### Util

#### Pleasure is an intrinsic good.

**Moen ’16** – (Ole Martin, PhD, Research Fellow in Philosophy @ University of Oslo, "An Argument for Hedonism." Journal of Value Inquiry 50.2 (2016): 267). Modified for glang

Let us start by observing, empirically, that a widely shared judgment about intrinsic value and disvalue is that pleasure is intrinsically valuable and pain is intrinsically disvaluable. On virtually any proposed list of intrinsic values and disvalues (we will look at some of them below), pleasure is included among the intrinsic values and pain among the intrinsic disvalues**.** This inclusion makes intuitive sense, moreover, for **there is something undeniably good about the way pleasure feels and something undeniably bad about the way pain feels,** and neither the goodness of pleasure nor the badness of pain seems to be exhausted by the further effects that these experiences might have. “Pleasure” and “pain” are here understood inclusively, as encompassing anything hedonically positive and anything hedonically negative. 2 The special value statuses of pleasure and pain are manifested in how we treat these experiences in our everyday reasoning about values. If you tell me that you are heading for the convenience store, I might ask: “What for?” This is a reasonable question, for when you go to the convenience store you usually do so, not merely for the sake of going to the convenience store, but for the sake of achieving something further that you deem to be valuable. You might answer, for example: “To buy soda.” This answer makes sense, for soda is a nice thing and you can get it at the convenience store. I might further inquire, however: “What is buying the soda good for?” This further question can also be a reasonable one, for it need not be obvious why you want the soda. You might answer: “Well, I want it for the pleasure of drinking it.” If I then proceed by asking “But what is the pleasure of drinking the soda good for?” the discussion is likely to reach an awkward end. The reason is that the pleasure is not good for anything further; it is simply that for which going to the convenience store and buying the soda is good. 3 As Aristotle observes: “**We never ask what hear**~~is~~ **end is in being pleased, because we assume that pleasure is choice worthy in itself.**”4 Presumably, a similar story can be told in the case of pains, for if someone says “This is painful!” we never respond by asking: “And why is that a problem?” We take for granted that if something is painful, we have a sufficient explanation of why it is bad. If we are onto something in our everyday reasoning about values, it seems that pleasure and pain are both places where we reach the end of the line in matters of value. Although pleasure and pain thus seem to be good candidates for intrinsic value and disvalue, several objections have been raised against this suggestion: (1) that pleasure and pain have instrumental but not intrinsic value/disvalue; (2) that pleasure and pain gain their value/disvalue derivatively, in virtue of satisfying/frustrating our desires; (3) that there is a subset of pleasures that are not intrinsically valuable (so-called “evil pleasures”) and a subset of pains that are not intrinsically disvaluable (so-called “noble pains”), and (4) that pain asymbolia, masochism, and practices such as wiggling a loose tooth render it implausible that pain is intrinsically disvaluable. I shall argue that these objections fail.

**Consequentialism is true—**

**A] All actions are forward-looking, so intentions are constituted by foreseen consequences. If I throw my hand towards your face, I intend to punch you.**

**B] Moral substitutability—if I ought to mow the lawn, then I ought to turn on the lawnmower. Thus, an obligation requires all of its necessary enablers.**

**Thus, the standard is *maximizing pleasure and minimizing pain*. Prefer --**

**1 – Death first – most quantifiable way to measure pain + pleasure because comparing sufferings is immoral.****2 – Actor-Spec – Governments are institutions with pragmatic purposes and not agents with intentions so non-consequentialist impacts are incoherent—outweighs since different agents have different obligations. Takes out calc indicts—   
  
3 – A just government refers to one that acts utilitarian meaning that a utilitarian framework is key to understand the perspective of the actor in the res  
MVO 18’** What does a just government mean? [https://www.mvorganizing.org/what-does-a-just-government-mean/]

**A just government is fair to ALL people that it governs**. This includes not only the governed, but also the governors. Subjecting the governors **to** the same laws as the governed will help to **ensure that no one group’s interests are served at the expense of others**.

### Solvency

#### Plan text: A just government ought to recognize an unconditional right of workers to strike. I am whole res – CX checks theory interps to avoid frivolous debates – otherwise I get an I meet.

#### Definition of unconditional right to strike:

**NLRB 85** [National Labor Relations Board; “Legislative History of the Labor Management Relations Act, 1947: Volume 1,” Jan 1985; <https://play.google.com/store/books/details?id=7o1tA__v4xwC&rdid=book-7o1tA__v4xwC&rdot=1>]

\*\*Edited for gendered language

As for the so-called absolute or **unconditional** right to strike—there are no absolute rights that do not have their **corresponding** **responsibilities**. Under our American Anglo-Saxon system, each individual is **entitled** to the maximum of freedom, provided however (and this provision is of first importance), his [their] freedom has **due** **regard** for the **rights** and **freedoms** of **others**. The very **safeguard** of our freedoms is the recognition of this fundamental principle. I take **issue** very definitely with the suggestion that there is an absolute and **unconditional** **right** to concerted action (which after all is what the **strike** is) which **endangers** the **health** and **welfare** of our people in order to attain a **selfish** **end**.

#### Enforcement through IFAs is normal means – that solves credibility concerns and legal loopholes which encourages striking.

**Neill 12** [Emily CM; “The Right to Strike: How the United States Reduces it to the Freedom to Strike and How International Framework Agreements can Redeem it,” 1/1/12; Labor & Employment Law Forum Volume 2 Issue 2 Article 6; <https://digitalcommons.wcl.american.edu/cgi/viewcontent.cgi?referer=https://www.google.com/&httpsredir=1&article=1047&context=lelb>]

