



BAY AREA TROUBLEMAKERS SCHOOL

SATURDAY, April 8, 2023

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

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, Room S4
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, Student Cafeteria
10. Secretos de un organizador exitoso: superar la apatía, sala A5
11. Organizing internally: What to Do When Your Union Breaks Your Heart, Room S5
12. Taking Action for Health and Safety, Room A3

Continued next page...

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 Teacher's Cafeteria. 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!

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. Secretos de un organizador exitoso: convertir una problemática en una campaña, sala A4
8. One-on-Ones 201, Room S2
9. LABOR SINGS! Student cafeteria
10. From the Table to the Streets: Winning a Contract Campaign, Room S1
11. UPS Teamsters Meet-up: How to Build a Contract Campaign Where You Work, Library
12. New Worker Organizing Forum, Room S4

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

Carlos Silva, Teamsters Local 572, TDU
Wilma 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

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, Rm. S4

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, 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

10. Secretos de un organizador exitoso: superar la apatía, sala A5

¿Te resulta difícil convencer a tus compañeras y compañeros de trabajo a participar? Este taller es para ti. Escucharás historias de éxito de quienes han cambiado sus lugares de trabajo y han convertido la apatía en acción. Aprenderás herramientas prácticas de organización para involucrar a las compañeras y los compañeros, pasar a la acción y obtener resultados.

Melo Durgin, CTA

11. 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 Helmlé, IBU ILWU

Taka Okawa, CNA

Drew Powell, ATU 1555

Moderator: Hasan-Can Arat, SEIU 1021

12. 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 amid 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 Kissinger, NUHW

7. Secretos de un organizador exitoso: convertir una problemática en una campaña, sala A4

Todo el mundo tiene quejas y frustraciones, pero una organizadora o un organizador tiene el poder de convertir los problemas en oportunidades. Aprenderás a analizar los problemas que escuchas de tus compañeras y compañeros, unir a la gente y hacer un plan para resolverlos.

Melo Durgin, CTA

8. 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

9. 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

10. 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

11. 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

12. New Worker Organizing Forum, Room S4

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