

INSIDE NAFFE

NAFFE's Coordinating Committee is meeting to conduct a strategic review and make decisions about our upcoming **employment standards campaign**. The meeting takes place in Boston and brings together members active in all of NAFFE's action groups and taskforces: Temp, Campus and Globalization Action Groups and the Day Labor Taskforce.

Among the specific issues that the committee will address are the dialogue with Manpower, Inc., the Campus Group's Health Care focus, and the Globalization Action Group's cooperation with international allies. For more information, contact the NAFFE Office.

North American Alliance for Fair Employment
33 Harrison Ave., 3rd Floor
Boston, MA 02111

Phone: 617-482-6300 Fax: 617-482-7300
Email: info@fairjobs.org

UK: Anti-Immigrant Rhetoric Backfires on Conservatives

A series of recent opinion polls show a drop in support for the opposition Conservative Party, the sharpest in drop in almost a century. The drop comes immediately after conservative leader Michael Howard's recent and strident touting of anti-immigrant proposals, based on the miscalculation that he would appeal to the "core vote." There is widespread opposition to the party's immigration plans among the busi-

ness community. The immigration issue was introduced as part of 5-point plan to tackle "binge drinking and "yob culture." Contrary to their expectations, the Tories now trail the Labor Party by between 5 to 10 percentage points. However, despite the drop in support and the attacks on his rhetoric, Howard insisted that he would continue to campaign for stricter controls on asylum and immigration. (Source: Guardian 4/19/04)

China: Labor Stirring?

The situation of Chinese workers is well known, if only by way of caricature: slave labor, impotent trade unions, 100 million migrant workers, etc. Worker resistance, however, may be increasing in novel ways. Researcher Andrew Ross points, for example, to an incident in which 2 million migrant workers (10% of the labor force) in Guangdong simply did not return to work after a festival, making it one of the largest withdrawals of labor. Labor dispute data amplifies this: since the early 90s when nearly 20,000 labor disputes were recorded, there is a 9-fold increase to 180,000 by 2002. What is new, too, is the rise of numerous legal aid centers for workers, documented by Mary Gallagher. Ironically, while the centers depend on labor legislation as their foundation, they are most effective in challenging practices at foreign-owned enterprises while relatively weaker at taking on state-owned enterprises. *The Nation* (5/9/05) reports that a "new left" is addressing China as one of the most unequal societies and also taking on corruption, reform of state-owned enterprises, and the plight of the rural poor. (Sources: Andrew Ross, Presentation, 2005 Global Left Forum; Bangkok Post 2/11/05; Mary Gallagher, "Use the Law as Your Weapon! Institutional Change & Legal Mobilization in China")

TRENDS

Employment Figures

Employers added 100,000 jobs to payrolls in March, disappointing economists' forecast of a 225,000 job gain. The BLS also revised the February and January payroll gains, which were over counted. The unemployment rate dropped to 5.2% from 5.4% in February. (BLS 4/1/05)

Canadian employment continued to show little change in March as an increase of 34,000 part-time jobs was offset by a similar decline in the number of people working full time. With fewer people looking for work, the unemployment rate dropped to 6.9%. (Stats Canada 4/8/05)

Outsourcing: Still Attractive?

A recent study suggests that outsourcing will become less appealing for large companies because it fails to deliver the value promised. Seventy percent of respondents indicated they have had significant negative experiences with outsourcing projects. The study was based on employees of companies in manufacturing, business, financial services, IT, telecommunications, health care and the public sector. (Daily Labor Report 4/21/05)

Temp Jobs Keep Rising

Growth from last year in the temp-help sector is 8.4% and has hovered around this rate for the last 5 months. Though the number of jobs declined by 3,500 in March from February, overall growth continues. (SIR 4/15/05)

Canadian Unionization Rate

Statistics Canada reports that unionization rates were unchanged in 2004, holding steady at 30.6%. It had experienced the largest drop (5%) between 1989 and 1998, remaining relatively stable thereafter. (Daily Labor Report 4/25/05)

Contingent Work

NEWS and comment

NAFFE

April 28, 2005

IMMIGRATION: Drive Back the Attack!

Pro-Immigrant National Week of Action, April 27th– May 5th, 2005

A coalition of contingent work and immigrant rights organizations are organizing National Week of Action to "Drive Back the Attack" on immigrants. Among the immediate concerns are the limits on immigrant access to drivers licenses and the weakening of civil liberties embodied by the Real ID Act.

