## I affirm the resolved: A just government ought to recognize an unconditional right of workers to strike.

#### Value: Define just to mean “acting or being in conformity with what is morally upright or good.” (from Merriam Webster dictionary) To bind a government to be just, therefore, requires morality. Consider morality as the value for this round.

#### Value Criterion: To understand the levers of power in a just government, the context of the minority must be considered. Marginalized communities of workers must not be sidelined in the conversation of protest rights. To protest is to speak; recognizing the needs of minority groups through the lens of structural violence is key. Let the voice of minorities ring free, utilize structural violence as the value criterion when evaluating contentions.

#### Define unconditional: not conditional or limited

## Contention 1 – Gender Inequalities

#### The imbalance between women and their employers can only be solved through methods of collective bargaining power. Folbre 21 [“Gender inequality and bargaining in the U.S. labor market,” March 10, 2021; Nancy Folbre; Nancy Folbre is Professor Emerita of Economics and Director of the Program on Gender and Care Work at the Political Economy Research Institute at the University of Massachusetts Amherst and a Senior Fellow of the Levy Economics Institute at Bard College in the United States.  Her research explores the interface between political economy and feminist theory, with a particular emphasis on the value of unpaid care work. In addition to numerous articles published in academic journals, she is the author of The Rise and Decline of Patriarchal Systems (forthcoming in 2020 from Verso), the editor of For Love and Money: Care Work in the U.S. (Russell Sage, 2012), and the author of Greed, Lust, and Gender: A History of Economic Ideas (Oxford, 2009), Valuing Children: Rethinking the Economics of the Family (Harvard, 2008), and The Invisible Heart: Economics and Family Values (New Press, 2001). She has also written widely for a popular audience, including contributions to the New York Times Economics blog, The Nation, and the American Prospect. You can learn more about her at her website and blog, Care Talk: http://blogs.umass.edu/folbre/; <https://www.epi.org/unequalpower/publications/gender-and-bargaining-in-the-u-s-labor-market/>] //TJHHSTAP

**Social institutions solidify differences** in collective bargaining power, **making institutional change difficult to achieve**. Emphasis on collective bargaining power does not imply that men and women are engaged in a zero-sum game where gains and losses cancel out. Processes of implicit and explicit negotiation often speed adaptation to new economic conditions and improve the terms of cooperation. However, long-run gains are often less visible—and less certain—than short-run losses. Furthermore, **disempowered groups are diverse, making it difficult for them to act in concert**. By contrast, **powerful elites are fairly homogeneous, enjoying overlaps of many forms of privilege** they are reluctant to relinquish. **Employers have significant incentives to continue to pay women less than men. The disadvantages women continue to experience in the labor market cannot be blamed on their own choices. Nor can they simply be attributed to inherent trade-offs between paid work and family care.** **As Claudia Goldin and Lawrence Katz (2016) observe,** **employers offer an hourly pay premium to workers willing to work exceptionally long hours, a factor that puts many women at a disadvantage.** **But while** such **long hours may be profitable for employers, they are not more productive for the economy** as a whole. Indeed, **the premium for long hours sends the message that time devoted to family care is a costly** preference **and** an **expensive** **luxury**, rather than an important economic contribution. Choices to collaborate with others to challenge unfair social institutions are among the most important choices people make. Such commitments, like investments in new technology, can be risky, but they also yield rich rewards for everyone. Like other disempowered groups, **women are often able to overcome their differences, find allies, and bargain for change.** Feminist efforts have never proved entirely successful, and their relative gains have been unevenly distributed. Nonetheless, **the history of hard-won but cumulative successes challenges mainstream economic thinking and validates the rallying power of appeals to social well-being rather than private profit.**

#### The feminism movement uniquely and most effectively furthers its agenda through strikes, history proves. Reilly 17 [“'Don't Iron While the Strike is Hot': These Are the Precursors to 'A Day Without a Woman',” March 7 2017, Katie Reilly, Katie Reilly is a reporter for TIME.; <https://time.com/4687509/day-without-a-woman-history-womens-strikes/>] //TJHSSTAP