IFAs **open the door to** **collective** **bargaining** by creating a space that **alters** the traditionally **antagonistic** **employer**-**employee** engagement and is more **hospitable** to the organizing process.83 MNC commitment to respect the core ILO principles of **freedom** of **association** and the rights to **organize** and **collectively** **bargain** through IFAs are **instrumental** to **realizing** that purpose.84 1. The **Creation** and **Proliferation** of **International** **Framework** **Agreements** An IFA is an agreement **negotiated** between an **MNC** and typically85 a **global** **union86** to establish an **ongoing** **relationship** between the signatories and ensure **adherence** to uniform **labor** **standards** by the MNC in all countries in which it operates.87 IFAs are the first and only **formally**-**negotiated** instruments between unions and corporations at the **global** **level** and a **significant** development in **labor** **relations**.88 Since the signing of the first IFA in 1988, they have spread at a steadily increasing rate. 89 Their proliferation since 2000 has been especially dramatic—with the number of IFAs signed in 2003-2006 nearly doubling the number signed in the first fifteen years.90 By 2008, approximately sixty-five agreements had been concluded.91 At the end of 2010, that number had jumped to seventy-six.92 2. Context of Framework Agreements: Corporate Social Responsibility While both **corporate** codes of conduct and **IFAs** can be traced to a **consumer** **driven** **push** for corporate **social** **responsibility**, a key difference separates the two: **credibility**. In the late 1980’s, MNCs in the United States began to respond to campaigns by non-governmental organizations accusing MNCs of international human rights abuses by **elaborating** **internal** **codes** of **conduct**.93 These codes, unilaterally written and implemented, tend to be **vague** and provide for **no** **enforcement** **mechanism**.94 The **voluntary**, **self**-**enforcing** nature of these commitments has led **critics** to conclude that they are mere **marketing** **ploys** lacking in **credibility** or having any real social impact.95 IFAs were **developed**, in part, as an alternative to **corporate** **codes** of **conduct** to raise **labor** **standards**.96 Unlike unilateral codes, IFAs are **negotiated** between the **two** principal actors—**employers** and **workers**—in the employment **relationship**.97 Involvement of the very party the agreement is meant to protect attaches greater meaning and significance to the instrument.98The purpose of IFAs is to **promote** fundamental **labor** **rights** by **regulating** **corporate** **conduct** on a global level.99 This brings us to another **key** **distinction** between corporate codes of conduct and IFAs: their concrete normative content. 3. Core ILO Principles as the Substantive Content of IFAs Whereas codes tend to be **vague** in their commitments, MNCs commit themselves to **concrete** **international** **labor** **norms** through **framework** **agreements**. The **key** **areas** of IFAs are the **acceptance** of the four core **labor** **standards**, as articulated in the 1998 ILO Declaration.100 The Declaration itself is typically not mentioned, but rather the four rights are referred to in IFAs by their convention numbers.101 Thus, apart from a very few exceptions, IFAs refer explicitly to ILO Conventions 87 and 98 on freedom of association and the right to organize and collective bargaining, respectively.102 As previously discussed, ILO standards are the **principal** **source** of **international** **labor** norms.103 ILO Conventions 87 and 98 are perhaps the most **important** of ILO principles since the **right** to **organize** and **bargain** **collectively** is essential to the **defense** of **working** **conditions** like wages, hours, and health and safety through the **collective** **bargaining** **process**.104 4. Scope of IFAs, MNCs and Supply Chains One of the most important features of IFAs is their goal of addressing behavior not only within the signatory MNC, but along their supply chains as well.105 According to one study, of the IFAs in existence as of 2008, eighty eight percent explicitly indicated that the norms of the agreements applied to their subsidiaries and seventy-three percent contained provisions defining their application to suppliers and subcontractors.106 These provisions contain varying degrees of commitment on behalf of the signatory MNC. Some MNCs agree to place very concrete obligations on supply chain parties, going so far as to detail sanctions to be imposed upon non-compliant suppliers.107 Others contain provisions that are less mandatory, limiting the MNC’s obligation to informing or encouraging its suppliers and subsidiaries to respect the principles of the agreement. For instance, the PSA Peugeot Citroen IFA was amended in 2010, changing its once relatively firm language by which suppliers are “required” to make similar commitments to a much weaker provision in which the MNC agrees to “request” that its suppliers a similar commitment in respect of their own suppliers and sub-contractors.108 III. ANALYSIS The principal weapon workers have to leverage their bargaining power is the strike.109 The **permanent** **strike** **replacement** **policy** renders [strikes] this weapon almost **meaningless** by **subjecting** workers that employ it to a risk of **job** **loss**. This practice **deviates** from international norms on **freedom** of **association**, the **right** to **organize**, and bargain collectively, as enunciated in Conventions 87 and 98, and reaffirmed in the ILO 1998 Declaration to the point of rendering the right to strike a mere freedom to strike.110 Fortunately, IFAs have the potential to bring many U.S. operating companies into **compliance** with **international** **standards** on the **right** to **strike**, which **prohibits** the use of permanent **replacements**. This Section first addresses the effect of the permanent replacement doctrine on the right to strike in the United States. It next argues that as a member of the ILO, the U.S. is obligated to amend this policy to guarantee workers protection in their right to strike. Finally, it argues that even if the U.S. permits permanent strike replacements, certain U.S. companies are bound to IFAs that prohibit them from taking advantage of the policy. A. Interference with the Right to Strike is an **Abridgement** of **ILO** **Principles** Collective bargaining is the mechanism through which workers present their demands to an employer and, through negotiations, determine the **working** **conditions** and **terms** of **employment**.111 The right to strike arises most often in the **context** of **collective** **bargaining**, though as a **weapon** of **last** **resort**.112 The employment relationship is an **economic** one—with most workers’ demands **encompassing** improved pay or other working conditions.113 To bring balance to the employment relationship at the bargaining table, one of the **primary** **weapons** available to workers in defending their interests is the threat of **withholding** **labor** to inflict costs upon the employer.114 The principle of the **strike** as a **legitimate** **means** of action taken by workers’ organizations is **widely** **recognized** in countries throughout the world, almost to the point of universal recognition.115 The ILO Committee on Freedom of Association holds the position that the right to strike is a basic consequence of the right to organize.116 **Interference** or **impairment** of the right to strike is **inconsistent** with Articles 3, 8, and 10 of Convention 87 guaranteeing workers **freedom** of **association** and the right to take **concerted** **actions** to further their interests. Article 3 recognizes the right of workers’ organizations to organize their activities and to formulate their programs.117 Article 10 states that the term “organization” means any organization for furthering and defending the interests of workers.118 When read together with Article 10, Article 3 **protects** activities and **actions** that are designed to further and defend the **interests** of **workers**. Recall that strikes are **recognized** as an **essential** **means** through which workers further and defend their interests.119 Article 8 declares that **no** **national** **law** may **impair** **the** **guarantees** of the Convention.120 Because strike action falls under the **activities** protected by Article 3, which are aimed at **furthering** and **defending** **workers’** **interests**, limitations on the right to **strike** may contravene Conventions 87 and 98.121 This subsection addresses the lawful practice of hiring of permanent replacements for striking workers in the United States as it relates to ILO principles. 1. The Use of Permanent Strike Replacements Reduces the ‘Right’ to Strike to the Unprotected ‘Freedom’ to Strike In refraining from ratifying ILO Conventions 87 and 98, the United States government has insisted that U.S. law sufficiently guarantees workers protections of the principles of freedom of association, the rights to organize, and bargain collectively.122 While Section 13 of the NLRA addresses the right to strike,123 in reality, enforcement of the NLRA falls short of its goals and departs from international norms, which afford the right to strike fundamental status.124 The Mackay doctrine, permitting **permanent** **replacement** of strikers renders the **right** a **mere** **privilege**, or **freedom**, because it removes **meaningful** **protection** of the **right** by stripping employers of a duty to refrain from interference with striking.125 Wesley Hohfeld’s famous account of legal rights provides a **useful** **analytical** **framework** for distinguishing between the colloquial uses of the “rights” and their implications.126 Under this framework, rights are **distinguished** from what he calls **privileges**, or **freedoms**, by the **existence** or inexistence of a **corresponding** **duty**. All rights have a **corresponding** **duty**, or a legal **obligation** to respect the **legal** **interest** of the right-holder and **refrain** from **interfering** with it.127 In the example of the right to strike, the correlative is the employer’s duty to not interfere with the employees’ right.128 On the other hand, a ‘freedom’ is the liberty to act, but without the imposition of a duty upon others.129 When one has the freedom to act, others simply do not have a right to prevent her from acting.130 In the strike context, if employees enjoy the freedom to strike, an employer does not have the right to stop the employees from striking, but does not have a duty to not interfere with the act of striking.131 In establishing the Mackay permanent strike replacement Doctrine, the Supreme Court reasoned that the ‘**right’** to strike does not **destroy** an employer’s right to **protect** and **continue** **business** by filling the vacancies of the strikers.132 In so holding, the Court actually transformed the ‘**right’** to strike it into the ‘**freedom’** to strike by removing a **corresponding** **affirmative** **duty** not to interfere with the exercise of the right from the employer.133 The hire of permanent replacements interferes with strike action by inflicting substantial repercussions upon the employees that undertake the action, loss of employment opportunities.134 The Mackay **doctrine** forces an **employee** to **choose** **to** **strike**—at the risk of losing the very **job** that is the object of the **gains** and **benefits** sought— rendering the **act** **virtually** **useless**.135 The threat of being permanently replaced has, in fact, **discouraged** **workers** from **exercising** their ‘right’ to strike.136 Application of the Mackay doctrine produces results that are inconsistent with the NLRA’s provisions regarding protected activity, making the diminution of protection for striking employees even more apparent. In recognizing an **employer** **right** to hire **permanent** **replacements**, the Mackay Court created a **loophole** for employers who otherwise are **prohibited** from **firing** **striking** **employees** under the Section 8(a)(3) of the NLRA, which proscribes **retaliation** against employees that engage in **protected** **union** **activity**.137 While the act of **permanently** **replacing** **strikers** is **lawful**, firing strikers is **unlawful**, although both acts **produce** the same result: **loss** **of** a **job** as a **consequence** of striking.138 The result renders the **NLRA’s** **protections** for striking workers a **dead** **letter**. Although employers have a duty to refrain from **retaliation** against workers engaged in union activity in the form of firing, employers do not have a duty to refrain from reaching the same result through a different tactic—**permanent** **replacement**.139 Thus, this removal of a duty to refrain from interference renders the ‘right’ to strike, an unprotected ‘freedom’ to strike that yields to an employer’s corresponding freedom to replace strikers.140 In other words, the Mackay doctrine preserves the NLRA Section 13 reference to strike action as a lawful recourse for workers, but not one afforded the status of a protected right.

