

Overview

Introduction

The Labor Studies Center is a comprehensive labor education center committed to strengthening the capacity of organized labor to represent the needs and interests of workers, while at the same time strengthening the University's interdisciplinary research and teaching on labor and workplace issues. The Center's primary areas of research and practice include:

- training and technical assistance to unions on labor relations and workplace issues;
- interventions to increase the organizational effectiveness of unions;
- an undergraduate Labor Studies major and internship program;
- the development and diffusion of constructive labor-management relations practices, particularly in the public sector;
- the formation and institutionalization of labor-community coalitions; and
- the impact of changing production systems on workers and labor relations practice in the North American auto industry.

During 2003-2004 the Center served over 4,000 students in a variety of workshops and courses while maintaining an active program of research, technical assistance, and service.

Staff

The year 2003-2004 was a busy and productive one for Center staff. In addition to administering the Labor School Program, **Mike Leslie** developed and taught a new course on workplace health and safety, and began teaching in the Center's Paid Educational Leave program conducted for the UAW-GM Center for Human Resources.

Michelle Fecteau, coordinator of the Center's Union Skills and Strategies Program, worked closely with the leadership and staff of Pipefitters Local 597 in Chicago to design and implement a comprehensive program to prevent workplace harassment and discrimination. In addition, she assisted HERE Local 24 in the design and development of a workplace steward system.

In addition to his teaching in the Labor School Program and the Center's auto industry training programs, **Steve Babson** continued his research on the North American auto industry and his coordination of the Center's International Research Network on Autowork in the Americas. He also served as communications officer and newsletter editor of the WSU chapter of the AAUP-AFT, and as a delegate to the Metropolitan Detroit AFL-CIO Council.

Dave Reynolds taught in the Center's Labor School Program and auto industry training programs. In addition, Dave coordinated the national Building Regional Power Research Project – a collaboration between the United Association of Labor Educators and the national AFL-CIO. He continued to provide research and technical support to living wage campaigns in Michigan and across the country. His latest book *Partnering for Change: Labor and Community Groups Build Coalitions for Economic Justice* was published by M.E. Sharpe in April.

Juanita Hatcher oversaw the Center's office operations and its three student assistants (Ebony Lee, Carrie Wells and Nakeria Thomas). As Center secretary, Juanita is responsible for the direct mail recruitment, registration, invoicing, purchasing, database management, and production of course manuals for a Center serving over 4,000 students.

In addition to the routine administrative and teaching responsibilities associated with the Center and its undergraduate labor studies major, **Hal Stack** continued the Center's work on the diffusion of constructive labor-management relations, increasing the organizational effectiveness of unions, and developed a new course for the labor studies major on negotiation. In addition, he worked closely with the AFL-CIO Center for International Solidarity to assist unions in Croatia and Macedonia adapt to the realities of the emerging market economies in former Yugoslavia.

Training

The Center's training activities continued apace during 2003-2004. The Labor School served 175 union activists from 47 local unions representing 16 different national unions. The Union Skills and Strategies program served over 1,400 students in courses ranging from steward training to employment discrimination law. The Center also assisted USWA District 2 in the development and implementation of its week-long Leadership Academy serving 125 local union leaders from Michigan and Wisconsin. In addition, the Center worked closely with Pipefitters Local 597 in Chicago to design and deliver a series of training programs on harassment and discrimination prevention for leaders, staff and apprentices.

The Center continued to work with the UAW-GM Center for Human Resources in delivering the UAW-GM local and national paid educational leave programs. Designed to assist hourly and salaried workers understand the changes occurring in the auto industry, the program was delivered at plants from Defiance, Ohio to Saginaw, Michigan. The Center also collaborated with Lake Superior State University and area building trade unions to develop and staff a credit course on American Labor History.

Consulting and Technical Assistance

The Center continued to assist a variety of organizations in the design and implementation of their strategic planning processes. These included the Michigan AFL-CIO Public Employee Trust Fund Board, the Massachusetts AFL-CIO Executive Board, the

Michigan Corrections Organization, SEIU Local 888, the Croatian Labor Confederation Coordinating Committee, and the SAVEZ Labor Confederation of Croatia.

The Center also facilitated the merger negotiations between SEIU Local 517M and SEIU 31M, and provided technical assistance to UWUA Local 223 on contract campaign planning, the City of Detroit Coalition of Unions on privatization, and Pipefitters Local 597 on workplace harassment and discrimination.