Uprising of the 20,000 **in 1909 In what became known as the “Uprising of the 20,000,” New York City garment** workers led a weeks-long **strike** beginning in November of 1909, **calling for better working conditions and higher wages.** The strike, led mostly by young women, came out of a meeting of workers from different garment companies. Male union leaders were hesitant because they “did not believe that women could be trusted with a strike,” as framed by the Harvard library’s special collection on women at work, but one young female union member, Clara Lemlich, stood up and demanded a strike among workers across the industry. **What followed was “the largest strike by women to date in American history,” according to the Jewish Women’s Archive, which estimated that 70% of those striking were women.** Some wealthy progressive women threw their support behind the strike, absorbing its concerns into the broader fight for suffrage and women’s rights. **The strike — which demanded a 20% pay raise, a 52-hour workweek and overtime pay, according to the AFL-CIO — achieved some gains in the way of higher pay and shorter hours.** But a devastating fire at the Triangle Shirtwaist Factory in 1911 soon proved that more safety improvements were necessary. Women Strike for Peace in 1961 **Concerned by the nuclear arms race of the Cold War, an estimated 50,000 women in cities across the country and around the world went on strike to protest nuclear testing on Nov. 1, 1961.** Women “walked out of their kitchens and off their jobs in a one-day women’s strike for peace,” wrote Amy Swerdlow, author of Women Strike for Peace: Traditional Motherhood and Radical Politics in the 1960s. Swerdlow, who was a founding member of Women Strike for Peace (WSP), said activists urged other women to “suspend their regular routine of home, family, and job” and march on government offices to demonstrate their concern. “The girls are only beginning to feel their power,” WSP founder Dagmar Wilson said at the time, according to the New York Times. **Organizers of the strike received a letter of support from First Lady Jacqueline Kennedy, as well as the wife of Soviet Prime Minister Nikita Khrushchev.** “As mothers, we cannot help but be concerned about the health and welfare of our husbands and children,” Kennedy wrote, according to the Times. **The march also earned the attention of President John F. Kennedy**, **who** called the women “extremely earnest.” **When he signed the nuclear test ban treaty in 1963, it was, in part, a credit to their protest.** Women’s Strike for Equality in 1970 **On Aug. 26, 1970**, **the Women’s Strike for Equality brought an estimated 50,000 women onto New York City’s Fifth Avenue during rush hour.** Sponsored by the National Organization for Women and organized largely by Betty Friedan, **the march put forth a feminist agenda that included access to free abortion, round-the-clock childcare centers and equal opportunities in work and education.** Organized around the slogan, “Don’t iron while the strike is hot,” the march was originally intended to result in a national work stoppage among women, as Friedan aimed to demonstrate the unequal burden of domestic labor. “No one knows how many shirts lay wrinkling in laundry baskets last week as thousands of women across the country turned out for the first big demonstration of the Women‘s Liberation movement,” TIME wrote in its Sept. 7, 1970 issue. “The strike, on the 50th anniversary of the proclamation of the women‘s suffrage amendment, drew small crowds by antiwar or civil rights standards, yet was easily the largest women‘s rights rally since the suffrage protests.” **The strike — which took place at the end of the working day in an effort to boost participation — “made the women’s movement a household word,”** Ruth Rosen, author of The World Split Open: How the Modern Women’s Movement Changed America, told the New York Times in 2006. As TIME noted in 1970, the march “won new support and undoubtedly new awareness among both men and women of the case for female rights.” **While the strike’s symbolic impact was clear, the women’s movement continued to push its agenda with varied results. The 1972 passage of Title IX and workplace policies banning sexual harassment were steps toward equal opportunities in work and education for women. Abortion rights advocates made strides when Roe v. Wade legalized abortion in 1973, but the issue is still hotly contested today. And affordable childcare remains a goal among women’s rights activists. But Friedan viewed the strike as a success.** “It exceeded my wildest dreams,” she said at the time. “It’s now a political movement; the message is clear. The politicians are taking heed already.”

#### Fighting for woman’s rights expands beyond the work atmosphere, strikes have huge implications for feminism in society. Dias 18 [“The 2018 Women’s Strike in Spain: An Ongoing Struggle against Gender Oppression,” May 4 2018, Tayrine Dias, Tayrine Dias is a PhD student in Information and Knowledge Society at Universitat Oberta de Catalunya, in Barcelona. She also participates of Tecnopolítica and CNSC research groups, at IN3/UOC. She currently researches feminist movements and their discourses online and offline.; <https://www.e-ir.info/2018/05/04/the-2018-womens-strike-in-spain-an-ongoing-struggle-against-gender-oppression/>] //TJHSSTAP

