



2021 HTUP Workshop Schedule

February 11 & 12, 18 & 19

or

March 11 & 12, 18 & 19

Online via Zoom

Workshop website: <https://projects.iq.harvard.edu/htupworkshops>

<p>Thursday, February 11</p> <p>or</p> <p>Thursday, March 11</p>	<p>3 pm–9 pm EST 12 pm–6 pm PST, 8 pm Thursday–2 am Friday, GMT 5 am–11 am Friday, Australia EST</p>
<p>3:00 pm–4:30 pm EST 12 pm–1:30 pm PST, 8 pm–9:30 pm, GMT 5 am–6:30 am Fri, Australia EST</p>	<p>Session 1: Introduction - Marcy Goldstein-Gelb, Co-executive director of National COSH (National Council for Occupational Safety and Health)</p>
	<p>Break - 30 minutes</p>
<p>5:00 pm–6:30 pm EST 2 pm–3:30 pm PST, 10 pm–11:30 pm, GMT 7 am–8:30 am Fri, Australia EST</p>	<p>Session 2: Advancing Worker Protections in a Covid and Post-Covid Workplace - David Weil, Dean and Professor at the Heller School of Social Policy and Management at Brandeis University</p> <p>The COVID-19 crisis and the deep economic recession accompanying it require us to provide broad protections to all workers: We need workers to be paid—and paid adequately—for delivering food to elderly neighbors and people at risk. We need workers—regardless of employment status—to use paid sick days if they are ill, rather than exposing others to potential contagion. We need those working in essential occupations, whether medical professionals or workers delivering food and packages to the home, to be able to exercise their right to voice concerns over health and safety and other workplace conditions without fear of reprisal. And we must ensure that the millions of people who have lost their jobs in the accompanying recession to have access to unemployment insurance so they can sustain themselves and continue to participate in their local economies. In this session, David Weil will explore how work became so bad for so many over the last four decades, how this erosion was exposed by the pandemic and what can be done to address it.</p>

	<p>Reading:</p> <ul style="list-style-type: none"> • David Weil, "New Laws for the Fissured Workplace." <i>The American Prospect</i>, April 2020. • David Weil "Understanding the Present and Future of Work in the Fissured Workplace Context." <i>Russell Sage Foundation Journal of the Social Sciences</i>, December 2019.
	Break - 30 minutes
<p>7:00 pm-8:30 pm EST 4 pm-5:30 pm PST, 12 am-1:30 am, Fri. GMT 9 am-10:30 am Fri, Australia EST</p>	<p>Session 3: Covid-19: An Institutional Stress Test – Elaine Bernard, Wertheim Fellow, LWP and Former Executive Director, Labor and Worklife Program, Harvard Law School</p> <p>How do we identify priorities for action when facing a massive disruptive challenge? Millions of workers have lost their jobs, while millions more have been designated “essential” and have faced a multitude of problems both at home and at work. In a world of “social distancing” how can unions support and build resiliency and capacity in this new environment where traditional union organizing and servicing models that emphasized “hands on” and “face-to-face” interaction is no longer possible.</p> <p>Reading:</p> <ul style="list-style-type: none"> • “Leadership in a (Permanent) Crisis,” by Ronald Heifetz, Alexander Grashow, and Marty Linsky, <i>Harvard Business Review</i>, July-August 2009. • “Global Labour Studies in the Pandemic: Notes for an Emerging Agenda,” Maria Lorena Cook, et al., <i>Global Labour Journal</i>, 2020, 11(2), Page 74.
	Wrap up - 30 minutes
<p>Friday, February 12 or Friday, March 12</p>	<p>3 pm–9 pm EST 12 pm–6 pm PST, 8 pm Thursday–2 am Friday, GMT 5 am–11 am Saturday, Australia EST</p>
<p>3:00 pm-4:30 pm EST 12 pm-1:30 pm PST, 8 pm-9:30 pm, GMT 5 am-6:30 am Sat, Australia EST</p>	<p>Session 4: The Scary Reality of Climate Change and Implications for Work– Richard Freeman, The Herbert Ascherman Professor of Economics, Harvard University and Co-Director of the Labor and Worklife Program, Harvard Law School and Xi Hu, Labor and Worklife Fellow, LWP, Harvard Law School</p>

