
Is Social Justice Unionism Going To Save Public Education In Philadelphia

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Utilizing personal interviews, critical discourse analysis, and autoethnography, this thesis explores the neoliberalization of U.S. higher education through of the lens of graduate assistants (GAs). Graduate assistants undertake essential work at universities – such as grading papers and conducting research – yet often their income falls well below a living wage, making their existence increasingly precarious. In order to improve their wages and working conditions, many GAs have chosen to unionize. However, there have been major barriers to the successful unionization of GAs, including anti-union campaigns run by university administrators and attacks on their legal right to organize by the National Labor Relations Board (NLRB). This thesis also examines how rank-and-file members of GA unions have demonstrated they are willing to take direct action – such as labor strikes and

fee strikes – in order to make material gains. Furthermore, many GA unions are social justice unions that explicitly advocate for the wider community in addition to making ‘bread and butter’ contract demands. Social justice unionism is a model that this thesis argues should be followed at the University of Wyoming (UW) with the establishment of a ‘wall-to-wall’ union for all UW employees. Trade unions worldwide face a powerful paradox at this critical juncture: collective organisations for workers are urgently needed and yet there are serious pressures undercutting the legitimate role of trade unions. The aim of this book is to examine how trade unions can effectively navigate this deeply contradictory challenge. It is underpinned by the conviction that trade unions are – and should be – vital institutions for democracy and social justice. Written by leading scholars in industrial relations and labour law as well as those in political philosophy and political science, the collection tackles a range of pressing topics for trade unions including: the climate crisis; the COVID-19 pandemic; economic democracy; democracy within trade unions; precarious work; and election campaigns. This is one of the first compilations on collective bargaining in higher education reflecting the work

of scholars, practitioners, and employer and union advocates. It offers a practical and comprehensive resource to higher education leaders responsible for developing, managing, and maintaining collective bargaining relationships with academic personnel. Offering views from an experienced and diverse group, this book explores how to manage relationships in collaborative, transparent, and equitable ways, best practices for meaningful outcome measures, and approaches for framing collective bargaining as a long-term process that benefits the institution. This volume provides an overview of the contemporary landscape, benchmark measures of success, and practical advice focusing on advancing collaborative, equitable, and sustainable labor relations approaches in higher education. Designed for administrators, union leaders, elected officials, and policy makers, at all stages of their careers as well as for faculty and students in graduate programs, this volume serves as an invaluable resource for those who endeavor to conceptualize, conduct, manage, and implement collective bargaining in more mutually effective and beneficial ways for all parties.

Central Labor Councils are the local arm of the labor movement responsible for coordinating collective activities among different unions in a region. Once quite powerful organizations with important political roles at local and regional levels, CLCs waned significantly during the 1940s and 50s. This work examines the recent re-emergence of Central Labor Councils and how they are being utilized as effective bodies to help rejuvenate the labor movement. It combines comprehensive history of the CLCs in America since the early 19th century and case studies by CLC leaders in Atlanta, Milwaukee, San Jose, and Seattle -- the regions where CLCs have re-emerged as important players in advancing the labor movement.

Transforming Teacher Unions

The Crisis in Organized Labor and a New Path Toward Social Justice

My Decade Fighting for the Labor Movement

Graduate Assistants Resisting Academic Neoliberalism Through Unionization
Stories for Resistance
Unions in Crisis?

Teacher Unions and Social Justice

The US trade union movement finds itself on a global battlefield filled with landmines and littered with the bodies of various social movements and struggles. Candid, incisive, and accessible, this text is a critical examination of labour's crisis and a plan for a bold way forward into the 21st century.

Teacher Unions and Social Justice is an anthology of more than 60 articles documenting the history and the how-tos of social justice unionism. Together, they describe the growing movement to forge multiracial alliances with communities to defend and transform public education. Book Review 1: "The fight for justice - the fight for educational justice - is achieved by community wins. As more unions join forces with their communities to engage in social justice unionism the community will win, and we need a playbook. Teacher Unions and Social Justice... is that playbook. It's packed with ideas, strategies, and the voices of change from across the nation from people who are protesting, marching, striking, organizing, creating, and demanding the schools our students deserve." -- Bettina

Love, Professor of Teacher Education, University of Georgia, Co-founder of the Abolitionist Teaching Network

