

“Coming Together”:
making Oregon work
for
working
Oregonians



LERC 2015 - 2016
BIENNIAL REPORT

LABOREGON
LERC LABOR EDUCATION &
RESEARCH CENTER



A message from Labor Education and Research Center Director Bob Bussel

For the last two years, I have had the pleasure of interviewing workers who provide in-home care to elderly and people with disabilities in Oregon. These workers tell powerful stories of their devotion to the people they care for and their commitment to helping them lead independent and dignified lives.

These moving personal stories connect to a larger social story. With the advent of collective bargaining, the creation of a state home care commission, and the collaboration of multiple stakeholders, Oregon has pioneered in upgrading and professionalizing the provision of home health care. Indeed, our state has boldly entered what U. S. Secretary of Labor Thomas Perez recently called “a broader conversation about what a 21st-century social compact should look like” regarding issues of work and employment. Along

with its achievements in home health care, Oregon has advanced its own version of this compact through policy changes in the minimum wage, sick leave, and retirement security that have elevated labor standards and provided workers with additional protections.

Through the educational, research, and public service initiatives outlined in this report, LERC has consciously attempted to participate in the broader social conversation advocated by Secretary Perez. This conversation has been accompanied by a rising tide of recovery that is helping working Oregonians emerge from the ravages of recession. However, this rising tide has lifted some but not all boats. The benefits of recovery have not been equally distributed, inequities rooted in race, gender, and class status persist, and the promise of equal opportunity and shared prosperity

remains elusive for too many Oregonians. These concerns clearly influenced voter behavior during the 2016 election and will remain in the public spotlight moving forward.

In this tumultuous context I recall an observation made by the late Minnesota senator Paul Wellstone: “We all do better when we all do better.”

This simple but eloquent formulation reminds us of our common aspirations and the power of coming together. As LERC approaches its 40th anniversary, we affirm our dedication to this proposition and its inspirational message of inclusion and hope.

Documenting “The Quiet Revolution” in Home Health Care

In a series of projects, LERC has been documenting the “quiet revolution” that has transformed home health care in the state of Oregon since workers gained union representation in 2001.

In 2014-2015, LERC received a grant from the Library of Congress’s American Folklife Center to study the occupational culture of home health care workers in Oregon. With assistance from SEIU Local 503, the union that represents many of these workers, LERC researchers conducted in-depth interviews with 35 caregivers. These interviews (now archived at the Library of Congress) allowed workers to reflect on the meaning of their work, their relationships with the people they care for, and the improvement of conditions for themselves and the people they serve.

The second phase of the project consists of three film clips that spotlight the role of the union, the attitudes of caregivers towards their work, and their participation in civic affairs. The project will culminate with the production of a short documentary film titled “The Quiet Revolution” that will examine the history of home care workers in Oregon and explain the broad public benefits of adopting a collaborative approach to the delivery of health care services. The film’s message is especially timely and relevant given the increasing number of people who are likely to be served by in-home caregivers as the U. S. population ages and life expectancies continue to rise.

The team working on these projects included LERC Director Bob Bussel, LERC faculty member Helen Moss, folklorist Nathan Moore, and videographers Don Stacy and Sonia De La Cruz.



Bob Bussel, LERC Director and Bobbie Sotin, SEIU 503 Home Care Local 99, at the American Folklife Center at the Library of Congress in August 2016, in Washington, D.C.

“Many people do not fully understand what we actually do as home care workers. LERC’s interviews and films are helping educate people about our work and showing how we not only take care of individuals but we also take care of our communities.”

**Bobbie Sotin, Secretary-Treasurer,
SEIU 503 - Home Care Local 99**

Faculty & staff

Office Staff

Eugene
Teri Mellor: Accounting
Leigh Roberts: Communications
Jennifer Smith: Programs

Portland
Nikki Rudiger: Programs



Deborah Mailander

Mailander is the department administrative manager with responsibility for LERC's support staff, budget management, contracting and grants, organizational operations, and special projects. She earned her law degree from the University of Oregon and has been with LERC for more than eleven years.



Barbara Byrd

Byrd is the Portland Office Coordinator and has been one of LERC's most distinguished labor educators since 1998. She has a particular interest in cultivating new labor leaders and helped develop the Cascade Region Labour Leaders Initiative. She also works with labor and community organizations addressing climate change and building social justice.



