

Mutual Aid: Working across Systems to Integrate Labor and Community History Primary Sources into Instruction

Tanya Hollis
Labor Archives & Research Center
San Francisco State University

Michelle Morton
Cabrillo College Library

Enrique Buelna
History, Cabrillo College

Nicholas Rowell
Political Science, Cabrillo College



Canvas Modules


Watsonville Canneries Strike

▼ HIST: Watsonville Canneries Strike


 Watsonville Canneries Strike 1985-1987

 Timeline


 What is a Primary Source?

 Primary Sources: Photographs

 Primary Sources: Flyer 1

 Primary Source: Flyer 2

 Primary Source: Flyer 3

 Primary Sources: Correspondence

 Primary Source: Interview

 Primary Sources: Radio

Canvas Modules

What is a Union?

⋮ ▾ What is a Union?

⋮ 📄 What is a Union?

⋮ 📄 White Collar

⋮ 📄 Types of Unions

⋮ 📄 Industrial Workers of the World-2

⋮ 📄 How to Start a Union

⋮ 📄 Warehouse Union Local 6

⋮ 📄 The Lusty Lady Union

⋮ 📄 International Ladies Garment Workers Union

⋮ 📄 United Farmworkers Union

⋮ 📄 Starbucks Workers United

⋮ 📄 Bargaining & Negotiating Contracts

⋮ 📄 Amazon Labor Union

Waiters, Bartenders, Cooks and Waitresses Contract

Description

This contract, issued by the Local Joint Executive Board Of Culinary Workers, Bartenders, and Hotel Service Workers, was negotiated on behalf of workers in a number of jobs within the service industry, including bars, restaurants and hotels. The 1946 Revised Wage Scale and Working Conditions provide workers with a number of workplace protections, along with rules for minimum wages, setting schedules, the number of hours in a shift, mandated breaks, and guidelines for appropriate staffing levels. Published as a small pamphlet, it could be carried in a pocket for easy reference on the job.

Questions

- See **EQUAL PAY FOR MEN AND WOMEN** (SEC. 26 pg. 9): **The wage scales shall apply equally to male and female employees.** Can you find further language in the contract that addresses equality? How might this language contribute to building solidarity?
- What are some of the workplace issues addressed for waitresses?

ration shall be based upon one (1) week's vacation; provided further that the employee has been in the service of the employer for at least six (6) months from the date of his employment. Temporary layoffs or leaves of absence during the year shall not interrupt the continuity for the purpose of eligibility of vacation.

Severance of employment relations shall not entitle an employee to a vacation with pay. The schedule of vacations may be arranged at the discretion of the Employer, provided, however, that such schedule be arranged so that the employee is allowed his vacation not later than six (6) months after he has qualified for a vacation, and every year thereafter; and be it further provided that the employee be given at least thirty (30) days notice of the date of the vacation. The full vacation period to which an employee is entitled shall be given in consecutive days, and no employee shall be called back to work during his vacation period. Vacations are due soon after the employee has been in the service for one (1) year, and every year thereafter.

Any employee who is discharged or who leaves his employment after he has qualified for a vacation shall be entitled to vacation pay pro-rated on the basis of actual weeks of service. Employee shall be entitled to one (1) additional week at his own expense, and the vacation period shall run consecutively.

SEC. 20 SICK LEAVE: In case of illness of an employee, leave with pay will be allowed up to a total of 5 days a year. It shall be required of all employees to submit to the Employer a certificate or notification from a doctor as proof of illness before receiving sick pay. Any employee having been employed by the Employer less than one year shall not be eligible for sick leave with pay. The payment of sick leave shall not affect the employees rights under the California Workmen's Compensation Laws or regulations.

SEC. 21 HOLIDAYS: The following days will be recognized as holidays under this agreement: New Year's Day, Independence Day, Labor Day, Christmas Day, Thanksgiving Day. Any work performed on such days shall be paid for at time and one-half of the regular rate of pay.

