DAILY SCHEDULE AND SYLLABUS
113th SESSION
THE HARVARD TRADE UNION PROGRAM
January 12 – February 13, 2026

Zoom link: https://harvard.zoom.us/j/8615788077?pwd=ejNrdnd4RzRhaTV1MHBucys1MVZFdz09

Jump to week:

Week 1: January 12-17 Week 2: January 20-23	Week 3: January 26-30 Week 4: February 2-6	Week 5: February 9-13 GRADUATION – Hooray!

Evaluations:

Week 1 Evaluation Week 2 Evaluation Link	Week 3 Evaluation Week 4 Evaluation	Week 5 Evaluation Full Program Evaluation

Important Links and Information:

- Graduation information and RSVP - **Schedule timeslot for Leadership action plan: HERE**	HTUP Mindful Minutes - Local practitioners

	Week 1: January 12-17	
Monday, January 12 9:00-10:00 am	**Get ID cards -** meet in Lobby of Smith Campus Center	Richard A. and Susan F. Smith Campus Center 1350 Massachusetts Ave. Suite 807
Monday, January 12 10:00-12:00	**Billy Jo Joy and Alida Castillo - Orientation** **Reading:** How to prepare a case	Lewis Hall (Berkman Klein Center) - 514/515 Multi-Purpose Room 5th floor
Monday, January 12 1:00-4:00 pm	**Bill Fletcher and Alida Castillo - Orientation** **Code of Conduct**	Pound 101
Monday, January 12 6:00-9:00 pm	**Welcome Dinner** 6:00-7:00 pm Reception 7:00-9:00 pm Buffet dinner	DoubleTree Suites Boston 400 Soldiers Field Rd., Boston
Tuesday, January 13 8:30 -10:00 am	**OPEN**	

Tuesday, January 13 10:15-11:45 pm *(note earlier start time)*	**Sharon Block and Ben Sachs - "Current Labor Law Issues"** Curriculum area: Legal Issues and Public Policy **Reading:** none **Classroom Presentation:** none	Lewis Hall (Berkman Klein Center) - 514/515 Multi-Purpose Room 5th floor
Tuesday, January 13 11:45 - 11:55 am	**Billie Jo Joy - "Mindful Minutes"** Curriculum area: Organizing and Capacity	Lewis Hall (Berkman Klein Center) - 514/515 Multi-Purpose Room 5th floor
Tuesday, January 13 1:00-2:30 pm	**Bill Fletcher - "Race to Labor"** Curriculum area: History **Reading:** – Race Is About More Than Discrimination. – Race to Labor – optional The Man Who Changed Colors, Hardball Press – novel – Review - Why Leftists Should Read The Man Who Changed Colors – In These Times, 12/16/23 **Classroom Presentation:** none	Pound 101
Tuesday, January 13 3:00-4:30 pm	**Elaine Bernard - "Learning from Each Other: Unions and labor relations in the US, Canada, Norway, and New Zealand"** Curriculum area: Organizing and Capacity **Reading:** The Power to Change Things **Classroom Presentation:** PDF	Pound 101
Tuesday, January 13 5:30-7:00 pm (Dinner provided)	**Bill Fletcher - "Can the Labor Movement Avoid Fighting Fascism?"** Curriculum area: Labor and Democracy **Reading:** MAGA, Trump, and the Question of American Fascism **Resources:** The '3.5% rule': How a small minority can change the world	Hauser 102
Wednesday, January 14 8:30 -10:00 am	**Bill Fletcher - "Race to Labor"** Curriculum area: History **Reading:** none **Resources:** - Black Skin, White Mask by Frantz Fanon	Lewis Hall (Berkman Klein Center) - 514/515 Multi-Purpose Room 5th floor
Wednesday, January 14 10:00-10:10 am	**Billie Jo Joy - "Mindful Minutes"** Curriculum area: Organizing and Capacity	Lewis Hall (Berkman Klein Center) - 514/515

Wednesday, January 14 10:30-12:00 pm	**David Weil - "Strategic Choice #1 Facing the Storm: A First Discussion of Strategic Choices"** Curriculum area: Strategic Choice **Reading: –** *Turning the Tide*, Preface, Chapter 1, (pp. 3-12). **Case for discussion:** The PATCO Strike **(Case)** **Questions:** • How do you prepare for the upcoming contract negotiations as the Reagan administration? • How do you prepare for the upcoming contract negotiations as a leader of PATCO? • What lesson does the PATCO case have for leading change in your union? **Classroom Presentation:** none	Lewis Hall (Berkman Klein Center) - 514/515 Multi-Purpose Room 5th floor
Wednesday, January 14 1:00-2:30 pm	**Mark Erlich - "Labor History #1 Early America, 19th Century Industrialization, Roaring 20s, Great Depression"** Curriculum area: History **Reading:** none **Classroom Presentation:** PDF	WCC B015
Wednesday, January 14 **2:45-4:15 pm** *(note time change)*	**Marcy Goldstein-Gelb, Nancy Luc, Anneta Argyres - "Leading with Labors Values #1 Living Our Values in Challenging Times"** Curriculum area: Labor's Values **Description:** The first session will focus on the case study of the Penn State Correction Officers, examining how the union's actions and strategies aligned—or did not align—with core union values in their campaign. We will explore how questions of member voice, representation, and leadership play out in a broader national climate of escalating attacks on workers' rights, democratic institutions, and inclusion. **Readings: -** Pennsylvania State Correction Officers Association case study (required) - To defeat authoritarianism we need labor **Key discussion points include**: -What do members want, and how does the union identify and prioritize their needs? - What does the union expect from its members, and how are these expectations communicated? - What happens when there is a misalignment between what members desire and what the union is offering, and how can leaders address this gap? **Classroom Presentation:** PDF Instructions for the Leadership Action Plan Homework: Leadership Action Plan form - complete it by Wed, 1/21 at 5pm	WCC B015