Finally the Center's Dave Reynolds continued to provide technical assistance on living wage initiatives and coordinate the research project of the AFL-CIO on labor-community coalition strategies for building regional power.

Labor Studies Major

The labor studies major provides students with the opportunity to develop the critical skills necessary to analyze employment and workplace issues, with a special focus on the needs and interests of workers and their unions.

During 2003-2004 enrollment continued to grow to 73 majors, and one student served a year-long internship with the Detroit Interfaith Committee on Worker Justice. In addition, three new courses were developed: Labor, Politics and Public Policy by David Bonior; Negotiating Effectively by Hal Stack; and People, Processes and Systems: Partnering for Success by Tom Weekley and Jay Wilbur, co-directors of the UAW-GM Center for Human Resources.

Supporting Constructive Labor-Management Relations

The Center continues to play an active role in the development of constructive labor-management relations in Michigan. This includes training and technical assistance for unions engaging in cooperative labor-management relations; training, facilitation and technical support for labor-management committees; joint training for stewards and supervisors on contract administration and conflict management; and training and facilitation for union and management bargaining committees on interest-based bargaining.

In order to improve contract administration and reduce unnecessary conflict, the Center facilitated a labor-management retreat for the stewards and union leadership of SEIU Local 79 and the supervisors and managers of Battle Creek Health System.

Center efforts to promote more effective negotiations included presentations on interest-based bargaining to practitioner groups such as UAW staff, and the FBI Michigan Police Executive Development Seminar, and interest-based training and facilitation for the cities of Auburn Hills, Troy, Sturgis and Big Rapids, the Detroit People Mover, and the University of Michigan.

Labor-Community Coalitions

The Labor Studies Center has provided research and technical support for a growing national living wage movement. In the past several years, over one hundred municipalities have passed living wage laws requiring employers who receive public funds to pay their workers wages above the poverty level.

Working in cooperation with the Association of Community Organizations for Reform Now, the Center published the fourth edition of its 225-page handbook, **Living Wage Campaigns**. The Center provided direct technical support to living wage campaigns in Madison Heights and Superior Township. It also worked with the James Madison College at Michigan State University to establish an internship to support living wage organizing in western Michigan.

The Center continues to research labor-community coalitions more broadly. David Reynolds commissioned contributions from twenty researchers and practitioners of labor-community coalitions to produce the *Partnering for Change*, published by M.E. Sharpe in April 2004. The Center also worked with the National Interfaith Committee for Worker Justice to establish a metropolitan Detroit Faith-Based Worker Issues Project whose intern is supervised by David Reynolds.

The Building Regional Power Research Project brings together labor educators, the AFL-CIO CLC Advisory Committee, and AFL-CIO Field Mobilization staff to document how local labor movements are developing systematic strategies for achieving regional power. Such strategies include significant coalition building, sophisticated political action, the founding of non-profit research arms, a progressive agenda for regional economic development, and concrete policy and organizing victories. Information from the project promises to make a significant contribution to debates over the future role of central labor councils.

The Building Regional Power Research Project is coordinated by the Center's David Reynolds and Bruce Colburn, Deputy Director for the Field Mobilization Department, AFL-CIO. For its initial round of materials the project produced an introductory pamphlet highlighting different strategies for building regional power for use in AFL-CIO training programs and for distribution among national, state, and local union leaders. The project's first four cases (San Jose, Los Angeles, Denver, and Houston) were presented at the annual UALE conference of labor educators in April and will be published as a special issue of the Blackwell journal *Working USA* in December 2004.

Autowork in North America

The Fourth International Conference of IRNAA (International Research Network on Autowork in the Americas) marked the final transformation of a research project that began seven years ago as an academic undertaking and culminated this past April in Aguascalientes, Mexico, in the formation of the National Conference of Mexican Auto Unions (“CONSTA”).

IRNAA's founding conference in Puebla in 1997 brought academic and union-affiliated researchers together under the co-sponsorship of the Autonomous University of Puebla, the Labor Studies Center of Wayne State University's College of Urban, Labor and Metropolitan Affairs, and the Labour Studies Center of McMaster University. The product of this conference was a collection of studies focused on working conditions in the North American auto industry and the strategic options facing unions, published in English and Spanish under the title of *Confronting Change/Enfrentando el Cambio*.

