8:00-9:00 a.m. Registration and Coffee (Girls Gym)

9:00-10:15 a.m. Opening Plenary: Lessons from Recent Bay Area Strikes (Girls Gym)
   BK White, USW 5
   Kenzo Esquivel, UAW 2865
   Veronica Palacios, SEIU 1021 AHS
   Ilana Marcucci Morris, NUHW
   Facilitator: Emil McDonald, IBT local 315 and TDU

10:30 a.m.- 12:15 p.m. Morning Workshops (See p. 3 for details)
1. Abolish the Two-tier System: Strategy Issues, Room S2
2. Organizing a Credible Strike Threat & Identifying Choke Points, Rm. A6
3. Emergency Workplace Organizing Committee, Teachers’ Cafeteria
4. Assertive Grievance Handling, Room S1
5. Running for Union Office: What Are the Keys to Winning, Room A1
6. Opening up Bargaining to build Rank & File Power, Library
7. Organizing Around Workplace Injuries, Room A4
8. Union Power for Climate Justice, Room S3
9. Secrets of a Successful Organizer: Beating Apathy (with Spanish and English interpretation), Student Cafeteria
10. Organizing internally: What to Do When Your Union Breaks Your Heart, Room S5
11. Taking Action for Health and Safety, Room A3

**COVID precautions:**
We strongly encourage everyone to wear a mask, except when eating, in order to make this event as accessible as possible to others.

**The childcare room is in room S4.** Please pick your child up for lunch so that the childcare workers can have a lunch break.

**Interpretation:** Spanish-English interpretation is available. Instructions for connecting follow. Please check in at the registration desk for further support.

1. Join the Zoom Meeting.
   - Download the ZOOM APP to your phone.
   - Use your phone camera to scan this QR CODE:
   - Or enter the Meeting ID: 845 4291 9755 and passcode: Oakland
   *If prompted, choose Wifi or Cellular Data (the first option listed) to connect to audio.

2. Choose your preferred language.
   - Find the THREE DOTS (more) in your Zoom toolbar.
   - Select LANGUAGE INTERPRETATION
   - Select ENGLISH and (IMPORTANT!) toggle to activate MUTE ORIGINAL AUDIO so that you don’t hear an echo of what is happening in the room. Then hit DONE. You’re all set!

**WHERE:** Oakland Technical High School, 4351 Broadway, Oakland, CA 94611. Sponsored by Labor Notes.

*Continued next page...*
12:15–1:30 p.m. Lunch (Student Cafeteria)

Lunch time breakouts:

- CWA Members
- Healthcare Workers
- Part-time Community College Faculty
- UAW Members
- Young Workers

1:30–3:15 p.m. Afternoon Workshops (See p. 4 for details)

1. Secrets of a Successful Organizer: Turning an Issue Into a Campaign, Room A6
2. Climate Change is a Workplace Safety Issue: Strategies to Stay Safe Under Extreme Weather Conditions, Room A5
3. Race and Labor, Room S5
4. After you Win the Local: Everything You Wish You Knew When You Ran for Union Office, Room A1
5. Fighting for Reproductive Justice in Today’s Labor Movement, Room S3
6. Secrets of a Successful Organizer: Assembling Your Dream Team, Room A3
7. One-on-Ones 201, Room S2
8. LABOR SINGS! Student cafeteria
9. From the Table to the Streets: Winning a Contract Campaign, Room S1
10. UPS Teamsters Meet-up: How to Build a Contract Campaign Where You Work, Library
11. New Worker Organizing Forum (with Spanish and English interpretation), Teachers’ Cafeteria

3:30 p.m. Closing Plenary (Girls Gym)

Carlos Silva, Teamsters Local 572, TDU
Vilma Serrano, Oakland Education Association

Come celebrate a great event: After party at The Kingfish, 5227 Telegraph Avenue, Oakland, CA 94509.

Like what you saw today? Missed a workshop? We do workshops online every month. Check them out at labornotes.org/events.

Subscribe to Labor Notes monthly magazine for half off the regular price—just $15 for a whole year if you sign up today at the table. It’s your best way to stay in touch with all these great troublemakers.

