

THE UNIVERSITY OF CONNECTICUT

SCHOOL OF SOCIAL WORK

SWEL 5360: ECONOMIC JUSTICE, LABOR AND SOCIAL WORK

3 CREDITS
Spring 2017

LOUISE SIMMONS, Professor
Room 338 Telephone: 860-570-9181
Email: Louise.Simmons@uconn.edu

This course examines concepts of economic justice and the relationship of social work and the labor movement with particular attention to the new directions within the labor movement and other economic justice movements. The class is organized around these themes:

- Concepts of economic justice
- Common roots of labor and social work
- Social workers as union members
- Social workers as union organizers
- The labor movement as a social movement & other economic justice movements
- The relationship of economic justice to urban settings & populations

Course Objectives:

- to examine economic justice concepts and practice
- to familiarize students with the historical and contemporary relationships between the labor movement and social work;
- to examine the values, philosophies and methods of the labor movement and compare them to social work values and methods;
- to explore the roles of social workers in the labor movement as members, organizers, and leaders;
- to examine the manner in which the labor movement contributes to social change and social progress;
- to explore the ways in which the labor movement is changing and understand some of the challenges it faces;
- to explore the implications of labor's issues and issues of economic justice for urban settings and populations
- to hear social workers who are active in the labor movement share their experiences.

Learning outcomes

Upon completion of the course, students will:

- understand concepts of economic justice;
- have a basic understanding of the historical relationships between labor and social work;
- have basic understanding of how the labor movement is organized and functions;
- understand similarities and differences in organizing principles and methods between labor and social work, particularly community organization;

- understand how social workers participate in the labor movement and how professionals participate in unions;
- understand how the labor movement constitutes a force for social change and know how to call upon the labor movement to help build social change coalitions and organizations;
- understand relationships between workers' issues and social justice for urban populations

Readings:

Materials will be on a course HuskyCT site and some additional materials will be handed out in class.

The course syllabus and materials for the first class will be distributed to students prior to the first session and students will be asked to read several pieces for discussion during that first session. A detailed bibliography is included in the syllabus.

MEETING TIMES:

This course will meet for **5 full day sessions, all on Fridays**, as listed below. **Given the compressed schedule, students need to plan on attending all 5 sessions, or the final grade will be impacted significantly.** There will be a make-up day if inclement weather occurs, also listed below. Please call the School's Emergency Closing Number, 860-570-9124, for information on cancellations and closings due to weather.

Friday, January 27, 2017	9 am – 5 pm
Friday, February 10, 2017	9 am – 5 pm
Friday, February 24, 2017	9 am – 5 pm
Friday, March 10, 2017	9 am – 5 pm
Friday, March 31, 2017	9 am – 5 pm

If we have inclement weather that forces cancellation of a session, then our **make-up date is Friday, April 29, 2017, 9-5 pm.**

Class Sessions & Topics

Friday, January 27th, 2017

CONCEPTS OF ECONOMIC JUSTICE; COMMON ROOTS OF LABOR AND SOCIAL WORK

What do we mean by economic justice? What movements relate to issues of economic justice? What are the common roots and issues for labor and social work? How did the development of the US Labor Movement and the rise of the profession of Social Work intertwine and relate to each other? What are some of the points of intersection and conflict between labor and social work?

Part I Getting on the Same Page: Introduction, Ideas about Economic Justice, Sharing Experiences with Unions, Course Expectations, Definitions

- Who we all are
- Ideas about what economic justice means
- Who has experiences in unions - what do unions do and how might we think about them?

Part II Concepts of Economic Justice

- The Universal Declaration of Human Rights and other frameworks for considering economic justice and economic rights
- Inequality & Economic Justice Struggles
- Current trends and issues

Part III Overview of Common Roots of Labor and Social Work:
Commonalities between Labor and Social Work

Readings:

These readings help introduce you to economic unions, the labor movement and the intersections of labor and social work. **Read as many as you are able to. My piece on Economic Justice gives an overview. At a minimum, read Borosage and Yates if you are less familiar with unions, read Fantasia-Voss if you are more familiar.** The Fantasia-Voss piece is also helpful to set the context -- skim if you don't want to read it entirely. Everyone should read the Karger chapters and the Straussner & Phillips article. The speeches by Martin Luther King show the ways in which he addressed connections between civil rights and labor.