IRNAA's second and third international conferences, held at Wayne State in 1999 and McMaster in 2001, continued to explore these issues with a growing number of Mexican union delegates enlisted by Huberto Juárez, IRNAA's co-founder and a member of Puebla University's Economics Faculty. Over time, IRNAA's international conferences and small-group meetings in Mexico became a focal point for the many autoworker unions, CTM and independent, that had previously been denied a national forum. The research agenda changed accordingly, with a growing emphasis on gathering strategic information that would nurture this embryonic national formation.

CONSTA marks the culmination of this process. At IRNAA's fourth international conference in Aguascalientes, co-sponsored by the International Metalworkers Federation and hosted by the local union of Nissan workers, CONSTA constituted itself as the national voice of Mexico's autoworkers, drawing members from three different labor federations and focusing on a single platform of political, social, and union reforms. Chief among CONSTA's goals are: industrial policies that would promote a domestic market and make Mexico less dependent on foreign capital and export-driven growth; restoration of the constitutionally mandated requirement that companies share 10% of their profits with workers—a right currently subverted by corrupt practices and the exploitation of legal loopholes; and solidarity campaigns to support workers in the supplier chain, where low wages and protection contracts impoverish workers and further weaken domestic demand.

IRNAA's agenda over the coming months will be driven by two overlapping objectives: first, to support CONSTA in its efforts on behalf of Mexican autoworkers, and second, to support union organizing in the North American supply chain and particularly the related cross-border efforts to build collaborative ties between Mexican, Canadian, and U.S. autoworkers. In the first case, IRNAA will serve as the primary source of descriptive data and market analysis for CONSTA's constituent unions, which otherwise lack the resources necessary to support a national research department (as per the UAW and CAW). In the second case, IRNAA will provide targeted research on the current deployment and future investment plans of Tier 1 suppliers in the North American market.

Service

The staff of the Center continues to make significant contributions to the University, the profession and the larger community. The range and diversity of these activities reflect the diverse background and interests of the staff itself. These include serving on a variety of boards and committees, facilitating board retreats, and serving as a manuscript reviewer for the Wayne State University Press.

Steve Babson
Michelle Fecteau
Juanita Hatcher

Michael Leslie
Dave Reynolds
Hal Stack

Labor School

Title	Location	Start/End Dates	Hours	Enrollment	Instructor
Labor Perspectives	WSU Campus Detroit	9/23/03 10/14/03	10	41	M. Leslie
Labor Perspectives	WSU Campus Detroit	9/23/03 10/14/03	10	36	S. Babson
Labor Perspectives	WSU Campus Detroit	9/24/03 10/15/03	10	25	M. Fecteau
Labor Perspectives	UAW Region 1A, Taylor	9/25/03 10/16/03	10	28	S. Babson
What Unions Do	WSU Campus Detroit	9/23/03 10/14/03	10	35	D. Reynolds
What Unions Do	WSU Campus Detroit	9/24/03 10/15/03	10	36	S. Babson
What Unions Do	WSU Campus Detroit	9/27/03 10/18/03	10	32	M. Leslie
History of Social Movements	WSU Campus Detroit	10/21/03 12/9/03	17.5	37	D. Reynolds
History of Social Movements	WSU Campus Detroit	10/21/03 12/9/03	17.5	29	R. Witherspoon
History of Social Movements	WSU Campus Detroit	10/22/03 12/10/03	17.5	22	D. Golodner
History of Social Movements	UAW Region 1A, Taylor	10/23/03 12/18/03	17.5	21	D. Peters
Collective Bargaining	WSU Campus Detroit	10/21/03 12/9/03	17.5	40	D. Albers A. Przydzial
Steward Training	WSU Campus Detroit	10/22/03 12/10/03	17.5	45	M. Fecteau A. Wynn
Employment Discrimination Law	WSU Campus Detroit	10/23/03 12/11/03	17.5	15	S. Dowty
Steward Training	WSU Campus Detroit	10/25/03 12/13/03	17.5	40	M. Fecteau G. Hamilton
Strategies for a Safe Workplace	WSU Campus Detroit	10/25/03 12/13/03	17.5	17	M. Leslie
Leading a Diverse Union	WSU Campus Detroit	1/6/04 1/27/04	10	35	M. Fecteau
Leading a Diverse Union	WSU Campus Detroit	1/6/04 1/27/04	10	23	J. Whittaker

