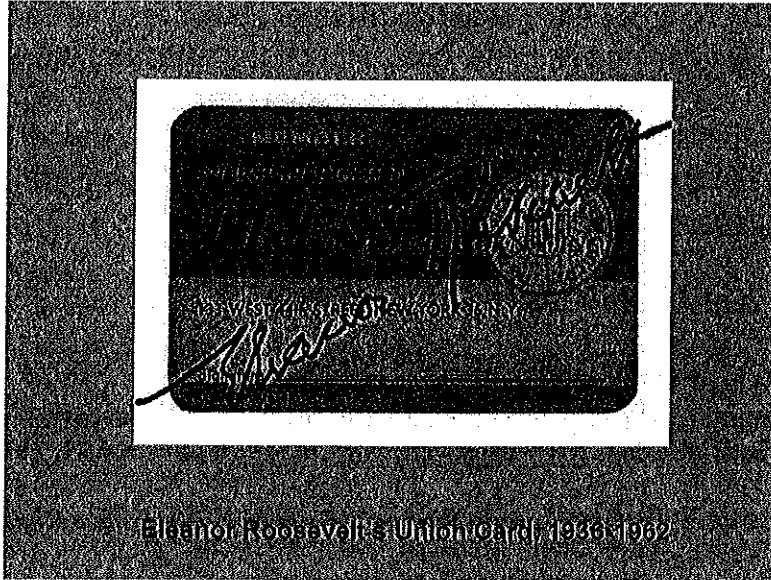


**WHY SHOULD WOMEN JOIN UNIONS?
USING HISTORY TO ORGANIZE & LEAD TODAY**



**IBEW WOMEN'S CAUCUS
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PREPARED BY

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BASED ON

***SHE WAS ONE OF US:
ELEANOR ROOSEVELT AND THE AMERICAN WORKER
Cornell University Press 2010***

RESOURCES

ELEANOR ROOSEVELT

She Was One of Us: Eleanor Roosevelt and the American Worker, Brigid O'Farrell, Cornell University Press, 2010. To tailor this guide for different audiences you can find additional quotes, photographs, and documents in the book and on the website: www.bofarrell.net.

Eleanor Roosevelt Papers Project, more material, books, quotes, and all of the *My Day* columns are found at the Eleanor Roosevelt Papers Project, George Washington University: www.gwu.edu/~erpapers.

Universal Declaration of Human Rights: www.un.org

Labor Articles by Brigid O'Farrell

"What do Natalie Portman, Aaron Rodgers, Eleanor Roosevelt, and Wisconsin Workers have in common?" Roosevelt Institute Blog, www.rooseveltinstitute.org, February 21, 2011.

"Eleanor Roosevelt, Workers' Rights, Human Rights," *Journal of Workplace Rights*, October 2010.

"Workplace Rights are Human Rights," *Pittsburgh Post Gazette*, May 23, 2010.

"A Stitch in Time: The New Deal, The International Ladies' Garment Workers' Union, and Mrs. Roosevelt." *Transatlantica*, www.transatlantica.org. January 2006.

ORGANIZING AND LEADERSHIP

Stepping Up, Stepping Back, Women Activists "Talk Union" Across Generations, The Berger-Marks Foundation, 2010.

New Approaches to Organizing Women and Young Workers: Social Media & Work Family Issues, Deborah King, Cornell University ILR Program, and Katie Quan, et.al., UC Berkeley Center, 2010.

Is There A Women's Way to Organize? Pam Whitefield, Sally Alvarez, and Yasin Emrani, Cornell University ILR School, New York City, 2009.

I Knew I Could Do This Work: Seven Strategies That Promote Women's Activism and Leadership in Unions. Amy Caiazza, Institute for Women's Policy Research, Washington, DC, 2007.

A Discussion Guide, Based on I Knew I Could Do This Work. Michelle Kaminski, Michigan State University Labor Education Program, 2008.

Project funding by THE BERGER-MARKS FOUNDATION: www.bergermarks.org

ELEANOR ROOSEVELT QUOTATIONS

LABOR

We should educate public opinion not to profit by labor anywhere unless it was done under decent living conditions. 1933

Many people do not believe in unions...There are only two ways to bring about protection of the workers, however, legislation and unionization. 1937

Everyone who is a worker should join a labor organization. 1941

I do believe that the right to explain the principles lying back of labor unions should be safeguarded, that every workman should be free to listen to the plea of organization without fear of hindrance or of evil circumstances. 1941

You [unions] should tell the story of injustices, of inequalities, of bad conditions...so that people really face the problems. 1943

We can't just talk, we have got to act...And we must see improvement for masses of people, not for the little group on top. 1944

[The right to join a union] is an essential element of freedom. 1948

[A ban on strikes is] an abrogation of fundamental rights. 1945

"The Taft-Hartley bill is a bad bill...it will adversely effect the lives of many people." 1947

