

# **LABOR RESEARCH & ACTION NETWORK**

**C O N F E R E N C E**

**MAY 31 - JUNE 1, 2018**

**Vanderbilt University  
Nashville, TN**

[www.lranetwork.org](http://www.lranetwork.org)

LRAN is a project of the Jobs With Justice Education Fund.

## **LRAN ADVISORY COMMITTEE**

### **Union Representatives**

**Allison Aguilar**, American Federation of Teachers

**Eric Dirnbach**, Laborers International Union of North America

**Julie Farb**, AFL-CIO

**Vonda McDaniel**, Central Labor Council of Nashville and Middle Tennessee

**Cassandra Ogren**, International Brotherhood of Teamsters

### **Worker Center Representatives**

**Marcela Diaz**, Somos Un Pueblo Unido/United Worker Center of New Mexico

**Tanya Wallace-Goburn**, National Black Workers Center Project

### **Academic Representatives**

**Nina Banks**, Bucknell University

**Jessica Cook**, DePaul University Labor Education Center

**Beth Gutelius**, PhD consultant

**Tamara Lee**, Rutgers University

**Leslie Lopez**, Center for Labor Education & Research, University of Hawai'i at West O'ahu

**Fabiola Ortiz Valdez**, Syracuse University

**Lane Windham**, Georgetown University's Kalmanovitz Initiative for Labor and the Working Poor

### **Nonprofit Representatives**

**Sheena Foster**, Executive Director of Can I Live, Inc.

**Adam Kader**, ARISE Chicago

**Mariah Montgomery**, Partnership for Working Families

*The Labor Research and Action Network is a project of Jobs With Justice Education Fund, a 501(c)(3) nonprofit organization. Contributions to LRAN are 100% tax deductible under the law, as no goods or services are being exchanged.*

# THURSDAY, MAY 31, 2018

8:30 a.m. **REGISTRATION AND CONTINENTAL BREAKFAST** *Furman Hall*  
Vanderbilt University  
2111 West End Ave, Nashville, TN

---

9:00 a.m. **WELCOME** *Room 114*

- **Maura-Lee Albert**, Member Strength Director, SEIU Local 205
- **Ben Woods**, Researcher, Jobs With Justice

9:15 - 10:45 a.m. **OPENING PLENARY: AS THE SOUTH GOES, SO DOES THE REST OF THE NATION: VOICES FROM THE FRONTLINES IN NASHVILLE, TN** *Room 114*

- **A. Jaxon Dale**, Vice President, Amalgamated Transit Union Local 1235
- **Odessa Kelly**, Co-Chair, Stand Up Nashville
- **Vonda McDaniel**, President, Nashville and Middle Tennessee Central Labor Council
- **Joerg Rieger**, Distinguished Professor of Theology, Vanderbilt Divinity School
- **Stephanie Teatro**, Co-Director, Tennessee Immigrant and Refugee Rights Coalition
- Moderator: **Jackie Cornejo**, Partnership for Working Families

---

11:00 a.m. - 12:30 p.m. **WORKSHOP SERIES 1**  
**1.1 CAN ANTITRUST BE A PRO-WORKER TOOL? POTENTIAL AND PITFALLS** *Room 109*

The project of rejuvenating antitrust law recently has become a policy favorite in many progressive circles. The “antitrust revival” sought by the “New Brandeis” school is associated with the broad goals of restraining corporate power, reducing sectoral concentration, and potentially reducing inequality. This tendency thus far has been aimed largely at the reversal of the relatively lax policing of corporate mergers that has characterized antitrust since at least the 1980’s. Related emerging proposals include introducing wage impacts into federal merger review, banning non-compete and no-poaching contracts, and intervening in buyer-dominated supply chains like those linked to Amazon and WalMart. Some aspects of this policy project may offer working people and unions new tools to challenge dominant corporations while others may in fact pose pitfalls. The antitrust revival does not address the primary threat it poses to labor in the current economy - namely that employee organizing outside of the employment relationship will be attacked on antitrust grounds, including in the gig economy and fissured workplaces. The panel aims to survey the specific issues presented while also highlighting the underlying questions about balancing competition and cooperation as part of any progressive economic vision.

