

Welcome to the 2022 Labor Notes Conference

It's been a while! Since we last gathered four years ago, the landscape for labor struggle has shifted. In tough times, a new spirit of resistance began to spread.

A lot of workers got called “essential,” and found out that meant their own lives were not. Workloads intensified. A labor shortage gave us all a dose of leverage and courage, prompting a rash of strikes.

At Amazon and Starbucks, workers scored electrifying wins in union drives that had seemed impossible. In the Teamsters and the Auto Workers, union reformers notched landmark achievements whose effects will unfold over years to come.

There's hope in the air—and that's what has brought a boggling 4,000 of you to Chicago this year.

Labor Notes Conferences are where we find both the strategies and the inspiration to step up our fights. Conference-goers will hear firsthand from Amazon and Starbucks workers in many workshops. They're here not only to inspire the rest of us but also to connect with their co-workers across the country and make big plans.

Remember Striketober? This weekend you can meet workers who went on strike all over the country last year: at Kellogg's, Nabisco, John Deere, Tenet St. Vincent, Minneapolis Public Schools, Warrior Met Coal, Cascade Behavioral Health, RoozenGaarde Flowers and Bulbs, Great Lakes Coffee, and Catholic Health in Buffalo. Ask them how they did it, and what they learned!

Around the conference you'll have the chance to absorb both 101s and advanced classes on what works and what doesn't. Here are some opportunities to look out for:

Uncover your creativity. We've teamed up with the Great Labor Arts Exchange this year, which means you'll be treated to dynamite musical and theatrical

performances, as well as workshops on songwriting, hip-hop, theater, cartoons, creative tactics, and even rally staging. Enter your song, poem, or hip-hop piece in the contest Friday night, or check out the Saturday night concert! Details on page 12.

Choose a track. Immerse yourself in a theme such as Bargaining, Educators, Stewards, or Worker Centers. See the tracks on page 18. The Direct Action track will give you tools, examples, and practice in using collective power to force your boss to address your concerns—more fun and empowering than relying on grievances alone!



MINNEAPOLIS FEDERATION OF TEACHERS

Celebrate Juneteenth.

The June 19 holiday celebrates the end of slavery in the U.S. and became a federal holiday last year. This year's conference features a special track to celebrate the Black liberation movement, explore its connection to labor struggles throughout our history, and discuss how labor can use its power to win racial justice. Read more on page 10.

Improve your organizing smarts. Our book and workshop series *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 the book for just \$15; it works best when read in a group. In honor of Mike Parker (1940-2022) this weekend we're also releasing a new reprint of one of the most beloved Labor Notes books ever, *Democracy Is Power*. There's a workshop track on that theme, too.

Pick up some swag. It's Pride month and we've got a new “Proud Troublemaker” T-shirt design this year, along with our classic Troublemakers Union shirts, hoodies, 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

Registration

After you register, please wear your name tag throughout the conference. It's your pass for admittance into main sessions, workshops, and meetings, and serves as proof of your vaccination status.

Pronoun stickers for badges

At registration you'll find stickers to add to your badges that let people know what pronouns you use. If you aren't familiar, pronouns are the identifiers like "she" and "him" and "they" that we regularly use in conversation to identify a person (think, "Wow, she's an amazing shop steward!" or, "Did you see their panel?"). We're including pronoun stickers to let others know what pronoun we want used when referring to us, and so we do our best not to assume anyone's gender.

You are welcome to write in any pronoun you use. Noticing and using the pronouns on each other's badges is a sign of respect and solidarity, and we take these values seriously. Help us make our labor spaces respectful of troublemakers of all genders.

Meals

Coffee, tea, and breakfast pastries will be available on Friday, Saturday, and Sunday mornings, 7:30-9:00 a.m., in the Grand Ballroom.

Cash meals will be available at Friday and Saturday 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.

The Saturday Fundraising Dinner is open to those who pre-purchased tickets with registration.

Conference Marshals

Looking for a workshop room but can't seem to find it? Need an extra mask? 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, French, and Portuguese 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, 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. The conference staff will intervene or conduct an investigation if needed. (For problems in your local or organization, see page 32 for a workshop on "Creating a Union Culture of Accountability for Harassment.")

Workshop Facilitators

Workshop facilitators 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, Joe DeManuelle-Hall, Dan DiMaggio, Luis Feliz Leon, Jonah Furman, Sarah Hughes, Barbara Madeloni, Adrian Montgomery, Zach Rioux, Saurav Sarkar, and Courtney Smith. Ellen David Friedman is the chair of our Board, joined by Jane Slaughter, Tim Schermerhorn, Rosa Ponce, Ken Paff, Guillermo Perez, and Marsha Niemeijer. Our intrepid interns are Angela Bunay, Alejandra Quintero, and Caitlyn Clark.

Personal & Family Needs

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

The **Family Room** (Malpensa) 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 Friday, Saturday, or Sunday at 8 a.m. in JFK.

All-gender restrooms are available near Rosemont and on the International level. There are also traditional men's/women's restrooms elsewhere. Feel free to use whichever restrooms you feel most comfortable with. See the map in the back of this book to locate your restroom options.

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

2 CONFERENCE OVERVIEW

COVID and the Conference

It was incredibly frustrating to have the 2020 Labor Notes Conference canceled by the pandemic, particularly when it caused so much strife for working people. Essential workers in a lot of sectors were looking for resources and support to organize against unsafe, profit-driven decisions by their bosses.

We hoped it would be safe to hold this Conference in 2022, to celebrate the wins and share the lessons of the past four years, but we find ourselves living with Covid-19 still.

To do our best to mitigate the risk of serious infection and outbreak, we consulted with health and safety experts in the Labor Notes community who made sure we considered a range of factors, from the structural (ventilation) to the individual (vaccines and masks).

Before the Conference

If you are exhibiting symptoms of Covid, have been in prolonged contact recently with someone with Covid, or someone in your household has tested positive for Covid, please don't come to the conference. We will refund you the registration price.

Vaccination required: All attendees are required to send proof of full vaccination (two Pfizer or Moderna, one J&J, preferably more) to vax@labornotes.org. If someone arrives at the conference without having

sent proof in or providing it at registration, they will be turned away and given a full refund on the price of registration.

We strongly recommend that you get a PCR test (if available) or a rapid test before and after the conference. The CDC recommends testing five days after exposure, or immediately if you are experiencing symptoms.

At the Conference

We will have rapid tests available at the registration desk.

If you don't feel well at the conference, please don't attend workshops. Remain in your hotel room.

If you test positive, do not attend conference functions. If at all possible, make arrangements to get home.

Masks will be required during all workshop and program times, except when actively eating or drinking. Speakers/presenters/performers can take off their masks when they are actively speaking or singing.

Volunteers will be on hand to remind people to wear masks properly, over the mouth and nose, and provide masks if you need one.



JIM WEST / jimwestphoto.com

Thursday, June 16 Agenda

12:00PM	Registration Opens	Concourse A
2:00-5:00PM	Great Labor Arts Exchange	International Ballroom A
& 7:00-10:00PM		
8:00PM	USAS Ally Reunion	Vienna

Friday, June 17 Agenda

8:00AM	Recovery Meeting	JFK
9:00-9:45AM	Great Labor Arts Exchange Morning Check-in	International Ballroom A
9:00AM-6:30PM	Encuentro Nacional Obrero: National Workers Forum	See Page 50
	•Latino workers are invited to join this all-day session. Details on page 50.	

9:00AM Registration Opens **Concourse A**

10:00-11:45AM Workshops AA **(see page 21)**

A Collective Response to Divisions in the Workplace and Beyond	Can Emerge from the Pandemic More Effective Meet Your Fellow Troublemakers!
Anti-Racism Trainings in Our Unions: Lessons and Challenges	Negotiating Workplace Changes
Austerity, Debt, and the Fight for Education Funding	Organizing Remotely
Bargaining Committee Crash Course	Secrets of a Successful Organizer: Beating Apathy
Bringing the Fight for Medicare for All into Your Workplace	Striking Before Union Recognition
Chinese Workers Under the Pandemic	Tech Workers Organizing: Challenges and Wins
Feel It in Your Bones: Embodiment for All	Weingarten Rights: Representing Your Co-Workers in Disciplinary Meetings
How to Be an Educator in Your Union	Young Workers Rising
How to March on the Boss (S)	Union Co-ops vs. Racial Capitalism: Challenges and Prospects in the Covid Era
Learning from the Covid Disruption: How Unions	

11:45AM-12:45PM Lunch

1:00-2:45PM Workshops A **(see page 23)**

Bargaining Basics	Secretos de un Organizador Exitoso 1 (S)
Building a Contract Action Team (S)	Secrets of a Successful Organizer: Beating Apathy
Building a Member Organizer Program	Strike Support
Climate Demands in Legislation and Bargaining	STRIKE! Reviving Labor's Most Powerful Weapon(S)
Defending Your Co-Workers in Disciplinary Hearings	Supply Chain Solidarity Down Commodity Chains
Direct Action	The Art of Seeing Hidden Figures: Black Women in Labor Histories and Futures
Grievance Handling: Worst Practices	The Climate-Rail Alliance
Inclusive Bargaining	Undergraduate Student Organizing
Labor on the Airwaves: Radio and Podcasts	Workers and the Pandemic: An International Perspective
Mieux S'Organiser Pour Gagner (in French)	You Can't Do All the Work Yourself: Learn It, Do It, Teach It
Pensions in the Crosshairs: Understanding the Attack	
Researching Your Employer for Organizing and Bargaining Campaigns	

LANGUAGE KEY (S) Spanish/English interpretation

Friday, June 17 Agenda, continued

3:00-4:45PM Workshops B

(see page 25)

A Union Brews at Starbucks (S)
An Organizing Approach to Researching the Boss
Assertive Grievance Handling
Bargaining on Your Feet
Building Solidarity for Racial Justice: An Introduction
Building Worker Power through Peer Education
Campus Debt: Pushing Back and Reclaiming Our Colleges and Universities
Can't Stop, Won't Stop: Hip Hop Music and Culture
Challenging Production Standards
Defending Your Co-Workers in Disciplinary Hearings
Developing Power in Bargaining
Direct Action
Don't Wait for Permission
Effective Meeting Facilitation
From Election to First Contract
Healing, Not Harming: Trauma-Informed Organizing in the Ongoing Pandemic
Inclusive Bargaining
Legal Rights of Union Stewards
Organize the South
Organizing for the Long Haul: An Intergenerational Panel
Organizing in the Open Shop
Secrets of a Successful Organizer: Beating Apathy Strikingly Differently
Talking to Your Co-Workers
Union Democracy in the Building Trades
Using the Railway Labor Act to Our Advantage
Workers Affected by Climate Change (S)

5:00-6:30PM Workshops C

(see page 29)

7 Minutes: A Play
Access to Mental Health
An Introduction to Labor and the Climate World: A Bird's Eye View (S)
An Organizing Approach to Grievances
Belabored Live!
Black Labor Struggles Over Time: An Intergenerational Panel
Bring the Shop Floor to the Bargaining Table: Open Bargaining Techniques (S)
Class Struggle Unionism: A Conversation
Confronting Employers' Blame-the-Worker Safety Programs (S)
Democracy Is Power: Building a Culture of Democracy
Developing the Leaders Your Union Needs
Educators Organizing in Charter Schools
Effective Meeting Facilitation (S)
Fighting Privatization
Gig Workers Fighting Back
Hong Kong: Unions Dissolved, Democracy Abolished, Now What?
Inoculation: Fighting Union-Busting
Labor and Disability
Labor's Upsurge: How Unions Can Make the Most of This Moment
Maintaining the Energy After a Fight
Race and Labor
Secrets of a Successful Organizer: Assembling Your Dream Team
Taking on Two-Tier
Tech Workers Organizing across Divisions
Tools for Action
The Legacy of Slavery and Jim Crow in the Workplace (S)
Union Workers Co-ops as the Basis of an Economy that Works for All
What is a Visual Strategy? Projecting Power in the Streets
Where's Our Leverage? Thinking Strategically About Power and Chokepoints in the Workplace

Friday, June 17 Agenda, continued

7:30-9:00PM	Main Session	Grand Ballroom
	Stacy Davis Gates, president-elect, Chicago Teachers Union	Bernie Sanders, U.S. Senator
	Michelle Eisen, Starbucks Workers United	Chris Smalls, president, Amazon Labor Union
	Dilson Hernandez, musician and hip hop artist	Nolan Tabb, John Deere striker, Auto Workers/Unite All Workers for Democracy
	Sean O'Brien, president, Teamsters	Chair: Alexandra Bradbury, Labor Notes
	Marie Ritacco, St. Vincent striker and vice president, Massachusetts Nurses	
9:00PM	Great Labor Arts Exchange Song, Poem, and Hip-Hop Contest,	International Ballroom ABC
9:00PM	International Guests Reception	Upstairs Foyer
9:00PM	Teamsters for a Democratic Union Reception	Rosemont A
9:00PM	Unite All Workers for Democracy Reception	United A
11:00PM	Labor Song Swap and Jam	International Ballroom ABC

Saturday, June 18 Agenda

7:30AM	Registration Opens	Concourse A
8:00AM	Recovery Meeting,	JFK
9:00-9:45AM	Main Session (S)	Grand Ballroom
	Victor "The Mixer" Bouzi, IATSE Local 695	
	Marcia Howard, Minneapolis Federation of Teachers	
	Lynn Marie Smith, The Motown Diva	
	Chair: Elise Bryant, Labor Heritage Foundation	
10:15AM-12PM	Workshops D	(see page 32)
	Aligning Our Fights: Union and Community Coalitions that Last	Internal Organizing in Crafts and Trades Just Cause
	Amazon, UPS, USPS: Workers Fighting Back in the Age of E-Commerce	Lean and Mean Workplaces
	Art for Mobilization	New Trends in Revitalized Central Labor Councils
	Assertive Grievance Handling	Opening Up Bargaining: Educators Building Power
	Beyond 'Saying Her Name': Unions Confronting Police Power	Principles and Tactics of Industrial Organizing
	Building a Member-to-Member Leadership Network	Race and Labor
	Canary in the Mine: Black Workers in the Public Sector	Running for Union Office (S)
	Casing an Employer: Best Practices in On-the-Ground Research for New Organizing Targets	Sanctuary Unions (S)
	Contract Campaigns	Secretos de un Organizador Exitoso 2 (S)
	Creating a Union Culture of Accountability for Harassment	Secrets of a Successful Organizer: Assembling Your Dream Team
	Democracy Is Power: Democracy and the Strike	Shop Floor Action: Stories from the Floor
	Educators Transforming Their Unions from Below	Songwriting for Labor and Political Actions
	Effective Safety and Health Committees (S)	Stop Begging, Start Bargaining
	Get Strike-Ready	Taking Back Our Time
	How to Find Leverage and Build Strategy by Analyzing Your Own Workplace	Taking on Racist Bosses (S)
		Union Democracy Law: A Guide for Activists
		Unions and Veterans: Fighting Privatization of the V.A., a Model for Single-Payer Health Care
		Unions and Workers Facing Political Repression
		Using Data to Organize
		Vote No! Organizing for Better Contracts

Saturday, June 18 Agenda, continued

When Your Employer is Just Going Through the
Motions: Advanced Bargaining Techniques
Workers Fight for Reproductive Rights
Workers of the World, Unite! Unions Abroad Take
on Amazon, Starbucks, GM, and Google (S)
You Can't Do All the Work Yourself: Learn It, Do It,
Teach It

12:00-1:45PM Lunch

12:00 Asian Pacific American Labor Alliance Meetup. **Narita A**

2:00-3:45PM Workshops E (see page 38)

Amazon Workers in Motion	Messaging Your Power
An Organizing Approach to Grievances	Mexican Unionists Transforming Their Unions—And What It Means for U.S. Workers (S)
Bargaining Tactics: Using Unfair Labor Practice Charges Strategically	New Organizing
Black Lives Matter Uprisings Reverberate in Workplace Organizing	Paraeducators Fight for a Living Wage
Building a Contract Action Team	Racial Justice Fights in Education
Building a Member Organizer Program	Rockin' Your Rally and Picket Line
Building Black Leaders: Lessons from the TDU	Secrets of a Successful Organizer: Assembling Your Dream Team
Black Caucus	Seven Secrets of a Successful Flyer
Building Effective Worker-led Health and Safety Committees (S)	Taking Back Our Workfloor: Practice a Collective Action!
Challenges of Organizing in Logistics	The Fight for Safe Staffing in Hospitals
Continuous Bargaining	Worker-Driven Social Responsibility Models (S)
Dealing with Difficult Supervisors	What to Do When Your Union Breaks Your Heart
Democracy Is Power: Contract Campaigns	Worker Protections for All: Defending Undocumented Workers in Building Trades and Worker Centers (S)
Democracy Is Power: Facilitating a Democratic Union Meeting	Workers' Theater: Using Theater as an Organizing Tool (S)
Educators Fight for Autonomy and Against Censorship	
Effective Member Communications/Using Communications to Organize	
Effective Steward Programs	
Fighting Inside—Without Getting Fired	
Food Supply Chain Organizing Roundtable	
Get Strike-Ready	
Grassroots Health Care Organizing	
Holding the Line: Building Strike Solidarity and Power Inside and Out	
Immigrant Workers Defending Their Rights	
Industrial Power in Higher Education: Organizing in Support Staff Unions	
Inoculation: How to Fight Union Busting	
I've Been Elected—Now What?	
Laying the Ground for Unfair Labor Practice Strikes	
Lessons from Trans and Gender Nonconforming Leaders	
Let's Get Together: Organizing Across Unions with an Employer or Industry in Common	

Saturday, June 18 Agenda, continued

4:15-6:00PM Workshops & Meetings F (see page 43)

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| Building Trades Meeting | Media Workers Meeting |
| Canada Meeting | Starbucks Workers Meeting |
| Federal Workers Meeting | Starting a 'Labor Notes' in Your Country:
International Meeting |
| Health Care Workers Meeting | Teamsters Meeting |
| Higher Education Workers Meeting | Tech Workers Meeting |
| IATSE Meeting | Telecom Workers Meeting |
| Juneteenth Celebration (S) | Transit Workers Meeting |
| K-12 Educators Meeting | United Auto Workers Meeting |
| Library Workers Meeting | Worker Centers Meeting (S) |
| Longshore Workers Meeting | |

6:00 - 7:30pm Workshops & Meetings G (see page 44)

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| Asian Labor Meeting | Meet the Authors |
| Black Workers Meeting | Postal Workers Meeting |
| Blue Collar Women Meeting | Secrets of a Successful Organizer: Turning an
Issue into a Campaign |
| Climate Change Meeting | Undergraduate Student Workers Meeting |
| Health and Safety Meeting | Union Staffers Meeting |
| Labor Educators Meeting | |
| Lawyers Meeting | |

7:30 - 9:00pm Fundraising Dinner (separate ticket required; doors open at 7:15)..... **Grand Ballroom**

- Troublemaker Awards
- Labor Notes Fundraiser
- Professor Louie, people's poet
- Co-Chair: Paul Prescod, Teamsters for a Democratic Union
- Co-Chair: Susan DeCarava, NewsGuild of New York

8:00PM Concert ft. Great Labor Arts Exchange Highlights and Concert Winners . **Int'l Ballroom ABC**

- 9:00PM Emergency Workplace Organizing Committee Reception **McCarran**
- 10:00PM Labor Song Swap and Jam **Int'l Ballroom ABC**

Sunday, June 19 Agenda

- 8:00AM Registration Opens **Concourse A**
- 8:00AM Recovery Meeting **JFK**

9:00-10:30AM Workshops & Meetings H (see page 45)

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| An Organizing Approach to Austerity and
Colonialism in Puerto Rico (S) | No Tiers, No Concessions: Building a UAW that
Can Take on the Automakers |
| Building a Slate and Running for Union Office:
Educator Caucuses | Organizing Against Private Equity |
| Collectively Fabulous! Queer-Trans Labor Histories
and Futures | Postal Workers Meeting |
| Democracy Is Power: Leadership in a Democratic
Rank-and-File Union | Race and Labor |
| Educator-Community Coalitions: A Case Study | Secretos de un Organizador Exitoso 3 (S) |
| Farmworker Base-Building and Organizing (S) | Secrets of a Successful Organizer: Turning an
Issue into a Campaign |
| Great Labor Arts Exchange Closing and Debrief | Shop Floor Action at Amazon (S) |
| Joining a Union... or Forming Your Own | Stopping Workplace Violence |
| Medicare for All Meeting | Supporting Rank-and-File Unions as Staff |
| | The Lasting Power of Strikes |

Sunday, June 19 Agenda, continued

10:45AM-12:30 **Workshops I** (see page 47)

- Assertive Grievance Handling
- Building a Caucus and Transforming Your Union
- Building Municipal Working-Class Power
- Building Strong Unions in High-Turnover Workplaces
- Climate Action: Creating 21st-Century Jobs and Justice
- Contract Enforcement Toolkit
- Democracy Is Power: Fighting for One Member, One Vote
- Educator Member Organizers: Making It Work
- Educators on Strike
- Engaging New Members
- If We're Essential, Treat Us That Way: Organizing in the Pandemic (S)
- Latino Workers Going on Offense (S)
- LGBTQ+ Workers Meeting
- Maintaining Density in a Right-to-Work State
- Making Meetings Better (S)
- Not in a Union Yet? You Still Have Rights (S)
- Race and Labor
- Secrets of a Successful Organizer: Turning an Issue into a Campaign
- Starbucks Solidarity Organizing Meeting
- Using Social Media to Organize
- When We Fight: Film Screening and Discussion
- Winning First Contracts

12:30-1:00PM **Lunch**

1:00-2:00PM **Main Session** **Grand Ballroom**

- Israel Cervantes, Casa Obrera del Bajío, General Motors, Mexico
- Liliana Herrera, singer-songwriter
- Jon Schleuss, president, NewsGuild
- Jessica Wender-Shubow, Brookline Educators Union president
- Chair: Barbara Madeloni, Labor Notes

Ground Rules for Journalists

We are happy to have many journalists here this year, and we know you may be wearing both your “journalist” hat and your “unionist” hat! Please feel free to conduct interviews and network to your heart’s content. But be sure to identify yourself as a journalist and make it clear that you’re asking someone to speak to you on the record.

