

Building the Field and Capacity of Worker Centers

2021

HARMONY GOLDBERG

RUTGERS SCHOOL OF MANAGEMENT AND LABOR RELATIONS

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RUTGERS CENTER FOR INNOVATION IN WORKER ORGANIZATION

Worker Centers Worker Centers

Jorge Frozzini, Alexandra Law



Worker Centers Worker Centers:

Worker Centers Janice Ruth Fine, 2006 As national policy is debated a locally based grassroots movement is taking the initiative to assist millions of immigrants in the American workforce facing poor pay bad working conditions and few prospects to advance to better jobs Fine takes a comprehensive look at the rising phenomenon of worker centers fast growing institutions that improve the lives of immigrant workers through service advocacy and organizing from publisher information **The Worker Center Handbook** Kim Bobo, Marien Casillas Pabellon, 2016-08-03 Worker centers are becoming an important element in labor and community organizing and the struggle for fair pay and decent working conditions for low wage workers especially immigrants There are currently more than two hundred worker centers in the country and more start every month Most of these centers struggle as they try to raise funds maintain stable staff and build a membership base For this book Kim Bobo and Mari n Casillas Pabell n two women with extensive experience supporting and leading worker centers have interviewed staff at a broad range of worker centers with the goal of helping others understand how to start and build their organizations This book is not theoretical but rather is designed to be a practical workbook for staff boards and supporters of worker centers Geared toward groups that want to build worker centers this book discusses how to survey the community take on an initial campaign recruit leaders and raise seed funds Bobo and Casillas Pabell n also provide a wealth of advice to help existing centers become stronger and more effective The Worker Center Handbook compiles best practices from around the country on partnering with labor enlisting the assistance of faith communities and lawyers raising funds developing a serious membership program integrating civic engagement work and running major campaigns The authors urge center leaders to both organize and build strong administrative systems Full of concrete examples from worker centers around the country the handbook is practical and honest about challenges and opportunities

On the Job Celeste Monforton, Jane M. Von Bergen, 2021-05-04 The inspiring story of worker centers that are cropping up across the country and leading the fight for today s workers For over 60 million people work in America has been a story of declining wages insecurity and unsafe conditions especially amid the coronavirus epidemic This new and troubling reality has galvanized media and policymakers but all the while a different and little known story of rebirth and struggle has percolated just below the surface On the Job is the first account of a new kind of labor movement one that is happening locally quietly and among our country s most vulnerable but essential workers Noted public health expert Celeste Monforton and award winning journalist Jane M Von Bergen crisscrossed the country speaking with workers of all backgrounds and uncovering the stories of hundreds of new worker led organizations often simply called worker centers that have successfully achieved higher wages safer working conditions and on the job dignity for their members On the Job describes ordinary people finding their voice and challenging power from housekeepers in Chicago and Houston to poultry workers in St Cloud Minnesota and Springdale Arkansas and construction workers across the state of Texas An inspiring book for dark times On the Job reveals

that labor activism is actually alive and growing and holds the key to a different future for all working people **Worker Centers** Kati L. Griffith, Leslie Gates, 2020 Worker centers empower communities of workers that are challenging for labor unions to organize This includes immigrant workers and other vulnerable workers in high turnover jobs These centers often organize workers that fall within the definition of employee under the Depression era laws designed to protect some forms of collective worker activity from employer retaliation Although employees associated with these centers can benefit from labor law s carrot worker centers are not labor organizations subject to labor law s vast reporting requirements and restrictions on associational behavior labor law s stick We use an original study of worker centers filings to the Internal Revenue Service to reveal that worker centers are more similar to nonprofits than labor organizations Both First Amendment and labor law principles affirm the characterization of worker centers as organizations that are not subject to labor law s stick Providing worker centers access to labor law s carrot but not its stick is particularly compelling given that they are operating at a historical moment when income inequality parallels New Deal levels and hostility to worker organizations and workers rights is pervasive Our carrot but not a stick approach has implications for the vitality of American labor policy It opens up space for emerging worker centers to expand their efforts to amplify employee voice and improve the working lives of the growing low wage workforce *Worker Centers* Janice Ruth Fine, Neighborhood Funders Group, 2005 *On the Job* Celeste Monforton, Jane M. Von Bergen, 2021-05-04 The inspiring story of worker centers that are cropping up across the country and leading the fight for today s workers For over 60 million people work in America has been a story of declining wages insecurity and unsafe conditions especially amid the coronavirus epidemic This new and troubling reality has galvanized media and policymakers but all the while a different and little known story of rebirth and struggle has percolated just below the surface *On the Job* is the first account of a new kind of labor movement one that is happening locally quietly and among our country s most vulnerable but essential workers Noted public health expert Celeste Monforton and award winning journalist Jane M Von Bergen crisscrossed the country speaking with workers of all backgrounds and uncovering the stories of hundreds of new worker led organizations often simply called worker centers that have successfully achieved higher wages safer working conditions and on the job dignity for their members *On the Job* describes ordinary people finding their voice and challenging power from housekeepers in Chicago and Houston to poultry workers in St Cloud Minnesota and Springdale Arkansas and construction workers across the state of Texas An inspiring book for dark times *On the Job* reveals that labor activism is actually alive and growing and holds the key to a different future for all working people **Routledge Handbook of Gender and Agriculture** Carolyn E. Sachs, Leif Jensen, Paige Castellanos, Kathleen Sexsmith, 2020-10-28 The Routledge Handbook of Gender and Agriculture covers major theoretical issues as well as critical empirical shifts in gender and agriculture Gender relations in agriculture are shifting in most regions of the world with changes in the structure of agriculture the organization of production international restructuring of value chains climate change the global pandemic