#### Strikes are integral to union strength --- historical examples prove protecting the right to strike is key to labor power, but more protections are key

Bahn 19 [Kate Bahn is the director of labor market policy and interim chief economist at the Washington Center for Equitable Growth. “The once and future role of strikes in ensuring U.S. worker power.” August 8, 2019. https://equitablegrowth.org/the-once-and-future-role-of-strikes-in-ensuring-u-s-worker-power/]

In the United States, Labor Day, which falls on the first Monday of September, is when we honor the history of the U.S. labor movement in striving for benefits and empowerment of workers across the economy. Strikes play an important role in empowering workers vis-à-vis their employers. By withdrawing their labor power, workers are able to balance the scales against the owners of capital, who rely on workers for production and providing services. Strikes have declined in frequency, popularity, and success over the past four decades, yet today, amid rising economic inequality, they are once again becoming an important tool in exercising worker power to ensure that the gains of profitability and economic growth can be broadly shared. The history of strikes in the United States Washington University in St. Louis sociologist Jake Rosenfeld examines the role of work stoppages in his recent book What Unions No Longer Do, and finds that strikes at large firms began declining in the mid-1970s, according to data from the U.S. Bureau of Labor Statistics’ Work Stoppages file. Rosenfeld then digs deeper to estimate the trends of strikes at firms both large and small by calculating a broader measure using data from the Federal Mediation and Conciliation Service from 1984 to 2002. He finds a peak in strikes in the late 1980s and then a stark decline after. The decline of strikes is a result of a variety of factors. One is the increased use of replacement hires, especially after the PATCO strike of 1981, when President Ronald Reagan summarily fired 11,000 air traffic controllers who were striking for higher pay and a reduced work week. President Reagan quickly replaced those striking workers with 4,000 air traffic control supervisors and Army members, sending a powerful message to U.S. workers about the use of strikes in labor disputes. But even before this historic turning point, the Taft-Hartley Act of 1947 limited the ability of workers to strike. This included restrictions on secondary boycotts and picketing, both of which make striking especially difficult in today’s increasingly fissured workplace, where you cannot strike against the corporation that is at least partly responsible for your workplace conditions but not technically your direct employer. For example, workers at the franchises of McDonald’s Corporation who attempt to unionize are not protected by the Fair Labor Standards Act when picketing against McDonald’s because they are, most commonly, the employees of a franchisor, rather than of the main corporation. These factors, along with a general increasing business hostility toward unions and lack of enforcement of labor protections, have ultimately made strikes less effective as a tool for collective bargaining in the United States. Increasing interest in unions among U.S. workers today At the same time, there is an increasing consensus today that unions are a positive force for increasing worker power and balancing against economic inequality. In polling of support for unions and specific aspects of collective bargaining, Equitable Growth grantee Alex Hertel-Fernandez of Columbia University, along with William Kimball and Thomas Kochan of the Massachusetts Institute of Technology, find that support for unions has grown overall, with nearly half of U.S. workers in 2018 saying they would vote for a union if given the opportunity. This is a significant increase from one-third of workers supporting unionization in 1995. According to their research, workers primarily value unions’ role in collective bargaining and ensuring access to benefits such as healthcare, retirement, and unemployment insurance. Strikes have historically been one of the strongest tools used by unions to ensure they have power to engage in collective bargaining. But striking was viewed as a negative attribute in the survey done by Hertel-Fernandez, Kimball, and Kochan. Yet, when they presented workers with the hypothetical choice of a union exercising strike power with other attributes of unions, such as collective bargaining, support increased. But strikes, of course, do not take place in a bubble. The wider climate of worker bargaining power and institutions that support labor organizing plays a role in making this historically crucial tool effective again. So, too, does the power of employers to resist these organizing efforts when the labor market lacks competition that would increase worker bargaining power. The role of monopsony power in the U.S. labor market Monopsony power is a situation in the labor market where individual employers exercise effective control over wage setting rather than wages being set by competitive forces (akin to monopoly power, where a limited number of firms exercise pricing power over their customers.) In a new Equitable Growth working paper by Mark Paul of New College of Florida and Mark Stelzner of Connecticut College, the role of collective action in offsetting employer monopsony power is examined in the context of institutional support for labor. Paul and Stelzner construct an abstract model with the assumption of monopsonistic markets and follow the originator of monopsony theory Joan Robinson’s insight that unions can serve as a countervailing power against employer power. Their model shows that institutional support for unions, such as legislation protecting the right to organize, is necessary for this dynamic process of balancing employers’ monopsony power. In an accompanying column, the two researchers write that they “find that a lack of institutional support will devastate unions’ ability to function as a balance to firms’ monopsony power, potentially with major consequences … In turn, labor market outcomes will be less socially efficient.” In short, policies and enforcement that support collective action such as strikes not only creates benefits for workers directly but also addresses a larger problem of concentrated market power. The return of strikes in the U.S. labor market Within the past few years, strikes have been revived as a bargaining tool. “Red for Ed” became the name referring to teachers strikes that took place across traditionally conservative right-to-work states. Beginning with the closure of all schools in West Virginia in 2018 following 20,000 teachers across the state walking out, this movement spread to Oklahoma, Kentucky, Arizona, and Colorado, among other places. These strikes were led by rank-and-file union members, rather than by union leadership, rendering them illegal under the Taft-Hartley Act, which prohibits so-called wildcat strikes. These strikes led to significant gains for these public-sector workers through organizing against policymakers rather than direct management. Before Red for Ed, the “Fight for Fifteen” movement starting in 2012 and “OUR Walmart” starting in 2010 exemplified labor organizing in new mediums by conducting worker-led actions against large corporations that directly employ or control the employment (as in the franchisor-franchisee model) of low-wage workers. The efforts of Fight for Fifteen directly impacted New York state’s minimum wage increase to $15 per hour and has paved the way for a national movement for a higher minimum wage. OUR Walmart led walkouts and Black Friday protests in the years leading up to Walmart’s decision to increase wages. Many structural changes, such as the fissuring of the workplace, have reduced the ability of private-sector unions to make gains against employers, yet these strikes and labor actions represent an opportunity for growth. With the U.S. labor market increasingly dominated by the services sector, these strikes were conducted by workers whose jobs cannot move elsewhere and whose work we interact with in our daily lives. Ruth Milkman of the City University of New York describes these labor actions as similar to those that existed before the Fair Labor Standards Act of 1938 protected the right strike (before these rights were subsequently chipped away by the Taft-Hartley Act 20 years later) in order to unionize. With popular and successful strikes in unexpected places, what will the role of strikes be in the future? Will workers continue recognize the strength of the strike and other labor actions, and will policymakers and enforcers make it a successful tool for increasing worker bargaining power? Research by Alex Hertel-Fernandez, Suresh Naidu, and Adam Reich of Columbia University looked at the response to strikes following the Red for Ed movement in conservative states and found that residents of areas affected by the teacher walkouts broadly supported the strikes, with 39 percent saying they strongly supported the walkouts and another 27 percent somewhat in support of the walkouts, including half of self-identified Republicans supporting the strikes. What’s more, the three researchers found that families that learned about them from their teachers or directly from the union had even stronger support for the strikes, compared to those who learned about them from other sources, such as talk radio. First-hand knowledge of strikes increases support for them. In addition to Hertel-Fernandez’s work showing broad support for unions generally and increasing support for bold labor actions, more policymakers and advocates are providing much-needed proposals on how to foster a robust U.S. labor market and strengthen institutions that would make collective action more successful. Emblematic of this is Harvard Law’s Labor and Worklife Program’s Clean Slate Project, led by Sharon Block and Ben Sachs of Harvard University, which gathers academic experts and labor organizers to develop strong proposals that would increase worker bargaining power. Multiple 2020 presidential campaigns have followed suit, with new proposals to boost unions.

### Climate Advantage

#### Climate strike participants get arrested now. AFS 20’ [Cornell Alliance For Science, “Ugandan police arrest activists demanding climate action” / <https://allianceforscience.cornell.edu/blog/2020/09/ugandan-police-arrest-activists-demanding-climate-action/>]

Over 20 young Ugandan climate change activists were arrested while demanding their government take action on climate change, which they said is harming the country’s rainfed agricultural sector. The activists, who were participating in a global climate strike last week, were stopped in their tracks by police for ostensibly failing to secure permission to hold their protest. Their placards were confiscated, and they were later subjected to interrogation sessions that lasted close to two hours. “Uganda and other countries in East Africa are highly susceptible to the harsh effects of climate change and it has shown forth in hazard-related disasters such as rainfall deficits, floods, erosions, landslides, droughts, etc.,” said activist Leah Namugerwa. “In the last few years, the rains have been inconsistent, yet 85 percent of Uganda’s population and others around the region depend on rain-fed agriculture.” Uganda is currently in a political tinder box of sorts, as the ruling party and opposition politicians preparing for next year’s parliamentary and presidential elections measure swords. The net effect has been frequent clampdowns of any form of protests, as the activists found out. The Ugandan climate strike, which was inspired by Swedish activist Greta Thunberg, took place in the boisterous Kampala suburb of Ggaba, where the village of Katoogo was submerged by flood waters from Lake Victoria, Africa’s largest lake. The village was home to some 6,000 people. Some of Uganda’s leading environmentalists said the flooding was caused by the extreme effects of climate change.

#### Strikes incentivize companies to take climate action seriously Ivanova 19 [Irin. Work, tech, climate and data for [@CBSNews](https://twitter.com/CBSNews). Priors: [@HuffPost](https://twitter.com/HuffPost), [@CrainsNewYork](https://twitter.com/CrainsNewYork), [@newmarkjschool](https://twitter.com/newmarkjschool). “These businesses are closing for Friday's climate strike”. 9-20-2019. No Publication. https://www.cbsnews.com/news/global-climate-strike-businesses-close-their-doors-in-time-for-climate-strike-2019/.]