SEC. 22 SENIORITY: In the event that the Employer finds it necessary to lay off employees due to slackness of business, such lay-offs shall be on the basis of seniority, i.e., the employee on duty in the establishment having the shorter period of continuous service with the Employer shall be laid off before any other employee having a longer period of continuous service. The Employer agrees to give preference to laid-off employees in reemployment. Senior employees shall have preference of full-time employment at all times if equal distribution of work is impossible.

SEC. 23 DEDUCTIONS AND DONATIONS: No employee shall be permitted or required to subscribe to any form of insurance or to make contributions, or to suffer any deductions from his or her wages without written authorization of such employee, except such as may be required by law.

SEC. 24 SPECIAL EVENTS: For special events or occasions such as Big Game Football Night, New Year's Eve, etc., where the Employer offers a special menu at prices substantially higher than his regular menu prices, the wage scales for steady and extra help shall be established by mutual agreement.

SEC. 25 SUPERIOR WORKMEN: The scales of wages in this agreement are minimum scales and do not prohibit a superior workman from receiving a higher salary.

SEC. 26 EQUAL PAY FOR MEN AND WOMEN: The wage scales shall apply equally to male and female employees.

How to Start a Union

WELCOME

To Warehouse Union Local 6
I. L. W. U. — C. I. O.

"I do most solemnly on my honor affirm that during my association with the Warehouse Union, Local 6, I will remain a true and faithful member, observe its laws, and labor as far as lies within my power to further the advancement of my trade so that my fellowmen can receive and enjoy with me the just fruits of our labor..."
—From the OATH OF MEMBERSHIP.

Going on Strike

Palace Hotel ON STRIKE!!

Today, Tuesday November 10th, Local 2 members at the Palace Hotel went on strike!

It is a three day strike. Members will return to work at the Palace for their regular shifts starting on Friday, November 13th.

We are on strike to push the Palace (Starwood) to accept the **Union's proposal for a one-year contract**. Our proposal secures affordable health care, maintains pension levels, and provides modest wage increases. **The entire proposal will cost the hotels approximately a 1.5% increase in their costs.** Our Negotiating Committee made this very reasonable proposal in an attempt to avert strikes.

The hotel industry posted record profits over the past five years (\$110 Billion from 2004 – 2008). However, they are trying to lock-in long-term concessions from us. Their proposals would raise the cost of benefits for us, or cut back the quality of our benefits. They propose to combine jobs and increase workloads. Enough.

Yesterday, in meetings called by the Mayor, our Union met with Mayor Newsom to layout the issues. Hotel corporate officers met with the Mayor also. Our team made sure the Mayor clearly understood how reasonable our one-year proposal is. We have negotiations with Hyatt scheduled for Thursday.

Our message to the hotels is clear: **no more business as usual until we reach an agreement on a new contract.**

We are united and ready to fight for a fair deal. We are taking action to protect our benefits and defend our hard-won Union Standard.

Join the Palace picketline! We are there, ON STRIKE, 24 hours a day. (Market St. at New Montgomery)



Hotel Palace ¡¡HUELGA!!

¡Hoy, martes 10 de noviembre, los miembros del Local 2 en el Hotel Palace se declararon en huelga!

Es una huelga de tres días. Los miembros regresarán al trabajo en el Palace para sus turnos regulares el viernes, 13 de noviembre.

Estamos en huelga para presionar al Palace (Starwood) a aceptar el contrato de un año que propone la Unión. Nuestra propuesta nos asegura el seguro médico asequible, conserva los niveles de pensión, y nos proporciona aumento salarial moderado. **La propuesta entra en los costos a los hoteles un aumento de aproximadamente el 1.5% de sus costos.** Nuestro Comité de Negociación presentó esta propuesta muy razonable para intentar evitar la huelga.

El sector hotelero registró ganancias que rompieron record durante los últimos cinco años (\$110 Mil Millones del 2004 al 2008). Sin embargo, están intentando asegurar que los demos concesiones a plazo largo. Sus propuestas aumentarían el costo de los beneficios para nosotros, o recortarían la calidad de nuestros beneficios. Proponen combinar trabajo y aumentar la cantidad de trabajo. Ya basta.