Coordinated actions in states across the nation will involve immigrant rights advocates wearing orange armbands, t-shirts, and ribbons to symbolize unity; immigrant groups meeting with elected officials to demand pro-immigrant legislation and policies; immi-

grants and their allies organizing marches, rallies and press conferences.

Among the sponsoring organizations are National Day Labor Organizing Network, National Immigration Law Center, WeCount! (Homestead, FL), North Carolina Justice Center, Tennessee Immigrant and Refugee Rights Coalition (TIRRC), Jewish Community Action (MN), National Network for Immigrant and Refugee Rights, AFSC, NELP, NY Immigration Coalition. NAFFE, Mass Global Action, and allies are organizing a large rally on May 1, 2005, in Boston.

Anti-Immigrant Initiatives in Arizona

A flurry of state-wide legislation coupled with an ever fervent anti-immigrant movement has created new, aggravated challenges for immigrants and their allies. Arizona is ground zero for the anti-immigrant mobilization: **Minuteman Project Phase 2**

A "grassroots" anti-immigrant movement has launched a campaign comprising of hundreds of citizens. The Minuteman Project, the country's largest neighborhood watch project, which stretches along the Arizona-Mexico border, began on April 1st, includes volunteers from all over the country, some armed, who wait at the border prepared to apprehend anyone who crosses. This month, Jim Gilchrist, co-founder of the pro-

ject, announced the expanding of their focus to employers who hire undocumented immigrants and to cities with day-labor centers.

In addition to patrolling the border, the second phase of the project plans to publicly expose employers who hire undocumented workers. Gilchrist plans to take these concerns to the Congressional Immigration Reform Caucus. They also plan to expand to California and Texas borders.

(Source: Press-Telegram 4/19/04)

Anti-Immigrant Bills

Sparking the most public attention is Arizona's House Bill 2592 which prohibits cities and counties from spending tax money to fund day-labor centers. The bill, sponsored by 11 Republicans, passed the House and is now before the Senate. Its passage may have major ramifications for day laborers. The anti-day laborer legislation is one of 20 or so anti-immigrant measures being considered (see box).

In response to the pending anti-immigrant legislation, particularly HB2592 and HB 2030, day laborers in alliance with community activists, students, business people, and other concerned citizens, organized a 25-mile march from

A SAMPLE OF PENDING ARIZONA BILLS

HB2030: Limits educational access of immigrants and forces employees at state agencies, universities and community colleges to report undocumented persons; denies undocumented immigrants financial aid, scholarships and in-state tuition at public colleges and universities.

HCR2030: Ballot question amending the state constitution to require the official functions of government be conducted in English only.

HCR 202: Denies bail to undocumented immigrants if charged with any felony

HB 2709: Allows Arizona to construct a private prison in Mexico to jail undocumented immigrants.

HB2386: Asks police to serve as INS/Border Patrol officials for purposes of detaining and deporting immigrants

HB2259: Calls for "harsher sentencing for undocumented immigrants; allows judge to consider immigration status as "aggravating factor," when determining sentence

Demanding Universal Healthcare

Over 60 Cities Sign on to National Campaign

The Campaign for a National Health Program NOW — a lay group of major labor unions and the faith-based community working together with Physicians for a Healthcare Program—is calling on people to demand healthcare reform in local Citizen/Congressional hearings nationwide.

Over 60 cities have signed on to organize hearings. In addition, CNHPNow plans to draw attention to the healthcare crisis through regional conferences hosted by faith-based

groups and labor leaders; local community events; a curriculum for campus activism; a national petition; as well as national ad and internet campaigns pushing for the passage HR676 (Universal Healthcare Bill introduced by Representative John Conyers, who is publicly supporting these hearings and encouraging Members of the House to attend). (Source: www.cnhpnow.org)



Rep. John Conyers Pushes Bill

Select State Initiatives

CALIFORNIA: Senate Bill 840, the California Health Insurance Reliability Act (CHIRA), was passed this month by the Senate Insurance Committee. CHIRA, authored by State Senator Sheila Kuehl (D-Santa Monica), will cover every Californian with comprehensive health insurance and guarantee each state resident the right to choose his or her own physician, while containing health-care cost inflation. It is estimated to save \$25 billion, in the first year alone. Enactment of the bill would be significant step for Californians, of whom 7 million went without health insurance in 2003, as it would bring them dramatically closer to gaining universal access to health-care. The bill will next go to the Senate Health Committee. It faces likely passage in the Senate, however, challenges loom as Gov. Schwarzenegger is likely to veto the bill. (Source: Ventura County News 4/7/04)