Labor School

Title	Location	Start/End Dates	Hours	Enrollment	Instructor
Leading a Diverse Union	WSU Campus Detroit	1/7/04 1/28/04	10	18	M. Leslie G. Hamilton
Leading a Diverse Union	WSU Campus Detroit	1/8/04 1/29 /04	10	21	L. West
Labor and the Media	WSU Campus Detroit	1/6/04 1/27/04	12.5	30	S. Ellis
Labor and the Media	WSU Campus Detroit	1/7/04 1/28/04	12.5	30	D. Elsila
Labor and the Media	WSU Campus Detroit	1/10/04 2/7/04	12.5	26	L. Johnstone
Labor and the Media	WSU Campus Detroit	1/10/04 2/7/04	12.5	28	J. Bower
Economics for Workers	WSU Campus Detroit	2/3/04 3/16/04	17.5	40	S. Babson B. Bryce
Economics for Workers	WSU Campus Detroit	2/3/04 3/16/04	17.5	27	B. Markell
Economics for Workers	WSU Campus Detroit	2/4/04 3/17/04	17.5	23	D. Reynolds
Economics for Workers	UAW Region 1A, Taylor	2/5/04 3/18/04	17.5	40	A. Bromsen
Effective Committees	WSU Campus Detroit	2/10/04 3/16/04	15	20	M. Fecteau
Public Speaking	WSU Campus Detroit	2/11/04 3/17/04	15	20	L. Johnson
Newsletter Writing	WSU Campus Detroit	2/14/04 3/20/04	15	28	M. Catalfio
Power and Politics	WSU Campus Detroit	3/23/04 5/4/04	17.5	25	E. Hejka L. Jackson
Power and Politics	WSU Campus Detroit	3/23/04 5/4/04	17.5	35	E. Hejka
Member Mobilization	WSU Campus Detroit	3/23/04 5/4/04	17.5	17	M. Leslie E. Terry
Public Speaking	WSU Campus Detroit	3/24/04 5/5/04	17.5	29	S. Williams
Member Mobilization	WSU Campus Detroit	3/24/04 5/5/04	17.5	20	S. Babson
Power and Politics	UAW Region 1A, Taylor	3/25/04 5/6/04	17.5	40	K. Aganowski
Member Mobilization	WSU Campus Detroit	3/27/04 5/8/04	17.5	19	K. Hodge
Member Mobilization	WSU Campus Detroit	3/27/04 5/8/04	17.5	20	B. Lathrop

Union Skills and Strategies

Title	Location	Start/End Dates	Hours	Enrollment	Instructor(s)
Steward Training	UWUA Local 223 Detroit	9/11/03	3.5	67	M. Fecteau
Mobilizing Members	SEIU Local 79 Detroit	9/18/03	1.5	19	M. Fecteau
FMLA Update	SEIU Local 79 Detroit	9/19/03	1.5	28	M. Fecteau
Employment Discrimination	UAW Local 163 Detroit	9/22/03	16	11	M. Fecteau
Mobilizing Members	SEIU Local 79 Detroit	10/2/03	1.5	20	M. Fecteau
FMLA Update	SEIU Local 79 Detroit	10/3/03	1.5	28	M. Fecteau
Leadership Training	AFSCME Council 25 Dearborn	10/10/03	2.5	61	M. Fecteau
FMLA & Grievance Handling	WSU Campus Detroit	10/11/03	2.5	16	M. Fecteau
Mobilizing Members	SEIU Local 79 Detroit	10/16/03	1.5	16	M. Fecteau
FMLA Update	SEIU Local 79 Detroit	10/17/03	1.5	33	M. Fecteau
Employment Discrimination Law	WSU Campus Detroit	10/23/03 12/11/03	17.5	15	S. Dowty
Mobilizing Members	SEIU Local 79 Detroit	10/30/03	1.5	19	M. Fecteau
FMLA Update	SEIU Local 79 Detroit	10/31/03	1.5	15	M. Fecteau
Implementing FMLA	People Mover City of Detroit	11/14/03	1	12	M. Fecteau
U.S. D.O.L. Reporting Requirements Update	WSU Campus	12/2/03	6	57	OL-MS M. Fecteau
U.S. D.O.L. Reporting Requirements Update	WSU Campus	12/17/03	6	44	OL-MS M. Leslie
Communicating Effectively	UAW Local 174 Romulus	1/14/04	2.5	21	M. Fecteau

