conversations among members about racism, economic inequality, and big-picture strategy.

- Greg Nammacher, SEIU 26
- Sonji Ann Roseborough, Communications Workers 1106
- Mike Schulte, Communications Workers District 4
- April Sims, Washington State Labor Council
- Facilitator: Elise Bryant, Coalition of Labor Union Women

## FOOD WORKERS ORGANIZE FOR MAY DAY AND BEYOND (S)

MALPENSA

Food workers are at the forefront of fights to raise labor standards and take on corporate giants in the fields, meat processing plants, and restaurant chains. Now food workers are also mobilizing for widespread May Day actions, building on last year's massive Day Without an Immigrant. Come hear how food workers are organizing, and get connected with others planning May Day actions in your area.

- Marleny Amaya, Pioneer Valley Worker Center
- Axel Fuentes, Rural Community Workers Alliance
- Gabriel Morales, Brandworkers
- Diana Sierra, Pioneer Valley Worker Center
- Magaly Licolli, Northwest Arkansas Workers Justice Center
- Facilitator: José Oliva, Food Chain Workers Alliance

## ORGANIZING INDUSTRIALLY IN THE TECH INDUSTRY

GATWICK

The technology industry is at the heart of the contemporary economy, changing the organization of work and our communities. Since Trump's election, workers are starting to fight back and learning what may be necessary to truly "disrupt" tech. Hear software developers, warehouse workers, and others in the industry discuss their experiences and strategize about organizing wall to wall.

- JC Francis, Tech Workers Coalition, software developer
- Ares Geovanos, Tech Workers Coalition
- Marvin Harvey, Tech Workers Coalition, warehouse worker
- Carmen Miller, Tech Workers Coalition, software developer

## FILM

### AT THE RIVER I STAND

TEGEL

April 4 marked the 50th anniversary of the assassination of Dr. Martin Luther King, Jr., in Memphis. In commemoration, we're showing this moving documentary film, which recounts the two months leading to his death as he lent support to the 65-day strike by 1,300 Memphis sanitation workers. 56 minutes, 1993.

### POSTAL WORKERS MEETING

SKY HARBOR

Privatizers are out to decimate mail services and postal workers alike. Join activists from the NALC, APWU, Mailhandlers, and CUPW for an organizing meeting to build a strong network to defend public postal services in the U.S. and Canada.

### STORIES FROM THE WEST VIRGINIA

#### TEACHER STRIKE (S)

INTERNATIONAL BALLROOMS A & B

The 13-day statewide teacher strike in West Virginia riveted labor activists around the U.S. How did they do it? What did they learn? Can the struggles in West Virginia spread to spark a national teacher uprising? Come hear stories from six teachers who were on the front lines.

- Emily Comer, Kanawha County
- Nicole McCormick, Mercer County
- Olivia Morris, Kanawha County
- Brendan Muckian Bates, Monongalia County
- Jay O'Neal, Kanawha County
- Brandon Wolford, Mingo County
- Facilitator: Ellen David Friedman, Labor Notes Policy Committee



# Saturday, Workshops D

# 10:15am - 12:00pm

## AUDIO EDITING FOR BEGINNERS

**LAGUARDIA**

Have you ever wanted to learn how to record and edit sound? At this workshop, you'll learn how to use free open-source software (Audacity) to record and edit a short interview, which will give you the basic skills to use audio in your organizing for a range of purposes—from worker interviews to a podcast. This is a practical workshop. Following an introduction to the software, you will be asked to work together to record and edit your own short interviews, with support from the workshop leader. Optional: bring a laptop.

- Natasha Lewis, *Dissent* magazine's Belabored podcast

## BARGAINING FOR HEALTH CARE IN THE TRUMP ERA

**O'HARE B**

Outside of wages, health care costs are the most expensive item on the bargaining table. Disputes over coverage are the biggest cause of strikes, lockouts, and concessionary bargaining. The share of health care costs paid by American workers has gone up every year since 1982. This workshop will discuss long-term trends in health care bargaining, how Trump policies have increased the pressure on decent union-negotiated benefits, and what some unions are doing to gain bargaining leverage on this issue and build community support for the right to decent health care.

- Peter Knowlton, United Electrical Workers
- Autumn Martinez, United Electrical Workers 255
- Facilitator: Mark Dudzic, Labor Campaign for Single-Payer

## BEATING BACK BULLYING PRINCIPALS

**JOHN WAYNE**

A bullying principal can create an environment of fear that affects teachers, school staff, and even students. School tyrants rely on well-known tactics: targeting, divide-and-conquer, harsh retaliation, favoritism, and secrecy. This workshop will offer concrete, tested, and accessible steps you can take to build up collective courage among colleagues and challenge the culture of fear in your school.

- Ellen David Friedman, Labor Notes Policy Committee
- Christina Jennings, Chicago Teachers

## BLACK LIVES MATTER IN SCHOOLS

**LINDBERGH**

The Black Lives Matter movement has sparked a profound reawakening among educators to how institutional racism damages colleagues, students, and communities. Learn what educators are doing to bring the Movement for Black Lives into public schools—fighting to hire more Black educators, showing solidarity to Black students, and making expansive demands for racial justice.

- Cristina Duncan Evans, BMORE, Baltimore Teachers
- Georgia Flowers-Lee, Union Power, United Teachers Los Angeles
- Rosie Frascella, MORE, United Federation of Teachers
- Audrey Murph-Brown, EDU, Springfield Education Association
- Facilitator: Ismael Jimenez, WE Caucus, Philadelphia Federation of Teachers

## BRINGING TEMPS INTO OUR BARGAINING UNITS AND ORGANIZING CAMPAIGNS

**NARITA A**

How are unions responding to the spread of temp agency work? Can temps be brought into the house of labor? Union and worker center activists will share experiences of bringing temp workers into existing bargaining units and of winning temps to the union side in our organizing campaigns.

- Robert Hathorn, Nissan
- Chris Lamberti, Workers United Chicago-Midwest Region
- Barry Rose, Workers United 76A and Chicago Workers Collaborative
- Facilitator: Jes Cook, DePaul University Labor Education Center

## BUILDING A WINNING CONTRACT CAMPAIGN

**UNITED B**

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 Lindeman, St. Paul Federation of Teachers
- Denise Rodriguez, St. Paul Federation of Teachers

## CHINA: WORKER REPRESSION IN THE WORKSHOP OF THE WORLD

**JFK**

With hundreds of wildcat strikes erupting in China year after year, the government has refined its response. Ten years ago workers saw their legal rights grow and wages rise. But the new tack is crackdown, repression, and criminalization of labor activism. Hear from grassroots activists in China and Hong Kong about how workers' forms of resistance are evolving too.

- Elaine Hui, China labor scholar, Penn State University
- Michelle Wong, Hong Kong Confederation of Trade Unions; Global Labor University, Penn State
- Xiang Zi, Global Labor University, Penn State
- Facilitator: Kevin Lin, International Labor Rights Forum

## CHOOSING AN ORGANIZING DATABASE

**DFW A**

Your organizing database is a critical tool for building power, increasing your day-to-day capacity and giving you a bird's-eye view of your membership you wouldn't otherwise see. But why is it so hard to find one that works for you? The answer is that all unions are different. To find the right database for you, you'll have to evaluate your union's structure, resources, workflow, and most importantly, its organizing plan. You'll walk away from this workshop with the first steps underway.

- Brendan O'Sullivan, database consultant



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

SEIU Healthcare Illinois & Indiana



## COMMUNITY-LABOR ALLIANCES

**SKY HARBOR**

With everything from social services to public education on the chopping block, hear how unions and community groups are banding together to protect services and build sustainable alliances. Learn what unions are doing to forge lasting ties and beat back austerity.

- Elijah Edwards, AFSCME 2858
- Nick Faber, St. Paul Federation of Teachers
- Roz Pelles, Poor People's Campaign
- Fran Tobin, Alliance for Community Services
- Facilitator: Steve Early, labor journalist

## CONFRONTING RIGHT-WING STRATEGIES BEYOND JANUS AND 'RIGHT TO WORK'

**PARIS**

It goes far beyond the open shop. Big business has a nationally coordinated strategy to "defang and defund" the labor movement. Come hear how unions are reckoning with forced recertification campaigns, business-backed member opt-out campaigns, the loss of dues deduction, and even the loss of collective bargaining.

- Anthony Brown, Texas State Employees Union
- Amy Mizialko, Milwaukee Teachers Education Association
- Tony Pecinovsky, Workers Education Society
- Tim Tharp, Washington Federation of State Employees (AFSCME)
- Facilitator: Francisco Cendejas, United Teachers Los Angeles

## CREATIVE ORGANIZING AND STRATEGIC MISCHIEF

**VIENNA**

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
- Dan Moore, SEIU 26

## DEMOCRACY DEPENDS ON JOURNALISM, JOURNALISM DEPENDS ON THE UNION

**NARITA B**

In response to increasingly precarious industry conditions, journalists across the country have organized in significant numbers in the last few years to win union representation. Hear how a new generation of media workers—whether digital or print, legacy or start-up—are joining together to transform their workplaces.

- Kristina Bui, *L.A. Times*
- Amanda Hess, *New York Times*
- Jen Phillis, *Jacobin*
- Javiera Quintana, *Vice Canada*
- Facilitator: Nastaran Mohit, NewsGuild of New York

## FAMILY-FRIENDLY BARGAINING

**TEGEL**

Workers don't just organize for themselves, but often for their families. Hear how unions are advocating for family-friendly workplaces, through campaigns to make sure that workers have affordable childcare and that childcare itself is a living-wage job.