Ayer, en las juntas convocadas por el Alcalde, nuestra Unión se reunió con el Alcalde Newsom para exponer las cuestiones. Los funcionarios de las corporaciones hoteleras también se reunieron con el Alcalde. Nuestro equipo aseguró que le quedara claro al Alcalde lo razonable que es nuestra propuesta para contrato de un año. Está programada la negociación con el Hyatt para el jueves.

Nuestro mensaje para los hoteles está claro: **no habrá más negocio como siempre hasta que logremos el acuerdo sobre nuestro contrato nuevo.**

Estamos unidos y listos para luchar por un trato justo. Estamos tomando esta medida para proteger a nuestros beneficios y defender el Estándar de Unión por el que tanto hemos luchado.

¡Súmanse al piquete en el Palace! Estaremos allí, EN HUELGA, las 24 horas al día. (Market St. esquina con New Montgomery)



Palace Hotel: 罷工!

今天，十一月十日星期二，在Palace Hotel的二號工會會員舉行罷工！

這是一個三天的罷工。會員將於十一月十三日星期五按正常輪班復工。

我們罷工的目的是推動Palace (Starwood)接受工會一年合約的建議。我們建議在保障可負擔的醫療護理、保持退休福利水平、和略有加薪。 **整個建議將使酒店的成本增加約1.5%。**我們的談判委員會提出此十分合理的建議，以避免罷工。

酒店業過去五年賺得破紀錄的利潤（從2004年到2008年，共一千一百億）。但是，他們嘗試要我們簽訂長期和讓步的合約。他們的建議將增加我們負擔福利的費用，或減弱我們福利的質素。他們並建議合併工作，增加工作量。夠了。

昨天，在與市長召開的會議中，我們的工會與市長紐森會面，說明問題。酒店公司的高級職員亦有與市長會面。我們的小組確保市長清楚明白我們的一年合約建議如何合理。我們與Hyatt將於星期四談判。

我們給酒店的信息十分清楚：**直至我們達成新合約的協議之前，生意不會如常。**

我們團結一致，準備爭取公平的交易。我們採取行動保護我們的福利，以及維護我們辛苦爭取得來的工會標準。

請加入Palace的持牌行列！我們會在這裡，罷工，一天二十四小時（Market街和New Montgomery街）



Community Involvement & Political Pressure

GRAPE PICKERS SAY NO MORE DDT HEAR Dolores Huerta

Dolores Huerta, Vice-President of the United Farm Workers will speak at a noon rally, THURSDAY, OCTOBER 23, 1969, on the speaker's platform, along with North Beach's, Cesar's Sextet.

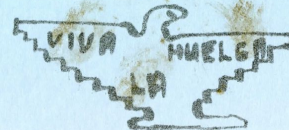
The strike and the grape boycott, now going into the fifth year of struggle, have been waged continually by the grape workers of Delano, California against grape growers in the area who have refused to meet with their workers. These workers, since they are non-unionized and have no labor legislation covering their many grievances in working and social conditions, have no alternative but an economic boycott of the product they pick, GRAPES.

The grape boycott has recently been waging it's attack against the Defense Department's, ludicrous buying of table grapes for "our boys in Vietnam". SINCE WHEN DID THEY BECOME HUNGRY FOR TABLE GRAPES!

In more recent developments, the Food and Drug Administration has taken no action, so far, against chain stores who continue to handle table grapes, which have been sprayed with poisonous insecticides.

Your support is needed to make this struggle become a reality for the rights of the grape pickers. Come to the rally and sign up at the FARM WORKERS TABLE if you would like to help more in the San Francisco area. For further information, please contact JAN PETERSON 647-7032.