So that participants can speak freely and frankly, please do not quote, report on, or record anything said in any of the workshops, panels, or meetings unless you have received explicit permission from Labor Notes and the presenters. If you like what someone says in a workshop, ask to interview them afterwards!

The big Main Sessions, however, are fair game for reporting and recording—that’s Friday at 7:30 p.m., Saturday at 9:00 a.m., and Sunday at 1:00 p.m. in the Grand Ballroom.

Featured Track: JUNETEENTH AND BLACK WORKERS

Last year the U.S. government acknowledged its historical legacy as a country built on the labor of enslaved Black people and established Juneteenth as the first new federal holiday since Martin Luther King Day was established in 1983.

Spurred on by national Black Lives Matter protests over the murder of George Floyd, the U.S. government had finally caught up to generations of African Americans who have celebrated the end of slavery on Juneteenth, or June 19.



JIM WEST / jimwestphoto.com

On June 19, 1865, enslaved African American workers in Galveston, Texas, got word of President Abraham Lincoln's 1863 Emancipation Proclamation freeing them from the plantation yoke—although, as W.E.B. Du Bois argued in his majestic book *Black Reconstruction in America: 1860-1880*, slaves had already been freeing themselves in a great general strike that won the Civil War.

Today Black workers are more likely to be union members than any other group, and have often pushed forward workplace militancy. The confluence of Juneteenth and the Labor Notes Conference offers us an opportunity to celebrate the Black liberation movement, explore its connection to labor struggles throughout our history, and make connections and plans together to expand the power of labor to win racial justice and build class-struggle unions.

Anti-Racism Trainings in Our Unions: Lessons and Challenges, Fri 10:00am **Lindbergh**

The Art of Seeing Hidden Figures: Black Women in Labor Histories and Futures, Fri 1:00pm **International Ballroom A**

Organize the South, Fri 3:00pm **Grand Ballroom A**

Black Labor Struggles Over Time: An Intergenerational Panel, Fri 5:00pm **International Ballroom C**

Race and Labor, Fri 5:00pm **LAX**

The Legacy of Slavery and Jim Crow in the Workplace, Fri 5:00pm **Paris**

Canary in the Mine: Black Workers in the Public Sector, Sat 10:15am **International Ballroom C**

Race and Labor, Sat 10:15am **LAX**

Taking on Racist Bosses, Sat 10:15am **Sky Harbor**

Black Lives Matter Uprisings Reverberate in Workplace Organizing, Sat 2:00pm **Rosemont CD**

Building Black Leaders: Lessons from the TDU Black Caucus, Sat 2:00pm **Lambert**

Juneteenth Celebration, Sat 4:15pm **Grand Ballroom B**

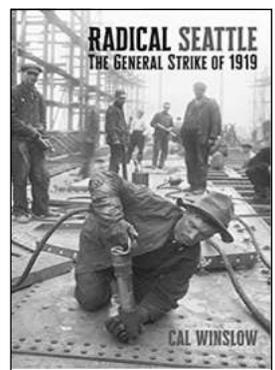
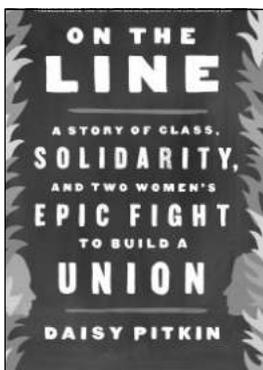
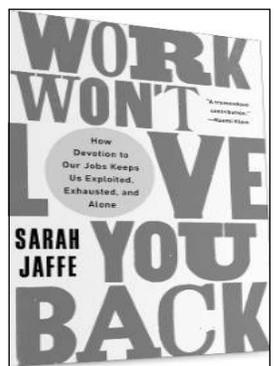
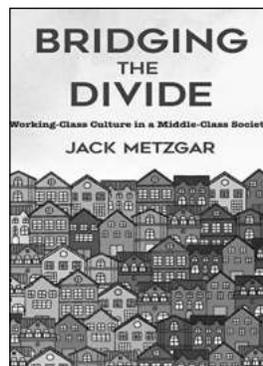
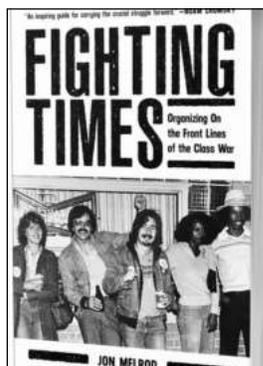
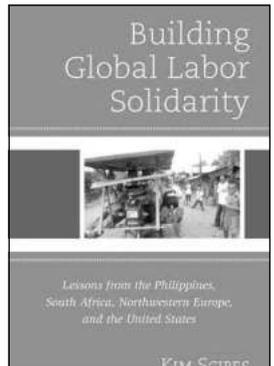
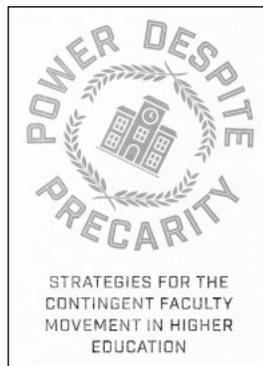
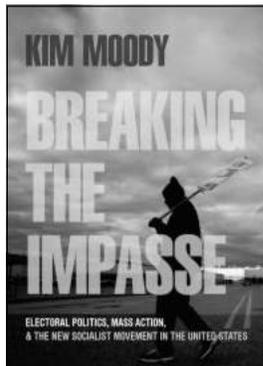
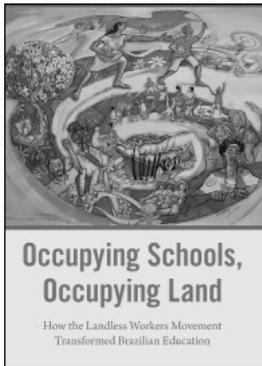
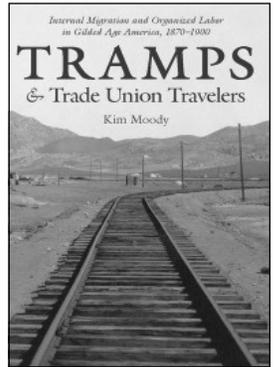
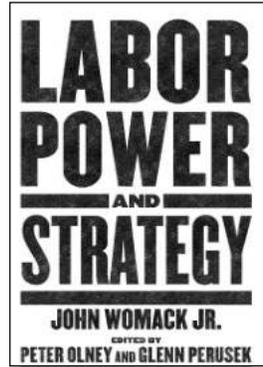
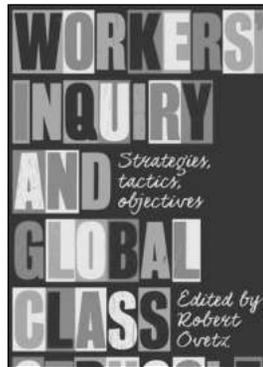
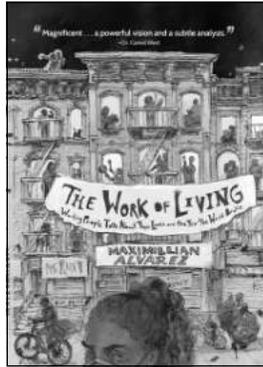
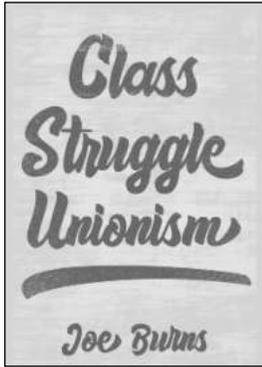
Black Workers Meeting, Sat 6:00pm **Grand Ballroom B**

Race and Labor, Sun 9:00am **LAX**

Race and Labor, Sun 10:45am **LAX**

10 FEATURED TRACK

Meet the Authors, Saturday, 6 - 7:30pm, SKY HARBOR



Great Labor Arts Exchange

Every year the Labor Heritage Foundation organizes a national gathering of workplace activists, artists, and labor educators who are strengthening the movement with songs, poems, hip-hop, posters, cartoons, puppets, and more. This year the Great Labor Arts Exchange is part of the Labor Notes Conference, with arts workshops and performances woven throughout the weekend.



DILSON HERNANDEZ www.dilsonmusic.com

Friday 7:30pm Main Session

Dilson is a multi-genre-merging artist hailing from the mecca of hip hop, The Bronx. His work contains elements of hip hop, rock, bachata, blues, spoken word, reggae, and many more. Dilson has led arts workshops with youth in New York City public schools and incarcerated youth at Rikers Island. “Ultimately, my goal is to embody the human experience,” he says, “to craft art around love, education, social norms, relationships, family.”

LYNN MARIE SMITH lynnmariemusic.com

Saturday 9:00am Main Session

The energetic and effervescent Lynn Marie Smith is a native Detroit, singer-songwriter, and R&B songstress. As a lead organizer for HERE Local 24 and the Teachers (AFT), Lynn Marie shared many victories with casino workers and adjunct faculty members. Meanwhile she found a unique way to share workers’ lives and stories by applying lyrics about the labor movement to popular music. Her recording “Lynn Marie - The Part-Time Worker” received rave reviews and allowed her to travel the country as labor’s cheerleader in the persona of The Motown Diva.



LILIANA HERRERA www.liltunes.com

Sunday 1:00pm Main Session

In her 2018 album “Late Night Taco Stand,” Chicana soul singer-songwriter Liliana Herrera emblazons the echoes of borderland folklore, Afro-Latinx rhythms, and heart-stringed blues into a delicious bilingual tonic. Influenced early on by a musical family and a vast musical trajectory, this fresh musical odyssey diffuses stereotypes, inspires unity and builds bridges of love. We build community at the Late Night Taco Stand! Liliana is also a voiceover artist and Spanish-English interpreter.

Song, Poem, and Hip-Hop Contest

Friday at 9:00pm in International ABC

The Great Labor Arts Exchange’s annual contest will be held live on Friday night! Come enjoy the performances and vote for your favorites. Cash prizes will be awarded in five categories by popular vote of the audience. The winners will perform in the Saturday night concert.

To enter your song, poem, or hip-hop piece in the contest, fill out this online form by 5 p.m. Friday:

bit.ly/GLAE2022

Limit one entry per registered conference participant.

Great Labor Arts Exchange

Labor Arts Workshops and Sessions

Great Labor Arts Exchange

Thurs 2:00pm & Thurs 7:00pm, International Ballroom A

Great Labor Arts Exchange Morning Check-in

Fri 9:00am, International Ballroom A

Feel It in Your Bones: Embodiment for All

Fri 10:00am, International Ballroom A

Labor on the Airwaves: Radio and Podcasts

Fri 1:00pm, Lambert

The Art of Seeing Hidden Figures: Black Women in Labor Histories and Futures

Fri 1:00, International Ballroom A

Can't Stop, Won't Stop: Hip Hop Music and Culture

Fri 3:00pm, International Ballroom A

7 Minutes: A Staged Reading

Fri 5:00pm, International Ballroom DEF

What is a Visual Strategy? Projecting Power in the Streets

Fri 5:00pm, International Ballroom A

Song, Poem, and Hip-Hop Contest

Fri 9:00pm, International Ballroom ABC

Art for Mobilization

Sat 10:15am, International Ballroom A

Songwriting for Labor and Political Actions

Sat 10:15am, Heathrow

Rockin' Your Rally and Picket Line

Sat 2:00pm, International Ballroom A

Workers' Theater: Using Theater as an Organizing Tool

Sat 2:00pm, Lindbergh

Meet the Authors

Sat 6:00pm, Sky Harbor

The Big Concert

Sat 8:00pm, International Ballroom ABC

Great Labor Arts Exchange Closing and Debrief

Sun 9:00am, International Ballroom A



7 MINUTES: A Staged Reading

Friday at 5:00pm, International Ballroom DEF

7 Minutes, by playwright Stefano Massini (best known in New York for his acclaimed play *The Lehman Trilogy*), is a razor-sharp portrait of unionized factory workers grappling with a power imbalance in real time. Based on actual events, *7 Minutes* depicts an urgent meeting of the 11 women and gender non-conforming folks elected to the union council of their rural Connecticut textile factory. Changes at the factory seem inevitable when new owners take over, giving the council only 90 minutes to vote on a decision with serious consequences. Tempers flare and anxieties boil over as the clock runs down. More info at labornotes.org/7minutes

GREAT LABOR ARTS EXCHANGE: The Big Concert

Saturday at 8:00pm, International Ballroom ABC

Come to be moved and delighted, to laugh and sing along and have your spirit renewed! The Saturday night concert will feature the winners of the song, poem, and hip-hop contest, and more.



JIM WEST / jimwestphoto.com

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 21-48 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.

BARGAINING AND CONTRACT CAMPAIGNS

- Bargaining Committee Crash Course, Fri 10:00am, Private Dining
- Bargaining Basics, Fri 1:00pm, Hartsfield
- Building a Contract Action Team, Fri 1:00pm, Private Dining
- Inclusive Bargaining, Fri 1:00pm, Lindbergh
- Researching Your Employer for Organizing and Bargaining Campaigns, Fri 1:00pm, DFW
- Bargaining on Your Feet, Fri 3:00pm, Da Vinci B
- Developing Power in Bargaining, Fri 3:00pm, JFK
- Inclusive Bargaining, Fri 3:00pm, Florence
- Bring the Shop Floor to the Bargaining Table: Open Bargaining Techniques (S), Fri 5:00pm, International Ballroom B
- Contract Campaigns, Sat 10:15am, Rosemont AB
- Stop Begging, Start Bargaining, Sat 10:15am, DFW
- When Your Employer is Just Going Through the Motions: Advanced Bargaining Techniques, Sat 10:15am, United B
- Bargaining Tactics: Using Unfair Labor Practice Charges Strategically, Sat 2:00pm, Reagan
- Building a Contract Action Team, Sat 2:00pm, LAX
- Continuous Bargaining, Sat 2pm, Hartsfield

CLIMATE

- Climate Demands in Legislation and Bargaining, Fri 1:00pm, International Ballroom C
- The Climate-Rail Alliance, Fri 2:15pm, Paris
- Workers Affected by Climate Change (S), Fri 3:00pm, McCarran
- An Introduction to Labor and the Climate World: A Bird's Eye View, Fri 5:00pm, Sky Harbor
- Climate Change Meeting, Sat 6:00pm, International Ballroom F
- Climate Action: Creating 21st-Century Jobs and Justice, Sun 10:45am, Midway

DEMOCRACY IS POWER

- Building a Member Organizer Program, Fri 1:00pm, Vienna
- Don't Wait for Permission, Fri 3:00pm, Rosemont C
- Union Democracy in the Building Trades, Fri 3:00pm, Vienna
- Democracy Is Power: Building a Culture of Democracy, Fri 5:00pm, Tegel
- Democracy Is Power: Democracy and the Strike, Sat 10:15am, Grand Ballroom B
- Running for Union Office (S), Sat 10:15am, Hartsfield
- Union Democracy Law: A Guide for Activists, Sat 10:15am, Dulles
- Vote No! Organizing for Better Contracts, Sat 10:15am, Paris
- Democracy Is Power: Contract Campaigns, Sat 2:00pm, Grand Ballroom A
- Democracy Is Power: Facilitating a Democratic Union Meeting, Sat 2:00pm, Barajas

- I've Been Elected—Now What?, Sat 2:00pm, Int'l Ballroom C

DEMOCRACY IS POWER (CON'T.)

- What to Do When Your Union Breaks Your Heart, Sat 2:00pm, International Ballroom F
- Democracy Is Power: Leadership in a Democratic Rank-and-File Union, Sun 9:00am, John Wayne
- No Tiers, No Concessions: Building a UAW that Can Take on the Automakers, Sun 9:00am, Vienna
- Building a Caucus and Transforming Your Union, Sun 10:45am, Paris
- Democracy Is Power: Fighting for One Member, One Vote, Sun 10:45am, International Ballroom C

DIRECT ACTION

- Direct Action, Fri 1:00pm, Grand Ballroom F
- How to March on the Boss (S), Fri 10:00am, DFW
- Direct Action, Fri 3:00pm, Grand Ballroom B
- Tools for Action, Fri 5:00pm, JFK
- Shop Floor Action: Stories from the Floor, Sat 10:15am, Grand Ballroom A
- Taking Back Our Workfloor: Practice a Collective Action! (S), Sat 2:00pm, United B
- Shop Floor Action at Amazon, Sun 9:00am, Grand Ballroom C

EDUCATORS

- Austerity, Debt, and the Fight for Education Funding, Fri 10:00am, Lambert
- Campus Debt: Pushing Back and Reclaiming Our Colleges and Universities, Fri 3:00pm, Narita B
- Educators Organizing in Charter Schools, Fri 5:00pm, Capital
- Educators Transforming Their Unions from Below, Sat 10:15am, McCarran
- Opening Up Bargaining: Educators Building Power, Sat 10:15am, Lindbergh
- Educators Fight for Autonomy and Against Censorship, Sat 2:00pm, International Ballroom B
- Industrial Power in Higher Education: Organizing in Support Staff Unions, Sat 2:00pm, Gatwick
- Paraeducators Fight for a Living Wage, Sat 2:00pm, Tegel
- Racial Justice Fights in Education, Sat 2:00pm, Heathrow B
- Higher Education Workers Meeting, Sat 4:15pm, United A
- K-12 Educators Meeting, Sat 4:15pm, O'Hare Ballroom
- Building a Slate and Running for Union Office: Educator Caucuses, Sun 9:00am, International Ballroom C
- Educator-Community Coalitions: A Case Study, Sun 9:00am, Heathrow B
- Educator Member Organizers: Making It Work, Sun 10:45am, Narita B
- Educators on Strike, Sun 10:45am, International Ballroom E

WORKSHOP TRACKS, CONTINUED

- When We Fight: Film Screening and Discussion, Sun 10:45am, Heathrow B

HEALTH AND SAFETY

- Challenging Production Standards, Fri 3:00pm, Heathrow B
- Access to Mental Health, Fri 5:00pm, Charles De Gaulle
- Confronting Employers' Blame-the-Worker Safety Programs (S), Sat 10:15am,, North Central
- Effective Safety and Health Committees (S), Sat 10:15am, North Central
- Building Effective Worker-led Health and Safety Committees (S), Sat 2:00pm, McCarran
- The Fight for Safe Staffing in Hospitals, Sat 2:00pm, Grand Ballroom F
- Health and Safety Meeting, Sat 6:00pm, International Ballroom D

INTERNATIONAL

- Chinese Workers Under the Pandemic , Fri 10:00am, Florence
- Hong Kong: Unions Dissolved, Democracy Abolished, Now What?, Fri 5:00pm, Mirabel
- Unions and Workers Facing Political Repression, Sat 10:15am, Charles De Gaulle
- Workers of the World, Unite! Unions Abroad Take on Amazon, Starbucks, GM, and Google (S), Sat 10:15am, Rosemont CD
- Mexican Unionists Transforming Their Unions—And What It Means for U.S. Workers (S), Sat 2:00pm, JFK
- Starting a 'Labor Notes' in Your Country: International Meeting, Sat 4:15pm, Narita A
- Asian Labor Meeting, Sat 6:00pm, Heathrow A

LGBTQ+

- Lessons from Trans and Gender Nonconforming Leaders, Sat 2:00pm, International Ballroom E
- Collectively Fabulous! Queer-Trans Labor Histories and Futures, Sun 9:00am, Narita B
- LGBTQ+ Workers Meeting, Sun 10:45am, Narita A

NEW ORGANIZING

- Striking Before Union Recognition, Fri 10:00am, Vienna
- Tech Workers Organizing: Challenges and Wins, Fri 10:00am, Sky Harbor
- Union Co-ops vs. Racial Capitalism: Challenges and Prospects in the Covid Era, Fri 11:00am, Heathrow B
- From Election to First Contract, Fri 3:00pm, Grand Ballroom C
- Casing an Employer: Best Practices in On-the-Ground Research for New Organizing Targets, Sat 10:15am, John Wayne
- Inoculation: How to Fight Union Busting, Sat 2:00pm, Heathrow A
- New Organizing, Sat 2:00pm, Paris
- Joining a Union... or Forming Your Own, Sun 9:00am, Grand Ballroom B
- Not in a Union Yet? You Still Have Rights (S), Sun 10:45am, United A
- Winning First Contracts, Sun 10:45am, Lindbergh

NUTS AND BOLTS

- Learning from the Covid Disruption: How Unions Can Emerge from the Pandemic More Effective , Fri 10:00am, North Central
- You Can't Do All the Work Yourself: Learn It, Do It, Teach It, Fri 1:00pm, United B
- An Organizing Approach to Researching the Boss, Fri 3:00pm, Dulles
- Effective Meeting Facilitation, Fri 3:00pm, Da Vinci A
- Organizing in the Open Shop, Fri 3:00pm, De Gaulle
- Talking to Your Co-Workers, Fri 3:00pm, Private Dining
- Developing the Leaders Your Union Needs, Fri 5:00pm, United B
- Effective Meeting Facilitation (S), Fri 5:00pm, DaVinci A
- Inoculation: Fighting Union-Busting, Fri 5pm, PrivateDining
- Maintaining the Energy After a Fight, Fri 5:00pm, Narita B
- Aligning Our Fights: Union and Community Coalitions that Last, Sat 10:15am, International Ballroom B
- Assertive Grievance Handling, Sat 10:15am, United A
- Internal Organizing in Crafts and Trades, Sat 10:15am, Logan
- You Can't Do All the Work Yourself: Learn It, Do It, Teach It, Sat 10:15am, Reagan
- Effective Member Communications/Using Communications to Organize, Sat 2:00pm, Florence
- Fighting Inside—Without Getting Fired, Sat 2:00pm, Logan
- Seven Secrets of a Successful Flyer, Sat 2:00pm, International Ballroom D
- Engaging New Members, Sun 10:45am, Grand Ballroom A
- Maintaining Density in a Right-to-Work State, Sun 10:45am, United B
- Making Meetings Better (S), Sun 10:45am, Lambert
- Using Social Media to Organize, Sun 10:45am, London