- Maggie Dreon, Minnesota Association of Professional Employees
- Representative, SEIU Healthcare Illinois-Indiana
- Brad Sigal, AFSCME 3800
- Facilitator: Rosie Frascella, MORE, United Federation of Teachers

## FIGHTING FOR A STRONG PUBLIC POSTAL SERVICE

**LIBERTY**

Using a lively boycott, postal workers in the U.S. recently halted the outsourcing of their work to the low-wage office retailer Staples. Meanwhile Canadian postal workers used community canvassing and creative direct action to save door-to-door delivery. While privatizers attack, postal unions are fighting to expand and improve public postal services to serve the common good through measures like postal banking, vote by mail, and "greening" postal vehicles.

- Rich Shelley, American Postal Workers Union
- Imad Temiza, Palestinian Postal Services Workers Union
- John McMahon, Canadian Union of Postal Workers
- Katherine Isaac, Grand Alliance to Save Our Public Postal Service

## FIGHTING FOR PUBLIC EDUCATION AROUND THE WORLD (S)

**LAX B**

In every country, teachers are the most unionized sector of workers, and the ones most motivated and empowered to defend the universal right to free public education. Hear how teachers in Mexico, France, and the U.K. are resisting the privatization and charterization of schools, pushing back against gentrification that abandons communities of color and immigrants to failing schools, and defending the rights of education workers to dignified and decent employment.

- David Guadalupe Valenzuela, CNTE-Sonora, Mexico
- Stephane Enjalran, Solidaires, France
- Kiri Tunks, National Education Union, U.K.
- Facilitator: Arlene Inouye, Union Power, United Teachers L.A.

# WORKSHOPS SATURDAY 23

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

## HEALTH CARE STAFFING FIGHTS

DFW B

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 and day-out on the job and through contract negotiations. Hear strategies from four states.

- Mark Land-Ariizumi, National Union of Healthcare Workers
- Pat Kane, New York State Nurses
- Elaine Morley, Communications Workers 1168
- Facilitator: Laurie Bahr, Minnesota Nurses

## HOW ARBITRATORS THINK

INTERNATIONAL BALLROOM F

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

## HOW TO BUILD A RAPID RESPONSE NETWORK TO DEFEND IMMIGRANT COMMUNITIES (S)

HEATHROW B

Join the Pioneer Valley Workers Center and Massachusetts Jobs with Justice to learn about their rapid response network, getting non-immigrants involved to support worker and immigrant justice. The Sanctuary in the Streets network has a 24-hour emergency hotline, 2,000 members, and over 20 congregations organized via the Interfaith Sanctuary and Solidarity Network.

- Rose Bookbinder, Diana Sierra, Gabriella Della Croce, Eduardo Samaniego, Andrea Schmid, and Marleny Amaya, Pioneer Valley Workers Center

## LESSONS FROM LABOR HISTORY: TRIUMPH, TRAGEDY, AND WHAT'S IN BETWEEN

LAMBERT

The cliché has it that those who don't study the past are condemned to repeat the same mistakes. But what does that mean in practice? Are union victories—and failures—from earlier eras really relevant for workers right now? How can labor history be of value to activists engaged in current struggles? This slide presentation and workshop will touch on previous organizing efforts, ranging from Haymarket through the CIO era, to spark a discussion about how we should think about history, and how the past can help chart a path forward for labor today.

- Toni Gilpin, labor historian

## OVERCOMING RACISM AND SEXISM IN THE WORKPLACE

INTERNATIONAL BALLROOM B

Racism and sexism divide working people on the job and in our unions. These topics can also be polarizing and uncomfortable to talk about. This interactive workshop, led by longtime union leaders and organizers, will discuss how to listen like an organizer, find common ground, challenge racism and sexism, and build unity.

- Terry Day, Center for Working Life
- Cynthia Phinney, Maine AFL-CIO
- Lorene Scheer, retired organizer, Teamsters and SEIU 503
- Facilitator: Joe Fahey, former co-chair, Teamsters for a Democratic Union

## PUBLIC AND PRIVATE SECTOR WORKERS UNITE

CHARLES DE GAULLE

Ideally, public workers prevent outsourcing in the first place. But when it happens, suddenly a new group of private-sector workers appears. Friends or foes? Hear from charter-school teachers and workers in private mail facilities who have organized for their own union rights and work standards. They're teaming up with public-school teachers and postal workers to raise standards and avoid being pitted against each other.

- Chris Baehrend, Chicago Teachers Union-ACTS
- Representative, APWU Iowa
- Facilitator: Megan Hise, Oregon Federation of Nurses and Health Professionals

## REVERSING RUNAWAY INEQUALITY

GATWICK

How can unions help create a social movement to take on Wall Street's economic and political dominance? CWA's Runaway Inequality program has trained hundreds of CWA members—and now a growing number of allies—about the expanding power of corporate America, how that power has harmed working families and resulted in greater economic and racial inequality, and what we can do to upend this power grab. Participants get a crash course in the rapidly growing gap between the super-rich and ordinary workers.

- Dennis Dunn, Communications Workers 1108
- Matthew Garrette, Communications Workers 6450
- Chris O'Shea, Communications Workers 1104



ATU 1764

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

## **RUNNING FOR UNION OFFICE** **INTERNATIONAL BALLROOM D**

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

- Angelina Cruz, Racine Education Association
- Matt Maini, Teamsters 251
- Facilitator: David Levin, Teamsters for a Democratic Union

## **SECRETOS DE UN ORGANIZADOR EXITOSO 1** **LOGAN**

Únase a Dignidad Obrera y El Centro de Justicia para los Trabajadores del Noroeste de Arkansas en este taller donde compartirán cómo desarrollan líderes que puedan luchar en su lugar de trabajo y ganar, basándose en recursos del libro de Labor Notes, *Secretos de un organizador exitoso*. En este taller interactivo, aprenderá a identificar los asuntos claves en su lugar de trabajo y construir campañas para abordarlos. El taller es solo para los que hablan español. [Workshop for Spanish speakers only.]

- Magaly Licolli, Northwest Arkansas Workers' Justice Center
- Diana Lopez, Workers' Dignity/Dignidad Obrera

## **SECRETS OF A SUCCESSFUL ORGANIZER: BEATING APATHY** **ROSEMONT 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. Based on the popular book *Secrets of a Successful Organizer*.

- Jia Lee, MORE, United Federation of Teachers
- Jane Slaughter, Labor Notes Policy Committee

## **STOPPING WORKPLACE VIOLENCE** **SEA TAC**

Bosses may tell you to just put up with it, or learn to deescalate—but organizing gives you power to change the outcome. Learn about the hazards, the hierarchy of controls, and what you can do to prevent violence at work.

- David Pratt, New York State Nurses

## **STRIKES AND CONTRACT CAMPAIGNS ON CAMPUS** **MIDWAY**

How do campus unions bring together different unions—service workers, faculty—to support each other's demands? What if some employees are unionized and some are not? How do you win over public opinion? How do you find the administration's weak spot? What is students' (very large) role?

- Jane Elliott, King's College University and College Union, U.K.
- Cherrene Horazuk, AFSCME 3800
- Tony Johnston, Cook County Community College
- Sherry Wolf, Rutgers AAUP-AFT
- Facilitator: Michelle Chen, Belabored podcast



## **TACKLING AMAZON AND THE LOGISTICS BOSSES: REPORTS FROM AROUND THE GLOBE**

### **INTERNATIONAL BALLROOM E**

There are giants astride the earth—Amazon foremost—who are attempting to manage huge swaths of the global economy through highly integrated retail commerce chains. But, as with all distribution networks, they rely on logistics, transport, and storage systems that guarantee speed and accuracy, inevitably creating tremendous stress and speed-up for workers. Hear directly from warehouse workers in Poland, Italy, and the U.K. who are organizing at these critical points of distribution.

- Magda Malinowska, Workers Initiative, Poland
- Aldo Milani, Si COBAS, Italy
- Aga Mroz, Workers Initiative, Poland
- KD, Angry Workers of the World, U.K.
- Facilitator: Louise Tikas

## **UNIONS AND VETERANS FIGHT V.A. PRIVATIZATION** **INTERNATIONAL BALLROOM C**

The Trump Administration and Congress have begun dismantling the federal government: step 1 is a push to break federal unions. But AFGE, NNU, SEIU and other unions are fighting back with a campaign to save the Veterans Administration from privatization. Local organizers and veterans will describe the campaign and how allies can join the fight.

- Mark Dykes, SEIU
- Anne Lindgren, AFGE
- Marilyn Park, V.A. Council, AFGE
- Barry Romo, Vietnam War veteran, Right to Heal Campaign
- Tania Smith, National Nurses United
- Co-facilitator: Ian Hoffman, AFGE
- Co-facilitator: Sara Kuntzler, AFGE

# WORKSHOPS SATURDAY 25



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

Edgar Frank



## UNIONS PREPARE FOR JANUS AND 'RIGHT TO WORK'

ROSEMONT B

Very soon the Supreme Court is expected to impose the open shop on the entire U.S. public sector. Such a law can leave unions vulnerable to further attacks. Hear how unions are preparing for the worst and building up their internal organizations. Done right, your strategy should not only boost membership but also get more members engaged in the union.