Thursday, January 15 8:30 -5:00 pm	**Florrie Darwin - "Negotiation Workshop"** Curriculum area: Negotiations and Labor Relations **Reading:** Negotiation Handbook - read pages 4-7 **Classroom Presentations:** - Negotiation Workshop: Introduction - Seven Critical Elements of Negotiation Success -Seven Elements Worksheet - Negotiation by Bruce Patton - Diego Primadonna -7 Elements - Diego - review - Dealing With Difficult Bargaining Tactics - The Water Pricing Exercise: Lessons & Themes	Ash Center Conference room. 2nd floor north, 124 Mt Auburn St. When you exit the elevator, the Ash Center main entrance is to the left. You'll need your HUID to enter the building.
Thursday, January 15 9:15-9:25 am	**Billie Jo Joy - "Mindful Minutes"** Curriculum area: Organizing and Capacity	Ash Center Conference room. 2nd floor north, 124 Mt Auburn St.
Friday, January 16 8:30 -10:00 am	**Heidi Shierholz - " The Macroeconomics of Trump, Plus a Sidebar on Affordability"** Curriculum area: Legal Issues and Public Policy **Reading:** Everyone is talking about affordability — and making the same mistake **Classroom Presentation:** PDF	WCC 2009
Friday, January 16 10:00-10:10 am	**Billie Jo Joy - "Mindful Minutes"** Curriculum area: Organizing and Capacity	WCC 2009
Friday, January 16 10:30-12:00 pm	**Jennifer Zelnick - "Healthcare Social Workers on the Front Lines of the COVID-19 Pandemic"** Curriculum area: Public Sector Unions **Reading:** Healthcare Social Workers on the Front Lines of the COVID-19 Pandemic (**Read for discussion**) **Classroom Presentation:** PDF	WCC 2009
Friday, January 16 1:00-2:30 pm	**Elaine Bernard - – "Leadership and Democratic Decision-Making – A Simulation"** Curriculum area: Leadership **Reading:** none **Classroom Presentation:** PDF	WCC 1019
Friday, January 16 3:00-4:30 pm	**Jack Trumpbour - "Harvard Tour Campus"** Curriculum area: History	WCC 1019

Saturday, January 17 8:30 am-6:00 pm	**Abel Cano - "Public Narrative Workshop"** Curriculum area: Organizing and Capacity **Reading:** –Overview *Required: Ganz: Why Stories Matter *Required: Lesson 1: Public Narrative Do's & Don'ts *Required: Lesson 2: Coaching Public Narrative *Required: Growth Mindset – Carol Dweck Recommended: Chapter 19 Leading Change; **Classroom Presentation:** Public Narrative Manual	Milstein West AB WCC2019 Coaches room WCC3013
	Week 2: January 20-23	
Monday, January 19	MLK Day - No CLASS	
Tuesday, January 20 8:30 -10:00 am	**Tova Wang - "Union Activities, Community Building and the Role of Labor in Democracy"** Curriculum area: Labor and Democracy **Reading:** Stories of Democracy Realized: Becoming, Belonging, Building (skim) **Classroom Presentation:** PDF	WCC 1015 - Group 1 Breakout rooms: Hauser 104 - Group 2 WCC 2004 - Group 3
Tuesday, January 20 10:00-10:10 am	**Billie Jo Joy - "Mindful Minutes"** Curriculum area: Organizing and Capacity	WCC 1015
Tuesday, January 20 10:30-12:00 pm	**Michelle Miller and Emran Qureshi - "AI 101: What Artificial Intelligence Means for Workers"** Curriculum area: Technology **Reading:** none **Classroom Presentation:** Qureshi; Miller	WCC 1015

Tuesday, January 20 1:00-2:30 pm	**William Gould - "Union Organizing and Growth, Labor Law and Washington: What Now in the Trump Era?"** Curriculum area: Legal Issues and Public Policy **Reading:** -11 short readings - Festering Disputes and Power Clash at Labor Board, NY times 12/17/2025 - $80 Million in NIL Deals Approved by Newly Launched College Sports Commission - $2.8 Billion Settlement Will Change College Sports Forever - Athletes Express Concern Over NCAA Settlement's Impact - Whose Jobs are Doomed in A.I.'s Rise - Nyzier Fourqurean v. National Collegiate Athletic Association - Guss v. Utah Labor Relations Board - The Manufacturing Delusion - Gwynne A. Wilcox v Donald Trump No. 25-cv-00334 D.D.C - NLRB v California and Teamsters -12/2025 - Supreme Court Case: Trump v Wilcox **Classroom Presentation:** none	WCC 1023 and Zoom
Tuesday, January 20 3:00-4:30 pm	**Marshall Ganz - "People, Power, Change"** Curriculum area: Leadership **Reading: -** Chapter 1 of People, Power, Change: Organizing for Democratic Renewal, pp 14-34 - Are You Building Something? **Classroom Presentation:** PDF - *"American Midnight: The Great War, a Violent Peace, and Democracy's Forgotten Crisis,"* by Adam Hochschild - *"Twitter and Tear Gas: The Power and Fragility of Networked Protest"* by Zeynep Tufekc - *"Groundbreakers: How Obama's 2.2 Million Volunteers Transformed Campaigning in America,"* by Elizabeth McKenna	WCC 1023
Wednesday, January 21 8:30 -10:00 am	**Julie Battilana - "Becoming Effective Change Makers"** Curriculum area: Leadership **Reading:** Power for All, Introduction **Classroom Presentation:** PDF	WCC 1015
Wednesday, January 21 10:00-10:10 am	**Billie Jo Joy - "Mindful Minutes"** Curriculum area: Organizing and Capacity	WCC 1015
Wednesday, January 21 10:30-12:00 pm	**Jack Trumpbour - "Fissuring"** Curriculum area: Strategic Choice Youtube video Justice at Hershey Slide	WCC 1015