On economic justice:

- Simmons, Louise. "Economic Justice." Forthcoming (2017) in *The Encyclopedia of Social Work*.

On labor:

- Borosage, Robert, *Inequality: Rebuilding the Middle Class Requires Reviving Strong Unions*. Campaign for America's Future. No Date.
- Adler, Daniel, "Organizing as a Civil right: How to Boost Labor and Reverse Inequality" in *The Rolling Stone* November 8, 2012.
- Yates, Michael, "Why Unions?" in *Why Unions Matter* 2nd edition, Monthly Review Press, 2009, pp. 31-46.
- Fantasia, Rick and Kim Voss, "Why Labor Matters" Chapter 1 in *Hard Work: Remaking the American Labor Movement*, U-Cal Press, 2004, pp. 1-33.
- Morris, Aldon and Dan Clawson, "Lessons of the Civil Rights Movement for Building a Worker Rights Movement' in *Race and Labor Matters in the New U.S. Economy*, Manning Marable, Immanuel Ness & Joseph Wilson (Eds). Rowman and Littlefield, pp.41-56.
- Saunders, Lee, "The New Labor Movement: Solidarity Without Conformity" in *The American Prospect*, October 11, 2016, <http://prospect.org/article/new-labor-movement-solidarity-without-conformity>.
- Bureau of Labor Statistics, 2017. Union Members – 2016. Available on-line at <http://www.bls.gov/news.release/pdf/union2.pdf>. This will be released on the day we have class and we will go over highlights in class.

On labor and social work:

- Karger, Chapters 1 and 2 (Ch 2 is very short), in *Social Workers and Labor Unions* edited by Howard Jacob Karger. Greenwood Press. 1988.
- "The Relationship between Social Work and Labor Unions: A History of Strife and Cooperation" by Shulamith Lala Ashenberg Straussner and Norma Kolko Phillips in *Journal of Sociology and Social Welfare* March 1988, Vol. 15 No. 1, pp. 105-118.
- Reisch, Michael, "Social Workers, Unions and Low Wage Workers: A Historical Perspective" in *Journal of Community Practice* Vol. 17, (2009) Nos. 1-2, pp. 50-72.

On labor & civil rights issues:

- Honey, Michael, Editor; King Jr., Martin Luther, *All Labor Has Dignity*, Introduction and Editor's Notes , p. xiii-xxxix by Michael Honey; Ch 9, The Unresolved Race Question speech, pp. 87-98; Ch. 14, The Other America speech, pp. 153-166.

Optional:

- Fremstad, Shawn and Heather Boucher, "The (Mis)measure of Prosperity: Morning in American and the Decline of the Social Wage" in *New Labor Forum* Vol. 19 (2010) Issue 1, pp. 45-57.

VIDEO(S): At the River I Stand – if time allows

NOTE: Some of the dates on which we take up the following topics may be switched around due to availability of speakers. Please pay attention to emails from the instructor for such

notices.

Friday, February 10th, 2017

THE FRAMEWORK FOR LABOR ORGANIZING & SOCIAL WORKERS AS UNION ORGANIZERS

What is the framework of labor relations and labor organizing in the US today? What is the job of a union organizer? What skills do you use? How would you compare union organizing and other forms of organizing, especially those involved in community organizing? What are the greatest challenges in union organizing? What is a union organizing drive like?

Part I The Legal Framework of U.S. Labor Relations and Labor Organizing

Besides readings below, please take some time to **look at the website of Jobs with Justice**, an organization that advocates for workers' rights in the U.S., particularly the right to organize into unions. The website address is: www.jwj.org and there are many resources on organizing and the problems that are encountered. Jobs with Justice merged with another organization, American Rights at Work, and their materials are also available on the website. This will also give you background on the issues.

Readings:

This gives an excellent summary of the issues in organizing:

- Lafer, Gordon, "Neither Free Nor Fair: The Subversion of Democracy under National Labor Relations Board Elections" – Executive Summary, American Rights At Work, 2007.