**Strikes are** also **an important landmark in the history of feminist contentious politics**. In the beginning of the 20th century, trade unions and workers leagues were intensively protesting against the very precarious work conditions of women in the North American textile industries (Hermanson, 1993). **The 1908-1910 women’s strikes in New York**, including the “uprising of the 20,000” **were unprecedented episodes of women’s mobilization** (Durkin, 2008). **In 1911, the tragic Triangle Shirtwaist Fire in New York City**, which ended with 146 dead migrant workers, **culminated to add symbolic meaning to the 8th of March as the international women’s day**, a day to engage in resistance (Durkin, 2008). Furthermore, there is another historical strike which is an important reference for feminist activists and social movements’ organizations: **the 1975’s Icelanders national strike. On that episode, 90% of women in the country refused to work, do housework or care for one day.** The strike intended to clearly show the relevance of women’s participation in society, but **most importantly to call attention to gender gaps and patriarchal roles**, and to show that women were actively fighting against them. Such a legacy is part of the strategic and cultural references that inform how women mobilize nowadays. **From the repertoires of contention they** came to know, adapt, create and put into practice, **they chose to call for a feminist strike, which encompasses a more comprehensive understanding of gender inequalities than general labor strikes.** It means they intended to generate specific outcomes and impacts in order to have their demands recognized as valid and responded to. In that sense, **suspending women’s presence and contribution from public and private spheres makes visible the sexual division of labor, the burden of unpaid care work, the unequal salaries.** They stopped to denounce the overlapping oppressions women still face as part of their existence in patriarchal societies. They were clearly showing the personal is political. The 2018M strikes did not took place only in Spain: women all over the world striked and protested, following the examples of the women’s strike in Poland and the Black Wednesday women’s strike in Argentina, both in 2016 (Friedman & Tabbush, 2016). Moreover, the 8 March, 2017 women’s strike was a stepping stone that showed it was possible to organize a large transnational event in 2018. Coalitions such as La Internacional Feminista helped to bring together groups and activists, to produce material, to track the events in different cities and to follow up the numerous demonstrations. Besides local meetings and national commissions, activists also coordinated among themselves via Facebook groups, Instagram, Telegram and e-mail lists, posting updates, suggestions and sharing resources and ideas. The 8th of March is an emblematic date that tends to concentrate multiple events, but in 2018 there was an specific effort to call for a strike, to stop daily routines and make women’s absence visible. On Twitter, the 2018M women’s strike was also intensively discussed: a significant part of the messages intended to expose, to stand for the reasons behind the strike or to call women to the streets, while others responded to opposite arguments. On the chart below, we present the 15 most retweeted messages from 596,622 tweets containing hashtags related to the strike, collected from Twitter’s Application Programming Interface (API) between February 13th and March 13th, 2018. **We can see that one of the greatest struggles was still to convince others there were enough and justifiable reasons to strike, that women still face multiple conditions of gender oppression. The posts shared also used humor and daily situations to generate empathy and to show how in the most simple situations women are treated differently, and often violently. Among the injustices they denounced were gender stereotypes, lack of reproductive rights, unreal beauty patterns, sexual violence, lack of political voice and economic inequalities.**

## Contention 2 – Minority voice

#### Strikes have played a major role in equalizing the workplace for African American laborers in the United States. Cassedy 97 [“African Americans and the American Labor Movement

#### Federal Records and African American History,” Summer 1997, James Gilbert Cassedy, James H. Cassedy (1919–2007), a historian at the National Library of Medicine, died of cachexia (a physical wasting disease) at his home in Bethesda, Maryland, on September 14, 2007. After receiving his BA in American literature from Middlebury College in 1941, he served in the Army during the Second World War in the Pacific theater. After the war he worked for the Veterans Administration and the U.S. Information Agency while also attending graduate school. He received his MA in 1950 and his PhD in American civilization in 1959 from Brown University. Cassedy taught history at Williams College in 1959–60, and shortly thereafter moved to the National Institutes of Health, where he served as executive secretary of the History of Life Sciences Study Section (1962–66) and then as deputy chief of the European Office in Paris (1966–68). In 1968, he joined the staff of the National Library's History of Medicine Division as a historian, a position he held until his retirement in 2006.; <https://www.historians.org/publications-and-directories/perspectives-on-history/january-2008/in-memoriam-james-h-cassedy>] //TJHSSTAP