Book Review 2: "...this book is centered in strategy. It recommends building coalitions between unions and communities to demand investment in public schools. In the book's vision, a union's identity goes beyond its leaders...to promote and publicize the members' collective action on cultural and community matters of concern." -- Foreword Clarion Reviews Book Review 3: "Teachers Unions and Social Justice creates a clear roadmap for building and wielding the power working people need to restore our social contract, by using common-good bargaining to build solidarity that extends beyond our workplaces and into our communities." -- Sara Nelson, President of the Association of Flight Attendants-CWA

In 1995, in the first contested election in the history of the AFL-CIO, John Sweeney won the presidency of the nation's largest labor federation, promising renewal and resurgence. Today, less than 7 percent of American private-sector workers belong to a union, the lowest percentage since the beginning of the twentieth century, and public employee collective bargaining has been dealt devastating blows in Wisconsin and elsewhere. What happened? Jane McAlevey is famous—and notorious—in the American labor movement as the hard-charging organizer who racked up a string of victories at a time when union leaders said winning wasn't possible. Then she was bounced from the movement, a victim of the high-level internecine warfare that has torn apart organized labor. In this engrossing and funny narrative—that reflects the personality of its charismatic, wisecracking author—McAlevey tells the story of a number of dramatic organizing and contract victories, and the unconventional strategies that helped achieve them. Raising Expectations (and Raising Hell) argues that labor can be revived, but only if the movement acknowledges its mistakes and fully commits to deep organizing, participatory education, militancy, and an approach to workers and their communities that more resembles the campaigns of the 1930s—in short, social movement unionism that involves raising workers' expectations (while raising hell).

In this new edition of *Why Unions Matter*, Michael D. Yates shows why unions still matter. Unions mean better pay, benefits, and working conditions for their members; they force employers to treat employees with dignity and respect; and at their best, they provide a way for workers to make society both more democratic and egalitarian. Yates uses simple language, clear data, and engaging

examples to show why workers need unions, how unions are formed, how they operate, how collective bargaining works, the role of unions in politics, and what unions have done to bring workers together across the divides of race, gender, religion, and sexual orientation. The new edition not only updates the first, but also examines the record of the New Voice slate that took control of the AFL-CIO in 1995, the continuing decline in union membership and density, the Change to Win split in 2005, the growing importance of immigrant workers, the rise of worker centers, the impacts of and labor responses to globalization, and the need for labor to have an independent political voice. This is simply the best introduction to unions on the market.

Preparing Teachers to Educate Working-Class Students in Their Collective Self-Interest

Why Unions Matter

Labor Relations and Educational Reform

Where the Market Meets

Grassroots Resistance

Teacher Education with an Attitude

The Cambridge Handbook of U.S. Labor Law for the Twenty-First Century

Globalising Social Justice

Abstract: In this thesis, I attempt to uncover potential obstacles that prohibit a labor union from successfully changing their organizational structure from a model based primarily on servicing and representation - known as

business unionism - to a more grassroots style, social justice framework of operation - also called social movement unionism (SMU). Most labor movement theorists have used Michels' iron law thesis to explain the inability of unions to adopt and sustain an SMU framework, focusing on how a conservative, top-down structure prohibits organizational radicalization. Michels argued that centralization is a problem, as organizational elites will seek to push the organization in a conservative direction, thus prohibiting radicalization. Through fieldwork as a union organizer with the United Steelworkers of America (USWA), I argue that the opposite is happening: one of the reasons that the USWA has not been able to successfully change their structure to include an SMU framework is because of an inability to overcome a highly decentralized union structure that resulted from the legacy of a business unionism model. My findings indicate that, contrary to Michels' thesis, centralization of organizational power may be necessary to force the necessary changes at the district and local levels.

Trade unions in Canada are losing their traditional support base, and membership numbers could sink to US levels unless unions recapture their power. Unions, Equity, and the Path to Renewal brings together a distinguished group of union activists and equity scholars who trace how traditional union cultures, practices, and structures have eroded solidarity and activism and created an equity deficit in Canadian unions. Informed by a feminist vision of unions as instruments of social justice, the contributors argue that equity within unions is not simply one possible path to union renewal

it is the only way to reposition organized labour as a central institution in workers' lives. This stimulating anthology looks at exemplary practices of teacher unions from the local to national level. It challenges the reader, while presenting stirring new visions for the 21st century that involve teacher unions in the fight to improve public schools and conditions of

social justice throughout our communities. The 25 articles weave together issues of teacher unions, classroom reform, and the rights of all children to a free, equitable, and high-quality public education. Contributing authors include Howard Zinn, Dan Perlstein, Robert Lowe, Herbert Kohl, Ann Bastian, and many classroom teachers and union activists.