and national and multinational policy changes This book provides a cutting edge assessment of the field of gender and agriculture with contributions from both leading scholars and up and coming academics as well as policymakers and practitioners The handbook is organized into four parts part 1 institutions markets and policies part 2 land labor and agrarian transformations part 3 knowledge methods and access to information and part 4 farming people and identities The last chapter is an epilogue from many of the contributors focusing on gender agriculture and shifting food systems during the coronavirus pandemic The chapters address both historical subjects as well as ground breaking work on gender and agriculture which will help to chart the future of the field The handbook has an international focus with contributions examining issues at both the global and local levels with contributors from across the world With contributions from leading academics policymakers and practitioners and with a global outlook the Routledge Handbook of Gender and Agriculture is an essential reference volume for scholars students and practitioners interested in gender and agriculture Chapter 13 of this book is freely available as a downloadable Open Access PDF at <http://www.taylorfrancis.com> under a Creative Commons Attribution Non Commercial No Derivatives CC BY NC ND 4 0 license

The Handbook of Community Practice Marie Weil, Michael S. Reisch, Mary L. Ohmer, 2012-08-29 The Second Edition of The Handbook of Community Practice is expanded and updated with a major global focus and serves as a comprehensive guidebook of community practice grounded in social justice and human rights It utilizes community and practice theories and encompasses community development organizing planning social change policy practice program development service coordination organizational cultural competency and community based research in relation to global poverty and community empowerment This is also the first community practice text to provide combined and in depth treatment of globalization and international development practice issues including impacts on communities in the United States and on international development work The Handbook is grounded in participatory and empowerment practices including social change social and economic development feminist practice community collaborative and engagement in diverse communities It utilizes the social development perspective and employs analyses of persistent poverty asset development policy practice and community research approaches as well as providing strategies for advocacy and social and legislative action The handbook consists of forty chapters which challenge readers to examine and assess practice theory and research methods As it expands on models and approaches delineates emerging issues and connects policy and practice the book provides vision and strategies for local to global community practice in the coming decades The handbook will continue to stand as the central text and reference for comprehensive community practice and will be useful for years to come as it emphasizes direction for positive change new developments in community approaches and focuses attention on globalization human rights and social justice It will continue to be used as a core text for multiple courses within programs will have long term application for students of community practice and will provide practitioners with new grounding for development planning organizing and empowerment and social change work

Front-Line Workers in the Global Service Economy Giovanna Fullin, 2021-06-17 Walking around the commercial streets of New York San Francisco Milan London or Paris and looking at the succession of multinational chain stores windows you can easily forget what country you are in However if you hear the small talk among the employees you hear very different stories In New York a 30 year old woman is worried because she does not know if she will work enough hours to make a living the following week whereas in Milan a mother of the same age knows she will work 20 hours a week but is concerned about whether her contract will be renewed at the end of the following month Following three years of fieldwork which included 100 in depth interviews with front line retail workers and unionists in New York City and Milan Front Line Workers in the Global Service Economy investigates both the lived experiences of salespersons in the fast fashion industry a retail sector made of large chains of stores selling fashion garments at low prices and the possibilities of collective action and structured forms of resistance to these global trends In the face of economic globalization and vigorous managerial efforts to minimize labor costs and to standardize the retail experience mass fashion workers stories tell us how strong the pressure toward work devaluation in low skilled service sectors can be and how devastating its effects are on the workers themselves