Wednesday, January 21 1:00-2:30 pm	**Mark Erlich - "Labor History #2: The New Deal, Post-WWII "Social Contract" and the Great Compression"** Curriculum area: History **Reading:** none **Classroom Presentation:** PDF	WCC 1023
Wednesday, January 21 3:00-4:30 pm	**Open**	WCC 1023
Wednesday, January 21 4:30- 9:00 pm (Dinner provided)	**IBEW 103 - "Tour of Greater Boston Joint Apprentice Training Center's (JATC) and Dinner"** 256 Freeport St, Dorchester, MA 02122 Bus transportation provided.	Bus will leave from the corner of Everett and Mass Ave. at 4:30 pm
Thursday, January 22 8:30 -10:00 am	**Stephanie Luce - "From Defense to Offense: A Practical Radical Approach to Building a Democratic Society."** Curriculum area: Labor and Democracy **Reading:** Either this article: How Today's Underdogs Can Win Big With Strategy Or this podcast episode **Classroom Presentation:** PDF	NBER Conference Rm 1050 Massachusetts Ave
Thursday, January 22 10:00-10:10 am	**Billie Jo Joy - "Mindful Minutes"** Curriculum area: Organizing and Capacity	NBER Conference Rm 1050 Massachusetts Ave

Thursday, January 22 10:30-12:00 pm	**Marcy Goldstein-Gelb, Nancy Luc, Anneta Argyres - "Leading with Labors Values #2: Breaking Barriers"** Curriculum area: Labor's Values **Description:** This session examines what it truly takes to shift the culture within a union, moving beyond diversity toward equity, liberation, and shared prosperity. Using Heather McGhee's "drained pool" framework from The Sum of Us, we will explore how racism weakens collective power and how cross-racial solidarity strengthens unions and the labor movement as a whole. Grounded in the Memphis Sanitation Workers' Strike—an iconic example of workers fighting for dignity and justice—we will analyze how racism shows up in organizational practices, whose participation is supported or limited, and how union values can be reclaimed to "refill the pool" for all members. Through discussion of Fletcher and Hurd's analysis of race, gender, and union culture, the Anti-Racist Organizational Continuum, and the documentary The River I Stand, participants will identify barriers within their own unions and develop concrete equity-focused goals for their Leadership in Action plans. This session will help current and future labor leaders understand how building anti-racist unions is essential not only for justice, but for strengthening member engagement, expanding the labor movement, and creating the conditions for collective success in a rapidly changing workforce **Reading:** - Is organizing enough: Race, gender and union culture, Bill Fletcher and Richard Hurd, ILR School, Cornell University (required) -*The Sum of Us* — Heather McGhee (Chapters 3 and 9 required) - Required Film: The River I Stand (1993) [Available on Youtube, 1 hour] **Classroom Presentation:** PDF Instructions for the Leadership Action Plan Homework: Leadership Action Plan form - complete it by Wed, 1/21 at 5pm	NBER Conference Rm 1050 Massachusetts Ave
Thursday, January 22 1:00-2:30 pm	**Kim Kelly - "Fight Like Hell"** Curriculum area: History **Reading:** none **Classroom Presentation:** PDF Teen Vogue Article What Is the History of American Progress without a History of Its Workers? by Eileen Boris - about historical erasure	NBER Conference Rm 1050 Massachusetts Ave

Thursday, January 22 3:30-4:30 pm Tour 4:30+ Democracy Brewing	**Nick Juravich – "Boston Labor History Tour and Democracy Brewing"** Curriculum area: History The tour will start at **Back Bay Station** and end at **Democracy Brewing**, a worker-owned brewery located at 35 Temple Place, Boston, MA 02111 **Resources**: Jim Green Working People Heritage Trail Nick's Extra Info and Resources	Meet at Central Square Red Line station MBTA at 3 pm or take #1 bus We will take the train/bus to Back Bay Station
Friday, January 23 9:00 am- 4:30 pm	**Robert Forrant - "Bread and Roses and Boott Mills Worker Tour – Lawrence and Lowell, MA"** Curriculum area: History Field trip includes: Morning: **Lawrence Heritage State Park** - to learn about Bread and Roses Strike and the Pemberton Mill collapse, 1860 Lunch at **Laborers, Local 175** Afternoon: **Boott Cotton Mills Museum**, Lowell **Resources:** Contradictory Place: A History of Slavery/Anti-Slavery in Lowell -video	Bus leaves Mass Ave and Everett Street at 9:00 am
	Week 3: January 26-30	
Monday, January 26 8:30 -10:00 am	~~**Ifeoma Ajunwa - "The Quantified Worker and the AI Planetary Labor Market"**~~ Curriculum area: Technology **Reading:** - The Auditing Imperative for Automated Hiring Systems: first 10 pages) (focus on the abstract, outline, and last paragraph of the introduction - AI and Captured Capital: first 10 pages, (focus on the abstract, outline, and last paragraph of the introduction **Classroom Presentation:** none	https://harvard.zoom.us/j/8615788077?pwd=ejNrdnd4RzRhaTV1MHBucys1MVZFdz09
Monday, January 26 10:00-10:10 am	**Billie Jo Joy - "Mindful Minutes"** Curriculum area: Organizing and Capacity	https://harvard.zoom.us/j/8615788077?pwd=ejNrdnd4RzRhaTV1MHBucys1MVZFdz09
Monday, January 26 10:30-12:00 pm	**Gautam Mukunda - "Dangerous Mines: Saving Lives Through Leadership"** Curriculum area: Leadership **Reading:** "Cynthia Carroll at Anglo American" (HRB **Case**) **Classroom Presentation:** none	https://harvard.zoom.us/j/8615788077?pwd=ejNrdnd4RzRhaTV1MHBucys1MVZFdz09