- Barbara Madeloni, Massachusetts Teachers
- Maricruz Manzanera, AFSCME 3299
- Gillian Russom, Union Power, United Teachers Los Angeles
- Anh Tran, Professional Staff Congress-CUNY
- Facilitator: Larry Bradshaw, SEIU 1021

## USING SOCIAL MEDIA IN YOUR CAMPAIGNS

UNITED A

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
- Melissa Zombor, Milwaukee Teachers Education Association

## USING THE FAMILY AND MEDICAL LEAVE ACT (FMLA)

O'HARE C

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. Attendees should have a basic knowledge of the Act. If possible, they should have a copy of the instructor's 2017 guide: *The FMLA Handbook*, available at the Labor Notes literature table (\$20).

- Robert Schwartz, retired union attorney

## USING YOUR RIGHTS UNDER THE TRUMP LABOR BOARD

RONALD REAGAN

This workshop will provide a basic introduction to the National Labor Relations Board, and what to expect at the Board under the Trump administration. How is the Board organized at the regional and national level? How and when should workers use the Board? What should they expect? What's the difference between an unfair labor practice and a grievance, and when does it make sense to file each? When should we use the Board on substantive issues? What's happening at the Board under the Trump administration, and what should workers and unions be aware of when going to the Board over the next few years?

- Gay Semel, retired counsel, Communications Workers D1

## VOICES FROM THE TEACHER UPRISING

ROSEMONT C

Inspired by the statewide West Virginia strike, teachers and school support personnel in Kentucky, Oklahoma, and Arizona are organizing actions at school and preparing for possible walkouts. Hear inspiring stories and draw lessons from rank-and-file activists on the front lines of this growing movement!

- Nema Brewer, KY120 United, Kentucky
- Tammy Berlin, Jefferson County Teachers Association, Kentucky
- Emily Comer, Kanawha Federation of Teachers, West Virginia
- Rebecca Garelli, Arizona Educators United
- Olivia Morris, Kanawha Federation of Teachers, West Virginia
- Dylan Wegela, Arizona Educators United

## WORKER COOPERATIVES (S)

MALPENSA

This workshop will look at strategies that move workers' control from the field of ideas to the front lines. Black workers in Mississippi, immigrant workers in Chicago and New York, and tire workers in Jalisco, Mexico, all came to the co-op conclusion after offensive moves by employers. What brought them there? How have they organized their co-ops and how do they work? What are their plans going forward?

- Kali Akuno, Cooperation Jackson
- Keith Joseph, SEIU1199 Healthcare
- Armando Robles, New Era Windows and Doors
- Maria Roman, New Era Windows and Doors
- Jesús Torres, Trabajadores Democráticos de Occidente (Democratic Workers of the West cooperative)
- Co-facilitator: Monica Atkins, Cooperation Jackson
- Co-facilitator: Tim Schermerhorn, Labor Notes and Democracy at Work

## WORKPLACE HEALTH AND SAFETY IN THE TRUMP ERA: AN OVERVIEW

DULLES

With Republicans in power, health and safety laws are more likely to be attacked and less likely to be enforced. This workshop will explore how the political climate could affect organizing strategies around health and safety.

- Jordan Barab, former Deputy Assistant Secretary of OSHA

## **A WOMAN'S PLACE IS IN THE LABOR MOVEMENT: A PARTICIPATORY HISTORY**

**LAMBERT**

An interactive workshop where participants will learn dynamic stories from women's fights, including in the steel, auto, and clothing sectors, and discuss current struggles.

- Elise Bryant, Coalition of Labor Union Women
- Steffi Domike, Steelworkers

## **ACTION IN THE JAPANESE LABOR MOVEMENT**

**O'HARE B**

Like anywhere else in the world, Japan is seeing more precarious work and a widening income gap. Unstable working conditions often get forced upon women, the elderly, and society's weakest members. However, workers are not silenced. Hear reports of strikes and collective actions from a union of elderly women working at Tokyo subway kiosks and the Japan Postal Workers Union, and meet the labor lawyers association that's supporting organizing and education.

- Miwako Seiryu, Labor Lawyers Association of Japan
- Jun Tsutsui, Japan Postal Workers' Union
- Ryoko Ushiro, National Union of General Workers, Japan
- Facilitator: Chie Matsumoto, Japan Federation of Newspaper Workers' Unions

## **AGRICULTURAL WORKERS IN THE GLOBAL SOUTH (S)**

**LIBERTY**

Farmworkers in Latin America are in the crosshairs of transnational corporations and their own governments. Disastrous free-trade agreements have brought anti-union repression, environmental destruction, and declining living standards. Leaders of key union struggles in Colombia, Honduras, and Mexico describe members' heroic and highly dangerous resistance.

- Maria del Carmen Mata, Sindicato Independiente Nacional y Democrático de Jornaleros Agrícolas (SINDJA), Mexico
- Tomás Membreño, Sindicato de Trabajadores de la Agroindustria y Similares (STAS), Honduras
- Nidia Quintero, Fensuagro, Colombia
- Facilitator: Tiffany Finck-Haynes, Global Labor University, Penn State

## **AMAZON, UPS, USPS: WORKERS FIGHTING BACK IN THE AGE OF E-COMMERCE**

**INTERNATIONAL BALLROOM A**

The package business is booming, as ordering everything online becomes the norm. Public and private parcel companies influence each other's standards and sometimes even handle the same packages in a complex supply chain. Panelists will compare their workplace concerns—including workload and staffing, unsafe conditions, supervisory harassment, and growing temporary workforces—and discuss strategies to fight back, in bargaining and through shop floor action.

- Marvin Harvey, Amazon warehouse worker
- Nick Perry, Teamsters 413
- Keith Richardson, American Postal Workers Union, Chicago
- Facilitator: Melissa Rakestraw, Letter Carriers 825

## **BARGAINING WITHOUT COLLECTIVE BARGAINING**

**HARTSFIELD**

Panelists will explain how they are organizing and fighting for wage increases, better benefits, and working conditions in environments where collective bargaining is illegal or currently impossible. Even without the legal protections afforded to many unions, these activists are making gains!

- Anthony Brown, Texas State Employees Union
- Angelina Cruz, Racine Education Association
- Bonita Johnson, United Electrical Workers 150
- Nicole McCormick, Mercer County Education Association, West Virginia
- Facilitator: Josh Smyser, United Campus Workers

## **BOOSTING YOUR BARGAINING THROUGH LEGISLATION**

**CHARLES DE GAULLE**

What we demand at the bargaining table, we desire for all—and sometimes the key to winning a stronger contract is pressing our demands politically. Hear how unions are bolstering workplace fights with campaigns at the ballot box. These unions and worker centers are using legislation like \$15-an-hour or health and safety standards to take issues off the table and win gains for more workers.

- Mary Gellatly, Fight for \$15 and Fairness/Workers' Action Centre
- Darius Smith, Food and Commercial Workers 400
- Nora Watts, Massachusetts Nurses
- Facilitator: Dave Kamper, Minnesota Association of Professional Employees

## **CONTINUOUS BARGAINING**

**NARITA B**

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 restructuring programs like lean, 5S, Six Sigma, or continuous improvement, come learn a strategy developed by labor educator Charley Richardson. Though Charley died in 2013, his work continues to build worker solidarity and union power.

- Nancy Lessin, Steelworkers
- John Lepley, Steelworkers 3657

## **CONTRACT CAMPAIGNS THAT WIN**

**JFK**

What you can win at the bargaining table depends on what you do away from it—on the job and in the streets. Panelists will share strategies, challenges, and how our unions have grown through some of our biggest current and recent fights.

- Courtney Meadows, Food and Commercial Workers 400
- Hayman Sung, British Columbia Government Employees, Canada
- Heather Trainor, Communications Workers 1101
- Facilitator: David Yao, American Postal Workers Union, Seattle



# Saturday, Workshops E, continued

# 2:00 - 3:45pm

## DEALING WITH DIFFICULT SUPERVISORS

**INTERNATIONAL BALLROOM B**

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

- Sandy Pope, OPEIU

## DEFENDING PUBLIC HEALTH CARE

**DFW B**

Public hospitals serve our most vulnerable community members, yet budget-slashing politicians are quick to scale back services or let them close. Hear how nurses are fighting to defend patients and expand funding.

- Michael D'Intinosanto, Massachusetts Nurses
- Jacqueline Gilbert, New York State Nurses
- Rochelle Lowe, National Nurses United Chicago
- Facilitator: John Pearson, SEIU 1021

## DEVELOP THE LEADERS YOUR UNION NEEDS

**LAX B**

It's not enough to tell your co-workers to "get involved" or say, "We need to be unified." Using a new organizing campaign as a model, this workshop will look at how you identify, support, and nurture new leaders. You'll learn the steps to identify potential stewards, develop rank-and-file leadership, and build steward councils.

- Nick Bedell, Transport Workers

## EDUCATORS TAKE ON SCHOOL AND COMMUNITY VIOLENCE: A DIALOGUE

**DA VINCI A**

With school shootings gripping the headlines, hear teachers' perspectives from urban and suburban school districts. We know arming teachers and further militarizing schools is not the answer, but how can educators work with students and parents to improve the climate in our schools and make them safe for all?

- Nick Faber, St. Paul Federation of Teachers
- Georgia Flowers-Lee, Union Power, United Teachers Los Angeles
- Erika Nanton, Poor People's Campaign
- Paula Reed, Jefferson County Teachers, Colorado
- Representative, Chicago Teachers
- Facilitator: Ingrid Walker-Henry, Milwaukee Teachers

## GOING ON OFFENSE TO DEFEND IMMIGRANT MEMBERS (S)

**CAPITAL**

With threats against DACA and news of workplace I-9 audits replacing former "no-match" letters, how do immigrant workers protect themselves and how do unions ensure they can proactively protect immigrant members? Learn about the rights of DACA workers, and how all immigrant workers can organize to defend their rights under threats of federal immigration action.

