Building Bridges

KNOWLEDGE AND THE ECONOMY:
Why labor must work with educators
— Dan Jacoby

D istinctions between the world of work and those of science fiction are becoming steadily harder to define. Robots have evolved considerably beyond the welding machines first showcased in auto assembly plants. They now assist in a wide variety of production process from cookies to sneakers, with hosts of other activities such as remote controlled mining and surgical assistants in the design or development stage. As bioengineers succeed in reproducing or mimicking human and animal anatomy such as skin, eyesight or muscle systems, their innovations will be integrated into newer generations of robots, allowing them to perform work tasks more flexibly. This is especially so because these advances will be implemented in conjunction with information technologies designed to program ever more complex decision making processes.

Even now, in the current infancy of these technologies, we have witnessed a massive reduction in the share of employment we dedicate to producing goods as technology has reduced the costs of global trade and increased factory productivity. As work shifts to the service sector, employers necessarily focus their attempts to reduce costs in this new arena. The outsourcing of call centers and computer programmers abroad are simply the most recent manifestations of this trend. We can anticipate more profound changes as information technology becomes fully integrated with bioengineering and robotics.

Scientific advances like these should herald a new era of wealth, but instead have exacerbated wage differentials between educated and less-educated workers. The result is that schooling, as opposed to unionization, has come to be viewed as the policy lever best able to produce good work and labor conditions. Symptomatically, New York Times columnist Thomas Friedman writes: “Here is the dirty little secret that no C.E.O wants to tell you: they are not just outsourcing to

continued on page 10 ➤

Faculty Organization and Higher Education — Duane Storti and Dan Jacoby

F aculty in a number of higher education institutions in the state of Washington are unionizing! In order to understand the significance of this burgeoning movement, the HBCLS, along with the American Association of University Professors, the American Federation of Teachers in Washington, and the Washington Education Association, sponsored a one-night forum at UW Bothell on May 6, 2005 entitled, “Faculty Organization and Higher Education.” Laying the groundwork for further discussion and research on relationships between higher education, labor and the knowledge economy, six guest speakers addressed the issues facing faculty and the organizing campaigns in which they are involved.

Divided into two ninety-minute panels, the evening began with a session on “Faculty Concerns Regarding Higher Education Policy”, featuring Professor Kate O’Neill (President of the UW Chapter of the AAUP), Ms. Ruth Windhover (Highline Community College and WEA), and Ms. Sandra Schroeder (Seattle Community College and National Vice President of AFT). The second panel, “Who is Organizing, Why and to What Effect?” included Professor Steve Garfinkle of Western Washington University and Professor Keith Lewis of Central Washington who are both activists in their campus unions. Joining them was Mr. Gary McNeil of United Faculty of Washington State. This portion of the forum focused on the current state of labor organizing in Washington higher education and the prospects for change in the future.

The first panel demonstrated the breadth of problems and issues over which faculty organizations currently contend which include poor funding, new threats

continued on page 8 ➤

Washington State Farmworker History Website Unveiled!

T he United Farm Workers in Washington State Oral History Project web site was publicly launched statewide with three events in April, 2005. Each presentation began with a run through of the web site, followed by a roundtable discussion led by web site interviewees and farm worker activists. Thanks to a partnership with Maria Cuevas, a PhD candidate at Washington State University whose work focuses on the role of women in the Chateau Ste. Michele winery campaign, these events took place not only at the UW campus, but also at Washington State University and Yakima Valley Community College.

continued on page 7 ➤
Professor David Olson: Distinguished Faculty Award

— Re-printed with permission from The Dispatcher, Vol.63, No.5

Professor David J. Olson, the inaugural holder of the Harry Bridges Chair and Director of the Harry Bridges Center for Labor Studies, University of Washington, is retiring. He was honored—and roasted—on the evening of May 24, 2005. ILWU Northwest Coast Committeeman Joe Wenzl presented a plaque from the ILWU Officers in gratitude for all that David has done and continues to do for the labor movement. Washington State Governor Christine Gregoire designated the date “David J. Olson Day.” The University of Washington’s Department of Political Science, the ILWU, the Port of Seattle and other friends hosted a dinner at the Bell Harbor Conference Center to mark Olson’s retirement after 31 years at the University of Washington, Seattle.

“The ILWU is grateful for David’s recognition of the contributions of working families and their unions in the progressive advancement of all people,” Wenzl said at the gathering. “Professor Olson’s students learned that the career you may achieve with your education is secondary to the contribution you personally make to the society in which we all live.”

Former and current students, staff, colleagues, and comrades spoke (and, in one case, sang) about Professor Olson’s immeasurable contributions to the university and the wider community. Many mentioned the foundation of the Bridges Chair as one of the most significant achievements of his illustrious career.

At the critical moment in 1992 when working people were raising the million dollars to establish the chair, fear overcame University department chairmen and the development officer. Bridges Chair organizers were told that taking the money of working people would dry up the well of business endowed chairs and hefty corporate research grants. Olson wrote, and delivered personally, a stirring letter to University President William Gerberding asking for fair play in academia. Gerberding responded by donating $1,000 himself to the Bridges Chair. He also took with him into the development office the $500 donation of Gus Hall, former President of the Communist Party USA.

Olson went on to become the first holder of the Harry Bridges Chair. He laid the foundation for the Labor Studies Center, where workers and professors help students develop an understanding of labor unions. He proudly accepted honorary membership in ILWU Local 19. Olson’s lasting memorial is in the lobby of Suzzallo Library. His name appears on the plaque with 1,000 other names of working people who gave money to found the Harry Bridges Chair. Just a few steps away Harry Bridges delivered a speech in 1936 to the students of the University of Washington. Bridges told the students all that labor wanted was a “fair shake.” Thanks to Olson, Harry got his wish.

Steve Conway: Robert Duggan Distinguished Supporter of Labor Studies — Michael Honey

The Harry Bridges Center recognizes Steve Conway as this year’s Distinguished Supporter of Labor Studies. Steve has played a stellar role in supporting labor education in Washington State for many years. Born and educated in Oregon, he knows the region’s proud working-class traditions well as a scholar, organizer, and representative. A Fulbright Fellow at the London School of Economics and a History Ph.D. from the University of Oregon, he is full-time Secretary-Treasurer of the United Food and Commercial Workers Union Local 81.

Steve also represents Tacoma’s 29th District in the Washington State Legislature. He serves on Appropriations and Finance Committees and he chairs the Commerce and Labor Committee, steering many important pieces of legislation through Olympia. That includes a law passed several years ago requiring state government to bargain with University faculty members and graduate students if a majority of them unionize. He is a fierce advocate for the right to organize, family-wage jobs, education, and affordable and universal health care. Steve co-chairs a Labor and Workforce Development Committee of the National Conference of State Legislators, working with other labor-identified representatives to advance worker interests.

Steve has long been a delegate to the Pierce County Labor Council, a trustee to the Washington State History Museum, and a Visiting Committee member at the Harry Bridges Center for Labor Studies. The Service Employees Union Local 775, the Washington State Labor Council, firefighters, Boeing workers, teachers, plumbers, police officers, and state employees and others have all honored him for his legislative service. But you are as likely to find him rousing people’s emotions at a rally or walking on a picket line for workers’ rights as you are to find him at the bargaining table with employers or chairing hearings in the legislature.