Union Skills and Strategies

Title	Location	Start/End Dates	Hours	Enrollment	Instructor(s)
Steward Training	U of M Skilled Trades	1/15/04	3	22	D. Albers
Employment Law For Union Reps	U of M Leadership Conf.	1/16/04 1/17/04	10	25	M. Fecteau
Steward Training	USWA District 2 Southgate	1/27/04 3/2/04	12	33	G. Hamilton
FMLA Update	SEIU Local 79 Clare	1/30/04	1.5	45	M.Fecteau
FMLA Update	SEIU Local 79 Clare	1/30/04	1.5	28	M.Fecteau
FMLA Update	SEIU Local 79 Clare	1/31/04	1.5	12	M.Fecteau
FMLA & Grievance Handling	UAW Local 174 Romulus	2/18/04	2.5	32	M. Fecteau
Mobilizing Members	MI State AFL-CIO Romulus	2/21/04	3	30	M. Fecteau
FMLA Update	UAW Local 1700 Sterling Heights	2/23/04	2	5	M. Fecteau
FMLA Update	UAW Local 1700 Sterling Heights	2/23/04	2	9	M. Fecteau
FMLA Update	UAW Local 1700 Sterling Heights	2/23/04	2	14	M. Fecteau
Grievance Handling	Dearborn Municipal Workers, Dearborn	2/28/04	4	12	D. Albers
FMLA & Grievance Handling	WSU Campus	3/11/04	2.5	10	M. Fecteau
Communication Skills	Women's Conference MSU	3/26/04	4	18	M. Fecteau
Collective Bargaining	WSU Campus Detroit	3/27/04 5/8/04	17.5	14	R. McKiddy
Steward Training	MEA Allen Park	3/27/04 5/8/04	17.5	12	M. Fecteau W. Curtis

Union Skills and Strategies

Title	Location	Start/End Dates	Hours	Enrollment	Instructor(s)
Collective Bargaining & Contract Campaigns	UWUA Local 223 Gas Division, Detroit	4/5/04	3.5	61	S. Babson M. Fecteau
Winning Past Practice Grievances	UAW Local 174 Detroit	4/7/04	2.5	30	G. Hamilton
Dealing with Difficult People	UAW Local 174 Detroit	5/5/04	2.5	34	G. Hamilton
Advanced Steward Training,	USWA Local 1299 River Rouge	5/17/04 6/21/04	15	11	D. Albers
FMLA Update	UWUA Local 223 Dearborn	5/19/04	1.5	27	M. Fecteau
Steward Training	HERE Local 24 Detroit	6/01/04 6/22/04	12	35	G. Hamilton
Legal Rights in Contract Campaigns	UWUA Local 223 Dearborn	6/01/04	1	40	M. Fecteau
Legal Rights in Contract Campaigns	UWUA Local 223 Dearborn	6/03/04	1	73	M. Fecteau
Steward Training	HERE Local 24 Detroit	6/02/04 6/22/04	12	44	M. Fecteau
Steward Training	USWA District 2 Brighton	6/5/04	5	12	M. Leslie
FMLA Update	UAW Local 235 Hamtramck	6/16/04	2	8	M. Fecteau
FMLA Update	UAW Local 235 Hamtramck	6/16/04	2	11	G. Hamilton
FMLA Update	UAW Local 235 Hamtramck	6/22/04	2	9	G. Hamilton
Grievance Handling	HERE Local 24 Detroit	6/30/04	6	16	G. Hamilton
Communication Skills	HERE Local 24 Detroit	6/30/04	6	12	M. Leslie
Employment Laws For Stewards	SEIU Local 79 Detroit	9/16/04	1.5	33	M. Fecteau
Employment Laws For Stewards	SEIU Local 79 Detroit	9/16/04	1.5	28	M. Fecteau

Union Skills and Strategies

Title	Location	Start/End Dates	Hours	Enrollment	Instructor(s)
Labor & Politics	WSU Campus Detroit	9/16/04	2.5	16	D. Bonior
FMLA Training	SEIU Local 79 Detroit	9/17/04	1.5	80	M. Fecteau

Pipefitters Local 597 Discrimination and Harassment Prevention Training. During 2003-2004 the Center consulted with the leadership of Pipefitters Local 597 to develop a series of training programs to assist the Local in addressing the issues of harassment and discrimination within the union and the workplaces it represents. The Local's leadership and staff received training on the causes, consequences, and prevention of discrimination and harassment, the legal responsibilities of the union, and effective procedures for complaint investigation. In addition, the Local's apprentices also received four hours of training on the causes and consequences of discrimination, the union's policy on discrimination and harassment, and the union's complaint procedure. Finally, six of the Union's apprenticeship instructors were trained to deliver future training.