**Thousands of people are planning to walk out of work or school on Friday to press global leaders for solutions to rapidly escalating climate change. And while it was students who started the movement, more and more workers—and even companies—are joining them in support.** Some businesses are letting workers take the day off to protest, while others plan to close their doors outright. They tend to be small or mid-sized businesses — most of the country's largest corporations have yet to weigh in on the strike, although plenty of people who work at them might yet participate when walkouts are set to start Friday afternoon. Here are the ways workers and companies are supporting the strike. **Walkouts Amazon is expected to see more than 1,500 employees walk out, with the largest contingent exiting its Seattle headquarters, as they push the company to cut ties with fossil-fuel companies and stop funding groups that deny climate science. The company on Thursday announced it would make its operations carbon-neutral by 2040 and run entirely on renewable energy within a decade.** More than 900 **Google** workers and unknown numbers of workers from **Facebook, Atlassian, Cobot, Ecosia, Microsoft** and **Twitter** are vowing walkouts. The strikers have details at [Tech Workers Coalition.](https://techworkerscoalition.org/climate-strike/) Some smaller companies are giving workers paid time off to participate in the walkouts. These include **Atlassian, Sustain Natural, Grove Collaborative** and others. **Closures Ben & Jerry's corporate offices in South Burlington, Vermont, will be closed during the strike** on Friday, while shops worldwide will either be closed or open later than usual. The company is also stopping production at its manufacturing plants in Vermont and the Netherlands, according to [Adweek](https://www.adweek.com/brand-marketing/brands-are-closing-their-doors-in-support-of-the-global-climate-strike/). **"We recognize that climate change is an existential threat to our planet and all its inhabitants, and therefore we are proud standing with the youth-led movement demanding bold action in response to the climate emergency," a spokesperson said.** **Patagonia** is closing its retail stores for 24 hours on Friday. "For decades, many corporations have single-mindedly pursued profits at the expense of everything else — employees, communities and the air, land and water we all share," CEO Rose Marcario wrote on [LinkedIn](https://www.linkedin.com/pulse/enough-join-climate-strikes-demand-action-rose-marcario/?sf219300827=1). "[C]apitalism needs to evolve if humanity is going to survive." **Lush Cosmetics will close its manufacturing facilities and retail outlets on September 20 in the U.S. and on September 27 in Canada.** It's also halting online sales on Friday. **Badger Balm** is closing for the day and giving workers paid time off to demonstrate or volunteer. The company is also donating 5% of online sales from September 16 to 27 to AmazonWatch.org to aid in preserving the shrinking Amazon's ecological systems, it said. **Burton**, the outdoor retailer, is closing its offices and owned retail stores on September 20th or 27th (depending on their country of location). It also won't make any online sales for 24 hours on Friday. **SodaStream**, the seltzer maker owned by PepsiCo, is shuttering its headquarters and closing e-commerce on Friday. **Digital doings and more The heart of the strike will be in the streets, but that doesn't mean the action stops there. More than 7,000** [**companies**](https://digital.globalclimatestrike.net/) **have pledged to draw attention to the protest by either donating ad space or putting banners on their sites.** Participants include **Tumblr, WordPress, Imgur, Kickstarter, BitTorrent,** **Tor, BoingBoing**, **Greenpeace, Change.org**, among many others.

#### Companies’ influence is the key internal link to passing important Climate Policy while also boosting the economy WRL 19’ [WRI develops practical solutions that improve people’s lives and protect nature. Our more than 1,200 staff have deep expertise in policy, research, data analysis, economics, political dynamics and more. We work with partners in more than 50 countries and currently have offices in 12 countries: Brazil, China, Colombia, Ethiopia, India, Indonesia, Kenya, Mexico, the Netherlands, Turkey, the United Kingdom and the United States. https://www.wri.org/insights/3-ways-business-must-use-political-influence-champion-climate-ambition] Reducing your "carbon footprint" may have qualified your company as a leader on climate change 10 years ago. But today you must do more than that. The definition of leadership has changed—and it increasingly includes responsible, proactive lobbying for climate action that reduces emissions. More than 500 companies have committed to emissions reductions targets based in science, and more than 150 have committed to powering their operations entirely with renewable energy by 2030. Businesses are disclosing their emissions and evaluating their supply chains for climate risks. But checking even these boxes won't be enough to be considered a corporate leader on climate in 2019, and it certainly won't be enough to stop a changing climate's worst impacts. A new report from EDF highlights how most corporate climate leadership rankings overlook policy advocacy, and argues that this is a huge "blind spot" for any true measure of a company's contribution to climate change solutions. They are correct. Companies can and must reduce emissions, but only public policy can elevate these efforts to the scale and pace of emissions reductions needed to mitigate climate change. The political influence of climate-forward businesses with long histories of successful lobbying on other industry-specific issues can lend climate policies the credibility they need to achieve lasting impact. For aspiring firms looking to start real impact at the state and national level, here are 3 important starting points for responsible climate policy advocacy. This is your 2019 corporate climate lobbying checklist: 1. Share Your "Climate Story" Companies have an authentic and credible perspective to share on the long-term threat from climate change to their operations. This perspective is your climate story; crafting an honest, persuasive one is the first step in engaging elected officials. Corporate government affairs teams need to know and show how climate connects to the company's interest areas. Climate change poses real business risks that affect the economy, jobs and the private sector's ability to provide goods and services. The person who knows the company's climate story best and the person who relays it to policymakers may not be the same. Do those who interface with policymakers in your company know what your firm is doing on climate? When sustainability and policy don't interact internally, the result is that most businesses are not getting the credit they deserve for their science-based targets and emissions reduction measures within the halls of government or having influence. When companies can share their "climate story" using data points and anecdotes, it gives policymakers the credibility and confidence to then go and advocate for ambitious policy. When elected officials can be informed by business, it gives them the confidence to speak to climate issues with authority. 2. Meet Policymakers "Where They Are" Most of us want a safe, stable climate, but engaging policymakers while lobbying isn't a conversation that starts with "I want." Government Affairs staff know this, but sustainability practitioners helping to draft talking points for interaction with policymakers may not. Recognizing that elected officials represent constituents with certain needs is an important baseline for drawing a Venn diagram between what responsible business wants and what policymakers want. Understand the local context in order to make compelling cases about whatever your issue is, whether that's procuring renewable energy or buying fleets of electric vehicles. Tailor your advocacy to issues at the core of a district or state's interests, and you are more likely to generate buy-in from elected officials. 3. Push Government to Be Bolder When businesses advocate for climate ambition and send governments clear signals of commitment, this enables governments to be bolder in their own commitments. Likewise, when government sends the private sector clear, long-term signals about climate policy, business can act with the confidence it needs to make low-carbon investments. The Ambition Loop, a paper produced by WRI with We Mean Business and the UN Global Compact, highlights instances where business and government have sent one another these clear signals, which created the enabling conditions for more confident climate action. A few market leaders have begun to harness their influence and engage in thoughtful climate advocacy. Danone North America, Nestle USA, Unilever United States and Mars, Incorporated formed the Sustainable Food Policy Alliance to advocate for public policy in the United States in five key areas, one of which is the environment and climate change. The group focuses on communicating to policymakers their support of policies such as putting a price on carbon, and recently released a set of principles advocating for ambitious action on climate. Time to Lobby Firms on the leading edge must harness their political influence and recognize that climate policy is urgently needed to protect their customers, employees, suppliers and their own business interests. The Global Commission on the Economy and Climate found that bold climate action could deliver at least $26 trillion in economic benefits and generate over 65 million new low-carbon jobs in 2030. One of the most compelling narratives a business can tell comes from the private sector harnessing the potential trillions in economic growth to be had when they do well by doing good. The pressure is on companies to put their lobbying where their climate leadership is, with investors, NGOs, and US consumers increasingly expecting companies to act. Policymakers will need to listen, but companies first must step up with authentic, credible narratives and demonstrate that they are willing to spend their political capital to further climate objectives.