Monday, January 26 1:00-2:30 pm	**Vonda Brunsting - "History of Workers' Capital/Capital Stewardship"** Curriculum area: Capital Strategies **Reading:** In These Times Special Issue: Rethinking Pensions and Power **Classroom Presentation:** PDF	https://harvard.zoom.us/j/8615788077?pwd=ejNrdnd4RzRhaTV1MHBucys1MVZFdz09
Monday, January 26 3:00-4:30 pm	**OPEN**	
Tuesday, January 27 8:30 -10:00 am	**Izaskun Zuazu and Dora Sari '18 - "What Labor Union Rights Do for Democracy"** Curriculum area: Labor and Democracy **Reading: -** A GUIDE TO MEASURING DEMOCRATIC EROSION - Democracy may not always guarantee strong workers' rights, but it helps fight for them - DEMOCRACY AT WORK AND BEYOND: the role of trade unions in strengthening citizens' participation and trust in public institutions **Classroom Presentation:** PDF	https://harvard.zoom.us/j/8615788077?pwd=ejNrdnd4RzRhaTV1MHBucys1MVZFdz09 Or Austin 111
Tuesday, January 27 10:00-10:10 am	**Billie Jo Joy - "Mindful Minutes"** Curriculum area: Organizing and Capacity	https://harvard.zoom.us/j/8615788077?pwd=ejNrdnd4RzRhaTV1cMHBucys1MVZFdz09 Or Austin 111
Tuesday, January 27 10:30-12:00 pm	**Chrissy Lynch '19 - "Labor and the Environment: Fighting Climate Change While Creating and Protecting Union Jobs and Affordable Energy for Working Families"** **Guests:** John Buonopane, Deputy Director, United Steel Workers District 4; Renee Dozier, Business Agent, IBEW Local 103; Annina Kennedy-Yoon, Mass AFL-CIO Curriculum area: Labor and climate **Reading:** - - Resolution 5: Climate Change, Energy and Union Jobs - BUILDING THE CLEAN ENERGY COMMONWEALTH (skim) **Classroom Presentation:** PDF	https://harvard.zoom.us/j/8615788077?pwd=ejNrdnd4RzRhaTV1MHBucys1MVZFdz09 Or Austin 111
Tuesday, January 27 1:00-2:30 pm	**Gautam Mukunda - "Indispensable: When Leaders Really Matter"** Curriculum area: Leadership **Reading:** none **Classroom Presentation:** PDF The Indispensable Newsletter by Gautam Mukunda - subscribe	Austin 111
Tuesday, January 27 3:00-4:30 pm	**Elizabeth Parisian- "Retirement Security"** Curriculum area: Capital Strategies **Reading: -** CalPERS Labor Principles - Criteria for an Effective Labour Rights Assessment **Classroom Presentation:** PDF	Austin 111

Wednesday, January 28 8:30 -10:00 am	**David Weil - "Strategic Choice #2: Strategic Planning and Strategic Choice"** Curriculum area: Strategic Choice **Reading:** – David Weil, "A Strategic Choice Framework for Union Decision Making" Working USA: The Journal of Labor and Society, vol. 8, March 2005, pp. 327-347. – The Fissured Workplace: Why Work Became So Bad for So Many and What Can be Done to Improve It, Chapter 1, (pp. 1-23). **Case for discussion:** Reflect carefully on your own union's recent history (and your personal history in your union). Based on the framework described in the "Strategic Choice Framework," think about the following questions: • What was the most significant change affecting its "strategic leverage"? • What was the most significant change affecting its "organizational capacity"? • How have the changes you have noted above affected your views on union leadership and management? • *How has your union engaged in planning / strategic planning in recent years? How successful have those efforts been in improving the strategic position of your union?* **Classroom Presentation:** PDF	Austin 111
Wednesday, January 28 10:00-10:10 am	**Billie Jo Joy - "Mindful Minutes"** Curriculum area: Organizing and Capacity	Austin 111
Wednesday, January 28 10:30-12:00 pm	**David Weil - "Strategic Choice #3 : Analyzing Strategic Leverage"** Curriculum area: Strategic Choice **Reading:** – Turning the Tide. Introduction to Part II; Chapter 2, pp. 23-42; Chapter 4, pp. 74-90. – The Fissured Workplace: Why Work Became So Bad for So Many and What Can be Done to Improve It, Chapters 2-3, (pp. 28-75). – Mark Erlich, "Construction Workers and the Gig Economy." Dissent. Spring 2020, pp. 83-89. **Case for discussion***:* David Vernon, "A Deep-Dive on Amazon Flex and the Threat from Crowdsourced Delivery." A/B Bernstein Analytics. May 14, 2018. [NOTE: This is a business evaluation of Amazon Flex by a private equity research firm]. CASE ***Questions:*** • What are the key factors that will affect whether Amazon Flex will be successful in the short, medium and long term? • If you are FedEx or UPS, how worried are you about Amazon Flex based on the analysis in the report? • How might the Amazon Flex business model impact other businesses and the people who work for them? • What factors most influence strategic leverage for your union? **Classroom Presentation:** PDF	Austin 111