Gordon Lafer

Lafer's most recent book, *The One Percent Solution: How Corporations Are Remaking America One State at a Time*, will be published in 2017 by Cornell University Press. He is currently engaged in research on charter schools. He is also launching a Labor Research Colloquium, that will bring together UO faculty and graduate students engaged in labor-related research.



Sherman Henry

Henry joined LERC's Portland faculty in 2016 after more than twenty years as the President of AFSCME Local 1184. As LERC's newest labor educator, he will share his experience and expertise with union members and staff in areas such as contract negotiation skills, steward training, health care bargaining, and building union leadership.



Sarah Laslett

Laslett's first year at LERC has included facilitating strategic planning sessions, providing bargaining and leadership development trainings, cultivating leadership skills among union women, and addressing health and safety issues for workers in the building trades. She also coordinates LERC's annual Collective Bargaining Institute.



Jennifer Hess

Hess is an occupational health researcher, specializing in developing ergonomics solutions and educational materials. She has worked with home care workers at SEIU 503 to develop safety and health training materials. She also works with the Bricklayers and Allied Craft (BAC) workers union nationally to develop ergonomics and safety communication training.



Raahi Reddy

In 2016 Reddy launched LERC's Equity In the Economy Initiative which builds a hub for research and strategic collaborations that focus on removing racial and gender barriers to economic opportunity. Reddy will also continue LERC's training and strategic planning work to build more inclusive and activated member organizations.

Coming Attractions: LERC's 40th Anniversary

In 2017, the Labor Education and Research Center, LERC, will mark its 40th anniversary. Through an extensive set of collaborations and partnerships, LERC has worked tirelessly to fulfill the public service mission of the university by helping our stakeholders meet the challenges of the twenty-first century economy and the twenty-first century workplace.

Our 30th Anniversary event raised money for the LERC Strategic Action and Research Fund (STAR). Since its creation in 2008, the STAR Fund has supported a "Green Jobs Working Group," a

"Young Workers Organizing Initiative," "The High Cost of Low Wages," a widely acclaimed report on low-wage workers, and visits by renowned organizers Saket Soni and Kris Rondeau. STAR will also support an upcoming conference on racial justice education.

We will soon begin the process of planning events to mark our four decades of service, pausing to celebrate our achievements while affirming our commitment to keep working hard on behalf of working Oregonians.

Lynn Feekin (pictured 4th from left), senior instructor emerita at the UO Labor Education and Research Center, was recently selected for a Lifetime Achievement Award by the United Association for Labor Education.



LERC faculty
Raahi Reddy
Sarah Laslett
Barbara Byrd
Lynn Feekin
Bob Bussel
Gordon Lafer

Cascade Region Labour Leader Institute

In 2016, LERC helped launch the Cascade Region Labour Leadership Initiative (CRLLI), an exciting new program for high-level union and community leaders from Oregon, Washington, and British Columbia. CRLLI is a regional spin-off of a successful national program, the National Labor Leadership Initiative (NLLI), co-sponsored by Cornell University's Workers Institute and the AFL-CIO.

CRLLI is co-sponsored by the Oregon AFL-CIO, the Washington State Labor Council, and the British Columbia Federation of Labour, with representatives from each organization working with LERC to develop the new leadership program. For three very intense weeks during the winter, spring, and summer of 2016, 22 labor and community leaders from Oregon, Washington, and British Columbia gathered for candid discussions and intensive networking. The program helped participants explore and evaluate their own leadership approaches, learn new strategies for promoting organizational change, and consider prospects for movement-building both locally and across the region.

The impact of the program has been far-reaching. Some participants valued the opportunity to step away from day-to-day crises and look at the bigger picture. Others appreciated the networking opportunities and bridge-building between labor and community. And still others discovered skills and strengths within themselves and others that motivated and inspired them. Their enthusiasm will assure that CRLLI's success is replicated by the next cohort of leaders who will participate in what we expect will be an ongoing program.

"The Cascade Region Labour Leadership Initiative brought me together with other labor leaders with an emphasis on growing together. The opportunity to learn not just from the facilitators, but from each other made this event valuable and a worthwhile use of my time."

Dan Clay
President
UFCW #555



"[CR]LLI has given me a deep understanding of where the labor movement intersects with our fight for social and racial justice in our country; and also how our movements can continue working together toward common goals."

Marcos Martinez
Executive Director
Casa Latina

"I have learned a great deal about myself, my organization and how to make change. But most importantly, I have come to know other leaders, other organizations and their strengths and struggles, and I feel truly connected to them."

