



LOS ANGELES TROUBLEMAKERS SCHOOL

SATURDAY, MARCH 11, 2023

WHERE: Los Angeles Trade Technical College, 400 West Washington Blvd., Los Angeles, CA. Sponsored by Labor Notes.

8:00-9:00 a.m. Registration and Coffee (Culinary Arts Building)

9:00-10:00 a.m. Welcome and Morning Plenary: Strike!
(Culinary Arts Building)

Anna Ortega (IE Amazon Workers United)
Marian Solis (Star Garden)
Cesar Bowley-Castillo (UAW 2865)

10:15 a.m.- noon Morning Workshops (*See p. 3 for details*)

1. Them and Us Unionism: What is Rank and File Unionism? (Liberal Arts room 306)
2. Race and Labor (Liberal Arts room 310)
3. Bargaining Basics (Liberal Arts room 312)
4. Secrets of a Successful Organizer: Beating Apathy (Liberal Arts room 313)
5. New Organizing (Liberal Arts room 315)
6. ULPs as Organizing Opportunities (Liberal Arts room 406)
7. Building Solidarity and Power in the Logistics Chain (Liberal Arts room 408)
8. How to Organize Remotely: What Works and What Doesn't (Liberal Arts room 410)

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Except for the opening and closing sessions, **all workshops are in the Liberal Arts building**. Follow signs.

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.

Connect to the Interpreting Services:

Spanish-English and English-Spanish interpretation is available.

1. Join the Zoom Webinar.

- Download the ZOOM APP to your phone.
- Use your phone camera to scan this QR CODE:



Or enter the Webinar ID: 896 1029 9712

- If prompted, enter your name and any email address.

- 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!

10:15 a.m.- noon Morning Workshops continued (See p. 3 for details)

9. What to Do When Your Union Breaks Your Heart: Caucuses and Internal Organizing (Liberal Arts room 412)

10. Strikes, Power and Democracy: Perspectives from the UC Strike (Liberal Arts room 413)

Noon-1:15 p.m. Lunch (Culinary Arts Building)

1:15-3:00 p.m. Afternoon Workshops (See p. 4 for details)

1. When We Fight: A Film About the UTLA Strike of 2019 (Liberal Arts room 306)

2. Just Cause: Is it a Good Grievance or Not? (Liberal Arts room 310)

3. How to March on the Boss (Liberal Arts room 312)

4. Young Workers Rising (Liberal Arts room 313)

5. Secrets of a Successful Organizer: Assembling Your Dream Team (Liberal Arts room 315)

6. Secrets of a Successful Organizer: Turning an Issue into a Campaign (Liberal Arts room 406)

7. Fighting The Threat of AI and Automation (Liberal Arts room 408)

8. Building a Contract Campaign (Liberal Arts room 410)

9. Strike Ready: Building the UPS Contract Campaign Where You Work (*for UPS Teamsters*) (Liberal Arts room 412)

3:00 p.m. Closing Session: Solidarity Panel (Culinary Arts Building)

Carlos Silva (IBT)

Arlene Inouye (UTLA)

Sundie Jackson (SEIU Local 99)

Childcare is in Room 101 in the Liberal Arts Building, where the workshops are being held. Please pick your child up for lunch so that the childcare workers can have a lunch break.

Come celebrate a great event: After party at Rock & Reilly's USC Village, 3201 South Hoover St., Los Angeles (just a five minute drive from LATTC).

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:

The Labor Center at Los Angeles
Trade Technical College

The Dolores Huerta Organizing
Institute

National Union of Health Care
Workers

United Teachers of Los Angeles

ILWU local 63

Claremont Student Worker Alliance

Morning Workshops, 10:15-noon

1. Them and Us Unionism: What is Rank and File Unionism? (Liberal Arts room 306)

This workshop will focus on what rank and file unionism is, how it operates, and why it is needed more in today's labor movement. You will learn the principles of an organization operating with democratic processes, and how this structure, which empowers union members to run their own union, also leads to militant struggles against the boss.
Bryan Martindale & Fernando Ramirez (UE)

2. Race and Labor (Liberal Arts room 310)

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)
Vick Bouzi (IATSE)

3. Bargaining Basics (Liberal Arts room 312)

An introduction to the legal and economic structure of bargaining, followed by a tutorial on reading and drafting contract language.
Jason Ide (IBT 399)

4. Secrets of a Successful Organizer: Beating Apathy (Liberal Arts room 313)

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.
Jonathon Mello (SDEA)

5. New Organizing (Liberal Arts room 315)

What does it take to organize and win a union? What strategies and tactics are effective? How do we overcome fear and the boss's anti-union campaign? These union members will share their stories and lessons learned.

Melo Hailey and Joan Utone (ILWU Local 63 OCU)
Sara Fee (IE Amazon Workers United)
Facilitator: Jamie Bulaich (ILWU Local 63 OCU)

6. ULPs as Organizing Opportunities (Liberal Arts room 406)

Filing a ULP is about more than a legal process. It is an organizing opportunity. Learn how to identify, strategize and build campaigns around ULPs.
Evelyn Zepeda (Starbucks Workers United)

7. Building Solidarity and Power in the Logistics Chain (Liberal Arts room 408)

Workshop participants from various sectors will explore the challenges in their sectors and the possibilities for solidarity with other supply chain workers.

