



PUGET SOUND TROUBLEMAKERS SCHOOL

Sunday, October 12, 2025

**South Seattle College in West Seattle,
6000 16th Ave SW, Seattle, WA 98106**

8am-9am: Registration *Foyer and JMB A&B* *JMB A&B*

9am-10am: Welcome and Opening Session

- Emcee: C Moline, Letter Carriers Branch 79
- Welcome: Mara Rafferty, South Seattle College, & Alexandra Bradbury, Labor Notes
- Michael Laslett, Darian Clogston, & Elizabeth Stensrud, musicians
- Mylo Lang, Machinists District 751
- Adriana Cortés González, Washington Immigrant Solidarity Network
- Megan Bailey Houston & Skadi Green, Canadian Union of Postal Workers

10:15am-11:45am: Morning Workshops

(See page 3 for more details)

1. Secrets of a Successful Organizer: Beating Apathy *JMB A&B*
2. Secrets of a Successful Organizer 2: Growing Your Leadership Team *OLY 101*
3. Building Power through Grievance Handling *OLY 103*
4. Defending Immigrant Workers and Building a Rapid-Response Network *OLY 105*
5. Fight the Boss, Fix the Climate *OLY 202*
6. Public Sector Organizing Against Cuts and Union-Busting *OLY 206*
7. Strikes and Contract Campaigns *OLY 100*
8. What to Do When Your Union Breaks Your Heart *OLY 204*
9. Using Robert's Rules for Efficiency & Democracy *OLY 203*
10. How to March on Your Boss *OLY 200*

Don't miss the interactive art exhibit "Zoltoid, the Workplace Safety Seer," by Jay Herzmark, which recently appeared as part of an exhibition called "Safety/Luck" at the Center on Contemporary Art.



COVID precautions

Masking is encouraged and supported, but not required. We encourage everyone to test at home before and after the event.

Sponsored by Labor Notes

Labor Notes is a media and organizing project that has been the voice of union activists who want to put the movement back in the labor movement since 1979.

Through our magazine, website, books, conferences, and workshops, we promote organizing and encourage connections between workers in different unions and communities to strengthen the labor movement—from the bottom up.

www.labornotes.org

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.

12pm-1pm: Lunch *Served in JMB Brockey A/B.*

Optional meetings in OLY (take your lunch):

- Government Workers, 100
- Education Workers, 103
- Health Care Workers, 105
- Building Trades Workers, 204
- Union Staff, 203
- Young Emerging Labor Leaders, 202
- LGBT Protections at Work, 101
- Health Care for All in WA State, 206

1:15pm-2:45pm: Afternoon Workshops *(See page 4 for more details)*

1. Secrets of a Successful Organizer: Turning an Issue into a Campaign *JMB A&B*
2. Building Power with Big, Open, and Transparent Negotiations *OLY 100*
3. Can They Do That? Organizing on Health and Safety Hazards *OLY 206*
4. From First Contact to First Contract *OLY 204*
5. Organized and Ready: Preparing for Backlash from the Boss *OLY 101*
6. Labor Fighting for the Common Good: Past, Present, and Future *OLY 103*
7. Cultivating Welcoming Spaces *OLY 105*
8. Workplace Technology, Speedups and Surveillance, and How to Fight It *OLY 202*
9. Getting Strike-Ready *OLY 203*
10. How to Write a Labor Notes Story *OLY 200*

3pm-4pm: Closing session *JMB A&B*

- Emcee: C Moline, Letter Carriers Branch 79
- Steph Hung, AFGE 1110 & Federal Unionists Network
- Ligaya Domingo, SEIU 1199NW & Asian Pacific American Labor Alliance
- Marce Soto Ramirez, Seattle Art Museum Visitor Services Officers Union
- Song: "Rockin' Solidarity Forever," Michael Laslett & Alexandra Bradbury

Followed by an afterparty

Ounces Taproom and Beer Garden, 3809 Delridge Way SW, Seattle, WA 98106

Childcare: Childcare is in an adjoining room JMB 140 . Please pick up your child at 12pm so the childcare workers can have a lunch break, and bring them back at 1pm.

Parking: Parking is free in the South Parking Lot

Get a bundle! For just \$50 per year you can get a bundle of 5 copies every month to distribute to co-workers, stewards and friends.

Sign up at the Labor Notes table, or go to labornotes.org/bundle. (You can also get bundles of between 10 and 200 copies per month.)