- **Brian Callaci**, PhD candidate in economics, University of Massachusetts-Amherst
- **Sheheryar Kaosji**, Co-Executive Director, Warehouse Worker Resource Center
- **Sanjukta Paul**, Assistant Professor of Law, Wayne State University
- **Leonard Smith**, Organizing Director, Teamsters Local Union 117

## 1.2 SHARED ENEMIES, SHARED VALUES, SHARED POWER: A RACE & CLASS NARRATIVE TO UNITE WORKING PEOPLE Room 311

The labor and progressive movement stands divided. Some insist we mobilize the white working class, while others say we mobilize the new American electorate. Both camps seem to regard these choices as mutually exclusive. The question is how to engage around race and class in ways that build solidarity, reduce division and scapegoating, and create a viable foundation for organizing, electoral and policy victories. In this interactive workshop, Demos will share key insights from a new message project on which narratives and words work best to mobilize people of color and the white working class, and build more effective multi-racial coalitions. Participants will learn how to integrate the findings into their own communications, organizing and campaign strategies.

- **Anika Fassia**, Project Manager of the Race Class Narrative Project, Demos
- **Causten Rodriguez-Wollerman**, Director of Partnerships, Demos
- **Liz Gres**, Deputy Director, Racial Justice Center, SEIU

---

## 1.3 DEPAUL LABOR EDUCATION CENTER'S TEMP WORKER-UNION ALLIANCE PROJECT IN CHICAGO, IL Room 325

Each year, millions of people in the U.S. work for temp agencies. Staffing agencies offer clients cheap labor by cheating temporary employees out of wages, committing workers compensation fraud, charging workers' undue fees, and other scams. Much of this temping has occurred in heavily unionized industries like manufacturing, warehousing, and healthcare. Thus, for profit-maximizing employers, it's like having a low-wage country, or Southern right-to-work state to outsource labor and weaken organizing and collective bargaining agreements. Hosted by the DePaul University Labor Education Center, the Temp Worker-Union Alliance Project (TWUAP) is comprised of Chicago-based union staff and members, worker center staff, temp employees, academic experts, and other labor activists. Our goals are to bring temp workers into direct hire positions where unions already exist, organize temp workers into new unions, build solidarity between union members and temp workers, and to strengthen and enforce laws that protect temps against exploitation. On our panel, Jessica Cook will discuss the problem of temp workers in the economy, DePaul LECs interest in the TWUAP project, the steward training that was developed to educate union members on temp work, and the importance of bringing temporary employees into unions. Barry Rose will discuss temp issues, organizing, and temps in collective bargaining at his union manufacturing shop in Chicago. Activist Freddy Amador has been mapping staffing agencies and temp facilities in suburban Chicago, where many members of the Latino community work permanent temp jobs. Chris Lamberti will explain interest in the project from a union perspective, and demonstrate power mapping to provide unions with information about which politicians are closely tied to the staffing industry and its lobbyists.

- **Freddy Amador**, Chicago Workers' Collaborative
- **Jessica Cook**, Director, DePaul University Labor Education Center

- **Chris Lamberti**, Former union organizing coordinator and researcher
- **Hector Rosa**, Former international union organizer

#### 1.4 BUILD A BETTER SOUTH: CONDITIONS IN THE CONSTRUCTION INDUSTRY AND LESSONS FROM ORGANIZING CAMPAIGNS Room 114

In 2017, University of Illinois-Chicago, Partnership for Working Families, and Workers Defense Project released “Build a Better South,” the first study looking at the construction industry across some of the largest construction markets in the South. Through responses from more than 1,400 construction workers in Atlanta, Charlotte, Dallas, Houston, Miami and Nashville, the authors found that this target group often struggles with unsafe work conditions, low wages, precarious work, wage theft and lack of access to benefits and workers’ compensation. Now is the time for policymakers and industry leaders to ensure that all construction jobs offer family-supporting wages, benefits, and safe working conditions. This workshop will present the findings of the study, and will include a facilitated conversation on how some cities are working to address the conditions brought to light by the study through a variety of organizing and policy campaigns.