Title	Dates	Contact Hours	Enrollment	Instructor(s)
Office & Staff Training	08/25/03	7	20	M. Fecteau
Office & Staff Training	10/06/03	7	18	M. Fecteau
Apprenticeship Training	11/10/03	4	27	M. Fecteau
Apprenticeship Training	11/10/03	4	32	M. Fecteau
Apprenticeship Training	11/11/03	4	35	M. Fecteau
Apprenticeship Training	02/09/04	4	32	M. Fecteau
Train-the-Trainer	02/09/04	6	6	D. Reynolds
Apprenticeship Training	02/10/04	4	29	M. Fecteau
Train-the-Trainer	02/10/04	6	6	D. Reynolds
Apprenticeship Training	03/15/04	4	29	M. Fecteau
Train-the-Trainer	03/15/04	6	6	M. Fecteau

Labor Studies Major

During 2003-2004, enrollment in the labor studies major grew to 73 students, 1 student served as an intern for the Detroit Interfaith Committee on Worker Issues, and three new courses were developed: Labor, Politics and Public Policy by David Bonior, Negotiating Effectively by Hal Stack, and People, Processes and Systems: Partnering for Success by Tom Weekley and Jay Wilbur, co-directors of the UAW-GM Center for Human Resources.

Course	Title	Term	Enrollment	Instructor
LBS 2500/ HUM 2500	Introduction to Labor Studies	Fall 2003	17	M. Liebler
LBS 4500	Labor, Politics And Public Policy	Fall 2003	27	D. Bonior
LBS 4700	Senior Seminar	Fall 2003	10	H. Stack
LBS 4500	People, Processes and Systems:Partnering for Success	Winter 2004	17	T. Weekley J. Wilbur
LBS 4500	Negotiating Effectively	Winter 2004	18	H. Stack
LBS 4990	Directed Study	Winter 2004	3	H. Stack
LBS 4990	Directed Study	Spring 2004	2	H. Stack

Building Trades Labor History Course

As a part of the Lake Superior State University degree-completion program developed with area building trades unions, The Center developed and staffed a course on American labor history. During 2003-2004, the center taught four sections of American Labor History. Courses were held at the IBEW Local 58 Training Center, Pipefitters Local 636, and IUOE Local 547.

Course	Title	Term	Enrollment	Instructor
HIS 133	American Labor History	Fall 2003	24	H. Stack S. Babson D. Reynolds
HIS 133	American Labor History	Fall 2003	27	H. Stack S. Babson D. Reynolds
HIS 133	American Labor History	Winter 2004	23	H. Stack S. Babson D. Reynolds
HIS 133	American Labor History	Winter 2004	28	H. Stack S. Babson D. Reynolds

Labor-Management Training Programs

Interest-Based Bargaining. A training and facilitation program designed to help union and management negotiate more effectively and produce better solutions, greater likelihood of compliance, and an improved relationship.

Title	Organization	Number of Sessions	Contact Hours	Total Enrollment	Instructor
Interest-Based Bargaining	City of Auburn Hills AFSCME	2	14	14	H. Stack
Interest-Based Bargaining	City of Troy AFSCME	2	14	12	H. Stack
Interest-Based Bargaining	City of Sturgis POLC	3	21	12	H. Stack
Interest-Based Bargaining	City of Sturgis Firefighters Union	5	35	14	H. Stack
Interest-Based Bargaining	City of Big Rapids AFSCME	3	21	14	H. Stack
Interest-Based Bargaining	Detroit People Mover POLC	2	14	16	H. Stack
Interest-Based Bargaining	University of Michigan Skilled Trades Union	11	77	20	H. Stack

Steward-Supervisor Retreat. A one-day retreat for stewards and supervisors designed to improve contract administration and the labor relations climate.

Title	Organization	Number of Sessions	Contact Hours	Total Enrollment	Instructor
Steward / Supervisor Retreat	SEIU Local 79 Battle Creek Health System	1	7	32	H. Stack

Labor-Management Committees. A training and facilitation program to assist union and management establish labor-management committees to improve communication, problem solving and contract administration. The program was conducted on behalf of the AFL-CIO Center for International Solidarity and funded by the USAID.

Title	Organization	Number of Sessions	Contact Hours	Total Enrollment	Instructor
Labor-Management Committee Training	Macedonia Post Macedonian Postal Union	3	18	14	H. Stack

Labor-Management Training Programs

Labor-Management Committees. A training and facilitation program to assist union and management establish labor-management committees to improve communication, problem solving and contract administration. The program was conducted on behalf of the AFL-CIO center and funded by USAID.

