**1NC**

**“Shall the labor unions use their influence to deprive the black man of his opportunity to labor… [or] unite with those who want to give every man, regardless of color, race or creed, what Colonel Roosevelt calls the ‘square deal’ in the matters of labor?”By Booker T. Washington**

#### FWK: The value is justice.

The resolution asks us what a just society would do. This means that according to the words of the resolution, the highest value is justice.

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#### The value criterion is mitigating structural violence. The way society is structured, who it includes and excludes determines whether or not justice is possible. A pre-requisite to having a just society is the mitigation of structural violence.

#### The value criterion is mitigating structural violence.

#### Structural violence is based in moral exclusion, which is fundamentally flawed because exclusion is not based on dessert but rather on arbitrarily perceived differences — the only way to mitigate structural violence is through knowledge of how it works.

**Winter and Leighton 99** |Deborah DuNann Winter and Dana C. Leighton. Winter|[Psychologist that specializes in Social Psych, Counseling Psych, Historical and Contemporary Issues, Peace Psychology. Leighton: PhD graduate student in the Psychology Department at the University of Arkansas. Knowledgeable in the fields of social psychology, peace psychology, and justice and intergroup responses to transgressions of justice] “Peace, conflict, and violence: Peace psychology in the 21st century.” Pg 4-5 ghs//VA

Finally, to recognize the operation of **structural violence forces us to ask questions about how and why we tolerate it, questions which often have painful answers for the privileged elite** who unconsciously support it. A final question of this section is how and why we allow ourselves to be so oblivious to structural violence. Susan Opotow offers an intriguing set of answers, in her article Social Injustice. She argues that **our normal perceptual cognitive processes divide people into in-groups and out-groups. Those outside our group lie outside our scope of justice. Injustice** that would be instantaneously confronted if it occurred to someone we love or know **is barely noticed if it occurs to strangers or those who are invisible or irrelevant**. We do not seem to be able to open our minds and our hearts to everyone, so **we draw conceptual lines between those who are in and out of our moral circle. Those who fall outside are morally excluded, and become either invisible,** or demeaned in some way so that we do not have to acknowledge the injustice they suffer. **Moral exclusion is** a human failing, but Opotow argues convincingly that it is **an outcome of everyday social cognition**. To reduce its nefarious effects, **we must be vigilant in noticing and listening to oppressed, invisible, outsiders.** Inclusionary thinking can be fostered by relationships, communication, and appreciation of diversity. Like Opotow, all the authors in this section point out that **structural violence is not inevitable if we become aware of its operation, and build systematic ways to mitigate its effects.** Learning about structural violence may be discouraging, overwhelming, or maddening, but these papers encourage us to step beyond guilt and anger, and begin to think about how to reduce structural violence. All the authors in this section note that the same structures (such as global communication and normal social cognition) which feed structural violence, can also be used to empower citizens to reduce it. In the long run, reducing structural violence by reclaiming neighborhoods, demanding social justice and living wages, providing prenatal care, alleviating sexism, and celebrating local cultures, will be our most surefooted path to building lasting peace.

#### **There is an inherent history of racism within trade unions in the construction trade!**

**Watson’21 |** Travis (creator of [ADOSConstruction.org](https://adosconstruction.org/) and chair of the [Boston Employment Commission](https://www.boston.gov/departments/economic-development/equity-and-inclusion-office/boston-employment-commission) (BEC). Appointed by former Boston mayor and current US Department of Labor Secretary Martin J. Walsh, the BEC oversees the Boston Residents Jobs Policy, which sets employment standards on city-assisted construction projects. Travis also is a board member of YouthBuild Boston and NEI General Contracting’s Workforce Opportunity Resource Center.). “Union Construction’s Racial Equity and Inclusion Charade (SSIR).” *Stanford Social Innovation Review*, 14 June 2021, Accessed: 11/11/21 [**https://ssir.org/articles/entry/union\_constructions\_racial\_equity\_and\_inclusion\_charade#**](https://ssir.org/articles/entry/union_constructions_racial_equity_and_inclusion_charade#) **(SPHS,LF)**