Become a monthly donor, or make a one-time contribution at: labornotes.org/donate

Monthly donors receive a free subscription to Labor Notes and a limited edition Fight the Boss, Build the Union T-shirt.



Many thanks to:

Terrific organizing committee, South Seattle College, Conscious Eatery, Spanish and ASL interpreters, Childcare workers, and all the union co-sponsors who helped make this event possible!

Co-sponsors:

AFT Local 1789, IBEW Local 46, ILWU Local 19, North Thurston Education Association, Machinists Local Lodge 2202, MLK Labor, OPEIU Local 8, Protec 17, Seattle DSA, SPEEA, WA Labor Education and Research Center, WFSE Local 443, WFSE Council 28, WFSE Local 1495, and Young Emerging Labor Leaders (WA YELL)

Morning Workshops: 10:15am-11:45am

1. Secrets of a Successful Organizer: Beating Apathy *JMB A&B*

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*.

Zack Pattin, ILWU Local 23

Bo McClung, LERC & WFSE Local 304

2. Secrets of a Successful Organizer 2: Growing Your Leadership Team *OLY 101*

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*.

Jesse Mason, UFCW Local 3000

Courtney Stepp, Renton Education Association

3. Building Power through Grievance Handling *OLY 103*

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.

Josh Berg, Letter Carriers Branch 79

James Oliveros, LERC

4. Defending Immigrant Workers and Building a Rapid-Response Network *OLY 105*

Hear how machinists, campus workers, and day laborers have been organizing to defend fellow workers against the Trump administration's extreme anti-immigrant attacks. Plus, get a hands-on training in building a rapid-response network. How do we spring into action when someone is targeted? What can we do to lay the groundwork of solidarity beforehand?

Evan Church, Machinists Local 2202

Sylvia Gonzalez, Casa Latina

Soohyung Hur, UAW Local 4121

Jo-Ann Huynh, WFSE Local 443

Yoshi Garcia, WAISN Thurston County

Facilitator: Jorge Torres, WFSE Local 1495 & IBEW Local 46

5. Fight the Boss, Fix the Climate *OLY 202*

It's 110 degrees out, but the boss wants business as usual... and may plan to cash in on "greener" technology as a ruse to get around union protections. How can we bring our co-workers together to keep us all safe and build power? Hear about shop floor actions, consider how your co-workers may already be talking about climate issues, and plan your next steps.

Peter Hasegawa, IBEW Local 46

Julianna Dauble, Renton Education Association

6. Public Sector Organizing Against Cuts and Union-Busting *OLY 206*

Trump is attacking federal workers and their unions like never before. Meanwhile state workers had to mount a fight against furloughs pushed by a Democratic governor. Where do public workers find their leverage? Hear how speakers are helping their co-workers overcome fear and move into action, and how they're building solidarity with the public.

Chris Vasseur-Landriault, WFSE Local 443

Steph Hung, AFGE Local 1110 & Federal Unionists Network

Virgilio Goze, Letter Carriers Branch 79

Facilitator: Rachel Erstad, UW Harry Bridges Center for Labor Studies

7. Strikes and Contract Campaigns *OLY 100*

How do you lay the foundation and build power through an escalating campaign? How do you time your campaign to maximize the impact of the strike threat? And how do you keep momentum on your side after a walkout begins?

Mylo Lang, Machinists District 751

Marce Soto Ramirez, Seattle Art Museum Visitor Services Officers Union

Paula Isla-McGill, Association of Flight Attendants

Mike Berryhill, SPEEA

Roderick Jefferson IBEW Local 46

Facilitator: Zion Welton, IBEW Local 46

8. What to Do When Your Union Breaks Your Heart *OLY 204*

If you're a union member, unfortunately the chances are you'll 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. We'll talk about how to recommit to your union and change the culture into one where leaders respect and serve the members.

Jay Paul, Seattle Education Association & SCORE

Tori (TT) Westman, IBEW Local 46 & CREW

9. Using Robert's Rules for Democracy and Efficiency *OLY 203*

Robert's Rules of Order can seem burdensome or boring, and at their worst, they're used to repress union democracy. But the spirit of Robert's Rules offers a template for effective meetings, and when used properly, they can set the stage for participatory discussion. Come learn the fundamentals and practice with a group roleplay!