Wednesday, January 28 1:00-2:30 pm	**Mark Erlich - "Labor History #3: Rise and Fall of Labor, Changes in Work, Political and Business Climate"** Curriculum area: History **Reading:** none **Classroom Presentation:** PDF	Pound 100
Wednesday, January 28 4:30-5:30 (Notice time change)	**Tom Juravich - "Union Worker Songs" – performance** Curriculum area: History	Milstein East B Wasserstein Building, 2nd floor
Wednesday, January 28 6:00-7:30 pm *Reception to follow*	**James Green Memorial Forum on Labor History: "Para Power: Paraprofessional Educators, Teacher Unions, and Defending Public Education, Past and Present"** **Speaker: Nicholas Juravich,** Associate Professor of History & Labor Studies University of Massachusetts, Boston **Comments:** Holly Currier (MTA) and Raylyn Cheek, (BPS) **Presentations:** Juravich; Currier	Milstein East B&C Wasserstein Building, 2nd floor 1585 Massachusetts Avenue, Cambridge
Thursday, January 29 8:30 -10:00 am	**Tom Juravich - "What the Boss Doesn't Want Us to Know: Discovering Power and Winning Campaign"** Curriculum area: Organizing and Capacity **Reading:** *What the Boss Doesn't Want Us to Know: Discovering Power and Winning Campaign,* by Tom Juravich, Olivia Geho, and Andrew Gorry. Read the Prologue and Chapter One. **Classroom Presentation:** PDF **References:** "Automating Inequality: How High-Tech Tools Profile, Police, and Punish the Poor" by Virginia Eubanks	Austin 100
Thursday, January 29 10:00-10:10 am	**Billie Jo Joy - "Mindful Minutes"** Curriculum area: Organizing and Capacity	Austin 100
Thursday, January 29 10:30-12:00 pm	**Marcy Goldstein-Gelb, Nancy Luc, Anneta Argyres - "Leading with Labors Values #3: Organizational Democracy"** Curriculum area: Labor's Values **Description:** This session invites participants to look in the mirror and critically assess how well our unions reflect the principles we demand from employers. Organizational democracy is at the heart of this reflection, ensuring that power and decision-making are distributed equitably within our unions. Focusing on the core principles of distributive, procedural, interpersonal, and informational justice, we will explore how these concepts can guide our internal practices—toward leaders, members, staff, and allies alike. We'll analyze what impacts those practices have on achieving each union's vision. **Reading: -** Yean & Yusof (2016) Organizational Justice: A conceptual discussion (required) - *Union leadership and members attitudes*, Tove H. Hammer, Mahmut Bayazit, David L. Wazeter, ILR School, Cornell University, 2009 (optional) **Classroom Presentation:** PDF	Austin 100

Thursday, January 29 1:00-2:30 pm	**Avi Chomsky - "Immigration in the United States: What's New and Why?"** Curriculum area: Legal Issues and Public Policy **Reading:** Migration Is Not the Crisis **Classroom Presentation:** PDF	Austin 100
Thursday, January 29 3:00-4:30 pm	**Yoorie Chang - "Introduction to 'Building Worker Power in Cities and States': A Policy Toolkit for State and Local Labor Policy Innovation"** Curriculum area: Legal Issues and Public Policy **Reading:** Recommended: - Building Worker Power in Cities and States: A Toolkit for State and Local Labor Policy Innovation (note: the PDF on the website does not reflect this past year's legislative updates/is a little out of date; the web content is up-to-date) - Clean Slate for Worker Power Executive Summary **Classroom Presentation:** PDF	Austin 100
Friday, January 30 8:30 -10:00 am	**Alexander Hertel-Fernandez - "How Can Public Sector Unions Build Stronger and More Engaged Locals"** Curriculum area: Public Sector Unions **Reading:** - Lainey Newman and Theda Skocpol. 2023. *Rust Belt Union Blues*. Chapter 4. - Alexander Hertel-Fernandez. 2024. "Civic Organizations and the Political Participation of Cross-Pressured Americans: The Case of the Labor Movement." **Classroom Presentation:** PDF	Austin 111
Friday, January 30 10:00-10:10 am	**Billie Jo Joy - "Mindful Minutes"** Curriculum area: Organizing and Capacity	Austin 111
Friday, January 30 10:30-12:00 pm	**Panel: "Labor Unions and the Future of Democracy in Heartland"** **Yoorie Chang, Lainey Newman, and Stephanie Ternullo** Curriculum area: Labor and Democracy **Reading:** none **Classroom Presentation:** none	Austin 111
Friday, January 30 1:00-2:30 pm	**Richard Freeman - "Graduate Student Unionizing"** Curriculum area: Organizing and Capacity **Reading:** none **Classroom Presentation:** PDF	Pound 100
Friday, January 30 3:00-4:30 pm	**OPEN**	
	Week 4: February 2-6	

Monday, February 2 8:30 -10:00 am	**Henry Garrido '09 - "Privatization and Corruption – Learning to Follow the Money Trail"** Curriculum area: Public Sector Unions **Reading:** Privatization and Corruption – Learning to Follow the Money Trail **(CASE)** **Classroom Presentation:** Checkbook NYC Mayor's Office of Contract Services Definition of displacement 5 Lessons to take away: 1. Members are your greatest strength. They know more about what is going on at the ground level. 2. Don't be afraid to speak out for the higher purpose. It's ok to acknowledge union mistakes and fix them. 3. Tell your story 0 don't be afraid. Reporters can be your friend. 4. Pay attention to details. Not just the cost but the value. 5. Transparency is key!	Austin 111
Monday, February 2 10:00-10:10 am	**Billie Jo Joy - "Mindful Minutes"** Curriculum area: Organizing and Capacity	Austin 111
Monday, February 2 10:30-12:00 pm	**Panel: "How Unions are Fighting for Democracy" Darlene Lombos, Jessica Tang, John Doherty, and Faye Guenther** Curriculum area: Labor and Democracy **Reading:** Websites for: Standing for Democracy Labor for Democracy May Day Strong Coalition Bargaining for the Common Good UFCW 3000 Strike Manual Sample General Strike Pledge Card related to ICE (UFCW) **Classroom Presentation:** **Reference:** Want to Fight Fascism? Look to U.S. History. - In These Times	Austin 111
Monday, February 2 1:00-2:30 pm	**Raj Nayak - "Protecting Workers from Heat — and What to Do When OSHA Won't"** Curriculum area: Labor and climate **Reading:** Heat Exposure in Indoor Service Sector Workplaces - summary - The New American Inequality: The Cooled vs. the Cooked - Heat Exposure in Indoor Service Sector Workplaces - full report - Intervention to reduce heat stress and improve efficiency among sugarcane workers in El Salvador: Phase 1. *Occupational and Environmental Medicine, 73* (6), 409-416. *https://doi.org/10.1136/oemed-2016-103555*. **Classroom Presentation:** PDF	Austin 111 and Zoom https://harvard.zoom.us/j/8615788077?pwd=ejNrdnd4RzRhaTV1MHBucys1MVZFdz09