Without organized labor the unorganized groups would slide back quickly to poor conditions, which would hurt the prosperity of the nation. 1954

[Right-to-work] is a calculated and cunning smoke screen to beguile the innocent and unknowing. 1958

The same reason that compelled us to put so much strength into union leaders' hands where industry was concerned is going to compel us to do the same thing where hospital boards are concerned. 1959

"I am opposed to 'right to work' legislation because it does nothing for working people, but instead gives employers the right to exploit labor." 1959

A business has no right to exist which cannot pay every employee a living wage. 1959

It is part of our job to keep alive the ideals that you started with, the ideals of really helping the people to better conditions, to a better way of life which is part of the basis of democracy. 1961

No method of complaint and adjustment can take the place of collective bargaining...teachers have no other recourse but to strike to draw attention to their legitimate complaints. 1962

WOMEN

Only where they are organized do women get equal pay for equal work. 1933

If a woman wants to work and keep her home, let me ask you, Mr. Man, to help her and not hold her back. 1933

I have a firm belief in the ability and power of women to achieve the things they want to achieve. 1941

Remember that girls as well as boys can be fitted for defense work. They, too, must have training in order to earn their livings and live better than they have done in the past. I hope, therefore, that we shall not forget our obligation to girls in any of the government programs. 1941

If I were of a debutant age I would go into a factory—any factory where I could learn a skill and be useful. 1942

Women are more highly organized, they are becoming more active as citizens, and better able to protect themselves. 1944

As each future conference of the nations meets, women should be among the delegates, no matter what the subject under discussion. 1944

Maids should enter a union and make their household work a profession. 1944

The unionization of domestic workers will be salutary for both the employer and the employee. 1946

In numbers there is strengthen, and we in America must help the women of the world. 1946

The dignity of women's equality when they meet in government, professional and industrial work is important the world over, not just in the U.S. 1962

PERSONAL

You can never be made to feel inferior without your consent. 1940

We don't get things unless we plan for them, unless we organize for them and work for them. 1943

You must do the thing you think you cannot do. 1960

Courage is more exhilarating than fear and in the long run it is easier. 1960

Nothing has ever been achieved by the person who says "It can't be done. 1960

HUMAN RIGHTS

Where, after all, do human rights begin? In small places close to home...the neighborhood...the school...the factor, farm, or office...Unless these rights have meaning there, they have little meaning anywhere. Without concerted citizen action to uphold them close to home, we shall look in vain for progress in the larger world.

United Nations, 1954

CLOSE TO HOME: EVENT & DISCUSSION

October 11, Eleanor Roosevelt's Birthday

Tuesday, October 11, 2011, is Eleanor Roosevelt's 127th birthday. Design an event for that week to celebrate her birthday and highlight a current union women's issue in your union, community, or in the country. When and where will the event be held? How many participants do you expect?

ISSUE: What is the most pressing issue/s? How do you know-survey, news, instinct?

MENTORS: Are there mentors you can honor who have led on this issue?

YOUNG LEADERS: Can you identify young women leaders to speak about the issue or highlight their stories?

COALITIONS: What other community organizations can you partner with for this event: women, civil rights, consumer, environmental, church, immigrant organizations?

COMMUNICATION: How will communicate about the issue and the event to include the most people: newspapers, magazines, radio, television, Facebook, Twitter?

FOLLOW-UP: What is your measure of success?

December 10, International Human Rights Day

Saturday, December 10, 2011, is International Human Rights Day. Organize an event that week to celebrate International Human Rights Day and highlight a current union women's issue in your union, community, or in the country. When and where will the event be held? How many participants do you expect?

ISSUE: What is the most pressing issue/s? How do you know-survey, news, instinct?

MENTORS: Are there mentors you can honor who have led in this issue?

YOUNG LEADERS: Can you identify young women leaders to speak about he issue or highlight their stories?

COALITIONS: What other community groups can you partner with for this event: women, civil rights, consumer, environmental, church, immigrant organizations?

COMMUNICATION: How will you communicate about the issue and the event to include the most people: newspapers, magazines, radio, television, Facebook, Twitter?

FOLLOW-UP: What is your measure of success?

WHO IS YOUR ELEANOR ROOSEVELT TODAY?

LESSONS LEARNED FROM ELEANOR ROOSEVELT

- Lesson # 1** Acknowledge your mentors
- Lesson #2** Be a mentor to younger workers
- Lesson #3** Build coalitions across gender, race, age, class, issues
- Lesson #4** Help new workers find leadership opportunities
- Lesson #5** Listen to women and learn their priorities
- Lesson #6** Embrace new technology
- Lesson #7** Contribute to positive media
- Lesson #8** Speak up and be constructive
- Lesson #9** Take risks and don't fear criticism
- Lesson #10** Be creative
- Lesson #11** Look at the world situation
- Lesson #12** Practice what you preach-close to home