POLITICS AND CONNECTING THE DOTS

- Bringing the Fight for Medicare for All into Your Workplace, Fri 10:00am, United A
- Pensions in the Crosshairs: Understanding the Attack, Fri 1:00pm, Mirabel
- Building Solidarity for Racial Justice: An Introduction, Fri 3:00pm, Lambert
- Fighting Privatization, Fri 5:00pm, Lindbergh
- Labor and Disability, Fri 5:00pm, Gatwick
- Union Workers Co-ops as the Basis of an Economy that Works for All, Fri 5:00pm, Heathrow B
- Beyond 'Saying Her Name': Unions Confronting Police Power, Sat 10:15am, SeaTac
- Principles and Tactics of Industrial Organizing, Sat 10:15am, Lambert
- Taking Back Our Time, Sat 10:15am, London
- Unions and Veterans: Fighting Privatization of the V.A., a Model for Single-Payer Health Care, Sat 10:15am, Tege
- Workers Fight for Reproductive Rights, Sat 10:15am, Florence
- An Organizing Approach to Austerity and Colonialism in Puerto Rico (S), Sun 9:00am, Capital
- Medicare for All Meeting, Sun 9:00am, Liberty
- Building Municipal Working-Class Power, Sun 10:45am, Florence

WORKSHOP TRACKS, CONTINUED

SECRETS OF A SUCCESSFUL ORGANIZER

- Secrets of a Successful Organizer: Beating Apathy, Fri 10:00am, O'Hare Ballroom
- Mieux S'Organiser Pour Gagner (F), Fri 1:00pm, DaVinci B
- Secretos de un Organizador Exitoso 1 (S), Fri 1:00pm, International Ballroom B
- Secrets of a Successful Organizer: Beating Apathy, Fri 1:00pm, O'Hare Ballroom
- Secrets of a Successful Organizer: Beating Apathy, Fri 3:00pm, O'Hare Ballroom
- Secrets of a Successful Organizer: Assembling Your Dream Team, Fri 5:00pm, O'Hare Ballroom
- Secretos de un Organizador Exitoso 2 (S), Sat 10:15am, Narita A
- Secrets of a Successful Organizer: Assembling Your Dream Team, Sat 10:15am, O'Hare Ballroom
- Secrets of a Successful Organizer: Assembling Your Dream Team, Sat 2:00pm, O'Hare Ballroom
- Secrets of a Successful Organizer: Turning an Issue into a Campaign, Sat 6:00pm, O'Hare Ballroom
- Secretos de un Organizador Exitoso 3 (S), Sun 9:00am, Hartsfield
- Secrets of a Successful Organizer: Turning an Issue into a Campaign, Sun 9:00am, O'Hare Ballroom
- Secrets of a Successful Organizer: Turning an Issue into a Campaign, Sun 10:45am, O'Hare Ballroom

STEWARDS

- Negotiating Workplace Changes, Fri 10:00am, LAX
- Weingarten Rights: Representing Your Co-Workers in Disciplinary Meetings, Fri 10:00am, SeaTac
- Defending Your Co-Workers in Disciplinary Hearings, Fri 1:00pm, LAX
- Grievance Handling: Worst Practices, Fri 1:00pm, Grand Ballroom B
- Assertive Grievance Handling, Fri 3:00pm, United A
- Defending Your Co-Workers in Disciplinary Hearings, Fri 3:00pm, DFW
- Legal Rights of Union Stewards, Fri 3:00pm, Grand Ballroom F
- An Organizing Approach to Grievances, Fri 5:00pm, United A
- Building a Member-to-Member Leadership Network, Sat 10:15am, Narita B
- Just Cause, Sat 10:15am, Grand Ballroom C
- An Organizing Approach to Grievances, Sat 2:00pm, United A
- Dealing with Difficult Supervisors, Sat 2:00pm, DFW
- Effective Steward Programs, Sat 2:00pm, John Wayne
- Assertive Grievance Handling, Sun 10:45am, DFW
- Contract Enforcement Toolkit, Sun 10:45am, Logan

STRATEGY

- Supply Chain Solidarity Down Commodity Chains, Fri 1:05pm, Paris
- Class Struggle Unionism: A Conversation, Fri 5:00pm,

Florence

- Labor's Upsurge: How Unions Can Make the Most of This Moment, Fri 5:00pm, Rosemont AB
- Where's Our Leverage? Thinking Strategically About Power and Chokepoints in the Workplace, Fri 5:00pm, Hartsfield
- How to Find Leverage and Build Strategy by Analyzing Your Own Workplace, Sat 10:15am, DaVinci B
- Challenges of Organizing in Logistics, Sat 2:00pm, London
- Food Supply Chain Organizing Roundtable, Sat 2:00pm, Mirabel

STRIKES

- Strike Support, Fri 1:00pm, Florence
- STRIKE! Reviving Labor's Most Powerful Weapon (S), Fri 1:00pm, Rosemont AB
- Striking Differently, Fri 3:00pm, International Ballroom C
- Taking on Two-Tier, Fri 5:00pm, SeaTac
- Get Strike-Ready, Sat 10:15am, Midway
- Get Strike-Ready, Sat 2:00pm, Midway
- Holding the Line: Building Strike Solidarity and Power Inside and Out, Sat 2:00pm, Grand Ballroom H
- Laying the Ground for Unfair Labor Practice Strikes, Sat 2:00pm, Grand Ballroom C
- The Lasting Power of Strikes, Sun 9:00am, Tegel

WORKER CENTERS

- Building Worker Power through Peer Education, Fri 3:00pm, Heathrow A
- Gig Workers Fighting Back, Fri 5:00pm, Vienna
- Worker-Driven Social Responsibility Models (S), Sat 2:00pm, La Guardia
- Worker Protections for All: Defending Undocumented Workers in Building Trades and Worker Centers (S), Sat 2:00pm, Liberty
- Worker Centers Meeting (S), Sat 4:15pm, La Guardia
- Farmworker Base-Building and Organizing (S), Sun 9:00am, Mirabel
- Latino Workers Going on Offense (S), Sun 10:45am, Grand Ballroom C

20 CONFERENCE TRACKS

Friday, Workshops AA

10:00-11:45am

A COLLECTIVE RESPONSE TO DIVISIONS IN THE WORKPLACE AND BEYOND

UNITED B

The more our worksites are united, the easier it is to solve problems and move against bullying, conflict, and other divisions that weaken us. In this interactive workshop we'll practice member-to-member communication tools that help us increase respect among co-workers, fight oppression, and respond collectively to workplace problems.

- Joe Fahey, trainer and coach, retired Teamster

ANTI-RACISM TRAININGS IN OUR UNIONS: LESSONS AND CHALLENGES

LINDBERGH

In the wake of the 2020 uprisings for Black lives, many organizations sought education about systemic racism in the U.S. For some, it built on the antiracist work they had already been doing, and for others, a new approach. Join a discussion about lessons learned and challenges faced, from the longstanding work of CWA's Reversing Runaway Inequality to projects inspired by the work of Bill Fletcher, Jr. and April Sims at the Washington State Labor Council.

- Judith LaGuerre and Joe-Ann Fergus, Massachusetts Nurses
- Prachi Goyal, Washington Federation of State Employees
- Hae-Lin Choi, Communications Workers District 1
- Sherronda Jamerson, Washington Federation of State Employees Local 3488
- Facilitator: Jose La Luz, labor educator

AUSTERITY, DEBT, AND THE FIGHT FOR EDUCATION FUNDING

LAMBERT

The constant cry from administrators and politicians is that there isn't enough money and we need austerity budgets. Meanwhile public funds are being channeled to Wall Street through debt servicing fees and real estate deals. Learn how some educators are organizing to expose the drain of debt and push back to demand fully funded public education.

- Hilarío Domínguez, Chicago Teachers
- Joanna Gonsalves, Massachusetts State College Association, Massachusetts Teachers
- Rich Levy, Salem State University (retired), Educators for a Democratic Union
- Maria del Mar Rodríguez, National Coordinator for the Asociación Puertorriqueña de Profesores Universitarios (Puerto Rican Association of University Professors)
- Eleni Schirmer, Debt Collective
- Facilitator: Jason Thomas Wozniak, West Chester University and Debt Collective

BARGAINING COMMITTEE CRASH COURSE

PRIVATE DINING

Learn the legal structure of contract bargaining, how to take effective bargaining notes, and the basics of drafting contract language.

- Jason Ide, Teamsters Local 399

BRINGING THE FIGHT FOR MEDICARE FOR ALL INTO YOUR WORKPLACE

UNITED A

The fight to win Medicare for All will not be won without bringing to bear our collective power as workers. We have to put pressure on our employers to join us in this fight, even though we know that their interests are not the same as ours. This workshop will provide tools for bringing this effort first to your co-workers, and then to your boss. While these tools were designed for union shops, they have applicability to other workplaces as well.

- John Thompson, United Electrical Workers

CHINESE WORKERS UNDER THE PANDEMIC

FLORENCE

Chinese authorities have used their tremendous centralized power to lock down society during the pandemic... and simultaneously accelerated the suppression of any form of worker self-organization. This panel will explore how workers as diverse as food delivery drivers, sanitation workers, domestic workers, and white-collar tech workers have faced censorship, surveillance, arrests, and incarceration as they organized to protect themselves.

- Aidan Chau, China Labour Bulletin
- Eric Chen, Chinese labor organizer
- Junyue Qian, researcher
- Facilitator: Michelle Chen, Belabored

FEEL IT IN YOUR BONES: EMBODIMENT FOR ALL

INTERNATIONAL BALLROOM A

How can we find more balance, joy, strength, and liberation within our bodies? For organizers, the way we honor our bodies and those around us matters. Learn to scan your body and progressively relax. Share strategies for incorporating movement into life and organizing. Practice grounding breathing. Try out several simple ways to get a whole group moving together. Movements are relationships in motion—let's cultivate connection, skills, and joy as we move!

- Jayme Winell, movement educator, organizer, public school teacher



JUSTICE FOR PORT DRIVERS

WORKSHOPS FRIDAY 21

Friday, Workshops AA, continued

10:00-11:45am

HOW TO BE AN EDUCATOR IN YOUR UNION **HARTSFIELD**

The DePaul University Labor Education Center will guide participants through the nuts and bolts of preparing and facilitating educational workshops in their own locals and stewards meetings. We will also share opportunities to expand your training as an educator.

- Jessica Cook-Qurayashi, DePaul Labor Education Center

HOW TO MARCH ON THE BOSS **DFW**

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, Oregon Education Association

LEARNING FROM THE COVID DISRUPTION: HOW UNIONS CAN EMERGE FROM THE PANDEMIC MORE EFFECTIVE **NORTH CENTRAL**

The Covid-19 pandemic has not only upended our lives and workplaces but also shaken up our unions, disrupting or transforming nearly all union activities. A period of disruption, however, is also an opportunity for change. In this interactive workshop, we'll do a Stop/Start/Continue analysis to think through how our unions' practices have changed over the past two years and how our organizations can emerge from the pandemic more effective and more democratic.

- Elaine Bernard, Harvard Trade Union Program

MEET YOUR FELLOW TROUBLEMAKERS! **NARITA A**

One of the best things about the Labor Notes Conference is the opportunity to meet union activists from all over. In this session, we'll provide a brief orientation to the conference (and to Labor Notes!) and then break people out into groups to learn more about each others' unions, workplaces, and industries. Of special interest to first-time attendees, though all are welcome.

NEGOTIATING WORKPLACE CHANGES **LAX**

When the boss tries to make changes in past practices, technology, policies, or our work process, there's no reason for us to surrender to our own "management's rights" clause and say "there's nothing we can do about it." Building our shop floor organization and using leverage to bargain over changes can help us combat management's attempts to act unilaterally.

- Don Taylor, University of Wisconsin School for Workers

ORGANIZING REMOTELY **GRAND BALLROOM F**

Whether due to the pandemic, already-hybrid workplaces, or other logistical challenges, many workers have had to figure out ways to do their organizing and even their collective actions remotely. Hear from panelists who brought workers together virtually to fight the boss.

- Jack Q. Smith, AFSCME Local 3800
- Joelle Monique, Writers Guild East
- Jeff Sisson, New York Times Tech Guild
- Facilitator: Cherrene Horazuk, AFSCME Local 3800

SECRETS OF A SUCCESSFUL ORGANIZER: BEATING APATHY **O'HARE BALLROOM**

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*.

- Bo McClung, Pacific Environment
- Zack Pattin, Longshore (ILWU) Local 23

STRIKING BEFORE UNION RECOGNITION **VIENNA**

Too often workers are told to play by the boss's rules: you can't act like a union until you've jumped through the official hoops. But for as long as there have been unions, workers have struck for the right to have a union. Hear from workers who have struck for, or before, recognition from management: the challenges, the benefits, and the tactics needed to win.

- Beck Kaster and Lex Bloom, Great Lakes Coffee Strikers
- Quan Le Thien Minh, Indiana Graduate Workers Coalition, Electrical Workers (UE)
- Anjannette Reyes, SEIU Local 32BJ
- Alfredo Zeferino Juarez, Familias Unidas por la Justicia
- Facilitator: Dave Kamper, New Brookwood Labor College

TECH WORKERS ORGANIZING: CHALLENGES AND WINS **SKY HARBOR**

Hear from tech workers who have successfully organized, and others who have not been successful yet. What are the specific challenges to organizing in the tech industry, and how we can overcome these challenges?

- Eris Derickson, Alphabet Workers Union
- Vicki Crosson, NewsGuild
- Bjorn Westergard, Digital Media United
- Facilitator: Emily Mazo, Collective Action in Tech

WEINGARTEN RIGHTS: REPRESENTING YOUR CO-WORKERS IN DISCIPLINARY MEETINGS **SEATAC**

Every private sector union member has Weingarten rights: the legal right to union representation in meetings that can lead to discipline. In this workshop, we train workers to become Weingarten representatives who help hold managers accountable and build a strong union culture in the workplace. Learn about the history and importance of Weingarten rights and practice dealing with common obstacles!

- Sara David, Writers Guild
- Marina Fang, Writers Guild

YOUNG WORKERS RISING **INT'L BALLROOM C**

The recent upsurge in union organizing undermines the old complaint that young people don't get unions. They do. And they are bringing energy, ideas, and courage into the struggle. Hear from some of these workers about why and how they've taken up labor organizing to win a better world.

- Simran Dhunna, Naujawan Support Network
- Quentin Kanta, Starbucks Workers United
- Tyler Rasmussen, Longshore (ILWU) Local 23
- Amandeep Singh Virk, Anmol Sanotra, and Simran Dhunna, Naujawan Support Network
- Facilitator: Caitlyn Clark, Labor Notes

22 WORKSHOPS FRIDAY

Friday, Workshops AA, continued

10:00-11:45am

UNION CO-OPS VS. RACIAL CAPITALISM: CHALLENGES AND PROSPECTS IN THE COVID ERA

HEATHROW B

This session will be held from 11:00am to 1:00pm. This session will focus on how the intersection of worker ownership and union representation can advance racial justice. We will take a close look at how these models can challenge the inequities of racial capitalism while centering anti-racism in their internal practices.

- Construction: Nolvía Mendoza and Heiny Maldonado, Fuerza Laboral; Justin Kelley, Painters District Council 11.
- Public Safety: Frank McCrary, SEIU Local 26 and Community Safety Specialists; Benjamin Tsai, Nexus Community Partners
- Food Systems: Ezekiel Coleman, Our Harvest; Ellen Vera, Co-op Cincy. Social Care: Joe China, 1199SEIU; Denise Hernandez, Cooperative Home Care Associates; Kim Alleyne, Cooperative Home Care Associates and 1199SEIU
- Transportation: Abebe Antallo and Mikaiil Hussein, United Taxi Cooperative of San Diego; Lilly Irani, University of California-San Diego.

Friday, Workshops A

1:00-2:45pm

BARGAINING BASICS

HARTSFIELD

You won your union election. Now it's time to bargain a contract. Where do you start? How can you lay the foundation for successful bargaining? What are the basic steps in presenting demands, showing power at the table, and coming to an agreement? This workshop will help you think these through steps and be ready to win.

- Ona Keller, California Teachers Association

BUILDING A CONTRACT ACTION TEAM

PRIVATE DINING

The Contract Action Team is the engine that drives a powerful contract campaign. Learn how to identify leaders, build your CAT, and activate it for your contract fight.

- Maggie Kalda, St. Paul Federation of Educators
- Chong Xiong, St. Paul Federation of Educators
- Brian Hodge-Rice, St. Paul Federation of Educators
- Leah VanDassor, St. Paul Federation of Educators

BUILDING A MEMBER ORGANIZER PROGRAM

VIENNA

The NewsGuild is finding success with a program that trains members as organizers, connects them across the union, and exponentially builds their capacity to grow the movement. Learn how they're doing it and how your union might draw inspiration to adopt a similar approach.

- Andrew Pantazi, Communications Workers Local 3108, NewsGuild
- Veronica Serrano, Media Guild of the West
- Stephanie Basile, NewsGuild

CLIMATE DEMANDS IN LEGISLATION AND BARGAINING

INTERNATIONAL BALLROOM C

Corporations are responsible for much of climate change, so what happens when unions use their strategies to demand accountability and resources for climate justice? Bring questions and your own examples to this discussion of how unions are building power among their membership and communities to win contract language and pass legislation for healthier environments.

- Greg Nammacher, SEIU Local 26
- Kilton Webb, Electrical Workers (IBEW) Local 567, Maine Labor Climate Council
- Arlene Inouye, United Teachers Los Angeles
- Stephanie Corte, Texas Climate Jobs Project
- Facilitator: Gene Carroll, Climate Jobs New York

DEFENDING YOUR CO-WORKERS IN DISCIPLINARY HEARINGS

LAX

Stewards are the backbone of every union, defending co-workers when they need it most. In this workshop we will review how stewards can use their special rights and protections to most effectively advocate for their co-workers in investigatory interviews. We will also discuss how to handle supervisors who are trying to put you off or trip you up.

- Danielle Smith, NewsGuild of New York
- Emma Cueto, NewsGuild of New York

WORKSHOPS FRIDAY 23

DIRECT ACTION

GRAND BALLROOM F

There is nothing like direct action to put the bosses back on their heels and assert worker power—and also a way to experience the joy of collective action. How do we build toward successful direct actions and use them to win big? These panelists will tell us how they did it and help participants bring the power of direct action back into their unions.

- Laura Beebe, Auto Workers Local 2865
- Gurjeet Singh and Parmbir Gill, Naujawan Support Network
- Aya Konishi, Auto Workers Local 2865
- Attar Sodhi, Naujawan Support Network
- Sam White, UNITE HERE Darwin's Coffee
- Facilitator: Quentin Washington, Chicago Teachers

GRIEVANCE HANDLING: WORST PRACTICES

GRAND BALLROOM B

We can learn a lot from our mistakes and those of others. In this workshop we'll follow a grievance handling from beginning to end and ask: What went wrong? What should have been done? We start when the initial report of a disciplinary suspension comes to the union's steward and business agent, and follow step by step, identifying mistakes in the handling of the grievance which could have been damaging to the union's case. The goal is to be persuasive and have a principled settlement. Come laugh and leave reminded of the mistakes to avoid. Presenter Richard De Vries confesses to having made all of the mistakes.

- Richard De Vries, Teamsters Local 705

INCLUSIVE BARGAINING

LINDBERGH

Union contracts can be powerful tools to redistribute power at work. Learn how some locals are using contracts and contract campaigns to address racism, transphobia, language justice, health care access, and other issues important to members. Just as importantly, hear how organizing for these benefits can build solidarity and strengthen the union.

- Marina Fang, Writers Guild
- Jennifer Charles, New York Professional Nurses
- Monica Martinez, AFSCME Local 3299
- Facilitator: Virginia Rodino, Asian Pacific American Labor Alliance/Coalition of Labor Union Women

LABOR ON THE AIRWAVES: RADIO AND PODCASTS

LAMBERT

Working people's stories and voices have rarely gotten the attention and respect they deserve in the media, but that is changing. In this panel, trailblazing media makers will discuss how they are creatively using the mediums of radio and podcasting to lift up people's voices, struggles, and victories, to inform the public about vital undercovered stories, and to build a sense of solidarity and connection with our neighbors.

- Judy Ance, Heartland Labor Forum
- Michelle Chen and Sarah Jaffe, Belabored
- Jamie Partridge, KBOO Labor Radio
- Facilitator: Maximilian Alvarez, The Real News Network

MIEUX S'ORGANISER POUR GAGNER (F)

DAVINCI B

Êtes-vous découragé lorsque vous essayez d'impliquer vos collègues? Cet atelier est pour vous. Écoutez des exemples de sites montrant comment d'autres personnes ont transformé leur lieu de travail et ont transformé l'apathie en action.

Découvrez des outils d'organisation pratiques pour engager vos collègues, organiser des actions et obtenir des résultats. [Workshop for French speakers only.]

- Marsha Niemeijer, New York State Nurses

PENSIONS IN THE CROSSHAIRS: UNDERSTANDING THE ATTACK

MIRABEL

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, University of Oregon Labor Education and Research Center

RESEARCHING YOUR EMPLOYER FOR ORGANIZING AND BARGAINING CAMPAIGNS

DFW

How do we dig up information about our employers? How can we use this information to help our organizing and bargaining campaigns? Join us to explore the basics of industry and employer research and how to publicize bad employer behavior to advance our campaigns.

- Eric Dirnbach, Laborers
- Claudia Balog, 1199SEIU United Healthcare Workers East

SECRETOS DE UN ORGANIZADOR EXITOSO 1: VENCER A LA APATÍA (S)

INTERNATIONAL BALLROOM B

¿Se está golpeando la cabeza contra la pared tratando de involucrar a compañeros de trabajo en una lucha para mejorar su lugar de trabajo? Este taller es para ti. Escuche historias de otros trabajadores quienes convirtieron la apatía en acción. Aprenda los fundamentos de cómo organizarse para lanzar campañas que involucren a sus compañeros de trabajo para tomar acción y obtener resultados. [Workshop for Spanish speakers only.]