Thank you:
To the amazing organizing committee that came together weekly to create this event.
To the volunteers who offered their time.
To the unions and organizations that, through their generous donations, made this all possible, including:

- ATU 192
- ATU 265
- ATU 1555
- AFT 2121
- Faculty Association of the Foothill-De Anza Community
- Contra Costa Labor Council
- East Bay DSA
- NABET-CWA Local 51
- NUHW
- OEA
- Pacific Media Workers Guild/CWA Local 39521
- Railroad Workers United
- SEIU 1021
- UAW 5810
- UCAFT
- UPTE-CWA 9119
- Veterans Healthcare Policy Institute

Organizations listed for identification purposes only.
Morning Workshops, 10:30-12:15

1. Abolish the Two-tier System: Strategy Issues, Rm. S2
Most workers in tech and higher education are highly skilled, vulnerable to downward pressure on wages, exposed to global outsourcing, future-facing, essential, and precarious. Organizing strategies range from grassroots “act like a union” to traditional representation to bargaining to legislation. In this workshop we will discuss strategies within tech and community college part-time organizing in order to learn from each other about how to end two-tiered work places.
Laura Green, Alphabet Workers Union/CWA
John Govsky, Chair CFT Part-Time Faculty Committee
Brandon Cavins, AWU/CWA
Moderator: Helena Worthen, U of Illinois, retired

2. Organizing a Credible Strike Threat & Identifying Choke Points, Room A6
This workshop is based on a “workers’ inquiry,” 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 credibility of a strike threat. The session will conclude with a “thought experiment” to practice identifying choke points in a hypothetical strike.
Robert Ovetz, CFA
Gifford Hartman, GLU/RWU
David Walter, UCAFT Bay Area Chapter
Ron Kaminkow, Railroad Workers United

3. Emergency Workplace Organizing Committee, Teachers’ Cafeteria
The Emergency Workplace Organizing Committee (known as EWOC) is a collaboration between the Democratic Socialists of America (DSA) and the United Electrical, Radio and Machine Workers Union (UE), which began in 2020 as a response to the labor conditions essential workers faced during the COVID-19 pandemic. We will share EWOC’s organizing strategy, highlight national campaigns, and hear from local workers about how EWOC helped them find autonomy in the union movement.
Zach Weinstein & Taylor Henry, EWOC Campaigns
Benno, IWW Urban Ore; Caitlyn, Trader Joe’s

4. Assertive Grievance Handling, Room S1
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.
Ryan Olds, OEA

5. Running for Union Office: What Are the Keys to Winning, Room A1
Learn how to build an effective campaign team, increase your visibility, identify voters, deal with negative attacks, avoid common mistakes, and get out the votes. Get answers from members who have run successful campaigns.
Ken Paff and Scott Jenkins, Teamsters for a Democratic Union

6. Opening up Bargaining to build Rank & File Power, Library
Opening up bargaining is a deeply democratizing process. Learn from these examples of unions opening bargaining and its implications for union democracy and power.
Vilma Serrano, OEA; Jim Riffel & Debra Durazo, Sacramento Teachers; Andrea Mullarkey & Veena Channon, City of Berkeley, SEIU 1021; Edith Saldano, Starbucks Workers United
Steve Early, NewsGuild/CWA

7. Organizing Around Workplace Injuries, Room A4
Come and hear from frontline workers in an array of sectors about times they confronted workplace injuries. How do we deal with the complicated set of workplace injury laws and programs? How do we organize for our employers to properly prevent injury and support employees when they get injured?
Maria Betancourt, SEIU 1021, John George Psychiatric Hospital Clerk
Shamsher Dhillon, Teamsters Local 315, UPS
Nathaniel Arnold ATU 192, AC Transit
Facilitator: Shane Ruiz

8. Union Power for Climate Justice, Room S3
Climate change is approaching like a toxic freight train heading off the rails. How can we organize our coworkers and unions to lead transitions to clean energy and technology our way, not just the way the boss wants? We’ll hear from a panel of Bay Area unionists organizing climate caucuses or working on transitions, then all participants will discuss how to build power for climate justice in our own unions and workplaces.
Alex Morrison, SEIU 1021
Steve Morse, Sheet Metal Workers
Deirdre Snyder, OEA
Facilitators: Keith Brower Brown and Martha Hawthorne

9. Secrets of a Successful Organizer: Beating Apathy (with Spanish and English interpretation), Student Cafeteria
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.
Tyler Kissinger, AFT
Melo Durgin, CTA

10. Organizing internally: What to Do When Your Union Breaks Your Heart, Room S5
When your union is slow to respond to problems or confront management, it’s time to take matters into your own hands. These rank-and-file transit, healthcare, maritime and academic workers stopped waiting for ‘someone to do something’ and organized with coworkers to push for better conditions and bigger wins at work.
Cameron Hughes, UAW 2865
Brian Helmie, IBU ILWU
Taka Okawa, CNA
Drew Powell, ATU 1555
Moderator: Hasan-Can Arat, SEIU 1021

11. Taking Action for Health and Safety, Room A3
How can addressing workplace health and safety also support organizing? In this hands on, skill building workshop, you will practice using powerful tools to identify hazards, come up with the most protective solutions, stand up for worker rights, and take action.
Alejandra Domenzain and Tenaya Lafore, UCB Labor Occupational Health Program
Afternoon Workshops, 1:30-3:15 p.m.