- **Jackie Cornejo**, Partnership for Working Families
- **Bo Delp**, Workers Defense Project
- **Garrett Stark**, Ironworkers International Union

12:30 - 1:15 p.m. **BOXED LUNCH** Room 114

1:30 - 2:45 p.m. **WORKSHOP SERIES 2**

#### 2.1 A SOUTHERN GRASSROOTS THINK TANK: TENNESSEE CENTER FOR A NEW ECONOMY Room 114

Higher education union activists in Tennessee are building a grassroots think tank to grow the research capacity of the Southern labor movement, and to put forth policy proposals that support emergent organizing initiatives. The Tennessee Center for a New Economy is a nonprofit research and policy institute dedicated to including the voices of Tennesseans in our state’s policy decisions. We believe that Tennessee thrives when we prioritize good jobs, fully funded public education, democratic rights, and people and communities. To advance these priorities, we conduct research on the economic and social status of Tennesseans and the links between current policies and the future of our communities. We propose alternatives that protect and advance conditions for our state and all Tennesseans. The problems our think tank seeks to resolve exist throughout the nation. Our solutions can provide a national model for progressive action. This session will discuss the need for a grassroots labor think tank and other forms of research support in our region, the proliferation and power of right wing think tanks and the challenges we face in building alternatives, the nuts and bolts of launching, and our vision for the future.

- **Melanie Barron**, East TN Organizer, United Campus Workers
- **Jon Shefner**, Policy and Campaign Committee, United Campus Workers

---

## 2.2 WHAT'S GIG GOT TO DO WITH IT? ALGORITHMIC MANAGEMENT, GIG WORK, AND ORGANIZING *Room 109*

What is algorithmic management? What does the gig economy have to do with it and how can incorporating an analysis of technical systems provide insights that deepen research and organizing? The gig economy often is synonymous with Uber and Lyft, however, the technical systems that direct the movement of drivers also coordinate the work of house cleaners, care providers, retail employees, and myriad others. Algorithmic management refers to a diverse set of techniques for using data to manage labor that is much more pervasive than just the gig economy. Panelists will talk about their work researching and organizing workers and technical systems, and illustrate how these systems reorganize, disrupt, and destabilize work. The participants will discuss how algorithms operate across various sectors including ride hailing, trucking, warehousing, and care work.

- **Cassandra Ogren**, Deputy Director of Research, Strategic Research & Campaign Department, International Brotherhood of Teamsters
- **Alexandra Mateescu**, Researcher, Data & Society Research Institute
- **Sheheryar Kaosji**, Executive Director, Warehouse Workers Resource Center
- **Brittany Rawlinson**, Researcher, City of New York Office of Policy Standards, Bureau of Consumer Affairs
- **Moderator: Aiha Nguyen**, Labor Engagement Lead, Future of Work Initiative, Data & Society Research Institute

---

## 2.3 UNION & WORKER CENTER COLLABORATION IN THE FACE OF RISING WORKPLACE ASSAULTS: SOUTHERN STRATEGY ORGANIZING IMMIGRANT WORKERS IN THE AGE OF TRUMP *Room 311*

As workplace raids and intimidation of working people rise on a national level and manifest through right to work and E-Verify, worker centers and unions are engaging in strategies to organize working immigrants across multiple industries. In Nashville, the International Union of Painters and Allied Trades (IUPAT), District Council 91 and Nashville-based Workers' Dignity/Dignidad Obrera, are in the early stages of a partnership that combines supporting committees in non-union sites, building public pressure and direct action campaigns targeting low-road employers.. In both the construction and hospitality industries, the overwhelming majority of the workforce are Latino and immigrants. Increased ICE activity, including recurrent rumors of "California-style" and "Morristown-style" raids coming to Nashville, has changed the terrain of worker organizing. Panelists will address the convergence of workplace rights with the fights for racial justice and gender equality, the methodic steps taken to build trust and mitigate risk of retaliation, and their collaborative effort to raise the floor in construction to place individuals in the strongest position to win union-scale wages, benefits and safer working conditions.