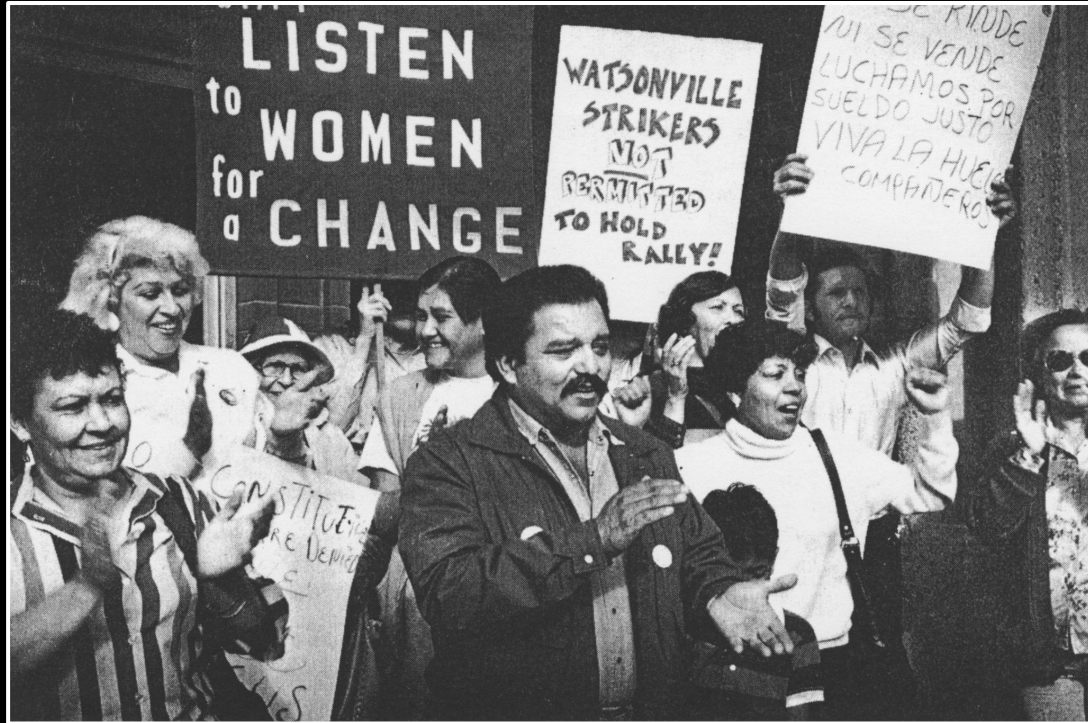
POWER To The GRAPE STRIKERS!



Labor Donated

History

Photographs



History

Flyers

SE BUSCAN



ESQUIROLES

Por que han cometido crímenes

El esquírol rompe huelgas. Donde quiera que el esquírol camina hombres voltean la espalda, los angelitos lloran y el Diablo se esconde. Ningún hombre tiene el derecho de quebrar huelga mientras haya bastante agua para ahogarlo o mecate bastante largo para ahorcarlo. Judas fue hombre fino en comparación. El se ahorcó. Un esquírol no tiene vergüenza. Varios han vendido su dignidad por algún recompeso particular pero el estúpido esquírol vende la suya junto con su familia y sus amistades por las promesas falsas de la compañía.

Hay traidores de todas formas pero únicamente el esquírol traiciona a todos — a sí mismo, a su dios, su familia, su raza, su país y su clase.

¡¡Abajo con esquíroles!!

SCABS, the most selfish animals on earth, are trying to break our strike for decent wages and benefits. Scabs are working for the greedy company owners Mort Console of Watsonville Canning and Richard Shaw.

Pase esta hoja a amigos. Péguela en sitio público.