Monday, February 2 3:00-5:00 pm	**Movie "9 to 5"** Curriculum area: Organizing and Capacity **Preparation** for February 5, 8:30 -10:00 am class and discussion.	Austin 111
Tuesday, February 3 8:30 -10:00 am	**Vicki O'Leary '18 - "Listening to Your Membership"** Curriculum area: Organizing and Capacity **Reading:** - IMPACT MATERNITY LEAVE PROGRAM - Be That One Guy - Upstander Training **Classroom Presentation:** PDF	Austin 111
Tuesday, February 3 10:00-10:10 am	**Billie Jo Joy - "Mindful Minutes"** Curriculum area: Organizing and Capacity	Austin 111
Tuesday, February 3 10:30-12:00 pm	**Pronita Gupta - "Community Benefit Agreements: a More Worker Centered Approach to the 'Abundance' Debate"** Curriculum area: Organizing and Capacity **Reading:** - How community benefits agreements can reduce project delivery risk **Classroom Presentation:** PDF	Austin 111
Tuesday, February 3 1:00-2:30 pm	**Tom Kohler - "Cornerstones of the Civil Rights Movement: The Pathbreaking Significance of Steele v. Louisville & Nashville Ry Co"** Curriculum area: Legal Issues and Public Policy Reading: Steele v Louisville (**CASE)** **Classroom Presentation:** none	Austin 111
Tuesday, February 3 3:00-4:30 pm	**HUCTW Panel - "The Story of the Harvard Union of Clerical and Technical Workers" Simone Gonzalez, Carrie Barbash, Adrienne Landau, Donene Williams, and Natasha Williams** Curriculum area: Organizing and Capacity **Reading:** "Solidaritas at Harvard," John Hoerr, American Prospect, Summer 1993- HUCTW.org **Classroom Presentation:** none	Austin 111
Wednesday, February 4 8:30 -10:00 am	**Class Sharing: -**about 10 min each Richard Orchard - East St. Louis and Belleville firefighting Julia McKay USW- Elevating Action on Gender Based Violence; pic Poster; Make Shit Better; D3 USW Strong as Steel Podcast Tim Morgan - IUEC Michael Brøndbo - Norwegian Unions Michelle Evans - AFSCME's campaigns to organize cultural workers in Ohio Jeffrey Hawkins - AZ 1, AZ 2, AZ3 Thea Setterbo -DC37 website Rachael Running - GBLC 2025 video	Austin 111
Wednesday, February 4 10:00-10:10 am	**Billie Jo Joy - "Mindful Minutes"** Curriculum area: Organizing and Capacity	Austin 111

Wednesday, February 4 10:30-12:00 pm	**David Weil - "Strategic Choice #4: Building Organizational Capacity"** Curriculum area: Strategic Choice **Reading:** –Turning the Tide, Ch. 5 (pp. 117-126) and 7, 8 (All). -Paul Clark, Greg Bamber, Paul Whitehead, Lois Gray, Sandra Cockfield, and Kay Gilbert. "Does Modernizing Union Administrative Practices Promote or Hinder Union Revitalization?" British Journal of Industrial Relations, vol.59, no.2, June 2021, pp. 370-397. **Case for discussion:** What Do Members Want? The MGEU Resource Centre (**CASE)** **Questions:** • What are the upsides and downsides of the MGEU Resource Centre? • Would you choose to expand it as a leader of the MGEU Executive Board? • What factors most influence organizational capacity in your union? What barriers exist to changing organizational capacity in your union? **Classroom Presentation:** PDF	Austin 111
Wednesday, February 4 12:15-2:00 pm *Reception to follow*	**John T. Dunlop Memorial Forum: "Two Promises to Those Who Work: Voice and Ownership"** **Speaker: Yolanda Díaz Pérez**, Second Deputy Prime Minister and Minister of Labour and Social Economy of the Government of Spain Two Promises to Those Who Work: Voice and Ownership – International High-level Expert Committee on Democracy at Work	Milstein 2036 East AB
Wednesday, February 4 2:00-3:30 pm (notice time change)	**Mark Erlich - "Labor History #4: Trends, Automation, and the Gig Economy"** Curriculum area: History **Reading:** none **Classroom Presentation:** PDF	WCC 1023
Wednesday, February 4 5:30 - 6:30 pm	**HTUP Alumni Association Annual Meeting** -Constitution -Bylaws	Pound 4th floor Conference room And Zoom https://harvard.zoom.us/j/8615788077?pwd=ejNrdnd4RzRhaTV1MHBucys1MVZFdz09
Thursday, February 5 8:30 -10:00 am	**Ellen Cassedy - "Working 9 to 5: A Women's Movement, a Labor Union, and the Iconic Movie"** Curriculum area: Organizing and Capacity **Reading:** Watch 9 to 5 movie - February 2, 3:00-5:00 pm **Classroom Presentation:** PDF	Austin 100

