



# NEW YORK CITY TROUBLEMAKERS SCHOOL

**SATURDAY, NOVEMBER 19TH, 2022**

WHERE: Beacon High School, 522 W 44th St, New York, NY 10036. Sponsored by Labor Notes.

**8:15 a.m. Registration opens**

**9:00-9:30 a.m. Opening Main Session (Auditorium, 7th Floor)**

- Anthony Rosario, Teamsters 804
- Noelle Mapes and Devora Unger-Cafiero, UFT

**9:45-11:15 a.m. Workshops 1 (see over for details)**

- Secrets of a Successful Organizer: Beating Apathy (*Auditorium*)
- Secrets of a Successful Organizer: Assembling Your Dream Team (*Room 305*)
- Secrets of a Successful Organizer: Turning an Issue into a Campaign (*Room 307*)
- Steward Rights: What's in Your Toolbox (*Room 303*)
- Winning First Contracts (*Room 309*)
- Race and Labor (*Room 311*)
- Public Sector Bargaining Landscape: Crash Course for NYC Unionists (*Room 315*)
- You Can't Do All The Work Yourself: Learn It, Do It, Teach It (*Room 317*)
- Beating Back Bullying Bosses (*Room 312*)
- Secretos de un Organizador Existoso (*Room 310*)

*Organizations listed for identification purposes only.*

**Find your way around:**

- **The Auditorium** is on the 7th floor, accessible by elevators and stairs.
- **Classrooms** are on the third floor.
- **The Cafeteria** is on the first floor.

**Got questions? Need help?** Someone will be at the registration/merch tables on the first floor all day.

**Like what you saw today? Missed a workshop?** We do workshops online every month. Check them out at [labornotes.org/events](https://labornotes.org/events)



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**SATURDAY, NOVEMBER 19TH, 2022**

WHERE: Beacon High School, 522 W 44th St, New York, NY 10036. Sponsored by Labor Notes.

**11:15a.m.-12:15 p.m. Lunch (Cafeteria, First Floor)**

**12:30 - 2 p.m. Workshops 2 (see over for details)**

- Secrets of a Successful Organizer: Beating Apathy (*Room 303*)
- Secrets of a Successful Organizer: Turning an Issue into a Campaign (*Room 305*)
- New Organizing (*Room 307*)
- Reversing Runaway Inequality (*Room 311*)
- What to Do When Your Union Breaks Your Heart (*Auditorium*)
- Running for Union Office (*Room 309*)
- Campaigns That Win (*Room 315*)
- March on the Boss (*Room 317*)
- Assertive Grievance Handling (*Room 312*)
- Secretos de un Organizador Existoso (*Room 310*)

**2:14 -2:45 p.m. Closing Session (Auditorium, 7th Floor)**

- Brandon Mancilla, UAW
- Valentina Gonzalez, Vice President UFCW Local 1718

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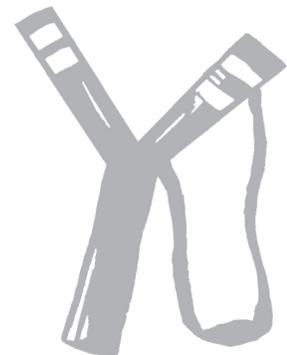
**Check out our merch on the first floor!**

BOOKS:

- Secrets of a Successful Organizer \$15
- How to Jump-Start Your Union \$15
- Democracy Is Power \$15
- Legal Rights of Union Stewards \$20
- Just Cause \$20
- How to Win Past Practice Grievances \$13

CLOTHING:

- Knit Cap/Hat \$20
- T-Shirt (assorted colors) \$25
- Long Sleeve Solidarity Shirt \$35
- Hoodie (assorted colors) \$60



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# WORKSHOPS

## SESSION 1: 9:45-11:15 a.m.

### **1. Secrets of a Successful Organizer: Beating Apathy (Auditorium)**

Are you beating your head against the wall trying to get other workers involved? Hear success stories about 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.

*Facilitators: Jia Lee (Movement of Rank and File Educators, UFT), Kevin Prosen (Movement of Rank and File Educators, UFT)*

### **2. Secrets of a Successful Organizer: Assembling Your Dream Team (Room 305)**

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.

*Facilitator: Leslie Fine (CWA 1180), Wen Zhuang (NewsGuild, EWOC)*

### **3. Secrets of a Successful Organizer: Turning an Issue into a Campaign (Room 307)**

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.

*Facilitator: Michelle Gonzalez (NYSNA)*

### **4. Steward Rights: What's in Your Toolbox? (Room 303)**

Stewards wear a lot of hats. This workshop will focus on the role of stewards in defending members' rights - and cover the tools you have to do so. Will cover private and public sector rights.

*Facilitators: Pam Galpern (CWA 1101), Nate Franco (AFSCME 768, DC 37)*

### **5. Winning First Contracts (Room 309)**

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.