- **Diana López**, Just Hospitality Campaign Organizer, Workers' Dignity/Dignidad Obrera
- **Rosa Ponce**, Organizer, International Union of Painters and Allied Trades DC 91

---

## 2.4 NEW MEMBER ORIENTATIONS AND INTERNAL ORGANIZING

Room 325

New hire orientations and internal organizing campaigns are a strategic tool for building union power. These tactics have proven to increase sign ups among new hires and bolster their commitment to the union. Committed members are more likely to stand together in the face of tough bargaining fights and political attacks. This workshop discusses a report released by Jobs with Justice “Making the Case for Union Membership: The Strategic Value of New Hire Orientations.” The report identifies eight best practices to ensure participation and commitment from rank-and-file union members. It also includes new research by Penn State University and the Jobs with Justice Education Fund that underscores the importance of union investment in well-crafted new hire orientations. This survey of new union members demonstrates the critical impact of creating a positive orientation experience to create more committed and active members.

- **Paul Clark**, Director and Professor, School of Labor and Employment Relations
- **Ben Speight**, Organizing Director, Teamsters Local 728
- **Ben Woods**, Researcher, Jobs With Justice

---

3:00 - 4:30 p.m. **WORKSHOP SERIES 3**

### 3.1 MAP THE POWER: HOW TO CROWDSOURCE CORPORATE POWER RESEARCH IN YOUR REGION

Room 325

This workshop will focus on “regional corporate power mapping,” a research process that identifies and investigates the power structure in a particular region, as well as the obstacles and opportunities it presents for progressive power-building. The panel will share how this kind of research helps lay the groundwork for campaigning and movement-building that targets the most powerful, persistent forces in our economy. The panel also will discuss Crescendo, a new Action Center on Race and the Economy (ACRE) project focused on researching and campaigning against the corporations that promote Islamophobia, as an example of how this type of research and organizing can work together. Participants will learn about the research process for developing a regional corporate power map and try out some of our favorite tools for this type of research. Participants also will have the opportunity to plug into crowdsourced research on the corporate power brokers in their region.

- **Saqib Bhatti**, Co-Executive Director, Action Center on Race and the Economy
- **Molly Gott**, Research Analyst, LittleSis

---

### 3.2 ADVANCING LEADERSHIP FOR WOMEN AND PEOPLE OF COLOR IN UNDERREPRESENTED INDUSTRIES: THE OPPORTUNITIES AND BARRIERS POSED BY UNIONS

Room 311

Throughout the South, women and people of color are organizing collectively to

overcome institutional racism and sexism. While unions are offering opportunities for the recruitment, retention and leadership development of women and people of color in underrepresented industries, barriers still remain. This workshop will feature panelists who are advancing diversity in the building trades in Nashville and Central Florida, including efforts to recruit more women and people of color into apprenticeships and create support systems to retain and support them. Panelists also will discuss their personal leadership journeys as women in two male-dominated sectors: construction and manufacturing.

- **Vonda McDaniel**, President, Nashville Central Labor Council
- **Kim Sansom**, Assistant Business Agent, IBEW Local 429
- **Stailey Styles**, Construction Careers Coordinator, Central Florida Jobs With Justice
- **Moderator: Erin Johansson**, Research Director, Jobs With Justice

---

### 3.3 ORGANIZING AND OWNING THE WORKPLACE: HOW UNIONS, WORKER CENTERS, AND WORKER COOPERATIVES CAN WORK TOGETHER TO BUILD POWER

*Room 109*

In contemporary capitalist societies, basic economic questions on what is produced, how it is made and delivered, and what is done with the profit tend to be answered by a narrow set of managers and owners. Labor unions have promoted positive outcomes for working people, such as better compensation, benefits, and health and safety standards, but without challenging capital's ultimate property claims. Worker cooperatives shift ownership and control to a broad base of individuals, though their footprint in the U.S. has been relatively small. This session will provide some general background on worker cooperatives and discuss some of the reasons why worker centers and unions have taken an interest in co-op development in recent years. It will also consider city policies and other factors that can help create an enabling environment for the development of worker cooperatives, including organizational hybrids formed in partnership with worker centers and unions.