Title	Organization	Number of Sessions	Contact Hours	Total Enrollment	Instructor
Labor-Management Committee Training	MZT HEPOS Macedonia Metal Workers Federation	3	18	16	H. Stack

UAW-GM National PEL Program. An intensive program providing union and management plant leadership with an enhanced understanding of the changes occurring in the auto industry and their implications for labor relations and human resource practice.

Title	Organization	Number of Sessions	Contact Hours	Total Enrollment	Instructor
National PEL	UAW-GM Center for Human Resources	7	8	234	H. Stack S. Babson

UAW-GM Local PEL Program. An intensive program providing hourly and salaried plant employees with an enhanced understanding of the changes occurring in the auto industry and their implications for labor relations and human resource practice.

Title	Organization	Number of Sessions	Contact Hours	Total Enrollment	Instructor
Local PEL	UAW-GM Center for Human Resources	34	8	1022	S. Babson M. Leslie D. Peters D. Reynolds H. Stack

Grants, Presentations, and Publications

- S. Babson "The 1998 Flint-GM Strike: Bellwether of Continental Integration and Lean Production," in Elsie Charron and Paul Stewart, eds., *Work and Employment Relations in the Automobile Industry*, Palgrave/MacMillan, 2004.
- S. Babson "Dual Sourcing at Ford in the United States and Mexico: Implications for labor Relations Union Strategies," in William Cooke, ed., *Multinational Corporations and Global Human Resource Strategies*, Quorum Books, 2003.
- S. Babson "North American Production and Sales: An Overview," IRNAA Research Seminar, Mexico City, January 16, 2004.
- S. Babson "Labor Media Strategies," Metropolitan Detroit AFL-CIO Conference, Detroit, January 29, 2004.
- S. Babson, "Organizing the Supplier Base in the U.S.," 4th International IRNAA Conference, Aguascalientes, Mexico, April 29, 2004.
- M. Fecteau "Working Women and Unions," Macomb Community College, October 2003.
- M. Fecteau "Labor Education and Union Skills in the United States and Japan," Working Women's Organizations, panel moderator, September 25, 2004.
- D. Reynolds Editor. *Partnering for Change: Unions and Community Groups Build Coalitions For Economics Justice*, M.E. Sharpe, 2004.
- D. Reynolds "Labor and Economic Development;" in *Perspectives on Work* Vol. 8 #1, 2004.
- D. Reynolds "The Impact of Detroit's Living Wage Law on Nonprofit Organizations." in *Economic Development Quarterly*.
- D. Reynolds, "Living Wage Movement Mushrooms in the United States," in Deborah Figart ed. *Living Wage Movements: Global Perspectives* (Routledge, 2004).
- D. Reynolds "Is There a Union in Your Future?" in *America: Moving Ahead: A High School Reader* by Chelsea House, 2004.
- D. Reynolds "Kerala: Democracy's Riches" in *Yes Magazine* #29, Spring 2004.
- D. Reynolds "Kerala: Illustrating a Union Alternative to Corporate Globalization" in *Working USA*, forthcoming. A collaboration with Professor K.N. Harilal of the Centre for Development Studies, Kerala, India.
- D. Reynolds "The Society that Unions Built" in Lois Rudnick, ed. *American Identities*, Blackwell Publishers, 2004.
- D. Reynolds "Lessons from Recent Labor-Community Work," How Class Works Conference, SUNY-Stony Brook, June 2004.
- D. Reynolds "Coalition Building in Workforce Development Work," UALE Education Conference, Chicago, April 2004.
- D. Reynolds "Building Common Ground: Lessons of Recent Labor-Community Work" UALE Education Conference, Chicago, April 2004.