- Jorge Mújica, ARISE

## HEALTH CARE GOES LEAN AND MEAN

**NARITA A**

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," aka 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 and how to defend your union when the consultants come calling.

- Mary Cornacchia, Massachusetts Nurses
- Xenia Green, New York Nurses
- Mark Brenner, Labor Notes Policy Committee

## HOW UNIONS CAN SUPPORT WORKER CO-OPS

**DFW A**

Unions historically negotiate with employers. What happens when the workers are the company owners? This discussion will operate as a focus group where unionists voice their interests, concerns, and hopes for this model of workplace democracy. Your ideas will inform a presentation by the Union-Coop Council of the U.S. Federation of Worker Coops to union leaders, staff, and rank and filers around the country, in an effort to add coops to our organizing tool box.

- Shaywaal Amin, SEIU1199 Healthcare
- Rebecca Lurie, Murphy Institute of Labor and Urban Studies
- Sanjay Pinto, Workers' Institute at Cornell
- Abby Scher, ResearchAction

## IT'S IN OUR HANDS: MEMBER-ORGANIZERS GROWING THE LABOR MOVEMENT

**GATWICK**

A revitalized labor movement needs members to take the lead in organizing. Hear from three unions who've developed models where members are the ones organizing non-union workers and leading internal organizing. This workshop will be of interest to anyone who wants to do more organizing themselves, and to union leaders who'd like to follow such a model.

- Keith Hogarty, Communications Workers 1101
- Donald Jean-Marie, UNITE HERE 217
- Matt Weaver, Brotherhood of Maintenance of Way Employees
- Facilitator: Cassie Watters, United Campus Workers



Teamsters Joint Council 10

## 28 WORKSHOPS SATURDAY

# Saturday, Workshops E, continued

# 2:00 - 3:45pm

## LABOR ORGANIZING AGAINST CLIMATE CHANGE **PARIS**

In the past few 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?

- Rick Albis, Steelworkers 675
- George Floresco, Canadian Union of Postal Workers
- Sue Scanlon, Amalgamated Transit Union 85
- Facilitator: Sean Petty, New York State Nurses

## LEGAL RIGHTS OF UNION STEWARDS **VIENNA**

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

- Danielle Newsome, Health Professionals and Allied Employees

## MILITANT HISTORY OF PUBLIC SECTOR UNIONS **MIDWAY**

There was a time when illegal strikes were common in the public sector, and legislators would think twice about supporting anti-union legislation out of fear of facing down thousands of workers in a grassroots rebellion. This workshop will examine the history of public sector union militancy and what lessons it has for us today.

- Priscilla Murolo, labor historian
- Bob Peterson, retired Milwaukee Teachers

## MOBILIZING MEMBERS TO TAKE HEALTH CARE OFF THE BARGAINING TABLE **HEATHROW B**

As health care costs keep climbing, employers everywhere are demanding concessions. How can unions connect the dots between the fight for health care justice on the job and the fight for health care justice in the community? How can our contract fights support the push for a national single-payer solution to our collective health care problems?

- Kim Behrens, New York State Nurses
- Carey Dall, Brotherhood of Maintenance of Way Employees
- Matt Mortensen, Brotherhood of Maintenance of Way Employees
- Judy Sheridan-Gonzalez, New York State Nurses
- Facilitator: Mark Dudzic, Labor Campaign for Single-Payer

## ORGANIZING ACROSS EUROPE **O'HARE A**

European unions face many of the same issues as their American counterparts: a growing employer offensive; how to bring young members in; and a fight against precarious work. Plus, they're fighting far-right movements that are gaining steam in many working class communities, while trying to organize immigrant workers. Hear reports from Italy (from the union at Ducati and Lamborghini), from Norway's construction sector, and from the resurgent British labor movement.

- Michele Bulgarelli, FIOM Bologna, Italy

- Kjetil Larsen, Fellesforbundet, Norway
- Fliss Premru, Transport Salaried Staffs' Association, U.K.
- Facilitator: Chris Maisano, New York State Nurses

## ORGANIZING IN THE AIRLINE INDUSTRY **SEA TAC**

Airports are sometimes described as “cities within cities”—clusters of tens of thousands of workers, spread across many public and private employers, working ‘round-the-clock shifts. Add the intensely tight scheduling of airline flights and you can see the opportunities for well-organized workers to use their leverage to build power. Hear from baggage handlers, flight attendants, and gate agents about their organizing drives and a fight for a first contract, and from workers fighting privatization in the air traffic control industry.

- Carlos Aguirre, Professional Aviation Safety Specialists
- Joe Evica, Delta Workers Unite
- Paul Mayes, Transport Workers, Jet Blue
- Derrel Medford, Communications Workers, Envoy
- Brendan Remezas, Transport Workers, Jet Blue
- Facilitator: Sarah Jaffe, Belabored podcast

## ORGANIZING THE SOUTH **ROSEMONT B**

Why does labor keep coming up short in Southern organizing drives? What are the obstacles and opportunities facing Southern organizers? This panel will consider how labor can overcome shrinking budgets, declining membership numbers, and hostile political attacks to make inroads in the South.

- Monica Atkins, Cooperation Jackson
- Margaret Cook, United Campus Workers
- Willie Hardy, Teamsters for a Democratic Union
- Roz Pelles, Poor People's Campaign
- Facilitator: Gene Bruskin, veteran union organizer and campaigner

## ORGANIZING THE WHOLE SCHOOL **JOHN WAYNE**

Our schools are often “siloed,” with workers divided by department, job title, grade level, or bargaining unit. Hear how unions are beating divide-and-conquer, uniting teachers, paraprofessionals, nurses, counselors, and bus drivers in joint campaigns to improve wages, working conditions, and students' education.

- Representative, St. Paul Federation of Teachers
- Adaline Lining, Cambridge Education Association
- Marilyn Piggee, Chicago Teachers
- Facilitator: Debby Pope, Chicago Teachers

## PENSION FIGHTS **NORTH CENTRAL**

Employers in the public and private sectors are keen to dump traditional pensions and retiree benefits, and even to make drastic cuts to the pensions that workers have already earned. Learn what unions and retirees are doing—or should be doing—to defend pensions, and how some workers are bucking the trend and beating back pension cuts.

- Tammy Berlin, Jefferson County Education Association
- Elijah Edwards, AFSCME Council 31
- Representative, Teamster pension activism
- Facilitator: Peter Landon, Teamsters for a Democratic Union

# WORKSHOPS SATURDAY 29

# Saturday, Workshops E, continued

# 2:00 - 3:45pm

## PREPARING FOR JANUS AND 'RIGHT TO WORK'

**UNITED B**

Soon the Supreme Court case *Janus v. AFSCME* is expected to impose "right-to-work" conditions on the public sector nationally... but that doesn't have to mean game over for your union. Get organized in this interactive training. You'll bone up on the terminology, learn how to talk with your co-workers about membership, and hear how unions have adapted and built power even in a mandatory open shop.

- Sarah Hughes, National Education Association
- Robin Walker, Longshore and Warehouse Union (ILWU)

## REFORMERS IN OFFICE

**INTERNATIONAL BALLROOM 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.

- Patrick Green, Amalgamated Transit Union 1235
- Steve Lawton, Communications Workers 1102
- Facilitator: Barbara Madeloni, Massachusetts Teachers

## REFORMING YOUR UNION

**DAVINCI B**

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.

- Mary Cowhey, Northampton Association of School Employees
- Frank Halstead, Teamsters 572
- Remzi Jaos, SEIU 73
- Facilitator: Ken Paff, Teamsters for a Democratic Union

## RESEARCHING YOUR EMPLOYER (S)

**UNITED A**

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.

- Grace Regullano, United Teachers Los Angeles

## RESISTANCE IN THE TRADES

**INTERNATIONAL BALLROOM D**

While some building trades unions enthusiastically signed on to the Trump administration's "America first" political program, others chose a different path: resistance. Come hear how unions in the trades are pushing beyond divide-and-conquer strategies to unite with local communities and fight for a progressive vision of immigrant rights and good jobs.

- Neidi Dominguez, Painters Union
- Jason Sheckler, Carpenters 1503
- Al Neal, Workers' Education Society
- Melissa Shetler, Ironworkers 46

## SECRETOS DE UN ORGANIZADOR EXITOSO 2

**LOGAN**

¿Hay problemas en su lugar de trabajo? A lo mejor la paga es muy baja, las condiciones son inseguras o su jefe tiene a alguien con quien usted trabaja en la mira... y usted está listo para hacer algo al respecto. En este taller interactivo, basado en el libro de Labor Notes, *Secretos de un organizador exitoso*, aprenderá como tener una conversación para organizarse, identificar líderes, e inspirar a sus compañeros y compañeras de trabajo para luchar juntos a pesar de sus miedos. El taller es solo para los que hablan español. [Workshop for Spanish speakers only.]

- Fernando Garcia, Northwest Arkansas Workers' Justice Center
- Nelson Escobar, Northwest Arkansas Workers' Justice Center
- Rosa Ponce, Painters

## SECRETS OF A SUCCESSFUL ORGANIZER: ASSEMBLING YOUR DREAM TEAM

**ROSEMONT A**

Your workplace may feel like an unorganized mess, but the truth is you're not starting from zero. There's organization there already—though it might have nothing to do with the union. Learn how to map out the existing networks in your workplace, identify the leaders in those networks, and then knit them together into an organizing committee. Based on the popular book *Secrets of a Successful Organizer*.