*Facilitators: Nick Bedell (NewsGuild), Kara Milstein (NewsGuild), Kim Bubello (NewsGuild)*

## SESSION 1 - continued...

### **6. Race and Labor (Room 311)**

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.

*Facilitator: Bianca Cunningham (Bargaining for the Common Good)*

### **7. Public Sector Bargaining Landscape: Crash Course for NYC Unionists (Room 315)**

Negotiations for the contracts covering hundreds of thousands of NYC public sector workers historically take place behind closed doors. Come to this panel to understand what's going on, how deals happen, and how members can impact the process.

*Speakers: Samir Sonti (PSC-CUNY), Gloria Brandman (Retiree Advocate, UFT), Sarah Ann Adams (AFSCME 1930, DC 37), Boyda Johnstone (PSC-CUNY)*

### **8. You Can't Do All The Work Yourself: Learn It, Do It, Teach It (Room 317)**

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.

*Facilitator: Stephanie Basile (NewsGuild)*

### **9. Beating Back Bullying Bosses (Room 312)**

We'll cover how bully bosses abuse power and strategies to fight back. You will be able to go back into your own workplace with confidence and plans for taking effective action with your co-workers.

*Facilitator: Ellen David Friedman (Labor Notes)*

### **10. Secretos de un Organizador Existoso: Parte 1 (Room 310/Sala 310) Spanish Workshop/En Español**

En esta serie de talleres, aprenderá a identificar los asuntos clave en su lugar de trabajo, construir campañas para abordarlos, anticipar los trucos y trampas de la gerencia e inspirar a sus compañeros y compañeras de trabajo para luchar juntos a pesar de sus miedos.

*Facilitadores: Luis Feliz Leon (Labor Notes), Sara Feldman (New Immigrant Community Empowerment)*

# WORKSHOPS

## SESSION 2: 12:30 - 2 p.m.

### 1. Secrets of a Successful Organizer: Beating Apathy (Room 303)

Are you beating your head against the wall trying to get other workers involved? Hear success stories about 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.

*Facilitators: Brian St. Pierre (Port Jefferson Station Teachers Association), Ziad Hammad (CWA 1109)*

### 2. Secrets of a Successful Organizer: Turning an Issue into a Campaign (Room 305)

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.

*Facilitators: Sofya Aptekar (PSC-CUNY), Danielle Smith (NewsGuild)*

### 3. New Organizing (Room 307)

The new organizing wave has hit NYC! Hear from local workers who have taken the first steps and formed new organizations.

*Speakers: Trevor Goodwin (Vital Gym, EWOC/Workers United), Abbie Harper (EWOC), Toño Solis (Los Deliveristas Unidos)*  
*Facilitator: Daphna Thier (EWOC)*

### 4. Reversing Runaway Inequality (Room 309)

How can unions help create a social movement to take on Wall Street's economic and political dominance? This interactive workshop provides a crash course in how the expanding power of corporate America is behind the rapidly growing gap between the super-rich and ordinary workers.

*Facilitators: Tunisia Allah-byrd (CWA 1106), Rob Pinto, (CWA 1120), Chris O'Shea (CWA 1104)*

### 5. What to Do When Your Union Breaks Your Heart (Auditorium)

We all know the feeling: whether you tried to get involved and there was nowhere to go, or the members got sold out. 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.

*Facilitators: Olivia Swisher (Movement of Rank and File Educators, UFT), Ellen David Friedman (Labor Notes)*

## SESSION 2 - continued...

### 6. Running for Union Office (Room 309)

How to build an effective campaign team, increase your visibility, identify voters, deal with negative attacks, avoid common mistakes, and get out the votes.

*Facilitators: Scott Jenkins (Teamsters for a Democratic Union), Nick Bedell (NewsGuild), Ilona Nanay (MORE/UFT)*

### 7. Campaigns That Win (Room 315)

Learn about dynamic union and labor organizing happening locally, and get some ideas for your own workplace.

*Speakers: Matt Driscoll, (Movement of Rank and File Educators, UFT), Anna Iovine (NewsGuild), Mohammad Tipu Sultan (NY Taxi Workers Alliance), Mamun Hossain (Desis Rising Up and Moving)*

### 8. March on the Boss (Room 317)

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

*Facilitators: Marianne LeNabat (NewsGuild), William Antonelli (NewsGuild), April Joyner (NewsGuild), Alex Nicoll (NewsGuild)*

### 9. Assertive Grievance Handling (Room 312)

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.

*Facilitators: Judy Sheridan Gonzalez (NYSNA)*

### 10. Secretos de un Organizador Existoso: Parte 2 (Room 310/Sala 310) Spanish Workshop/En Español

En esta serie de talleres, aprenderá a identificar los asuntos clave en su lugar de trabajo, construir campañas para abordarlos, anticipar los trucos y trampas de la gerencia e inspirar a sus compañeros y compañeras de trabajo para luchar juntos a pesar de sus miedos.

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