*Read those below materials that will help you understand the process and problems of union organizing. **You do not have to read all of these!** Read Yates if you need to be more familiar with the organizing process:*

- Karger, Chapters 6, 12. (*older, but relevant to social work*).
- Gold, Michael Evan, *An Introduction to Labor Law*, 1998, ILR, Cornell University Press, Chapter 2 "An Introduction to the Labor Act", pp. 2-17, and Chapter 3 "The Labor Board", pp. 18-25. *Skim these chapters, but make sure to read enough to understand the election process for organizing through NLRB.*
- Yates, Michael, "How Unions Form" (Ch. 2, pp. 47-67) in *Why Unions Matter*.
- Fantasia & Voss, Ch. 2, "An Exceptionally Hostile Terrain", pp. 34-77.
- Moberg, David, "Paradigm Shift: Labor has found success by eschewing NLRB elections in favor of employer neutrality and card checks", *In These Times*, Feb. 8, 2006; available at: www.inthesetimes.com/site/main/article/2487.

Part II MSW Social Workers as Union Organizers

Guest speakers: Rob Baril, Vice President, SEIU 1199NE, Paul Ezepchick, MSW, organizer with SEIU 1199; others, TBA.

Readings:

- Simmons, Louise, *Organizing in Hard Times: Labor and Neighborhoods in Hartford*, Chapter 3. "Labor Organizing"; pp. 67-78 (top).

Part III What Is Involved In Strikes and Mobilizations

Readings:

- Simmons, Louise, 1994. *Organizing in Hard Times: Labor and Neighborhoods in Hartford* Ch. 2, pp. 35-52; Ch. 3 pp. 90-95.

Video: "One Day Longer" – if there is time

Friday, February 24th, 2017

THE FRAMEWORK FOR ORGANIZING (CONTINUED) AND NEW MODELS OF ORGANIZING

Part I – Organizing (continued)

Guest Speaker: Dan Livingston, Chief Negotiator for State Employees Bargaining Coalition in Connecticut and Attorney/Activist who represents many unions & works on many social justice issues.

Part II – Mobilizing and Working in the Labor Movement

Guest Speaker: (Invited) David DalZin, MSW, Connecticut AFL-CIO.

Reading:

A Useful set of Definitions and Concepts to skim:

- Bobo, Kim, Jackie Kendall & Steve Max, Ch. 18 “Working with Local Unions, Central Labor Councils, and Building and Construction Trades Councils” in *Organizing for Social Change Midwest Academy Manual for Activists*, 2001, Seven Locks Press, pp. 204-219.

Part III – New Strategies of Organizing on the Basis of Labor Standards –“Alt-Labor” – and Organizing in Difficult to Organize Sectors

What new models of organizing are there for workers either not covered by existing labor laws or in sectors that are difficult to organize? What are some of the movements and organizations in these areas?

Readings:

- Economic Policy Institute and Oxfam America. 2016. Few Rewards: An Agenda to Give America’s Working Poor a Raise. Report. Available on line: www.epi.org.
- Unity for Dignity: Expanding the Right to Organize to Win Human Rights at Work*, Report Issued by the Excluded Workers Congress December 2010. (later known as United Workers Congress).
- Goldberg, Harmony and Randy Jackson, 2011. The Excluded Workers Congress: Reimagining the Right to Organize. *New Labor Forum*, Vol. 20, No. 3, pp. 54-59.
- Greenhouse, Steven, 2014. In Fast-Food Workers’ Fight for \$15 Hourly Wage, a Strong Voice in Terrance Wise. *New York Times*. December 4.
- Greenhouse, Steven, 2016. How the \$15 Minimum Wage Went From Laughable to Viable. *New York Times*. April 1.
- New York Times*. 2014. Holding McDonald’s Accountable. Editorial. July 31.
- Pyke, Alan and Adam Peck, 2014 (may 5) How Fast Food Worker Strikes Ignited Across the Country. Think Progress website, reprinted on Portside, (<https://portside.org>) May 15. <http://thinkprogress.org/economy/2014/05/15/3438218/map-fast-food-strikes->

[may](#)