- Cecilia Prado, Workers Dignity/Dignidad Obrera

SECRETS OF A SUCCESSFUL ORGANIZER: BEATING APATHY

O'HARE BALLROOM

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*.

- Felix Thomson, SEIU Local 1021
- Camilo Viveiros, University of Massachusetts Dartmouth Labor Center

STRIKE SUPPORT

FLORENCE

It's the workers who win a strike, but rarely without some serious support from friends, relatives, and allies. Hear from workers and community supporters who built powerful strike support operations, and built out organizing infrastructure and cross-union connections that lasted beyond the picket line.

- Molly Armstrong, SEIU Local 1021
- Rossana Rodriguez, 33rd Ward Alderperson, Chicago City Council
- Nolan Tabb, Auto Workers Local 281
- Laura Wadlin, Teachers (AFT) Local 2277
- Facilitator: Honda Wang, AFSCME Local 1549

Friday, Workshops A, continued

1:00-2:45pm

SUPPLY CHAIN SOLIDARITY DOWN COMMODITY CHAINS

PARIS

This Railroad Workers United session starts at 1:05.

The Supply Chain Study/Research Group helped organize Railroad Workers United's Richmond and Chicago Rail Safety Conferences in 2015, as well as similar ones around the world. This interactive workshop will strategize how all workers along commodity chains can act in solidarity, whether in extraction, production, maritime, longshore, warehousing, trucking and retail. We will look at bottlenecks and supply chain vulnerabilities, along with the inspiring recent success of Amazon worker organizing.

- Gifford Hartman, Global Labour University and Railroad Workers United

THE CLIMATE-RAIL ALLIANCE

PARIS

This Railroad Workers United session starts at 2:15.

Merely converting to electric cars and trucks won't stave off the climate crisis. To achieve necessary reductions in fossil fuel emissions we must shift a substantial amount of automobile and truck traffic to rail quickly. The Climate Rail Alliance organizes to educate Congress and the general public about the crucial role rail must play in our future, and how rail workers and environmental activists can join forces.

- Tom White, Railroad Workers United

THE ART OF SEEING HIDDEN FIGURES: BLACK WOMEN IN LABOR HISTORIES AND FUTURES

INTERNATIONAL BALLROOM A

In this session we'll share stories from our past to envision and impact our future through song, poetry, or hip hop. You'll get a chance to reflect upon your personal s/hero or hidden figure and create a story/song to be shared with others.

- MacKenzie River Foy, Village X Magazine/Jobs With Justice
- Steve Jones, DC Labor Chorus
- Elise Bryant, Labor Heritage Foundation

UNDERGRADUATE STUDENT ORGANIZING

SKY HARBOR

As worker exploitation expands and deepens in higher education, there's been a dramatic upsurge in the unionization of undergraduate student workers employed in food service, libraries, residential life, research, and even teaching. The energy and creativity of these efforts—including independent unionization, strikes, and high aspirational bargaining—will be explored by panelists from Kenyon, Grinnell, and Wesleyan.

- Prathik Gowda, Union of Grinnell Student Dining Workers

Friday, Workshops B

3:00-4:45pm

AN ORGANIZING APPROACH TO RESEARCHING THE BOSS

DULLES

Researching the boss is key to knowing how to fight back effectively, and it shouldn't just be left to the "experts." Learn how to turn researching the boss into an organizing project, and how to use what you learn, collectively.

- Tom Juravich, UMass Amherst Labor Center
- Susanne Cervenka, Alex Gecan, and Bryan Nelson, NewsGuild of New York
- Olivia Geho, Graduate Employee Organization-UAW 2322

- Camila Rivera, United Students Against Sweatshops
- Ruby Raye Clarke, Wesleyan Union of Student Employees
- Facilitator: Charlie Muller, Kenyon

WORKERS AND THE PANDEMIC: AN INTERNATIONAL PERSPECTIVE

MCCARRAN

The Covid pandemic has impacted workers across the globe for the last two years, claiming 15 million lives globally according to the latest World Health Organization estimates. Come hear unionists from around the world talk about the experience of the pandemic in their countries and what unions have done to fight to defend workers' rights and health and safety over the past two years.

- Ana Merino, Movimiento Asambleario de Trabajadores de Sanidad, Spain
- Stephane Enjalran, Solidaires, France
- Facilitator: Aminah Sheikh, Elementary Teachers' Federation of Ontario

YOU CAN'T DO ALL THE WORK YOURSELF: LEARN IT, DO IT, TEACH IT

UNITED B

Leadership isn't about taking on the tasks of our unions ourselves. It's about developing others to participate by providing them the resources and opportunity to do so. That's how we build a stronger union—but it's easier said than done!

- Alicia Hernandez, United Media Guild
- Rachel Farber, Alphabet Workers Union
- Lou Grieco, NewsGuid

STRIKE! REVIVING LABOR'S MOST POWERFUL WEAPON

ROSEMONT AB

At the heart of workers' power is the ability to shut down business as usual by using the best-known tool in the labor movement's toolbox: the strike. Hear from workers who've done it themselves, from Nabisco to Kellogg's to Starbucks, and how those fights have transformed their unions, their co-workers, and the world.

- Trevor Bidelman, Bakery Workers Local 3G, Kellogg's
- Donna Jo Marks, Bakery Workers Local 364, Nabisco
- Kevonna Neely, Communications Workers Local 1133
- Sarah Pappin, Starbucks Workers United
- Facilitator: Sara Nelson, Flight Attendants (AFA-CWA)

ASSERTIVE GRIEVANCE HANDLING

UNITED A

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.

- Mischa Gaus, New York State Nurses
- Benny Matthew, New York State Nurses

WORKSHOPS FRIDAY 25

A UNION BREWS AT STARBUCKS

ROSEMONT AB

Starbucks workers across the country have been self-organizing an expansive and exciting new organizing campaign that has caught the national imagination. Hear from workers who've organized their own stores, gone on strike, built public support, and are changing the labor movement.

- Mason Boykin, Jacksonville
- Jaz Brisack, Buffalo
- Kylah Clay, Boston
- Alydia Claypool, Kansas City
- Laila Dalton, Phoenix
- Will Westlake, Buffalo
- Bill Whitmire, Phoenix
- Facilitator: Daisy Pitkin, Workers United-SEIU

BARGAINING ON YOUR FEET

DAVINCI B

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

BUILDING SOLIDARITY FOR RACIAL JUSTICE: AN INTRODUCTION

LAMBERT

It's key for the labor movement to unite all workers in order to fight back, especially when the boss tries to divide us based on race or ethnicity. This introductory workshop offers tools for beginning challenging conversations about our history, and urges workers to find ways to address and overcome racism with solidarity.

- Kari Thompson, United Electrical Workers
- Representative, United Electrical Workers

BUILDING WORKER POWER THROUGH PEER EDUCATION

HEATHROW A

Peer education training models can forge stronger member leadership. How is your union or worker center training members and leaders? Learn how to do collaborative curriculum design, how to supervise and support trainers, and how to integrate training into your organizing strategies. Participants will leave with an action plan and tools to design their own peer education leadership lab—and a network of fellow organizers and educators who are doing it too.

- Arianna Shindle, Cornell School of Industrial and Labor Relations
- Zoe West, Cornell School of Industrial and Labor Relations

CAMPUS DEBT: PUSHING BACK AND RECLAIMING OUR COLLEGES AND UNIVERSITIES

NARITA B

Learn how institutional debt works and how it exacerbates racialized inequality in higher education. We present materials to use to research and expose institutional debt, as well as strategies to organize on your campus and connect to university debt work across institutions. These tools can be used in the classroom and to build solidarity among faculty, staff, and students, who are often pitted against each other by university administration, yet are all hurt by institutional debt.

- Sofya Aptekar, Professional Staff Congress, Rank-and-File Action
- Joanna Gonsalves, Educators for a Democratic Union, Massachusetts State College Association
- Dana Morrison, Association of Pennsylvania State College and University Faculties
- Rich Levy, Debt Reveal Project, Massachusetts State College Association
- Eleni Schirmer, Debt Collective

CAN'T STOP, WON'T STOP: HIP HOP MUSIC AND CULTURE

INTERNATIONAL BALLROOM A

Come to this workshop to discover the history of the hip hop genre and learn how to write bars/couplets with prompts. You'll learn to discern the differences between rap and hip hop, and identify the elements of hip hop. And you'll get a chance to take part in 'The Workshop Cypha,' a go-around featuring some of what's been written by workshop participants.

- Dilson Hernandez, artist

CHALLENGING PRODUCTION STANDARDS

HEATHROW B

Working where the output is measured poses a special set of challenges for workers. Where did the company get its standard? How can we know if it is accurate? What can we do if we think it's unreasonable? This session will explore the basis of standards and guidelines on how to address them. We will review the most effective ways to investigate and challenge output quotas, inadequate staffing, and other production standards.

- Michael Childers, University of Wisconsin School for Workers

DEFENDING YOUR CO-WORKERS IN DISCIPLINARY HEARINGS

DFW

Stewards are the backbone of every union, defending co-workers when they need it most. In this workshop we will review how stewards can use their special rights and protections to most effectively advocate for their co-workers in investigatory interviews. We will also discuss how to handle supervisors who are trying to put you off or trip you up.

- Chris Brooks, NewsGuild of New York
- Morgan McFall-Johnson, NewsGuild of New York

DEVELOPING POWER IN BARGAINING

JFK

Learn from a labor educator and local president on how to successfully build power away from the bargaining table so that you have more power AT the table. Learn how to use the media and collective actions to engage your members, put heat on the bosses, and win what you deserve.

- Anneta Argyres, Professional Staff Union, UMass-Boston

DIRECT ACTION

GRAND BALLROOM B

There's nothing like direct action to put the bosses back on their heels and assert worker power—plus, you get to experience the joy of collective action. These panelists will tell us how they did it and get you thinking about how to use the power of direct action in your union, too.

- Mary Clinton, Communications Workers
- Alexi Shalom, Association of Legal Aid Attorneys
- Patrick Shepherd

DON'T WAIT FOR PERMISSION

ROSEMONT C

A union action doesn't have to be planned at union headquarters or approved by staff. Some of the most effective campaigns have been organized by rank-and-file members who got together with their co-workers and did something bold. Hear how health care workers, federal workers, and telecom workers put the "you" in union—including two stories of successful safety strikes!

- Hawah Aminzason, SEIU 1199NW
- Chris Dols, IFPTE Local 98
- Fadumo Elmi, SEIU Local 1199NW
- Thomas Ham, Communications Workers Local 9588
- Facilitator: Mark Brenner, University of Oregon Labor Education and Research Center

EFFECTIVE MEETING FACILITATION

NORTH CENTRAL

We've all been in bad meetings. Learn how to make yours efficient and engaging. We'll discuss and practice how a facilitator can handle common challenges, like what to do if nobody will talk... or one person won't stop.

- Wendy Weber, Chicago NewsGuild
- Caitlin Freed, Providence NewsGuild
- Brandon West, NewsGuild of New York

FROM ELECTION TO FIRST CONTRACT

GRAND BALLROOM C

Union elections can be tough to win, and then first contracts are notoriously tough to get. Employers often drag their heels, hoping members will give up. How do you keep members united no matter how long it takes, keep turning up the heat on the boss, and reach a strong agreement? Panelists include workers who have been through the fight from recognition to winning a first contract.

- Juan-Carlos Rodriguez, NewsGuild of New York
- Representative, Transit (ATU) Local 689
- Representative, CTU-ACTS
- Facilitator: Brandon Mancilla, Harvard Graduate Student Employees, Auto Workers Local 5118

HEALING, NOT HARMING: TRAUMA-INFORMED ORGANIZING IN THE ONGOING PANDEMIC

HARTSFIELD

Many of us and our co-workers have experienced loss and trauma; many are struggling, at work and outside it. We're organizers, but we're humans first. So what does all this mean for how you approach your co-workers? The first thing is not to do harm, even unintentionally. We'll identify some harmful practices and talk about steps we can take to make our movement a place that heals, not hurts.

- Elizabeth Pellerito, Unviersity of Massachusetts Lowell Labor Extension

- Prachi Goyal, Washington Federation of State Employees
- Melissa Markstrom, SHARE Union/AFSCME
- Katie Weidling, United Nurses Associations of California/ Union of Health Care Professionals

INCLUSIVE BARGAINING

FLORENCE

Union contracts can be powerful tools to redistribute power at work. Learn how some locals are using contracts and contract campaigns to address racism, transphobia, language justice, health care access, and other issues important to members. Just as importantly, hear how organizing for these benefits can strengthen and unite membership in solidarity.

- Sarah Vast and Dom Fritzke-Brenny, AFSCME Local 3800
- Jaya Saxena, Writers Guild
- Frankie St. Amand, Maine State Employees, SEIU Local 1989
- Facilitator: Sara David, Writers Guild

LEGAL RIGHTS OF UNION STEWARDS

GRAND BALLROOM F

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.

- Seth York, AFSCME DC 37

ORGANIZE THE SOUTH

GRAND BALLROOM A

Rebuilding the U.S. labor movement will require serious advances in the South, long the area where unions have been weakest. Hear from leaders on the frontlines of organizing at Amazon warehouses in Bessemer, Alabama; city workers and state employees in North Carolina; and Virginia teachers and other public sector employees mobilizing to win collective bargaining.

- Sekia Royall, United Electrical Workers (UE) Local 150, North Carolina Public Service Workers Union
- Patrick Korte, Richmond Education Association, VCORE
- Rev. Ryan Brown, Carolina Amazonians United for Solidarity and Empowerment (CAUSE), Southern Workers Assembly
- Kristina Bell, Retail and Department Store Workers (RWDSU), Amazon Bessemer
- Facilitator: Jacob Morrison, Valley Labor Report

ORGANIZING FOR THE LONG HAUL: AN INTERGENERATIONAL PANEL

SEATAC

Union organizing has its great victories and its losses; our goals as a movement require ongoing work and significant staying power. Hear organizers from different generations discuss how we sustain ourselves to stay in the struggle, and what questions we face as we help others keep at it and work through disappointments.

- Pam Galpern, Communications Workers Local 1101
- Zack Pattin, Longshore (ILWU) Local 23
- Ian Scott, Dartmouth Student Workers
- Facilitator: Peter Olney, Longshore (ILWU) retired organizing director

ORGANIZING IN THE OPEN SHOP

CHARLES DEGAULLE

Friday, Workshops B, continued

3:00-4:45pm

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 sign up new hires and keep members in the union, engaged in campaigns, and winning on issues.

- Angelina Cruz, Racine Educators United
- Mary Jorgenson, University of Wisconsin nurses
- Kimberly Karol, Iowa APWU
- Oliver Smith, IUE-CWA Local 83761
- Facilitator: Margaret Cook, CWA Public, Healthcare, and Education Workers

SECRETS OF A SUCCESSFUL ORGANIZER: BEATING APATHY **O'HARE BALLROOM**

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*.

- Anthony Downing, Pennsylvania Association of Staff Nurses and Allied Professionals
- Samantha Winslow

STRIKING DIFFERENTLY **INTERNATIONAL BALLROOM C**

There's more than one way to strike—you don't have to follow the formula of waiting for the contract to expire, grabbing a picket sign, and chanting "one day longer, one day stronger." Across the labor movement, from bus operators to media workers, troublemakers have found creative ways to strike multiple times in a short period, across fractured workplaces, and even in non-union workplaces.

- Ross Kinson, Teamsters Local 553
- Charlie Muller, Kenyon Student Worker Organizing Committee, UE
- Murjani Rawls, Writers Guild
- Sinder and Velveeta, Strippers United
- Facilitator: Alex Han, Convergence

TALKING TO YOUR CO-WORKERS **PRIVATE DINING**

What kinds of conversations are needed to build respect on the job, build shared purpose around working conditions, and move people? We'll discuss, and practice in small groups.

- Michelle Correa, Chicago Teachers
- Norine Gutekanst, Chicago Teachers
- Jordan Reece, Chicago Teachers
- Casey Sweeney, Chicago Teachers

UNION DEMOCRACY IN THE BUILDING TRADES **VIENNA**

Building trades unions have huge potential power in the labor movement, but are often tied up by top-down leadership, anemic new organizing, and alliances with the boss. This panel brings together rank-and-file building trade activists who are leading the way for democracy, inclusive growth, and a fighting spirit in their trades. Based on major recent construction strikes in Seattle and the international push for One Member, One Vote elections in the Electricians, panelists will talk about lessons and next steps to develop powerful reform networks across the trades.

- Art Francisco, Northwest Carpenters Local 131
- Nina Creel, Northwest Carpenters Local 30
- Dave Pinkham, Electrical Workers (IBEW) Local 520
- Facilitator: Keith Brower Brown, Auto Workers Local 2865

USING THE RAILWAY LABOR ACT TO OUR ADVANTAGE **PARIS**

This Railroad Workers United session starts at 3:40.

This workshop will examine the nature of the RLA and consider various options that railroad workers—like their brothers and sisters in the airline industry—can employ to fight back and win.

- Joe Burns, author, *Class Struggle Unionism*

WORKERS AFFECTED BY CLIMATE CHANGE **MCCARRAN**

With extreme weather conditions and recurring natural disasters on the rise, workers are increasingly facing the effects of climate change at work. Come hear from workers at the front lines of the climate crisis about how it's affecting their working conditions—and how they're fighting back.

- Eric Hernandez, Warehouse Workers for Justice
- Alvaro Juarez Zeferino, Familias Unidas por la Justicia
- David Yao, Postal Workers (APWU) Greater Seattle Area Local
- Irene Hongping Shen, Trade Unions for Energy Democracy
- Facilitator: Lala Peñaranda, Trade Unions for Energy Democracy

7 MINUTES: A PLAY

INT'L BALLROOM DEF

A portrait of unionized factory workers grappling in real time with the power imbalance they depend on for their very livelihoods, *7 Minutes* scrutinizes the individual impact of the economic forces and labor practices currently under debate in the U.S., including ever-tightening productivity demands and decades of government policies and corporate attacks that have weakened the labor movement. labornotes.org/7minutes

ACCESS TO MENTAL HEALTH

CHARLES DEGAULLE

The second epidemic of the Covid era is the massive mental health crisis in the U.S. By every metric, workers need more mental and emotional health support, but providers are in short supply, seeking help is stigmatized, and care is often inaccessible or unaffordable. Hear from a health care union who campaigned to address the shortage of mental health clinicians with a member-driven legislative campaign, an educators' local that fought to prioritize the social and emotional health of their students and educators, and a transit union fighting for member resources after a terrible workplace tragedy.

- John Courtney, Transit (ATU) Local 265
- Elizabeth White, National Union of Healthcare Workers
- Carlos Perez and Paige Holt, Durham Education Association
- Facilitator: Sal Rosselli, National Union of Healthcare Workers

AN INTRODUCTION TO LABOR AND THE CLIMATE

WORLD: A BIRD'S EYE VIEW

SKY HARBOR

The labor movement has struggled to address the enormity of the issue of climate change. Hear from organizations tackling the problem of our planet's exploitation from a variety of perspectives and strategies, including democratization of energy utilities, fighting climate profiteers from within the workforce, developing networks of frontline communities to coordinate their fights, and providing the research and tools for unions to use in bargaining and legislative fights.

- Sean Sweeney, Trade Unions for Energy Democracy
- Liz Ratzloff, Labor Network for Sustainability
- Hamza Kaiser, Amazon Employees for Climate Justice
- Facilitator: Justin Brown, Massachusetts Teachers Association

AN ORGANIZING APPROACH TO GRIEVANCES

UNITED A



MINNEAPOLIS FEDERATION OF TEACHERS

Regularly engaging in collective action builds power. This participatory workshop will discuss how to evaluate workplace problems to find which ones are ripe for organizing or grievance filing, how to write your own grievance, and how to involve more members and build union power whether or not the issue is grievable.

- Lena Solow, NewsGuild of New York
- Bryan Nelson, NewsGuild of New York

BELABORED LIVE!

MCCARRAN

Dissent magazine's Belabored podcast, hosted by Michelle Chen and Sarah Jaffe, author of *Work Won't Love You Back*, will record a live episode of the show, speaking to workers at the conference.

- Michelle Chen, Belabored podcast
- Sarah Jaffe, Belabored podcast, author of *Work Won't Love You Back*

BLACK LABOR STRUGGLES OVER TIME: AN

INTERGENERATIONAL PANEL

INTERNATIONAL BALLROOM C

Black workers have been and are an essential force in building a powerful and transformative labor movement. They also face the specific challenges of organizing while Black within unions and workplaces. Panelists on this intergenerational panel will discuss how they have taken up this struggle, what has changed, what remains the same, and how best to move forward. This session will also be recorded as a special episode of the podcast *Black Work Talk* with Steven Pitts.

- Stacy Davis Gates, Chicago Teachers
- Susan DeCarava, NewsGuild of New York
- Amy Gebo, Boston Teachers Union
- Jerome Scott, League of Revolutionary Workers, retired
- Chris Smalls, Amazon Labor Union
- Facilitator: Bianca Cunningham, Action Center on Race and the Economy

BRING THE SHOP FLOOR TO THE

BARGAINING TABLE: OPEN

INTERNATIONAL BALLROOM B

BARGAINING TECHNIQUES

Open, transparent bargaining is one of the most effective paths to get members participating fully in union decisions and activities. How can we bring open bargaining to our contract fights? What are some of the complications and how can these be overcome? This panelists will speak to these questions and argue that open bargaining is a tool you should develop in your union.