Trish Garner
Community Organizer
BC Poverty Reduction Coalition

Equity in the economy initiative

In 2016, faculty member Raahi Reddy launched the “Equity in the Economy Initiative.” Building on LERC’s widely praised “High Cost of Low Wages” report (2015), the new initiative features research that identifies common-good strategies for creating living wage jobs and removing barriers to employment for women, immigrants and workers of color.

- Just released in the fall of 2016, “Oregon’s Care Economy: The Case for Public Care Investment”, is the product of a collaboration between LERC and researchers from the University of Wisconsin. The report advocates a comprehensive approach to addressing Oregon’s care gap that meets the social and economic needs of caregivers, eighty percent of whom are women, and enables them to provide high quality care for the people they serve.
- In January of 2017, LERC will issue a report on “The Effects of Unpredictable Scheduling: Practices in Portland and Multnomah County.” Based on research conducted by UO and Portland State University scholars, the report will be a first of its kind study to assess the impacts of unpredictable scheduling practices on the lives of low-wage workers.
- The Equity in the Economy Initiative is also preparing a “Blue Print for Advancing Equity in Growth.” This document will identify effective ways of using public investments to advance equitable economic development that uplifts women and workers of color in the metro Portland region. Along with the report, plans are underway to establish a “Best Practices Solutions Lab.” The Solutions Lab will feature a leadership and training program that will work with community leaders to help implement the principles outlined in the Blue Print for Equity in Growth.



Improving Health and Safety for Women in the Building and Construction Trades

LERC has a long-standing collaboration with Oregon Tradeswomen. In 2015 Barbara Byrd and Sarah Laslett taught at the biennial Tradewomen's Institute. Working with the state of Washington's Department of Labor and Industries, Laslett also is researching health and safety risks for women, particularly apprentices, working in the building and construction trades. As part of a research team created by the University of Washington's Department of Environmental and Occupational Health and Safety, Laslett facilitated focus groups of tradeswomen.

The research she gathered showed that women encounter gender-specific health and safety risks when working in the construction trades. While they face all of the expected risks that men do, like fall hazards and chemical exposures, threats to the safety and health of tradeswomen are also exacerbated by psychosocial stressors. These stressors occur when women work in a profession heavily dominated by men that has traditionally excluded women, workers of color, and others.

The research group has now received a second Safety and Health Investments Projects (SHIP) grant to develop an intervention. The team is designing a mentorship program to be piloted with men and women from the pipe trades, electrical trades, laborers, and iron workers. The team intends to use the mentor program to test the hypothesis that the empowerment of women through mentoring can ameliorate some of those psychosocial stressors and improve the overall health and safety of women doing construction work.

Confluence: coming together, joining

Unions and organizations served by LERC in 2015 & 2016:

AAUP – American Association of University Professors

AEE – Association of Engineering Employees

AFGE – American Federation of Government Employees

AFL-CIO – American Federation of Labor - Congress of Industrial Organizations

AFSCME – American Federation of State, County & Municipal Employees

AFT – American Federation of Teachers

APWU – American Postal Workers Union

ATU – Amalgamated Transit Union

BCFL – British Columbia Federation of Labour

BCFMWU – British Columbia Ferry & Marine Workers Union

BCFED – British Columbia Federation of Labour

BCGEU – BC Government & Service Employees Union

BCTGM – Bakery, Confectionery, Tobacco Workers & Grain Millers

CFT – California Federation of Teachers

CIC – Carpenters Industrial Council

Casa Latina

CCPOA – California Correctional Peace Officers Association

CCA – Chemeketa Classified Association

CCPOA – Clackamas County Peace Officers' Association

CA-COCC – Classified Association of COCC

CLUW – Coalition of Labor Union Women

CORFA 6 – College of the Rockies Faculty Association

CUPE – Canadian Union of Public Employees

CUPW – Canadian Union of Postal Workers

CWA – Communications Workers of America

Enlace

Familias Unidas por la Justicia

Family Forward Oregon

FPSE – Federation of Post Secondary Educators

GTFF – Graduate Teaching Fellows Federation

HSA – Health Sciences Association

HEU – Hospital Employees Union

HCU – Hillsboro Classified United

HSABC – Health Sciences Association British Columbia

IAFF – International Association of Fire Fighters

IAM – International Association of Machinists

IAMAW – International Association of Machinists & Aerospace Workers

IATSE – International Alliance of Theatrical Stage Employees

IBEW – International Brotherhood of Electrical Workers

IBT – International Brotherhood of Teamsters

ILWU – International Longshore & Warehouse Union

Insulators Union

Ironworkers Union

IUOE – International Union of Operating Engineers

IUPAT – The International Union of Painters & Allied Trades

Jobs with Justice

LIUNA – Laborers' International Union of North America

MCCDA – Multnomah County Corrections Deputy Association

MEBA – Marine Engineers' Beneficial Association

MoveUP – Movement of United Professionals

NALC – National Association of Letter Carriers

NECA-IBEW – National Electrical Contractors

OEA – Oregon Education Association

OFNHP – Oregon Federation of Nurses & Health Professionals

ONA – Oregon Nurses Association

OPEIU – Office & Professional Employees International Union

8 Planning, Leadership Training, Bargaining Preparation, Stewards Training, Collective Bargaining

How LERC is bringing workers together

2015

1935 training and conference attendees

6 open enrollment events

22 classes for organizations

2016

1544 training and conference attendees

4 open enrollment events

32 classes for organizations

OCLF – Orange County Labor Federation

OSBCTC – Oregon State Building & Construction Trade Council

OTI – Oregon Tradeswomen Inc (IBEW)

OSEA – Oregon School Employees Association

OSPOA – Oregon State Police Officers Association

PASS WA3 – Professional Aviation Safety Specialists/AFT

PCUN – Pinos y Campesinos Unidos del Noroeste

PFSP – Portland Federation of School Professionals

PNLHA – Pacific Northwest Labor History Association

IFPTE – International Federation of Professional & Technical Employees

RPOA – Redmond Police Officers Association

ROP – Rural Organizing Project

SEIU – Service Employees International Union

SPOA – Springfield Police Officers Association

SHPF/IAFF – St. Helens Professional Firefighters

UA 290 – United Academics-UO

UBCJA 1865 – United Brotherhood of Carpenters & Joiners of America

UCLA Labor Center

UFCW – United Food & Commercial Workers

UNAC/UHCP – United Nurses Assoc. of California/Union of Healthcare Professionals

UNITE HERE – Union of Needletrades, Industrial & Textile Employees/Hotel Employees & Restaurant Employees

USW – United Steel Workers

VIUFA – Vancouver Island University Faculty Association

WFSE – Washington Federation of State Employees

Working America

WSNA – Washington State Nurses Association

LERC Presentations

In addition to our educational offerings, LERC faculty frequently present at professional and academic conferences, public hearings, radio programs, and public forums. In 2015 and 2016 LERC spoke at more than sixty such events and reached more than 3,700 people.

Topics were wide-ranging and included:

- Gender and wage economic equity
- Equity and inclusion in the labor movement
- State policies impacting the public sector workforce
- Labor, community, and environmental coalitions to address climate change
- Total Person Unionism: labor activists as community partners

g, Negotiation Skills, Grievance Representation, Curriculum Development, Conflict Resolution

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“APANO benefited greatly from the thoughtful advice we received from LERC faculty on how to make our strategic planning process robust and meaningful to our members, staff and board. As a result, we have a 5 year strategic plan with a clear set of goals and measurable outcomes. More importantly, we have an excited leadership who feel deep ownership and want to make sure we succeed.”

Rev. Joseph Santos-Lyons
Executive Director, APANO



Strategic Planning for Organizations

As part of its expanding commitment to help organizations increase their effectiveness, LERC faculty facilitated long-term strategic planning projects with the Asian Pacific American Network of Oregon (APANO) and the American Federation of Teachers-Oregon (AFT-Oregon). Both organizations sought LERC’s expertise in helping to design strategic planning processes that sought broad internal and external input and translated that input into concrete and measurable goals.

organization. Founded in 1998, APANO is the oldest and largest advocacy group working with Oregon’s 250,000 Asian and Pacific Islanders. The LERC team developed an input and feedback process that engaged over 125 internal and external stakeholders and coordinated seven “think tank” round-table discussions with leading state and national experts on key issues that APANO will face over the next decade. This rigorous effort enabled APANO to produce a five-year strategic plan that has been fully embraced by all of its key stakeholders. As a result APANO has revamped its staff structure and developed a specific plan to integrate its leadership development, cultural work, civic engagement and policy advocacy.