Thursday, February 5 10:00-10:10 am	**Billie Jo Joy - "Mindful Minutes"** Curriculum area: Organizing and Capacity	Austin 100
Thursday, February 5 10:30-12:00 pm	**Marcy Goldstein-Gelb, Nancy Luc, Anneta Argyres - "Leading with Labors Values #4: Building the Base in Divisive Times"** Curriculum area: Labor's Values **Description:** One fundamental theory of change upon which the labor movement relies is the belief that lots of workers acting in solidarity can put pressure on decision makers (like employers and politicians) to make the changes that the workers need. How is that fundamental solidarity built? What are the strengths and weaknesses of this base-building model? And what happens to this model during divisive social and political times? To explore these questions, we'll start by looking at the case of the St. Paul Teachers Federation as presented in Deepak Bhargava and Stephanie Luce's book, Practical Radicals: Seven Strategies to Change the World. **Reading:** - Bhargava and Luce (2023), *Chapter 6.2: Base-Building – Labor Unions: Worker Power, the Common Good and the St. Paul Federation of Teachers* (required) -Jimmy Williams (2025), To build a stronger labor movement, go to the members. (optional) **Classroom Presentation:** PDF **Reference:** "*Solidarity Divided: The crisis in organized labor and a new path toward social justice*," by Bill Fletcher	Austin 100
Thursday, February 5 1:00-2:30 pm	**Anneta Argyres - "American Agitators Movie"** Curriculum area: Organizing and Capacity **Reading:** none **Classroom Presentation:** none	Austin 100
Thursday, February 5 3:30-8:00 pm (dinner provided)	**Massachusetts Nurses Association (MNA) Tour and Dinner** 340 Turnpike St, Suite 2-1, Canton, MA 02021 Bus transportation provided	Bus leaves Mass Ave and Everett Street at 3:30 pm
Friday, February 6 8:30 -10:00 am	**Bill Cole - "Your Union: Is it a Noun or a Verb"** Curriculum area: Leadership **Reading:** Union Member Engagement & Participation No. 1 6/2023 - Union Member Engagement & Participation No. 2 - 9/2023 - Union Member Engagement & Participation No. 3 - 6/2024 **Classroom Presentation:** PDF	Pound 100
Friday, February 6 10:00-10:10 am	**Billie Jo Joy - "Mindful Minutes"** Curriculum area: Organizing and Capacity	Pound 100

Friday, February 6 10:30-12:00 pm	**Richard Parker - "Is Socialism Finally Ahead of Us--and If So, What Could That Possibly Mean?"** Curriculum area: Labor and Democracy **Reading:** Reading and Prepare for class discussion **(CASE)** **Classroom Presentation:** PDF	Pound 100
Friday, February 6 1:00-2:30 pm	**Thomas Kochan - "How to Bring Labor's Voice into Artificial Intelligence (AI) Decisions"** Curriculum area: Technology **Reading:** Reading and prepare for class discussion **(CASE)** **Classroom Presentation:** PDF	Pound 100
Friday, February 6 2:45 pm *optional*	**Jeff Quick, HERFF JONES "Class Ring information and sizing"** **Download** sales flyer	Pound 100
	Week 5: February 9-13	
Monday, February 9 8:30 -10:00 am	**Max Kiefel - "Labor and Electoral Politics"** Curriculum area: Labor and Democracy **Reading:** Required: - Proportional Representation Would Be a Boon for Labor - Democrats and Labor: Frenemies Forever? Recommended: Union Leaders Get Tough With Democrats as Members Drift Toward Trump **Classroom Presentation:** PDF	Pound 201 Exec Ed classroom
Monday, February 9 10:00-10:10 am	**Billie Jo Joy - "Mindful Minutes"** Curriculum area: Organizing and Capacity	Pound 201 Exec Ed classroom
Monday, February 9 10:30-12:00 pm	**Isabelle Ferreras '05 –"Democratizing the Corporation"** Curriculum area: Organizing and Capacity **Reading:** – *Democratizing the Corporation: The Bicameral Firm and Beyond,* Edited by Isabelle Ferreras, Tom Malleson and Joel Rogers, March 2024, Verso. pages 15-60. **Classroom Presentation:** PDF **Reference:** Bicameral Firm youtube video - https://reportondemocracyatwork.org/en/home/	Pound 201 Exec Ed classroom

Monday, February 9 1:00-2:30 pm	**Chrissy Lynch '19 - "Artificial Intelligence and Jobs: Safeguarding from risks so we can experience the benefits"** **Guests:** Jess Maher, Executive Director of SAG-AFTRA New England; Carlos Aramayo, President, UNITE HERE Local 26, Emily Kibbe, Legislative Coordinator, Mass AFL-CIO Curriculum area: Technology **Reading:** - 5 issues to consider as AI reshapes work - How can Australians make sure AI delivers on its hype? By proudly embracing our inner luddite - Companies are betting on AI to help lift productivity. Workers need to be part of the process **Classroom Presentation:** Maher; Lynch	Pound 201 Exec Ed classroom
Monday, February 9 3:00-4:30 pm	**David Cutler - "What's Up with Health Care?"** Curriculum area: Legal Issues and Public Policy **Reading:** none **Classroom Presentation:** PDF	Pound 201 Exec Ed classroom
Tuesday, February 10 8:30 -10:00 am	**Harris Freeman - "The Massachusetts Teacher Strikes: Lessons for Labor in an Era of Authoritarianism and Upheaval"** Curriculum area: Public Sector Unions **Reading:** - Resolving Bargaining Impasses in the Public Sector - Teaching Each Other to Strike - THE PUBLIC SECTOR – WORKERS NEED THE RIGHT TO STRIKE **Classroom Presentation:** PDF	Pound 201 Exec Ed classroom
Tuesday, February 10 10:00-10:10 am	**Billie Jo Joy - "Mindful Minutes"** Curriculum area: Organizing and Capacity	Pound 201 Exec Ed classroom
Tuesday, February 10 10:30-12:00 pm	**Michelle Miller and Cynthia Conti-Cook - "AI, Crypto, Oh My! Understanding the Politics of the Tech Economy"** Curriculum area: Technology **Reading:** none **Classroom Presentation:** Miller; Conti **References**: Collaborative Research Center for Resilience- toolkit - The Net - Sandra Bullock movie - Ready Player One - movie - JD Vance -How I Joined the Resistance - The Lamp	Pound 201 Exec Ed classroom