- Chen, Michelle. 2016. "A \$15 Minimum Wage Would Stop 1.2 Million Households from Going Hungry." *The Nation*. Sept. 9th.
- Chaddha, Anmol. 2016, September. "A \$15 Minimum Wage in New England: Who would be affected?" Federal Reserve Bank of Boston, Community Development Issue Brief #4.
- Allegretto, Sylvia, Marc Doussard, Dave Graham-Squire, Ken Jacobs, Dan Thompson and Jeremy Thompson. 2013. *Fast Food, Poverty Wages: The Public Cost of Low-wage Jobs in the Fast-Food Industry*. Report. University of California-Berkeley and University of Illinois-Champaign-Urbana.
- Dean, Amy. 2013. How Domestic Workers Won Their Rights: Five Big Lessons. *YES! Magazine*. <http://www.yesmagazine.org/people-power/how-domestic-workers-won-their-rights-five-big-lessons> downloaded 10-10-13.
- National Employment Law Center. 2013. *Going Nowhere Fast: Limited Occupational Mobility in the Fast Food Industry*. Data Brief. New York. July.
- Leadership Conference Education Fund and Georgetown Center on Poverty & Inequality, 2014. *Improving Wages, Improving Lives: Why raising the minimum wage is a civil and human rights issue*. Report. Washington, DC.
- Tritch, Tricia, 2015. New York's Raise for Tipped Workers Isn't Good Enough. *New York Times Op Ed*. February 25.
- National Employment Law Project. 2015. *Giving Caregivers a Raise: The Impact of a \$15 Wage Floor in the Home Care Industry*. Data Brief. February. New York.
- Meixell, Brady and Ross Eisenbrey. 2014. *An Epidemic of Wage Theft Is Costing Workers Hundreds of Millions of Dollars a Year*. Washington, DC: Economic Policy Institute, Policy Brief #385, September.
- McKenna, Claire, 2015. *The Job Ahead: Advancing Opportunity for Unemployed Workers*. Report. Washington, DC: National Employment Law Center. February.
- Kelkar, Kamala, 2016. "When Labor Laws Left Farm Workers Behind — and Vulnerable to Abuse". <http://www.pbs.org/newshour/updates/labor-laws-left-farm-workers-behind-vulnerable-abuse/> poste on Portside Sept. 18, 2017. <https://portside.org/2016-09-19/when-labor-laws-left-farm-workers-behind-%E2%80%94-and-vulnerableabuse>.
- Tung, Irene, Lathrop, Yannet and Sonn, Paul. November, 2015. "The Growing Movement for \$15." Report. National Employment Law Project.
- Simmons, Louise. 2016. "Minimum wage jobs cannot adequately support families in Connecticut." *Connecticut Mirror*, op ed. April 1.

Part VI – Immigrant Workers and Issues of Undocumented Workers in the US

Readings:

- Fine, Janice, "Workers Centers: Organizing Communities at the Edge of the Dream", Economic Policy Institute Briefing Paper, 2005.
- Fine, Janice, "Worker Centers: Entering a New Stage of Growth and Development", In *New Labor Forum*, Vjol. 20 No. 3 (Fall, 2011), pp. 45-53.

- Valenzuela Jr., Abel, Nik Theodore, Edwin Melendez, Ana Luz Gonzalez, “On the Corner: Day Labor in the United States”, Report, 2006
- Compa, Lance, “Free Trade, Fair Trade and the Battle for Labor Rights” in *Rekindling the Movement*, pp. 314-338.
- ”All Work and No Pay: Day Laborers, Wage Theft, and Workplace Justice in New Jersey,” Seton Hall University School of Law, Immigrants’ Rights/International Human Rights Clinic, Center for Social Justice, Jan. 2011.
- Chen, Michelle, 2017. “Immigrant Workers Are Already Fighting Back.” *The Nation*. January 24th.

Video: TBA if there is time.

Friday, March 10, 2017

SOCIAL WORKERS AS UNION MEMBERS

What do unions do for social workers? How do social workers function as union members? What are the avenues for participation and what are the benefits of participation? What does it mean to be a professional and a union member? What are the conflicts or congruencies in the two roles? What have been some of the experiences of MSW's as union members?

Part I The World of Work: The Changing Workplace, the Changing Nature of Work, and Issues of Professionalism

Readings:

Everyone should read these three of the following four pieces:

- Karger, Chapter 13: "Professionalism and Unionization: Compatible After All?" by Leslie Alexander.
- Scanlon, Edward and Scott Harding, "Social Work and Labor Unions: Historical and Contemporary Alliances", *Journal of Community Practice* Vol. 13, No. 1 pp. 9-30.
- Rosenberg, Jessica and Samuel Rosenberg, "Do Unions Matter? An Examination of the Historical and Contemporary Role of Labor Unions in the Social Work Profession", *Social Work*, Vol. 51, No. 4, Oct. 2006, pp. 295-302.
- Reisch, Michael and Stephen Gorin, "Nature of Work and Future of the Social Work Profession", *Social Work*, Vol. 46, No. 1, Jan. 2001, pp. 9-19.