MAINE: The Dirigo Healthcare Reform Act promises to cover all of Maine's uninsured within 5 years, control healthcare costs, and improve the quality of care. The initiative was signed into law in June 2004, resulted from pressure on the government to establish a Health Security Board to study the possibility and costs of Universal Single Payer System in Maine. At the forefront of these efforts was a non-profit citizen-action organization called the Maine People's Alliance, which fought for a year to get proper funding for this Health Security Board, which consists of 19 individuals from Maine communities representing groups including, children's rights advocates, physicians, businesses, labor, senior citizens, self-employed individuals, and insurance companies. (Source: www.mainpeoplesalliance.org)

MASSACHUSETTS: Senate Bill 686, the Massachusetts Health Care Trust, which would provide a single-payer system, is scheduled for its next legislative hearing at the end of the month. The bill, which was reintroduced in December is supported by 44 Representatives and 16 Senators, who have signed on to co-sponsor. The major player in the campaign for a single-payer system is a coalition of over 80 organizations who call themselves MASS-CARE (Massachusetts Campaign for a Single Healthcare Campaign). The Massachusetts Teachers Association, one of the major supporters of the legislation has provided funding to the campaign. MASS-CARE continues to mobilize legislatures to cosponsor the bill. A comprehensive list is available at www.americanhealthcarereform.org

Hate Drive Challenged

Continued from p. 1

Mesa to the State Capitol in Phoenix entitled *Caminata por la Dignidad Humana* or Human Dignity Walk. Sponsors included the Macehualli Worker Center, the National Day Laborer Organizing Network (NDLON), Primavera Foundation, Derechos Humanos Coalition, TONATIERRA, and the Center for Economic Integrity.

Salvador Reza, daily operations manager of the Macehualli worker center, has been a spokesperson challenging the legislation. In addition to spearheading protests and campaigns, he has testified in legislative hearings about his experiences at Macehualli, which was initially funded by the Phoenix City Council. Macehualli is now privately funded.

Reza insists that worker centers provide a solution that the federal, state and communities do not and that they help stabilize communities. After he Macehualli work center was built, crime actually went down and property values up. Reza has also been working on plans to organize a boycott if the proposals become law. He plans to urge businesses to boycott Arizona and book events elsewhere.

Another major effort to respond to the current climate is a regional day labor forum, which is scheduled to convene in Chandler Valley on June 2, 2005, the first regional event of its kind. Participants will include day laborers, contractors who hire them, organizations that help them and critics of their street-side gatherings. As of yet, no state lawmakers were named on a tentative list of forum panelists, which include landscaping and construction contractors, a California day-labor organization and a Phoenix police commander. If House Bill 2592 becomes law, however, it could limit solutions proposed at the June forum. Ruth Giese, who works with that city's Human Relations Commission, said forum planners have recommended considering solutions other than day-labor centers, in the case that it does occur. (Source: Arizona Republic 4/20/04)

FAIR: The Moderate Face?

The recent upswing in anti-immigration activism has had a tremendous impact on the fate and livelihood of immigrant workers in the United States. At the forefront have been a number of groups that frequently work together and overlap in membership and in project/campaigns. Among these groups, the Federation for American Immigration Reform (FAIR) has become a prominent player in anti-immigrant campaigns, using its leverage as one of the country's best-established anti-immigration groups and the richest beneficiary (amounting to over \$1 million since its founding) of the notorious, right-wing Pioneer Fund which has subsidized dubious studies supposedly establishing links between race and intelligence.

FAIR coins itself as a public-interest organization of citizens who call for immigration control to serve the national interest of the United States. It demands a drastic cut in the number of immigrants allowed to enter the country, and directly links immigrants with the social ills afflicting America, including crime, poverty, disease, urban sprawl, and increasing racial tensions. It promotes active and draconian enforcement of immigration laws, the prohibition of employment of undocumented immigrants, a more aggressive border patrol, and the exclusion of undocumented residents from census figures used for the reapportionment of Congress.