- Brahim Kone, SEIU Local 26
- Morgan McFall-Johnsen, Insider Union, NewsGuild of New York
- Becca Roskill, Student Workers of Columbia, Auto Workers Local 2710
- Consuelo Vargas, National Nurses Organizing Committee
- Facilitator: Chris Brooks, NewsGuild of New York

Friday, Workshops C, continued

5:00-6:30pm

CLASS STRUGGLE UNIONISM: A CONVERSATION

FLORENCE

In his new book, Joe Burns argues that a Class Struggle Unionism approach is essential if we are to build the power for radical transformation. Hear workers from different sectors discuss with Joe how the ideas in his book help to frame their work, and the challenges and possibilities that this model presents.

- Joe Burns, author, *Class Struggle Unionism*
- Crystal Gardner, AFSCME Council 31
- Patrick Korte, Virginia Caucus of Rank-and-File Educators
- Facilitator: Marsha Niemeijer, New York State Nurses and Labor Notes

DEMOCRACY IS POWER: BUILDING A CULTURE OF DEMOCRACY

TEGEL

"You can't implement democracy simply by adopting a set of rules," Mike Parker and Martha Gruelle wrote in their book, *Democracy is Power*. So how can you build a culture of democracy that applies at every level of member participation? These union leaders are trying to do it. Hear what they've been able to accomplish and what's still challenging.

- Rami Bridge, Somerville Educators Union
- Steve Catanese, SEIU Local 668
- Iuri Bauler Pereira, Student Workers of Columbia/Auto Workers Local 2110
- Facilitator: Martha Gruelle, co-author of *Democracy is Power*

DEVELOPING THE LEADERS YOUR UNION NEEDS

UNITED B

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

- Jorge Maldonado, New York State Nurses
- Una Davis, New York State Nurses

EDUCATORS ORGANIZING IN CHARTER SCHOOLS

CAPITAL

While private interests have tried to use charter schools to undermine teacher union power, educators in charter schools will have none of that: they've organized. The charter teachers on this panel have been organizing strikes, aligning demands, and even winning a charter school back into the public school system. What are the challenges these workers face and how have they overcome them to build power? Come find out.

- Sarah Apt, Alliance of Charter School Employees, Pennsylvania
- Jen Conant, Alliance of Charter Teachers and Staff, Chicago
- Justin Kim, Unite Summit, California
- Facilitator: Erica Kouka, Boston Teachers Union

EFFECTIVE MEETING FACILITATION

NORTH CENTRAL

We've all been in bad meetings. Learn how to make yours

efficient and engaging. We'll discuss and practice how a facilitator can handle common challenges, like what to do if nobody will talk... or one person won't stop.

- Andrew Pantazi, Communications Workers Local 3108, NewsGuild
- Annie Shields, NewsGuild of New York
- Zijun "Bee" Shan, Washington-Baltimore NewsGuild

FIGHTING PRIVATIZATION

LINDBERGH

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.

- Paula Richardson, Transit (ATU) Local 1338, No Bus Cuts Denton
- Edwin Morales, Teachers Federation of Puerto Rico (FMPR)
- Representative, Amalgamated Transit Local 689
- Tony Pollard, Alfonzo Jackson, and Raymond Jackson, Transit (ATU) Local 689
- Facilitator: Donald Cohen, *The Privatization of Everything*

GIG WORKERS FIGHTING BACK

VIENNA

Rideshare drivers and food delivery workers have been organizing to secure their employee rights against Uber, Lyft, Doordash, and Instacart. Hear about the fight against Proposition 22 in California and questionable compromises in New York, Massachusetts, Washington, and Connecticut. While some unions leapt at the chance to sign deals with the apps, workers who wanted to set their sights higher have built and organized their own independent organizations.

- Taje Gill, Rideshare Drivers United
- Ernesta Galvez, Los Deliveristas Unidos
- Carlos Gomez, Connecticut Drivers United
- Herlinda Hernandez, Chicago Gig Alliance
- Facilitator: Eric Dryburgh, IUE-CWA

HONG KONG: UNIONS DISSOLVED, DEMOCRACY ABOLISHED, NOW WHAT?

MIRABEL

The world watched in amazement as the people of Hong Kong sustained a full year of massive street protests in 2019, and brought to birth a New Union Movement which generated dozens of unions in never-before-organized sectors. But the pandemic, followed by imposition of virtual authoritarian powers through the National Security Law, led to the dissolution of major labor unions and workers organizations in a heartbeat. This panel will explore these dramatic events, and how activists are strategizing to sustain the movement.

- Sallie H., New Union Movement Research Group
- Ming Lam, Hong Kong Labour Rights Monitor
- Facilitator: Promise Li, Lausan Collective

INOCULATION: FIGHTING UNION-BUSTING PRIVATE DINING

When we build power on the job, we're taking power from those who already have it—so it's no surprise they tend to fight back! Learn how to "inoculate" your co-workers, that is, prepare them for a crackdown and help them interpret the boss fight as it goes along. This training is relevant for anyone who is forming a union, but also for anyone who is stepping up the level of activity in an existing union.

- Brianna Foraker, Detroit NewsGuild
- Ben Mabie, Washington-Baltimore NewsGuild
- Kevin Brokt, NewsGuild

LABOR AND DISABILITY

GATWICK

One in 4 adults in the U.S. is disabled, yet people with disabilities are still disproportionately excluded from the workforce. Hear how disabled workers are organizing on the job, and how other workers are teaming up with their patients, clients, and students with disabilities to make demands that benefit them all. Get some ideas on how you could start making your union more accessible to all its members, too.

- Mallorie Evans, United Teachers Los Angeles
- Mary Matthews, Institutional Rescue and Recovery Coalition
- Jennifer Randall, AFSCME
- George Roumbanis, AFSCME Local 3506

MAINTAINING THE ENERGY AFTER A FIGHT

NARITA B

You've mobilized in the workplace and won. Congratulations! How can you keep things going to leave the union stronger than it was before the fight? It's time to organize a workplace structure for communication, education, and action.

- Joe Fahey, trainer and coach, retired Teamster

LABOR'S UPSURGE: HOW UNIONS CAN MAKE THE MOST OF THIS MOMENT

ROSEMONT AB

From Amazon and Starbucks to Google and Apple, we're in the midst of a wave of union organizing that is challenging longstanding assumptions and redefining the boundaries of what's possible. Join a discussion with veteran labor strategists and organizers on the frontlines of current organizing efforts about how unions can make the most of this upsurge.

- Mark Meinster, United Electrical Workers
- Stephanie Luce, Professional Staff Congress
- Kylah Clay, Starbucks Workers United
- Derrick Palmer, Amazon Labor Union
- Facilitator: E. Tammy Kim, The New Yorker

RACE AND LABOR

LAX

How does racism show up in our workplaces and our unions? What are some strategies to confront it and build solidarity for a stronger, multiracial labor movement? And what can you say to union siblings 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.

- Anna-Maria Magdalena, Teachers (AFT) Washington
- Gissel Uribe, Teachers (AFT), Washington

SECRETS OF A SUCCESSFUL ORGANIZER:

ASSEMBLING YOUR DREAM TEAM

O'HARE BALLROOM

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*.

- Ryan Olds, Oregon Education Association
- Kendra Mulwana, Wisconsin Education Association Council

TAKING ON TWO-TIER

SEATAC

Two-tier contracts have divided workers for generations. How is it fair that workers who do the same work side by side get different treatment based on hire date, job classification, or race or gender? Recently at Kaiser Permanente, John Deere, Kellogg's, and elsewhere, union activists have fought to undo decades of divide-and-conquer, beating back new tiered contract proposals. Hear how they're taking on two-tier and changing their unions in the process.

- Pamela Stenberg, Professional Staff Congress, CUNY
- Jeremy Steffen, Auto Workers Local 838, John Deere
- Sean Orr, Teamsters Local 705, UPS
- Nick Eng, Oregon Federation of Nurses and Health Professionals, Kaiser
- Facilitator: Alex Press, Jacobin

TECH WORKERS ORGANIZING

ACROSS DIVISIONS

LAMBERT

The boss uses every available tool to divide us. In this panel discussion, tech workers talk about how they have built unity and overcome divisions within and across workplaces—like the divisions between job classifications, or between employees and freelancers.

- Christopher Colley, Alphabet Workers Union
- Angela Guo, New York Times Tech Guild
- Andy McCoy, MapBox
- Facilitator: Dan Feder

Friday, Workshops C, continued

5:00-6:30pm

THE LEGACY OF SLAVERY AND JIM CROW IN THE WORKPLACE (S)

MALPENSA

Slavery and segregation still cast a long shadow over our workplaces. Domestic workers, imprisoned workers, tipped workers who get less than the minimum wage, and workers in “right-to-work” states are among those whose legal rights and protections on the job are constrained by laws that were explicitly designed to keep Black workers down. We’ll hear about present-day fights and reflect on how history informs them.

- Claudia Martinez, New Labor
- Kristina Bell, Retail and Department Store Workers (RWDSU), Amazon Bessemer
- Courtney Smith, Labor Notes
- Paige McCay, ROC Music City
- Facilitator: Melodie Levy, SEIU Local 509

TOOLS FOR ACTION

JFK

Learn about and practice the planning, execution, and debriefing of several key tools for action. Great for folks new to direct action or those looking for better results from your petitions, marches on the boss, and more.

- Angela MacWhinnie, Maine State Employees Association

UNION WORKERS CO-OPS AS THE BASIS OF AN ECONOMY THAT WORKS FOR ALL

HEATHROW B

If we were to create an economy that works for all, what would it look like? One model is Spain’s Mondragon network of hundreds of cooperatives employing 80,000 workers. Co-op Cincy is drawing on that example by creating a network of unionized co-ops (USW, UFCW) to foster social and economic justice in Cincinnati. In Chicago the workers at New Era Windows and Doors occupied their factory with the help of their union (UE) and turned it into a co-op when the current owner decided to shut the factory down. And in New York, the workers in the largest worker cooperative in the U.S., Cooperative Home Care Associates, brought in SEIU to help them improve standards across the sector. Join us to explore the possibilities of the union co-op model and practical tools for getting union co-ops launched in your community.

- Mark Dworkin and Melissa Young, producers of the PBS documentary SHIFT CHANGE

- Denise Hernández, Cooperative Home Care Associates, SEIU 1199
- Ellen Vera, Co-op Cincy
- Armando Robles, New Era Windows and Doors Coop, United Electrical Workers Local 1110
- Flequer Vera, Sustainergy Cooperative, United Steelworkers

WHAT IS A VISUAL STRATEGY? PROJECTING POWER IN THE STREETS

INTERNATIONAL BALLROOM A

How we look sways how much power bosses think we have, demonstrates and strengthens our unity, and helps demonstrate how amazing it is to be part of a union. But many times our movements don’t give more than a passing consideration to things like signage, staging, photographs, or slogans. In this workshop, you’ll learn practical tips and hear stories of inspiring examples. Whether sign-making parties are your favorite part of a campaign, or whether the sight of a paintbrush or a camera makes you run and hide—this is definitely a workshop for you!

- Josh Yoder, Look Loud
- Rachel Schragis, Look Loud

WHERE’S OUR LEVERAGE? THINKING STRATEGICALLY ABOUT POWER AND CHOKEPOINTS IN THE WORKPLACE

HARTSFIELD

There’s an ongoing debate over what industries and jobs are the most strategic for the labor movement to organize. One key criterion is the impact that a strike (or the threat of one) by a particular group of workers could have on the economy as a whole. How do we identify these workers and activate their potential power? Come discuss these issues with a veteran labor historian and author of a new book, Labor Power and Strategy.

- John Womack, Harvard University
- Glenn Perusek, Building Trades Academy

Saturday, Workshops D

10:15am-12:00pm

ALIGNING OUR FIGHTS: UNION AND COMMUNITY COALITIONS THAT LAST

INT’L BALLROOM B

This workshop will discuss different approaches to labor-community work. From developing long-term ties with local allies and doing joint political education, to bargaining for the common good of the whole working class, to building coalitions around big federal legislative pushes like the Green New Deal, we’ll discuss how to build durable partnerships that can win.

- Brahim Kone, SEIU Local 26
- John Miles, United Electrical Workers Local 506
- Tony Johnston, Cook County Teachers Union
- Facilitator: Alex Han, Convergence

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

VIENNA

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.

- Jonathan Bailey, Amazonians United
- Steve Brown, Mail Handlers Local 321
- Anthony Rosario, Teamsters Local 804
- Facilitator: Jamie Partridge, Letter Carriers Branch 82

32 WORKSHOPS FRIDAY/SATURDAY

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

ART FOR MOBILIZATION

INTERNATIONAL BALLROOM A

Parody and ridicule can be powerful tools to cut through the boss's baloney sandwich. Participants will learn about the 1st Amendment right to parody and ridicule the boss through cartooning, from a master of the trade: Mike Konopacki of Huck/Konopacki Labor Cartoons, syndicated in the labor press across the U.S. and Canada.

- Mike Konopacki, labor cartoonist

ASSERTIVE GRIEVANCE HANDLING

UNITED A

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.

- Joe Moyer, Pennsylvania Association of Staff Nurses and Allied Professionals

BEYOND 'SAYING HER NAME': UNIONS CONFRONTING POLICE POWER

SEATAC

As Minneapolis lay smoldering in the wake of the murder of George Floyd, Black members at SEIU Local 26 launched an innovative union-driven program to confront the police's monopoly on "public safety" while creating union jobs for community members to protect their communities. Hear from them and other organizers across the country about how they've used the reckoning with police violence to seek community alternatives.

- Frank McCrary, Community Safety Specialists, SEIU Local 26
- Armanda Shackelford and Regina Russell, SEIU Local 73
- isaura jiménez guerra, Seattle Education Association, HiCORE, RISE
- Michael Williams, Highline Education Association and HiCORE
- Facilitator: Bettina Johnson, Liberation Library and DefundCPD Campaign

BUILDING A MEMBER-TO-MEMBER LEADERSHIP NETWORK

NARITA B

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

CANARY IN THE MINE: BLACK WORKERS IN THE PUBLIC SECTOR

INTERNATIONAL BALLROOM C

When the canary is in trouble, coal miners know they're about to be in trouble too. Attacks on the public sector target Black workers in right-wing efforts to dismantle unions. Hear from local organizers how they're fighting back to save their unions from privatization and other attacks.

- Arrion Brown, Postal Workers (APWU), Nation's Capital
- Crystal Gardner, AFSCME Council 31
- Ethel Everett, SEIU Local 509
- Fareeda Mabry, Communications Workers Local 1040

- Facilitator: Paul Prescod, Teamsters for a Democratic Union

CASING AN EMPLOYER: BEST PRACTICES IN ON-THE-GROUND RESEARCH FOR NEW ORGANIZING TARGETS

JOHN WAYNE

Smart targeting of employers for organizing begins with research. But that doesn't just mean sitting behind a computer screen; gathering on-the-ground intelligence is key to planning a union drive. Drawing from experiences in organizing drives in various industries, this workshop will discuss what types of information organizers should be looking for and tools for gathering it.

- Carey Dall, Brotherhood of Maintenance of Way Employees
- Eric Dryburgh, IUE-CWA
- Sheheryar Kaosji, Warehouse Workers Resource Center

CONTRACT CAMPAIGNS

ROSEMONT AB

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.

- Conner Bourgoin, Tewksbury Teachers Association
- Anne Jackson, Michigan Nurses, University of Michigan
- David Thornsberry, Teamsters Local 89
- Facilitator: Angelina Cruz, Racine Educators United

CONFRONTING EMPLOYERS' BLAME-THE-WORKER SAFETY PROGRAMS

NORTH CENTRAL

This workshop will explore participants' experiences with employer programs that are designed to blame workers when they get injured or sick, discipline them when they report injuries, provide rewards for "not having accidents," and shift the focus away from identifying and eliminating hazards. This trend has continued during the Covid pandemic, as employers retaliated against workers who tried to get unsafe conditions corrected. We'll examine the pitfalls of these programs, discuss strategies for preventing and ending them, and explore how to refocus health and safety efforts on finding and fixing hazards.

- Juan Zuniga, Steelworkers

CREATING A UNION CULTURE OF ACCOUNTABILITY FOR HARASSMENT

HEATHROW B

How can we take on sexual harassment in our unions and workplaces? Hear about the development of sexual harassment training that builds from union values, and a winning contract fight that centered demands for transparency about—and accountability for—sexual harassment. We will discuss lessons learned and how to take these lessons back into our workplaces.

- Kevin Brokt, NewsGuild
- Susan DeCarava, NewsGuild of New York
- Denish Jaswal, Harvard Graduate Student Union
- Elizabeth Pellerito, Univ. of Mass-Lowell Labor Ctr
- Wendy Fox Weber, Suburban Chicago Tribune Guild

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

DEMOCRACY IS POWER: DEMOCRACY AND THE STRIKE

GRAND BALLROOM B

Striking is the most powerful form of worker action. But a strike that isn't organized democratically could just be another form of "taking orders," this time from your union rather than your boss. In this workshop we'll explore every step of the strike—contract campaign, strike prep, going out, supporting each other during the action, and ratifying and returning to work—under the microscope of democratic practice. This is a hands-on, heads-engaged workshop.

- Joanna Lee-Brown, Student Workers of Columbia, Auto Workers Local 2710
- Ellen David Friedman, Labor Notes

EDUCATORS TRANSFORMING THEIR UNIONS FROM BELOW

MCCARRAN

Sure, we build our caucuses with the hope that we will one day win leadership—but across the country, educator caucuses are moving their unions without holding power. How do they do it? Hear from caucus leaders about how they've organized from the rank and file to win demands and transform their unions.

- Shoshana Brown, Movement of Rank-and-File Educators, United Federation of Teachers
- Kristen French, Rochester Organization of Rank-and-File Educators
- Ann Forrester, Virginia Caucus of Rank and File Educators
- Facilitator: Kevin Prosen, Movement of Rank and File Educators, United Federation of Teachers

GET STRIKE-READY

MIDWAY

Striking sounds exciting but is really scary and takes a lot of work. What are the building blocks for getting your union and co-workers ready to go on strike? In this interactive workshop, you'll hear from presenters and then practice in pairs.

- Norine Gutekanst, Chicago Teachers
- Casey Sweeney, Chicago Teachers
- Melissa Powell, CWA Local 1168

HOW TO FIND LEVERAGE AND BUILD STRATEGY BY ANALYZING YOUR OWN WORKPLACE

DAVINCI B

A "workers' inquiry" is a method for understanding how the boss controls work, how workers are currently organized, and how to use this information to develop new organizing tactics, strategies, and objectives. Participants will practice doing a workers' inquiry to assess the the credibility of a strike threat, and identifying and strategizing choke points.

- Gifford Hartman, Global Supply Chain Research Group
- Robert Ovetz, California Faculty Association

INTERNAL ORGANIZING IN CRAFTS AND TRADES

LOGAN

A strong network of communication among members is essential to building power: for organizing worksite actions, pushing for good contracts, winning elections, maybe even coordinating a vote no campaign. But how do we build these structures in an industry where our jobsites, bosses, and co-workers mostly change with each short-term job? This is an internal organizing workshop for those in craft and building trades unions.

- Glenn Perusek, Building Trades Academy
- Melissa Shetler, Cornell School of Industrial and Labor Relations

JUST CAUSE

GRAND BALLROOM C

Employers impose aggressive discipline policies like "zero tolerance" to reinforce their authority. Unions must be equally aggressive in insisting on time-honored just-cause principles. This workshop will help you to prepare and present grievance and arbitration cases, raising defenses such as disparate treatment, lax enforcement, and double jeopardy. A model request for information will be distributed.

- Robert M. Schwartz, retired union attorney

LEAN AND MEAN WORKPLACES

MIRABEL

Squeezing workers isn't a knock-on effect of management "innovation"... it's the main program. Whether they call it "lean production," "precision scheduling," or "continuous improvement," it's all about doing more with fewer workers. Hear from unionists who are facing the brunt of these productivity pushes.

- Ross Grooters, Railroad Workers United and Brotherhood of Locomotive Engineers and Trainmen
- Judy Sheridan-Gonzalez, New York State Nurses
- Josh Saunders, Auto Workers Local 865
- Facilitator: Jane Slaughter, Labor Notes

NEW TRENDS IN REVITALIZED CENTRAL LABOR COUNCILS

CAPITAL

Panelists will share examples of how revitalized CLCs are helping to jump-start municipal or regional labor movement. They will also examine the challenges to doing this transformative work.

- Ruth Jennison and Lydia Wood, Western Massachusetts Area Labor Federation
- Liz Medina, Vermont AFL-CIO
- Donald Slaiman, Northern Virginia CLC
- Facilitator: Steve Early

OPENING UP BARGAINING: EDUCATORS BUILDING POWER

LINDBERGH

One dramatic step toward a more democratic union is to initiate open bargaining, where rank-and-file members (and sometimes even the public) are welcomed into the negotiating room. How do we get there? What makes it difficult? What makes it work? Hear how educator unions are taking steps to open up bargaining, with powerful results.

- Becca Roskill, Student Workers of Columbia/Auto Workers Local 2710
- Michelle Stadel and Alison Stolfus, Silver Falls Educators Association, Oregon
- Julie Van Winkle and Jennifer McAfee, United Teachers Los Angeles
- Facilitator: Leah Van Dossier, St. Paul Federation of Educators

PRINCIPLES AND TACTICS OF INDUSTRIAL ORGANIZING

LAMBERT

Revitalizing the labor movement will mean organizing millions of workers at the country's biggest employers, something our labor movement hasn't done for a long time. In this interactive workshop, participants will take a critical look at the history of Congress of Industrial Organizations and industrial organizing tactics and brainstorm how to apply them to organizing on a large scale today.

- Ryan Olds, Oregon Education Association

34 WORKSHOPS SATURDAY

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

- Christopher Zimmerly-Beck, Oregon Education Association
- Cassio Mendoza, Amazon Labor Union

RACE AND LABOR

LAX

How does racism show up in our workplaces and our unions? What are some strategies to confront it and build solidarity for a stronger, multiracial labor movement? And what can you say to union siblings 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.

- Bianca Cunningham, Action Center on Race and the Economy
- Courtney Smith, Labor Notes

RUNNING FOR UNION OFFICE

HARTSFIELD

Hear from members who've run for union leadership roles as rank and filers—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.

