



I can, if I concentrate, actually remember what it was that this holiday [Labor Day] once celebrated. Something about America being the land of broadly shared prosperity. Something about America being the first nation in human history that had a middle-class majority, where parents had every reason to think their children would fare even better than they had.
-Harold Meyerson Washington Post, "Devaluing Labor," 8/29/2006.

Upcoming Seminars

- ▶ **Lean Manufacturing: The Union Response**
December 6-7, 2007
- ▶ **Federal Collective Bargaining**
Jan 31-Feb 1, 2008
- ▶ **Arbitration: Making Your Best Case**
April 23-25, 2008
- ▶ **Mid-South Union Leadership Institute**
June 19-21, 2008
(Tentative)

All union members are invited.

All seminars are presented in cooperation with the Arkansas AFL-CIO and are held in the Little Rock area. Details of upcoming seminars are enclosed.

Working Lean or Working Harder?

"The managers' brains are under the workers' caps." Big Bill Haywood, IWW, c. 1905

Been to any "Kaizen Events" lately? How's your 5 S progressing? Have you started a Total Productive Maintenance program yet? Workplace efficiency programs, including "Lean Manufacturing," are springing up all over.

In some workplaces the union is "partnering" with the employer, building a high performance work organization in an effort to increase the competitiveness of the employer and safeguard the jobs of the membership. In other workplaces the union may have little involvement with these programs. The programs may be seen as

strictly a management initiative to get workers to work harder and faster, and the union has either opted out or been deliberately bypassed.

Knowing the basic principles of Lean Manufacturing and becoming familiar with the terminology and "tools" used is essential for the union to effectively respond. Equally important is to learn about the range of responses available to the union, including engaging in "continuous bargaining" with the employer over changes resulting from Lean implementation, and the legal issues that can arise.

To help unions understand and deal with Lean, the Labor Education Program is hosting a two day seminar, "Lean Manufacturing: The Union Response," to be held in Little Rock, December 6-7 (see inserted brochure). The topics covered in the seminar include:

- ✦ A brief history of workplace change and union responses
- ✦ What is Lean manufacturing? Understand the terminology and tools. Take part in a Lean simulation and mock "Kaizen Event."
- ✦ The Labor-Management relationship in Lean and the role of the union
- ✦ Continuous bargaining and contract language
- ✦ Legal issues and employee involvement programs
- ✦ Planning the union's response to Lean

Come, share, and learn about the experiences of other unions with Lean. We hope to see you there!

-Diane Thomas-Holladay

Lean Manufacturing

Is your employer implementing a workplace efficiency system?

**Call LEP and schedule a class!
501-569-8483**

Upcoming LEP Seminars

| | |
|--------------------|--|
| December 6-7, 2007 | Lean Manufacturing: The Union Response |
| Jan 31-Feb 1, 2008 | Federal Collective Bargaining |
| April 23-25, 2008 | Arbitration: Making Your Best Case |
| June 19-21, 2008 | Mid-South Union Leadership Institute (Tentative) |

Seminars will be held in Little Rock, AR

LEP courses and services can be found on the web site at
www.iea.ualr.edu/lep



APWU members gathered in Fayetteville for a Steward Training hosted by APWU Local 667 and taught by LEP

Common Sense Economics Corner
The Health Insurance Crisis

90 Million Americans Uninsured at Some Time during 2006-2007
One in Three Americans under the Age of 65

Families USA issued a report Sept 20, 2007, in which it found a significant increase in the number and percentage of Americans who had no health insurance for some time in the two year period of 2006-2007. Specifically the report found:

- 89.6 million people under the age of 65 went without health insurance for some or all of the two-year period from 2006-2007.
- 72.5 million people under the age of 65 went without health insurance for some or all of 1999-2000.
- The number of people who were uninsured at some point in a two-year period increased by more than 17 million between 1999-2000 and 2006-2007.
- More than one out of three people (34.7 %) under the age of 65 were uninsured for some or all of 2006-2007.
- 29.6 % of people under the age of 65 were uninsured for some or all of 1999-2000.
- Four out of five individuals (79.3 %) who went without health insurance during 2006-2007 were from working families:
 - 70.6% were employed full-time
 - 8.7% were part time
 - 4.2% were looking for work
 - 16.5% were disabled, chronically ill, family caregivers, or not looking for work for other reasons.

Source: Wrong Direction. One out of 3 Americans are Uninsured, Families USA, Sept 20, 2007. www.familiesusa.org/resources/publications/reports/wrong-direction-key-findings.html

Good luck to Monica . . .



Monica Bielski Boris has taken a position as an Assistant Professor of Labor Studies at the University of Illinois in Champaign-Urbana. She will have an opportunity to spend a good deal of time doing research for and about the labor movement. We wish her all the best and appreciate her services to the UALR Labor Education Program over the last three years.

Do your members want to understand the economy from a workers point of view?