- Marsha Niemeijer, New York State Nurses
- Jayanni Webster, United Campus Workers

## STRIKE BARGAINING

**HEATHROW A**

This class is advanced and is intended for chief negotiators or those interested in becoming committee spokespersons. We will cover how to develop and maintain a bargaining agenda that keeps members invested in the campaign. We will discuss information requests, NLRB charges, and avoiding impasse as tools to keep management on the back foot, as well as crafting final settlements and return-to-work agreements.

- Richard De Vries, Teamsters 705
- Jason Ide, Teamsters 814

## STRIKES

**ROSEMONT C**

The strike is back, among telecom workers, teachers, and mineworkers, to name a few. Hear how strikers planned their actions, got members on board, along with community and labor allies, and found the pressure points.

- Josey Allgor, Communications Workers 1101
- Akbar Bibb, SEIU 1021
- James Hogan, Steelworkers 5114
- Rick Norman, Steelworkers 5114
- Brandon Wolford, Mingo County Education Association, West Virginia
- Facilitator: Pam Galpern, Communications Workers 1101

## TAKING ON NAFTA IN THE TRUMP ERA (S)

**INTERNATIONAL BALLROOM E**

The Trump administration's push to renegotiate NAFTA has forced the labor movement to choose between two bad

## 30 WORKSHOPS SATURDAY

options: corporate free trade and nationalist protectionism. How can unions fight to put labor rights and union protections first, as part of a broader package that also addresses immigration and commits countries to raising wages and working conditions every where? How do we make cross-border solidarity a reality?

- Derek Blackadder, LabourStart, Canada
- Daniel Campos, United Electrical Workers, U.S.
- Jesús Torres, Trabajadores Democráticos de Occidente (Democratic Workers of the West cooperative), Mexico
- Facilitator: Cynthia Phinney, Maine Fair Trade Campaign, U.S.

## THE ART OF PARODY FOR A SINGING LABOR MOVEMENT

TEGEL

A hundred years ago, IWW members like Joe Hill understood they could insert messages into popular songs to inspire and educate. We'll share examples of parodies we've sung with health care, railroad, and Walmart workers, highlight aspects of the song craft used to make them, and touch on the practicalities of using songs to support union organizing. If you're looking for inspiration to create a new song for your campaign, this workshop is for you!

- Anne Feeney, activist cultural worker
- Ben Grosscup, People's Music Network
- John Paul Wright, Railroad Workers United

## TRANS AND QUEER POLITICS IN WORKPLACE ORGANIZING DRIVES: LESSONS FROM NYC SEX-TOY STORE ORGANIZING

INTERNATIONAL BALLROOM F

Many queer and trans New Yorkers work in low-wage retail jobs. Workers with these identities have long played leading roles in retail struggles. Join our panel with Babeland and Pleasure Chest workers and organizers to hear insights from union struggles with queer and trans workers and learn about the power of queer politics in organizing drives.

- Stephanie Basile, Communications Workers
- Phoenix Casino, Babeland, RWDSU
- Nico Fuentes, Pleasure Chest, RWDSU
- Lena Solow, Communications Workers 1180
- Facilitator: Michelle Esther O'Brien, Graduate Student Organizing Committee, Auto Workers 2110

## UNIONS TEAM UP FOR BOLD DEMANDS

O'HARE C

It's not enough to keep playing defense, especially as divide-and-conquer tactics pit workers against the public. Hear about local campaigns where unions worked together, took on big targets, and made big demands, not just for their own members but for the community as a whole. These coalitions went beyond the bargaining table.

- A. Jaxon Dale, Amalgamated Transit Union 1235
- Angelique Johnson, Music City Bus Riders Union/Workers Dignity
- Steve Payne, Minnesotans for a Fair Economy
- Facilitator: Candi Churchill, United Faculty of Florida

## WHAT IS SOCIALISM?

MALPENSA

Bernie Sanders' campaign helped to open up the discussion: the ideas of socialism are more popular now than at any time since the 1970s. Among young people, socialism is more popular than the present system. Historically, socialists have played a big role in the labor movement. How did they think about how their political ideas affected their organizing? What does that look like now? 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.

- Elaine Bernard, National Writers Union
- Jeremy Gong, Democratic Socialists of America
- Clancy Harris, Communications Workers
- Mary Virginia Watson, AFSCME 3299

## WORKPLACE ORGANIZING WITHOUT A UNION (S)

SKY HARBOR

When you're working without a union, it can feel impossible to take on workplace problems. What if you lose your job? But organizations are 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.

- Oscar Anguiano, Somos un Pueblo Unido
- Rayos Burciaga, Somos un Pueblo Unido
- Gabriel Morales, Brandworkers
- Taylor Shevey, Centro de Trabajadores Unidos en Lucha
- Representative, ARISE

## WRITE FOR US

RONALD REAGAN

Ever wanted to write for *Labor Notes* magazine or our Canadian counterpart *Rankandfile.ca*? When you discover a good tactic, uncover a problem, or win a righteous fight, we want to help you share the news. If it's the first time you've written a published article, no problem! Come learn do's and don'ts, what editors look for in a story, and how to get started.

- Alexandra Bradbury, *Labor Notes*
- David Bush, *rankandfile.ca*

## YOUNG WORKERS BLAZE NEW TRAILS

DULLES

The biggest gains among union membership in 2017 came among workers under 35. Hear some examples of great organizing by young workers, including AT&T Mobility workers who waged the biggest mobilization in company history, including a 3-day strike; baristas in Ithaca, New York, who are pioneering a model to organize the town's hospitality and service industries; to young nurses and postal workers working to welcome those new to the job into the union.

- Arrion Brown, American Postal Workers, Nation's Capital-Southern Maryland
- Samantha Mason, Workers United 2833
- Jay Polanski, Health Professionals and Allied Employees
- Will Stone, Communications Workers 1298
- Facilitator: Mary Clinton, Communications Workers District 1



## AUTO WORKERS MEETING

O'HARE A

From corruption scandals to contract concessions to high-profile organizing losses to the failure to protect members, the challenges facing the United Auto Workers are immense. Members will meet to discuss what can be done in preparation for the upcoming convention.

## BUILDING TRADES MEETING

O'HARE C

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

## CONTRACT CAMPAIGN MEETING FOR UPS TEAMSTERS

LAX A & B

Come meet other UPS Teamsters to network and talk strategy to strengthen the campaign for a good UPS contract.

## CORBYNISM AND THE RESURGENCE OF THE BRITISH LABOR MOVEMENT

INTERNATIONAL BALLROOM E

It's Bernie Sanders, the British edition: The unexpected rise of Jeremy Corbyn and a reenergized pole of progressive rank-and-file unionism within the Labour Party are exposing the sharp division between bureaucratic "tops" and many Labour politicians on the one hand, and leftist, activist young workers on the other. The panelists, activists within major U.K. unions, will talk about these evolving political questions.

- Charlotte Bence, Unite the Union, U.K.
- Phil Clarke, National Education Union, U.K.
- Jeremy Drinkall, Unison, U.K.
- Facilitator: Sheila Cohen, National Union of Journalists, U.K.

## EDUCATION UNION MEETING

ROSEMONT B

Public education is under attack from budget-slashing politicians lined up with corporate privatizers, but across the country teachers are organizing and allying with their communities to fight for the schools students deserve. Come to this meeting to discuss issues in your own local, learn about new approaches to contract campaigns, share effective actions, and compare strategies. What do you need to do this work well in your own local?

## HIGHER EDUCATION WORKERS MEETING

NORTH CENTRAL

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 CAPITALISM WORKS:

### AN INTERACTIVE TRAINING

MALPENSA

Come learn everything you always wanted to know but were afraid to ask about the market forces that shape our lives at work, at home, and at the supermarket. This workshop includes theatrics!

- Cynthia Gomez, SEIU 26

## HOW TO BE AN EFFECTIVE STAFFER IN A MEMBER-DRIVEN UNION

UNITED B

This training is for union staffers who believe in member-driven unions. How does that commitment shape your approach to everyday organizing work? How do you strike the right balance between challenging members and following their lead? What are the common pitfalls staff can fall into? What do you do when the long-term principle conflicts with the urgent need to get something done?

- Leah Lindeman, St. Paul Federation of Teachers
- Marsha Niemeijer, New York State Nurses

## INOCULATION: HOW TO BUST THE UNIONBUSTER

VIENNA

Employers spend incredible sums to hire union busters, who run thorough campaigns to keep workers divided and defeat unionization drives. Learn their playbook of tactics, how much it costs, and most importantly, how to bust the busters.

- Stephanie Basile, Communications Workers
- Phoenix Casino, Babeland worker, RWDSU
- Eric Dryburgh, Retail, Wholesale, & Department Store Union
- Nico Fuentes, Pleasure Chest worker
- Jeff Loehrke, former Guitar Center worker
- Mickey Molinari, former Guitar Center worker

## JOURNALISTS MEETING

SKY HARBOR

The past few years have seen high-profile organizing victories in both digital media and more traditional companies. What does the future hold for union journalists? What are the key issues that unite the industry? What tactics and strategies are journalists employing to mobilize their newsrooms? How are journalists addressing the pressures to remain "objective" in their roles as union activists?

## LISTENING: OUR SHARPEST TOOL FOR ORGANIZING

DFW B

Listening is the primary tool in every organizer's kit. This workshop will dive deep into how organizers can hone this skill. Learn how to handle your co-workers' fears and discouragement, elicit members' best thinking during union meetings, and ask the right questions that lead to better perspectives.