- **Shaywaal Amin**, Vice President, 1199 SEIU-UHWE
- **Sanjay Pinto**, Rutgers School of Management and Labor Relations and Worker Institute at Cornell
- **Robert Overton**, Co-Founder, Southeast Center for Cooperative Development and President of UAW Local 737
- **Ana Guajardo**, Executive Director, Centro de Trabajadores Unidos: United Worker's Center
- **Camille Kerr**, Associate Director of The ICA Group

---

### 3.4 BARGAINING WITHOUT BARGAINING RIGHTS

*Room 114*

Collective bargaining rights are under attack across the country, but working people still are organizing and fighting for better pay and conditions and quality public services. Following the successful unauthorized strike in West Virginia, teachers and public employees in numerous other states without public sector collective bargaining rights are considering collective action to force employers to act. Across the South, many individuals have used creative organizing and negotiating strategies, even without

any collective bargaining rights, and in environments that are hostile to employee representation. The phenomenon of bargaining without bargaining rights demonstrates the organizing currently happening in the South, and illuminates new possible strategies for unions. The panelists will discuss their experiences bargaining and striking without a formal bargaining table.

- **Allyson Perry**, President, Marion County Education Association, West Virginia
- **Heather Nester**, President, Monongalia County Education Association, West Virginia.
- **Tom Anderson**, President, United Campus Workers (CWA)
- **Dana Smith**, Middle TN Organizer, United Campus Workers (CWA)
- **Chair: Rebecca Kolins Givan**, Rutgers University
- **Moderator: Chris Brooks**, Labor Notes

---

5 - 7 p.m.

### **RECEPTION**

All conference attendees are welcome.

Cabana  
1910 Belcourt Ave,  
Nashville, TN 37212  
*Walking distance from Vanderbilt*

# FRIDAY, JUNE 1, 2018

8:00 - 9:00 a.m. **BREAKFAST** *Forman Hall*

---

9:00 a.m. **WELCOME** *Room 114*

---

9:15 - 10:45 a.m. **PLENARY SESSION II: ATTACKS ON WORKERS, LESSONS FROM THE FIELD, AND FIGHTING BACK** *Room 114*

- **Jesse Case**, Secretary-Treasurer, Teamsters Local Union 238, Cedar Rapids, IA
- **Rosa Lozano**, National Strategic Organizer, IUPAT
- **Christine Campbell**, President, AFT-WV
- **Jacklyn Izsraael**, Lead Organizer, National Domestic Workers Alliance
- **Moderator: Dania Rajendra**, Director, Union Communication Services at the Cornell Worker Institute

11:00 a.m. - 12:30 p.m. **KEYNOTE ADDRESS** *Room 114*

**Introduction: Odessa Kelly**, Co-Chair, Stand Up Nashville, Co-Chair of NOAH's Economic Equity and Jobs Taskforce & SEIU Local 205

**Chokwe Antar Lumumba**, Mayor of Jackson, MS

The Honorable Chokwe Antar Lumumba, Esq. is the son of two lifelong community activists - the late Mayor Chokwe Lumumba and Nubia Lumumba. Throughout his life and career he has maintained a consistent presence in community projects and displayed a genuine commitment to justice. Attorney Lumumba began his community work early on, serving as co-director of the Malcolm X Grassroots Day Camp and acting as an assistant coach for the Jackson Panthers Basketball Organization. In 2008, he earned his Juris Doctor degree and a certificate in sports & entertainment law from the Thurgood Marshall School of Law at Texas Southern University in Houston, Texas. After law school, he immediately returned to Jackson, Mississippi and began his work as a junior associate at Lumumba, Freelon, & Associates. In 2017, Attorney Lumumba defeated nine other viable candidates in the Democratic primary for mayor with a total of 55% of the vote. He went on to win the city's general election by 93% on June 6, 2017. Mr. Lumumba is married to Ebony Lumumba and the couple has one daughter, Alake' Maryama.

