## Framework

#### [Value] I negate and value Social Justice, meaning government policy that treats people as they deserve.

#### [Daniels] Since people are morally equal at birth, states must ensure them baseline social equality.

Daniels: Daniels, Norman. [Professor of Philosophy, Harvard University] “Democratic Equality: Rawls’s Complex Egalitarianism.” In Samuel Richard Freeman (ed.), *The Cambridge Companion to Rawls*. Cambridge University Press, 2003. CH

Because of their interest in recognitional equality, when contractors choose principles they must assure all citizens that the terms of cooperation sustain their sense of self-respect. Self-respect is sustained when there is a basis for each to recognize and respond to others as equal citizens. The fundamental importance of protecting the capability of all to participate in democratic processes and public life, and of not simply assuming people formal rights that might be thought empty of real meaning or effect, derives from this concern to protect the recognitional components of equality. Those who are best off must retain the awareness that the worst off are still equal and worthy participants in the democratic regulation of society. Those who are worst off must continue to see themselves as worthy equals-- in participation, in opportunity, and in the interest they have in pursuing their ends -- or they will not be able to sustain their self-respect and thus their participation. A key reason for insisting that the term “democratic equality” refers to the all three principles of justice, and not just to fair equality of opportunity and the difference principle, derives from the importance of this egalitarian idea about the social bases of self-respect, with its echo of Rousseau.”

#### [Standard] Thus, the standard is Promoting Social Equality. Promoting Social Equality means taking steps to resolve concrete disparities between people. This is a consequentialist standard that looks to policies’ outcomes with respect to *equality*, not util. Thus, generic disads and big impacts don’t link to the framework.

## Thesis

#### My thesis is that strikes ought to be subject to conditions. The affirmative needs to prove that there ought to be an UNCONDITIONAL right to strike, so all we need to do to win is to prove that this right needs to have conditions placed on it.

## Contention 1:

#### [C1] My first contention is that there has to be limits to strikes people can partake in, specifically doctors.

#### [Templeton and Manning 21] Healthcare strikes lead to staffing shortages in essential medical sectors like hospitals – that risks leaving thousands without access to healthcare in the midst of a pandemic, hurting equality.

**Templeton and Manning 21** Kaiser Permanente nurses, health care workers begin vote to authorize possible strike in Oregon By [Amelia Templeton](https://www.opb.org/author/amelia-templeton/) (OPB) and [Rob Manning](https://www.opb.org/author/rob-manning/) (OPB) Oct. 4, 2021 8:49 p.m. Updated: Oct. 4, 2021 9:02 p.m. //NSU SF

Nurses and other health care workers at Kaiser Permanente hospitals and clinics throughout Oregon started voting on Monday on whether to authorize a strike. The labor dispute is unfolding at a critical time, against the backdrop of a statewide health system that is extremely vulnerable to disruptions. Nurses are in high demand as the state’s COVID-19 vaccine mandate for health care workers takes effect in two weeks; opposition to the mandate has prompted [other health systems to close clinics](https://www.opb.org/article/2021/09/30/legacy-places-unvaccinated-staff-on-leave-closing-urgent-care-lab-locations/) and seek out temporary staffing. The roughly 3,000 Kaiser nurses, physicians’ assistants, laboratory technicians and other skilled health care workers represented by the Oregon Federation of Nurses and Health Professionals have been working without a contract since the previous one expired on Sept. 30. The Oregon local union is coordinating with Kaiser union health care workers in other parts of the country — a workforce of 52,000 people in eight states. Kaiser officials said administrators have been in national bargaining with the unions since last April but have so far been unable to reach an agreement on a new contract. Oregon Federation of Nurses and Health Professionals spokesman Shane Burley said one of the key union concerns is around a two-tiered system he says Kaiser has proposed, which would hire new health care workers with diminished benefits and lower wages. Kaiser administrators released a statement on Monday saying that union members working without a contract was “not unusual,” and that the Kaiser negotiators, “have made progress in many important areas, have extended an initial economic offer and will continue to work collaboratively.” At the same time, Kaiser leaders pleaded with health care workers to continue negotiating without walking off the job. “We understand that some union leaders are now calling for a strike authorization vote, even though our members and communities are continuing to face the challenges of the ongoing pandemic,” Arlene Peasnall, Kaiser’s senior vice president of human resources, said in a written statement. “A strike authorization does not automatically trigger a strike.” Union leaders say they’re not certain how long voting will last; there are a lot of members, and they’re casting ballots in a first-of-its-kind virtual vote. And a strike would not follow immediately: the union would have to give a 10-day notice before anyone can walk out. Burley said Kaiser management is nudging nurses and other healthcare workers toward the picket lines. “The fact that Kaiser would push toward a strike is not good,” he said. “It is a bad choice on their part. Our members want to stay there supporting people. The message that is coming from our members, is if they strike they are doing it for their patients.” Kaiser Permanente’s Peasnall called on union members to “**reject a call to walk away from the patients who need them.”** The nonprofit’s HR leader indicated Kaiser is preparing contingency plans in the event of a strike. “Our priority is to continue to provide our members with high quality, safe care,” Peasnall said. “In the event of any kind of work stoppage, our facilities will be staffed by our physicians along with trained and experienced managers and contingency staff.” But union leaders argue that better working conditions for nurses and other skilled health care workers would ultimately create better conditions for patients. “We know their number one concern is staffing,” Burley said. “Kaiser needs to do the right thing to ensure that the future of patient care is intact.”