1. Secrets of a Successful Organizer: Turning an Issue Into a Campaign, Room A6
   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.
   Ona Keller, CFT

2. Climate Change is a Workplace Safety Issue: Strategies to Stay Safe Under Extreme Weather Conditions, Room A5
   The effects of climate change are unfolding on communities in real time across the Bay Area and there is the risk of overlooking the impacts that extreme weather conditions will have directly on workers. The fight to stop climate change and mitigate the dangers produced by climate change should be a priority for all union activists. Workers, especially those on the frontlines, need to know the health and safety risks and their rights during a disaster. The Labor Occupational Health Program at UC Berkeley will lead a session on identifying workplace hazards produced by climate change and the rights of workers amidst emergency conditions.
   Nestor Castillo and Tenaya Lafore, UCB Labor Occupational Health Program

3. Race and Labor, Room S5
   Our goal is to gain a better understanding of how we as union members, every day working people can make a difference at work, in our unions, schools and communities. Moving from divide and conquer to strategies of unity.
   Courtney Smith, Labor Notes

4. After you Win the Local: Everything You Wish You Knew When You Ran for Union Office, Room A1
   For newly-elected and to-be-elected local union officers. We will talk about the tasks and challenges of the transition period, the importance of planning and delegating, and avoiding burnout. We won’t solve it all in one workshop, so we’ll also take up how to implement ongoing skills-building and learning.
   Tim Marshall, Oakland Education Association
   Ken Paff, Teamsters for a Democratic Union
   Dan Russell, UPTE-CWA-Local 9119
   Ismael Armendariz, Oakland Education Association

5. Fighting for Reproductive Justice in Today’s Labor Movement, Room S3
   We will be brainstorming about creating spaces in our unions for reproductive justice in its broadest implications: abortion, bodily autonomy, childcare, LBGTQIA+ rights and accessible healthcare. We will hear from union members about existing contract language, benefits & discuss new ways to organize within our local and national spaces.
   Brandi Donaldson, ATU 192
   Zach Hick, UAW 2865
   Annette Nicholson, SEIU 525
   Julia Rapkin, SEIU 1021
   Moderator: Claudette Begin, IBT 2010 retiree

6. Secrets of a Successful Organizer: Assembling Your Dream Team, Room A3
   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.
   Tyler Kissing, NUHW
   Meo Durgin, CTA

7. One-on-Ones 201, Room S2
   One-on-one conversations with coworkers are the building block of any campaign, but we aren’t born good listeners! This is a supportive space to practice and strengthen those agitation, inspiration, and especially listening skills, facilitated by a nurse who uses active listening to motivate action both at work and in organizing.
   Felix Thomson SEIU 1021

8. LABOR SINGS! Student Cafeteria
   Let’s raise the roof with some picket line standards, share some fresh labor music, build song-leading muscle, and write some new verses about our own current union issues. We’ll lead our up-to-date versions at the closing.
   Occupella/Bonnie Lockhart & Hali Hammer

9. From the Table to the Streets: Winning a Contract Campaign, Room S1
   We only have power at the bargaining table when members are exercising their collective power in the workplace. This workshop will help us identify our power and build contract campaigns that connect the power of collective action to demands at the table.
   Ryan Olds, PAT

10. UPS Teamsters Meet-up: How to Build a Contract Campaign Where You Work, Library
    For UPS Teamsters: It will take more than good negotiators to win the contract that we deserve. UPS Teamsters need to inform and involve other members in a contract campaign. Get tools and share strategies for building Contract Action Teams at your UPS center.
    Carlos Silva, IBT Local 572, UPS, TDU
    Emil McDonald, IBT Local 315, UPS

11. New Worker Organizing Forum (with Spanish and English interpretation), Teachers’ Cafeteria
    Worker organizing is surging across the country. How do we organize unions amid division, fear, and apathy, not to mention labor laws written by bosses? In this workshop, workers who have organized with their coworkers will discuss why they fought, their victories, their struggles, and lessons learned.
    Lay Lay Lee, UFCW Cannabis
    Abrar Abidi, UAW 2865, Student Researchers United
    Kyle Trainer, Starbucks Workers United
    Moderator: Matthew Torres, CWA 9404