

rights were virtually eliminated, to the various states - including New York - who have passed tax cap legislation. The challenges ahead have everything to do with protecting collective bargaining rights, and in being a part of the process in finding alternate means of funding such vital services.

A recent op-ed piece in *Newsday* by Mario Cilento, the President of the NYS AFL-CIO suggests interesting options to that dilemma. According to Mr. Cilento, one possibility would be to focus on tax breaks to businesses that increase the tax burden on individuals. Such tax breaks are meant to be followed by job creation - which is not always the case. He also suggests a push to increase state aid in the face of the tax cap - going so far as to also suggest that the supermajority rule to pierce that cap be changed to a simple majority. And we now know that NYSUT has filed a lawsuit challenging the cap law as unconstitutional.

So, there is much that has happened and much to be done. And the Long Island Chapter of LERA will be a part of these, and many other discussions in the near future. We encourage you to attend our quarterly meetings and spring conferences, and to bring along colleagues that have not yet joined. We have one of the largest and most active chapters in the country—a testament to our members and their dedication to the field of labor relations as labor, management, neutral or academic practitioners.

I look forward to seeing all of you.

ANNOUNCEMENTS, NOTICES

If you have an announcement or job posting that you would like to have published in our newsletter, send it for consideration to the editor at:
<jerryarb@verizon.net>.

**PREVIEW OF CHAPTER
SPRING CONFERENCE**

DATE: Friday, May 3, 2013
TIME: 8:30 a.m., Continental Breakfast/Register
PLACE: Tam O'Shanter Club

TENTATIVE PROGRAM

Panel 1 - Municipal Finances in 2013: the impact on Employees, Taxpayers and the Ability to Provide Services to the Community."

Panel 2 - Multi-Use Planning, Development and Land Usage on Long Island in 2013 and Their Impact on the Economy, Municipal Finances and Community Prosperity.

Keynote Speaker: Christopher Nicolino
Deputy Bureau Chief
Suffolk County District Attorney

You can write. I can edit and publish. Let's get together. Have you had a case or incident in your practice that would provide insight to other practitioners? Have you read a book or article in a professional journal that you believe others might learn from and enjoy reading? Let's get together. Send me your manuscript via email to: <jerryarb@verizon.net>.

The Long Island LERA Newsletter is a quarterly publication of the Long Island chapter of the Labor and Employment Relations Association.

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|--------------------|----------------------|
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Long Island Chapter

Labor and Employment Relations Association

Newsletter

**ADVANCING
WORKPLACE
RELATIONS**



Spring 2013

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PRESIDENT'S PERSPECTIVE:
Amanda Barker, President

I am honored and happy to be taking the helm of such a prestigious organization for the next two years and look forward to working with my fellow Executive Board members and continuing to see all of our members at the quarterly meetings and spring conferences.



As always there is so much to ponder and discuss with respect to the field of labor relations these days - both locally and nationally. Much of the discussion has focused on the challenges facing unions at present, and in the future. I recently sat down with the planning committee of this year's spring conference to be held May 3rd at the Tam O'Shanter Club, and our brainstorming session for topics was a lesson in déjà vu as we realized that the issues today haven't changed much over recent years. But rest assured that we have come up with panels that will be refreshing and exciting for all in attendance in May, so save the date!

In my other life as a union representative I have been asked on occasion by those who do not work in the industry, or who are not union members, as to what the future holds for working families. A lofty question even for those who sit at the highest levels of government! The answer may be different whether you are talking of the private sector or public sector.

Private sector unions have been experiencing a decline in membership over the last few decades - from double digit membership numbers immediately following World War II to single digits at present according to Bureau of Labor Statistics.

The reasons could be multifaceted and too numerous to list in this column—from a decline in manufacturing jobs (the traditional base for union jobs) to perhaps, even the weakening of labor laws, over the last 30 years. The very existence of the National Labor Relations Board has re-

Upcoming Chapter Meetings

Fri., May 3, 2013
Annual Spring Conference
Tam O' Shanter Club, Brookville

Wed., June 5, 2013
Nassau site to be announced

Wed., Sept. 25, 2013
Suffolk site to be announced

Wed., Dec. 11, 2013
Nassau site to be announced

cently been challenged by the DC Circuit Court of Appeals decision that struck down a routine unfair labor practice ruling by the board on the basis that three of its members were unlawfully appointed by the President through "invalid recess appointments" - thereby placing in jeopardy all decisions by that Board.