- Terry Day, Center for Working Life
- Joe Fahey, former co-chair, Teamsters for a Democratic Union

## LONGSHORE UNIONS MEETING

LAMBERT

Meet dockworkers from both coasts to talk about industry issues and upcoming contract campaigns.

## MEETING: BUILDING INTERNATIONAL SOLIDARITY

DULLES

Unionists from different countries don't get many opportunities to meet directly. This discussion will focus on building sustainable methods to exchange experience, analysis, and strategies of solidarity. How do we carry out global support for strikes and union campaigns, build networks, and share tools?

- Natasha Carlsen, Chicago Teachers, U.S.
- Herbert Claros, International Committee of CSP-Conlutas, Brazil
- Stéphane Enjalran, Union Syndicale Solidaires, France
- Erek Slater, Amalgamated Transit Union, Chicago, U.S.

## NURSES MEETING

ROSEMONT C

Nurses from around the country will meet to share experiences and strategies. Hear how nurses are changing their organizations, and how nurse unions are fighting for safe staffing levels, transforming their practice and the health care system.

## TELECOM MEETING

HEATHROW A

Between shifts in technology and corporate deal-making, big changes are underway in the telecom industry that are impacting 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?

## TRANSIT WORKERS MEETING

INTERNATIONAL BALLROOM A

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.

## TRANSPORT WORKERS UNION (TWU) MEETING

INTERNATIONAL BALLROOM D

Planes, trains, bikeshare, and automobiles: Meet other members of the Transport Workers Union.

## WORKER CENTER MEETING (S)

LOGAN

Meet others from worker centers and compare notes on workplace organizing strategies to fight for higher wages and better conditions.

## WORKER COOPERATIVES INTEREST MEETING

JFK

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.

## FILM

### UNION TIME: FIGHTING FOR WORKERS' RIGHTS

LAGUARDIA

*Union Time: Fighting for Workers' Rights* follows the story of workers at the Smithfield Pork Processing plant in Tar Heel, North Carolina, who fought for safe, fair working conditions—and won. The core of the film is the voices of the Smithfield employees, many African American and Hispanic, who showed amazing courage in standing up to a multinational corporation. As employee Wanda Blue puts it: "I just had to get the fear out. Once I got the fear out of me, I was good to go. There wasn't no stopping me."

- Presenter: Gene Bruskin, Justice@Smithfield organizer



Jim West/jimwestphoto.com

# Saturday, Meetings & Workshops G

# 6:00 - 7:30pm

## BLACK WORKERS MEETING

**INTERNATIONAL BALLROOM A**

Join Black activists to discuss what unions are doing and could do to address the issues affecting Black workers and communities most. How can we get our unions in gear and how can we build stronger connections across unions?

## CANADA MEETING

**LIBERTY**

What are the major issues facing Canadian labour? Share experiences and discuss strategies for a stronger movement.

## GRADUATE EMPLOYEES MEETING

**LOGAN**

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

## HEALTH CARE WORKERS MEETING

**ROSEMONT C**

Health care workers around the U.S. are dealing with a raft of issues, including unsafe staffing as well as mergers, privatization, speed-up, the continuing fallout of the attacks on the Affordable Care Act, and attacks on our health care at the bargaining table. Share your experiences and hear from others.

## LATINO/A WORKERS MEETING (S)

**O'HARE C**

Join Latino/a activists from unions and worker centers to discuss the issues we're confronting in our workplaces and communities in the Trump era and how our organizations are fighting back. We'll strategize about how to build a stronger labor movement in the Latino community.

## LGBTQ+ WORKERS MEETING

**HARTSFIELD**

Queer working people, despite having won enormous victories, face a deeply challenging environment. Hostility at the top levels of government, the lack of workplace anti-discrimination legislation in large parts of the country, and a resurgence in homophobia, transphobia, racism, and sexism are present realities. Join other LGBTQ+ activists and allies as we discuss responses and ways to move ahead.

## ASK THE EXPERTS

**DFW B**

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

**Arts and Creative Tactics:** Ricardo Levins Morales, labor artist

**Databases:** Brendan O'Sullivan, database consultant

**Health and Safety:** Dorothy Wigmore, occupational health specialist

**Legal Rights:** Gay Semel, labor attorney

**Online Tools:** Hannah Roditi, Social Movement Technologies

**Researching Your Employer:** Grace Regullano, United Teachers Los Angeles

**Running for Local Union Office:** Ken Paff, Teamsters for a Democratic Union

**Union Democracy:** Barbara Harvey, labor attorney

**Working with the Media:** Jessica Stites, *In These Times*

## MEET THE AUTHORS

**DFW A**

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

- Kali Akuno: *Jackson Rising: The Struggle for Economic Democracy and Black Self-Determination in Jackson, Mississippi*
- Alexandra Bradbury: *Secrets of a Successful Organizer*
- Steve Early: *Refinery Town: Big Oil, Big Money, and the Remaking of an American City*
- Barry Eidlin: *Labor and the Class Idea in the United States and Canada*
- Elizabeth Faue: *Rethinking The American Labor Movement*
- Richard Hudelson: *Legacy Costs: The Story of a Factory Town*
- Sarah Jaffe: *Necessary Trouble: Americans in Revolt*
- Richard March: *A Great Vision: A Militant Family's Journey through the 20th Century*
- Gayle McLaughlin: *Winning Richmond: How a Progressive Alliance Won City Hall*
- Kim Moody: *On New Terrain: How Capital is Reshaping The Battleground for Class War*
- Kim Scipes: *Building Global Labor Solidarity in a Time of Accelerating Globalization*
- Jonathan Rosenblum: *Beyond \$15: Immigrant Workers, Faith Activists, and The Revival of the Labor Movement*
- Peter Shapiro: *Song of The Stubborn One Thousand: The Watsonville Canning Strike, 1985-87*
- Tim Sheard: *Someone Has To Die: A Lenny Moss Mystery*
- Xiang Zi/Kevin Lin: *Striking to Survive*

## MANUFACTURING WORKERS MEETING

**O'HARE B**

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 are systematically attacking workers' living standards. How can we defend ourselves? Let's discuss what we've done.

## STUDENTS, WORKERS, AND

### STUDENTS AS WORKERS

**NORTH CENTRAL**

Students have a history of organizing in solidarity with campus workers and workers around the world who produce collegiate apparel. Undergrad workers—students employed on their campuses—are also organizing unions of their own. How can student activists, student workers, and campus workers collaborate to fight for workers' rights on campus and beyond?

- Grace Croley, University of Chicago Students Organizing United with Labor
- Quinn Ercolani, Union of Grinnell Student Dining Workers
- Sophie May, Cornell Organization for Labor Action
- Erik Rivas, Cornell Organization for Labor Action
- Josh Smyser, U of Tennessee United Campus Workers
- Facilitator: Meghan Brophy, Barnard Student-Worker Solidarity

## 34 WORKSHOPS AND MEETINGS SATURDAY

## ASIA REGIONAL AND ASIAN-AMERICAN INTEREST MEETING

INTERNATIONAL BALLROOM D

Unionists and labor allies from Japan, China, Korea, and the Philippines will meet with their Asian-American counterparts to discuss key struggles and how to build solidarity strategies between our countries. One specific ambition is to organize a regional meeting among our networks in Asia within the year.

## BARGAINING WHEN A COMPANY MIGHT GO BANKRUPT

LAMBERT

What's a union to do when the employer is on the edge of shutting down—save the company, or bargain the closing? This workshop focuses on getting to the truth of your employer's claims, including understanding your legal rights to information when the claim is made, and how to bargain counters to concessions. It is useful to have been in the Costing the Contract workshop.

- Richard De Vries, Teamsters 705

## CREATIVE ENFORCEMENT TACTICS (S)

INTERNATIONAL BALLROOM B

Local fights are winning higher wages and new legal rights. But how do we make sure new and existing laws are both enforced and support ongoing worker organizing? From a worker-driven lawsuit against New Mexico's DOL, to wage theft campaigns in Nashville, to innovative train-the-trainer and social media organizing in Ontario, hear how worker centers are using enforcement campaigns to build power for low-wage workers.

- Marcela Díaz, Somos un Pueblo Unido
- Deena Ladd, Workers Action Centre
- Diana Lopez, Workers Dignity
- Roni Nashed, Workers Dignity
- José Olivas, Somos un Pueblo Unido

## DEFENDING MENTAL HEALTH CARE

LAX A

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 Teachers
- Raelynn Price, New York State Nurses
- Elizabeth White, National Union of Healthcare Workers
- Facilitator: Anthony Ciampa, New York State Nurses

## DEFENDING TEACHERS' CONTRACTS AROUND THE WORLD (S)

GATWICK

Hear how teachers in Canada, Mexico, and the U.S. are waging fierce battles to defend their collective bargaining rights and public education standards against attacks by corporate elites and right-wing politicians.

- María de la Luz Arriaga Lemus, Trinational Coalition in Defense of Public Education, Mexico
- Paul Bocking, Ontario Secondary School Teachers' Federation, Canada
- Kip Wood, British Columbia Teachers Federation, Canada
- Facilitator: Nancy Serrano, Chicago Teachers, U.S.

## HEALTH AND SAFETY: WINNING CAMPAIGNS (S) MIDWAY

Health and safety campaigns can unite co-workers in action, grow the union, and produce concrete victories that make a difference to people's lives. This workshop will focus on the nuts and bolts of organizing for workplace improvements.