Founded in 1978, FAIR claims more than 70,000 members nationwide and has located its headquarters in Washington D.C. It also has an affiliated Congressional Task Force. The organization acts as an umbrella for the anti-immigrant movement, providing research, publications, funding and organizational expertise to local groups, and serving as a public face for the movement, both in the media and in Congress. FAIR portrays itself as the "mainstream" of the American anti-immigrant movement with public pronouncements that sound moderate at first hearing, but it is important to understand FAIR not in isolation, but in its role within a larger social movement. In this context, FAIR's "moderate face" has allowed it to support the activities of more radical anti-immigrant groups without coming under scrutiny. (Sources: www.fairus.org, Southern Poverty Law Center, *Intelligence Report*, Center for a New Community Special Report)

A BRIEF PROFILE

Offices: Washington D.C., Los Angeles (satellite office)
Executive Director: Dan Stein
Compensation: \$205,773
Founder: John Tanton
Staff Size: 28

Fundraising Methods: Foundation support, direct mail appeals, membership appeals and Internet appeals

2003 Expenditures

Public Education	\$660,668
Membership Education & Service	\$561,996
Research and Publication	\$483,574
Media	\$475,923
Government Relations	\$351,259
Field/Activism	\$296,683
Lobbying	\$191,756
Litigation	\$197,050
Total	\$3,218,909

Major Grantees:

Border Solutions Task force
 FLA187 Committee Inc.
 National Grassroots Alliance
 U.S., Inc
 Voices of Citizens Together
 Citizen Protection Fund
 21st Century Fund

Partners/Project Collaborators:

American Immigration Control Foundation
 NumbersUSA
 Coalition for the Future of the American Worker
 United to Secure America
 Voices of Citizens Together
 Conservative Council of Citizens

Most Recently Backed Project/Initiative:

Proposition 200 : Save Arizona Now Ballot

Sources: IRS Tax 990 Form, Southern Poverty Law Center

Campus Briefs: New Book, Cal State, Two Conferences, Union Election

University, Inc.: The Corporate Corruption of Higher Education is the title of a new book by journalist Jennifer Washburn. It shows how public, state & federal investment is leveraged by big corporations providing a small fraction of the university's funding. The results is that universities are "universities are abandoning their traditional role as disinterested sources of education, alternative perspectives, and wisdom." (Basic Books).

Cal State University Graduate Employees' union, the California Alliance of Academic Student Employees/United Auto Workers are reaching out to community leaders and politicians to pressure the university to bargain fairly and reach their first contract. Issues range from the need for better pay and benefits to tuition waivers and protection against excessive work-

loads. The university points to the yet-to-be determined state budget as its main excuse for refusing to budge on financial raises. The union is threatening to strike if negotiations are not completed soon.

Bi-National Conference in Defense of Education and Workers' Rights The Flor de Baja Workers' Solidarity Committee and Juventud Revolucion are organizing the conference for May 14, 2005 in Mexico, Mexico. The focus will be on support workers in the Flor de Baja *maquiladora* and to defend public education. For more information, send an e-mail to ryi_irj@yahoo.com or call 831-818-6492.

The Future of Higher Education in California: Faculty, Students, and Organized Labor conference is be hosted by UC-AFT and COCAL-California on May

7, 2005. Participants will examine strategies for protecting quality education. It brings together academic labor activists from the 3 major public higher education systems in the state: the University of California system, the Cal State system and the Community Colleges. NAFPE is among the co-sponsors of the conference.

Anti-Union Effort Succeeds at U. Minnesota. GradTRAC/UE Local 1105 lost its unionization bid 1,292 to 1,779. An anti-union effort was conducted by a formation hosting a website on the university's website, Truth About Unions. It rehashes the usual anti-union propaganda but provides a "grass- roots" feel. This may represent a need for union organizers to change tactics and engage in more public education and debate than relying only on the traditional one-on-one style organizing of unions.

Senate Debates Guestworker Programs

AG Jobs Bill Blocked

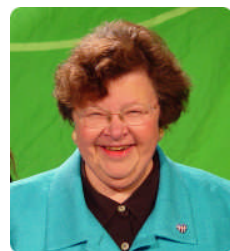
This month, the Senate debated bill S.B. 359, "Ag Jobs," sponsored by Sen. Larry Craig (R-Idaho) and Edward Kennedy (D-Massachusetts), that would provide legal status to about 500,000 undocumented farm workers. However, the bill, a product of five years of negotiations between the United Farm Workers Union and the nation's agricultural industry, was temporarily postponed as a Senate filibuster blocked the legislation from further consideration. It was supported 53-45 in the Senate, but fell seven votes short of the 60 needed to cut off debate and force a roll call on the amendment. Agjobs would not only offer temporary residency to farm workers who worked in agriculture for at least 100 days over 18