History

Interviews

QUESTIONS
ASKED
ABOUT
THE
STRIKE

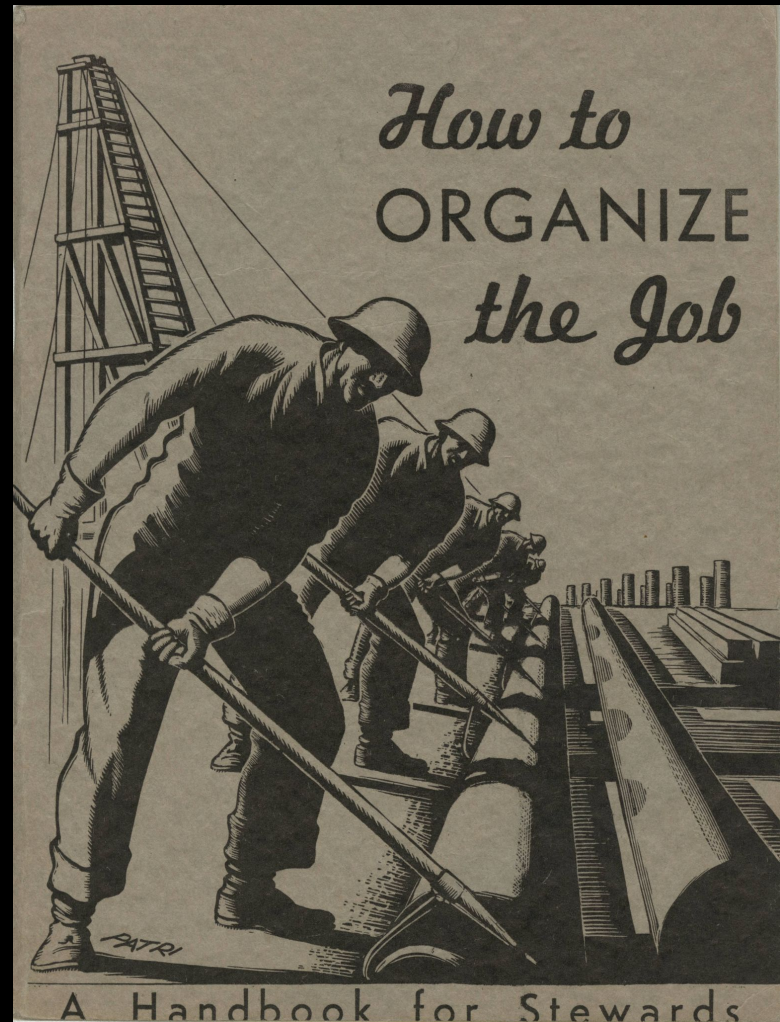
By Mary J. Nieves
1986

History

How to Organize on the Job:

A Handbook for Stewards

(1941-45)

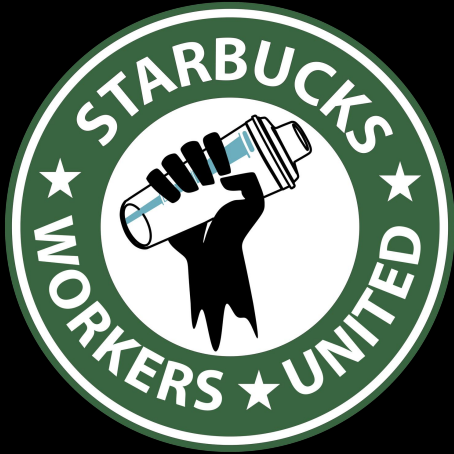


Political Science

Essay Prompt for PS 1 - Intro to Government:

- Identify and describe one key trend in the political economy of the past several decades, such as the steady increase in income inequality.
- How is this trend related to the struggle for power in our society?
- How has the trend you described impacted you, your family, or your community?