Mara Rafferty, LERC

10. How to March on Your Boss *OLY 200*

Some workplace problems don't require a whole campaign. If everyone is fired up right now, how about going as a group to confront the boss? Direct action can be a great way to make the union visible and vocal in the workplace. We'll talk through the steps, and what could go haywire. And maybe we'll try it out!

Alexandra Bradbury, Labor Notes

Afternoon workshops: 1:15pm-2:45pm

1. Secrets of a Successful Organizer 3: Turning an Issue into a Campaign *JMB A&B*

Everybody has complaints and frustrations, but an organizer turns problems into opportunities. Learn how to sort through the issues you hear, bring people together, and make a plan to solve them. Based on the book *Secrets of a Successful Organizer*.

Mara Rafferty, LERC
Clio Jensen, Teamsters Local 174

2. Building Power with Big, Open, and Transparent Negotiations *OLY 100*

Can a union break the mold of secretive negotiations, a passive membership, and a cursory vote on deal "highlights"? Using negotiations to build power can mean inviting all bargaining unit members (or even the public) to help develop demands, take collective action, hear detailed updates and offer input, and make an informed decision. Unions that move towards big, open, and transparent negotiations often discover that more participation translates directly into more power.

Natalie Wellen, UAW Local 4121
Abby Lawlor, Barnard Iglitzin and Lavitt

3. Can They Do That? Organizing on Health and Safety Hazards *OLY 206*

Workplaces are full of hazards... which are also organizing opportunities. The boss has one approach to health and safety: fix the worker. The union should have a different approach: fix the hazard. Learn strategies for agitating around health and safety, identifying a good issue and the right solution, creating a union safety committee (not the employer's committee), and using OSHA effectively.

Jay Herzmark, Safe Work Washington & WFSE Local 1495 (retired)

4. From First Contact to First Contract *OLY 204*

New organizing has skyrocketed. But there's nothing easy about this process—from helping your co-workers overcome fear, through winning recognition, to overcoming the employer's resistance to a first contract. Hear what folks across industries learned along the way about organizing, persistence, power, and leverage.

Seamus Anglin, IBEW Local 46
Andi Berkbigler, Seattle Art Museum Visitor Services Officers Union
Erin Grimes, WAWU-UAW/AFT
Facilitator: Marc Auerbach, UFCW Local 3000

5. Organized and Ready: Preparing for Backlash from the Boss *OLY 101*

When we build power on the job, we're taking power from those who already have it—and they tend to fight back! Learn how to "inoculate" your co-workers: prepare them for a crackdown and help them interpret the boss fight as it goes along. This training is relevant for anyone forming a union, also stepping up the level of activity in an existing union.

Zaid Velasco, UFCW Local 367
Julianna Double, Renton Education Association

6. Labor Fighting for the Common Good: Past, Present, and Future *OLY 103*

How can unions build solidarity with the wider public, and fight side by side for demands that benefit everyone? This workshop will look at strong examples from our local history and urgent current fights: from immigrant lumber workers a century ago, to longshore workers using their leverage to back social movements, to federal workers on the front lines today.

Leith Jasinoski-Kahl, ILWU Local 19
Margaret McCauley, AFGE, EPA
Aaron Goings, historian, author of Red Harbor: Radical Workers and Community Struggle in the Pacific Northwest
Facilitator: Shaunie Wheeler, MLK Labor

7. Cultivating Welcoming Spaces *OLY 105*

This workshop addresses the origins of "race" as an invention of the ruling class to divide workers and race as a system of control. Shake up concepts we often take for granted, like race or class, in order to rethink how we practice solidarity.

Joaquin Rodriguez, Washington State Labor Council

8. Workplace Technology, Speedups and Surveillance, and How to Fight It *OLY 202*

Pressure to speed up and micromanage your work may come disguised as a new technology to make your job easier or more "efficient." But efficient for whom? Learn how you and your co-workers can decode the boss's plans, recognize the danger signs, and resist.

C Moline, Letter Carriers Branch 79
Brendy Fountaine, Former UAW Local 4121

9. Getting Strike-Ready *OLY 203*

The strongest tool workers have is the ability to withhold our labor, but getting there takes a lot of organizing. How do you prepare your co-workers to take the leap? What else do you need to have ready? What challenges should you anticipate?

Manya Janowitz, UNITE HERE Local 8
Felicitas Hernández, UNITE HERE Local 8

10. How to Write a Labor Notes Story *OLY 200*

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

Alexandra Bradbury, Labor Notes