Formerly a college teacher before going full-time into the labor movement, Steve has been an advocate for the Harry Bridges Center from its inception, and we are proud to call him leader, friend and colleague. We honor his unflinching commitment to human rights and the betterment of society through education and the labor movement.
Caring About Caring Labor
— Ali Waggener Boyd and Dan Jacoby

On May 20-21, 2005, the Harry Bridges Center for Labor Studies brought scholars from fifteen universities, three countries, and ten community organizations and unions to the University of Washington for a conference on “caring labor.” The initiative coincides with the Center’s inauguration of the Martha H. Duggan Memorial Fellowship in Labor Studies. The conference and fellowship signal a new commitment by the center to support research and education on this vital topic.

The conference was held in memory of the life and caring labor of Martha H. Duggan, in whose name long-time HBCLS supporter Bob Duggan and his family initiated a fellowship fund for the further study and support of caring labor and caring laborers. Martha Duggan, her daughter, provided a moving introduction to the event.

Keynote speaker Nancy Folbre (Professor of Economics at the University of Massachusetts, Amherst) began the conference with a talk entitled “Demanding Quality: Worker/Consumer Coalitions and “High Road” Strategies in the Care Sector.” Folbre defined caring labor as “economic activities in the home, market, community and state that have a particularly strong personal and emotional dimension: activities such as childrearing, child care, health care, elder care, and education.”

The conference explored the boundaries that separate caring labor from other work, considered the obstacles care workers face in organizing to pursue their own economic and personal interests, and investigated the policies that disadvantage these workers. Care workers scaffold our families and societies by providing essential services, but their work is often undervalued socially and economically. The central concern of the conference was the feasibility of building a caring labor movement in order to improve both the quality of care services and the work life of the care providers.

Drawing on her recent book The Invisible Heart: Economics and Family Values (2001), Folbre cautioned against market commodification that devalues caring labor. She compared politicians’ unrealistic reliance upon the market to solve environment pollution to our reliance on the market to structure the care sector. Folbre warned that, without a “high road strategy,” the care sector would experience a “social chilling” similar to the crisis of global warming. Folbre defined five elements of this “high road” to improve care quality, as well as the pay, benefits, and voice of care workers. In so doing she initiated a discussion designed to bring academics, activists, and union members together to build a “care movement.”

Following Folbre’s lead, participants in the conference discussed specific aspects of a “care movement,” debating what shape such a movement might take and highlighting potential problems. Many participants expressed concern over who would be included in a care movement, and what work would qualify as caring labor. For example, while Folbre’s definition of caring labor includes a personal or emotional dimension, many argue that caring labor includes those types of work that are not personal but are equally important to the maintenance of daily life, such as house cleaning and food service jobs.

Mignon Duffy (University of Massachusetts, Lowell) argued that a movement privileging caring labor may not be the best way to benefit those low income and low status jobs that don’t include a relational aspect. By defining caring labor in terms of the relational quality of the work, rather than focusing on the populations who perform the labor, Duffy suggests that scholars of caring labor end up excluding those who are the most vulnerable to exploitation and under valuation, especially women of color who largely fill the “back room” jobs of maid and kitchen worker and are more invisible to public view. She cautioned that focusing a care movement on those who provide the more public and relational caring roles risks creating hierarchies among care workers that are based not only on class but also on race and ethnicity.

Panel sessions provided a forum for researchers, activists, and practitioners to address specific issues of a caring labor movement and to question a broad range of issues across the care sector. Included were panels on organizing childcare providers, home health caregiver work, caring labor policies in an international context, health care unionism, immigrant care giving, and childcare politics and policies.

A major outcome of the conference was recognition of the need for collaboration and coalition building across academic disciplines and within the labor community. The HBCLS has begun to facilitate discussions among a group of faculty and graduate students to continue and expand the research and discussions on caring labor and the future of a care movement. Those interested in learning more about this group can call the Center. Current plans call for publishing many of the conference papers in the journal Politics and Society and possibly in a future independent manuscript.
The Union of Democratic Filipinos (Katipunan ng Demokratikong Pilipino, or KDP) was an organization that began in the early 1970s and lasted through the mid-1980s. The KDP was started in the US. There was never a Philippine branch, but they were loosely affiliated with the National Democratic Front, the umbrella organization for left-leaning, pro-Communist Party social movements in the 1970s to the present.

The KDP’s members were dedicated to furthering the struggles for social, racial and economic justice in the United States and the anti-imperialist and anti-Marcos struggles in the Philippines. Inspired by a history of anti-colonial revolutions in the Philippines and the civil rights struggles in the United States, the KDP forged multi-ethnic coalitions among community activists, labor unions, student groups, artists and local and state politicians in both countries in order to address the problems of workers’ exploitation, state repression, and racial and gender discrimination. Internationalist in outlook yet deeply rooted in local and national politics, the KDP was a powerful if overlooked example of a transnational social movement characteristic of the twentieth century.

On October 29, 2004, the Harry Bridges Center for Labor Studies with the assistance of the Southeast Asian Studies Program at the University of Washington held a conference entitled “Laboring for Justice: The Legacy of the KDP” in order to take stock of and acknowledge the many legacies of this movement. The day-long gathering brought together a number of activists who were involved with the KDP during the 70s and 80s to discuss the origins of the organization, the development of its strategies, the ideological and political conflicts and its numerous successes in helping to effect change. Various speakers recalled the important links between the KDP in Seattle and the Alaska Cannery Workers’ Union Local 37, the campaign against Marcos and Martial Law, and the work of organizing students at the University of Washington.

An important local effort was the struggle to save the International District in Seattle. Much of the area was then facing demolition by developers, and the KDP along with other Asian American organizations worked successfully to preserve and restore the district. Other speakers focused on the cultural aspects of the KDP, the multi-ethnic nature of its membership and the continuing work of its past members in the Seattle area.

The speakers who took part included:

- Pacita Bunag, KDP in NY, Washington DC, and L.A. Works for Asian Counseling and Referral Service in Seattle
- David Della, KDP in Seattle, ILWU Local 37, Inland Boatman’s Union (IBU), Director of Washington State Commission on Asian Pacific American Affairs, currently a member of the Seattle City Council
- Cindy Domingo, KDP in Boston, Oakland, and Seattle, currently a legislative aide to King County Council member Larry Gossett
- Lynn Domingo, KDP activist at the UW, member of Local 37, currently works at Legacy of Equality, Leadership, and Organizing (LELO)
- Moon-Ho Jung, UW Dept. of History
- Terri Mast, ILWU Local 37, currently National Secretary and Treasurer of the IBU and co-chair of Jobs with Justice
- Michael McCann, UW Director of the Law, Societies, and Justice Program
- Odette Polintan, student activist in the Philippines, became active in the KDP in D.C. as Executive Director of the Coalition Against the Marcos Dictatorship, currently an attorney in Seattle
- Esther Simpson, leader in the Anti-Martial Law Movement in Chicago, currently a nurse and health care activist in Seattle
- Rick Polintan, KDP activist in D.C. and L.A. Currently a union organizer with SEIU 1199NW
- Vicente Rafael, UW Dept. of History
- Velma Veloria, organizer for Local 37 and SEIU, Washington State legislator, Secretary of the Asian Pacific American State Legislators Caucus.
- Emily Van Bronkhorst, worked with the KDP through LELO, currently the Vice President of SEIU 1199NW

Video clips of the conference, extended interviews with some of the participants and some of the texts from the conference will soon be available on the web site of the Seattle Civil Rights and Labor History Project.

