

# LaborFamilyNEWS

[www.working-families.org](http://www.working-families.org)

SUMMER 2014

## In this issue:



- **More than 1000 People Attended the WH Summit for Working Families**
- **In the Fight for Schedules That Work**

## UNIONS WIN IT!

University of California, Student-Workers Union, UAW Local 2865 and the University of California, Berkeley recently averted a strike when they agreed to a long awaited settlement, which increased professional levels, expanded work and family support and wage increases for adjuncts.

Previously many women adjuncts felt pressured to take a quarter off with no pay or benefits when having a baby. The expansion of leave from 4 to 6 paid weeks for birth parents (4 paid and 2 unpaid for non-birth parents) makes possible a full 3-month maternity leave benefit that aligns with the quarter schedule on campuses. The childcare subsidy was also increased 50%, from \$600/quarter (900/semester) to \$900/quarter (1350/semester). And nursing mothers will have full access to lactation stations.

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# THE WHITE HOUSE SUMMIT

## on Working Families

BY CAROL JOYNER

Shirley Young is a certified nurse at Isabella Nursing Home in NYC. She's also the mother of teenage twins and a member of 1199 SEIU United Healthcare Workers East. On June 23, Shirley joined other activists, parents, and advocates at the White House Summit on Working Families in Washington, DC. While she was one of more than 1,000 attending the Summit, she was only 1 of 4 who had lunch that day with President Obama!

Overcome with excitement by being selected to join the President for lunch at Chipotle, Shirley regained her composure enough to describe her most difficult work and family situation. It began when her son was diagnosed with scoliosis at the age of 14. The diagnosis and planned surgery filled her with dread. According to Shirley, "if we didn't do the surgery then, he'd probably be in a wheelchair today." The good news is that Shirley belonged to a union. She could both be available to her son during the hospitalization and take time off to care for him through recovery. And she had sufficient health care to cover a \$60,000 medical expense. These basic rights were available to Shirley because she and her union had secured full family health coverage and time off with pay. Being there when your loved one needs you - this is what a 21st century workplace looks like.

### LABOR SPEAKS UP!

On June 22, the Sunday before the White House Summit on Working Families, 250 labor activists gathered at the AFL-CIO for a Labor Speak Up Event, which highlighted all of the ways in which the labor movement fights to support work and family life. In a high-spirited mix of speeches, videos, music and testimony, we covered the range of issues from paid leave and scheduling to equal pay, living wage and job training. This event primed us for the Summit the next day and fortified our belief in the labor movement and collective bargaining as important tools for building 21st century workplaces. Labor was also well represented at the Summit with Mary Kay Henry, SEIU President and Liz Shuler,

motivate local leaders to move paid sick days and paid leave and having the federal government lead the way by modeling flexible work practices. For an overview and highlights of the White House Summit on Working Families, go to [www.workingfamiliesummit.org](http://www.workingfamiliesummit.org)

The opportunity is great – and so is the work we need to do. We've got to increase bargaining and organizing on

***"The White House Summit was huge. Rarely do you hear from the President, First Lady, Vice-President, Dr. Jill Biden and the Secretary of Labor at a single event."***

AFL-CIO Secretary Treasurer both lifting up the plight of workers and the different ways that unions are part of the economic solution in America. We also heard from several union members who, like Shirley were there to tell their stories.

### GOING BEYOND THE SUMMIT

The White House Summit was huge. Rarely do you hear from the President, First Lady, Vice-President, Dr. Jill Biden and the Secretary of Labor at a single event. They made their mark on work and family issues, telling stories about their personal struggles and sharing policy proposals to make it easier for all workers. President Obama announced some proposals that can help: funding to study the paid family leave systems that exist in CA, NJ and RI; getting Congress to pass the budget which includes a State Paid Leave Fund -innovation on FMLI; using the White House as a bully pulpit to

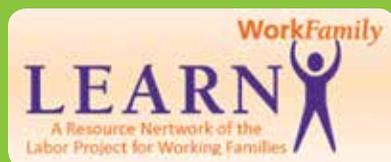
work and family issues. The Labor Project is updating our bargaining database to make sure we're capturing the most recent benefits negotiated. We've also pulled out bargaining examples into a separate document called "Models for Bargaining." Find these and other resources at [www.working-families.org](http://www.working-families.org). Unions and worker groups are fighting in every region of the nation for representation on the job, paid sick days, paid family leave, decent wages of \$15.00 per hour, scheduling improvements and accommodations for pregnant workers, among many other issues. Join the fight for these struggles by going on our site or [www.familyvaluesatwork.org](http://www.familyvaluesatwork.org).

