

LABOR CENTER REPORTER

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LABOR STUDIES AND THE LABOR MOVEMENT TODAY

The Challenge -- Much has been made, in the press and elsewhere, of the increasing problems of organized labor. Although these problems have been greatly exaggerated, clearly there are important struggles taking place that are changing the face of labor relations in this country. Negotiations are being conducted in a radically different environment, with employers determined to win give-backs of employee rights and protections. The economy has become "internationalized," causing severe hardships in many regions of the country and in a host of industries. At the same time, a new generation of workers unfamiliar with unions is proving difficult to organize. These and other problems constitute one of organized labor's biggest challenges in decades.

Yet there are hopeful signs: successful resistance to demands by employers for concessions, for example, and a variety of new approaches to organizing and bargaining.

Where Does Labor Education Fit In? -- Another hopeful sign is that as times get harder, unionists are becoming more convinced of the importance of education. The classroom provides not only information, but a chance to learn and practice new skills and to develop new strategies and tactics that labor needs to meet the challenges of the 1980s.

Labor Studies classes provide unionists with in-depth knowledge of history, organization, techniques and current issues of the labor movement. They study grievance-handling techniques, practice effective bargaining skills, learn about psychology and human nature, develop critical thinking skills, and gain an understanding of the legal, economic and political context of labor unions.

The classes are run on an informal basis, in which mutual support rather than criticism enables unionists to develop expertise and self-confidence at the same time. Union members from a wide variety of backgrounds share problems and discuss solutions, generate new ideas and break down feelings of isolation.

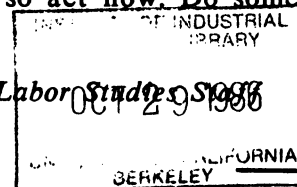
Attendance at a Labor Studies class is a kind of luxury: the luxury to reflect on what we have been doing in our unions, and how we could do it better. Away from the day-to-day crisis atmosphere of many of our situations, students are able to develop fresh ideas and clearer perspectives on their union work.

A cynical or apathetic union member leaves the class with renewed commitment to the labor movement. A tired and frustrated steward gets a shot in the arm from the chance to share information with others in the same position. The rank-and-file member gains knowledge that will make her or him a more useful and responsible unionist. These and other outcomes of the educational process are what Labor Studies is all about.

Where Is All This Taking Place? In the early 1970s, the Bay Area labor movement fought for and succeeded in establishing programs at San Francisco Community College, Merritt College in Oakland, San Jose City College, and San Francisco State University. In all of these programs, participants are mostly working full-time and are active in their unions. Classes are taught by instructors with years of experience in unions and the classroom, and with a good understanding of the needs of adults returning to school. Class schedules are summarized below; call the program you're interested in for more details.

Most classes begin between mid-August and early September, so act now. Do something that will be important to you and to your union. Go to school!

- Labor Studies 1986



UNIVERSITY OF CALIFORNIA, BERKELEY
CENTER FOR LABOR RESEARCH AND EDUCATION
INSTITUTE OF INDUSTRIAL RELATIONS



LABOR STUDIES CLASSES - FALL 1986

CITY COLLEGE OF SAN FRANCISCO..... Contact Barbara Byrd, Coordinator/
7:00 pm to 9:45 pm unless otherwise indicated at 415/239-3090

Monday: *Grievance Handling & Arbitration* (Hipps & White).

Monday: *American Labor Movement* (Byrd).

Monday: *Pension, Health & Welfare Issues* (Levy).

Tuesday: *Health & Safety in the Workplace* (Seidlitz).

Tuesday: *Public Sector Labor Relations* (Gregory).

Tuesday: *Federal Sector Labor Relations* (Rios), November 11 and December 16.

Wednesday: *Collective Bargaining* (Thuesen).

Thursday: *Rights and Discrimination in the Workplace* (Courtney & Rios).

Thursday: *Labor Law* (Henning).

Saturdays and Weekends:

Steward and Leadership Training (Hipps), September 20-26, October 4 -- 9:30 am to 3:30 pm.

Strike Strategy and Alternative Tactics, October 18, 25, November 1 -- 9:30 am to 3:30 pm.

Assertiveness Training (Stein), December 5 (6:00-9:00 pm) and December 6 (9:00 am to 5:00 pm).

MERRITT COLLEGE..... Contact Al Browning, Director at 415/531-4911

Tuesday: *Labor History* (Browning) -- 7:00-10:00 pm (at IIR, UC Berkeley).

Thursday: *Grievance Handling & Arbitration* (Browning) -- 7:00-10:00 pm (at SEIU Local 790).

Saturday: *Stewards' Training* (Browning), September 20, 27, and October 4 -- 9:00 am to 4:00 pm (at IIR, UC Berkeley).

SAN JOSE CITY COLLEGE (call for schedule of classes)..... Contact Jim Potterton at 408/288-3734

SAN FRANCISCO STATE UNIVERSITY..... Contact Peter Donohue, Director
7:00 pm to 9:45 pm unless otherwise indicated at 415/469-1051

Monday: *Labor Law* (Holsberry).

Monday & Wednesday: *Collective Bargaining* (Donohue) -- 3:10-4:25 pm.

Tuesday: *Research in Labor Issues* (Schwartz).

Tuesday: *Women and Work* (Caulfield) -- 4:10-6:55 pm.

Tuesday & Thursday: *Introduction to Study of Labor* (Nye) -- 3:10-4:25 pm.

Wednesday: *Labor and Government* (Bradley) -- 6:10-9:50 pm.

Thursday: *Labor and the Media* (Glass) -- 4:10-6:55 pm.

Thursday: *Labor Economics* (Donohue).

Independent study -- by arrangement with Labor Studies Director.