

**LABOR
EDUCATION
PROGRAM**

"If capitalism is fair then unionism must be. If men have a right to capitalize their ideas and the resources of their country, then that implies the right of men to capitalize their labor."

- Frank Lloyd Wright

LABORLINE NEWSLETTER

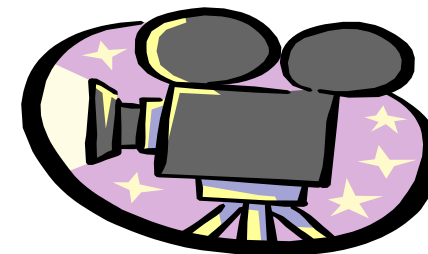
INSTITUTE FOR ECONOMIC ADVANCEMENT / COLLEGE OF BUSINESS

October Film Fest Features Quality Union Flicks

The 2004 Hot Springs Documentary Film Festival will be held Friday, October 22 - Sunday, October 31 at the Malco theater in downtown Hot Springs. The festival is one of the world's leading showcases of quality documentary films. Three of the films should be of great interest to the labor community - *An Injury to One*, *Valley of Tears*, and *The Corporation*.

tails have taken on a legendary status in the state. There is an abundance of rare archival footage, and the film features lyrics to many traditional mining songs. *Injury to One* will be shown on Saturday, October 23, noon and Tuesday, October 26, 7:00 p.m.

Valley of Tears introduces us to a Mexican-American community of onion field workers in Raymondville, Texas. It's the story of workers fighting for change and dignity through civil rights and labor struggles. The film covers a late 1970's strike among the onion pickers and then brings us forward, 20 years later, as the Mexican-Americans now have a majority in the community and have begun to self-govern and remake the town on fairer terms.



An Injury to One is a compelling glimpse of a volatile moment in early 20th century American labor history: the rise and fall of Butte, Montana. It chronicles the growth of the power over the community of Butte, Montana and the mysterious death of Wobbly organizer Frank Little. It is a story whose grisly de-

Finally, there's *The Corporation*, a fact-filled assault on business power. Corporations have gained government-like power with all the privileges of individuals but none of the social responsibilities.

- Randy Wright

Upcoming Seminars

Bargaining Health Care Benefits

**Holiday Inn Airport, LR, AR
December 2 - 3, 2004**

Local Union Presidents' School: Key Issues Facing Local Unions

**Holiday Inn Airport, LR, AR
January 28 - 29, 2005**

**Union members are invited.
See enclosed flyers for details.**

All seminars are presented in cooperation with the Arkansas AFL-CIO.

Schedule of films:

<i>Injury to One</i>	Sat, Oct 23, noon
	Tue, Oct 26, 7:00 p.m.
<i>Valley of Tears</i>	Tue, Oct 26, 11:35 a.m.
	Sun, Oct 31, 10:05 a.m.
<i>Corporation</i>	Mon, Oct, 25, 6:20 p.m.

UPCOMING SEMINARS

• **Bargaining Health Care Benefits**

December 2 - 3, 2004

• **7th Annual Local Union Presidents' School**

Key Issues Facing Local Unions

January 28 - 29, 2005

*LEP course descriptions and services can be found on the LEP web site at <http://www.iea.ualr.edu/lep>
For more information call the LEP office at 501-569-8483*

Meet Denise Leeson-Provost & Monica Bielski

The Labor Education Program has filled the gaps left open by the departures of Grainger Ledbetter and Gretchen Watson. The new staff personnel are Monica Bielski a Labor Education Specialist, and Denise Leeson-Provost, a Workplace Skills Program Developer.

Monica hails from a union family and grew up in Youngstown, Ohio, a once prosperous steel-producing city with a strong working-class tradition. She studied labor studies and government at Oberlin College in Ohio and attended graduate school in industrial relations at Rutgers University in New Jersey. In December of this year, she will complete her dissertation and finish her PhD.

Denise Leeson-Provost joined the Workplace Skills Enhancement Program staff in January 2004, bringing 8 years of experience in training and education. Denise earned a MBA from the University of Louisiana at Lafayette in 1992. She is currently seeking funding for a project utilizing radio training for the citizenship exam and anti-discrimination rights established by the Immigration and Naturalization Act. Denise is fluent in Spanish and French.



Denise Provost (L); Monica Bielski (R)

FEDERAL EMPLOYEES AND POLITICS

Can federal employees get involved in politics? The Hatch Act outlines allowed political activity for employees of the federal government. In 1993, Congress passed legislation that significantly amended the Hatch Act and opened up many political activities to federal employees (5 U.S.C. §§ 7321-7326). Under the amendments most federal employees are now permitted to take an active part in political management and political campaigns.

Most federal employees **may**-

- be candidates for public office in nonpartisan elections
- register and vote as they choose
- assist in voter registration drives
- attend political fundraising functions
- distribute campaign literature in partisan elections
- join and be active members of a political party or club
- campaign for or against candidates in partisan elections
- make campaign speeches for candidates in partisan elections
- campaign for or against referendum questions, constitutional amendments, municipal ordinances
- sign nominating petitions
- express opinions about candidates and issues
- contribute money to political organizations
- attend and be active at political rallies and meetings
- hold office in political clubs or parties

Frequently Asked Questions and Answers For Employees Who May Engage in Partisan Political Activity

Question: Can I make a contribution to the campaign of a partisan candidate, or to a political party or organization? *Answer: Yes. A federal employee may contribute to the campaign of a partisan candidate, or to a political party or organization.*

Question: If I have a bumper sticker on my personal car, am I allowed to park the car in a government lot or garage, or in a private lot/garage if the government subsidizes my parking fees?