	<p>While the world is still battling with COVID-19, the threat of climate change has not gone away. In this class, we will explore the basic science that underpins climate change and global warming. We will learn the implications for the economy and discuss what climate change means for the world of work. We will end the class with participants discussing how they see their union and trade unions as a movement engaging with the climate agenda and the challenges going forward.</p> <p>Reading:</p> <ul style="list-style-type: none"> • Denchak (2017). Global Climate Change: What You Need to Know. • ILO (2020). Frequently Asked Questions on Climate Change and Jobs. • Kahn et al (2020). Unions Fracture Over Climate. • Rathzel and Uzzel (2011). Trade unions and climate change: The jobs versus environment dilemma. Global Environmental Change • Phuong (2020). The Black Swan: The Most Compelling Reason Why You Should Be Worried About Climate Change.
	<p>Break - 30 minutes</p>
<p>5:00-6:30 pm EST 2 pm-3:30 pm PST, 10 pm-11:30 pm, GMT 7 am-8:30 am Sat, Australia EST</p>	<p>Session 5: Opportunities to Advance Labor Law Reform in the New Administration – Benjamin Sachs, Kestnbaum Professor of Labor and Industry, Harvard Law School and Co-Director of the Labor and Worklife Program</p> <p>Sachs will provide an overview of the labor and employment law priorities for the Biden Administration and the 117th Congress.</p> <p>Reading:</p> <ul style="list-style-type: none"> • Sharon Block and Benjamin Sachs, “Clean Slate for Worker Power Report,” Introduction, 2020. • Sharon Block and Benjamin Sachs, “Labor Law Reform Opportunities 2020,” American Constitution Society, 2021.
	<p>Break - 30 minutes</p>
<p>7:00 pm-8:30 pm EST 4 pm-5:30 pm PST, 12 am-1:30 am, Fri. GMT 9 am-10:30 am Sat, Australia EST</p>	<p>Session 6: Labor, Capitalism and the Question of Racial Justice – Bill Fletcher Jr., Author</p> <p>Fletcher will focus on the way that race was integral to the construction of capitalism and what that has meant for labor.</p>

	<p>Reading:</p> <ul style="list-style-type: none"> • Race Is About More Than Discrimination: Racial Capitalism, the Settler State, and the Challenges Facing Organized Labor in the United States, by Bill Fletcher Jr. • Race to Labor: Can Organized Labor Be an Agent of Social and Economic Justice? by Bill Fletcher Jr.
	Wrap up - 30 minutes
<p>Thursday, February 18 or Thursday, March 18</p>	<p>3 pm–9 pm EST 12 pm–6 pm PST, 8 pm Thursday–2 am Friday, GMT 5 am–11 am Friday, Australia EST</p>
<p>3:00 pm-4:30 pm EST 12 pm-1:30 pm PST, 8 pm-9:30 pm, GMT 5 am-6:30 am Fri, Australia EST</p>	<p>Session 7: <i>The Labor Market and Workers: Coping with the Pandemic</i> - William Spriggs, Professor of Economics, Howard University and Chief Economist to the AFL-CIO.</p> <p>Readings: TBA</p>
	Break - 30 minutes
<p>5:00 pm-6:30 pm EST 2 pm-3:30 pm PST, 10 pm-11:30 pm, GMT 7 am-8:30 am Fri, Australia EST</p>	<p>Session 8: <i>Pandemic around the World – HTUP Alumni</i></p> <p>HTUP Alumni in several nations will how they are using their HTUP experiences to help them deal with the current challenges: overcoming the raging pandemic, navigating the economic recession, and achieving pathways to racial justice.</p> <p>Panel includes:</p> <ul style="list-style-type: none"> - <i>Manuel Cortes</i>, General Secretary, Transport Salaried Staffs Association, UK, Class of 2011 - <i>Barbara Ingram-Edmonds</i>, Director of Strategic Initiatives, DC37, AFSCME, NYC, Class of 2017 - <i>Andrea Fox</i>, RN, Associate Director, Division of Labor Action Massachusetts Nurses Association (MNA), MA, Class of 2018 - <i>Michael O’Connor</i>, Lawyer, Holding Redlich (National Law firm), Cofounder of SIA - Australian Workers Union(AWU) & Member of Australian Services Union (ASU) Australia, Class of 2018 - <i>Dayna Sykes</i>, Education Coordinator, United Steelworkers (USW), Canada, Class of 2013 <p>Moderator: Jack Trumbour, Labor and Worklife Program, Harvard Law School</p>