Optional:

- Karger, Howard and Bob Lonne, "Unionization: A Necessary Strategy to Arrest Professional Decline?" *Journal of Workplace Behavioral Health*, Vol. 24, Nos. 1-2, 2009, pp. 21-44.
- Rosenberg, Jessica, "Organized Labor's Contribution to Human Services: Lessons from the Past and Strategies for the Future", *Journal of Workplace Behavioral Health*, Vol. 24, Nos. 1-2, 2009, pp. 113-124.
 - La Rose, Tara, "AFSCME's Social Worker Overload: Digital Media stories, Union Advocacy and Neoliberalism", *Journal of Industrial Relations*. 2016, Vol. 58(4) 527-542.

Part II Social Workers as Union Members

Guest speakers: (to be Invited) MSWs who is active in their union – Shirley Watson and Susan McKinley, both member of SEIU 1199NE

Readings:

- AFL-CIO Department of Professional Employees. 2016. Social Service Workers: An Occupational Overview.
- Howard Karger book, *Social Workers and Labor Unions*:

- Chapter 7: Tambor, Milton, “The Social Service Union in the Workplace” pp. 83-96;
- Chapter 11: Reamer, Frederic, “Social Workers and Unions: Ethical Dilemmas” pp. 131-144.

Optional:

- Hurd, Richard and Tamara Lee, 2014. “Public Sector Unions under Siege: Solidarity in the Fight Back” *Labor Studies Journal* Vol. 39, No. 1 pp. 9-24.

Begin Discussion March 10th and continue on Friday, March 31th, 2017

THE LABOR MOVEMENT AS A SOCIAL MOVEMENT; ECONOMIC JUSTICE MOVEMENTS

How is the labor movement a social movement? How has the labor movement participated in larger struggles and movements historically? In the contemporary period? How does the labor movement address racial and gender inequality? What type of coalition work and issue work does the labor movement participate in and how? What is the new direction of the labor movement--how and why has it come into being? What are the greatest challenges it faces (within and without)? What other economic justice movements are active? How does the labor movement relate to and participate in these movements?

Guest Speakers: (to be invited) Renae Reese, Executive Director, CT Center for A New Economy (CCNE); Dan Durant, AFT CT;

Part I The Labor Movement as a Social Movement; Economic Justice Coalitions, Economic Justice Issues and Organizing

Readings on the role of the labor movement as a social movement/in social movements:

This is an expansive list of readings covering a variety of topics. **You are not expected to read all of this (we’re not crazy), but pick some areas or pieces in which you are interested.** You can view this list more as a bibliography and reference list that might be helpful in your papers. **However, it is suggested that everyone read from the Thompson and one or more Turner & Hurd pieces listed first below, and then choose two or three other pieces, from the various different sections of the lists:**

- Thompson, J. Phillip, 2017. “The Future of Urban Populism: Will Cities Turn the Political Tides?” *New Labor Forum* , Vol. 26(1) 18 –26.
- from *Labor in the New Urban Battlegrounds: Local Solidarity in a Global Economy*, edited by Lowell Turner and Daniel Cornfield, 2007, Cornell University Press:
 - Chapter 3, “Organizing for Equitable Economic Development: The Significance of Community Empowerment Organizations for Unions” by Ron Applegate, pp.

53-72.

▪Chapter 7, "Political Insiders and Social Activists: Coalition Building in New York and Los Angeles" by Marco Hauptmeier and Lowell Turner, pp. 129-143.

- Marvin, Thomas . 2014. "Starting from Scratch: Building Community Support for Labor Organizing in Indianapolis" *Labor Studies Journal*. Vol. 39, No. 4 (Dec. 2014) pp. 297-315.
- Dean, Amy & David Reynolds. 2009. "A New, New Deal: How Regional Activism Will Reshape the American Labor Movement" *Social Policy* (39)3: 15-28. (An abridgement of their recent book of the same title).

On the New Haven Experiences in Building Labor-Community Coalitions:

- Rhomberg, Christopher and Louise Simmons. 2005. "Beyond Strike Support: Labor-Community Alliances and Democratic Power in New Haven" *Labor Studies Journal*. Vol. 30, No. 3, pp.21-47.
- Luce, Stephanie and Louise Simmons. 2009. "Community Benefits Agreements: Lessons from New Haven" *Working USA*. Vol. 12, No. 1.