Answer: Yes. An employee is allowed to park his or her privately owned vehicle with bumper sticker in a government lot or garage. An employee may also park the car with a bumper sticker in a private lot or garage for which the employee receives a subsidy from his or her agency.

Question: Can I help organize a political fundraiser?

Answer: An employee is allowed to organize a fundraiser, including supplying names for the invitation list, as long as he or she does not personally solicit, accept, or receive contributions.

Question: May I distribute brochures for a political party to people arriving at a polling place on Election Day?

Answer: Yes. An employee may stand outside a polling place on Election Day and hand out brochures on behalf of a partisan political candidate or political party. For more information online visit http://www.osc.gov/ha_fed.htm.

Labor Education Program

Director

Diane Thomas-Holladay

Union Education

Tom Karson, Labor Education Specialist
Randy Wright, Labor Education Specialist
Monica Bielski, Labor Education Specialist

Workplace Skills Enhancement Program

Mike Gerfen, Coordinator
Laura Miller, Program Developer
Tracey Spencer, Program Developer
Denise Lesson-Provost, Program Developer

Chair, Pam Walker, President, OPEIU L. 105
Vice Chair, Jesus (Chuey) Sanchez, AFGE

National Representative, District 9
Alan Hughes, President, AR AFL-CIO
Jean Lee, Sec.-Treas., AR AFL-CIO
Nancy Baker, President, CWA L. 6507
Candis Collins, District Manager, UNITE-HERE
Leslie Haber, State Director, SEIU L. 100
Jim Denton, International Rep., IBEW
Mike Keen, President, UFCW L. 2008
E. J. Miller, International Rep., CWA-IUE
Jim Oden, International Rep., USWA
Pete Reagan, President, AR IAFF
Clint Harris, International Rep, UAW
Randall Sanderson, Princ. Officer, IBT L. 373
Barry Strange, International Rep., PACE
Darrell Tharp, Business Rep., IAM District W2
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Justice Bus Rides Again

As part of a national research project, LEP has been documenting innovative central labor council activities in our region. In Houston, Texas, the Harris County AFL-CIO Council has created a yearly Justice Bus event, where a bus is filled with union representatives and worker advocates who pay a visit to a few "bad-faith" employers around the city.

Over the past six years the Justice Bus has staged over sixty demonstrations supporting union organizing, contract bargaining and community advocate actions. Council President Dale Worthen and Secretary-Treasurer Richard Shaw say that their Justice Bus provides a tool to bring the labor movement to life, helping unions take their struggles to the public and energizing membership.

Diana Dale, Chair of Houston's Inter-faith Committee for Worker Justice, explains, "It's like street theater. When the bus arrives at a work site, forty to fifty people pile out and confront the employer with an informational picket." She adds that "Management is asked to come out and receive a 'No Justice Here' award - a nicely framed certificate - although they usually decline the offer."

To provide some balance, the Council also gives "Justice Here" awards to employers who build working relationships with their unions.

This year a "Justice Here" award was



The Harris County AFL-CIO "Justice Bus" joins Sheet Metal Workers Local 54 to present a "No Justice Here Award."

presented to management at the Hilton Americas Hotel, newly organized by UNITE/HERE. The hotel agreed to card-check recognition, avoiding a potentially divisive struggle for union representation.



"Justice Here" award presentation.

- Tom Karson

Anti-Discrimination Training in the Schools

US history is full of examples of groups being discriminated against - blacks, Chinese, Native Americans, Irish, recent immigrants, union activists - the list goes on. Most recently, homosexuals have been the focus of hate crimes and legislation restricting the expansion of anti-discrimination laws. The labor movement has worked hard over the years to fight against discrimination of all kinds, recognizing the uniting interests of workers supercede the differences.

Recently, the Arkansas Education Association approached LEP about participating in a Little Rock School District project to provide training for all of its teachers and staff on how to protect gay, lesbian, bisexual, transgender, and questioning students from discrimination and harassment. Lawsuits against school districts around the country spoke to the need for this type of training.

Monica Bielski, our new Labor Education Specialist who has conducted research on gay issues within the American labor movement, is on the plan-

ning committee and was selected to train teachers and staff to prepare them to train the remaining members of the workers at their schools. The teachers all expressed excitement about taking part in this groundbreaking training.

- Monica Bielski and Diane Thomas-Holladay

Arbitration School for IBEW a Big Success

Until you have a few under your belt, presenting an arbitration case can be a daunting, even frightening prospect. Union representatives often feel inadequate when facing management attorneys in a hearing. However, with training and experience, union representatives can be very strong, effective advocates. IBEW District 10 is committed to preparing its representatives.

Working with International Vice President Bobby Klein, and International Representatives Jim Denton and Benny Hunnicut, LEP conducted a successful three-day arbitration school. The involvement in coaching the arbitration teams of all the international representatives, including Keith Craig, Brent Hall, James Springfield and Lloyd Lynch was a key to the success of the school.

Discussions for future partnerships with District 10 include advanced arbitration and collective bargaining schools.

- Randy Wright and Diane Thomas-Holladay



IBEW 10th District participants review the finer points of arbitration hearing procedures presented by Randy Wright.