Filipino farm workers

Filipino immigrants working in Hawaii join farm worker leader Dolores Huerta (right) for the Immigrant Workers Freedom Ride in L.A. Sept. 23. Photo: Ellie Hidalgo
LOCAL UNIONISTS DISCUSS SPLIT IN THE LABOR MOVEMENT

On May 7th, 2005, 60 unionists and supporters from 20 unions gathered at the UW to discuss the proposed reforms to the AFL-CIO. The group came to hear presentations on the question, “Will Re-Structuring the AFL-CIO Help Workers and Unions Rebuild Power?” After an opening statement by Rick Bender, President of the WSCLC, we heard from representatives of the Service Employees International Union, the International Brotherhood of Teamsters, the American Federation of State, County, and Municipal Employees, the Steelworker’s of American, and the Building Trades Council. Presentations were followed by small discussion groups where participants shared their analyses of the issues at hand, and raised important questions about then-impending split with the ranks of labor.

The stakes of this debate were clearly understood by those who gathered at the UW in May. Each of the four discussion groups was asked to share the key questions or areas of concern with the larger group. Here’s what they came up with:

- What is the strategy for organizing the private sector, and which industries are key? Does the AFL-CIO have a strategy?
- How do we develop organizing goals and strategies in specific economic sectors (e.g. Wal-Mart) and can the trade union movement’s structure grow from those goals and strategies?
- For unions critical of the proposal to require union mergers, do they think that multiple unions in the same industry are a problem? If they are a problem, what do we do if mergers don’t happen voluntarily?
- Workers should be in the same union with others in the same industry. The devil is in the details: who manages and oversees the process, and how are members engaged? Concern about domination of large over small unions.
- Is there a method to hold bodies like union internationals accountable?
- Absent voices are still not included. How to involve rank and file members in the discussion?
- The problem is not just structural. It is also attitudinal. We need to establish a moral/union imperative. How do we make labor more visible?
- Broaden definition of political activity. Form global alliances to reach all workers.
- What should labor’s role in the fight for a nationalized health care system and a stable retirement system be?

The forum was sponsored by the HBCLS, the Washington State Labor Council (WSLC), and the Evergreen State College Center for Labor Education and Research, and co-sponsored by both the King and Pierce County Central Labor Councils.

New Labor Studies Film!

Where Do You Stand? Stories from an American mill is a new documentary from California Newsreel and Firebrand Production. The film is by Alexandra Lescaze. It is the story of the thousands of workers in the Cannon mill of North Carolina who fought for a union with the Amalgamated Clothing and Textile Workers Union (ACTWU), which then became UNITE (Union of Needletrades, Industrial and Textile Employees). The film is a powerful portrayal of the doggedness required to organize in the textile industry and in the American Southeast. The first attempt to organize was during the nation-wide strike of 1934. The Cannon family who owned the mill and the town (Kannapolis) called in the National Guard.

Unionization attempts were then tried and failed in 1974, 1985, 1991, and 1997 amidst two sales of the company. Two of the union elections were thrown out by the National Labor Relations Board because of unfair labor practices by the employer. After the company was sold again (in June of 1999) the workers were able to vote in their union. They got their first contract by February of 2000 gaining, amongst other things, the first paid sick days that workers in those plants had ever had. One year later, the company was liquidated. It was the largest permanent lay-off in N. Carolina history.

What is particularly impressive about this film is the articulateness of the dozen workers and organizers who are interviewed. They speak to the entire history of the mill, the town, and the families who had multi-generational relations with this employer. They talk about the heartache of losing four union elections in their lifetimes, and the incredible uplift of finally being victorious.

STATE FUNDING

The Washington State Legislature voted to provide $60,000 for the 2006-2008 biennium to the Harry Bridges Center for Labor Studies in order to perform research on labor and the economy in Washington State. Representative Steve Conway (D) introduced the bill and worked with leaders in the House and Senate to secure its passage.

At a time when state funding for labor centers has been vetoed by Governor Schwarzenegger in California and reduced in Oregon, this is an especially important sign of change. The Center’s Standing Committee has begun planning on how to implement funding guidelines. Advice from the Visiting Committee, especially those members of the legislature, Representatives Conway, Bob Hasegawa, and Senator Ken Jacobsen is also being sought.

The money will enable the center to tackle policy-oriented questions related to jobs, benefits, taxes, health and education. It is hoped that the Center’s growing list of faculty associates will raise HBCLS’ research profile and capacity. In this first year, we anticipate using funds to expand research related to our Knowledge, Labor and the Economy theme, as well as to point out policy implications arising from our new initiative on caring labor. The Center will consider other proposals in areas related to state’s economy and labor.
primarily in two cities, one in the north and one in the south of the country, in order to trace the remnants of differing northern/southern identities in the wake of Vietnam’s conflicts with both France and the U.S. He also asked about the evolving sense of class difference that the Vietnamese have as new employment opportunities emerge in their developing economy. Eventually, Warren plans on making his work comparative with Brazil.

Professor Jose Alaniz, Professor of Slavic Languages and Literatures

Alaniz presented a fascinating cultural case study about the work of contemporary hospice nurses in Russia. He discussed the peculiar stresses inherent to this kind of labor. Most importantly, Alaniz examined the lack of appreciation for hospice work in a culture that, until now, appears to have turned a cold shoulder on the pain and suffering of the elderly nearing death. The assumption appears to be that people should die quietly without making their suffering a burden on others. Difficult conditions, poor training, and little cultural support make hospice nursing a low status specialization with few attractions. Alaniz’s talk generated considerable discussion about Russia, about caring labor, and about the institutionalization of death.

January

Lisa Hoffman, Urban Studies, Tacoma Campus

Hoffman read a working draft of her paper, “Managing Labor in Our Neoliberal Times: Educated Workers and Career Planning in Late-Socialist China” to an enthusiastic reception. This colloquia was particularly well attended by the China Studies community from throughout the UW who engaged with great questions and observations about Hoffman’s work. She presented research on the techniques of governing that are used to manage educated employees in late-socialist China, ranging from job fairs and human resource markets, to official discourses that encourage college graduates to end their “dependency” on the state and instead to enterprise themselves in the name of personal success and national strength. An evolving definition of “professional” emerges as the meaning of labor shifts from “duty” to the nation to what Hoffman calls “patriotic professionalism” where “responsible” decisions by employees (vs. state assignees) link career development and post-Mao modernization goals.

February

Margaret Levi & David Olson, Political Science

“Union Democracy Reexamined”

Levi, Olson and their students presented findings from their on-going work on Union Democracy and the ILWU. The ILWU provides a case study in which to test Michel’s famous Iron Law of Oligarchy in Trade Unions, which states that unions will move away from democracy as leaders put their preservation above the rank and file. Although Harry Bridges ruled the ILWU for 40 years, the union’s history demonstrates strong membership involvement in decision making that did not always coincide with Bridges’ desires. Among other things, their research documents the membership involvement in elections and key issues about the mechanization and modernization agreement. They explore labor’s ability to create a racial climate that promotes inclusive democracy. The union democracy project involves several graduate and undergraduate students who have been deeply involved, unearthing documents in ILWU’s archives and analyzing raw data. To date they have produced three posters, and the research is now going into overdrive with a significant grant from NSF that will enable them to compare the ILWU with other unions.

Professor Francis Shor, Department of Interdisciplinary Studies, Wayne State University, Detroit,

“The Political Journey of a Pacific Rim Wobbly”

Shor’s work is important at any time, but was especially significant in light of the Centenary celebration of the IWW in 2005. His paper, “The Political Journey of a Pacific Rim Wobbly” tells the story of the peregrinations of a leading Wobbly organizer, John Benjamin (J.B.) King. His story is emblematic of the global
circulation of capital and labor in the early twentieth century as labor agitators traveled throughout the Pacific Rim. His political journey as a Wobbly from British Columbia led him to participate in several important strikes and key organizing efforts in Canada, New Zealand, and Australia where he was charged with forgery and treason in Sydney and spent four years in jail (1917-1921).