Part II Labor's Involvement in Politics

Readings:

- Barry, Dan, 2016. "Latina Hotel Workers Harness Force of Labor and of Politics in Las Vegas." *New York Times*. Nov. 5.
- McElwee, Sean, 2015. One Big Reason for Voter Turnout Decline and Income Inequality: Smaller Unions. *The American Prospect*. January 30. Downloaded 2/5/15.
- Huyssen, David, 2012. Triumph in New Haven: The Labor-Community Alliance that Defeated the Yale-Democratic Party Establishment *New Labor Forum* Vol. 21(2): 67-75.
- Warren, Dorian, 2005. Wal-Mart Surrounded: Community Alliances and Labor Politics in Chicago. *New Labor Forum* Vol. 14, No. 3, pp. 17-23.
- Simmons, Louise, 2004. "Building Political Action Coalitions in Connecticut" in *Partnering for Change*, pp. 147-162. (an older piece, but gives some history from Connecticut)

Part III Diversity in the Labor Movement: People of Color, Women Gays and Lesbians in the Labor Movement

Readings on workers of color and issues of race within the labor movement:

- Tillett-Saks, Andrew, 2016. "Why the Labor Movement Must Join the Anti-racist Struggle To Make Black Lives Matter" in *In These Times*. April 6.
- Kofman, Yelizavetta and Lola Smallwood Cuevas, No Date. *Black Worker Congress Blueprint for Addressing the Jobs Crisis: Labor/Community Dialogue, New Organizing, and Scaling Up the Worker Center Model*. Report.
- Pitts, Stephen, 2011. Black Workers and the Public Sector. Report. Berkeley, CA: University of California-Berkeley Center for Labor Research and Education.

- Honey, Michael, "Anti-Racism, Black Workers, and Southern Labor Organizing: Historical Notes on a Continuing Struggle", in *Labor Studies Journal*, Vol. 25, No. 1, Spring 2000, 10-26.
- Pitts, Stephen, "Organizing Around Work in the Black Community: The Struggle Against Bad Jobs Held by African Americans" in *Race and Labor Matters in the New U.S. Economy*, Manning Marable, Immanuel Ness & Joseph Wilson (Eds). Rowman and Littlefield, pp. 99-124.
- Mason, Patrick and Michael Yates, "Organized Labor and African Americans: Contemporary Challenges and Opportunities" (Chapter 1) in *African Americans, Labor and Society: Organizing for a New Agenda*, 2001. Wayne State University Press, pp. 23-66.

Readings on women and GLBT issues in the labor movement:

- Kelly, Maura and Amy Lubitow, 2014. "Pride at Work: Organizing at the Intersection of the Labor and LGBT Movements" *Labor Studies Journal*, Vol. 29, No. 4 pp. 256-77.
- Boushey, Heather and Shawn Fremstad, 2008. "The Wages of Exclusion: Low-Wage Work and Inequality" *New Labor Forum* Vol. 17, Summer, No. 2, pp. 9-19.
- Luce, Stephanie and Eve Weinbaum, 2008. "Low-Wage Women Workers: A Profile" *New Labor Forum* Vol. 17, Summer, No. 2, pp. 20-31.
- Boris, Eileen and Jennifer Klein, 2008. "Labor on the Home Front: Unionizing Home-Based Care Workers", *New Labor Forum* Vol. 17, Summer, No. 2, pp. 32-41.
- Holcomb, Desma and Nancy Wohlforth, 2001. "The Fruits of Our Labor: Pride at Work" in *New Labor Forum*, Spring/Summer, No. 8, pp. 9-20.
- Dickerson, Niki, 2006. "We Are A Force to be Reckoned With: Black and Latina Women's Leadership in the Contemporary U.S. Labor Movement" in *WorkingUSA*, Volume 9, 293-313.
- Simmons, Louise, 2002-2003. "Labor-Welfare Linkages and the Imperative of Organizing Low Wage Women Workers", *Working USA*, Vol. 6, No. 3 (Winter) pp. 18-34.
- A book on GLBT issues and the labor movement for future reading if desired:
 - Out at Work: Building a Gay-Labor Alliance* edited by Kitty Krupat and Patrick McCreery, 2001, University of Minnesota Press.
- A book on women and gender issues in labor for future reading if desired:
 - Cobble, Dorothy Sue. 2007. *The Sex of Class: Women Transforming American Labor*. Ithaca, NY: Cornell Press/ILR Press.