Alt-Labor and the New Politics of Workers' Rights Daniel J. Galvin, 2024-02-02 Over the last half century two major developments have transformed the nature of workers rights and altered the pathways available to low wage workers to combat their exploitation First while national labor law which regulates unionization and collective bargaining has grown increasingly ineffective employment laws establishing minimal workplace standards have proliferated at the state and local levels Second as labor unions have declined a diversity of small under resourced nonprofit alt labor groups have emerged in locations across the United States to organize and support marginalized workers In Alt Labor and the New Politics of Workers Rights political scientist Daniel J Galvin draws on rich data and extensive interviews to examine the links between these developments With nuance and insight Galvin explains how alt labor groups are finding creative ways to help their members while navigating the many organizational challenges and structural constraints they face in this new context Alt labor groups have long offered their members services and organizing opportunities to contest their unfair treatment on the job But many groups have grown frustrated by the limited impact of these traditional strategies and have turned to public policy to scale up their work They have successfully led campaigns to combat wage theft raise the minimum wage improve working conditions strengthen immigrants rights and more These successes present something of a puzzle relative to their larger wealthier and better connected opponents alt labor groups are small poor and weak Their members are primarily low wage immigrant workers and workers of color who are often socially economically and politically marginalized With few exceptions the groups lack large dues paying memberships and are dependent on philanthropic foundations and other unpredictable sources of funding How given their myriad challenges have alt labor groups managed to make gains for their members Galvin reveals that alt labor groups are leveraging their deep roots in local communities their unique position in the

labor movement and the flexibility of their organizational forms to build their collective power and extend their reach A growing number of groups have also become more politically engaged and have set out to alter their political environments by cultivating more engaged citizens influencing candidate selection processes and expanding government capacities These efforts seek to enhance alt labor groups probabilities of success in the near term while incrementally shifting the balance of power over the long term Alt Labor and the New Politics of Workers Rights comprehensively details alt labor s turn to policy and politics provides compelling insights into the dilemmas the groups now face and illuminates how their efforts have both invigorated and complicated the American labor movement

New Directions in the Study of Work and Employment

Charles J. Whalen, 2008-01-01 the book is both wide ranging and thought provoking New Directions in the Study of Work and Employment is a first rate collection of papers that provides a state of the art overview of debates on the health and standing of the field of industrial relations John Kelly Transfer Charles Whalen s excellent edited volume New Directions in the Study of Work and Employment is a conversation about renewing the academic discipline formerly known as industrial relations The chapters of this book are uniformly of high quality and provocative It inspires the reader to engage and mend the world a bit David Jacobs Heterodox Economics Newsletter an intellectually stimulating collection of informed sound and innovative responses to modern labor problems New Directions is a timely work that deserves wide readership by anyone with an association or interest in industrial relations Although the matter of revitalization of the field of IR is not nearly a new topic dismissing this volume as simply another typical prescription in the lineage of IR revitalization commentary would be a gross miscalculation For one the sheer breadth and depth of the contributing scholars brings a unique intellectual richness to this project Also this book distinctively tackles the issue of revitalization from a multitude of perspectives from social capital to network theories to labor and employment law and from research and theory to teaching and practice and does so in a way that is comprehensive continuous and in dialog throughout Finally this book makes a significant contribution because of its specific recommendations for IR revitalization Instead of telling scholars and practitioners the need for a new direction but providing few feasible alternatives New Directions proffers real pathways for progress This book is a useful guide for navigating the ever developing world of work and employment relations Sean Rogers Perspectives on Work Where is the field of industrial relations going How can it be rejuvenated How can it be reformulated to deal with current problems These are among the difficult questions this stimulating book addresses George Strauss University of California Berkeley US This book deserves to be widely read The academic study of industrial relations has recently struggled to adjust to the brave new world of work and employment relations Too often there has been a retreat into the study of very small issues and insufficient emphasis on the big picture The chapters in this volume make a valuable contribution to filling this gap Most important of all the book is forward looking Ken Mayhew University of Oxford UK Charles Whalen has assembled a timely and comprehensive examination of the world of work by a distinguished group of international scholars Robert B McKersie Massachusetts