Over a 14 month period, LERC faculty Bob Bussel and Raahi Reddy worked with the AFT-Oregon, a union representing 14,000 workers employed mostly in public and private educational institutions, in developing a long-term strategic plan. The intensive planning process included focus groups with union leaders and activists, interviews with external stakeholders, and an online survey of AFT-Oregon members. The process resulted in what one leader aptly described as “an action plan to operationalize our ideals and goals.” The new plan set specific goals to help AFT-Oregon “build sustainable power” with a special emphasis on boosting member involvement and having a more effective voice in shaping education policy in Oregon.

Faculty member Raahi Reddy, with the assistance of UO Ethnic Studies professor Dan HoSang and LERC colleague Barbara Byrd, worked with APANO’s executive leadership and board to design a comprehensive strategic planning process for the

Helping labor organizations build equity and inclusion

The diversity of Oregon workplaces has continued to increase with the growing presence of women, people of color, immigrants and millennials. Many unions are reflecting on the implications of this development and considering new strategies to promote policies that encourage equity and inclusion.

To support these important efforts, LERC faculty have been working with partners at the Oregon AFL-CIO, Western States Center, AFCSME District Council 75, UFCW Local 555, and Machinists Union Local 1005 to facilitate discussions and trainings on equity and inclusion. LERC highlighted these issues at the 2016 OR AFL-CIO Summer School by offering workshops on how to have courageous

conversations on race, pursue best practices in building inclusive unions, and counter implicit and explicit bias in the workplace. In spring 2017, LERC will host a multi-day training program for union leaders, educators, community activists on understanding economic, social, and racial privilege and developing strategies to address it. Additionally, LERC faculty will continue to work with local unions and other racial justice advocates to help them develop effective equity and inclusion strategies for their organizations.



Summer Institutes for Union Women

Providing leadership training for union women has long been one of LERC's most enduring commitments

The Summer Institute for Union Women (SIUW) is a project of the United Association for Labor Education which supports four regional training institutes each summer. In 2015, LERC hosted the Western Regional Summer Institute for Union Women in Portland coordinated by Barbara Byrd and other LERC faculty members. The theme for the 2015 program was Fighting for a Fair Future:

Women Lead the Way. Approximately 160 women from across the west attended the program.

In 2016, LERC faculty member Sarah Laslett participated in the planning committee and taught for the SIUW hosted by the UCLA Labor Center in Los Angeles. That institute registered more than 200 women and had a strong international character, including participants

from Japan, Mexico, and Ecuador. The 2016 theme was Breaking Down Barriers and Borders. These multi-day residential programs help participants develop leadership skills and learn about current economic, social, and political issues facing working women.



“Your participation at the public hearing was of great service to Wisconsin lawmakers, Wisconsin workers and Wisconsin citizens. Your expert testimony was unmatched and provided extremely valuable insight on the projected economic impact of Right to Work legislation in Wisconsin. Your research in this field is of great importance to working people.”

Phil Neuenfeldt
President, Wisconsin AFL-CIO

Analysis of labor policy for state legislators

Over the past decade, many of the most important issues for American workers have played out in debates in state legislatures, rather than the federal government. In many states, legislators are part-time officials with limited budgets or staff for policy analysis – and lawmakers rely on outside experts to help them evaluate proposals. LERC is one of the places that legislators turn for expert analysis. In 2015, LERC faculty member Gordon Lafer was asked to evaluate proposed “right to work” laws in both Wisconsin and New Mexico. In both cases, he produced reports detailing the likely impacts of such laws on each state’s wages, benefits and job growth; testified as an expert witness in

the legislatures; and met with lawmakers and community leaders to educate them on the issue. LERC remains a source of expertise on this and other labor-related issues and is regularly called on by legislators, community organizations, and state and national media.

COMPASS points the way

In 2016, LERC faculty member Jennifer Hess completed the fifth and final year of the **Community of Practice and Safety Support (COMPASS)** grant. COMPASS is part of a Total Worker Health™ program within the Oregon Healthy Workforce Center at Oregon Health Sciences University. COMPASS focused on developing scripted educational tools and materials to enhance the health and safety of home care workers (HCW) and provide them with a support network.

Statistical evaluation indicated that the COMPASS program resulted in significantly greater use of ergonomic tools and techniques for physical work, enhanced safety communication with consumer-employers, better hazard correction in consumers' homes, and healthier diets. These practices reduced lost work time due to injury, lowered cholesterol levels, and helped to create a positive community of practice experience for caregivers. There were many affirmative statements about COMPASS such as this one from a HCW: "I'm starting to realize that I need some assistance from durable medical equipment. . . . There are things my consumer employer should have that would make the care worker's job easier."