Grants, Presentations, and Publications

- D. Reynolds "Building Regional Power: Cases Studies from the Building Regional Power Research Project," UALE Education Conference, Chicago, April 2004.
- D. Reynolds "Beyond the Living Wage," Plenary Presentation at National Living Wage Training Conference, Baltimore, November 2003.
- D. Reynolds "Working with Non-Profit Organizations," National Living Wage Training Conference, Baltimore, November 2003.
- D. Reynolds "Living Wage Campaigns and Support for Unions," National Living Wage Training Conference, Baltimore, November 2003.
- D. Reynolds Review of Gary Chaison and Barbara Bigelow *Unions and Legitimacy* (Ithaca, NY: ILR Press, 2002) for *Industrial Relations/Relations Industrielles* (Quebec, 2003)
- H. Stack "Voting Alone: Resource Mobilization and Political Effectiveness," Michigan State AFL-CIO U.P. Conference, Marquette, Michigan, September 27, 2003
- H. Stack "Interest Based Bargaining and Problem Solving," FBI Michigan Police Executive Development Seminar, Augusta, Michigan, September 15, 2003
- H. Stack "Interest-Based Bargaining and Labor-Management Relations," UAW IPS Staff, Detroit, Michigan, December 4, 2003.
- H. Stack "Interest-Based Bargaining," Michigan College and University Professional Association for Human Resources, Detroit, Michigan, March 14, 2004.
- H. Stack "Interest-Based Bargaining," WSU HR Partnership Conference, Detroit, Michigan, May 18, 2004.
- H. Stack Co-PI, a \$450,000 grant from the Michigan Economic Development Corporation to provide performance assessments and training to assist six first-tier automobile supplier plants improve labor-management relations and plant performance.

Consulting and Technical Assistance

Title	Organization	Contact Hours	Staff
Survey Development	UAW Organizing Department	15	S. Babson
Discrimination and Harassment Prevention Consulting and Training	Pipefitters Local 597 Chicago, Illinois	42	M. Fecteau
Building Regional Power Research Project	AFL-CIO Field Mobilization Department	60	D. Reynolds
Detroit Interfaith Committee on Worker Issues Project	National Interfaith Committee for Worker Justice	40	D. Reynolds
Strategic Planning	Citizens Active for Responsible Education	12	D. Reynolds
CAP Committee Campaign Planning	United Auto Workers Region 1A	20	D. Reynolds
Strategic Planning	Massachusetts AFL-CIO Executive Board	12	H. Stack
Strategic Planning	SEIU Local 888	24	H. Stack
Strategic Planning	Michigan Corrections Organization	12	H. Stack
Strategic Planning	Michigan AFL-CIO Public Employee Trust Fund Board	20	H. Stack
Strategic Planning	Croatian Labor Confederation Coordinating Committee Zagred, Croatia	14	H. Stack
Strategic Planning	SAVEZ Labor Confederation Zagred, Croatia	18	H. Stack
Strategic Planning	Division of Finance and Facilities Management, WSU	36	H. Stack
Merger Negotiations Facilitation	SEIU Local 31 M and SEIU Local 517 M	16	H. Stack
Contract Campaign Planning	UWUA Local 223	16	H. Stack S. Babson
Privatization Campaign Training	Coalition of City of Detroit Unions	15	H. Stack

Service

Title	Organization	Staff
Communications Officer	WSU Chapter of AAUP/AFT, Local 6075	S. Babson
Dissertation Committee	WSU History Department	S. Babson
Manuscript Reviewer	WSU Press	S. Babson
Delegate	Metropolitan Detroit AFL-CIO Council	S. Babson
Advisory Committee	Oral History Project: Women in the Skilled Trades Reuther Archives	M. Fecteau
Member	Kornbluh Workers' Justice Committee	M. Fecteau
Member	Academic Staff Promotion and Tenure Committee	M. Fecteau
Board Member	Insight: Open Adoption Resources and Support	M. Fecteau
Volunteer	Special Olympics	M. Fecteau
Block Captain	North Rosedale Park, Detroit	M. Fecteau
Presenter	Labor & Employment Rights, WSU Dorm Residents	M. Fecteau
Presenter	Union Awareness, Sabbath School, River Rouge	M. Fecteau
Teacher	Sacred Heart Church, Isuthu Mentoring Program	M. Leslie
Volunteer Greeter	Museum of African American History	M. Leslie
Steering Committee	Metropolitan Coalition for a Living Wage	D. Reynolds
Member	National Network of Living Wage Researchers	D. Reynolds
Advisory Board	Maurice Suga Law Center, Living Wage Project	D. Reynolds
Editorial Board	Working USA	D. Reynolds
Strategic Planning	Citizens Active for Responsible Education, Ypsilanti	D. Reynolds
Strategic Planning	Groundwork for a Just World	H. Stack
Merger Negotiation	Bagley Housing Association and SWAN	H. Stack
Faculty Retreat	Friends School	H. Stack
Planning Retreat	Detroit Community Development Credit Union Steering Community	H. Stack