months, but would also give the opportunity to them and their families to become eligible for permanent residency, which then could lead to citizenship. Workers enrolled in AgJobs would also be able to travel abroad legally. United Farm Workers spokesman Marc Goodman said providing that flexibility would fix a system where hundreds of migrant workers die every year trying to re-enter the country through desolate terrain to better avoid border officials. Though the amendment was blocked, proponents and sponsors of the bill are still encouraged by the closeness of the vote. Senators Craig and Kennedy will continue to bring the amendment before the Senate. (LA Times 4/20/05)

"Guestworker" Bill Amended

At the same time the Agjobs bill was turned back, another measure that would help Maryland's small seasonal businesses hire foreign laborers by relaxing limits on H-2B visas, was passed in Senate by an overwhelming 94-6 vote. The bill, proposed by Sen. Barbara Mikulski to be added to an Iraq spending bill would exempt certain seasonal foreign workers from the annual cap of 66,000 on H-2B visas. The proposal would apply to those foreign workers who have successfully used the H-2B visa program and have returned to their home coun-

tries when their work visas expired. Currently, employers cannot seek visas for those workers until October because the annual cap on those visas has been exhausted. In addition to providing legal status to some undocumented farmworkers, the bill would streamline the temporary H-2A visa program for foreign agriculture workers. The measure, which is now headed to a joint Senate-House conference committee, must still be approved by both branches of Congress and signed by the President. (Source: Baltimore Sun 4/21/05)



Barbara Mikulski

Role Reversal in Germany

Traditionally the German "guest worker" or *Gastarbeiter*, was Turk or a Yugoslav who came to Germany in search of jobs. But now the tables have turned; Germans, especially young people from the former East Germany, are traveling abroad in search of work as a result the lengthy economic stagnation. Some 45,000 Germans are now working in Austria, compared with half that number five years ago.

The home of more than 2 million Turkish workers is now exporting guest workers of its own. Just as Germany

set up recruitment offices in Turkey four decades ago to convince Turkish workers of the benefits of taking unskilled factory jobs in Germany, now there are job placement services that recruit young Germans for similar jobs. The rise of the German guestworker corresponds with the Hartz Commission's economic reforms that have reduced unemployment insurance, offering workers such low payments that low paying foreign jobs are preferable. (Source: International Herald Tribune 4/14/05)

CAUT Conference on Contingent Academics

The Canadian Association of University Teachers is organizing a conference entitled, "Moving Forward: Achieving Equity for Contract Academic Staff," (6/1/05). It takes place in conjunction with the Congress of Humanities and Social Sciences in London, Ontario. Organizers promise a "balance between academic discourse about the state of casual employment... and practical advice about mobilizing and collective bargaining." For more information, see <http://www.caut.ca>.

Gillette Shaves Margins with Temp Workers

The \$10.5 billion Gillette Corporation is one of the biggest temp employers in Northern Massachusetts. The Merrimac Valley Project, (MVP) has embarked on a campaign targeting the corporations use of temp workers. It has gathered accounts from over 35 workers about "substandard and potentially illegal work conditions" at Gillette-owned facilities. Workers complain about "permatemping" in which they work for a number of years without becoming permanent workers, earning low wages without benefits and little employment security (frequent layoffs while having to be available whenever needed again). There are also concerns about workers having to pay transportation fees, abusive treatment and accounts of a failure to pay compensation for workplace injuries. MVP is seeking to meet with Gillette's CEO, James Kilts and hold the corporation accountable to a Code of Conduct. For more information, contact MVP at 978-686-0650 (Sources: gillette.com; MVP Fact Sheet)

Massachusetts: High-Tech Job Flight

US Census estimates suggest that Massachusetts is losing population for the first time in a decade, associated with significant job flight (46,000 fewer jobs than in January 2003). This is not surprising, taking into account the availability of quality jobs, particularly in the high-tech sector. According to recent estimates, real median household income for Massachusetts technology workers is in decline making it harder for families to keep up with the rising cost of living. Paradoxically, Massachusetts appropriations for public higher education are falling far behind other leading "technology-oriented" states. (Source: Boston Globe 4/19/05)

IdeaWatch

The 'Multitude' & Contingent Work

A provocative book by two scholars captured the imagination of a large part of the global justice and peace movements both in the United States and abroad back in 2001. Entitled, "Empire," the book argued that governments, rather than being separate and independent, are part of a system organized around the US government. If the economy is globalized, so too are the governments.