April


Professor Gregory’s presentation in April on The Seattle Civil Rights and Labor History Project was very impressive, starting with the audience. The best attended of any of the colloquia during the year, Jim was able to draw people from the university community, from LELO and the UCWA, from the Filipino activist community, and the broader labor community. The website that this project is producing is incredibly rich and speaks for itself. Check it out at http://faculty.washington.edu/gregory/civilrights/ and also see Jim Gregory’s update on this working group elsewhere in this newsletter.

May

Nick Velluzzi, Geography Graduate Student

“Where The Pen Hits The Road: The Labor Market And The Role Of Secrecy In The California Automotive Design Industry”

Velluzzi is organizing data from his recent trip to California where he studied the role of a private art design school in shaping the distinctive labor market of car designers. Drawing from the work of Chris Benner, he is examining how labor intermediaries operate, and the effect they have on local economies. The design school, which is privately run, enrolls students from all over the world, and helps to place them almost as widely, although Velluzzi is especially interested in their relationship to the local auto manufacturers. The instructors from the school are, themselves, active in the industry, and thus often in a position to recruit students to their employers. Nonetheless, the labor market for designers is heavily influenced by a desire to maintain secrecy regarding car designs. Thus, the pattern of cooperation in establishing curriculum for the school, coupled with a desire to maintain proprietary information produces a system in which newly trained designers encounter exceptionally high barriers to entry, which in turn generates spillovers that are captured by other local labor markets servicing related industries in the Southern California region. Discussion at the seminar focused on differences between worker and employer dominated employment and training institutions.

Kim Voss, Chairman in Sociology, University of California, Berkeley


Voss is an internationally recognized scholar, especially known for her book, The Making of American Exceptionalism, The Knights of Labor and Class Formation in the Nineteenth Century. In this seminar, Voss turned her attention to issues of contemporary union leadership. Unlike previous leadership, Voss examines how the life projects of individuals shaped their involvement in unions and how those projects changed over time. Drawing on a database of over 90 interviews conducted decades earlier, Voss and her colleagues were able to find, identify and re-interview more than 60 individuals still in union leadership positions. Particularly intriguing is the extent to which current union leadership appears not to have been recruited from the rank and file, but rather appears to have been drawn into the labor movement after significant political activism around Civil Rights or Viet Nam. Due to their social movement orientation, they tended initially to see unions a vehicle for broader social change. Voss examined three other types of leaders whom were variously motivated by projects directed towards community leadership, building their own careers, or union builders. Both social movement and community leaders were more frequently from backgrounds that involved college education, middle class, upbringings, and outside activism. Over time, Voss says, there was a pattern of adaptation or exit, so that leaders motivated primarily by community concerns, or their own careers tended to become union builders. This pattern was also true with regard to social movement leaders, although less so, as more such leaders either remained committed to social movement projects or they made their exit from union leadership.

continued from FARMWORKER HISTORY

At the first event held at the UW, Seattle, Rosalinda Guillen, Maria Cuevas, Emma Zavala Suarez and Rebecca Saldana discussed their personal ties to and memories of the farm worker struggle for justice in the UFW generally, and specifically at Chateau Ste. Michele. At the second two events, Lupe Gamboa, Rosalinda Guillen and Maria Cuevas led discussions with professors, community members and MEChA students in Yakima and Pullman. Discussion topics ranged from taking pride in coming from a farm worker background, to the necessity of structuring agricultural work to reflect the value that producers (both farm workers and farmers) bring to their local and larger communities. Additionally, students and community members discussed how governmental and non-governmental organizations, and the general public can support the current struggle of farm workers by including farmworkers in discussions of sustainable communities and health and safety issues, supporting fair trade products, and sharing information with local area organizations.

While the web site is still a work in progress, it was a welcome resource for community members, students and teachers alike. The UFW in Washington State Oral History Project will continue under the supervision of Professor Jim Gregory as part of the Seattle Civil Rights and Labor History Project.
IWW CELEBRATED AT THE INAUGURAL FESTIVAL OF WORKER’S CULTURE

– Ross Rieder, President of the PNLHA and Janet Stecher, Director of the Seattle Labor Chorus

A ll during the Presidents Day Weekend, February 2005, the Seattle Labor Temple was ringing with the good vibrations of song and substance. The Festival of Workers’ Culture (AFWoC) attracted about 160 trade unionists, including IWW members. Everyday folks and comrades enjoyed the great display table and partook of food for the soul.

It may appear that conference planners named the conference after a well-known duck, but that’s not true. What we had in mind was the celebration of workers’ art, poetry, drama, social consciousness and struggles—including a special emphasis on the centennial of the Industrial Workers of the World. This was an examination of how several significant principles of the IWW manifested historically and how they manifest today—such things as free speech, the inclusion and empowerment of immigrant workers and the use of popular culture in organizing.

A key to the success of the conference was the Seattle Labor Chorus, both for their limitless staffing contributions and their musical performances. Conducted by Janet Stecher, and joined by Vancouver’s Solidarity Notes, with director Earle Peach, the choruses energized the Sunday morning session with “The Wobbly Hymnal”. Using lovely four-part harmony arrangements of the traditional hymns the IWW borrowed for some of their best songs, messages with punch and heart did justice to the music and the spirit of the gathering.

Another highlight was John O’Connor’s narrative musical, HOLD THE FORT. O’Connor came from his job as an organizer for the nurses union in New York to perform some of the great songs associated with the Pacific Northwest.

A sampling of the workshops shows why there was so much inspiration at AFWoC: Workers Stories/Workers Lives, a Wobbly-era theater piece, the Librarian as Cultural Worker, Racism and Labor. Throughout the conference, participants enjoyed the Arts Exchange sessions where they shared songs and stories from their own cultures.

The entire event climaxed with a well-attended Sunday night public concert where both our invited guests and festival participants performed.

The primary sponsors of the festival were the Pacific Northwest Labor History Association, RiseUp! Productions and the Seattle Labor Chorus. In addition, the conference was supported financially by contributions from the British Columbia PNLHA, American Income Life, Amalgamated Transit Union 587, SPEEA, IFPTE 17 & 2000, Labor Heritage Foundation, Charles Gust, UW Harry Bridges Center for Labor Studies, Washington American Postal Workers Union, Greater Seattle American Postal Workers Union, King County Labor Council, AFL-CIO, International Association of Fire Fighters, Lakewood 1488, Office and Professional Employees Local 8, Larry Kenney and the International Union of Painters and Allied Trades, DC 5.

In the meantime inadequate funding has too often pitted students against faculty over tuition increases. Students who do succeed in attending our state’s colleges and universities increasingly find themselves taught by a faculty hired on a contingent basis characterized by substandard pay and working conditions. Discussion at the forum focused on how faculty can organize around quality for students and fair treatment for themselves.

The second panel examined organizing issues at the Central and Western Washington Universities. The faculty at Central has already voted for union representation and is developing a negotiating relationship with a new administration after years of strife. Keith Lewis discussed how a divided faculty has been brought together to form a bargaining team. That team, says Lewis, will simultaneously seek better conditions while insisting upon faculty who produce quality work in their disciplines. The organizing drive at Western, however, appears to be in a contentious phase because the administration seeks to exclude crucial members of the faculty—most part-timers and most department heads—from the bargaining unit. The faculty has achieved solidarity in resisting such administrative offensives.