#### Climate Change leads to extinction

**Spratt and Dunlop, 19** David Spratt is a Research Director for Breakthrough National Centre for Climate Restoration, Melbourne, and co-author of Climate Code Red: The case for emergency action. Ian T. Dunlop is a member of the Club of Rome. Formerly an international oil, gas and coal industry executive, chairman of the Australian Coal Association, chief executive of the Australian Institute of Company Directors, and chair of the Australian Greenhouse Office Experts Group on Emissions Trading 1998-2000. “Existential climate-related security risk: A Scenario Approach” Breakthrough - National Centre for Climate Restoration May 2019 https://docs.wixstatic.com/ugd/148cb0\_b2c0c79dc4344b279bcf2365336ff23b.pdf

An existential risk to civilisation is one posing permanent large negative consequences to humanity which may never be undone, either annihilating intelligent life or permanently and drastically curtailing its potential. With the commitments by nations to the 2015 Paris Agreement, the current path of warming is 3°C or more by 2100. But this figure does not include “long-term” carbon-cycle feedbacks, which are materially relevant now and in the near future due to the unprecedented rate at which human activity is perturbing the climate system. Taking these into account, the Paris path would lead to around 5°C of warming by 2100. 7 Scientists warn that warming of 4°C is incompatible with an organised global community, is devastating to the majority of ecosystems, and has a high probability of not being stable. The World Bank says it may be “beyond adaptation”. But an existential threat may 8 also exist for many peoples and regions at a significantly lower level of warming. In 2017, 3°C of warming was categorised as “catastrophic” with a warning that, on a path of unchecked emissions, low-probability, high-impact warming could be catastrophic by 2050. 9 The Emeritus Director of the Potsdam Institute, Prof. Hans Joachim Schellnhuber, warns that “climate change is now reaching the end-game, where very soon humanity must choose between taking unprecedented action, or accepting that it has been left too late and bear the consequences.” He says 10 that if we continue down the present path “there is a very big risk that we will just end our civilisation. The human species will survive somehow but we will destroy almost everything we have built up over the last two thousand years.” 11

### Workforce Retention

#### The Great Resignation is here: the world is entering an era of unprecedented labor shortage with no end in sight. Tharoor 10/18

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In the United States, the phenomenon dubbed as the “Great Resignation” seems to be picking up speed. A record 4.3 million U.S. workers quit their jobs in August, according to new data from the Labor Department — a figure that expands to 20 million if measured back to April. Many of these resignations took place in the retail and hospitality sectors, with employees opting out of difficult, low-wage jobs. But the quitting spans a broad spectrum of the American workforce, as the toll of the pandemic — and the tortuous path to recovery — keeps fueling what Atlantic writer Derek Thompson has described as “a centrifugal moment in American economic history.” Wages are up and businesses face staffing shortages, while the experience of a sustained public health emergency has prompted myriad Americans to reevaluate their work options. “This [pandemic] has been going on for so long, it’s affecting people mentally, physically,” Danny Nelms, president of the Work Institute, a consulting firm, told the Wall Street Journal. “All those things are continuing to make people be reflective of their life and career and their jobs. Add to that over 10 million openings, and if I want to go do something different, it’s not terribly hard to do.” The “Great Resignation” in the United States was preceded by a far greater — decades-long, arguably — stagnation in worker wages and benefits. In lower-end jobs, earnings have not matched the pace of inflation, while work grew more informal and precarious. Workers’ rights activists now see a vital moment for a course correction. October has been a banner month for American organized labor, with major strikes across various industries sweeping the country. “Workers are harder to replace and many companies are scrambling to manage hobbled supply chains and meet pandemic-fueled demand for their products. That has given unions new leverage, and made striking less risky,” my colleagues reported. For the average worker in a developed Western economy, there are reasons for encouragement. “The truth is people in the 1960s and ’70s quit their jobs more often than they have in the past 20 years, and the economy was better off for it,” wrote Thompson in the Atlantic. “Since the 1980s, Americans have quit less, and many have clung to crappy jobs for fear that the safety net wouldn’t support them while they looked for a new one. But Americans seem to be done with sticking it out. And they’re being rewarded for their lack of patience: Wages for low-income workers are rising at their fastest rate since the Great Recession.” In social democratic Western Europe, a stronger safety net has led to somewhat less disruption in the workforce. But similar trends are at play: “Data collated by the OECD, which groups most of the advanced industrial democracies, shows that in its 38 member countries, about 20 million fewer people are in work than before the coronavirus struck,” noted Politico Europe. “Of these, 14 million have exited the labor market **and are classified** **as** ‘not working’ and ‘**not looking for work**.’ Compared to 2019, 3 million more young people are not in employment, education or training.” A survey published in August found that a third of all Germany companies were reporting a dearth in skilled workers. That month, Detlef Scheele, head of the German Federal Employment Agency, told Süddeutsche Zeitung newspaper that the country would need to import 400,000 skilled workers a year to make up for shortfalls in a host of industries, from nursing care to green tech companies. Pandemic-era border closures and rising wages in Central and Eastern European countries have led to shortages of meatpackers and hospitality workers in countries like Germany and Denmark. “Frankly, this is a pay issue,” said Andrew Watt, head of the European economics unit at the Macroeconomic Policy Institute at the German trade unions’ Hans Böckler Foundation, to Politico. “Wages will have to increase in these sectors to get people back into tough, low-paid jobs. That’s no bad thing.” But the story gets a bit more uneven, and certainly more grim, in the developing world. In Latin America and the Caribbean, 26 million people lost their jobs last year amid pandemic-era shutdowns, according to the U.N.'s International Labour Organization. The vast majority of jobs that have returned are in the informal sector, an outcome that often means even lower pay and greater precarity in a region already defined by profound economic inequality. “These are jobs that are generally unstable, with low wages, without social protection or rights,” said Vinícius Pinheiro, regional director for the ILO, at a briefing last month. He also noted the disproportionate impact of the pandemic on the region’s youth. According to one study earlier this year, 1 in 6 people aged between 18 and 29 in Latin America and the Caribbean had left work since the pandemic began. In Asia’s diverse economies, other pains are being felt. China is seeing its own version of the “Great Resignation,” with a younger generation of workers more disenchanted by their prospects and turned off by the relatively low wages in the manufacturing centers that powered China’s economic rise. Authorities in Beijing warn of a growing shortage of skilled workers in its crucial tech industry, a challenge for China’s leadership as it tries to steer the national economy toward more skilled sectors. And as global demand picks up after the fallow months of the pandemic, China’s factories are feeling the pinch of labor shortages Another labor-related pandemic phenomenon is crystallizing in neighboring Vietnam: Many migrant workers who left for their rural homes when jobs in big cities dried up amid lockdowns are not coming back. “It’s clear that there was extreme hardship faced by both businesses and workers during the prolonged lockdown,” said Mary Tarnowka, executive director of AmCham Vietnam in Ho Chi Minh City, to the Financial Times. “And there was particular pain and hardship for people at lower income levels who didn’t have money for rent or food.” In their villages, many of Asia’s working poor can at least count on roofs over their head and food to eat. It’s another form of resignation. Those who clung to what jobs they could keep were often coping with more dire conditions. When the pandemic snarled fast-fashion supply chains, millions of garment workers in South Asia, as a recent study by the Asia Floor Wage Alliance documented, had to swallow wage losses and endure work arrangements marked by widespread human rights abuses.In a survey interviewing 1,140 garment workers in Myanmar, Honduras, Ethiopia and India, researchers from Britain’s University of Sheffield and the U.S.-based Worker Rights Consortium found that a majority had been forced to borrow money and many incurred greater debt over the course of the pandemic. About a third of workers who changed jobs reported worse working conditions, including lower pay and more risk. “Workers were already not being paid fair wages and had little savings at the beginning of the pandemic,” said Zameer Awan, field **worker** with the Pakistan Institute of Labour Education and Research, to Reuters. “Now most are deep in debt and those who have found jobs again find themselves in more abusive conditions but **without a voice** anymore.”

#### A right to strike is crucial to negotiating conditions for workforce retention—but unchecked, companies lash out with dismissals. Bogage 10/17