To win, we'll have to fight on all fronts, at the bargaining table, in the legislature and in the streets. We may get support from current or future administrations. But in the end, building a 21st workplace that supports all families is up to us.



Deputy Secretary of Labor Lu provided the key note at the Labor SpeakUp! Event.

The UAW's contract campaign aimed to close a nearly 20% wage gap between the UCs and competitor institutions which was identified by the Academic Senate as pushing qualified graduate students away from the UCs. The 4-year agreement includes 16% (5,4,4,3) of raises that compound to 17% which, after tracking changes in UC competitor wages over the life of the contract, will likely close over 1/3 of the competitiveness gap identified by the Academic Senate. For more information go [https://docs.google.com/documentd/1bW0Sy4j5IA6pa3NAGm1fol6p\\_CV0jst99QoDA8jo3pk/edit](https://docs.google.com/documentd/1bW0Sy4j5IA6pa3NAGm1fol6p_CV0jst99QoDA8jo3pk/edit)



For our bargaining resources and contract database, visit [www.learnworkfamily.org](http://www.learnworkfamily.org)

Send us your work and family collective bargaining wins – we'll post them and make sure others know about them – [info@working-families.org](mailto:info@working-families.org)

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## MAKING NEWS?

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Now available on line at [www.working-families.org](http://www.working-families.org)

# NO ONE SHOULD HAVE TO LIVE

## *A Last Minute Life*

BY LIZ WATSON, DIRECTOR OF WORKPLACE JUSTICE FOR WOMEN, AND ELIZABETH JOHNSTON, SKADDEN FELLOW NATIONAL WOMEN'S LAW CENTER

Today, women make up two-thirds of the low-wage workforce, working as home health aides, child care workers, fast food servers, maids and cashiers. In addition to their responsibilities as breadwinners, women in low-wage jobs are also very likely to have responsibilities as caregivers. But the work scheduling practices in these fast-growing, low-wage jobs often put work and family responsibilities on a collision course.

All too often, workers in low-wage jobs have very little say in their work schedules—many are unable to make even minor adjustments to pick up a child from a child care provider, or get to class or a second part-time job. To qualify for full-time hours, some employers require workers to have no limitations on their availability for work whatsoever – even when the employer is open 24/7. For single moms this requirement can be nearly impossible to meet. Across a range of shift work industries, workers often report getting their schedules only a week or less in advance, and sometimes just a few days in advance. Some workers are sent home from their shifts early without being paid for the shift, simply because there are fewer customers that day. Call-in shifts, which require workers to call in on the day of a potential shift to find out if they have to work, are a particularly egregious form of

unpredictable scheduling. On top of not knowing when they will work, workers often do not know how much work they will get—work hours—and thus wages—frequently fluctuate by week, time of day, and length of shift.

These unpredictable and unstable schedules over which workers have little control are a byproduct of employers' attempts to shift the risks of doing business from employers onto workers. The cruel irony is that attempts to match labor costs as tightly as possible to

ing sane work schedules. For example, members of Local 3 United Store Workers who work at Bloomingdales receive their schedules 21 days in advance. Employees of Cooperative Home Care Associates, a worker-owned staffing agency in New York City are guaranteed 30 hours of pay each week, even when 30 hours of work are not available. Many union contracts require reporting time pay (a minimum shift pay for employees who report to work and are sent home), curb mandatory over-

***“These unpredictable and unstable schedules over which workers have little control are a byproduct of employers' attempts to shift the risks of doing business from employers onto workers.”***

consumer demand through “just-in-time” scheduling do not help the bottom line. Instead, they contribute to absenteeism and higher workforce turnover, as workers leave jobs with nightmarish scheduling practices and uncertain incomes searching for a better life for their families.

It doesn't have to be this way. Labor unions have proven that over and over again by bargaining for and implement-

time, provide for employee input into scheduling, and require advance notice of schedule changes.