- Rick Albis, Steelworkers 675
- Deborah Lane, Amalgamated Transit Union 308
- Sasha Legette, Workers Defense Project
- Ana Enriquez, ARISE
- Facilitator: Elaine Bernard, National Writers Union

## LABOR FOR OUR REVOLUTION MEETING

UNITED A

The momentum that started with the Bernie Sanders campaign has continued to grow. Come learn about how local and national unions are linking up with Our Revolution in campaigns to break the agenda of the billionaire class, expand workers' rights, win universal health care, and renegotiate bad trade deals.

## LET US TEACH

LINDBERGH

How are teachers organizing against all the bureaucratic obstacles that get in the way of our teaching and students' learning? Administrators impose data collection, metric measurements, useless testing, meaningless meetings, and constantly changing top-down curriculums... all of which limit teachers' autonomy, including their time to prepare lesson plans and engage with parents. Hear how educators are pushing back!

- Gynette Baker, Chicago Teachers
- Shari Redel, Milwaukee Teachers Education Association
- Rachel Schluter, Milwaukee Teachers Education Association
- Facilitator: Amy Roat, WE Caucus, Philadelphia Federation of Teachers

## LOCKOUTS AS STRATEGIC OPPORTUNITIES HEATHROW B

Panelists will discuss specific experiences with lockouts in manufacturing, mining, and education. Each panelist will describe the strategy they took to deal with the lockout. In certain circumstances, a boss-imposed walkout may be converted into a plus for workers.

- Emily Drabinski, Long Island University Faculty
- Frank Hammer, Auto Workers, retired
- Facilitator: Peter Olney, Stansbury Forum

Jim West/jimwestphoto.com





# Sun., Meetings & Workshops H, cont. 9:00-10:30am

## MAPPING WITH NEW EYES: TOOLS TO INTEGRATE HEALTH AND SAFETY INTO ORGANIZING

O'HARE C

The body and workplace maps that health and safety activists use can be useful for organizers too. In this workshop we'll use colors, string, plastic layers, and more to make layered maps that go beyond showing hazards. They include often-invisible social information: lines of communication (management, the union/organizing drive, the grapevine), where people like to be and the "hot zones" they avoid, and how people move around on the job. When this information is visible, we see a workplace with "new eyes" and can discover routes to change and organizing possibilities.

- Dorothy Wigmore, occupational health specialist

## MEDICARE FOR ALL MEETING

ROSEMONT D

The Bernie Sanders presidential campaign put the demand of "Medicare for All" into mainstream politics. How can labor activists work with others to advance this demand and win health care justice for everyone?

## SECRETS OF A SUCCESSFUL ORGANIZER: TURNING AN ISSUE INTO A CAMPAIGN

ROSEMONT A

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, bring people together, and make a plan to solve them. Based on the popular book *Secrets of a Successful Organizer*.

- Beth Breslaw, Teamsters for a Democratic Union
- Brian St. Pierre, Port Jefferson Station Teachers

## STOP BEGGING, START BARGAINING

HEATHROW A

This class will teach you how to build a bargaining agenda around the core needs of your membership, then transform it into an all-out campaign. We will discuss internal organizing, bargaining surveys, the role of the committee, and how to develop campaign slogans and materials to bring your message to members, management, and even the general public. In short, how to build power and get results.

- Jason Ide, Teamsters 814
- Julian Tysh, Teamsters 814

## SUPERCHARGE YOUR GRIEVANCE

HARTSFIELD

How do we build campaigns around grievances at work, so that through solving the problem we also build the union through collective action? This workshop will highlight examples of how workers have used grievances to organize—and organized beyond grievances. Learn the steps to shift grievances from individual problems to collective solutions.

- Jodi Barschow, Oregon Federation of Nurses and Health Professionals
- Jason Frantz, Transport Workers
- Andrea Parker, Chicago Teachers
- Facilitator: Carl Biers, New York State Nurses

## THE CRISIS IN PUERTO RICO

ROSEMONT B

In the aftermath of Hurricane Maria, many people are still living without electricity or water. Meanwhile Puerto Rico has moved to privatize its schools and its electric power authority. Unions in Puerto Rico and mainland U.S. unions have been playing crucial roles in on-the-ground relief and recovery efforts, as well as leading the fight against disaster capitalism and privatization.

- Jia Lee, MORE, United Federation of Teachers
- Mercedes Martinez, Federación de Maestros de Puerto Rico (Puerto Rican Teachers Federation)
- Judy Sheridan-Gonzalez, New York State Nurses
- Facilitator: Rosa Ponce, Painters

## THE FUNDING OUR SCHOOLS DESERVE

JOHN WAYNE

How can educators and unions fight proactively for the resources schools need—and identify where the money should come from? Teachers unions around the country are targeting banks with mercenary practices, corporations that shield their profits from taxation, and governments that starve public services when they go "broke on purpose."

- Gillian Russom, Union Power, United Teachers Los Angeles
- Beth Swanberg, St. Paul Federation of Teachers
- Representative, Chicago Teachers
- Facilitator: Dan Clawson, EDU, Massachusetts Teachers

## USING YOUR LABOR-MANAGEMENT COMMITTEE

JFK

Do you have an inactive or stagnant Labor-Management Committee? We'll identify common experiences, examine why these dynamics arise, and pinpoint how they benefit management. Learn what tools union leaders can use to achieve our objectives in these meetings.

- Angelo Batista, Transport Workers 100
- Rachel Feldman, New York State Nurses
- Cora Garcellano, New York State Nurses
- Lori Wagner, New York State Nurses

## WOMEN'S MEETING

INTERNATIONAL BALLROOM A

Women work in every industry and lead many unions, but we've still got a ways to go. Connect with other women workers to talk about what strategies we're using to tackle the issues we still face on the job (and sometimes in the union)—including the pay gap, discrimination, harassment, isolation, family-unfriendly policies, and barriers to developing our leadership.

## YOU GOT ELECTED: NOW WHAT?

TEGEL

Getting elected was the easy part—running the union brings a new set of challenges. Hear from experienced reformers about how to turn things around at your workplace, get members involved, and move a program. Learn what pitfalls to avoid and what steps are essential to lead effectively at your worksite and union.

- Dan Campbell, Teamsters for a Democratic Union
- Robin Krinsky, New York State Nurses
- John Pearson, SEIU 1021
- Facilitator: Mike Parker, author, *Democracy is Power*

## 36 WORKSHOPS & MEETINGS SUNDAY

## **ACTION GETS RESULTS: SOLVING WORKPLACE PROBLEMS**

**DAVINCI B**

Grievances aren't the only tool to solve problems or contract violations. In fact, not every problem is a grievance. Hear how members have built campaigns that solved problems at work and got members involved in the action.

- Xenia Green, New York State Nurses
- Lynnetta Muehlhauser, Minnesota Nurses
- Tommy Salvatore, Teamsters 251
- Facilitator: Craig Merilees, Longshore and Warehouse Union

## **BARGAINING FOR THE COMMON GOOD**

**DFW B**

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

- Gary Jimenez, SEIU 1021
- Deborah Lane, Amalgamated Transit Union 308
- Facilitator: Joe Richard, AFT

## **BARGAINING TRANS-INCLUSIVE CONTRACT LANGUAGE**

**INTERNATIONAL BALLROOM E**

Today 1 in 167 U.S. adults identifies as transgender... probably including some members of your union. What contract language can you bargain to address members' needs in areas like health insurance, bathroom access, and workplace discrimination? Hear from people who've done it—including Wisconsin campus workers, California grad employees, and New York retail workers.

- Amanda Armstrong-Price, Auto Workers 2865
- Munira Lokhandwala, Auto Workers 2865
- Stephanie Taylor, AFSCME 3800

## **BEATING DIVIDE AND CONQUER: ORGANIZING MULTI- RACIAL WORKFORCES (S)**

**INTERNATIONAL BALLROOM D**

When bosses and politicians try to play one group of workers against another, we need to have each other's backs. Panelists will describe building solidarity between Native American and Latino workers in rural Arizona, among homecare workers in Boston, among hotel workers in Stamford, and across worker center members in New York.

- Basma Eid, ENLACE
- Karen Chen, Chinese Progressive Association
- Elsa López, Somos un Pueblo Unido
- Ines Orjuela, UNITE HERE 217
- Chair: Jose Oliva, Food Chain Workers Alliance

## **BELABORED: LIVE!**

**ROSEMONT D**

*Dissent* magazine's Belabored podcast brings you regular news and analysis from the world of work. Hear labor journalists and Belabored hosts Sarah Jaffe and Michelle Chen record a special Labor Notes Conference episode as they interview union activists about organizing outside the law.

- Michelle Chen, Belabored podcast
- Sarah Jaffe, Belabored podcast

## **BLACK WORKERS FIGHT FOR JOBS**

**INTERNATIONAL BALLROOM B**

Unemployment, underemployment, and stagnant wages disproportionately affect Black workers. Hear what these unions and worker centers are doing to protect Black workers on the job, secure living wages and safe working conditions, and ensure that there are jobs in the future.

- Rosalee Balberan, Bay Area Black Worker Center
- Fernando Parmer, Amalgamated Transit Union 1235
- Monique Redeaux, Illinois Federation of Teachers
- Facilitator: Michael Avant, AFSCME 3299

## **BUILDING A MEMBER-TO-MEMBER LEADER NETWORK**

**NORTH CENTRAL**

If stewards are the backbone of the union, and we don't have any, where do we start? It's not enough to tell your co-workers to "get involved." 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.