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Marcial Reyes could have just quit his job. Frustrated with chronic understaffing at the Kaiser Permanente hospital where he works in Southern California, he knows he has options in a region desperate for nurses. Instead, he voted to go on strike. While Americans are leaving their jobs at staggering rates — a record **4**.3 million quit in August alone — hundreds of thousands of workers with similar grievances about wages, benefits and quality of life are, like Reyes, choosing to dig in and fight. Last week, 10,000 John Deere workers went on strike, while unions representing 31,000 Kaiser employees authorized walkouts. Some 60,000 Hollywood production workers reached a deal Saturday night, averting a strike hours before a negotiation deadline. All told, there have been strikes against 178 employers this year, according to a tracker by Cornell University’s School of Industrial and Labor Relations. The Bureau of Labor Statistics, which records only large work stoppages, has documented 12 strikes involving 1,000 or more workers so far this year. That’s considerably higher than 2020, when the pandemic took hold, but in line with significant strike activity recorded in 2019 and 2018. The trend, union officials and economists say, is an offshoot of the phenomenon known as the Great Resignation, which has thinned the nation’s labor pool and slowed the economic recovery. Workers are now harder to replace, especially while many companies are scrambling to meet heightened demand for their products and manage hobbled supply chains. That has given unions new leverage, and made striking less risky. In interviews, workers and labor leaders said union members are angry with employers for failing to raise pay to match new profits and are disappointed by the lack of high-quality jobs. They also are frustrated that wage growth is not keeping pace with inflation. Although the average U.S. worker’s hourly pay was up 4 percent in September compared with a year ago, according to the St. Louis Federal Reserve, inflation grew 5.4 percent over the same period. “The strikes are sending a signal, no doubt about it, that employers ignore workers at their peril,” AFL-CIO President Liz Shuler said in an interview with The Washington Post. “I think this wave of strikes is actually going to inspire more workers to stand up and speak out and put that line in the sand and say, ‘We deserve better.’ ” Not all work stoppages have been successful. More than 1,000 Alabama miners have been on strike at Warrior Met Coal since April. That same month, 14 oil workers staged a walkout against United Metro Energy in New York; eight have since been fired, according to the local Teamsters branch. And roughly 1,400 workers at Kellogg Co. cereal factories in four states are entering their third week on the picket line. Still, the labor movement has drawn support from the White House. President Biden made a public statement supporting the Amazon union drive in Alabama — a rare move by a sitting president. And his constant calls to raise the federal minimum wage to $15 an hour have delighted labor leaders. In Fontana, Calif., Reyes is hopeful. As a covid-19 patient who spent a month in the same Kaiser hospital where he works, he has a unique perspective on pandemic-related staffing shortages. “I think I got the best care that I could have gotten at Kaiser,” he said. “Now it’s time to pay back the nurses that took care of me” by striking for additional resources. The strike drives in 2021 run the gamut of American industry: Nurses and health workers in California and Oregon; oil workers in New York; cereal factory workers in Michigan, Nebraska, Pennsylvania and Tennessee; television and film production crews in Hollywood; and more. The surge in strike activity has yielded mixed results, economists say. Though work stoppages this summer at Nabisco and Frito-Lay helped secure higher raises and new vacation allowances for workers, employers have not made meaningful increases in their workforces or compensation structures. Both sides acknowledge the benefit of retaining workers. Management more often would rather deal with a brief strike than absorb higher costs associated with turnover and training new staff. For the employee, a new job isn’t necessarily a better one. A “There’s a cost to searching and a cost to leaving your current employer,” said William M. Rodgers III, director of the Institute for Economic Equity at the Federal Reserve Bank of St. Louis. “And maybe some of the desire to strike is predicated out of a level of loyalty that these people have been with this company for a good duration.” Unions increasingly are seeking changes in the workplace and corporate culture. Some strike drives are pushing for better safeguards against sexual harassment and coronavirus safety protocols, including one at El Milagro, a Chicago-based tortilla manufacturer. Workers at a West Virginia producer of industrial pump parts went on strike Oct. 1 seeking better seniority rights. Some are attempting to claw back perks that vanished years ago during economic downturns. Striking John Deere workers contend that the company’s massive profit during the pandemic — earnings nearly doubled to a record $1.79 billion last quarter — should be reflected in their compensation, particularly retirement benefits. More than 60,000 members of the International Alliance of Theatrical Stage Employees (IATSE), which represents Hollywood production workers, had planned to strike Monday unless they reached a deal with the Alliance of Motion Picture and Television Producers. The two sides arrived at a tentative agreement Saturday night that guarantees workers meal breaks, weekends and breaks between shifts, plus significant raises. “They do have to change the way they do business,” IATSE President Matthew D. Loeb said, “to avoid a strike, to have good morale and to have safe, healthy employees.” A spokesman for the television and film producers alliance did not respond to a request for comment. Labor leaders have defined wage demands as a new frontier for workers’ rights. Unions helped deliver the 40-hour workweek, they note, and the coronavirus crisis has reinforced the need to secure living wages and safer workplaces. “Especially during the pandemic, where people have worked overtime, they’ve sacrificed. They want to be acknowledged and appreciated,” Shuler said. Workers took notice when their companies publicly praised them as heroic and essential in the early days of pandemic, labor leaders and experts say, and it made them angry. Many saw a disconnect between the accolades and the realities of their jobs, and now interpret “essential” more broadly: They’re not only crucial to helping put food on families’ tables or treating patients, they’re essential to very companies they serve — and can inflict pain by shutting down or slowing operations. “A strike is really the last resort. That’s labor’s power, a worker’s power is to withhold their labor,” said Kim Cordova, president of the Colorado branch of the United Food and Commercial Workers Union. “A company can function without a CEO, but they can’t function without the workers to actually go do the work.”

### Education Adv

#### Education is on the decline, the aff is key to solve Pantuso 20

Phillip Pantuso, 1-8-2020, "Why Is American Education Declining?," River, <https://therivernewsroom.com/why-is-american-education-declining/> // Lex AM

But a decade later, in an era of divided politics, one of the rare things the right and left have agreed on is the failure of Common Core. In December 2019, the latest results came out from the Program for International Student Assessment (PISA), which compares the United States’ ranking to other countries every three years. It showed that despite billions of dollars being spent, academic performance by American 15-year-olds was stagnant overall: slightly above students from peer nations in reading, but below the middle of the pack in math, according to [The New York Times](https://www.nytimes.com/2019/12/03/us/us-students-international-test-scores.html), with a widening achievement gap between high and low performers. About 20 percent of American 15-year-olds could not read at the level expected of a 10-year-old, according to Andreas Schleicher, director of education and skills at the Organization for Economic Cooperation and Development, which administers the PISA test. That was on the heels of **the** [**latest results**](https://www.nytimes.com/2019/10/30/us/reading-scores-national-exam.html) **of the National Assessment of Educational Progress**, a US test that showed that two-thirds of children are not proficient readers. Compared to the last time the test was given, in 2017, the average eighth-grade reading score declined in more than half of all 50 states, and the average score in fourth-grade reading declined in 17 states. Math scores remained relatively flat overall.

#### Strikes lead to teaching reform but legal restrictions hinder success, Bradford 21

Derrell Bradford, February 11, 2021, "A Rolling National Teacher Strike Is Why Schools Are Closed," Education Next, <https://www.educationnext.org/rolling-national-teacher-strike-is-why-schools-are-closed/> // Lex AM

To better understand what is happening today, it is worth examining the activism of teachers unions in recent years as they confronted state and local governments. In 2018, we saw a series of teacher strikes and job actions that captured the nation’s attention. What we now know as Red for Ed—marked both by the red t-shirts that became the uniform of teachers-union activism and, perhaps also, the Republican political leanings of states in which the strikes happened (Kentucky, Arizona, Oklahoma, and West Virginia)—were teacher protests at a scale perhaps not seen since those in Wisconsin opposing then-Governor Scott Walker’s Act 10 reforms, which, among others things, made it more difficult for unions to maintain their representation of public-school teachers. The protests in 2018 provide compelling context for escalating teachers-union activism in the years that follow. But first, they highlighted the issues that ostensibly matter to teachers unions and, perhaps by proxy, teachers themselves. At the root of the Kentucky protests were public-employee pensions, an unpopular incumbent trying to change them, and, to a lesser extent, tax-credit scholarship legislation that would have helped private schools. Kentucky’s state-employee pension plan is one of the nation’s worst funded, with approximately 16 percent of the assets it needed to meet expected liabilities. The state’s Republican governor at the time, Matt Bevin, along with the legislature, passed pension-reform legislation that the Kentucky Education Association and other public-employee unions opposed through a series of [sickouts](https://apnews.com/article/8ccdc06911434dc6ba40dc3a813aaad6) and days of action at the Capitol that essentially shut down many of the state’s school districts. With Kentucky teachers engaged, Governor Bevin was summarily defeated by the state’s attorney general, Andy Beshear, a Democrat who opposed the pension plan and who benefitted from substantial teacher and teachers-union activism. As [Vox](https://www.vox.com/identities/2019/11/6/20951459/kentucky-democrat-beshear-bevin-teachers) reported at the time, Kentucky Education Association president Eddie Campbell asserted that he’d never seen teachers so engaged in the political process. He also stated that “the case they made to their communities changed the course of this election and the course of public education in this state.” In Oklahoma, West Virginia, and Arizona, the issue was more straightforward: teacher pay. And the teacher strikes, sickouts, rallies, and activism overall were effective in achieving the goal of increasing teacher pay. Oklahoma legislators increased teacher pay by on average $6,000 (approximately 16 percent). West Virginia’s teachers won a 5-percent increase, while Arizona’s protests saw [Governor Doug Ducey increase teacher pay](https://education.azgovernor.gov/edu/increasing-teacher-pay) by 20 percent preemptively. While the fight over public-employee pensions is incredibly complicated, there were winning arguments to be made for increasing teacher compensation in these states. Ultimately, those arguments carried the day. But the pay increases were not the most important achievements of these efforts. Instead, as a series of advocacy actions, teachers unions were able to test a range of important theories about what was possible and, more importantly, what was tolerable to the citizens in their respective states. When teachers strike, local economies are affected. Working parents may need to stay home and watch their children, and the education of children is disrupted in proportion to the length of the strike. If there was any lesson to be learned from these early efforts, it was that teachers unions, now emboldened, could cause massive disruption to daily life and emerge better off for it economically. But the strategy had only been tested in red states. To understand whether it could work across the country, it would need to be successful in one of the nation’s large urban districts, as well. In 2019, strikes in Los Angeles and Chicago provided just this opportunity. Hooray for Hollywood United Teachers of Los Angeles’s weeklong strike in January of 2019 disrupted the city, its politics, and relationships between teachers, families, and over 630,000 students and their schools. It was a tension-rich affair exhaustively covered by the national media. And it featured a cast of characters right out of a Hollywood film. Alex Caputo-Pearl, the leader of United Teachers of Los Angeles, appeared in the role of champion of the common man, economic justice, and worker rights. Austin Beutner, the district superintendent and Caputo-Pearl’s ostensible foil, had been a highly successful businessman. And the city’s mayor, Eric Garcetti, rounded out the production as the charismatic dealmaker with higher political aspirations. The tilt was watched in living rooms across America. Democratic presidential candidates chimed in in support of the striking teachers. In contrast to the Oklahoma, West Virginia, and Arizona cases, in Los Angles, the union failed to achieve a clear financial win. Beutner, who had taken to the editorial pages of the [Wall Street Journal](https://www.wsj.com/articles/l-a-schools-have-a-math-problem-11547509576?mod=searchresults_pos12&page=1) to explain the district’s dire fiscal straits, exacerbated by pension commitments many described as unsustainable, had put a deal on the table before the strike. That was the deal that was largely accepted after the strike. The mayor committed to putting a tax increase on the ballot for schools. The initiative wound up getting rejected by voters. But United Teachers of Los Angeles claimed victory anyway. They’d stopped the city for the better part of the week. Soon after, raising teacher pay became a key element of the platforms of several of the Democratic presidential candidates, including California’s own Senator Kamala Harris. The union had also opposed charter schools in the city and recommended a moratorium as a policy plank in its list of demands. The [school board voted 5-1](https://www.utla.net/news/school-board-approves-moratorium-charters) in support of a resolution doing just that. If the Los Angeles strike was about how to get to yes, the Chicago strike was about one word: “no.” Newly elected mayor Lori Lightfoot, a progressive’s progressive in a state where unions are an essential fixture of daily political life, offered the Chicago Teachers Union a 14-percent raise over five years at the start of their negotiations. The union refused. On October 17, 2019, the CTU began a 15-day strike that disrupted the lives and learning of 300,000 students. The mayor and the CTU eventually reached an agreement. Los Angeles and Chicago answered the question the initial Red for Ed efforts posed: could broadscale teacher activism in the form of job actions and outright strikes result in financial or policy wins for those same unions? The answer was clearly yes. These large-scale disruptions could extract policy victories from elected officials on both sides of the political aisle. Covid-19 and the Rolling National Teacher Strike While the efficacy of strikes and job actions in the era of labor solidarity seems to have been more than proven, it is still difficult, both logistically and legally, for teachers unions to strike in many parts of the country. In New York, for instance, the state’s Taylor Law prohibits public employees from striking. Disregarding this law can have serious consequences (as the Transport Workers Union once discovered) such as fines and the suspension of automatic dues collection. As labor watchdog Mike Antonucci has noted, a national teacher strike would rapidly deplete the strike funds of both national teachers unions. In normal times, such a sweeping action would be unworkable.