**Union construction jobs are not just good jobs, they are great jobs.** **They have a relatively low entry barrier and offer world-class training, great pay, and benefits that allow members to retire with dignity. However, what’s often overlooked is union construction’s racism, and that those great jobs, particularly leadership positions, are designed to remain filled by white men.**Thanks to [construction workers](https://chicagocrusader.com/black-workers-locked-out-of-unions-hold-labor-day-action/), [activists](https://www.teenvogue.com/story/black-activists-shaped-the-labor-movement), and [journalists](https://whyy.org/articles/in-2017-is-white-supremacy-still-alive-and-well-in-this-philadelphia-building-trades-union/), **there are countless** [**documented examples**](https://www.jstor.org/stable/1227858) **of the widespread racism that Black people face in interactions with construction unions. From being called racist names to being administered tests designed to ensure their failure, a gamut of discriminatory practices make it difficult for Black workers to enter, remain, and grow in the industry.**In an effort to understand the barriers to racial equity and inclusion in Boston union construction, I’ve spoken to dozens of union and non-union workers and activists about the industry’s racism. Some respondents rehearsed revisionist histories and pretended that racism within the trades has never existed. But others fully acknowledged the industry’s history of racism and wanted to collaborate on solutions towards equity and inclusion. “The building trades unions are committed to access to wages and benefits,” [says Brian Doherty](https://www.youtube.com/watch?v=xfWRPDNcAYw&t=3358s), secretary-treasurer/ general agent for the Building & Construction Trades Council of Boston’s Metropolitan District, **“but for a hundred years, it was for very few people, it wasn’t for everyone. The past is shameful.”In order to create a more diverse and inclusive industry, and to avoid the same mistakes in the future, we first need to learn from this shameful past.** Referencing historical examples—primarily found in researchers David A. Goldberg and Trevor Griffey’s [*Black Power at Work: Community Control, Affirmative Action, and the Construction Industry*](https://www.google.com/books/edition/_/KznksoNFszYC?hl=en&sa=X&ved=2ahUKEwiN_M7QgJXwAhWOtp4KHW3HAWkQ7_IDMBR6BAgJEAI)—I describe the six strategies that have made the process of joining a construction union as frustrating as possible for Black people. **So frustrating and exhausting, in fact, that many Black people would rather give up trying, or not try at all. And, when a particular strategy fails to dissuade Black applicants, white union members resort to intimidation and erecting other** [**barriers for entry**](https://www.sscnet.ucla.edu/soc/faculty/waldinger/pdf/The_A19.pdf)**, such as devising a racially biased entrance exam that projects racism as a kind of failure onto Black people. Other times it’s openly calling Black workers the “N-word” and explicitly telling them that they aren’t welcome into a construction union.** I then turn to the case study of union construction in the Boston area to examine how racism manifests today.White union construction workers often stymie prospective Black workers’ attempts to join a union by trapping them in a Catch-22: requiring the worker to have a job prior to being admitted into a union, but also requiring union membership before getting a construction job.Former United Community Construction Workers activist Omar Cannon recalls Black workers being told by white union officers that they “had to be in the union to get a job.” However, the problem, [Cannon explains](https://www.jstor.org/stable/j.ctv941wxz.23?seq=1#metadata_info_tab_contents), is that “you had to get a job to get in the union.” Former Army veteran and construction worker Gilbert Banks has told a [similar story](https://www.google.com/books/edition/Black_Power_at_Work/16RmDwAAQBAJ?hl=en&gbpv=0) about treatment by foremen and unions:“They’d say, ‘Have you got a (union membership) book?’ I’d say, ‘No.’ ‘Well,’ they said, ‘Go get a book and we’ll give you a job.’ And I’d go to the union and ask them for a book. They’d say, ‘Listen, if you get the job, we’ll give you a book.’ **There was no way of fighting it.”This no-win situation is not a coincidence. This Catch-22 is a form of structural racism intended to exclude people not already on the inside.**Another strategy white union members use to frustrate Black workers into giving up their effort to join a union is intentionally refusing communication, ignoring, and silencing them. Stonewalling effectively blocks Black workers from jobs and from unions, even when those workers have superlative skills, training, and experience. For example, former member of the Congress of Racial Equity (CORE) and construction activist [Oliver Leeds recalls](https://www.jstor.org/stable/10.7591/j.ctt7v804) how his work as an Army engineer wasn’t enough to even get considered for work and union acceptance:“I was in the Corps of Engineers. And you know what we do? We worked to win the war. We built anything that could be built: bridges, tunnels, houses, officers’ quarters, Myers quarter, roads, and airstrips. We loaded and unloaded ships. We did anything in the way that involved work, construction work. You know, when I got back to the United States, after the war, I couldn’t get a job in construction, that there was no union that would let me in? And there was damn little that I couldn’t do in the way of construction work**. They’ll take you and turn you into construction workers in the army, in a segregated army, and then when you get back into civilian life, you can’t get a construction job.**”These first two strategies—the Catch 22 and stonewalling—cloak the structural racism operating within unions by displacing the consequence onto the Black person: that *they* gave up, or that *they* got frustrated, rather than seeing the mechanisms at work that produced this outcome.Many construction unions place unemployed members “on the bench” while they wait to be sent to work by dispatchers, the union members who distribute the jobs. Dispatchers play a central role in access to jobs and, therefore, to union entry. However, by **intentionally refusing to send Black workers to jobs, racially biased dispatchers play a pivotal role in keeping unions white**.In Boston, former construction worker Earl Quick [recalls](https://www.newspapers.com/newspage/437214073/) receiving his union book but never being assigned work. **“White guys would come in and go right into the business agent’s office and they’d get work and me and the rest of the Black guys would just sit there,” he explains. “I never did work in Boston.”** [According to](https://www.jstor.org/stable/10.7591/j.ctt7v804) the former Northwest American Friends Service Committee Director Arthur Dye, **“Some [Black] workers appeared at the hiring hall day after day for several months and were never dispatched. If they began to ask questions why they were not dispatched they would be sent out to jobs … a hundred miles or so away, only to find out that when they arrived at their destination there wasn’t a job. Or they would be dispatched to a job where there was considerable possibility for physical intimidation.”**Because this is a well-known practice, Black workers have often [applied directly to employers](https://www.jstor.org/stable/10.7591/j.ctt7v804), going around the union hiring halls. But in most cases, employers are required by union policy to hire only workers referred by union hiring hall dispatchers. And even when employers [intentionally](https://www.reviewjournal.com/local/local-las-vegas/vegas-discrimination-lawsuit-could-be-headed-to-arbitration/) seek to diversify their employees and union contractors, dispatchers can thwart this effort. For example, when Robert Lucas, the president of the refrigeration contractor Lewis Refrigeration, who is a white man, [called Local Union 32](https://hcommons.org/deposits/objects/hc:16486/datastreams/CONTENT/content) and specifically asked for a Black plumber to be dispatched to his job, the dispatcher reportedly laughed and dismissed his request.