---

12:30 - 1:45 p.m. **LUNCH AND LRAN MEMBERSHIP MEETING** *Room 114*

---

2:00 - 3:30 p.m. **WORKSHOP SERIES 4**

**4.1 LRAN NEW SCHOLARS GRANT FINALISTS** *Room 109*

This panel is composed of the winners of the LRAN New Scholars Research Grant competition. The grant is awarded to graduate students and untenured faculty for research on broadly-defined, U.S. labor-focused projects. One of the core missions of LRAN is to help develop the next generation of labor scholars while linking them to labor

activists. Since the inception of Jobs with Justice, academics have played an important role in supporting workers' rights campaigns. Many of the previous awardees continue to be active with LRAN.manufacturing and warehousing jobs through temporary staffing agencies. Begun in 2014, a collaboration between two worker centers representing temp workers (Chicago Workers Collaborative and Warehouse Workers for Justice), and research partners at the University of Illinois at Chicago, School of Public Health (UIC SPH) emerged. Panelists will describe how temp workers increased their capacity to map out hazardous worksites in Chicago's 5-county region, raised temp workers' awareness of their safety rights, and tested OSHA's Temporary Worker Initiative. In collaboration with UIC SPH students and staff, the worker centers have expanded their data base of working conditions and employment abuses in the Temporary Staffing Industry, built a corps of temp worker leaders, supported temp workers in taking action to address unsafe conditions, and used workplace safety as an organizing tool to grow their organizations.

- **Luke Elliott-Negri**, Doctoral Student, Sociology, Graduate Center Fellow, CUNY Graduate Center: *The Fissured Workplace at Amazon – An Exploratory Study*
- **Amelia Fortunato**, Doctoral Fellow, Sociology Department, CUNY Graduate Center: *Black Strikebreaking & Intraclass Labor Politics in the Progressive Era*
- **Alexandrea J. Ravenelle**, Visiting Professor, Mercy College: *The Impact of Sharing Economy Work on Career Trajectory*
- **Eric Larson** (U. Mass. Dartmouth), **Mike Araujo** (Rhode Island Jobs With Justice), **and Heiny Maldonado** (Fuerza Laboral): *Working in the Shadows: Race, Immigration, and Mass Incarceration in “Creative Economies”*
- **Jessica Halpern-Finnerty**, PhD. Candidate in Geography, UC Davis: *Inter-firm contracting, jobs, and inequality in the U.S.: A national, regional, and industry analysis*

---

## 4.2 EXPANSIVE SOLIDARITY: THE IMPORTANCE OF COALITIONS IN DIVISIVE TIMES

Room 114

There are many great community, labor, and social justice groups fighting for better jobs and community improvements such as affordable housing, access to public transportation, sustainable energy sources, toxic remediation, and more. But oftentimes we focus on single issues and work in silos without creating real power and impact. Building coalitions across issues, and pooling resources and know-how can not only broaden our bases, but also can create the awareness that connects many of our economic, environmental and social issues. This panel will address the advantages and challenges of working in various coalitions. Concrete examples will include environmental, labor, and faith groups, and local transit and housing advocacy coalitions with a labor and worker center.

- **Megan L. Jordan**, Vanderbilt University Sociology PhD Student
- **Kennetha Patterson**, Homes for All Nashville
- **Jack Willey**, Workers' Dignity/Dignidad Obrera
- **Jackie Sims**, Democracy Nashville
- **Rosemarie Rieger**, Lecturer, Author and Community Organizer

### 4.3 POPULAR EDUCATION ON FINANCIALIZATION, ECONOMIC, RACIAL, AND GENDER JUSTICE AND SUSTAINABILITY IN A CHANGING POLITICAL CLIMATE

Room 325

This workshop will help participants experience current popular education and national training efforts of unions, advocacy groups, and community organizations. This will help participants connect their work to current research and campaigns. Panelists representing different groups in the Take on Wall Street coalition and from organizations in the South will discuss new ideas, lessons learned, and unique challenges they face in their work, as well as how this ties to their offensive strategies, community engagement, coalition-building, and research. This panel will be followed by a preview of select popular education modules.