Together the two panels illustrated the dynamics of faculty organizations in their drives for recognition, in their politics and in their bargaining. Higher education instructors are “professional” employees, a group that has traditionally seen themselves as unlike blue-collar workers who need unions to protect themselves. In the past decade or more, we have seen more and more professionals turning away from this false distinction. Faculty, as professionals serving the larger community, are demonstrating that protection of their interests also protects the public’s interests.

➢ continued from FACULTY ORGANIZATION

to academic freedom, poorly designed systems of accountability, privatization, and a staffing crisis that simultaneously undermines faculty rights and student education. Not only is higher education in the state threatened by a non-competitive salary system, but here, as elsewhere, faculty consider themselves under attack for exercising their authority in the classroom. States across the union are considering bills of academic rights that would require universities to make conservative viewpoints more prominent. Such proposals threaten professional autonomy with a new and politicized oversight. Washington State’s legislature has been considering another form of accountability called “performance contracts” that define graduation and research targets for institutions without guarantee of secure funding even if targets are met.

In the meantime inadequate funding has too often pitted students against faculty over tuition increases. Students who do succeed in attending our state’s colleges and universities increasingly find themselves taught by a faculty hired on a contingent basis characterized by substandard pay and working conditions. Discussion at the forum focused on how faculty can organize around quality for students and fair treatment for themselves.

The second panel examined organizing issues at the Central and Western Washington Universities. The faculty at Central has already voted for union representation and is developing a negotiating relationship with a new administration after years of strife. Keith Lewis discussed how a divided faculty has been brought together to form a bargaining team. That team, says Lewis, will simultaneously seek better conditions while insisting upon faculty who produce quality work in their disciplines. The organizing drive at Western, however, appears to be in a contentious phase because the administration seeks to exclude crucial members of the faculty—most part-timers and most department heads—from the bargaining unit. The faculty has achieved solidarity in resisting such administrative offensives.

Together the two panels illustrated the dynamics of faculty organizations in their drives for recognition, in their politics and in their bargaining. Higher education instructors are “professional” employees, a group that has traditionally seen themselves as unlike blue-collar workers who need unions to protect themselves. In the past decade or more, we have seen more and more professionals turning away from this false distinction. Faculty, as professionals serving the larger community, are demonstrating that protection of their interests also protects the public’s interests. ■
WORKING GROUPS

WORKING GROUP ON UNION DEMOCRACY RE-EXAMINED

— John Ahlquist

The 2004-05 academic year was an extraordinarily fruitful one for the Working Group on Union Democracy Re-examined. The working group, funded by the Harry Bridges Center for Labor Studies, was formed by professors David Olson and Margaret Levi (Department of Political Science) in collaboration with HBCLS Visiting Committee members Ron Magden (waterfront historian), Gene Vrana, and Joe Wenzl (both from the ILWU). Student members of the 2004-5 “team” included John Ahlquist and Todd Tavares who are Harry Bridges recruits to the political science graduate program; Gillian Murphy who was the first recipient of the “Marty” Duggan Fellowship in Labor Studies; Nowell Bamberger, Adam Goodwin, and Natalie Quist all of whom won Jugum Scholarships; and Randy Eng who has been with the team since its initiation three years ago. It integrates cutting-edge research into democratic decision-making in labor unions with graduate training, undergraduate education, and dialogue between academics and members of the labor movement.

The working group has initially focused on the internal democratic practices of the International Longshore and Warehouse Union (ILWU), examining key issues in the Union’s 70-year history. This work has led to the creation of three educational posters about ILWU history, governance, and rank and file participation. The team gave poster presentations to ILWU Local 19 activists and retirees, and several ILWU locals have requested copies for their own internal educational purposes. The posters can be viewed at the working group website (address below) and copies are available for purchase through the HBCLS.

Levi and Olson gave a presentation on “Rank and File Democracy: Traditions and Trends of the Longshore Division” at the ILWU Education Seminar sponsored by the ILWU in Palm Springs, CA in fall 2004. Olson is doing a follow-up in fall 2005 at the LEAD Institute with the two new members of the team, Ali Waggener-Boyd and Julianna Rigg, helping him. Also emerging from the working group were several exceptional undergraduate research projects, one of which, “Waterfront Unionism in Seattle and Tacoma, 1887-1958” by Nowell Bamberger, will be awarded one of two HBCLS prizes for best undergraduate paper from the 2004-05 year.

Margaret Levi has now received funding from the National Science Foundation for a multi-year comparative study of the governance and political activism of unions in the United States and Australia. The team is also planning a conference that will bring leading scholars in the study of union democracy and governance to UW in February of 2006.

For further information, see the website: http://depts.washington.edu/ilwu/

RACE, RADICALISM, AND LABOR WORKING GROUP

— James Gregory

The Race, Radicalism, and Labor Working Group brings together UW faculty and HBCLS Visiting Committee members in a variety of research and public education collaborations. We began last year with a preliminary award from the Harry Bridges Center. One of our activities was the “Laboring for Justice: History of the KDP” conference held on October 29, 2004. Vicente Rafael organized the event. Moon-Ho Jung provided one of the key talks. (See pg 4)

In the past year, the Seattle Civil Rights and Labor History Project has been our major focus. This online resource uncovers the linked history of labor and civil rights struggles in the Seattle area. More than 40 activists from the different communities of color have been interviewed for the project and streaming video excerpts from those interviews can be viewed online. In addition there are dozens of research essays and hundreds of photographs, documents, and newsletters. James Gregory directs the project; Trevor Griffey is the project coordinator; other members of the working group serve on the board of advisors. The online project was officially launched in April and was the subject of articles in the Seattle Times and University Week. Find it at www.civilrights.washington.edu

In the year ahead, the working group will continue to work on the Seattle Civil Rights and Labor History Project, adding units on the KDP, the Black Panther Party of Seattle, and the struggle to preserve the International District. We will also be adding content to the online United Farm Workers of Washington State History Project. A conference on the Japanese American movement for redress and reparations is tentatively planned for Winter quarter. A workshop to help teachers use the Seattle Civil Rights and Labor History Project will be organized the summer of 2006. Mike Honey will be developing a Tacoma labor and civil rights history website.

The working group consists of Visiting Committee members Guadalupe Gamboa, Bob Hasegawa, Verlene Jones, and Ron Magden along with Rashmi Chilka, Erasmo Gamboa, James Gregory, Michael Honey, Moon-Ho Jung, Vicente Rafael, Illeana Rodriguez-Silva, and Nikhil Singh. Trevor Griffey is the Research Assistant.

University of Washington • Volume 12 • Fall 2005 9
save on salary. They are doing it because they can often get better-skilled and more productive people than their American workers. … In the international competition to have the biggest and best supply of knowledge workers, America is falling behind.”

Yet, education alone is unlikely to continue to guarantee the future of American workers. Even if we assume that America can be coaxed into making the investments required, it is hard to envision how the current structure of the economy could accommodate a massive infusion of new knowledge workers. Knowledge workers plan, conceive, repair, analyze, bargain, engineer, invent, manage and consult. How much knowledge work does any economy need? The reality is that our economy’s turn to the service sector has created opportunities for some knowledge workers, but is also requires a substantial increase in the number of people providing personal services.

Unfortunately, future work will likely fall into the personal service domain. Unfortunately, as noted at the Harry Bridges Labor Center’s Spring Caring Labor conference, such work is frequently demeaned and underpaid. Nancy Folbre explained to attendees the need to find and adopt a high road strategy for improving both the quality of personal care services as well as the working conditions in which they are provided. Upgrading other services, like house cleaning, restaurant work, or retail clerking constitute an even bigger challenge.