#### **Condition - Trade Unions ought to take a stand against white nationalism in order to be allowed to Strike.**

Stöss’ 17 | Dr. Richard Stöss is a retired political science professor who taught at the Freie Universität Berlin. His main areas of interest in terms of both research and teaching were the political parties, trade unions and right-wing extremism in Germany and Europe, and he is widely published in this area./ “TRADE UNIONS AND RIGHT-WING EXTREMISM IN EUROPE” Published 2017/ Accessed 11/11/21/ <https://euagenda.eu/upload/publications/untitled-108082-ea.pdf> (SPHS,LF)

Globalisation has effects similar to those of the emergent industrialisation in the 19th century: namely, almost revolutionary changes to the socio-economic and political-cultural circumstances in all the states of the EU. The social-democratic century with its promises of welfare is being replaced by an era of neoliberal politics that is accelerating the global expansion of capitalism, but at the same time is compounding social inequality, contributing to the reduction of social standards, causing employment relationships to become precarious, fostering high (youth) unemployment, and ultimately causing old-age poverty.The gulf between modernisation’s winners and losers is growing dramatically. The fear of downward mobility long since has spread from the lower segment (which is in any event more disadvantaged by globalisation) to the lower middle segment of society, and is amplified by growing migration movements and the rise of asylum and refugee issues. The growing need for protection, security, and justice is not adequately addressed by established politics, and in particular not by the political left, which has lost substantial levels of trust among its followers as a result. This vacuum is being filled increasingly successfully by far-right and right-wing conservative forces that have an apparently plausible response to the alleged external and internal threats: the return to the sovereign and ethnically homogenous nation-state. The programmes of right-wing extremist groupings, especially, have begun to put much greater emphasis on social issues. **As a result of that new orientation, right fringe movements and parties have increased their appeal substantially. Above all on account of socio-economic change in the world of work, the lower strata of society – but not only they – expect to find a solution to or alleviation of their problems in nationalism and ethnocentrism. The fact that this rightward drift affects particular employees as the primary reference group of trade unions and even trade union members** (“mirror-image theory”) **means that the trade unions are subject to a special level of responsibility in confronting the extreme far-right**. This is because these forces also shake the very raison d‘être of the trade unions by weakening their function as an important ordering force of industrial relations and calling into question their competence to represent the interests of dependent employees. **The pattern is apparent not only in European countries, but also in the European institutions**, as is shown in the following chapter. **It is incumbent on trade unions at both the national and international levels to take suitable measures to disarm the forces on the right fringe.**

# **Case Turn**

#### **Unconditional means without limits**

**Cambridge dictionary** (<https://dictionary.cambridge.org/us/dictionary/english/unconditional>)

[**complete**](https://dictionary.cambridge.org/us/dictionary/english/complete) **and not** [**limited**](https://dictionary.cambridge.org/us/dictionary/english/limited) **in any way:** *the unconditional* [*love*](https://dictionary.cambridge.org/us/dictionary/english/love) *that* [*parents*](https://dictionary.cambridge.org/us/dictionary/english/parent)[*feel*](https://dictionary.cambridge.org/us/dictionary/english/feel) *for* [*their*](https://dictionary.cambridge.org/us/dictionary/english/their)[*children*](https://dictionary.cambridge.org/us/dictionary/english/children) *unconditional* [*surrender*](https://dictionary.cambridge.org/us/dictionary/english/surrender) *We* [*demand*](https://dictionary.cambridge.org/us/dictionary/english/demand) *the* [*immediate*](https://dictionary.cambridge.org/us/dictionary/english/immediate) *and unconditional* [*release*](https://dictionary.cambridge.org/us/dictionary/english/release) *of all* [*political*](https://dictionary.cambridge.org/us/dictionary/english/political)[*prisoners*](https://dictionary.cambridge.org/us/dictionary/english/prisoner)*.*