- Nick Bedell, NewsGuild
- David Levin, Teamsters for a Democratic Union
- Michelle Corbin, Massachusetts State College Association
- Jon Schleuss, NewsGuild

SANCTUARY UNIONS

INTERNATIONAL BALLROOM F

Just like "sanctuary cities," safe places for immigrants where their immigration status does not rule their lives, some unions have set out to become "sanctuary unions" by advancing their treatment of immigrant members, particularly those without legal documents. How can your union follow their lead? This workshop will provide examples and specific contract language on issues like Social Security and IRS No-Match letters, I-9 Audits by Immigration and Customs Enforcement, the Affordable Care Act and the obligation of health insurance companies to verify immigration information, and the use of the E-Verify system.

- Jorge Mújica, Arise Chicago

SECRETOS DE UN ORGANIZADOR EXITOSO 2: ARMAR EL EQUIPO DE TUS SUEÑOS (S)

NARITA A

Su lugar de trabajo puede sentirse como un desastre desorganizado, pero la verdad es que no está comenzando desde cero. Ya hay organización allí, aunque puede que no tenga nada que ver con el sindicato o centro de trabajadores. Aprenda a hacer un mapa de todas las redes que existient en su lugar de trabajo, identifique a los líderes de esas redes, comience a tejer unidad, y luego únalos en un comité de trabajadores. [Workshop for Spanish speakers only.]

- Magaly Licolli, Venceremos

SECRETS OF A SUCCESSFUL ORGANIZER: ASSEMBLING YOUR DREAM TEAM

O'HARE BALLROOM

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*.

- Jia Lee, Movement of Rank-and-File Educators, United Federation of Teachers
- Kim Wilson, Univ of Mass Dartmouth Labor Center

SHOP FLOOR ACTION:

STORIES FROM THE FLOOR

GRAND BALLROOM A

When complaints and grievances aren't getting results, how can you put more muscle behind a demand? An action like a slowdown, an overtime boycott, or working to rule will definitely get the employer's attention... and build your collective power and confidence in the process. Hear from workers who've done it. These stories will put a grin on your face.

- Justin Evans, National Union of Healthcare Workers
- Jon Foster, Taco Bell worker, Industrial Workers of the World
- Roland Schmidt, Canadian Union of Postal Workers Local 730
- Frankie St. Amand, Maine State Employees Association
- Bryan Trafford, Teamsters Local 89
- Facilitator: Megan Hise, Indiana State Teachers

SONGWRITING FOR LABOR AND POLITICAL ACTIONS

HEATHROW A

Hitting the picket line? Want a song that's funny and customized to your campaign... but also, a song that everyone can recognize and sing along to? What you need is a parody song! Come to this workshop to learn how to write an effective parody and put it to use. What rhymes with Bezos?

- Paul McKenna, songwriter
- Hali Hammer, songwriter

STOP BEGGING, START BARGAINING

DFW

Gearing up for a big contract fight? Time to make a plan. This class teaches you to run a contract campaign that will mobilize members to take on the boss.

- Jason Ide, Teamsters Local 399

TAKING BACK OUR TIME

LONDON

Workers across the country have been fighting against excessive and forced overtime, from UPS to the railroads to food production. Hear about how workplace activists are taking back their time and reviving the old labor slogan, "Eight hours for work, eight hours for rest, and eight hours for what we will."

- Hugh Sawyer, Railroad Workers United and Brotherhood of Locomotive Engineers and Trainmen
- Nick Perry, Teamsters
- Donna Jo Marks, Bakery Workers Local 364
- Facilitator: Mary Nowocien, Communications Workers Local 1168

TAKING ON RACIST BOSSES

SKY HARBOR

Some bosses strategically sow divisions among workers by race, while others are personally bigoted—either way, racism at work is a working conditions issue. Hear from workers who have organized through their unions to confront it.

- Antoine Andrews, Teamsters Local 804
- Hawah Aminzason, SEIU 1199NW
- Fadumo Elmi, SEIU Local 1199NW
- Facilitator: Sasha Hammad, Athena

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

UNION DEMOCRACY LAW: A GUIDE FOR ACTIVISTS

DULLES

The Labor Management Reporting and Disclosure Act provides union members a bill of rights, requires unions to publicly disclose certain details about their governance, and regulates union elections and trusteeships of local unions by international unions. Come learn about how to use the law to build rank-and-file power in your union, and how to defend that power once you've built it.

- Will Bloom, labor lawyer

UNIONS AND VETERANS: FIGHTING PRIVATIZATION OF THE V.A., A MODEL FOR SINGLE-PAYER HEALTH CARE

TEGEL

Union members who served in the military and their caregivers are fighting privatization of the nation's largest public health care system. Activists involved in this struggle will explain why closing Veterans Administration hospitals and outsourcing veterans care threatens good union jobs and health care reform for all Americans. They will also report on joint work involving post-9/11 veterans groups like Common Defense and veterans caucuses within labor, like CWA's Veterans for Social Change network.

- Carolene Hill, National Nurses United
- David Lash, Navy veteran, AFGE Local 2107
- Adam Pelletier, Marine veteran, AFGE Local 3343
- Joanna Sweatt, Marine veteran, Common Defense
- Facilitator: Ian Hoffman, Public Service Association of New Zealand

UNIONS AND WORKERS FACING POLITICAL REPRESSION

CHARLES DE GAULLE

The very reason for workers to unionize is rooted in repression—employers using their power to enforce poverty wages, dangerous working conditions, exhausting hours, intolerable disrespect, mental abuse, and suppression of voice. We mostly experience this repression firsthand from bosses, but behind them are governments that either fail to intervene or, increasingly around the world, use authoritarian powers and paramilitary means to terrorize and incapacitate workers and their unions. Yet this abuse of power always generates resistance.

- Rabab Abdulhadi, San Francisco State University
- Herbert Claros da Silva, CSP-Conlutas, Brazil
- Au Loong-yu, Hong Kong writer and activist
- Facilitator: Rebecca Tarlau, Penn State University

USING DATA TO ORGANIZE

BARAJAS

Tracking engagement and workplace mapping are important tools for unionists—but what matters most is what you do with those things. How do you take data points and use them to build stronger organizations? Panelists will share the ways they've used the information at their fingertips to win strikes, build stronger steward structures, and more.

- Vicki Crosson, New York Times Tech Guild
- Matt DeVilbiss, University of Illinois-Chicago Graduate Employees
- Alan McAvinney, Alphabet Workers Union
- Lindsay Ruck, Restaurant Opportunities Centers (ROC) United
- Facilitator: Harinee Suthakar, Emergency Workplace Organizing Committee

VOTE NO! ORGANIZING FOR BETTER CONTRACTS

PARIS

Sometimes the best option members have is to vote down a bad deal. Panelists will share stories of how they used the fight against bad tentative agreements to connect with other activists, build a stronger union, and win more.

- Willie Ford, Teamsters Local 71
- Nina Creel, Carpenters Local 30
- Kristin Jordan, Auto Workers Local 865, John Deere
- Facilitator: Beth Breslaw, Teamsters for a Democratic Union

WHEN YOUR EMPLOYER IS JUST GOING THROUGH THE MOTIONS: ADVANCED BARGAINING TECHNIQUES

UNITED B

Has your union ever faced an employer that treated bargaining as a sham? Such employers have no interest in reaching a compromise; often they never move off their concessionary proposals. Finally they declare impasse and implement their "last, best, and final offer." Winning against an employer like this requires a multi-pronged strategy, but in this workshop we'll cover one key element: offensive bargaining. We'll talk about avoiding impasse and aggressively using information requests to stall the employer's efforts.

- Dave Cohen, United Electrical Workers



MINNEAPOLIS FEDERATION OF TEACHERS

36 WORKSHOPS SATURDAY

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

WORKERS FIGHT FOR REPRODUCTIVE RIGHTS

FLORENCE

The ability to decide when and how to have a family is crucial for workers' dignity, economic stability, and health. Reproductive rights are worker rights and are necessary for our unions to take up. Hear perspectives from an abortion clinic that unionized during this uncertain year, a community clinic that serves the reproductive health of Black and Brown LGBTQ+ where workers are now organizing, and those bargaining for access to care.

- Thishi Gangoda, 1199 SEIU Preterm Union
- Ashley Sheffield, Nonprofit Professional Employees Union
- Representative, Illinois Nurses Association
- Facilitator: Jenny Brown, National Women's Liberation

WORKERS OF THE WORLD, UNITE! UNIONS ABROAD TAKE ON AMAZON, STARBUCKS, GM, AND GOOGLE

ROSEMONT CO

It's no surprise that corporations with global prowess exercise a gigantic ability to organize workers as if they are machines. The efficiency that is necessary to become so big drives lean production systems... which translates to intensive productivity, low wages, deskilling, and high turnover. This dynamic panel will offer a glimpse of how workers in Chile, Mexico, the Philippines, and Poland have pushed hard—and won—against these colossal firms.

- Antonio Paez, Sindicato Starbucks Chile
- Israel Cervantes, Casa Obrera del Bajío, General Motors, Mexico
- Mylene Cabalona, BPO Industry Employees Network, Philippines
- Agnieszka Mroz and Magda Malinowska, Workers' Initiative (IP), Amazon, Poland
- Facilitator: Max Alvarez, The Real News Network

YOU CAN'T DO ALL THE WORK YOURSELF: LEARN IT, DO IT, TEACH IT

REAGAN

Leadership isn't about taking on everything ourselves—it's about developing others to participate by providing the resources and opportunity to do so. Using the "Learn It, Do It, Teach It" philosophy, this workshop will cover how to get more people involved and expand the capacity of your union.

- Katya Schwenk, Media Guild of the West
- Rachel Farber, Alphabet Workers Union
- Wen Zhuang, NewsGuild of New York

12PM ASIAN PACIFIC AMERICAN LABOR ALLIANCE LUNCHTIME MEETING

NARITA A

Do you identify as an Asian, Asian-American, or Pacific Islander working person? Join the Asian Pacific American Labor Alliance for a lunchtime meet-up. Please register for our gathering at bit.ly/labornotesaapi to be connected.



STARBUCKS WORKERS UNITED COLORADO

AMAZON WORKERS IN MOTION

ROSEMONT AB

Hear directly from rank-and-file Amazon workers from four different groups across the country about how they're organizing at the corporate giant—building independent unions and winning elections, organizing direct actions on the job, and launching campaigns to improve working conditions and demand wage increases.

Angelika Maldonado, Amazon Labor Union

Rev. Ryan Brown, Carolina Amazonians United for Solidarity and Empowerment

Chris Zamarron, Amazonians United

Jennifer Bates, Retail and Department Store Workers (RWDSU), Amazon Bessemer

Facilitator: Bianca Cunningham, Action Center on Race and the Economy

BUILDING A CONTRACT ACTION TEAM

LAX

Contract Actions Teams are the engine that drives a powerful contract campaign. Learn how to identify leaders, build your CAT, and activate it for your contract fights.

- Gillian Russom, United Teachers Los Angeles
- Kara Milsten, NewsGuild of New York

BUILDING A MEMBER ORGANIZER PROGRAM

NARITA A

Even a well-resourced union can't rely on staff alone. This workshop will provide tips on building a program to train members as organizers, connect them across the union, and exponentially build our capacity to grow our movement.

- Veronica Serrano, Media Guild of the West
- Diane Smith, NewsGuild Local 1
- Stephanie Basile, NewsGuild

BUILDING BLACK LEADERS:

LESSONS FROM THE TDU BLACK CAUCUS

LAMBERT

For years, Black Teamsters have fought for a stronger, more democratic, and more representative union with the rank-and-file reform caucus Teamsters for a Democratic Union. Hear from leaders of TDU's Black Caucus on how they've developed leadership from the bottom up, from workplace organizers to shop stewards to union officers.

- Antoine Andrews, Teamsters Local 804
- Willie Hardy, Teamsters Local 667, retired
- Paul Prescod, Teamsters for a Democratic Union

AN ORGANIZING APPROACH TO GRIEVANCES

UNITED A

Regularly engaging in collective action builds power. This participatory workshop will discuss how to evaluate workplace problems to find which ones are ripe for organizing or grievance filing, how to write your own grievance, and how to involve more members and build union power whether or not the issue is grievable.

- Chris Brooks, NewsGuild of New York
- Danielle Smith, NewsGuild of New York

BLACK LIVES MATTER UPRISINGS REVERBERATE IN WORKPLACE ORGANIZING

ROSEMONT CD

Movements change us. As workers across the country have joined (and organized) protests against police violence and racism, some are looking around their workplaces with new eyes and carrying the fire into union fights. Hear how the Black Lives Matter movement has changed what unions are putting on the agenda, who's leading the charge, and how hard they're willing to fight—from Minneapolis schools to Connecticut nursing homes to Hollywood film sets.

- Victor "The Mixer" Bouzi, IATSE Local 695
- Jennifer Charles, New York Professional Nurses Union
- Stephanie Deceus, SEIU 1199NE
- Marcia Howard, Minneapolis Federation of Teachers
- Facilitator: Rob Baril, SEIU 1199NE

BUILDING EFFECTIVE WORKER-LED HEALTH AND SAFETY COMMITTEES

MCCARRAN

Hear how organizers and worker leaders are using health and safety committees to build power. Learn about different worker committee models that both union and non-union workers can use. We'll talk about what effective committees do, the structure that they must have to achieve wins, and how to make them work across different industries and workplaces.

- Reynalda Cruz and Rafael Chavez, New Labor
- Luis Jimenez, Alianza Agricola
- Facilitator: Jessica Martinez, National COSH

CHALLENGES OF ORGANIZING IN LOGISTICS

LONDON

Logistics workers labor at key nodes and choke points of the capitalist economy. The pandemic has laid bare the vulnerabilities of the supply chain. This workshop will explore the strategic possibilities for building worker power in the supply chain and the necessity of unity across the various legs of the chain: maritime, railroad, trucking, and warehousing.

- Carey Dall, Brotherhood of Maintenance of Way Employees
- Elliot Lewis, Teamsters Local 804
- Dean McGrath, Longshore (ILWU) Local 23
- Howard Wurzel, Amazonians United
- Facilitator: Peter Olney, Longshore (ILWU) retired organizing director

BARGAINING TACTICS: USING UNFAIR LABOR PRACTICE CHARGES STRATEGICALLY

REAGAN

Workers shouldn't count on winning contracts by filing unfair labor practice charges. But thoughtful, strategic use of ULPs can play an important part in a contract campaign. This workshop will offer ways to incorporate ULP's into your campaign plan in order to magnify your leverage, avoid impasse, and lay a solid foundation for a ULP strike.

- Don Taylor, University of Wisconsin School for Workers

CONTINUOUS BARGAINING

HARTSFIELD

Power inside our workplaces is critical to labor's future. Management frequently restructures work, introduces new technologies, and promotes ideologies that undermine our collective voice and power. If your management has introduced new technologies or restructuring programs (e.g. lean, 5S, Six Sigma), downsizing, understaffing, speed-up 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.

- David Pratt, New York State Nurses

DEALING WITH DIFFICULT SUPERVISORS

DFW

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

DEMOCRACY IS POWER: CONTRACT CAMPAIGNS

GRAND BALLROOM A

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.

- Bob Kolstad, Teamsters Local 320
- Thomas Ham, Communications Workers Local 9588
- Kate Sannicks-Learner, Caucus of Working Educators, Philadelphia Federation of Teachers
- Facilitator: Eric Blanc, Emergency Workplace Organizing Committee

DEMOCRACY IS POWER: FACILITATING A DEMOCRATIC UNION MEETING

BARAJAS

If democracy is the key to union power, then a democratic union meeting is fundamental to that power. But what makes a meeting democratic? How can we facilitate meetings in which our fellow members participate, lead, and work through differences to make decisions and act collectively?

- Carlos Perez, Durham Association of Educators
- Jia Lee, Movement of Rank-and-File Educators, United Federation of Teachers
- Sam Sumpter, Auto Workers Local 4121

EDUCATORS FIGHT FOR AUTONOMY AND AGAINST CENSORSHIP

INTERNATIONAL BALLROOM B

The attacks on educators' free speech rights are reaching a fever pitch. It will take unions and collective action to push back. These panelists have all been engaged in that struggle. Hear what has worked, and discuss what more we can do.

- Luke Amphlett, San Antonio Alliance, Local 67
- Cory Bernaert, Manatee Education Association
- Cassia Mosdell, Piscataway Township Education Association
- Brian St.Pierre, Port Jefferson Education Association
- Facilitator: Andrew Kirk, Teachers (AFT) Local 2260

EFFECTIVE MEMBER COMMUNICATIONS/USING COMMUNICATIONS TO ORGANIZE

FLORENCE

Organizers need plans to reach workers, and those plans will work best if they're more than one-way sharing of information. Hear from activists who have used tech tools not just to reach more workers, but also to engage activists in building a stronger union and fighting the boss.

- Manny Ramirez, Los Deliveristas
- James Sandoval, SMART 0023
- Ryan McGuire, AFSCME 768
- Facilitator: Scott Jenkins, Teamsters for a Democratic Union

EFFECTIVE STEWARD PROGRAMS

JOHN WAYNE

Stewards are the backbone of effective workplace organization. Training stewards, providing support, and getting stewards to work together are some of the most important things unions can do to aggressively enforce contracts and win more. Hear from organizers who are making stewards a central part of their union.

- Haley Shaffer, AFSCME Local 768
- Fred Hatef, United Electrical Workers Local 1008
- Robyn Saucier, Maine State Employees Association-SEIU Local 1989
- Facilitator: Paul Trujillo, Teamsters

FIGHTING INSIDE-WITHOUT GETTING FIRED

LOGAN

Our basic tool for winning what we want from the boss is withholding our labor in order to stop production and services. Sometimes we have to be creative about how we do this while we are still working. We will look at how to do this without getting fired.

- Dave Cohen, United Electrical Workers

FOOD SUPPLY CHAIN ORGANIZING ROUNDTABLE

MIRABEL

Join food worker leaders and organizers in a roundtable discussion on strategies for supply chain organizing. How do we build solidarity across the food chain and other supply chains? What are some ways that workers in different jobs can unite and increase their organizing leverage? This roundtable discussion will be a space to share examples and brainstorm strategies.

- Chris Ramsaroop, Justicia for Migrant Workers
- Suzanne Adely, Food Chain Workers Alliance
- Tommy Carden, Warehouse Workers for Justice



PHOTOGRAPHER CREDIT

Saturday, Workshops E, continued

2:00-3:45pm

GET STRIKE-READY

MIDWAY

You want your picket line respected? Respect others! We'll take a long view on strike readiness, beginning with securing the right contract language and organizing a local strike fund. Learn how to confront the biggest reason your co-workers might vote no on a strike authorization, and how to build a culture of direct action in the workplace. We'll apply the lessons of the 1996-1997 UPS contract campaign as a model for today.

- Richard De Vries, Teamsters Local 705
- Rand Wilson, Teamsters for Democratic Union

GRASSROOTS HEALTH CARE ORGANIZING

VIENNA

Hospitals are the largest part of the unionized health care sector, but in response to the country's increasing disparities in health care access, workers at a variety of smaller sites and clinics have found innovative ways to organize, fight their bosses, and win representation, sometimes with little institutional union backing. Supported by new resources and technologies, these dedicated workers are fighting to make their workplaces better for themselves, their patients, and their communities.

- Rupal Yu, Piedmont Health Services Providers Union
- Rose Sawyer, Illinois Nurses Association
- Thishi Gangoda, 1199 SEIU Preterm Union
- Facilitator: Felix Thomson, SEIU Local 1021

HOLDING THE LINE: BUILDING STRIKE SOLIDARITY AND POWER INSIDE AND OUT

GRAND BALLROOM H

It can be daunting to keep up the energy and support during a strike against giant corporations and union-busting executives. Hear from leaders in the ongoing Warrior Met Coal strike in Alabama, the 10-month St. Vincent's nurses strike in Massachusetts, and a Basque Country union that wages frequent open-ended strikes about how they build leadership, keep spirits high and rent paid, increase the pressure on bosses, and prepare for the next fight. With a picket line musical performance as well!

- Kathleen Poselli and Carla LeBlanc, Massachusetts Nurses
- Ben Grosscup, singer-songwriter
- Ane Zelaia, Basque Workers' Solidarity (ELA)
- Facilitator: Pamela Galpern, Communications Workers Local 1101

IMMIGRANT WORKERS DEFENDING THEIR RIGHTS

CAPITAL

Massive movements of workers away from their homes, their land, and their countries has characterized many stages of capitalist development. At the end of the long siege of neoliberalism, immigration is forced on ever-larger numbers, and under conditions of weak or non-existent legal protection. This panel explores the fights of Indian workers in Canada, Chinese workers in the U.S., Latin American workers in Japan, and striking immigrant workers in the U.K.

- Makoto Iwahashi, POSSE, Japan
- Kaye Liang, Chinese Progressive Association
- Navpreet Singh, Attar Sodhi, and Novalpreet Singh, Naujawan Support Network, Canada
- Facilitator: Kirstie Paton, United Voices of the World

INDUSTRIAL POWER IN HIGHER EDUCATION: ORGANIZING IN SUPPORT STAFF UNIONS

GATWICK

Higher education institutions run on the too often unseen work of support staff. This panel examines the organizing happening in support staff locals and the opportunities presented when they access their power within locals and across the university.

- Amanda Achin, Classified Staff Union, UMass-Boston, Educators for a Democratic Union
- Representative, AFSCME Local 3800
- Mike Kramer, UNITE HERE Local 26
- Facilitator: Hersch Rothmel, SEIU Local 888

INOCULATION: HOW TO FIGHT UNION BUSTING

HEATHROW A

We can beat back union busters by getting out ahead of them. This workshop will cover how we can inoculate workers in advance of anti-union campaigns and deflate the boss's power. Presenters will cover both new organizing and already-unionized workplaces.

- Ben Mabie, Washington-Baltimore NewsGuild
- Colin Cochrane, Starbucks Workers United
- Alex Kulenovic, NewsGuild of New York
- Jeff Sisson, NewsGuild of New York

I'VE BEEN ELECTED—NOW WHAT?