Dr. Hess and other COMPASS researchers have published four articles in peer reviewed journals and made numerous public presentations on their work. Next steps for the program include working with the Oregon Home Care Commission (HCC), SEIU Local 503, and other stakeholders to get COMPASS training included as a regular HCC training offering and disseminating the COMPASS training more widely in additional venues.

SAVE means Safety

The **Safety Voice for Ergonomics (SAVE)** study entered its second year during 2015-2016. The focus of SAVE is to develop ergonomics training materials to be used nationally by the International Masonry Institute (IMI), a program funded by the Bricklayers and Allied Craft (BAC) Union that provides masonry apprenticeship training across the United States.

SAVE training units cover ergonomics principles and solutions and the development of what is known as "safety voice." Safety voice training teaches masonry apprentices how to talk to coworkers and supervisors about safety hazards they observe on their work sites. Once completed, the SAVE training will be distributed to over eighty IMI training and Job Corps centers.

With assistance from LERC colleague Sarah Laslett, Jennifer Hess is developing training curricula and instructor manuals for apprentice training. The initial feedback about SAVE has been quite positive. Apprentices have praised the usefulness of the materials while instructors from across the country have offered their assistance and are eagerly awaiting completion of the training modules.

Safe and healthy workplaces



Facilitation of a multi-union hospital workers' coalition

In 2016, four unions faced contract negotiations at Eugene-Springfield's largest health care employer, Sacred Heart Hospital, which is part of the Peace Health system. Unionized workers at Sacred Heart include 1,400 nurses represented by the Oregon Nurses Association (ONA), 65 skilled tradespeople and technicians with the Operating Engineers, and two newly organized units seeking their first contracts. These units included 1,200 housekeepers, food service workers, Certified Nursing Assistants and technicians who organized with the Service Employees International Union, and the country's first-ever union for hospitalists, organized with the American Federation of Teachers.



LERC faculty members Sarah Laslett and Gordon Lafer helped bring all four unions work together in a hospital-wide coalition and provided training, strategic planning and meeting facilitation over a six-month period. The coalition helped leaders and activists from all four unions win good contracts. Laslett and Lafer worked particularly closely with ONA, providing a series of trainings for their bargaining team and helping staff develop plans for effective negotiations.

"I found the LERC classes to be especially informative and helpful to me as a new union rep. I appreciated the insight into labor history, applicable law, bargaining protocol, effective strategies and how to conduct myself in this new role. This education was great preparation for our negotiations with Sacred Heart which were long and intense. I would certainly recommend LERC training for all members of a negotiating team."

Maggie Yokum

RN and member of the ONA bargaining team



After two decades as an instructor at LERC, Helen Moss retired in the Spring of 2016.

Helen worked on numerous externally funded projects related to occupational safety and health, including research on bullying, workplace violence, and young worker safety and health. In addition, she served ably on the board of directors for Portland's day laborers' organization and the executive board of the Oregon Labor and Employment Relations Association. For many years, she worked closely with the Service Employees International Union and the Oregon Home Care Commission to improve training opportunities for home health care workers. Later in her career, Helen successfully coordinated one of LERC's most popular programs: the biennial Public Employment Relations Conference for management, labor, and neutrals in the field of public sector labor relations.

We will miss Helen's deep knowledge of labor relations, her generosity as a colleague, and her profound devotion to the craft of labor education. You may, however, see Helen in cameo performances at LERC from time-to-time. We wish her a productive and fulfilling retirement which she so richly deserves.

A Tribute to Helen Moss

Helen enjoyed an exemplary and distinguished career as a labor educator. During her tenure at LERC, she taught many classes and workshops related to collective bargaining, contract administration, conflict resolution, and joint labor-management workplace initiatives.

Her excellent teaching consistently garnered praise from students, and she developed strong relationships with unions and other organizations throughout Oregon.

Welcome Sherman Henry

South Florida labor leader Sherman Henry joined the faculty of Labor Education and Research Center in September, 2016.

Formerly a custodian and rank-and-file union activist at Miami-Dade Public Schools, Sherman became president of AFSCME Local 1184, the nation's fourth largest school system in 1995. Sherman led the union for 21 years as full-time executive director, negotiating and administering contracts. Sherman was also treasurer and later co-chair of South Florida Jobs with Justice.

Sherman holds a bachelor's degree from the AFL-CIO affiliated National Labor College, and a master's in adult education from Florida International University, where he also taught in the Center for Labor Research and Studies. He is currently pursuing a doctorate from Grand Canyon University.



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