- **Maurice BP-Weeks**, Co-Executive Director of the Action Center on Race and the Economy
- **Ken Grunwald**, Shop Steward, CWA Local 3642
- **Allyn Maxfield-Steele**, Co-Executive Director, Highlander Research & Education Center
- **Luísa Galvão**, Campaign Coordinator, Take on Wall Street coalition
- **Ben Speight**, Organizing Director, Teamsters Local 728

---

### 4.4 BUILDING POWER THROUGH FIELD-RESEARCH COLLABORATION: MODELS FROM COMMUNITY AND LABOR

Room 311

What is the role of research in mobilizing community and worker power to create system changes with both government institutions and transnational corporations? Through case studies and dialogue, this interactive panel will share successful examples of community, and worker-driven research, strategy, and policy development, while acknowledging the limitations of existing models. We are reimagining what is possible when we develop approaches outside the dominant interests and instead look to communities and working people most impacted by structural oppression to lead the way. Case studies will include the following:

- Communication Workers of America members mapping their employer's efforts to outsource jobs, leading to international solidarity activity and power at the table
  - United for a New Economy gathering community data through a survey and report developed collaboratively by their research and community organizing teams, to influence policy addressing the dire housing situation in Denver
  - Puget Sound Sage bringing together community, faith, labor, immigrant & refugee, transit, environmental and public sector partners to design and win equitable development, and
  - Warehouse Worker Resource Center using in-depth peer-to-peer surveys and interviews to identify health and safety hazards, and their root causes and long-term impacts to develop an industry-wide organizing strategy.
- **Nell Geiser**, Strategic Campaigns Coordinator, CWA
  - **Sheheryar Kaoosji**, Co-Executive Director, Warehouse Worker Resource Center
  - **Jessica Ramirez**, Lead Organizer, Puget Sound Sage
  - **Quinntavious Williams**, Senior Policy Analyst, United for a New Economy
  - **Moderator: Mariah Montgomery**, Campaign Director, Partnership for Working Families

## ACKNOWLEDGMENTS

### **Thanks to the following organizations and individuals for sponsoring this conference:**

AFL-CIO  
American Federation of Teachers  
Central Labor Council of Nashville and Middle Tennessee  
Communications Workers of America  
DePaul University Labor Education Center  
International Association of Machinists and Aerospace Workers  
International Brotherhood of Teamsters  
Massachusetts Institute of Technology Sloan School of Management  
Penn State University School of Labor and Employment Relations  
Rutgers University School of Management and Labor Relations  
Service Employees International Union  
United Food and Commercial Workers  
United Steelworkers  
The Worker Institute at Cornell University

### **Thanks to the LRAN conference planning committee:**

Michael Callahan-Kapoor, Nashville and Middle Tennessee Central Labor Council  
Amy Callner, American Federation of Teachers  
Dr. Jessica Cook., Director, DePaul University Labor Education Center  
Julie Farb, AFL-CIO  
Jackie Cornejo, Partnership for Working Families  
Marcela Diaz, Executive Director – Somos Un Pueblo Unido/United Worker Center of New Mexico  
Adam Kader, ARISE Chicago  
Tamara Lee, School of Management and Labor Relations, Rutgers University  
Vonda McDaniel, Nashville and Middle Tennessee Central Labor Council  
Mariah Montgomery, Partnership for Working Families  
Cassandra Ogren, International Brotherhood of Teamsters  
Joerg Rieger, Vanderbilt University  
Rosemarie Rieger, Vanderbilt University  
Benjamin Woods, Jobs With Justice



**LABOR RESEARCH &  
ACTION NETWORK**

[www.Iranetwork.org](http://www.Iranetwork.org)