#### Higher wages increases student performance, Evans 19

David Evans, 5-3-2019, "Does Raising Teacher Salaries Improve Performance?," Pacific Standard, <https://psmag.com/education/what-do-teacher-salaries-do-to-teacher-performance> // Lex AM

RAISING SALARIES ATTRACTS AND KEEPS GOOD TEACHERS In Texas, increasing teacher pay [reduced turnover](https://www.sciencedirect.com/science/article/abs/pii/S0047272713002119), which in turn increased student performance. Likewise, national studies from [the United States](https://www.mitpressjournals.org/doi/abs/10.1162/003465300558894) and [the United Kingdom](https://www.sciencedirect.com/science/article/pii/S004727271500208X#bb0130) also find that students do better when teachers have relatively better wages. Studies from Latin America have looked specifically at the pull factor of higher wages for civil servants—of which teachers are a subset. In Brazil, higher wages for civil servants [drew more educated candidates](https://eml.berkeley.edu/~ffinan/Finan_MPoliticians.pdf) into the service. In Mexico, higher salaries for civil servants attracted more candidates who were [more conscientious and who had higher IQs](http://citeseerx.ist.psu.edu/viewdoc/summary?doi=10.1.1.295.2587). But higher salaries also attract less qualified candidates. In education, one challenge is selecting those candidates who will go on to be great teachers, which brings us to the topic of higher standards for teachers. REFORMS BEYOND JUST SALARY INCREASES ARE NEEDED What countries that have made large gains in learning have shown is that combining salary increases with other critical reforms is the way to success. Setting higher standards to enter the teaching profession is a way to both pay teachers what they're worth while making sure the very best candidates are teaching. Finland and Singapore, two countries known for high performance on international tests, have [highly competitive entry](https://openknowledge.worldbank.org/bitstream/handle/10986/20488/9781464801518.pdf#page=167) into the teaching profession. In both countries, a small fraction of applicants to teacher training schools are accepted, allowing teacher training schools to only accept those applicants with excellent academic credentials. By contrast, a recent study of teacher preparation graduate programs in the U.S. found that [fewer than half required a 3.0 grade point average](https://www.nctq.org/publications/2018-Teacher-Prep-Review). Ecuador provides a clear example of how [increasing teacher selectivity can lead to gains](https://www.journals.uchicago.edu/doi/abs/10.1086/702609). Ecuador doubled teachers' starting salaries in 2009. At around the same time, it introduced a national hiring exam and teacher evaluation systems, and it made getting into teacher training colleges and subsequently getting a job as a teacher more selective. The country also instituted incentives for high performing teachers. Ecuador went on to register the [highest student literacy gains](https://www.journals.uchicago.edu/doi/abs/10.1086/702609?af=R&amp=&) of any country in Latin America on regional tests conducted between 2006 and 2013. In other countries, the key reforms may be different. [Brazil registered large learning gains](https://openknowledge.worldbank.org/bitstream/handle/10986/2383/656590REPLACEM0hieving0World0Class0.pdf?sequence=1&isAllowed=y) in the first decade of this century after a [series of reforms in the 1990s](https://www.oecd-ilibrary.org/education/lessons-from-pisa-for-the-united-states/brazil-encouraging-lessons-from-a-large-federal-system_9789264096660-9-en). These reforms increased teacher salaries while also increasing the educational requirements to become a teacher, expanding in-service support for teachers, ensuring more financing for rural schools, and, later, introducing better measurement and publicity around student learning results. Kenya recently saw [student learning rise](https://link.springer.com/article/10.1007%2Fs10833-018-9325-4) with a nationwide program that included detailed teachers' guides, professional development, and coaching for teachers. THE OPTIMAL EDUCATION SYSTEM In a recent study, the World Bank highlighted how many education systems seem to be [stuck in a low-learning trap](https://openknowledge.worldbank.org/bitstream/handle/10986/28340/211096ov.pdf), where teachers and schools lack both the support and the motivation to give students what they need. Low teacher salaries, together with inadequate support for teachers and little selectivity in teacher preparation, can keep U.S. schools far below their potential. But increased pay is not enough. As experiences from around the world show, higher pay must be accompanied by an array of other reforms–ranging from increased selectivity into the field to more mentoring and coaching to help teachers already in the field give their best to our students.

#### Educational innovation solves extinction.

Peter **Serdyukov 17**. National University, La Jolla, California. 03/27/2017. “Innovation in Education: What Works, What Doesn’t, and What to Do about It?” Journal of Research in Innovative Teaching & Learning, vol. 10, no. 1, pp. 4–33. // Lex AM