INT'L BALLROOM C

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 in your union.

- Katie Hohnstein-Van Etten, Franklin Pierce Education Association
- Richard Hooker, Jr., Teamsters Local 623
- Jon Schleuss, NewsGuild
- Facilitator: Dan Russell, UPTE-CWA

LAYING THE GROUND FOR UNFAIR LABOR PRACTICE STRIKES

GRAND BALLROOM C

When a strike begins having an impact on profits, the employer often threatens to hire permanent replacements. Of course, this may be a bluff. But if the employer is serious, the union must have a plan to resist. This workshop will explore replacement rules during economic strikes, unfair labor practice strikes, and lockouts. What measures can a union take to protect against massive job losses? How can it bolster workers' resolve to stay the course?

- Robert M. Schwartz, retired union attorney

LESSONS FROM TRANS AND GENDER NONCONFORMING LEADERS

INT'L BALLROOM E

Hear how our movements are strengthened when we uplift trans leaders, and what it looks like for labor to be involved in the struggle for trans rights. Hear from trans and gender nonconforming leaders from different generations and industries: from a trailblazer at the New York Times, an Indiana Teamster, and new campaigns of tech and service workers.

- Aimes Shunk, Starbucks Workers United
- Zayn Silva, OPEIU
- Elbe Lieb, Teamsters Local 135
- Facilitator: Lena Solow, NewsGuild of New York

LET'S GET TOGETHER:

40 WORKSHOPS SATURDAY

ORGANIZING ACROSS UNIONS WITH AN EMPLOYER OR INDUSTRY IN COMMON

SEATAC

Employers are often more united on their side than we are on ours. They take advantage of divisions when they can; we're stronger when we work together. Learn from panelists who are asking, how can we be more united across different unions?

- Ron Kaminkow, Railroad Workers United, Brotherhood of Locomotive Engineers and Trainmen
- John Courtney, Transit (ATU) Local 265
- Brandon Mancilla, Harvard Graduate Student Employees, Auto Workers Local 5118
- Sarina Roher, Oregon Federation of Nurses and Health Professionals
- Facilitator: Jackson Potter, Chicago Teachers

MESSAGING YOUR POWER

CHARLES DE GAULLE

How do you use communications strategy and the media to support your campaigns? In this workshop, we 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.

- Wen Zhuang, NewsGuild of New York
- Kim Kelly, Writers Guild

MEXICAN UNIONISTS TRANSFORMING THEIR UNIONS AND WHAT IT MEANS FOR U.S. WORKERS

JFK

In the past few months, independent unions in Mexico have notched big victories at General Motors and other factories. Hopes are high that more genuine, democratic unions can displace the corrupt "protection" unions that dominate the country's labor scene and have worked hand in glove with multinational employers to lock in low wages, long hours, and poor working conditions. Hear from Mexican labor activists on the frontlines of this battle and discuss how we can strengthen cross-border solidarity.

- Hector de la Cueva, CILAS Labor Center, Mexico
- Israel Cervantes, Casa Obrera del Bajío, fired General Motors worker

NEW ORGANIZING

PARIS

This year has seen an uptick in new organizing efforts, with prominent fights at big name companies: Starbucks, Amazon, REI, Delta, Apple, Alphabet, and more. Hear from workers who are taking on big employers and forming new unions across the country.

- Ahmed Akhtar, Auto Workers Local 2865, University of California
- Claire Chang, Retail and Department Store Workers (RWDSU), REI
- Jonnie Lane, Flight Attendants (AFA-CWA), Delta Representative, Starbucks Workers United
- Ricardo Rosario Ironworkers Local 197
- Facilitator: Megan Svoboda, Emergency Workplace Organizing Committee

Paraeducators (or education support personnel) are some of the lowest-paid workers in public education, but they've too often come in behind classrooms teachers in their contract fights. In these examples, paraeducators and teachers share how they are coming together local by local to demand a living wage for ESPs.

- Jake Anderson, Minneapolis Federation of Teachers
- Aria Campbell, Minneapolis Federation of Teachers
- Holly Currier, Andover Education Association, Educators for a Democratic Union
- Leah Wood, Caucus of Working Educators, Philadelphia Federation of Teachers
- Facilitator: Hannah Allison-Natale, Personnel Association of Lawrence, Communications Workers Local 6400

RACIAL JUSTICE FIGHTS IN EDUCATION

HEATHROW B

From contract demands, to curriculum, to a cross-union coalition to get cops out of the central labor council, educators have taken up the struggle to fight for racial justice. These panelists will speak to how they are making the fight for racial justice a union struggle—and winning.

- Ki-Jana Carter, MIT Graduate Student Union
- Jukurious David, Boston Teachers Union
- Isaura Jiménez guerra, Seattle Education Association, HiCORE, RISE
- Rupika Madhavan, Tacoma Education Association
- Ma-Riah Roberson-Moody, Minneapolis Federation of Teachers
- Michael Williams, Highline Educators Association and HiCORE
- Facilitator: Nora Aboali, Movement of Rank-and-File Educators

ROCKIN' YOUR RALLY AND PICKET LINE

INT'L BALLROOM A

If you'd like to plan better picket lines or rallies, this workshop is for you! We'll talk about how to create songs and chants that capture current issues, but also dig into the practical: developing an event plan that manages logistics for success.

- Shelley Kessler
- Bob Barnes

SECRETS OF A SUCCESSFUL ORGANIZER: ASSEMBLING YOUR DREAM TEAM

O'HARE BALLROOM

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*.

- Fareeda Mabry, Communications Workers Local 1040
- Joel Solow, Movement of Rank-and-File Educators, United Federation of Teachers

PARAEDUCATORS FIGHT FOR A LIVING WAGE

TEGEL

SEVEN SECRETS OF A SUCCESSFUL FLYER

INT'L BALLROOM D

Saturday, Workshops E, continued

2:00-3:45pm

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

- Dan Lutz, New York State Nurses

TAKING BACK OUR WORKFLOOR: PRACTICE A COLLECTIVE ACTION!

UNITED B

Not for the participation-shy. In this interactive workshop, you and the rest of the group will practice collectively confronting a boss! Learn what can go wrong and how to make it go right. This is an excerpt from a very effective training program developed by Edmonton postal workers to make direct action, rather than grievances, the first resort to solve problems on the job.

- Roland Schmidt and Devon Rundvall, Canadian Union of Postal Workers Local 730

THE FIGHT FOR SAFE STAFFING IN HOSPITALS

GRAND BALLROOM F

Nurses have been sounding the alarm since before Covid about the dire consequences of cost-cutting through lean staffing (meaning the number of patients each worker is assigned), as hospital profits soared. Health care unions are tackling this issue with legislation, bargaining, and direct action. Hear from folks that have won improved staffing via legislation or at the bargaining table, and learn how they continue to enforce their wins.

- Jamie Banks, Communications Workers Local 1133
- Bob Scime, Communications Workers Local 1133
- Marie Ritacco, Massachusetts Nurses
- Kathy Stormberg and Kim Reed, CRONA, Stanford nurses
- Facilitator: Elizabeth Lasasz, National Nurses Organizing Committee

WORKER-DRIVEN SOCIAL RESPONSIBILITY MODELS

LAGUARDIA

From agricultural fields and dairy farms to poultry plants and beyond, practitioners of Worker-driven Social Responsibility are pioneering a scalable and expanding model for the enforcement of workers' rights. The WSR model is founded on the understanding that, in order to achieve meaningful and lasting improvements, human rights protections in corporate supply chains must be worker-driven, enforcement-focused, and based on legally binding commitments that assign responsibility for improving working conditions to the global corporations at the top of those supply chains. Hear from frontline worker organizations who will speak on the WSR model, different stages of its implementation, and how workers are taking the lead across the country to shift power and enforce human rights across industries.

- Kalpona Akter, Bangladesh Garment and Industrial Workers Federation
- Gerardo Reyes Chavez, Coalition of Immokalee Workers
- Thelma Gomez, Migrant Justice
- Magaly Licolli, Venceremos
- Facilitator: Claudia Marie Flores

WHAT TO DO WHEN YOUR UNION

42 WORKSHOPS SATURDAY

BREAKS YOUR HEART

INTERNATIONAL BALLROOM F

If you're a union member, unfortunately the chances are good that you've had, or will have, your heart broken at least once by one of your own leaders. Whether you tried to get involved and there was nowhere to go, or the members got sold out, or leaders want to keep the union as their exclusive club, it can feel pretty harsh. In this workshop, we'll talk about how to recommit to your union and change the culture into one where leaders respect and serve the members.

- Claire Labrosa, Rochester Organization of Rank-and-File Educators
- Ellen David Friedman, Labor Notes

WORKER PROTECTIONS FOR ALL: DEFENDING UNDOCUMENTED WORKERS IN BUILDING TRADES AND WORKER CENTERS

LIBERTY

Like many communities living on the margins, undocumented workers in the U.S. are treated as a tool that politicians punt around and shady corporate entities exploit. Many work in the building trades, one of the most dangerous industries in the U.S. But unions in the building trades have the capacity to move political agendas. Hear from Tito Contractors workers who sought to organize with the Painters, faced retaliation, and waged an eight-year struggle to secure legal protections and compensation. Hear also from construction workers organized in pre-apprenticeship programs in worker centers.

- Nadya Lucero, New Immigrant Community Empowerment
- Aracelly Marmolejo, New Immigrant Community Empowerment
- Charon Medina, Workers Defense Project
- Adrian Ramirez Dominguez, Painters District Council 36
- Michael Vazquez, Painters District Council 36
- Facilitator: Rosa Ponce, Labor Notes

WORKERS' THEATER:

USING THEATER AS AN ORGANIZING TOOL

LINDBERGH

WorkersTEATRO is a local Chicago collective of workers using theater and storytelling to fight for workers' rights. This session will include performances of original scenes based on the performers' real experiences as temp workers. Audience participation will determine the outcome of the play. We'll also invite you to join some Theater of the Oppressed-style game and activities, so you can see the power of this technique to take back to your community.

- Jasmin Cardenas, WorkersTEATRO
- Melissa Shetler, Cornell School of Industrial and Labor Relations

Saturday, Workshops F

4:15-6:00pm

BUILDING TRADES MEETING

LIBERTY

In this meeting, open to all building trades members and supportive activists, we will work on next steps to develop national reform networks in the building trades. We'll meet new allies, find common issues, and aim to build shared organizing projects for rank-and-file leadership.

CANADA MEETING

UNITED B

Several dozen Canadians attend the Labor Notes Conference. What are the major issues facing Canadian labour? Share experiences and discuss strategies for a stronger movement with others who made the trip to Chicago.

FEDERAL WORKERS MEETING

INT'L BALLROOM D

Meet other federal workers and exchange ideas. Despite all the legal and political constraints, how are we engaging our co-workers in union action?

HEALTH CARE WORKERS MEETING

DFW

"Hero" status has done nothing to resolve the problems confronting health care workers around the U.S., including unsafe staffing, mergers, privatization, and speed-up. How are we focusing our organizing? Share your experiences and hear from others.

HIGHER EDUCATION WORKERS MEETING

UNITED A

To reverse the funding squeeze, the reliance on exploited adjunct labor, and the dominance of corporate models of productivity, we're going to need labor power. Come talk to campus workers from every position about how we're building

JUNETEENTH CELEBRATION

GRAND BALLROOM B

The Juneteenth holiday celebrates the end of slavery in the U.S. Join us to highlight the holiday's significance for the Black liberation struggle and the labor movement. Hear from a storyteller capturing historically significant episodes in the long struggle for human dignity for the Black diaspora across continents and time. Participate in poetry readings, hear music, and more.

- Arrion Brown, Postal Workers, Nation's Capital Local
- Fareeda Mabry, Communications Workers
- Helen Sims, The Mississippi Freedom Day Society
- Kate Sannicks-Learner, Caucus of Working Educators/PFT, Philadelphia
- Courtney Smith, Labor Notes
- Elise Bryant, Labor Heritage Foundation

IATSE MEETING

INTERNATIONAL BALLROOM E

Meet other members of the International Alliance of Theatrical Stage Employees. After a high-profile near-strike of film and TV crews, how can we keep building on that momentum to strengthen and democratize our union?

K-12 EDUCATORS MEETING

O'HARE BALLROOM

It's been a brutal two years for educators, but if you're here at Labor Notes, you haven't given up. This meetup will be a place to share and reflect on the strategies we've used to support each other and keep building power in spite of these hard times. What lessons can we take back to our locals as we press on?

LIBRARY WORKERS MEETING

LOGAN

Meet up with other library workers to talk about common fights and the revitalization of library worker unions.

LONGSHORE WORKERS MEETING

JFK

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

MEDIA WORKERS MEETING

LAX

Media workers are organizing at an unprecedented rate. What is our shared vision for journalism in an industry that is increasingly consolidated in the hands of a small number of companies and billionaires? How do we continue to grow, win strong contracts, and build to strike capacity?

STARBUCKS WORKERS MEETING

HARTSFIELD

Compare notes with Starbucks baristas from around the country. How can we coordinate across stores while maintaining the grassroots character of our movement as we move into developing bargaining demands and continue to confront corporate backlash?

STARTING A 'LABOR NOTES' IN YOUR COUNTRY: INTERNATIONAL MEETING

NARITA A

This meeting brings together workers from around the globe who are in various stages of starting their own Labor Notes-like networks or organizations. Whether you're well on your way or just beginning to dream, come exchange ideas and experiences.

TEAMSTERS MEETING

SEATAC

It's an exciting time in the Teamsters Union! Meet fellow members and talk about local and national fights.

TECH WORKERS MEETING

INTERNATIONAL BALLROOM F

In an industry that does so much to connect people, tech workers can be especially divided by job titles, classifications, and remote work. Make connections and talk through strategies to overcome these divisions so that we can support each other in organizing and grow union density—and power—in tech.

TELECOM WORKERS MEETING

HEATHROW A

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

MIDWAY

Join a discussion of challenges and opportunities with bus drivers and other transit workers from across North America.

UNITED AUTO WORKERS MEETING

NORTH CENTRAL

This fall, for the first time ever, the members of our union will directly elect its top officers. Talk with other UAW members about how we can use this landmark opportunity to strengthen and democratize our union and organize to tackle big issues like two-tier.

WORKER CENTERS MEETING

LA GUARDIA

Workers centers are nonprofit, community-based organizations that organize low-wage, often immigrant workers who are excluded from federal labor laws. This meeting will bring together worker centers across the country to develop a national network.

WORKSHOPS SATURDAY 43

Saturday, Workshops G

6:00-7:30pm

ASIAN LABOR MEETING

HEATHROW A

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. This meeting at the 2018 Labor Notes Conference led to the organizing of a very successful regional meeting in Taiwan among our networks in Asia.

BLACK WORKERS MEETING

GRAND BALLROOM B

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?

BLUE COLLAR WOMEN MEETING

NARITA B

Women and gender non-conforming workers face a host of additional challenges on the job, not just from the boss, but also from co-workers and others, particularly in male-dominated jobs. Join a conversation to share experiences with sexual harassment, gender discrimination, and solidarity on the job, especially in blue collar trades. Transgender and nonbinary workers are welcome.

CLIMATE CHANGE MEETING

INTERNATIONAL BALLROOM F

The need couldn't be more urgent to bring workers' power to bear to avert global catastrophe. But as rank and filers it's hard to know where to start. What are union activists doing to build a sustainable world, and how can rising union activism connect with the global struggle? Come discuss.

HEALTH AND SAFETY MEETING

INTERNATIONAL BALLROOM D

Come exchange ideas and resources with other workplace activists focused on health and safety concerns.

LABOR EDUCATORS MEETING

DULLES

Meet other labor educators working on union staffs or in university labor education programs.

LAWYERS MEETING

LOGAN

Labor attorneys, here's your chance to meet each other and talk about strategies and new developments in labor law.

MEET THE AUTHORS

SKY HARBOR

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

- Max Alvarez, Joe Berry, Jenny Brown, Joe Burns, Don Cohen, Alex Han, Kim Kelly, Sarah Jaffe, Rob McKenzie, Jon Melrod, Jack Metzgar, Peter Olney, Robert Ovetz, Daisy Pitkin, Kim Scipes, Tim Sheard, Becky Tarlau, Rand Wilson, Cal Winslow, Helena Worthen
- Facilitator: Steve Early

POSTAL WORKERS MEETING

DAVINCI B

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

SECRETS OF A SUCCESSFUL ORGANIZER:

TURNING AN ISSUE INTO A CAMPAIGN

O'HARE BALLROOM

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*.

- Tyler Kissinger, National Union of Healthcare Workers
- Hannah Allison-Natale, Personnel Association of Lawrence, Communications Workers Local 6400

UNDERGRADUATE STUDENT WORKERS MEETING

JFK

This meeting is for undergraduate students employed on their campuses. Some have formed unions and won union recognition or are organizing towards that goal. Come learn more!

UNION STAFFERS MEETING

LAX

This meeting is for anyone who works on the paid staff of a union, for instance as an organizer, researcher, or business rep.



44 WORKSHOPS SATURDAY

AN ORGANIZING APPROACH TO AUSTERITY AND COLONIALISM IN PUERTO RICO

CAPITAL

The imposition of a fiscal control board on the people of Puerto Rico has had devastating effects on workers. Draconian cuts and austerity measures have left workers in many sectors, including health care, public education, and public higher education in a constant state of emergency as they rapidly lose hard-won rights and protections, reasonable salaries, and dignified retirement benefits. Lately these fights have targeted the so-called "Debt Adjustment Plan." Several members of the Puerto Rican labor movement will discuss these struggles and their commitment to securing the labor rights and protections that Puerto Rican workers deserve.

- Ángel Figueroa Jaramillo, Union of Workers in the Electricity and Irrigation Industry (UTIER)
- Vanessa Contreras, Solidarity Trade Union Movement (MSS)
- Ángel Rodríguez, Asociación Puertorriqueña de Profesores Universitarios (APPU)
- Facilitator: David Galarza, United Union Employees of New York

BUILDING A SLATE AND RUNNING FOR UNION OFFICE: EDUCATOR CAUCUSES

INTERNATIONAL BALLROOM C

Once you've grown your caucus, with the goal of democratizing your union, how do you assure democracy within the caucus when choosing a slate and running for office? How you use the campaign to grow the caucus and organize beyond the election? These educators have been steeped in that work and have many lessons to share.

- Shira Cohen, Caucus of Working Educators, Philadelphia Federation of Teachers
- Cristina Gutierrez, Caucus of Working Educators, Philadelphia Federation of Teachers
- Alex Mitter, Rank-and-File Educators of Miami-Dade
- Olivia Swisher, Movement of Rank-and-File Educators, United Federation of Teachers
- Facilitator: Natalia Bacchus, Baltimore Movement of Rank-and-File Educators, Baltimore Teachers Union

COLLECTIVELY FABULOUS! QUEER-TRANS LABOR HISTORIES AND FUTURES

NARITA B

Queer and trans workers have long been at the frontlines of intersectional solidarity, bridging identities and social movements. We'll render visible histories and futures, toward building vibrant multiracial unions together across many lines.

- Annabelle Heckler, union researcher and strategist, comics, Painters Local 35
- Gerry Scoppettuolo, Pride at Work
- Shakia Flowers and Andrea Villanueva, Illinois Nurses
- Facilitator: Leigh Howard, 1199SEIU United Healthcare Workers East

DEMOCRACY IS POWER: LEADERSHIP IN A DEMOCRATIC RANK-AND-FILE UNION

JOHN WAYNE

Once elected, how can leaders support the work of rank-and-file members who are continuing to push to transform the union? The leaders on this panel have all taken up this question and will speak to their strategies, struggles, and successes.

- Susan DeCarava, NewsGuild of New York
- Alejandra Garza-Lopez, San Antonio Alliance Local 67
- Dan Kask, Longshore (ILWU) Canada
- Facilitator: Jesse Sharkey, Chicago Teachers

EDUCATOR-COMMUNITY COALITIONS: A CASE STUDY

HEATHROW B

Hear from K-12 educators and organizers in a grassroots community-based coalition, the New Bedford Coalition to Save Our Schools, made up of educators, students, families, and community leaders who are committed to defending and reclaiming our public schools. Learn about building community coalitions and developing education justice campaigns. You'll also get the opportunity to analyze your own leadership philosophies and organizing practices through a critical feminist, antiracist lens.

- Jacob Chin, New Bedford Coalition to Save Our Schools
- Bryan Gangemi, Massachusetts Teachers
- David Gonçalves, New Bedford Educators Association
- Penelope Jennewein, New Bedford Educators Association
- Cynthia Roy, Massachusetts Teachers

FARMWORKER BASE-BUILDING AND ORGANIZING

MIRABEL

Farmworkers are organizing in creative ways—getting co-workers to take direct action, forming independent unions, building worker committees, and mapping corporate supply chains. In this panel, farmworker leaders and organizers will share how they do base-building and organizing with farmworkers in the fields, greenhouses, and ranches.

- Luis Jimenez, Alianza Agrícola
- Alfredo Zeferino Juarez and Alvaro Juarez Zeferino, Familias Unidas por la Justicia
- Maria Martinez and Maria Carmona, Farmworker Association of Florida
- Chris Ramsaroop, Justicia for Migrant Workers
- Enrique Balcazar, Migrant Justice
- Noemi Sanchez, Rural Migrant Ministry
- Co-facilitator: Andrea Schmid, Pioneer Valley Worker Ctr
- Co-facilitator: Jose Lopez, Food Chain Workers Alliance



JAMES AUSTIN

Sunday, Workshops H, continued

9:00-10:30am

GREAT LABOR ARTS EXCHANGE CLOSING AND DEBRIEF

INT'L BALLROOM A

What feedback do you have about this weekend's culture workshops? What else could we add to next year's Great Labor Arts Exchange? Come share your reflections and find out how to stay involved in this annual gathering of labor artists, musicians, and other creative activists.