**Black labor unionism became part of a wider campaign for civil rights after World War II.** After the merger of the CIO and the AFL in 1955, it seemed that the AFL had placed a conservative pall over the entire organization, dividing white and black unionists. It was also the era of the civil rights movement, and **black union officials such as Ed Nixon and A. Philip Randolph were among the leaders during the Montgomery bus boycott and the 1963 March on Washington.** **African Americans were to continue to press their demands for justice within unions in the 1960s and 1970s through internal union organizations such as the Ad Hoc Committee of Steel Workers and the Dodge Revolutionary Union Movement.** **Confronting continued union and corporate discrimination, African American civil right groups sought redress through a number of court cases under Title VII, Equal Employment Opportunity, of the Civil Rights Act of 1964, which prohibits discrimination in employment because of race, color, religion, sex, or national origin. A number of record groups document the intersection of the civil rights and labor movements.** General Records of the Department of Labor (RG 174) include numerous files of concern to African Americans and the civil rights movement among the records its secretaries, 1953-1976. Records of Temporary Committees, Commissions, and Boards (RG 220) include the records of the President's Committee on Migratory Labor, the President's Committee on Equal Employment Opportunity, and the National Advisory Commission on Civil Disorders. Records of Agencies for Economic Opportunity and Legal Services (RG 381), the Equal Employment Opportunity Commission (RG 403), and the Commission on Civil Rights (RG 453), as well as the Records of the United States District Courts (RG 21), the Records of the U.S. Court of Appeals (RG), and the U.S. Supreme Court (RG 267) present a number of opportunities for the student of African American and trade labor relations. There are, no doubt, opportunities that this paper overlooks. The scholar with the Guide to Federal Records in the National Archives of the United States in hand can find many more. Finding aids, such as Debra Newman's Black History: A Guide to the Civilian Records in the National Archives and her compilation of Selected Documents Pertaining to Black Workers Among the Records of the Department of Labor and Its Component Bureaus, 1902-1969, as well as Tab Lewis's essay "Labor History Sources in the National Archives" (Labor History, volume 31, numbers 1-2 [Winter-Spring 1990]: 98-104) will be of great assistance to the researcher.

#### Strikes are a pressing need right now. The Coronavirus pandemic disproportionately affected Black Americans – society needs strikes to keep corporations in check. Treisman 20 [“Essential Workers Hold Walkouts And Protests In National 'Strike For Black Lives,’” July 20 2020, Rachel Treisman, Reporter at NPR, <https://www.npr.org/sections/live-updates-protests-for-racial-justice/2020/07/20/893316011/essential-workers-hold-walkouts-and-protests-in-national-strike-for-black-lives>] //TJHSSTAP

**In Chicago, fast food workers marched to a local McDonald's** where multiple workers had tested positive for the virus. **Fast food workers in Florida walked off the job**. **In Durham**, N.C., **crowds observed a moment of silence before breaking into chants calling for $15 an hour**. **They** also **painted "Strike For Black Lives" in block letters on the street**. **In Detroit, workers at five nursing homes participated in a walkout to protest low wages and poor working conditions, exacerbated by the coronavirus pandemic. And in San Francisco, 1,500 janitors walked off the job.** "All over the United States, farmworkers, nurses' aides, hotel housekeepers, Uber, delivery, truck and bus drivers, airport cabin cleaners, Amazon warehouse workers, Walmart associates, and more walked off the job to demand an end to police violence against Black people and call on companies to move beyond tweeting that Black Lives Matter and take real action to improve Black lives," organizers said in a release. A number of Democratic politicians joined in, expressing support in person and through written statements. Senate Minority Leader Chuck Schumer spoke to crowds outside Trump International Hotel in New York, where he pledged to fight for racial and economic equality and passage of the HEROES Act. Sen. Ed Markey, Rep. Joseph Kennedy III and State Rep. Liz Miranda all spoke at a demonstration outside the Massachusetts State House in Boston. Sens. Kamala Harris, Bernie Sanders and Elizabeth Warren also tweeted statements of solidarity. "Racial inequity touches every aspect of life — from economic justice to environmental justice," Harris wrote. "Dismantling the very systems that lead to these injustices won't be easy, but it is possible." Mary Kay Henry, president of the Service Employees International Union — which represents nearly 2 million members in the public sector, health care and property services — told Here & Now that **essential workers were inspired by the movement for Black lives in response to Floyd's death, and sought to unite the fights for racial and economic justice.** She said **they want corporations not just to say they value Black lives, but to show it, such as by paying employees living wages and making sure essential workers have all of the protective equipment they need to safely do their jobs during a pandemic.** Henry cited reports she has heard from SEIU members, positioned on the front lines against the virus, about unsafe working conditions. "**Nursing home workers are still struggling to get personal protective equipment," she said. "Fast food workers are being told to wear doggie diapers instead of being provided masks by their employers when infections occur."** Many of Monday's demonstrations took place outside of McDonald's locations. Employees at a number of locations have accused the company of lacking proper safety precautions, and three Black employees in Florida recently filed a federal civil rights lawsuit against the chain, alleging racial discrimination. The company said in a statement it has enhanced more than 50 restaurant processes and distributed more than 100 million face masks to improve worker safety. "**We're going on strike because McDonald's and other fast-food companies have failed to protect us in a pandemic that has ravaged Black and brown communities across the country,**" said Angely Rodriguez Lambert, an Oakland McDonald's worker and leader in the Fight for $15 and a Union. "We're going to keep joining together and speaking out until McDonald's and other companies respond with actions that show they really value our lives." **Mounting evidence shows the coronavirus pandemic is disproportionately affecting Black, Hispanic and Asian Americans.** Henry told Here & Now that **the dangers posed by the public health crisis have highlighted the need for a unified fight for racial and economic change**, which Monday's widespread demonstrations represent. "I think it's a historic moment, a new level of intersection between our fights," she said. **"The labor movement is owning that until Black communities can thrive, none of us can thrive."**