Institute of Technology US This book represents a breath of fresh air provided by many of the most prominent scholars in industrial relations today It anchors the field to its past but more importantly highlights pathways to the future It is indispensable reading and will form a solid foundation for continued dialogue about new directions for the study of work and employment Morley Gunderson University of Toronto Canada Work and its associated problems are more important to individuals and society than ever before That is why it is so crucial to re envision the field of industrial relations employment relations which brings together economics sociology psychology history human resource management political science and all other areas of scholarship related to work This compendium by leading industrial relations scholars makes a vital contribution in that direction Paula B Voos Rutgers The State University of New Jersey US Industrial relations is confronting major challenges This valuable book deserves a warm welcome since it illustrates and maps a series of Poor Workers' Unions Vanessa Tait,2016-05-18 A classic account of low wage workers organization that the US Department of Labor calls one of the 100 books that has shaped work in America As low wage organizing campaigns have been reignited by the Fight for 15 movement and other workplace struggles Poor Workers Unions is as prescient as ever *Worker Centered* Biko Koenig,2024-12-20 Worker Centered is a close to the ground ethnographic narrative of a workplace organizing campaign at a company whose workforce was primarily low wage and immigrant The book details the overall strategy of the campaign and its ultimate failure to win its core demands The organization used an innovative strategic model and insisted on the importance of worker leadership And yet allies and staff participated in a campaign that although continually framed as such was decidedly not led by workers Ultimately Worker Centered challenges conventional notions of political representation inviting reflection on the complexities of organizing the marginalized and speaking on their behalf **Anti-Immigration in the United States** Kathleen R. Arnold,2011-09-23 A comprehensive treatment of anti immigration sentiment exploring debate policies ideas and key groups from historical and contemporary perspectives Anti Immigration in the United States A Historical Encyclopedia is one of the first encyclopedias to address American anti immigration sentiment Organized alphabetically the two volume work covers major historical periods and relevant concepts as well as discussions of various anti immigration stances Leading figures and groups in the anti immigration movements of the past and present are also explored Bringing together the work of distinguished scholars from many fields including legal theorists political scientists anthropologists geographers and sociologists the work covers aspects and issues related to anti immigration sentiment from the establishment of the republic to contemporary times For each time period there is a focus on key groups representing both actors and those acted upon Political concerns of the time are also discussed to broaden understanding of motivation In addition entries explore the role of race gender and class in determining immigration policy and informing public sentiment *Formalizing Day Labor Markets* Ana Luz González,2015 This dissertation examines several aspects of day work from the worker s perspective and the organizations created to mitigate conflict surrounding day labor practices I use the 2004

National Day Labor Study to compare worker characteristics and labor market outcomes by type of hiring site investigate factors associated with site preference and identify obstacles to and challenges of formalizing a day labor hiring site I draw on qualitative data to investigate the efficacy of worker centers in three areas labor market outcomes the mitigation of abuse and hazards and the civic integration of workers into the communities in which they work and live The following four research questions guide this study 1 What are the worker and labor market outcomes of day laborers who frequent informal sites compared to those who frequent worker centers 2 Are worker centers improving the labor market outcomes of day laborers mitigating abuses and hazards and engaging workers civically 3 What explains a worker s selection of a particular site 4 Finally what are some of the obstacles to and challenges of formalizing a day labor site My findings show that the conditions and outcomes of workers at informal sites differ significantly by key variables compared to day laborers at worker centers Instances of employer abuse in the form of wage theft and merchant and police abuse in the form of insults and threats also differ significantly by site type suggesting better outcomes for day laborers who search for work at worker centers My findings demonstrate that worker centers help protect workers from wage theft and abuse and that they also encourage the civic engagement of participants My analysis on site preference demonstrates that a worker s level of civic engagement and higher age increase the probability of choosing a worker center over an informal site Channeling workers to worker centers and promoting civic engagement provide an important pathway for those whose immigration status education and occupational levels might otherwise predispose them to living in the shadows Lastly utilizing a case study approach including focus group interviews that observes day laborers in Santa Monica California I identify best practices and challenges of formalizing day labor hiring sites I find that most workers support worker centers but have mixed views on the effectiveness of the job dispatch process and the setting of wage minimums Respondents identified obstacles in meeting the needs of day laborers including funding infrastructure and administration community and worker support and employer demand for work and workforce development I conclude by proffering policy solutions and ideas for future research

Gendering Struggles Against Informal and Precarious Work Rina Agarwala, Jennifer Jihye Chun, 2018-12-10 This volume examines how gender shapes the varying and intersecting dynamics of informal precarious worker struggles in two gender typed sectors domestic work and construction Drawing upon cases across the global North and South it explores how gender is intertwined into collective organizing efforts why gender is addressed and to what end *Wage Theft in America* Kim Bobo, 2014-03-04 This book will give you an entirely new perspective on work in America Barbara Ehrenreich author of *Nickel and Dimed* In what has been described as the crime wave no one talks about billions of dollars worth of wages are stolen from millions of workers in the United States every year a grand theft that exceeds every other larceny category Even the Economic Policy Foundation a business funded think tank has estimated that companies annually steal an incredible 19 billion in unpaid overtime The scope of these abuses is staggering but activists unions and policymakers along with everyday