#### **“Unconditional rights” includes violence — violates section 8 which rolls back strike rights**

**Craver’12** ( Charles B. professor of Law,attorney. Craver specializes in negotiation, labor law, employment discrimination law, and public-sector labor law. He is the author of several books on various legal subjects and frequently contributes to law journals. ) *The Right to Strike and Its Possible Conflict with Other Fundamental Rights of the People in the United States* . <https://scholarship.law.gwu.edu/cgi/viewcontent.cgi?article=1532&context=faculty_publications.>

Employees engaged in labor disputes may lawfully picket their employer, with such action constituting classic concerted activity for mutual aid and protection within the meaning of Section 7 of the NLRA [29 U.S.C. § 157]. They may employ strong language critical of their employer, but, as noted above, they may not disparage the goods or services generated by their employer. They may ask persons who work for the struck employer and individuals working for secondary firms who are making deliveries to the struck facility to honor the picket lines. **They may not, however, use threats of serious and immediate violence or engage in any violent behavior, since such conduct would violate Section 8(b)(1)(A) of the NLRA which makes it an unfair labor practice for a labor organization to restrain or coerce employees in the exercise of their protected rights** [29 U.S.C. § 158(b)(1)(A)].

# **CASE**

#### **Strikes trigger food shortages, undermine health care and threaten the economy**

**Pettypiece’21** (Shannon,is an American journalist currently working for NBC News Digital as a Senior White House reporter.). “Biden on the Sidelines of 'Striketober,' with Economy in the Balance.” *NBCNews.com*, NBCUniversal News Group, 24 Oct. 2021, <https://www.nbcnews.com/politics/white-house/biden-sidelines-striketober-economy-balance-n1282094.>(SPHS,LF)

WASHINGTON — As a [wave of workers](https://www.nbcnews.com/business/business-news/striketober-signals-tremendous-sacrifice-workers-say-it-has-been-long-n1281615) across the country take to picket lines, **President Joe Biden is witnessing a resurgence in the labor movement he spent decades championing — at a time when it could hamper the economic recovery he is fighting to protect.Biden has said that he supports the workers' right to strike but that he is "not going to get into the negotiation," and White House officials say he doesn't plan to get involved in any of the labor disputes involving more than 100,000 workers across the country. Instead, he has taken the position that the decision to strike is up to the workers, leaving it to them and their employers to resolve disputes, the officials said.It's a shift for Biden.** As a presidential candidate and a senator, Biden joined picket lines and tweeted out support for striking workers. He has called himself the most pro-labor president in history, having come out in support of Amazon workers trying to unionize and repeatedly inviting labor leaders to the White House.But President Biden faces a different dynamic from candidate Biden, because **strikes risk adding to labor shortages and** [**supply chain**](https://www.nbcnews.com/politics/meet-the-press/supply-demand-shipping-issues-become-biden-s-latest-economic-challenge-n1281407) **disruptions that are already driving up prices as the global economy reels from pandemic strains. While the strikes could benefit workers by driving up wages in the long term, the near-term impact of persistent or growing work stoppages could include worst-case scenarios like food shortages or lack of access to hospitals."This will come at an economic cost to employers and therefore the economy,** and I think that may be why Biden has gone a little silent," said Ariel Avgar, an associate professor of labor relations, law and history at Cornell University. "It is tricky for him. On the one hand, he is on the record supporting unions and their ability to use collective action. On the other hand, the point of strikes is to extract an economic price for employers unwilling to negotiate in a way the union feels is appropriate."There have been 184 strikes by health care to factory workers this year after the coronavirus pandemic aggravated concerns over low wages and poor working conditions, and the tight labor market has given workers more leverage. Among the strikers are more than [10,000 John Deere workers](https://www.nbcnews.com/news/us-news/more-10-000-deere-co-workers-strike-after-failed-uaw-n1281486) who went on strike this month. More than 24,000 health care workers at Kaiser Permanente are preparing to strike, joining thousands of nurses and other health care workers elsewhere who have been striking for months.Biden made his only comments about what has been dubbed Striketober in response to a reporter's questions last week."They have a right to strike, and they have a right to demand higher wages, and the companies they're striking on are doing very well," Biden said. "I'm not going to get into the negotiation, but my message is: If you think that's what you need, then you should do it."