In our post-industrial economy only college graduates—the bedrock of the knowledge industry—have succeeded in preserving their status and increasing their earnings. Over the last 35 years, the wages of those who stopped schooling at high school have been flat, at best. Incomes among college graduates, nonetheless, mask very substantial inequalities according to student degrees. For example, one major study showed that male engineering and pharmacy graduates earned seventy percent more than those in performing arts. Median incomes for students in technical fields are typically thirty percent greater than those for recent liberal arts graduates.

More concerning is the fact that the cost of seeking the good life through higher education is high. Tuition, board and fees at elite institutions approach forty thousand dollars per year. Meanwhile, as state aid falters, tuition inflation at public institutions has skyrocketed. Currently, thirty percent of the workforce possesses an undergraduate degree, meaning that a substantial expansion in this percentage of college graduates will necessitate considerable public funding.

Rapid enrollment expansion will increase the likelihood that baccalaureates may suffer the same decline affecting high school graduates. It was just 50 years ago that high school graduates were considered an educational elite. But as college has become more prevalent those degrees don’t count for very much anymore. There is some evidence that college graduates already understand this as one third of them have found it necessary or advantageous to procure post-baccalaurnate degrees.

Enrollment patterns suggest a game of educational leapfrog in which advanced credentials become essential to distinguish individual job aspirants from the rest of the pack. However, what works for an individual may not be so productive for an entire economy. While education may be valued for its transformative capacity, we have few reliable measures to show how it raises worker productivity. Knowledge work usually occurs in teams producing services that are not standardized and therefore not readily measured.

Assuming that knowledge workers can maintain high earnings, their working conditions have nonetheless become a source of concern. There is an alarming trend toward longer hours as many professionals virtually eat and breathe their jobs 24/7. In the absence of objective measures of performance, salaried work is often rewarded haphazardly. What unions called cronyism or favoritism, is often justified to employees as the reward for “teamplayers.” For older white-collar workers, especially, it is difficult to make career changes once they have invested everything they have in a particular employer or career.

That is just where we stand today. Looking into the future, we can anticipate immense productivity improvements as the PC, the TV, and the phone are integrated. Not only will this reduce manufacturing employment, it will eliminate more jobs in entertainment and media. These changes are just beginning.

As scientists learn to decode genetic information it is being harnessed to redesign species that can do our work for us. Whether computer scientists and psychologists will ever achieve artificial intelligence is not important because intelligent systems using imitations of human senses are already expanding the capacity of automated systems to troubleshoot and analyze production problems.

Economists, and I am one, argue that human wants are insatiable, so that there is no limit to the work that can be done. That is pretty nearly true. Unfortunately, it is the distribution of income that applies the brakes to meaningful employment. As we move towards the future, labor will have to ensure that the income from the potential supply of goods and services is widely distributed. If income continues to be concentrated among the few firms that control our production and distribution networks, then the rest of us will be consigned to jobs that amount to waiting on the elite, hand and foot. As presently organized, labor has limited ability to organize this new network of personal service providers.

Because the possibilities are so fantastic, workers must set their course for the future with as full an understanding of technology’s potentials and pitfalls as possible. To assist in this task, the Harry Bridges Center for Labor Studies will make its theme this year “Knowledge, Labor and the Economy.”

Much of our concern about the future involves classic questions: Will there be enough work for everyone? Will workers be empowered or imprisoned by new technologies? Will the potential wealth from new technology be spread broadly or narrowly? But there are also new questions that require answers. In particular, we will want to know how and whether technology can overcome the resource scarcities that have pitted one society against another. A second more ominous question is whether we need all the people we have?

The past can never be our only guide to the future, but already current trends provide strong hints of the huge changes in store. Virtually any technological change can be harnessed to promote prosperity or totalitarianism, and sometimes both. Ultimately, labor’s strategies must depend upon the visions we employ to guide us.
Between 1900 and the 1970s, twenty million southerners migrated north and west. Weaving together for the first time the histories of black and white migrants, Jim Gregory traces their paths and experiences in a comprehensive new study that demonstrates how this regional diaspora reshaped America by “southernizing” communities and transforming important cultural and political institutions.

Challenging the image of the migrants as helpless and poor, Gregory shows how both black and white southerners used their new surroundings to become agents of change. Combining personal stories with cultural, political, and demographic analysis, he argues that the migrants helped create both the modern civil rights movements and modern conservatism. They spurred changes in American religion, notably modern evangelical Protestantism, and in popular culture, including the development of blues, jazz, and country music.

In a sweeping account that pioneers new understandings of the impact of mass migrations, Gregory recasts the history of twentieth-century America. He demonstrates that the southern diaspora was crucial to transformation in the relationship between American regions, in the politics of race and class, and in the roles of religion, the media, and culture.

“The Southern Diaspora establishes a new standard for studies of internal migration in the United States. Gregory has brilliantly set black and white southern migrations in an intelligent and informed conversation with one another – not to argue that they are part of the same process, and not simply to compare them, but to show a relationship between them, and a larger relationship to other social, political, economic, and cultural forces.” —James Grossman, author of Land of Hope: Chicago, Black Southerners, and the Great Migration

Jim Gregory is professor of history at the UW and director of the Seattle Civil Rights and Labor History Project. He is author of the award-winning American Exodus: The Dust Bowl Migration and Okie Culture in California.

Democracy at Risk: How Political Choices Undermine Citizen Participation, and What We Can Do About It


Voter turnout was unusually high in the 2004 U.S. presidential election. At first glance, that level of participation—largely spurred by war in Iraq and a burgeoning culture war at home—might look like vindication of democracy. If the recent past is any indication, however, too many Americans will soon return to apathy and inactivity. Clearly, all is not well in our civic life. Citizens are participating in public affairs too infrequently, too unequally, and in too few venues to develop and sustain a robust democracy. This important new book explores the problem of America’s decreasing involvement in its own affairs.

Democracy at Risk reveals the dangers of civic disengagement for the future of representative democracy. The authors, all eminent scholars, undertake three main tasks: documenting recent trends in civic engagement, exploring the influence that the design of political institutions and public policies have had on those trends, and recommending steps that will increase the amount and quality of civic engagement in America. The authors focus their attention on three key areas: the electoral process, including elections and the way people get involved; the impact of location, including demographic shifts and changing development patterns; and the critical role of nonprofit organizations and voluntary associations, including labor unions.

This important project, initially sponsored by the American Political Science Association, tests the proposition that social science has useful insights on the state of our democratic life. Most importantly, it charts a course for reinvigorating civic participation in the world’s oldest democracy.
**Grants and Prizes**

All of these winners will be honored at our annual awards celebration on Sunday, October 16th, 2005 from 2-5 pm in the Walker-Ames room of Kane Hall on the UW Seattle campus. Feel free to attend and offer your congratulations to these outstanding contributors.

**Martin and Anne Jugum Scholarship**

Each year the HBCLS gives one-year full tuition scholarships to one or two outstanding undergraduates who exhibit a commitment to labor research or practice. These awards are named after longtime International Longshore and Warehouse Union member and leader Martin “Jug” Jugum and his wife Anne.

The 2005-06 winner of the Jugum Scholarship is Rachel Taber who writes, “The study of labor is something that should never be separated from labor action. I have learned that knowledge is power, but only when it is put to use. I decided to major in Economics and Political Science and minor in Labor Studies because I know this type of knowledge would empower me in the organizing that I do (and plan to continue) in the labor movement and the global justice movement.”