- Elise Bryant, Labor Heritage Foundation

JOINING A UNION... OR FORMING YOUR OWN

GRAND BALLROOM B

Hear from workers who have recently organized their workplaces about what approach they took, and why. How are you starting your new union off on the right foot as a worker-run organization? How are you relating to existing unions?

- Tyler Daguerre, Starbucks Workers United
- Keir Hichens, Union of Grinnell Student Dining Workers
- Parul Koul, Alphabet Workers Union
- Derrick Palmer, Amazon Labor Union
- Facilitator: Jon Melrod, human rights activist and attorney

MEDICARE FOR ALL MEETING

LIBERTY

The ongoing pandemic has exposed the absolute folly of linking health care to employment, and health care is sticking point in every contract fight. Yet many unions have not yet committed the resources necessary to win Medicare for All and take health care off the bargaining table. Come strategize.

NO TIERS, NO CONCESSIONS: BUILDING A UAW THAT CAN TAKE ON THE AUTOMAKERS

VIENNA

Big things are happening in the Auto Workers, from a successful referendum for "one member, one vote," to the Big Three contract expiration next September. Find out how workers are taking on the automakers and the union establishment, calling for "no corruption, no tiers, and no concessions."

- Jessie Kelly, Auto Workers Local 160
- Bill Parker, Auto Workers Local 1700, retired
- Tim Thomas, Auto Workers Local 551
- Facilitator: LaShawn English, Auto Workers Local 1264

ORGANIZING AGAINST PRIVATE EQUITY

LAMBERT

The private equity industry manages nearly \$7.5 trillion in assets and owns companies that employ more than 11 million American workers, plus millions more around the world. They are expanding into more industries constantly, cutting costs and extracting value from their holdings while making workers' lives more precarious. Hear from an organization helping to empower unions to research and organize against PE firms, plus unions who have taken on private equity bosses.

- Jordan Ash, Private Equity Stakeholder Project
- Virginia Rodino, Private Equity Stakeholder Project
- Caitlin Cruz, Writers Guild

POSTAL WORKERS MEETING

LAGUARDIA

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

RACE AND LABOR

LAX

How does racism show up in our workplaces and our unions? What are some strategies to confront it and build solidarity for a stronger, multiracial labor movement? And what can you say to union siblings 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.

- Anna-Maria Magdalena, Teachers (AFT) Washington
- Gissel Uribe, Teachers (AFT), Washington

SECRETOS DE UN ORGANIZADOR EXITOSO 3: CONVERTIR UN PROBLEMA

EN UNA CAMPAÑA (S)**HARTSFIELD**

Todo el mundo tiene quejas y frustraciones, pero un organizador tiene el poder de convertir los problemas en oportunidades. Aprenda a resolver los problemas que escucha de sus compañeros o compañeras de trabajo, reúna a las personas y elabore un plan para resolverlos de forma democrática a través de un esfuerzo de grupo.

- Rosa Ponce, Labor Notes

SECRETS OF A SUCCESSFUL ORGANIZER:

TURNING AN ISSUE INTO A CAMPAIGN**O'HARE BALLROOM**

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*.

- Samantha Winslow
- Jay O'Neal, West Virginia Education Association

SHOP FLOOR ACTION AT AMAZON

GRAND BALLROOM C

Amazon's greatest fear is losing control over its workforce. Hear from Amazon workers about the on-the-job actions they've been organizing to build their fighting power and wrest control away from the corporate giant.

- Isaiah Thomas, RWDSU, Alabama
- Linda Gooma, Amazonians United, Maryland
- Michelle Valentin Nieves, Amazon Labor Union, Staten Island
- Facilitator: Rand Wilson, Teamsters for a Democratic Union

STOPPING WORKPLACE VIOLENCE

UNITED A

Bosses may tell you to just put up with the risk of violence, 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
- Hawah Aminzason, SEIU Local 1199NW
- Lilith, Strippers United
- Benny Matthew, New York State Nurses
- Fadumo Elmi, SEIU Local 1199NW

SUPPORTING RANK-AND-FILE UNIONS AS STAFF

SEATAC

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 urgent needs?

- Nat Anderson Lippert, Education Support Professionals-Minneapolis Federation of Teachers
- Arsenia Reilly Collins, Writers Guild

46 WORKSHOPS SUNDAY

Sunday, Workshops H, continued

9:00-10:30am

- Facilitator: Ellen David Friedman, Labor Notes

THE LASTING POWER OF STRIKES

TEGEL

We strike. We win our demands. But the power of a strike goes beyond the contract wins in the agreement. How do we build strikes that will build lasting power, and later on, how can we draw on that power? The panelists will share their experiences.

- Arlene Inouye and Maria Miranda, United Teachers Los Angeles
- Stefan Yong, Auto Workers Local 2865
- Facilitator: Sal Rosselli, National Union of Healthcare Workers

Sunday, Workshops I

10:45am-12:30pm

ASSERTIVE GRIEVANCE HANDLING

DFW

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.

- Judy Sheridan-Gonzalez, New York State Nurses
- Una Davis, New York State Nurses

BUILDING A CAUCUS AND TRANSFORMING YOUR UNION

PARIS

Rank-and-file caucuses are key to transforming our unions to become more democratic, transparent, and militant. Hear from union members building caucuses at the local, state, and national level about how they got started and how they are pushing their unions from the bottom up.

- Kristen French and Claire LaBrosa, Rochester Rank-and-File Educators
- Martha Grevatt, Unite All Workers for Democracy
- Tom Modica, Rank-and-File Caucus, Brotherhood of Maintenance of Way Employees
- Mary Nowocien, Communications Workers Local 1168
- Facilitator: Shira Cohen, Caucus of Working Educators. Philadelphia Federation of Teachers

BUILDING MUNICIPAL WORKING-CLASS POWER

FLORENCE

How can working people build independent political power? Hear from activists involved in projects across the country about their efforts to fight for working-class interests in struggles for affordable housing, police reform, diverse city hiring, union organizing, and more.

- Jeff Crosby, New Lynn Coalition
- Claudia Jimenez, Richmond Progressive Alliance
- Emma Tai, United Working Families
- Facilitator: Stephanie Luce, Professional Staff Congress

BUILDING STRONG UNIONS IN HIGH-TURNOVER WORKPLACES

INT'L BALLROOM B

When a workplace churns workers or high turnover is built into the job, maintaining a union structure can feel like trying to hold onto a fistful of sand. Learn from panelists who have developed strategies to keep their organizations active in spite of the challenge.

- Jennifer Gott, Teamsters Local 710
- Isaiah Gutman, Union of Grinnell Student Dining Workers
- Ted Miin, Amazonians United
- Facilitator: Chris Baehrend, Alliance of Charter Teachers and Students

CLIMATE ACTION: CREATING 21ST-CENTURY JOBS AND JUSTICE

MIDWAY

From wildfires across the U.S. West to arctic blasts in Texas, from lives lost to heatstroke to jobs lost to the transitions away from fossil fuels, most of our unions and communities are already being affected by changes in our climate. Find out how you can get involved to establish more equitable and resilient workplaces, better jobs, and a more just society while also addressing our climate crisis directly. Learn activities and ideas you can bring back to your union or organization.

- Kari Thompson, United Electrical Workers

CONTRACT ENFORCEMENT TOOLKIT

LOGAN

This workshop will explore rights and tools that stewards and rank-and-file union members have, and how you can use them to investigate grievances, make information requests, and defend members during interviews and hearings.

- Dustin Roach, Teamsters Local 135

WORKSHOPS SUNDAY 47

Sunday, Workshops I, continued

10:45am-12:30pm

DEMOCRACY IS POWER: FIGHTING FOR ONE MEMBER, ONE VOTE

INTERNATIONAL BALLROOM C

The year 2021 was marked by two great victories for national union reform efforts that have been in the making for decades: the Teamsters for a Democratic Union-backed slate sweeping into national office, and Auto Workers winning the right to directly elect their national officers. Hear from two leaders of these movements on how they won the "one member, one vote" rule in the Teamsters and in the Auto Workers, and why the ability to directly elect national union leaders matters.

- Scott Houldieson, Auto Workers Local 551, Unite All Workers for Democracy (UAWD)
- Ken Paff, Teamsters for a Democratic Union

EDUCATOR MEMBER ORGANIZERS: MAKING IT WORK

NARITA B

How can educators find time to do the work of the union? Given that the paid work year for educators is often 10 months long, it can be logistically challenging for a union to pull members out of their regular jobs for extended periods on union business leave. This workshop will explore different models that unions can use to engage leaders and activists in longer-term internal organizing efforts using a combination of union business leave and stipends.

- Heather Carroll-Fisher, Montgomery County Education Association

EDUCATORS ON STRIKE

INTERNATIONAL BALLROOM E

Strikes are our most powerful weapon. Hear educators from the Minneapolis Federation of Teachers and the Chicago Teachers Union discuss how to build power towards a strike and sustain power through it, the complexities of agreements, and then how to assess the strike's success and determine next steps.

- Ma-Riah Roberson-Moody, Greta Callahan, and Dan Troccoli, Minneapolis Federation of Teachers
- Debby Pope and Tamica Berry, Chicago Teachers
- Maggie Canniff, Justin Brown, Jessica Wender-Shubow, Brookline Educators Union
- Facilitator: Gillian Russom, United Teachers Los Angeles

ENGAGING NEW MEMBERS

GRAND BALLROOM A

Unions can't expect workers in existing shops to line up for membership—we need to go out and engage them. Hear from organizers who have taken on the challenge.

- Ivan Pardo, Rideshare Drivers United
- Alli Carlisle, Auto Workers Local 2865
- Kindre Batliner, IUE-CWA Local 83761
- Karen Buchen and Catina Taylor, Minneapolis Federation of Teachers
- Facilitator: Amber Cano-Martin, SEIU

IF WE'RE ESSENTIAL, TREAT US THAT WAY:

ORGANIZING IN THE PANDEMIC

ROSEMONT AB

On the front lines of the pandemic, the workers who were called essential were often treated as disposable: understaffed, short on protective gear, and trapped in an intensified version of their old jobs under harrowing conditions with no end in sight. Hear how health care workers, educators, postal workers, and transit workers have stood up for their rights and built collective power in scary times.

- Sultana Adams, Transit (ATU) Local 192
- Travis Albert, Letter Carriers Branch 2
- Kristen Perez, Illinois Nurses
- Ilona Nanay, Movement of Rank-and-File Educators, United Federation of Teachers
- Facilitator: Sarah Jaffe, journalist

LATINO WORKERS GOING ON

THE OFFENSE

GRAND BALLROOM C

Learn about the dynamic organizing that Latino workers have led across the country and get some ideas about how to wage similar struggles for dignity on the job and in the community. We'll hear from poultry workers organizing for health in safety at Tyson in Arkansas; construction workers fighting abusive landlords in gentrifying Nashville; gig workers from Mexico and Guatemala organizing to fight their app-based bosses across New York City for access to bathrooms and better wages; and construction workers in Queens banding together to help their communities recover from a devastating hurricane.

- Manny Ramirez, Workers' Justice Project, Los Deliveristas Unidos
- Guillermo Tolentino, Workers' Dignity/Dignidad Obrera
- Yanet Zambrano and Estefania Galvis, New Immigrant Community Empowerment (NICE)
- Magaly Licolli and Fortino Ortiz, Venceremos
- Alfredo Benedetti, Arise Chicago, El Milagro
- Facilitator: Teófilo Reyes, ROC United

LGBTQ+ WORKERS MEETING

NARITA A

Queer working people, despite having won enormous victories, face a deeply challenging environment, with a resurgence in homophobia, transphobia, racism, and sexism. Join other LGBTQ+ activists and allies as we discuss responses and ways to move ahead.

MAINTAINING DENSITY IN A

RIGHT-TO-WORK STATE

UNITED B

Open shop conditions don't have to be a death sentence. This workshop will cover strategies for building and maintaining stronger unions even under so-called "right to work."

- Bryan Trafford, Teamsters Local 89
- David Thornsberry, Teamsters Local 89

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

MAKING MEETINGS BETTER

LAMBERT

Union meetings are essential for strong, democratic organizations—but everyone has experienced bad meetings that make people feel worse. In this workshop you'll learn techniques to keep meetings constructive and on track, and give everyone a chance to participate.

- Joe Fahey, trainer and coach, retired Teamster
-

NOT IN A UNION YET? YOU STILL HAVE RIGHTS

UNITED A

About 35 percent of strikes reported in the last 12 months were by workers not represented by any union. Surprising as it seems, these strikers have rights under the National Labor Relations Act. Three cases will be reviewed: the Milagro Tortilla Strike, United Scrap Metals, and Amazonians United safety strikes at the beginning of the pandemic. We'll review how to write an unfair labor practice charge against the employer, prepare strikers for an affidavit, and strengthen the charge with a written position statement.

- Richard De Vries, Teamsters Local 705
- Jorge Mújica, Arise Chicago

RACE AND LABOR

LAX

How does racism show up in our workplaces and our unions? What are some strategies to confront it and build solidarity for a stronger, multiracial labor movement? And what can you say to union siblings 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.

- Kim Moore, United Domestic Workers of America, AFSCME Local 3930
- Ethel Everett, SEIU Local 509

SECRETS OF A SUCCESSFUL ORGANIZER:

TURNING AN ISSUE INTO A CAMPAIGN

O'HARE BALLROOM

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*.

- Kendra Mulwana, Wisconsin Education Association Council
- Bo McClung, Pacific Environment

STARBUCKS SOLIDARITY ORGANIZING MEETING

GRAND BALLROOM B

By the time you're reading this, Starbucks workers will have officially organized nearly 100 stores, with hundreds more in the works. Workers at multiple stores have gone on strike to win back fired workers' jobs or get safety issues addressed. But winning a first contract at all 9,000 Starbucks stores will take a mass movement, with help from local labor activists supporting on the picket line and beyond. Join this organizing meeting to learn how you can plug in.

USING SOCIAL MEDIA TO ORGANIZE

LONDON

Social media can be great for sharing information, agitating, and educating. The examples on this panel do all that and will delight you with their cleverness. But the panelists will also consider the limitations of social media for organizing.

- Sofya Aptekar, Boyda Johnstone, and Gerry Martini, Professional Staff Congress at the City University of New York, Rank-and-File Action
- Mandi Jung, Saint Paul Federation of Educators
- Selena and Reagan, Strippers United
- William Rodgers, Meow Wolf Workers Collective, Communications Workers Local 7055
- Harinee Suthakar, Emergency Workplace Organizing Committee
- Facilitator: Aparna Gopalan, higher ed union organizer and researcher

WHEN WE FIGHT: FILM SCREENING AND DISCUSSION

HEATHROW B

When We Fight is a short documentary about the Los Angeles educators strike of 2019, highlighting the stories of some of the women who led it. The film will be followed by a discussion led by Arlene Inouye of United Teachers Los Angeles.

- Yael Bridge, director/producer
- Yoni Golijov, director/producer
- Arlene Inouye, United Teachers Los Angeles

WINNING FIRST CONTRACTS

LINDBERGH

Once you've won recognition of your new union there's another mountain to climb—negotiating and ratifying your first collective bargaining agreement, with an employer who may still be reluctant to accept that your union is here to stay. Learn about the legal do's and don'ts and hear practical organizing advice from some who've been through it.

- Ben Dictor, labor lawyer
- Nick Bedell, NewsGuild

ENCUENTRO NACIONAL OBRERO: NATIONAL WORKERS FORUM

A one-day conference for Latino labor activists and organizers to share skills and organizing strategies and build power.

9:00-10:00AM: OPENING PLENARY

ROSEMONT C

Declaration of Human and Civil Rights for Workers

- Manuel Vazquez Arellano, Mexican federal Congressman
- Rosa Martha Zarate, international activist

TRACK I: INTERNATIONAL SOLIDARITY

10:30AM-12:00PM: INDEPENDENT UNION MOVEMENT IN MEXICO; LESSONS FROM GM SILAO

REAGAN

An informational session about GM Guanajuato, an auto workers movement that was born as a result of the Auto Workers (UAW) strike against General Motors when Mexican GM workers in Silao, Guanajuato, were fired for supporting their UAW counterparts in the U.S. For years they have fought a three-headed monster represented by the GM management, their union the Confederation of Mexican Workers (CTM), and the neglect of the Secretary of Labor. In 2021 they made history by decertifying CTM and joining an independent union, SINTTIA. The GM model is expanding now into other companies and workers' groups.

- Israel Cervantes, Casa Obrera del Bajío, General Motors, Mexico

1:30-3:00PM: ORGANIZING AGAINST COLONIALISM IN PUERTO RICO

REAGAN

The recent privatization of the energy delivery infrastructure in Puerto Rico highlighted the problematic role that AFL-CIO unions have played in destabilizing and weakening the local, independent union movement ever since the archipelago was invaded by the U.S. Whether it's raiding public sector unions and signing sweetheart deals with government agencies or aligning themselves with private interests to neutralize militant independent unions, so-called "union colonization" has driven a wedge and created righteous indignation from our brothers and sisters in Puerto Rico.

- Angel Jaramillo, la UTIER
- Mercedes Martinez, la Federacion de Maestros de Puerto Rico
- Monique Dols, a contributor to Labor Notes
- Facilitator: David Galarza, organizer for the Steelworkers

3:00-4:30PM: FIGHTING H2-A VISA PROGRAMS

REAGAN

The U.S. is issuing hundreds of thousands of H-2A visas to recruit labor from Mexico and other countries, a program The Southern Poverty Law Center in 2013 qualified "Close to Slavery" because the H-2A program is a powerful weapon used by farmers to keep farmworker wages at their current poverty level, getting rid of it is a basic step for the movement for justice. The growers won't give up a system so advantageous to them, or willingly raise the wages; we need a movement that forces them to do this like the strike and the boycott. This workshop will entertain strategies or campaign proposals from the participants to fight the H2-A Visas program.

- Rosa Martha Zarate, director, The Braceros Coalition
- David Bacon, author

TRACK II: WORKERS NETWORKS AND COALITIONS

10:30AM-12:00PM LABOR COUNCIL FOR LATIN AMERICAN ADVANCEMENT (LCLAA)

LIBERTY

LCLAA is a national organization whose membership is made up of Latinos from many unions affiliated to the AFL-CIO. As such it is able to connect to other minority group under the federation through other constituency organizations such as A. Philip Randolph Institute, Union Veterans Council, Asian Pacific American Labor Alliance, Coalition of Black Trade Unionists, Coalition of Labor Union Women, and Pride at Work. This workshop will explain the benefits of joining union constituency organizations.

- Maria VanCore and Carlos Pelayo, presidents of LCLAA chapters

1:30-3:00PM: WORKERS CENTERS AND UNIONS TRANSFORMING THE RESTAURANT INDUSTRY

LIBERTY

Over a quarter of the restaurant industry is Latino, 20 percent of the workforce speaks Spanish, and nearly 10 percent is undocumented. It also has one of the highest rates of wage theft and other labor abuses. The last two years have upended the industry and workers are both refusing to return to work and organizing to change these conditions. This meeting will serve as a space to bring worker centers and unions together around a restaurant worker bill of rights to demand a new future for the industry.

- Teófilo Reyes, political director, Restaurant Opportunities Centers United

3:00-4:30PM: MEXICANOS 2070: NATIONAL ORGANIZATION TO PRESERVE THE HISTORY AND CULTURE OF MEXICAN AMERICANS

LIBERTY

MeXicanos 2070 is a national organization led by scholars and activists committed to reclaiming and enriching our indigenous Mexican American culture through a collective program of study, research, and training to learn more and gain deeper understanding about our indigenous origins and advance our evolving role in the future of the Americas. As such MX2070 has created a number of research, academic, organizing and media programs through which over 800 members have been affiliated. The purpose of this workshop is to explore membership affiliation and the creation of more programs.

- Ernesto Míreles, professor, Prescott College

TRACK III: CONTROLLING OUR WORKPLACE

10:30AM-12:00PM: CREATING SANCTUARY UNIONS

LA GUARDIA

Many labor unions understand that labor laws apply to all workers, regardless of immigration status, and many have incorporated specific language in their Collective Bargaining Agreements language to consider the particular circumstances of their more vulnerable members. This workshop will center on examples and specific language on CBA's regarding issues like Social Security and IRS No Match letters, I-9 Audits by Immigration and Customs Enforcement, the ACA/Obamacare law and the obligation of health insurance companies to verify immigration information, and the use of E-Verify system.

- Jorge Mujica, labor educator, ARISE

1:30-3:00PM: ORGANIZING WORKER COOPERATIVES

LA GUARDIA

Worker cooperatives promote the values of worker dignity, democratic control of their workplace, educational and financial growth for worker owners, and concern for the broader social health of their community. Interest in this economic model is growing rapidly, especially in the wake of the 2008 financial crisis, as community credit unions and the New England Cooperative Fund remained solvent and healthy, even as more traditional banks and financial institutions big went bankrupt. This workshop will explain the process to create worker cooperatives in any community or industry.

- Martin Unzueta, director of CCWR
- Ana Guajardo, Illinois Worker Cooperative Alliance

3:00-4:30PM: UNIONS BUILDING SUPPORT FOR UNDOCUMENTED WORKERS

LA GUARDIA

Building Trades unions in the United States have the capacity to move political agendas, hold institutional power, and represent their members who are working in one of the most dangerous industries in the U.S. Health and safety standards are critical in this industry and this particular sector of workers is crucial to our country's infrastructure as workers and change agents. In this workshop, we will learn how Latinx leadership development/preservation has been centered within the Painters (IUPAT) union and how leaders from these trades build coalitions alongside non-unionized workers and key community partners to implement co-enforcement strategies in geographical regions where work sites are rampant with assault/harassment, retaliation/intimidation and human trafficking/ exploitation.

- Martha Valadez, organizer, Jobs with Justice

5:00 - 6:30PM: CLOSING PLENARY

ROSEMONT C

In this final session, the resolutions agreed upon in each of the nine workshops will be read and proposals for the next steps after the ENCuentro will be approved.

- Carlos Pelayo and Desirée Rojas, LCLAA chapter presidents
- Marco Hernandez, president, Laborers (LIUNA) Local 882



JIM WEST