Higher Education Administration for Social Justice and Equity empowers all administrators in higher education to engage in their work—to make decisions, hire, mentor, budget, create plans, and carry out other day-to-day operations—with a clear commitment to justice, sensitivity to power and privilege, and capacity to facilitate equitable outcomes. Grounding administration for social justice as a matter of daily work, this book translates abstract concepts and theory into the work of hiring, socialization, budgeting, and decision-making. Contributed chapters by renowned scholars and current practitioners examine the way higher education administration is organized, and will help readers both question existing structures and practices, and consider new and different ways of organizing campuses based on equity and social justice. Rich with case studies and pedagogical tools, this book connects theory to practice, and is an invaluable resource for current and aspiring administrators.

Central Labor Councils and the Revival of American Unionism:
Between Market, Class and Society
Two Logics of Trade Union Representation
Economic Justice, Labor and Community Practice
Trade unionism and social justice
Social Movement Unionism and the Public Workplace
Making it Your Economy : Unions and Economic Justice
Describes a new form of organisation for teachers, a departure from industrial assumptions for schools and for unions. Through case studies in nine districts, the book illustrates how teacher and

administrative work change, and how labour and management learn to look at their common needs.

During the 1950s and 1960s, labor leaders Harold Gibbons and Ernest Calloway championed a new kind of labor movement that regarded workers as "total persons" interested in both workplace affairs and the exercise of effective citizenship in their communities. Working through Teamsters Local 688 and viewing the city of St. Louis as their laboratory, this remarkable interracial duo forged a dynamic political alliance that placed their "citizen members" on the front lines of epic battles for urban revitalization, improved public services, and the advancement of racial and economic justice. Parallel to their political partnership, Gibbons functioned as a top Teamsters Union leader and Calloway as an influential figure in St. Louis's civil rights movement. Their pioneering efforts not only altered St. Louis's social and political landscape but also raised fundamental questions about the fate of the post-industrial city, the meaning of citizenship, and the role of unions in shaping American democracy.

'As one would expect, this is a well-crafted, literate and absorbing account of European trade union development. Established scholars and advanced students will enjoy the discussion of theory and cases' - The Journal of Industrial Relations '[A] detailed and fascinating history of trade unions in the three countries [Britain, Germany, Italy]... considers how the unions could recover from the intense disarray of recent years' - Labour Research 'Everyone concerned over the construction of a truly social Europe will learn much from this thoughtful and probing study' - Professor Colin Crouch, Istituto Universitario Europeo In this comprehensive overview of trade unionism in Europe and beyond, Richard Hyman offers a fresh perspective on trade union identity, ideology and

strategy. He shows how the varied forms and impact of different national movements reflect historical choices on whether to emphasize a role as market bargainers, mobilizers of class opposition or partners in social integration. The book demonstrates how these inherited traditions can serve as both resources and constraints in responding to the challenges which confront trade unions in today's working world.

Explores collaborative, democratic ways of preparing teachers to educate urban, working-class students.

More Than Business Unionism
Trade Unionism and Social Justice
Success While Others Fail

A Case Study of the United Steelworkers of America

Precarious to Empowered

Obstacles to Social Movement Unionism
Lift Us Up, Don't Push Us Out!

Over the past twenty years community organizing has emerged as an important new tool for education reform in the United States. However, teachers usually play a supporting role rather than becoming community organizers themselves working with parents, students, and the community to transform their schools. Furthermore, there has been growing attention to the need for teachers' unions to move beyond traditional approaches, to form coalitions with community groups and to practice social justice unionism. This ethnography analyzes the work of CO and TUO, two organizations in Los Angeles created by a group of teachers dedicated to both community organizing and social justice unionism. Analyzing interviews, observations, and documents of teachers in CO and TUO, I argue that the merging of community organizing and social justice unionism is a successful model to transform public schools and to counter neoliberal attacks on public education.

Parents, young people, community organizers, and educators describe how they are fighting systemic racism in schools by building a new intersectional educational justice movement.