Part III – Family Sustaining Issues: Family Leave, Minimum Wage, Paid Sick Days, Scheduling, Pay Equity

- Milli, Jessica, Xia, Jenny, and Min, Jisun. July 2016. Paid Sick Days Benefit Employers, Workers, and the Economy. Institute for Women's Policy Research. Briefing Paper B361.
- Henry, Ben and Allyson Fredericksen, 2015. *Low Wage Nation*. Report. Seattle, WA: Alliance for a Just Society.
- Appelbaum, Eileen, Ruth Milkman, Luke Elliott, and Teresa Kroeger, 2014. *Good for Business? Connecticut's Paid Sick Leave Law*. Washington, DC: Center for Economic and

Policy Research. March.

- Haley-Lock, Anna, Charlotte Alexander, and Nantiya Ruan, 2014. *Address Working Poverty by Promoting Work Hour Security in Low-Wage Hourly Jobs*. Spotlight on Poverty and Opportunity, distributed via email.

Part IV -- Your Work

Your Papers & Activities

Wrap Up: Evaluation/Feedback/Celebration

COURSE ASSIGNMENTS

Assignment One:

Each student is asked to help lead off a discussion that frames the topics for one of the second, third and fourth class sessions, as listed on the syllabus. This means that for your session, make sure to read at least three of the assigned readings for your topic and come to class prepared to lead off first thing that day. We will spend the first 30 minutes of each session framing your questions and issues. To do this, come to class ready to **identify several points that you feel stand out from the readings and discussion questions to pose to the class and/or speakers.**

All students are expected to read several articles in advance of each session in order to participate in class discussions.

Assignment Two (written):

Select one of the four options below for your major final assignment. The papers should be about 10 pages in length. **Due: Friday, March 31, 2017.** Each person should be prepared to summarize their paper in class during that last session (8-10 minutes).

Option 1:

Write a paper that expands on one of the themes of the course, using readings and other sources, and make sure to cite sources and to construct a bibliography.

Option 2:

Find a social worker who has an MSW and who is active in or employed by a union or other economic justice organizations. Interview her/him and if possible, shadow her/him in her/his activities and write a report on the experience. Provide information on the union or organizations the person belongs to (its structure, membership, nature of activities, unique history, involvement in other issues, etc.), and analyze how in your view, her/his activities relate to her/his social work role and also to class discussions.

Option 3:

If any relevant issues come up for this option, the instructor will make you aware of potential research-oriented projects that unions are undertaking where they could use some help. Your assignment would be to help with their work and either bring in a written report that you have a significant part in researching and writing, or to write up the experience – what the project is about, what you did, the significance of the work and how it relates to class themes in a paper of about 10 pages in length.

Option 4:

A) For those of you who belong to a union, attend a union meeting or activity. Talk to

your union officers or organizers about this activity and other union events to get their view of what issues are important now in the union. Write up the experience in a paper and reflect upon how this experience related to class discussions. Also provide some background on your union, its structure, its activities and any important aspects of the union such as its history, involvement in social movements, unique leaders, etc.

B) For those of you who do not belong to a union (or for union members who wish to do this assignment in lieu of Option 4A), attend a union or labor movement activity.

Talk to organizers of the event and rank and file members to get background on what is going on and why it is important to the union or the larger labor movement. Write up the experience in a paper and reflect upon how this experience relates to our class discussions. Provide some background on the union or organization involved (structure, membership, nature of activities, unique history, involvement in other issues, etc.).

Assignment Three:

Everyone should spend some time on a union picket line or at a labor demonstration or activity. For example, you might want to go to any on-going strikes (the instructor will keep you posted on these) or get involved with state employee unions on budget issues. Perhaps

there is some action on The Fight for \$15 and fast food organizing or another mobilization. Talk to the strikers and/or other participants and give an oral report in class the last session.

There may be some mass action at the Legislature. If you want to expand this assignment into

the written assignment (Option 4B above), then spend a bit more time and do an in-depth written analysis of the experience, as per the instructions above. Please be prepared to share the experience on the final day of class.

GRADING:

Grades will be determined as follows:

Constructive participation	25%
Assignment One	25%
Assignment Two	25%
Assignment Three	25%