**Martha H. Duggan Fellowship in Labor Studies**

This Fellowship was created in 2004 to honor the memory of Martha H. Duggan. Marty provided essential support to her husband, Robert Duggan, as he pursued his studies for a law degree. Marty and Bob were both staunch supporters of the Harry Bridges Center for Labor Studies because I know this type of knowledge would empower me in the organizing that I do (and plan to continue) in the labor movement and the global justice movement.

The 2005-06 winner of the “Marty” is Ali Waggener Boyd from the Department of Political Science. She writes, “Like many caring labor scholars and activists, I became interested in the subject of caring labor through personal experience. Living abroad gave me insight into the way other cultures and countries approach the subject of caring labor. I noticed the great impact that caring labor laws and policy had on social arrangements around caring labor, on who provides care and how it gets valued. While the US devotes great time and press to the discussion of ‘family values,’ the almost total absence of caring labor policy in the US is paradoxical and urgent. Thus for the past two years, I have been engaged in research on caring labor. Specifically, my work includes theorizing about what counts as ‘work’ and who counts as a ‘worker’, and comparing the US paid care leave movement itself, and the supporters and opponents of that movement, to those of other countries.”

**Best Paper Prizes**

The HBCLS holds as annual competition for the best Labor Studies papers written in the previous year by both undergraduate and graduate students. The author(s) of each paper is awarded $250. For the 2004-05 year, we had two unusual situations. The competition among undergraduates was so stiff that we awarded two prizes, and the best graduate paper was co-authored. The winners and their papers are:

**Graduate**

Elizabeth Hirsch and Sabino Kornrich from the Department of Sociology for “The Context of Discrimination: Workplace Conditions, Institutional Environments, and Race and Sex Discrimination Charges”

**Undergraduate**:

Nowell Bamberger for “Waterfront Unionism in Seattle and Tacoma 1887-1958”

Simeon Man for “Labor, Culture, and the Roots of an Asian American Radical Tradition: The Case of Filipino Workers during the Interwar Years”

**Research Grants**

Each year the HBCLS holds a competition to provide research grants of up to $2500 for faculty and graduate students doing work in Labor Studies. For the 2005-06 year, the Center awarded grants to six graduate students and one faculty person. In addition, the Center is funding research through the “working groups” program. Two “working groups,” one on Union Democracy and one on Race, Radicalism and Labor are fully funded for the 05-06 year. You can find descriptions of the work being done in these groups on page 9. The winners of individual research grants are below:

**Faculty**

Elizabeth Kier, Department of Political Science, “Victory through Justice: Mobilizing Labor for Total War”

This project explores the effectiveness of different state strategies to gain labor’s compliance with the war efforts during both world wars. Kier will be affiliated with the Danish Institute for International Studies in Copenhagen for the 2005-06 year and will be taking research trips to London and Paris to consult the archives of French and British labor organizations there.

**Graduate Students**

Ann Bonds, Department of Geography, “Punishment and Profit: The Politics of Prisons and Neoliberal Restructuring in the American West”

Despite the consistent downtrend in crime rates, escalating incarceration rates and a burgeoning prison population within the US have facilitated a remarkable expansion of the prison industry, thereby creating a potential economic “opportunity” for rural areas in the American West. In fact, many rural communities have taken to actively recruiting prisons – public, private, or both - in order to stimulate local economic growth and to counter the intensifying poverty, employment and income effects of neoliberal restructuring, deregulation, and state disinvestment. My research on prison growth in the rural American West brings together industry analysis with in-depth qualitative research in order to document the role of the prison industry in rural communities in the American West and to explore the ways in which prisons have been embraced, contested, or resisted by various members of the community. In particular, I am interested in the labor and social implications of rural prison growth as a means

Following the end of WWII San Franciscans engaged in their own version of a nationwide process of renegotiating the relationships between economic growth, racial opportunity structures, and democratic rights. Labor was a central actor in this complex process. San Francisco’s union movement made significant gains during the New Deal and WWII, and in the postwar periods labor leaders such as the ILWU’s Harry Bridges were integrated into the formal decision-making process of local government. By conducting research at four major archives in the San Francisco Bay Area, I will be able to probe the construction of new urban forms and politics during the postwar decades with a focus on labor, Civil Rights, and neighborhood activism.

Rose Ernst, Department of Political Science, “Standing at the Crossroads: Intersectional Roots, Realities, and Responses of the Welfare Rights Movement to Racial Frames”

This project explores how the contemporary welfare rights movement has responded to the development of discourse about “work” that is driven by intersecting race, gender and class identities. The research should contribute not only to the growing body of literature on intersectionality in terms of race and gender, but also to understandings of how contemporary social justice movements grapple strategically with addressing questions of women, poverty and what “counts” as work. The primary focus of the research is qualitative, centered particularly on state-level case studies of individual welfare rights organizations. The HBCLS grant will support two case studies of state organizations in Alabama and Missouri to conduct interviews, collect data from these groups as well as contextual documentation available in these states.

Maria Fannin, Department of Geography

My dissertation examines the geographies of reproductive health care in Canada and France focusing specifically on the practice of Midwifery. The practices and politics of midwifery are crucial to understanding the shifts by governments in both Canada and France toward the increasing economic and social “privatization” of the costs of social reproduction. I demonstrate how the efforts by governments in France and Canada to downsize, deregulate, or rationalize portions of the healthcare systems in response to neoliberal economic rationalities get worked out on ‘the ground’ in the practices, space, and commonsense understandings of reproduction, and more specifically childbirth.

Kate Quinn, Educational Leadership and Policy Studies, College of Education, “Socializing Future Faculty to the Norms of Work and Family in Academe”

I am interviewing graduate and professional students at the University of Washington-Seattle about their experiences balancing work and family in graduate or professional school. My goal is to understand the process of socialization regarding work and family so that modifications can be recommended to create a supportive environment for all graduate and professional students, even those balancing family and work in addition to their studies. At this stage in the research, socialization to the norms of work and family in academe is generally defined as how graduate and professional students learn about the appropriateness of balancing work and family in academic careers, including perceptions of what it takes to be ‘successful’ as a faculty member at a major research institution. The large number of volunteers for the study (over 50 in the first two weeks!) indicates the timeliness and importance of this topic.

Joseph Wycoff, Department of History, “Disciplining the Managerial Subject: Discourses of Political Economy in the United States, 1820-1920”

This project focuses on the role of print media in the dissemination of business practices in the history of American business management, including management-labor relations. My goal is to interpret the development of managerial practices in American business as a product of class-consciousness generated by 19th century print media and employer organizations. While there are increasing numbers of scholarly works on individual business corporations and their labor relations, the history of employer organizations and business-oriented print media is relatively unexplored using the methods of analysis in labor studies.

Distinguished Supporter Awards

Each year the Standing Committee of the HBCLS chooses several individuals as distinguished supporters. One award goes to a retired University of Washington or regional faculty or staff member. The other is for a significant community supporter. These awards recognize those whose leadership secures the Harry Bridges Chair and the Harry Bridges Center for Labor Studies. We could not do our work without them, and would not exist in our current form, or continue to grow in their absence. The 2005 winners are:

Robert Duggan Distinguished Supporter of Labor Studies

Steve Conway, HBCLS Visiting Committee member, Washington State Representative from the 29th District, Chair of the Commerce and Labor Committee, and Secretary-Treasurer, United Food & Commercial Worker’s Union, Local 81, was the key figure in securing state legislative funds for the HBCLS for the first time in the 2004-06 biennium budget. Turn to p. 2.