	<p>Reading:</p> <ul style="list-style-type: none"> • "How the Coronavirus Pandemic May Be Causing Support of Labor Unions to Rise," ABIGAIL JOHNSON HESS, DC37Blog, 2/2/2021. • "How New York's Vaccine Program Missed Black and Hispanic Residents," by Editorial Board, New York Times, 2/1/2021.
	Break - 30 minutes
<p>7:00 pm-8:30 pm EST 4 pm-5:30 pm PST, 12 am-1:30 am, Fri. GMT 9 am-10:30 am Fri, Australia EST</p>	<p>Session 9: COVID and Capital Stewardship – David Webber, Professor of Law, Boston University and Christopher Mackin, Fellow, Rutgers School of Management and Labor Relations</p> <p>The COVID crisis presents new challenges and opportunities for the labor movement. This session will describe Capital Stewardship initiatives both at the macro level of pension funds and the micro level of enterprise ownership and governance. In his book <i>The Rise of the Working-Class Shareholder: Labor's Last Best Weapon</i>, David Webber describes both existing and latent power that labor pension funds exercise in defense of workers' rights. The Covid-19 crisis presents a new setting to assert labor values and demand new ownership and governance roles when public funds rescue private corporations.</p> <p>Reading:</p> <ul style="list-style-type: none"> • A Pandemic Dividend for Every American, New Republic, 1/1/2021, Christopher Mackin. • The Rise of the Working-Class Shareholder: Labor's Last Best Weapon, Chapter 1 and Preface, David Webber, Harvard University Press (April 2, 2018). • Why millennials will win Trump's war on socially responsible investing, The Hill, BY Michal Barzuza, Quinn Curtis and David H. Webber, Opinion Contributors, 10/27/20.
	Wrap up - 30 minutes
<p>Friday, February 19 or Friday, March 19</p>	
	<p>3 pm–9 pm EST 12 pm–6 pm PST, 8 pm Thursday–2 am Friday, GMT 5 am–11 am Saturday, Australia EST</p>
<p>3:00 pm-4:30 pm EST 12 pm-1:30 pm PST, 8 pm-9:30 pm, GMT 5 am-6:30 am Sat, Australia EST</p>	<p>Session 10: Health and safety Crash Course for Organizers, Facilitators: Jessica E. Martinez, Co-executive Director, National COSH, Peter Dooley, Senior Project Coordinator, National COSH, Marianela Acuña Arreaza, Southern Region Coordinator, National COSH</p>

	<p>The pandemic has made health and safety an issue that most organizers must address, even those of us who never focused on the topic much in the past. But with an issue that often seems complex and technical, how is an organizer supposed to get up to speed? Whether you are organizing around COVID-19 or any other health and safety issue, this workshop will provide you with a solid foundation of tools and strategies that you can apply to your day-to-day work. You will learn about effective tools and resources you can use right away on the ground, as well as strategies for centering safety-related conversations on what organizers care about most: building power at the workplace and in our communities.</p> <p>Get access to further health and safety training and resources</p> <p>Reading:</p> <ul style="list-style-type: none"> • COVID-19 Worker Rights and Strategies • The Fight for Workplace Safety • Ten Things to Consider Before Going to OSHA • Hazard Mapping Exercises for Organizers • Body Mapping Exercises for Organizers <p>Optional:</p> <ul style="list-style-type: none"> • The Challenges Posed By COVID-19 Pushed Many Workers to Strike. Will the Labor Movement See Sustained Interest? • Safe and Just Return to Work • Model Workplace Safety and Health Demands for Essential Workers
	<p>Break - 30 minutes</p>
<p>5:00 pm-6:30 pm EST 2 pm-3:30 pm PST, 10 pm-11:30 pm, GMT 7 am-8:30 am Sat, Australia EST</p>	<p>Session 11: <i>Innovation in Worker Organization for a 21st Century Labor Movement</i> – Marilyn Sneiderman, Director, Center for Innovation in Worker Organization at Rutgers’ School of Management and Labor Relations and Sheri Davis, Associate Director for WILL Empower with the Center for Innovation in Worker Organization in the School of Management and Labor Relations at Rutgers University.</p> <p>This experience of triple pandemics including: COVID-19, white supremacy and state violence, in addition to austerity and mass unemployment demands a diversity of worker organizations imagining another world where exploitation is unacceptable. Arundhati Roy writes, "the pandemic is a portal... We can choose to walk through it, dragging the carcasses of our prejudice and hatred, our avarice, our data banks and dead ideas.... Or we can walk through lightly, with little luggage, ready to imagine another world. And ready to fight for it." This</p>

	<p>moment demands innovative strategies that raise the floor and significantly improve laboring conditions with transformed employer practices and government regulations that are enforced. The future of workers' demands a 21st century labor movement; the question is whether we are willing to fight to build it.</p> <p>Reading:</p> <ul style="list-style-type: none"> • Sheri Davis Faulkner and Marilyn Sneiderman, "Moneybags for Billionaires, Body Bags for Workers: Organizing in the Time of Pandemics," New Labor Forum, CUNY, October 2020. • Lauren Jacobs , Marilyn Sneiderman , Sheri Davis-Faulkner , and Renata Pumarol, "We Want Bread and Housing Too: Bargaining for the Common Good an Intersectional Feminist Strategy," The Forge Organizing, March 2020.
	<p>Break - 30 minutes</p>
<p>7:00 pm-8:30 pm EST 4 pm-5:30 pm PST, 12 am-1:30 am, Fri. GMT 9 am-10:30 am Sat, Australia EST</p>	<p>Session 12: <i>What Have We Learned and Where Do We Go from Here</i> – Elaine Bernard and Marcy Goldstein-Gelb</p>