## Contention 2:

#### [Contention 2] The second contention is that strikes are used to promote racism.

#### [Wilson 1] Historically, strikes have used egregious forms of racialized violence

**Wilson 1**: Wilson, Jake B. [A.A., Mount San Antonio College B.S. (magna cum laude), Conservation & Resource Studies, UC Berkeley M.A., Ph.D., Sociology, UC Riverside] “The Racialized Picket Line: White Workers and Racism in the Southern California Supermarket Strike” *SAGE Publications,* 2008, 10.1177/0896920507088163 EM

**Strikes are an ideal arena to study the ways in which racist practices and ideology pervade the labor movement for numerous reasons. Historically, strikes have engendered some of the most intense instances of racial antagonism (Bonacich, 1976). Picket lines have often evoked the most explicit instances of racial conflict within the labor move- ment, which at times even led to physical assaults on people of color by white workers and violent race riots (Tuttle, 1976). For example, in the Great Steel Strike of 1919, over 350,000 steel workers, who were primarily white men, went on strike (Spencer, 1994) which led to some of the most intense exhibitions of racism in the history of the labor movement (Tuttle, 1976). During the strike, African American workers were labeled a scab race by many of the white strikers and were vilified as anti-labor and incapable of labor solidarity (Kimmel, 1996). In addition to the racist ideology enacted on the picket line, white strikers also viewed the African American replacement workers as an eco- nomic threat (Brueggemann and Boswell, 1998). Given this historical context, strikes are important indicators of racial antagonism among organized labor.** The United Food and Commercial Workers’ (UFCW) supermarket strike in Southern California provides a great opportunity to examine whether or not these dynamics are still present in today’s labor movement. In October 2003, the UFCW called for a strike against Vons and Safeway resulting in the longest and largest grocery strike in US history. The lockout of workers at both Ralphs and Albertsons immediately followed the initial strike declaration. The 70,000 plus grocery workers in Southern California went on strike primarily to protect their wages, health benefits, and pension funds from being drastically cut by the grocery stores. The supermarkets claimed they needed to cut the wages of their workers in order to compete with Wal-Mart who was planning on moving into California’s grocery market. Wal-Mart paid their employees significantly less than the grocery stores did, and offered fewer benefits to their workers (Gibson, 2004). Over 900 grocery stores were affected by the strike leading to losses of over $1 billion in sales. This research seeks to answer a number of questions in order to uncover how racism operates in the contemporary labor movement by focusing on the Southern California supermarket strike: 1) How is working class whiteness expressed in contemporary strikes? 2) What distinguishes contemporary racial conflicts within the labor movement from their historical antecedents? 3) How do gender and race intersect in influencing white working class consciousness and white racial solidarity? 4) To what extent are customers racialized by white strikers in strikes that have a pub- lic component such as retail stores? It is important to contextualize the racial politics of California during this study. There has been a rise in nativism, anti-immigrant backlash, and white supremacy in the state over the past several years. In light of the demographic shift occurring in California, and concomitant rise in reactionary right-wing politics, the racial attitudes of white workers in this study must be grounded within this context.