Distinguished Faculty Award, 2005

David Olson, inaugural holder of the Harry Bridges Chair and member of the Department of Political Science from 1974 until 2005, was instrumental in creating the Harry Bridges Center for Labor Studies. Turn to p. 2.
Autumn, 2005

Hiring Hall Forum: The Center will sponsor a forum on hiring halls: their past, their successes and most important, their relevance in today’s labor market. Especially in light of the shakeup in the AFL, it is even more important to be clear-eyed about the applicability of hiring halls as a vehicle for organizing casual laborers. It has been suggested that there is no such thing as a bad job, only bad wages and conditions. Can the hiring hall make this true for more workers? Representatives from a number of unions, as well as non-union labor organizations such as Casa Latina, will participate.

Winter, 2006

Union Democracy Conference: In February, the Union Democracy Reexamined working group will put on a major conference, bringing leading scholars in the study of union democracy and governance to the UW. See page 9.

Conference on the Japanese American Movement for Redress and Reparations: Tentatively scheduled for the Winter, 2006 quarter, this event is being developed by the Race, Radicalism and Labor working group. See page 9.

Spring, 2006


For more information, call or email Peter Kardas at Evergreen's Labor Center (360-867-6526; kardasp@evergreen.edu) or Ross Rieder at the PNLHA (206-524-0346; pnlha1@aol.com)

Labor Studies Colloquia Series:

Building on the success of this series from last year, we will sponsor talks once or twice a month by outstanding Labor Studies scholars (both faculty and graduate students) from the UW and beyond. For the 2005-06 year, we are planning these talks for Wednesday afternoons from 3-4:30. All the talks listed below are co-sponsored by the International Studies Program of the Jackson School, except Honey and Kelling.

• February 1st: Elizabeth Salas
  Mexican immigrants in British Columbia.

• February 15th: Maureen Hickey
  Taxi Drivers in Bangkok.

Currently unscheduled:

• Brian Mello,
  Labor movements in Turkey, England, and the US

• Matt Sparke,
  Labor in the Global Economy

CHANGES IN THE HBCLS VISITING COMMITTEE

This year the Center is saying goodbye to Norie Sato, who has been a member of the VC since 1993. A celebrated local artist, Norie was instrumental in bringing to fruition the display of Allan Sekula’s Fish Story at the Henry Art Gallery in 1997. Norie herself has contributed a collection of installations spread throughout the UW Bothell and Cascadia Community College campus including a large plaza formed roughly into the shape of an open book. A picture of Norie’s work is shown here.

The Center is thrilled to welcome two new members to our Visiting Committee this year, Harry “the Horse” Hilliard, retired from the ILWU Local 23, and longtime friend to Philip Lelli, and Ross Rieder, President of the Pacific Northwest Labor History Association.
The Harry Bridges Center for Labor Studies is committed to honoring the legacy of one of the preeminent labor leaders of the U.S., the late Harry Bridges, outstanding founder and leader of the International Longshore and Warehouse Union. The Bridges Center has provided funding for exciting student initiatives, scholarships, grants, academic research, and other labor-related events. We need your support to continue to provide these valuable opportunities and resources to the community.

Return this form to:
Sarah Laslett, Director
Harry Bridges Center for Labor Studies
University of Washington
Box 353530
Seattle, WA 98195-3530

Phone: (206) 543-7946   Fax: (206) 543-9541   email: pcls@u.washington.edu

All contributions are tax-deductible*, and contributions of any amount are acceptable. If you do not wish to contribute at this time, but would like to be added to our mailing list, please fill out and return the address portion of this form.

Please indicate to which fund you would like to contribute:

<table>
<thead>
<tr>
<th>☐ Martin and Anne Jugum Endowed Scholarship</th>
<th>☐ Harry Bridges Endowment</th>
<th>☐ Bridges Discretionary Fund</th>
<th>☐ Martha Duggan Endowed Fellowship</th>
</tr>
</thead>
<tbody>
<tr>
<td>This fund supports students interested in labor issues, preparing new leaders in the labor community</td>
<td>This fund supports the Harry Bridges Center for Labor Studies, the primary function of which is to promote teaching and research for and about labor.</td>
<td>This fund supports the annual awards presentation, faculty book launches, and special projects and celebrations.</td>
<td>This fund provides support to an outstanding graduate student who studies or has engaged in caring labor.</td>
</tr>
</tbody>
</table>

Name(s):
Affiliation:
Address:

Phone, Fax, and email:

☐ I/we enclose a total contribution of $_________ payable to the University of Washington Foundation.

☐ I/we would like to make our payment by VISA/Mastercard/American Express.

Account #: _____________________________________________________________ Exp. Date: ___________________________

Signature: ____________________________________________________________

☐ My/our gift will be matched by: ________________________________________ (organization name)

(In order to receive matching-gift credit, your and/or your spouse’s organization’s matching-gift form must be enclosed with each gift or pledge payment. Many organizations match their retirees’ gifts)

*Your gift is tax-deductible as specified in IRS regulations. Pursuant to RCW 19.09, the University of Washington is registered as a charitable organization with the Secretary of State, State of Washington. For more information, call the Office of the Secretary of State, 800-332-4483.

Thank you for your support of the Harry Bridges Center for Labor Studies.
Building Bridges is the annual newsletter of the Harry Bridges Center for Labor Studies, distributed every autumn. Additional copies are available upon request.

To be on our mailing list or to receive further information, contact:

Harry Bridges Center for Labor Studies
University of Washington
Box 353530
Seattle, WA 98195-3530
Phone: (206) 543-7946
Fax: (206) 543-9541
pcls@u.washington.edu
http://depts.washington.edu/pcls

**Center Staff & Administration**
Dan Jacoby, Harry Bridges Chair
Sarah Laslett, Director
Angelita Chavez, Undergraduate Assistant

**Standing Committee**
James Gregory
Vicente Rafael
George Lovell
Mark Smith

**Visiting Committee**
Rick Bender
Steve Conway
Kim Cook
Robert Duggan
Guadalupe Gamboa
Jean Gundlach
Jon Halgren
Larry Hansen
Bob Hasegawa
Michael Herschensohn
Harry Hilliard
Ken Jacobsen
Verlene Jones

**Bridges Chairs Emeriti**
David Olson
Charles Bergquist
Margaret Levi
Michael Honey

Joanne Jugun
Ian Kennedy
Ronald Magden
Rudy Martinez
Ross Rieder
Robert Rogers
Lila Smith
Diane Sosne
Eugene Vrana
Steve Williamson
Joe Wenzel
Diane Zahn

**INSIDE THIS ISSUE**
MESSAGE FROM THE CHAIR .................. 1
FACULTY ORGANIZATION ..................... 1
WA UFW HISTORY WEB SITE .................. 1
DAVID OLSON RETIREMENT
AND STEVE CONWAY AWARDED ............... 2
CARING LABOR .............................. 3
KDP CONFERENCE ............................ 4
AFL-CIO SPLIT .............................. 5
NEW LABOR STUDIES FILM .................... 5
STATE FUNDING ............................. 5
COLLOQUIUM SERIES ......................... 6
IWW WORKER’S CULTURE FEST ............... 8
WORKING GROUPS ........................... 9
BOOK LAUNCHES ............................. 11
GRANTS AND PRIZES ......................... 12
CALENDAR OF EVENTS 2005-06 ............. 14
HBCLS VISITING COMMITTEE ............... 14

Harry Bridges Center for Labor Studies
University of Washington
Box 353530
Seattle, WA 98195-3530

65-4294