But in non-unionized workplaces, and particularly in low-wage jobs, abusive scheduling practices are rampant. In a recent research project with the Ms. Foundation and five workers' centers we asked working parents about the fallout from these often difficult, and sometimes abusive scheduling practices. They told us that these schedules made it nearly impossible to cobble together childcare, hold down a second job, or go to school.

Movement leaders are tackling this problem head on. For example, workers at The Retail Action Project and OUR Walmart are winning campaigns for fair work schedules. State and local policymakers are jumping on board too--San Francisco and Vermont have recently passed laws protecting workers who make scheduling requests from retaliation and local policy efforts to curb unpredictable scheduling are under way in San Francisco and New York City. Eight states and the District of Columbia have enacted reporting time pay laws. D.C. and California have split shift pay laws, which require employers to provide an extra hour of pay when an employee works a nonconsecutive shift with a long break in the middle that is not for a meal or rest period.



Workers demonstrating for fair scheduling practices with the Retail Action Project, an initiative of the RWDSU.

Members of Congress have taken note. Representatives Miller and DeLauro will soon introduce legislation that would secure baseline workplace protections from abusive scheduling practices for workers across the country and give workers a say in the timing of their work hours. For workers in certain fast-growing low-wage occupations that are among those most at risk for unpredictable and unstable schedules the legislation will require reporting time pay, split shift pay, and advance notice of work schedules. Unions, worker centers,

women's groups and work-family groups have all gotten involved.

Behind the groundswell of enthusiasm for improving scheduling practices is this simple truth: When workers have a say in their hours and more predictable and stable schedules, they are less likely to miss work due to child care or other conflicts, and are better able to hold onto their jobs. And that's not only good for workers and the families who depend on them, it's good for employers' bottom lines as well.

## Summit Snapshots

A broad coalition of unions and worker organizations brought 250 labor activists to the White House Summit and held a Labor SpeakUp! the day before to recognize the role that labor unions play in moving work and family policies both at the bargaining table and in public policy arenas. Union leaders, young workers, activists, national advocates and others were there to make their case. Photo credits go to photographer Bill Burke, AFL-CIO. Go to <https://www.flickr.com/photos/afl-cio/sets/72157645453928862/> for additional photos.

Carmen Berkley, AFL-CIO was MC "par excellence" at the SpeakUp!



Activists speak up!



Silvia Fabela, OUR Walmart lifts up the power of bargaining.



Randi Weingarten, President AFT closing out the SpeakUp!



Activists sharing WF policy solutions on community tree.

## The Labor Project for Working Families - National Advisory Board (NAB)

We're pleased to introduce the amazing labor women who comprise the NAB. Their direction and support has carried the LPWF through many years of success!



Nancy Biagini  
CWA



Shirin Bidel-Niyat  
AFSCME



Katie Corrigan  
AFL-CIO



Kara Deniz  
IBT



Ann Flener  
USW



Jackie Jeter  
ATU Local 689



Esther Lopez  
UFCW



Maggie Priebe  
Working America



Cheryl Teare  
AFT



Karundi Williams  
SEIU

## GOOD LEGISLATION

■ **THIS PAST YEAR, SEVEN STATES AND DC HAVE RAISED THE MINIMUM WAGE.** Michigan's grassroots effort to raise the minimum to \$10.10 per hour resulted in a reactive Republican led raise to \$9.25 per hour with indexing and a small increase for tipped workers. Thanks to huge grassroots support from Raise Up Massachusetts, an integrated campaign to pass minimum wage and paid sick days, the MA State Legislature just passed an \$11.00 minimum wage and earned sick time will be on the November ballot! For more information on the MA initiatives, go to <http://raiseupma.org/>. These worker policies are taking the nation by storm – ensuring a decent wage for all and moving the fight for a just economy forward.

## RESEARCH THE UNION ADVANTAGE

■ **THE TRUTH IS IN THESE NUMBERS.** Union women earn on average, 13 percent more than their non-union counterparts - even in traditionally low-wage occupations. Union women are 36 percent more likely than non-union women to receive employer-sponsored health care and 53 percent more likely to participate in an employer-sponsored retirement plan or pension plan. Also faring better with regard to work and family policies, union members are also more likely to use the Family Medical Leave Act, have paid parental leave, access to paid sick days and other supports that all workers need. Read this important report by Center for Economic and Policy Research at <http://www.cepr.net/documents/women-union-2014-06.pdf> and find out more.