Political Science



STARBUCKS WORKERS UNITED

NON-INTERFERENCE AND FAIR ELECTION
PRINCIPLES

FOR PARTNER UNIONIZATION

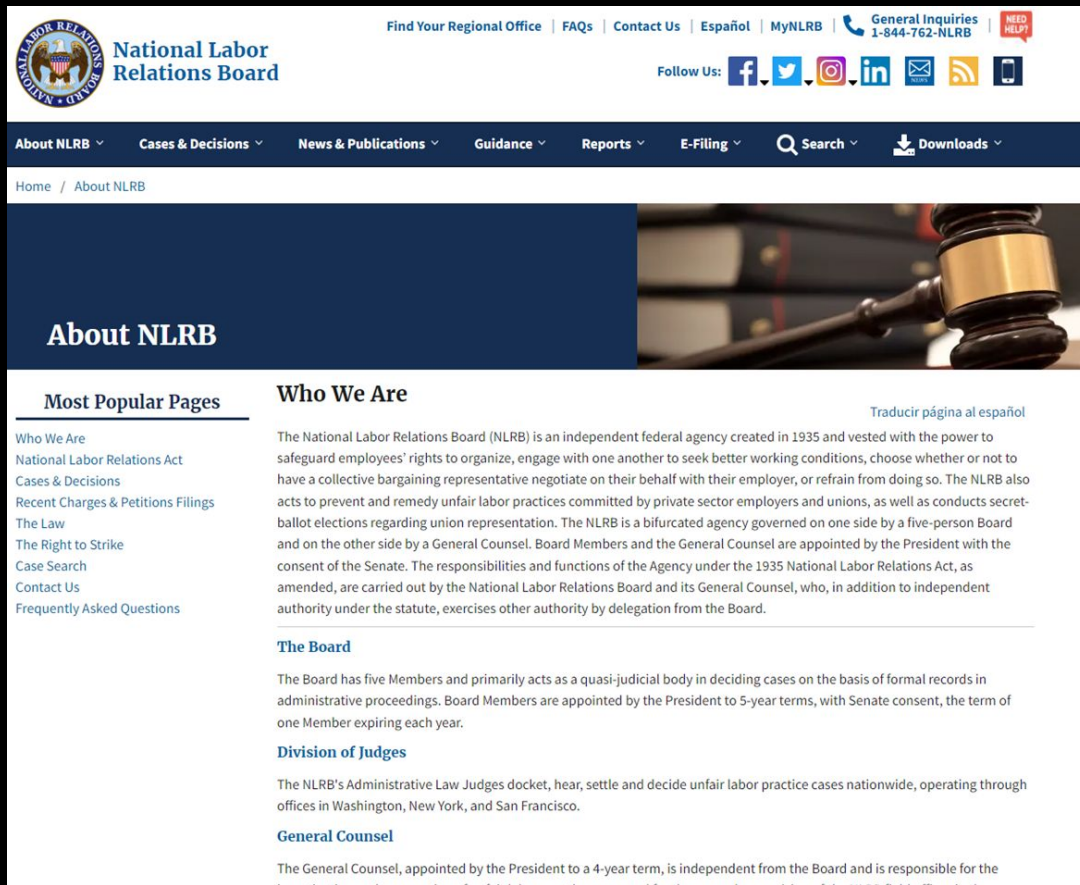
Political Science


Required reading
assignments
provided via link to
full text article in
ProQuest.

The screenshot shows a ProQuest interface. At the top, there is a teal header with the ProQuest logo and a search bar containing the text "Enter search terms...". In the top right corner, it says "Access provided by CABRILLO COLLEGE". Below the header, the article title is "2 Santa Cruz Starbucks stores vote to unionize, first in California". The byline reads "Copitch, Josh. CNN Wire Service; Atlanta [Atlanta]. 12 May 2022." On the left side, there is a sidebar with two options: "Full text" (selected) and "Details". The main content area is titled "Full Text" and includes a "Translate" button. The article text begins with "SANTA CRUZ, California (KSBW) -- Two Starbucks stores in Santa Cruz, California, voted to unionize, becoming the first two Starbucks store in Califo". The text continues with "By a vote of 15 to two the Starbucks store located at Mission and Dufour Street has voted to unionize. A second Starbucks located on Ocean and W state to do so, and among the first 50 in the country." and "At least 51% of the store's employees needed to vote in favor of the union for official recognition." The text also mentions "Union organizer Joseph Thompson for the Ocean and Water Street store told KSBW in January that the Santa Cruz store isn't doing enough to prote rates of harassment and other hazardous situations." and "Employees at a third Starbucks store are also voting to unionize. Their results will be known in early June." Starbucks issued this statement after the vote: "We are listening and learning from the partners in these stores as we always do across the country. From the beginning, we've been clear in our bell conviction has not changed. We respect our partner's right to organize and are committed to following the NLRB process." More than 230 Starbucks stores across the country have filed petitions to unionize and about 50 have voted to join, according to an NPR report on M. A recent Gallup Poll found that 77% of young adults between the ages of 18 and 34 support labor unions. That contributes to an overall 68% approv








Political Science

Suggested reading
& resources curated
by librarians.