Illuminating the struggles and triumphs of the emerging educational justice movement, this anthology tells the stories of how black and brown parents, students, educators, and their allies are fighting back against systemic inequities and the mistreatment of children of color in low-income communities. It offers a social justice alternative to the corporate reform movement that seeks to privatize public education through expanding charter schools and voucher programs. To address the systemic racism in our education system and in the broader society, the contributors argue that what is needed is a movement led by those most affected by injustice--students of color and their parents--that builds alliances across sectors and with other social justice movements addressing immigration, LGBTQ rights, labor rights, and the school-to-prison pipeline. Representing a diverse range of social justice organizations from across the US, including the Chicago Teachers Union and the Genders and Sexualities Alliance Network, the essayists recount their journeys to movement building and offer practical organizing strategies and community-based alternatives to traditional education reform and privatization schemes. Lift Us Up! will outrage, inform, and mobilize parents, educators, and concerned citizens about what is wrong in American schools today and how activists are fighting for and achieving change.

Case studies of how some companies (including Xerox, General Electric, Goodyear, and Manpower, Inc.) are designing and implementing training practices to make their organizations more competitive. Thin bibliography. Johnston (sociology, Yale U.) compares and analyzes the experiences of several different public and private sector workforces engaged in new social movement unionism in recent decades, and examines the consequences of employment in political bureaucracy for the demands and the resources of public worker's movement. Discusses the public worker's movement in history, the mobilization of women, and the nurses' strike for comparable worth. Focuses on San Francisco and its suburban areas.

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From workers' wages to presidential elections, labor unions once exerted tremendous clout in American life. In the immediate post-World War II era, one in three workers belonged to a union. The fraction now is close to one in five, and just one in ten in the private sector. The only thing big about Big Labor today is the scope of its problems. While many studies have explained the causes of this decline, *What Unions No Longer Do* shows the broad repercussions of labor's collapse for the American economy and polity. Organized labor was not just a minor player during the middle decades of the twentieth century, Jake Rosenfeld asserts. For generations it was the core institution fighting for economic and political equality in the United States. Unions leveraged their bargaining power to deliver benefits to workers while shaping cultural understandings of fairness in the workplace. *What Unions No Longer Do* details the consequences of labor's decline, including poorer working conditions, less economic assimilation for immigrants, and wage stagnation among African-Americans. In short, unions are no longer instrumental in combating inequality in our economy and our politics, resulting in a sharp decline in the prospects of American workers and their families.

We the Working People

Trade Unionism in the 21st Century :

Executive Summary : 17th World Congress

Paddy Cardiff and the Discipline of Trade Unionism

Organizing for the Schools and Communities Our Students Deserve

The Global Assault on Teaching, Teachers, and their Unions

Fighting for Better Schools and Social Justice

The Future of Our Schools

An anthology of more than 60 articles documenting the history and the how-tos of social justice unionism. Together, they describe the growing movement to forge multiracial alliances with communities to defend and transform public education.

Facing economic upheaval and growing inequality, people in local communities are fighting for economic justice. Coalitions from labor, grassroots community organizations, the faith community, immigrant communities and other progressive forces are emerging across the U.S. and Canada and winning better jobs, benefits from local development and better working conditions. A multi-disciplinary group of scholars and activists provide background and analysis of these struggles and offer insights into successful community practice. From the vantage points of community organizing, labor studies, political science, urban studies, social policy and active practitioners, this volume presents both background on the problem of economic and social inequality and portrays cases of how community practice is being redefined, how unions are pursuing their goals via labor-community coalitions, and the issues confronted as these new and vital alliances form.

Community practitioners from social work, urban planning, active union members and leaders, labor educators, and those in the partnerships they have formed all will find useful insights from these analyses. This book was published as a special issue of the *Journal of Community Practice*.

Arguing that a strong union movement is needed now more than ever, this book outlines the major changes unions need to make to revitalize the U.S. labor movement. Additionally, bottom-up democratic unionism was a defining feature of the new social unionism in the 1960s and 1970s. The self-organization of rank-and-file teachers and locally-based elected leaders, rather than national leaders, pushed the AFT to more forcefully take on racism, sexism, and homophobia. Organizing by rank-and-file teachers in California in the late 1960s and 1970s demonstrates that

the AFT was not politically monolithic. The history of the AFT in California reveals a relatively politically progressive union engaged with social movements in an effort to generate social change on a broad scale. Higher Education Administration for Social Justice and Equity

Collective Bargaining in Higher Education
Brookwood Labor College and Worker
Commitment to Peace and Social Justice,
1919-1937

Organized Leadership for Equitable
Change

Fighting for Total Person Unionism
the case of the Negro worker

Teachers Involved in Community
Organizing and Social Justice Unionism to
Transform Schools