Tuesday, February 10 1:00-2:30 pm	**Chris Mackin - "Enterprise Strategies: ESOP's, Cooperatives and Democratic Ownership"** Curriculum area: Capital Strategies **Reading:** - An Iron Chain of Bondage, Lessons from the Knights of Labor - Largest Employee-Owned Companies USA - ESs OP Definition and Union Issues - The American Ownership and Resilience Act (AORA) (Extra Reading) Defining Employee Ownership: Four Meanings and Two Models **Classroom Presentation:** PDF Sullivan Tires - employee owned	Pound 201 Exec Ed classroom
Tuesday, February 10 3:00-4:30 pm	**David Webber - "Resetting the Relationship with Private Equity"** Curriculum area: Capital Strategies **Reading:** Chapters 5 and 7, *The Rise of the Working-Class Shareholder: Labor's Last Best Weapon,* David Webber, Harvard University Press. **Classroom Presentation:** none	Pound 201 Exec Ed classroom
Tuesday, February 10 4:30-6:00 pm (dinner provided)	**Capital Strategies faculty - "Pizza dinner: Slices and Stocks"** Curriculum area: Capital Strategies	Pound 201 Exec Ed classroom
Wednesday, February 11 8:30 -10:00 am	**Al Davidoff - "Unionizing the Ivory Tower"** Curriculum area: Organizing and Capacity **Reading:** Davidoff, *Unionizing the Ivory Tower* pp. 151-177 -Afterword: pp. 235-238 **Classroom Presentation:** 10 Lessons Al Davidoff, "Steward's Corner: Fighting Mid-Contract Changes Can Build the Union," Labor Notes, July 2025, pp. 12-13.	Pound 201 Exec Ed classroom

Wednesday, February 11 10:30-12:00 pm	**David Weil - "Strategic Choice #5: Strategic Choice and Building Sustainable Worker Organization"** Curriculum area: Strategic Choice **Reading:** *The Fissured Workplace: Why Work Became So Bad for So Many and What Can be Done to Improve It*, Chapters 9-10, (pp. 214-267). **Case for Discussion**: Jane McAlevey, "Make the Road New York" Chapter 6, No Shortcuts: Organizing for Power in the New Gilded Age. **CASE** **Questions:** • What is the Make the Road New York strategy to represent workers in New York? What are its key strengths and vulnerabilities? • What are the organizational capacities required for this model of representing workers? What are its key strengths and vulnerabilities? • What are the key steps to allow Make the Road New York to become a sustainable model for worker representation? As a leader of the organization, what keeps you awake at night? • *What aspects of strategic leverage and organizational capacity will you be thinking about as you return to your labor organization?* **Classroom Presentation:** PDF	Pound 201 Exec Ed classroom
Wednesday, February 11 1:00-2:30 pm	**Mark Erlich - "Labor History #5: Labor – Today and Tomorrow"** Curriculum area: History **Reading:** none **Classroom Presentation:** PDF	Pound 201 Exec Ed classroom
Wednesday, February 11 3:00-4:30 pm	**Billie Jo Joy - "Mindful Minutes Wrap Up"** Curriculum area: Organizing and Capacity	Pound 201 Exec Ed classroom
Wednesday, February 11 6:00-7:30 pm *Reception to follow*	**Jerry Wurf Memorial Forum - "State and Local Governments: Strategies to Advance Worker Protections"** **Speaker: Jessica Looman,** Virginia Secretary of Labor **Introduction: Elissa McBride,** Secretary-Treasurer AFSCME	Austin 101
Thursday, February 12 8:30 -9:00 am	**Class Sharing #2** **-**RC Silvers AFSCME 500 - Luciano Padilla - BAC video	Pound 201 Exec Ed classroom
Thursday, February 12 9:00-10:20 pm	**Marcy Goldstein-Gelb, Nancy Luc, Anneta Argyres - "Putting it all together - 'Leadership in Action' plans"** Curriculum area: Labor's Values **Reading:** Presenting Action Plans **Classroom Presentation schedule**	Pound 201 Exec Ed classroom

Thursday, February 12 10:45-12:00 pm	**Marcy Goldstein-Gelb, Nancy Luc, Anneta Argyres - "Putting it all together - 'Leadership in Action' plans"** Curriculum area: Labor's Values **Reading:** Presenting Action Plans **Classroom Presentation** **scheduble**	Pound 201 Exec Ed classroom
Thursday, February 12 1:00-2:00 pm	**Marcy Goldstein-Gelb, Nancy Luc, Anneta Argyres - "Putting it all together - 'Leadership in Action' plans"** Curriculum area: Labor's Values **Reading:** Presenting Action Plans **Classroom Presentation** **schedule**	Pound 201 Exec Ed classroom
Friday, February 13 9:30-10:00 am	**Martha Stewart - Class Picture** Curriculum area: Graduation	Ames Courtroom Austin 200
Friday, February 13 10:00-10:30 am	**Graduation Rehearsal**	Ames Courtroom
Friday, February 13 11:00-2:00 pm	**GRADUATION – Hooray!** **Speaker: Darrick C. Hamilton,** Professor, New School, Chief Economist, AFL-CIO, 2025–2026 Fellow, Radcliffe Institute	Ames Courtroom Austin 200