Carey Dall (Past Dir. of Internal Organizing, BMWED IBT)
Jared Hamil (Local 396 IBT)
Richard Dines (Longshore Local 63)
Mike Vera (Inland Boatmen - Tug and Tow)
Nannette Placencia (ONT8 United for Change)
John Faggeaux (ILWU local 63, clerical unit)
Moderator: Peter Olney (Ret. Organizing Director ILWU)

8. How to Organize Remotely: What Works and What Doesn't (Liberal Arts room 410)

Organizing requires trust and strong bonds between workers to build our collective power. How do we forge those bonds when we're miles or continents apart? Find out from seasoned game and tech industry organizers how to jumpstart your remote union campaign.

Kelsey Rose and Julie Lieu (GWSC)
Cel La Flaca and Claire Norris (IATSE)
Facilitator: Brian Ostrander (GWSC)

9. What to do When Your Union Breaks Your Heart: Caucuses and Internal Organizing (Liberal Arts room 412)

A discussion between Frank Halstead of TDU and IATSE members. After IATSE took its first strike authorization vote in decades, then presented a contract with one of the most divisive votes in IATSE history, we can see mirrors in Teamsters history in the 1990s when members had had enough with concessionary contracts. A conversation about how big unions have been and can be democratized.

Frank Halstead (IBT Local 572, TDU Steering Ctte.)
Scott Jenkins (TDU)
Crystal Hopkins, Ellen Nielsen, and Aaron Hall (IATSE)
Facilitator: Nora Meeks

10. Strikes, Power and Democracy: Perspectives from the UC Strike (Liberal Arts room 413)

Strikes are our most powerful weapon and they are guaranteed to come with complications and questions. This panel will examine questions posed by the UC strike about how we assess power, how we use this assessment to develop strategy and tactics, and how to take these questions within the context of a strike.

Jacqueline Perez, Rachel Forgash, César Bowley-Castillo, Michael Wasney (UAW 2865)

Afternoon Workshops, 1:15-3:00 p.m.

1. When We Fight: A Film About the UTLA Strike of 2019 (Liberal Arts room 306)

This short film takes us into the strike that captured the imagination of LA and won big for the union and the community in 2019. After the film, educators, students and parents will reflect on what the strike meant for them then and now.

Yoni Golijov, Director

*Arlene Inouye and Sharonne Hapuarchy (UTLA)
Eloisa Gallindo (parent), Simya Smith (student),
Ilse Escobar (translator and staff)*

2. Just Cause: Is it a Good Grievance or Not? (Liberal Arts room 310)

Enrollees will participate in a lively and interactive conversation about the steps of Just Cause and its link to winning discipline grievances. Students will review sample cases and determine if grievances are good or not.

Marcus Hatcher, Labor Consultant

3. How to March on the Boss (Liberal Arts 312)

Marching on your boss with your co-workers is one of the best ways to use collective power at work. But how do you organize and execute a strong delegation? Come learn and practice at this "how-to" workshop!

Jose "Paso" Ochoa & Natasha Wong (UNITE-HERE Local 11)

Jordan Palmer & Meagan Lord (Strippers United)

4. Young Workers Rising (Liberal Arts room 313)

The recent labor upsurge is being led, in many places, by young people. What drew these workers to the labor movement? How do they see the labor movement as essential to the lives of young workers? How can the labor movement draw more young workers into activity and leadership? The stories from these workers will help you consider these questions and what the answers might mean for your union or workplace.

Nanette Placencia (ONT8 United for Change)

Shirah Carolyn Amir (IATSE)

Veronica Gonzalez (Starbucks Workers United)

Crystal Herrera (IBEW Local 11)

Facilitator: Celina Barron (IBEW Local 11)

5. Secrets of a Successful Organizer: Assembling Your Dream Team (Liberal Arts room 315)

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.

Cheryl Coney, CTA

6. Secrets of a Successful Organizer: Turning an Issue into a Campaign (Liberal Arts room 406)

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.

Jonathan Mello (SDEA)

7. Fighting The Threat of AI and Automation (Liberal Arts room 408)

AI tools such as ChatGPT and Stable Diffusion are now capable of creating text and images that resemble human-made quality. Many predict a wave of automation-driven job losses in journalism, art, and technology. Automation is not a new problem for labor, and some of us have fought it and won. In this session we will learn from AI experts, veterans of anti-automation fights, and each other to combat this old threat in a new disguise.

Marty Cerda and Gary Herrera (ILWU)

Cher Scarlett (CWA)

Facilitator: Robin (CWA, Tender Claws Human Union)

8. Building a contract campaign (Liberal Arts room 410)

How can we create more democratic and powerful contract campaigns? After its historic 2019 strike, United Teachers Los Angeles is back in contract bargaining and has added new strategies to the bargaining process to create more member involvement. UTLA member leaders will share about their Beyond Recovery platform created through member meetings, their expanded bargaining team, Contract Action Teams, and escalating actions.

Gillian Russom, Maria Miranda, & Mallorie Evans (UTLA)

9. Strike Ready: Building the UPS Contract Campaign Where You Work (Liberal Arts 412)

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 and strong member-to-member communication networks. *This workshop is for UPS Teamsters.*

Carlos Silva, Dave Valencia, & Omar Moreno (IBT Local 572), Jared Hamil (IBT Local 396), Dean Doss (IBT Local 63), Derek Correia (IBT Local 542)