Charter schools have been promoted as an equitable and innovative solution to the problems plaguing urban schools. Advocates claim that charter schools benefit working-class students of color by offering them access to a "portfolio" of school choices. In *Charter Schools, Race, and Urban Space*, Kristen Buras presents a very different account. Her case study of New Orleans—where veteran teachers were fired en masse and the nation's first all-charter school district was developed—shows that such reform is less about the needs of racially oppressed communities and more about the production of an urban space economy in which white entrepreneurs capitalize on black children and neighborhoods. In this revealing book, Buras draws on critical theories of race, political economy, and space, as well as a decade of research on the ground to expose the criminal dispossession of black teachers and students who have contributed to New Orleans' culture and history. Mapping federal, state, and local policy networks, she shows how the city's landscape has been reshaped by a strategic venture to privatize public education. She likewise chronicles grassroots efforts to defend historic schools and neighborhoods against this assault, revealing a commitment to equity and place and articulating a vision of change

that is sure to inspire heated debate among communities nationwide.

Public education's character is increasingly under assault as privatization of education is advanced. This collection of essays by noted scholars, teacher activists, and teacher's union leaders from around the world fuses insights with background and analysis to make real the goal of quality education for all the world's children.

Lost amid the debate over educational policies are the stories of the educators, parents, and students who are most affected by legislation such as No Child Left Behind and Race to the Top. In *Educational Courage*, veteran educators and activists Nancy Schniedewind and Mara Sapon-Shevin bring together the voices of those who are resisting market-driven initiatives such as high-stakes testing, charter schools, mayoral control, and merit pay. The diverse narrators who write in this volume confront the educational agendas that undermine teachers' judgment and knowledge, ignore the different backgrounds of students and parents, and debase the learning process. Yet these educators, parents, and activists also offer stories of resistance and hope as they fight to uphold the ideals of democratic public education. From the Trade Paperback edition. *Organizing Matters* demonstrates the interplay between two distinct logics of labour's collective action: on the one hand, workers coming together, usually at their place of work, entrusting the union to represent their interests and, on the other hand, social bargaining in which the trade union constructs labour's interests from the top down. The book investigates the tensions and potential complementarities between the two logics through the combination of a strong theoretical framework and an extensive qualitative case study of trade union organizing and recruitment in four countries – Austria, Germany, Israel and the Netherlands. These countries still utilize social-wide bargaining but find it necessary to draw and develop strategies transposed from Anglo-American countries in response to continuously declining membership. *A Union of Professionals*

Organizing for Justice in Our Communities
Bringing Justice to the Public School System
Trade Unionism in the 21st Century
Raising Expectations (and Raising Hell)
Resisting the Ambush of Public Education
Democracy, Social Justice and the Role of
Trade Unions

Over the last fifty years in the United States, unions have been in deep decline, while income and wealth inequality have grown. In this timely work, editors Richard Bales and Charlotte Garden - with a roster of thirty-five leading labor scholars - analyze these trends and show how they are linked. Designed to appeal to those being introduced to the field as well as experts seeking new insights, this book demonstrates how federal labor law is failing today's workers and disempowering unions; how union jobs pay better than nonunion jobs and help to increase the wages of even nonunion workers; and how, when union jobs vanish, the wage premium also vanishes. At the same time, the book offers a range of solutions, from the radical, such as a complete overhaul of federal labor law, to the incremental, including reforms that could be undertaken by federal agencies on their own.

Two revolutions roiled the rural South after the mid-1960s: the political revolution wrought by the passage of civil rights legislation, and the ongoing economic revolution brought about by increasing agricultural mechanization. Political empowerment for black southerners coincided with the transformation of southern agriculture and the displacement of thousands of former sharecroppers from the land. Focusing on the plantation regions of Alabama, Louisiana, and Mississippi, Greta de Jong analyzes how social justice activists responded to mass unemployment by lobbying political leaders, initiating antipoverty projects, and forming cooperative enterprises that

fostered economic and political autonomy, efforts that encountered strong opposition from free market proponents who opposed government action to solve the crisis. Making clear the relationship between the civil rights movement and the War on Poverty, this history of rural organizing shows how responses to labor displacement in the South shaped the experiences of other Americans who were affected by mass layoffs in the late twentieth century, shedding light on a debate that continues to reverberate today. Timely and experience-based guide to strengthening democracy within teachers unions.

Understanding Social Justice
Solidarity Divided
Teachers Unions and Social Justice
The Future of Organized Labor in America
Unions, Equity, and the Path to Renewal
Harold Gibbons, Ernest Calloway, and
Working-Class Citizenship
Rank-and-file Teachers' Activism and
Social Unionism in California, 1948-1978