#### [Wilson 2] White strikers use stereotypes to exclude POC in strikes and unions.

**Wilson 2**: Wilson, Jake B. [A.A., Mount San Antonio College B.S. (magna cum laude), Conservation & Resource Studies, UC Berkeley M.A., Ph.D., Sociology, UC Riverside] “The Racialized Picket Line: White Workers and Racism in the Southern California Supermarket Strike” *SAGE Publications,* 2008, 10.1177/0896920507088163 EM

**Each group of color represents a different obstacle to the views of white workers, which is contingent upon differing stereotypes of varying groups of color. We can sim- plify this situation as follows: African Americans and Latinos/Chicanos are seen as too poor to be able to live up to the moral and economic standards that are in line with white working class ideology. For Latinos/Chicanos, their perceived lack of citizenship and fail- ure to assimilate into American culture marks them as antithetical to the goals of white labor.** That is, Latinos are further cast aside as not understanding or representing American values due to the perception of negative stereotypes of Latino/Chicano immigrants. African American workers are viewed as immoral and inca- pable of fully recognizing the problems with scabbing. **Both of these groups (African American and Latino/Chicano workers) are viewed as being historically weakened by the state, making them undesirable actors in working class struggles.** Since they have been historically marginalized (albeit in very differing and unique ways) they are both viewed in light of larger stereotypical images of African American and Chicano masculinities that are perceived by white workers as violent and/or immoral. These stereotypes point to the linkages between racism and classism; that is, racial stereotypes are largely connected to class stereotypes and vice-versa. In contrast to Latino and African American workers, **Asian American customers are viewed as too rich, too foreign, and aided by the state to be in solidarity with the inter- ests of the white working class. The model minority stereotype is used to mark Asian American customers in opposition to white workers.** Asian Americans are compared in line with the employer class despite the low number of Asian Americans in the manage- ment of the grocery stores where the strikes occurred. This shows the extent to which white workers will rely on the differing racial constructions of people of color to reinforce the position of the white working class.

#### [Wilson 3] This perpetuates racism and weakens the strike.

**Wilson 3**: Wilson, Jake B. [A.A., Mount San Antonio College B.S. (magna cum laude), Conservation & Resource Studies, UC Berkeley M.A., Ph.D., Sociology, UC Riverside] “The Racialized Picket Line: White Workers and Racism in the Southern California Supermarket Strike” *SAGE Publications,* 2008, 10.1177/0896920507088163 EM

The racialized picket line can be thought of as a metaphorical dividing line of conflict influencing the way a strike unfolds. Part of this process occurs when labor (class) soli- darity becomes weakened and/or replaced with racial forms of solidarity (Martinot, 2003). **Racialized strikes arise within the context of capitalism, where exploitation is structured on the racial and gender divisions among workers which encourages differen- tial treatment and a wage tier system (Jackman, 1994).** Social inequality structurally determines varying degrees of exploitation particular groups of workers face based on a group’s race, gender, and/or citizenship status (Bonacich et al., forthcoming). These divi- sions allow capitalists to seek out labor forces that are most susceptible to higher degrees of exploitive labor practices while simultaneously lowering the wages of more privileged workers (Bonacich, 1972, 1975, 1976). Glenn (2002) develops a similar argument, tracing the ways in which capitalists utilize divisions of workers along lines of race and gender inequality. Owners of cap- ital sought to maximize their profits by paying the lowest possible wages while enact- ing maximum control over the production processes. Moreover, they took advantage of existing inequalities by using marginalized groups (people of color, immigrants, women, lesser skilled) that could be hired more cheaply. Free labor, as a Western institution, was not developed for people of color but instead for white people and white societies (Blauner, 2001). Citizenship rights, or the lack thereof, prove to be a pivotal signifier of defining class relations in the USA along racialized and gendered lines. Citizenship as it applies to labor thus plays a major role in linking racist eco- nomic doctrines that distinguish between forms of free labor and unfree labor (Almaguer, 1994; Glenn, 2002). **Since citizenship rights were historically given to free (white male) labor groups, white men were allowed a privileged position in the US labor market.** These privileges have allowed white men to join unions and increase their economic and social power in society (Royster, 2003). This also led to the for- mation of the ‘worker citizen’ ideal, which is constitutive of the dual attributes of whiteness and masculinity forming the ideal-type American worker (Glenn, 2002). Therefore, exclusion was a primary feature of the making of the white working class (Fletcher, 2002; Kimmel, 1996). **For white strikers participating in a multiracial labor struggle such as the grocery strike, this racial divide creates a host of practices that white strikers enact in order to maintain the racialized picket line. Although white workers ultimately stand to lose from a racially divided working class, many white workers continue to reinforce racial divisions. One of the reasons for this is that the ideological component of white supremacy becomes a site of influence beyond the sheer class location of the white working class (Martinot, 2003; Wellman, 1993).**