- Heather Carroll Fisher, Montgomery County Education Association

## **CAN LABOR CHANGE THE WORLD? AN INTERGENERATIONAL EXCHANGE**

**O'HARE C**

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. Baby boomers inspired by the struggles for civil rights and against the Vietnam War chose labor as a strategic place to make radical change. Members of Gen X and millennials cast their lots with labor too. This panel will reflect on the experiences of three generations.

- Bianca Cunningham, Communications Workers District 1
- Jia Lee, MORE, United Federation of Teachers
- Marsha Niemeijer, New York State Nurses
- Sal Rosselli, National Union of Healthcare Workers
- Meredith Schafer, AFSCME
- Tim Schermerhorn, Transport Workers 100

## **CONFRONTING EMPLOYERS' BLAME-THE-WORKER SAFETY PROGRAMS**

**LAMBERT**

This workshop will explore participants' experiences with safety incentive programs, injury discipline/"accident repeater" policies, and behavior-based safety observation. The common thread is blaming workers for so-called "unsafe behaviors" rather than eliminating hazardous conditions. We'll examine the pitfalls of these programs and discuss strategies for preventing and ending them.

- Nancy Lessin, Steelworkers

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

## CONTRACT CAMPAIGNS FROM THE BOTTOM UP

HEATHROW B

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 towards getting a contract. How can members influence their own bargaining representatives as well as their bosses? Hear from activists who have organized at the shop floor for a fair contract.

- Nick Perry, Teamsters 413
- Jason Sheckler, Carpenters 1503
- Jessica Way, WE Caucus, Philadelphia Federation of Teachers
- Facilitator: Bill Parker, Auto Workers 1700

## COORDINATED BARGAINING INTERNATIONAL BALLROOM C

Bargaining shop by shop can lead to unequal contract standards. That's why some unions are bringing members from different worksites and employers to the same bargaining table, or raising shared demands to press employers for the same standards. Hear how unions lined up expiration dates, planned campaigns together, and acted in sync to build power beyond a single worksite.

- Arlene Inouye, Union Power, United Teachers Los Angeles
- Beth Piknick, Massachusetts Nurses
- Francine Rico, SEIU Healthcare Illinois-Indiana
- Facilitator: Alan Hanson, Food and Commercial Workers 400

## CREATIVE ORGANIZING AND STRATEGIC MISCHIEF (S)

VIENNA

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
- Dan Moore, SEIU 26

## DOING POLITICS DIFFERENTLY

UNITED B

Hear about worker-focused political efforts, both inside and 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?

- Kali Akuno, Cooperation Jackson
- Jackie Charles, United Working Families Chicago
- Mike Parker, Richmond Progressive Alliance
- Facilitator: Stacy Davis-Gates, Chicago Teachers

## FIGHTING PRIVATIZATION

PARIS

Business leaders and politicians sell privatization as the path to efficient, low-cost services. Unions need our own vision for improving public services, not just defending our jobs. Hear success stories from unions that are pushing back through bargaining, community outreach, and political organizing.

- Doris Conley-Brooks, United Campus Workers
- Edward McDaniel, United Campus Workers
- Stanley Smalls, Amalgamated Transit Union 732
- Ingrid Walker-Henry, Milwaukee Teachers Education Association
- Facilitator: Aaron Brenner, Food and Commercial Workers

## GROW YOUR UNION INSIDE YOUR HOSPITAL AND BEYOND

GATWICK

Health care workers can strengthen their bargaining position by representing larger numbers of workers at the same hospital or chain. Hear from member organizers who helped organize non-union departments and hospitals into the union. Learn how to motivate members to get involved in union drives, and how to talk to non-union workers.

- Abid Yehiya, National Union of Healthcare Workers
- Jackie Vanacore, New York State Nurses

## LABOR'S NEW SOURCES OF LEVERAGE

UNITED A

Where's our economy headed? What new organizing opportunities are there for labor in the 21st-century economy? What vulnerabilities in globalization can workers exploit to win concessions from companies—and possibly win even more profound changes?

- Mark Meinster, Warehouse Workers for Justice
- Kim Moody, National Union of Journalists, U.K.
- Leonard Riley, International Longshoremen's Association 1422
- Facilitator: Ella Mahony, *Jacobin*/NewsGuild

## MAKING YOUR UNION OR COMMUNITY A SANCTUARY FOR IMMIGRANT WORKERS (S)

HARTSFIELD

Immigrant workers are not only organizing for fair wages and workload, demanding union recognition, and taking wage thieves to court. They're also fighting back against audits that put people out of work and raids that tear families apart. Learn how unions and community groups are standing together to defend workers targeted by Immigration and Customs Enforcement (ICE).

- Orbelina Alvarado, Nashville Community Defense, Workers Dignity
- Maricruz Manzanares, AFSCME 3299
- Linda Perales, Chicago Teachers
- Porfirio Quintano, National Union of Healthcare Workers
- Eduardo Samaniego, Pioneer Valley Worker Center
- Facilitator: Guillermo Perez, Steelworkers

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

## OPENING UP BARGAINING

O'HARE B

Bargaining doesn't have to be conducted in secret or behind closed doors. You can build momentum by opening up bargaining to a larger group of members, and even the public. Embarrass your bosses in front of a bigger audience!

- Karine Raymond, New York State Nurses
- Laarni de los Reyes, British Columbia Government Employees
- Mary Manor, Minneapolis Federation of Teachers
- Hayman Sung, British Columbia Government Employees
- Facilitator: Greg Nammacher, SEIU 26

## ORGANIZING COMMUNITY-LABOR ALLIANCES

CAPITAL

With health care, transit, schools, and secure jobs on the chopping block, hear how unions, worker centers, and community groups are banding together. A "community coalition" where a union just says "support our fight" only goes so far, but these groups are discovering issues they have in common and forging ties that last.

- Kimberly Goldbaum, Chicago Teachers
- Nil Sendil, Fight for \$15 and Fairness/Workers' Action Centre
- Consuelo Vargas, National Nurses United
- Facilitator: Jonathan Rosenblum, organizer

## ORGANIZING IN OPEN-SHOP AMERICA

ROSEMONT C

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.

- Tammy Berlin, Jefferson County Education Association
- Jay Dennis, Teamsters 89
- Facilitator: Peter Hasegawa, M.L. King County Labor Council

## ORGANIZING ISSUE FIGHTS TO BUILD POWER IN SCHOOLS

JOHN WAYNE

This workshop will offer examples to help you analyze your school worksites, identify potential supporters, talk to them, assess their interest and capacity, and bring them together to start building "boss fights" that can make things better.

- Natalia Bacchus, BMORE, Baltimore Teachers
- Alex Brower, Milwaukee Teachers
- Mike Shea, Chicago Teachers
- Helen Victoros, Elementary Teachers Federation of Ontario
- Facilitator: Kevin Prosen, MORE, United Fed. of Teachers

## PICKING A JOB FOR THE LONG HAUL

LAX A

Looking for a job where you can help build the troublemaking wing of the labor movement and transform society? Don't assume you should become a union staffer—hear from young people who've taken a different path. They'll talk about long-term strategies for being a union activist and surviving hard jobs at the same time. Learn where networks already exist.

- Sarah Chambers, CORE, Chicago Teachers
- Ryan Haney, Teamsters 745
- Sean Petty, New York State Nurses
- Paul Prescod, WE Caucus, Philadelphia Teachers
- Facilitator: Amy Bromsen, Auto Workers, retired

## POSTAL WORKERS MEETING

RONALD REAGAN

Privatizers are out to decimate mail services and public sector workers alike. Join activists from the Letter Carriers, American Postal Workers Union, Mailhandlers, and Canadian Union of Postal Workers for an organizing meeting.

## RESEARCHING YOUR EMPLOYER

LAGUARDIA

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.

- Amy Willis, Transport Workers

## RESPONDING TO SEXUAL HARASSMENT IN THE WORKPLACE (AND YOUR UNION)

O'HARE A

What actually counts as workplace sexual harassment under the law? What are your obligations as a union rep to both victims and alleged perpetrators who are union members? This workshop answers nuts-and-bolts questions about unions' role in ending sexual harassment at work (and in the union hall).

- Kari Thompson, United Electrical Workers

## SECRETS OF A SUCCESSFUL ORGANIZER: TURNING AN ISSUE INTO A CAMPAIGN

ROSEMONT A

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, bring people together, and make a plan to solve them. Based on the popular book *Secrets of a Successful Organizer*.

- Angelina Cruz, Racine Education Association
- Pam Galpern, Communications Workers 1101

## TAKING ON TESTING AND TEACHER EVALUATIONS

LINDBERGH

There's a reason why union-busters want to change the way teachers are evaluated: to push out veteran educators and weaken unions. When evaluations are tied to standardized tests, both teachers and students are set up to fail. Learn how unions are fending off unfair eval systems—or when they're imposed, mitigating the effects and supporting teachers.

- Philipa Harvey, National Education Union, U.K.
- Lillian Kass, Chicago Teachers
- Mary Manor, Minneapolis Federation of Teachers
- Facilitator: Betsy Preval, Cambridge Education Association

## THE UAW AT VOLKSWAGEN AND NISSAN: WHAT HAPPENED?

ROSEMONT B

The United Auto Workers has suffered several high-profile losses in the South, including at Nissan and Volkswagen in 1989, 2001, 2014, and 2017. The union has yet to win a wall-to-wall union vote at any non-U.S. automaker in the South. Why does the UAW keep losing & what will it take to start winning?

- Robert Hathorn and Shambe Jackson, Nissan; Byron Spencer, Volkswagen; Wendy Thompson, Auto Workers 235, retired; Facilitator: Scott Houldieson, Auto Workers 551

# WORKSHOPS SUNDAY 39