 **National Labor Relations Board**

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About NLRB

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Who We Are

The National Labor Relations Board (NLRB) is an independent federal agency created in 1935 and vested with the power to safeguard employees' rights to organize, engage with one another to seek better working conditions, choose whether or not to have a collective bargaining representative negotiate on their behalf with their employer, or refrain from doing so. The NLRB also acts to prevent and remedy unfair labor practices committed by private sector employers and unions, as well as conducts secret-ballot elections regarding union representation. The NLRB is a bifurcated agency governed on one side by a five-person Board and on the other side by a General Counsel. Board Members and the General Counsel are appointed by the President with the consent of the Senate. The responsibilities and functions of the Agency under the 1935 National Labor Relations Act, as amended, are carried out by the National Labor Relations Board and its General Counsel, who, in addition to independent authority under the statute, exercises other authority by delegation from the Board.

The Board

The Board has five Members and primarily acts as a quasi-judicial body in deciding cases on the basis of formal records in administrative proceedings. Board Members are appointed by the President to 5-year terms, with Senate consent, the term of one Member expiring each year.

Division of Judges

The NLRB's Administrative Law Judges docket, hear, settle and decide unfair labor practice cases nationwide, operating through offices in Washington, New York, and San Francisco.

General Counsel

The General Counsel, appointed by the President to a 4-year term, is independent from the Board and is responsible for the

Most Popular Pages

- Who We Are
- National Labor Relations Act
- Cases & Decisions
- Recent Charges & Petitions Filings
- The Law
- The Right to Strike
- Case Search
- Contact Us
- Frequently Asked Questions

Political Science Student Essay Excerpts:

“After reading about the workers in Santa Cruz and similar cases around the U.S., it is shocking to see how Starbucks acts behind closed doors compared to how its leaders speak to the public.”

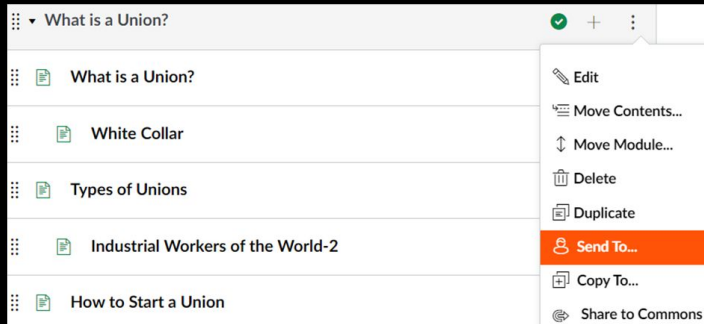
“Since so many students are enrolling each year, many new [college student] workers are in the downtown area... as pointed out by the KSBW article.”

“While the Starbucks unionization movement affected many coffee-loving people in our community — folks need their caffeine, right? — it may have affected the students of our community the most.”

“...the Starbucks unionization in Santa Cruz and the issues that accompany it highlight unions’ importance and their political power. The history of labor unions in the U.S. and the formation of the NLRA and the NLRB demonstrate the federal government’s role in protecting workers’ rights. The formation of the Starbucks union in Santa Cruz, affiliated with Workers United, will help shed light on the mistreatment of employees by Starbucks.”

Project Management

- One semester to build module & one semester to pilot
- Working Meetings on zoom
- Google Docs for outline & source descriptions
- Canvas
 - Export - Import across Institutions
 - Canvas Commons to share publicly
 - “Send To” to share with faculty at your Institution



Takeaways