Americans in congregations and towns across the country have begun to take notice While the first edition of Wage Theft In America documented the scope of the problem this new edition adds the latest research on wage theft and tells what community religious and labor activists are now doing to address the crisis from passing state and local wage theft bills to establishing mayoral task forces and tapping agencies that help low wage workers in spotting wage theft Citing hard hitting statistics and heartbreaking first person accounts of exploitation at the hands of employers this updated edition of Wage Theft In America offers concrete solutions and a roadmap for putting an end to this insidious practice

Immigrant and Migrant Workers Organizing in Canada and the United States Jorge Frozzini,Alexandra Law,2017-11-08 Across Canada and the United States immigrant workers face important obstacles at work and in the broader society whether their immigration status is temporary permanent or nonexistent Hyper precarious workers of all status groups and their allies in unions and worker centers are organizing to improve their conditions In this book Jorge Frozzini and Alexandra Law two longtime volunteers with a Canadian worker center draw on their own experience in depth interviews and academic work from the fields of law communication studies and social movement theory to produce a tactically focused theoretically informed introduction to immigrant worker organizing in a neoliberal era Frozzini and Law describe the phenomenon of employment precarity in the context of U S and Canadian labor history explaining how union certification and collective bargaining function under the law Without directing activists toward any single best strategy they cover tactical and ethical questions raised when organizers offer casework as a recruitment and research tool The royalties from this book will go to the Immigrant Workers Centre Montreal

New Labor in New York Ruth Milkman,Ed Ott,2014-03-04 New York City boasts a higher rate of unionization than any other major U S city roughly double the national average but the city s unions have suffered steady and relentless decline especially in the private sector With higher levels of income inequality than any other large city in the nation New York today is home to a large and growing precariat workers with little or no employment security who are often excluded from the basic legal protections that unions struggled for and won in the twentieth century Community based organizations and worker centers have developed the most promising approach to organizing the new precariat and to addressing the crisis facing the labor movement Home to some of the nation s very first worker centers New York City today has the single largest concentration of these organizations in the United States yet until now no one has documented their efforts New Labor in New York includes thirteen fine grained case studies of recent campaigns by worker centers and unions each of which is based on original research and participant observation Some of the campaigns documented here involve taxi drivers street vendors and domestic workers as well as middle strata freelancers all of whom are excluded from basic employment laws Other cases focus on supermarket retail and restaurant workers who are nominally covered by such laws but who often experience wage theft and other legal violations still other campaigns are not restricted to a single occupation or industry This book offers a richly detailed portrait of the new labor movement in New York City as

well as several recent efforts to expand that movement from the local to the national scale Contributors Benjamin Becker CUNY Graduate Center Marnie Brady CUNY Graduate Center Jeffrey D Broxmeyer CUNY Graduate Center Kathleen Dunn Loyola University United Food and Commercial Workers Local 2013 Harmony Goldberg CUNY Graduate Center Peter Ikeler SUNY College at Old Westbury Martha W King CUNY Graduate Center Jane McAlevey CUNY Graduate Center CUNY Graduate Center Susan McQuade CUNY Graduate Center and New York Committee for Occupational Safety and Health Erin Michaels CUNY Graduate Center Ruth Milkman CUNY Graduate Center and Joseph S Murphy Institute for Worker Education and Labor Studies CUNY School of Professional Studies Ed Ott Murphy Institute CUNY School of Professional Studies Ben Shapiro New York Communities for Change Lynne Turner Murphy Institute CUNY School of Professional Studies

Prophetic Activism Helene Slessarev-Jamir, 2011-06-13 While the links between conservative Christians and politics have been drawn strongly in recent years coming to embody what many think of as religious activism the profoundly religious nature of community organizing and other more left leaning justice work has been largely overlooked Prophetic Activism is the first broad comparative examination of progressive religious activism in the United States Set up as a counter narrative to religious conservatism the book offers readers a deeper understanding of the richness and diversity of contemporary religious activism Helene Slessarev Jamir offers five case studies of major progressive religious justice movements that have their roots in liberative interpretations of Scripture congregational community organizing worker justice immigrant rights work peace making and reconciliation and global anti poverty and debt relief Drawing on intensive interviews with activists at all levels of this work from pastors and congregational leaders to local organizers and the executive directors of the national networks she uncovers the ways in which they construct an ethical framework for their work In addition to looking at predominantly Christian organizations the book also highlights the growth of progressive activism among Jews Muslims and Buddhists who are engaged in reinterpreting their religious texts to support new forms of activism Religion and Social Transformation series

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