Introduction Education, being a social institution serving the needs of society, is **indispensable for society to survive** and thrive. It should be not only comprehensive, sustainable, and superb, but must **continuously evolve** to meet the **challenges** of the **fast-changing** and **unpredictable globalized world.** This evolution must be **systemic**, **consistent**, and **scalable**; therefore, school teachers, college professors, administrators, researchers, and **policy makers** are expected to innovate the **theory and practice** of **teaching and learning**, as well as all other aspects of this complex organization to ensure **quality preparation** of all students to life and work. Here we present a systemic discussion of educational innovations, identify the barriers to innovation, and outline potential directions for effective innovations. We discuss the current status of innovations in US education, what educational innovation is, how innovations are being integrated in schools and colleges, why innovations do not always produce the desired effect, and what should be done to increase the scale and rate of innovation-based transformations in our education system. We then offer recommendations for the growth of educational innovations. As examples of innovations in education, we will highlight online learning and time efficiency of learning using accelerated and intensive approaches. Innovations in US education For an individual, a nation, and **humankind** to **survive and progress**, **innovation** and **evolution** are **essential**. Innovations in **education** are of **particular importance** because education plays a **crucial role** in creating a **sustainable future**. “Innovation resembles mutation, the biological process that keeps species evolving so they can **better compete for survival**” (Hoffman and Holzhuter, 2012, p. 3). Innovation, therefore, is to be regarded as an instrument of necessary and positive change. **Any human activity** (e.g. industrial, business, or educational) needs constant innovation to remain **sustainable**. The need for educational innovations has become **acute**. “It is widely believed that countries’ **social and economic well-being** will **depend** to an ever greater extent on the quality of their citizens’ education: the emergence of the so-called ‘knowledge society’, the transformation of information and the media, and increasing specialization on the part of organizations all call for high skill profiles and levels of knowledge. Today’s education systems are required to be **both effective and efficient**, or in other words, to reach the goals set for them while making the best use of available resources” (Cornali, 2012, p. 255). According to an Organization for Economic Cooperation and Development (OECD) report, “the pressure to increase equity and improve educational outcomes for students is growing around the world” (Vieluf et al., 2012, p. 3). In the USA, underlying pressure to innovate comes from political, economic, demographic, and technological forces from both inside and outside the nation. Many in the USA seem to recognize that education at all levels **critically needs renewal**: “Higher education has to change. It needs more innovation” (Wildavsky et al., 2012, p. 1). This message, however, is not new – in the foreword to the 1964 book entitled Innovation in Education, Arthur Foshay, Executive Officer of The Horace Mann-Lincoln Institute of School Experimentation, wrote, “It has become platitudinous to speak of the winds of change in education, to remind those interested in the educational enterprise that a revolution is in progress. Trite or not, however, it is true to say that changes appear wherever one turns in education” (Matthew, 1964, p. v).

### Method

#### The role of the ballot is to evaluate the consequences of the affirmative’s policy proposal.

#### Scenario analysis builds portable skills of critical thinking, creativity, and planning.

**Barma et al. ’16** [Barma, Naazneen (Naazneen H. Barma is Associate Professor of National Security Affairs at the Naval Postgraduate School), Durbin, Brent (Brent Durbin is Associate Professor of Government at Smith College), Lorber, Eric (Eric Lorber is an adjunct Fellow at the Center for a New American Security), and Whitlark, Rachel (Rachel Whitlark is an Assistant Professor of International Affairs at the Georgia Institute of Technology). “’Imagine a World in Which’: Using Scenarios in Political Science.” *International Studies Perspectives*, Volume 17, Number 2, pgs. 1-19, https://calhoun.nps.edu/bitstream/handle/10945/48304/Barma\_using\_scenarios\_in\_political\_science\_isp\_2015.pdf.]

What Are Scenarios and Why Use Them in Political Science? Scenario analysis is perceived most commonly as a technique for examining the robustness of strategy. It can immerse decision makers in future states that go beyond conventional extrapolations of current trends, preparing them to take advantage of unexpected opportunities and to protect themselves from adverse exogenous shocks. The global petroleum company Shell, a pioneer of the technique, characterizes scenario analysis as the art of considering “what if” questions about possible future worlds. Scenario analysis is thus typically seen as serving the purposes of corporate planning or as a policy tool to be used in combination with simulations of decision making. Yet scenario analysis is not inherently limited to these uses. This section provides a brief overview of the practice of scenario analysis and the motivations underpinning its uses. It then makes a case for the utility of the technique for political science scholarship and describes how the scenarios deployed at NEFPC were created. The Art of Scenario Analysis We characterize scenario analysis as the art of juxtaposing current trends in unexpected combinations in order to articulate surprising and yet plausible futures, often referred to as “alternative worlds.” Scenarios are thus explicitly not forecasts or projections based on linear extrapolations of contemporary patterns, and they are not hypothesis-based expert predictions. Nor should they be equated with simulations, which are best characterized as functional representations of real institutions or decision-making processes (Asal 2005). Instead, they are depictions of possible future states of the world, offered together with a narrative of the driving causal forces and potential exogenous shocks that could lead to those futures. Good scenarios thus rely on explicit causal propositions that, independent of one another, are plausible—yet, when combined, suggest surprising and sometimes controversial future worlds. For example, few predicted the dramatic fall in oil prices toward the end of 2014. Yet independent driving forces, such as the shale gas revolution in the United States, China’s slowing economic growth, and declining conflict in major Middle Eastern oil producers such as Libya, were all recognized secular trends that—combined with OPEC’s decision not to take concerted action as prices began to decline—came together in an unexpected way. While scenario analysis played a role in war gaming and strategic planning during the Cold War, the real antecedents of the contemporary practice are found in corporate futures studies of the late 1960s and early 1970s (Raskin et al. 2005). Scenario analysis was essentially initiated at Royal Dutch Shell in 1965, with the realization that the usual forecasting techniques and models were not capturing the rapidly changing environment in which the company operated (Wack 1985; Schwartz 1991). In particular, it had become evident that straight-line extrapolations of past global trends were inadequate for anticipating the evolving business environment. Shell-style scenario planning “helped break the habit, ingrained in most corporate planning, of assuming that the future will look much like the present” (Wilkinson and Kupers 2013, 4). Using scenario thinking, Shell anticipated the possibility of two Arab-induced oil shocks in the 1970s and hence was able to position itself for major disruptions in the global petroleum sector. Building on its corporate roots, scenario analysis has become a standard policymaking tool. For example, the Project on Forward Engagement advocates linking systematic foresight, which it defines as the disciplined analysis of alternative futures, to planning and feedback loops to better equip the United States to meet contemporary governance challenges (Fuerth 2011). Another prominent application of scenario thinking is found in the National Intelligence Council’s series of Global Trends reports, issued every four years to aid policymakers in anticipating and planning for future challenges. These reports present a handful of “alternative worlds” approximately twenty years into the future, carefully constructed on the basis of emerging global trends, risks, and opportunities, and intended to stimulate thinking about geopolitical change and its effects.4 As with corporate scenario analysis, the technique can be used in foreign policymaking for long-range general planning purposes as well as for anticipating and coping with more narrow and immediate challenges. An example of the latter is the German Marshall Fund’s EuroFutures project, which uses four scenarios to map the potential consequences of the Euro-area financial crisis (German Marshall Fund 2013). Several features make scenario analysis particularly useful for policymaking.5 Long-term global trends across a number of different realms—social, technological, environmental, economic, and political—combine in often-unexpected ways to produce unforeseen challenges. Yet the ability of decision makers to imagine, let alone prepare for, discontinuities in the policy realm is constrained by their existing mental models and maps. This limitation is exacerbated by well-known cognitive bias tendencies such as groupthink and confirmation bias (Jervis 1976; Janis 1982; Tetlock 2005). The power of scenarios lies in their ability to help individuals break out of conventional modes of thinking and analysis by introducing unusual combinations of trends and deliberate discontinuities in narratives about the future. Imagining alternative future worlds through a structured analytical process enables policymakers to envision and thereby adapt to something altogether different from the known present.

#### Debate’s focus shouldn’t solely be the production of ethical subjectivities. Rather, taking stances on global issues is necessary to develop accountability to global violence.

Chandler 9 David Chandler, 2009. Professor of international relations, University of Westminster. “Questioning Global Political Activism,” in What is Radical Politics Today? ed. Jonathan Pugh. 81-4.

But the most dangerous trends in the discipline today are those frameworks which have taken up Critical Theory and argue that focusing on the world as it exists is conservative problem-solving while the task for critical theorists is to focus on emancipatory alternative forms of living or of thinking about the world. Critical thought then becomes a process of wishful thinking rather than one of engagement, with its advocates arguing that we need to focus on clarifying our own [END PAGE 81] ethical frameworks and biases and positionality, before thinking about or teaching on world affairs. This becomes 'me-search' rather than research. We have moved a long way from Hedley Bull's (1995) perspective that, for academic research to be truly radical, we had to put our values to the side to follow where the question or inquiry might lead. The inward-looking and narcissistic trends in academia, where we are more concerned with our reflectivity- the awareness of our own ethics and values - than with engaging with the world, was brought home to me when I asked my IR students which theoretical frameworks they agreed with most. They mostly replied Critical Theory and Constructivism. This is despite the fact that the students thought that states operated on the basis of power and self-interest in a world of anarchy. Their theoretical preferences were based more on what their choices said about them as ethical individuals, than about how theory might be used to understand and engage with the world. Conclusion I have attempted to argue that there is a lot at stake in the radical understanding of engagement in global politics. Politics has become a religious activity, an activity which is no longer socially mediated; it is less and less an activity based on social engagement and the testing of ideas in public debate or in the academy. Doing politics today, whether in radical activism, government policy-making or in academia, seems to bring people into a one-to-one relationship with global issues in the same way religious people have a one-to-one relationship with their God. Politics is increasingly like religion because when we look for meaning we find it inside ourselves rather than in the external consequences of our 'political' acts. What matters is the conviction or the act in itself: its connection to the global sphere is one that we increasingly tend to provide idealistically. Another way of expressing this limited