If this argument found many supporters, it also found many opponents. Aside from the many fact-based criticisms of the book, activists had a bigger question: "Empire," they complained, made the system seem perfect; whatever the economic and political problems, resistance to it appeared futile.

The authors concluded that book with a chapter on the "Multitude," which they hoped will resist the Empire in ways that overcome the shortcomings of the past. Their new book, borrowing from that last chapter, is entitled "Multitude: War and Democracy in the Age of Empire," in which they observe how the world has changed in

recent decades and try to uncover groups that both want to change the world for the better and have the ability to do so.

To find these groups, they first look at the industrial workers in whom many thinkers had invested much hope. Against a classical model, in which a unified working class will overthrow the existing order and replace it with a more just system, they argue that the new agents of social change will not be united and sharing of a single identity. Instead they will be the excluded "multitudes" consisting of many identities and agendas, none of which achieves superiority over the others. This makes for a more open ended process of social change than had been attributed to that made by the working class.

Of direct interest to contingent worker advocates is just how the authors, Antonio Negri and Michael Hardt, define the "multitude." For them, the rise of contingent work is central. They point to the decline of the standard job and how workers are now employed in wide variety of relationships. The stan-

dard industrial job, with fixed hours, union protections, fixed job ladders, they argue is an exception rather than a norm. Instead, new work relationships abound: at the global level "agriculturalists" are now a majority; in the wealthy countries, "immaterial labor" that involves the manipulation of information, emotions and images is the defining life activity.

The last point is taken further: for example, workers at McDonalds earning low wages are producing something more than just burgers; they are engaging in emotional work to provide a commodified emotion, i.e. "service with a smile." All work takes manifold meanings and symbolism. This makes for the emergence of many kinds of social movements that will challenge the Empire. Instead of industrial work and its institutions defining work life, now these other kinds of jobs (a minority of which have high creative and income-earning potential) define work life.

Those of us familiar with contingent work may be a little confused by *Multitude*. About

30% of all jobs are indeed contingent: i.e. part-time, temporary, contract, etc. The majority of workers in those categories however seem to desire full-time work in regular employment relationships. This is certainly true of the majority of contingents: i.e. part timers. Moreover, even in the more contingent of work relationships, the industrial patterns of work relations, expectations of productivity, work discipline, subordination of the worker to the instruments of production dominate. In other words, rather than industrial work life disappearing, we have the emergence of new relationships that depend on is routines and discipline.

Indeed, what appears to have become generalized is the industrial relationship, but without the protections that emerged with the powerful union movements that the industrial workers organized. In this sense then, *Multitude*, notwithstanding its popularity, fails to capture the real world of work and its possibilities for building social movements based on workplace-related grievances.

Yale and Columbia Strike

Hundreds of students from Columbia and Yale took to the streets in New York, to commence a five-day teaching strike, a coordinated movement (the first ever multi-campus strike) that organizers hope will force administrators to recognize them as a union. Graduate employees have faced an uphill battle to win union recognition, particularly after last year's NLRB ruling which declared that they were not employees and therefore could not form unions unless universities voluntarily agree, something they have refused to do. Thousands of graduate employees all over the country have been struggling to win fair contracts and union recognition but face anti-worker campaigns run by higher-education employers and subcontractors everywhere.

Viewing high-profile Ivy League campuses as the ideal backdrop for a national drive to bring graduate students under the

union umbrella, organizers anticipate victories. Rather than dealing directly with individual administrators, the strike (4/18)



Organizers Rally in New York

highlights the UAW making use of coordinated visibility actions across campuses.

Graduate employees' demands include health care for family members and a grievance process that would allow them to effectively raise concerns with the ad-

ministration.

In addition to this historical joint strike, two major actions are planned to highlight solidarity with the graduate employees. First, graduate employee locals across the country have signed onto the Declaration of Principles for Higher Education, developed by unions representing a variety of workers in higher education, primarily in the New York area. Second, a national day of action for graduate employee unions was held on April 21st, calling on grad locals around the country to take actions—from boycotts to rallies to press conferences to delivering the Declaration of Principles to their university presidents—to highlight the right to organize. To learn more about these actions and how you can show support, go to www.unionvoice.org.