For the private sector, the answer might be summed up by an organizing and reorganizing approach. The AFL-CIO has recently announced plans to discuss revamping its internal and external structure at its next convention in the fall - with the goal of meeting the needs of the new workplace and reaching out to allied and community groups as economies become more global and the nature of the workforce changes. Public sector unions have historically enjoyed a higher rate of membership but have been faced with other hurdles such as in Wisconsin where collective bargaining rights were virtually eliminated, to the various states - in-

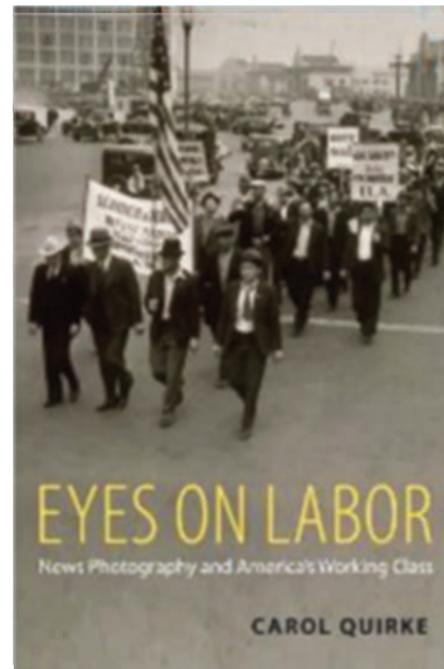
PROF. CAROL QUIRKE SPEAKS AT MARCH MEETING

by Jerry Grayson

The guest speaker at our meeting on March 14 was Dr. Carol Quirke. She is an associate professor of American studies at SUNY Old Westbury. She has published essays and reviews in the *American Quarterly*, *Reviews in American History*, and *New Labor Forum*. She is a former community organizer who worked in Minneapolis and Boston on economic justice, immigrant rights, and public housing issues before receiving her PhD in U.S. history.

In her new book, *Eyes on Labor: News Photography and America's Working Class* (Oxford University Press) Dr. Quirke, a cultural historian, traces how news photography brought workers into the nation's mainstream and how Americans responded to those images in the news of the day.

The American labor movement and photojournalism in the U.S. evolved in tandem in the late nineteenth and early twentieth century. As workers struggled for security through unions, Americans interpreted the labor movement through a burgeoning onslaught of photographs in the popular press.



Professor Quirke making her presentation at the March meeting.



In her book, she discusses a range of photographs from stereographs of the uprising of 1877 and tabloid photos of the 1919 strike wave to the more widespread photo-essays in *Life* magazine (“an all-seeing eye with a brain”) and the worker-friendly images presented in union papers. Dr. Quirke examines how unions, employers, and news publishers each represented workers in photographs and how readers saw the complex and contradictory portrait of labor as business interests used photographs to demonize labor and unions while sympathizers celebrated strides toward better working conditions and worker security. And she explores how changes in technology took photographs of the working class from a sort of novelty, until the 1930s, when faster film and lighter weight cameras combined with wire transmission led to more image saturated news.

Eyes on Labor has been praised for its lively writing and extensive historical and photographic research. Author Ellen Boris commented: "In displaying the shifting construction of class identity and trade unionism in mass circulation magazines, Carol Quirke brilliantly shows the political significance of visual representation in the twentieth century; working-class use of photography for self-enhancement; and the shifting public profile of the labor movement during its turbulent and institutionalizing decades, the 1930s to the 1950s. This powerful and original work is cultural history at its most potent."

This article is adapted from an interview of Carol Quirke by Robin Lindley that was published in the *History News Network* on 11/26/12.

President Amanda Barker presenting a plaque to speaker, Dr. Carol Quirke.



Chicago police fire on striking steelworkers in the Memorial Day Massacre of 1937. Credit: NARA