Call LEP to schedule a **Common Sense Economics class!**

Labor Education Program

Director

Diane Thomas-Holladay

Union Education

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

Workplace Skills Enhancement Program

Mike Gerfen, Coordinator
 Tracey Spencer, Program Developer
 Denise Leeson-Provost, Program Developer

LEP Advisory Committee

Chair, Pam Walker, Pres, OPEIU 105
 Vice Chair, Jesus (Chuey) Sanchez, AFGE Nat'l Rep, District 9
 Alan Hughes, Pres, AR AFL-CIO
 Ricky Belk, Sec-Treas, AR AFL-CIO
 Lindsay Brown, Bus Rep, IBPAT 424
 Dick Burchette, Dept. of Workforce Education
 Carlton Collins, Asst Bus Agent, IBT 878
 Stephen Copley, Chair, AR Interfaith Committee
 Don Davies, Int'l Rep & Ed Coord, USW District 13
 Jim Denton, Int'l Rep., IBEW District 10
 Matt Fair, Bus Mgr, UA 155
 Richard Huddleston, Exec Dir, AR Advocates
 Bill Kopsky, Exec Dir, AR Public Policy Panel
 Grainger Ledbetter, Exec Dir, LRCTA
 Charles Lee, Pres, UFCW 2008
 E. J. Miller, Int'l Rep, IUE/CWA
 Jim Oden, Int'l Rep, USW District 13
 Ronald Pittman, Pres, IAM 1093
 Pete Reagan, Pres, AR IAFF
 Leroy Skinner, UAW 716

Barry Strange, Int'l Rep, USW District 13
 Darrell Tharp, Bus Rep, IAM District W2
 Rachel Townsend, NW AR Workers' Justice Center

Institute for Economic Advancement

Director and Senior Staff
 Ashvin P. Vibhakar, Director
 Sarah G. Breshears, Census State Data Center
 Davis A. Bullwinkle, Research Library
 Greg Hamilton, Research Group
 Ron Swager, Center for Economic Development Education
 Diane Thomas-Holladay, Labor Education Program

Labor Education Program Support Staff

Sandra Phillips, Accounting Technician
 Ashley Scott, Student Assistant

Is Your Federal Sector Union Heading into Negotiations?

Contract negotiations may be the most important time for your local union to have its act together. A good contract and a satisfied membership is every local union's goal. And even in tough times - when it doesn't look like we can get everything we deserve - the local can still emerge with a stronger membership. But good preparation is necessary.

Every member of the bargaining committee needs to understand the entire bargaining process, from involving the membership in surveys to useful tactics at the bargaining table. Training is especially important if there has been a healthy turnover on the bargaining committee, as federal sector issues can be complex, involving agency-wide regulations and legal issues.

The Labor Education Program has provided collective bargaining training for AFGE federal sector union representatives at several levels, including the District, National Council, State Council and local union levels. We have also provided leadership and steward training for many AFGE and NFFE-IAM representatives, who represent employees working for the USDA, DOD, VA, SSA, DOA, HUD, and other agencies.



Local union members gather at UALR for a healthy dose of federal collective bargaining education.

On January 31-February 1, 2007 we are presenting a special topic seminar on Collective Bargaining tailored especially for federal sector union representatives. Please take a look at our enclosed seminar brochure and call for information. Hope to see you there!

-Tom Karson

Labor Day—Fun, Food, and Fellowship

This Labor Day, union friends and representatives gathered to celebrate the working people's holiday and to enjoy some rest and relaxation. The Central Arkansas Labor Council's annual Labor Day Picnic was in full swing from 11 a.m. until 2 p.m. at Burns Park in North Little Rock. Attendance was estimated around 450, and appearances were made by Congressman Vic Snyder, Lt. Governor Bill Halter, Rep. Joyce Elliot and a number candidates for state and local offices, along with LEP's own Randy Wright, Diane Thomas-Holladay, and Tom Karson.

A number of community organizations were represented in addition to local unions; notably, ACORN, Arkansas Interfaith Committee for Worker Justice, and Wake-Up Walmart. The Young Democrats and the A. Phillip Randolph Institute also set up voter registration to help get everyone energized for the approaching events and elections that will affect us all.

The CALC provided fun for everyone, keeping kids busy with games such as "Pin the Donkey on the White House" and serving good food that any picnic would be remiss without. Special this year was a tribute to Billy

Watkins, whose recent passing was felt by every branch of the union network. By proclamation, the CALC renamed the event the "Billy Watkins Labor Day Picnic" in honor of Watkins' tireless devotion to a number of organizations and his humanitarian efforts for voter's rights, civil rights, and human rights. Lindsay Brown, the President of the CALC stated that "Billy Watkins gave his heart and soul and never once asked 'what's in it for me.' The impromptu tribute was appropriate and deserved. Labor unions are conscious of all workers and their families throughout Arkansas and America."

As a labor council, the CALC plays an important role in developing union issues in the area, as well as providing stability, strength and social interaction among union members. LEP encourages all union members to participate in their local labor council, to not only gain support, but lend it to your fellow union members and friends who actively work to create a stronger nation and celebrate the people who make America tick.

-Ashley Scott with assistance by Lindsay Brown, Pres., CALC



CALC's Table of plaques and tributes to Billy Watkins, who was passionate about labor, workers' issues, and political participation.