## DID YOU KNOW?

■ **TELECOMMUTING HAS HISTORICAL ROOTS.** Back in 1881, recently freed laundresses, eager both to care for their own families and to earn income as domestic workers, built an industry of taking in laundry. This work accommodation permitted them to wash the clothing of more privileged families in their own home or communities, where they could also care for their family members. These 19th century workers, who were later joined in this practice by garment industry piece workers, are our telecommuting mothers. Read more about women and labor during and post reconstruction in Tera Hunter's *To 'Joy My Freedom*.



The LPWF was there to witness President Obama's signing of executive orders strengthening equal pay protection for workers employed by federal contractors.

# CAROL'S CORNER

## We're Fundraising at the Labor Project!



There are many ways in which this work brings me joy. Most of the joy comes from working within the labor movement and with our many partners to move the work and family agenda forward.

I wake up thinking about the intersection of my family life, my work life and the millions of workers who cobble together solutions to get their parents to the doctor, attend parent-teacher conferences and be present on the job.

Our collective efforts are making a difference. Together, we've been able to focus more intently on work and family policy issues. That is why on July 1st NYC implemented paid sick days, covering more than 1 million people, and Massachusetts both increased their minimum wage and stands to become the second state with a paid sick days law. Many of our other partners from California to Vermont are building winning coalitions and laying the ground for campaigns in 2015. We've also been active with national groups to fight for paid family leave, pregnant worker accommodations, fair scheduling and equal pay. For me, coordinating the labor presence of the White House Summit on Working Families, broadening the range of groups who engage on these issues and ensuring that work and family issues become central to our economic frame are a good day's work. Through it all, we count on the support of people like you and we hope you will continue to give generously.

Our fundraising drive began in mid-June and will continue through the summer. With your help we can expand our staff and produce the materials and policy supports needed to keep fighting for families. Thanks to those who have already donated. But if you haven't had a chance, make a donation today by going to **www.working-families** and clicking on our donate page.

In solidarity,

STAY CONNECTED: Like Us and Follow Us



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### In this Issue:

Many union leaders were at the WH Summit for Working Families. Laura Reyes, Secretary Treasurer, AFSCME is seen below addressing a panel on young women workers.



## SUPPORT US!

Donate online at [www.working-families.org](http://www.working-families.org) or mail a check to: Family Values@Work (LPWF) 207 E. Buffalo Street, Ste. 211 Milwaukee, WI 53202

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American Federation of State, County and Municipal Employees (AFSCME)  
California Teachers Association  
International Brotherhood of Teamsters  
SEIU Local 1000, CSEA  
United Food and Commercial Workers (UFCW) Local 1167

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Association of Flight Attendants – CWA  
Amalgamated Transit Union  
California Nurses Association  
International Brotherhood of Electrical Workers

Netsy Firestein and Lawrence Black  
SEIU Local 1021  
United Food & Commercial Workers International Union  
UFCW Local 324  
UFCW Women's Network

### Advocates (\$250-\$999)

1199SEIU Child Care Fund  
AFSCME Local 2187/DC 47  
AFSCME New England Organizing Project  
AFT Guild Local 1931  
California Federation of Teachers  
California Labor Federation  
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Consumer Protection Fund  
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CWA District 9  
CWA Local 9003  
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International Association of Machinists & Aerospace Workers  
IUE-CWA  
Kerry Newkirk, SEIU and CLUW  
Los Angeles County Federation of Labor  
Los Rios College Federation of Teachers  
Newport-Mesa Federation of Teachers, AFT Local 1794  
OPEIU Local 3  
OPEIU Local 29  
Professional and Technical Employees Local 17  
Professional Staff Congress/CUNY  
Sacramento Central Labor Council

San Bernardino-Riverside Counties CLC  
San Diego & Imperial CLC  
San Francisco Labor Council AFL-CIO  
Sign Display & Allied Crafts Local 510  
Teamsters Joint Council No. 7  
Teamsters Local 70  
Teamsters Local 287  
Teamsters Local 315  
Teamsters Local 350  
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UFCW Local 1428  
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United Educators of San Francisco, AFT Local 61  
United Steelworkers Union  
USW Local 9445  
Weinberg, Roger & Rosenfeld

\* The fundraising drive is ongoing through August. This list will be updated to reflect contributions that arrived after this printing. Thanks for understanding.