#### Minority discrimination is not a US-only issue, labor discrimination runs rampant across the world. Specifically in India, strikes allow workers to stand up in the face of caste discrimination. Anjum 21 [“Contractual Workers At IOCL Allege Caste Discrimination; Go On Strike,” 29 July 2021, Tabeenah Anjum, Author for Outlook, https://www.outlookindia.com/website/story/india-news-contractual-workers-at-iocl-allege-caste-discrimination-go-on-strike/389878]

**Several class four workers, mostly from the scheduled caste community, who were working at the Indian Oil Corporation Limited (IOCL) headquarters in Jaipur through a contractor are protesting against alleged caste discrimination faced by their fellow workers.** **On July 27, 2021, a complaint was lodged at A**darsh Nagar **police station in Jaipur by Vikram Pahadiya** **accusing officials of IOCL threatening them of sacking** **on using the washroom**. **The complaint added**, four people were sacked from the job. "**Since last two years, we have felt strong discrimination towards us from the management and the staff.** We have been stopped from using the washroom inside the office. **We clean the office washroom, but we can't use them, because we are Dalits**. We are also not allowed to use the office lift or even the canteen facility. **The washroom that has been designated to us is located outside the building and is in an unhygienic state.** When I arrived office on July 26, the guard stopped me and three others from entering saying that we have been removed from our job. He also mentioned that there is a complaint against us for using office washroom", Vikram Pahadiya, one of the 25 class four employees protesting outside the Jaipur headquarter from last three days told Outlook. Pahadiya has been engaged as a contractual worker at IOCL headquarters for the last seven years and works in the housekeeping section.

#### Despite the array of examples I have presented, the true breadth of inequalities (whether that be socially or economically) present in the world is shocking. The right to strike is essential in attempting to create a better tomorrow in the workplace. To take away from already limited speaking rights of marginalized communities is criminal, let the minorities voice ring free.

## A2

### A2 economy

#### The federal reserve chairman doesn’t see danger in higher wages. Horsley 21

Still, for now, **Federal Reserve chairman Jerome Powell sees little danger of the kind of wage-price spiral that led to runaway inflation in the 1970s.** **Wage gains are likely to level off as more people return to the workforce.** What's more, **many** **employers have found more efficient ways to operate, so pay increases don't automatically have to be passed on to consumers.** "The problem is if it happens in a way that pushes firms broadly into raising prices," Powell told reporters last month. "We don't see that now."

### A2 essential workers

<https://www.researchgate.net/publication/284729449_What_are_the_consequences_when_doctors_strike>

#### Essential workers going on strike is detrimental to overall welfare, specifically the absence of work is irreplaceable in the medical, stats prove. Chima 13

One can argue based on utilitarian principles that **the short term suffering induced by doctor and HCW strikes can be mitigated by the long-term benefits such as improvement of healthcare services for the greatest number of people over time** [2]. Even if the immediate gains are improved wages and conditions of employment for HCWs alone, in the long-term these will translate into better healthcare service delivery to the local community and society-at-large. Similarly a rights based approach to the issue of strikes, would suggest that even though **the goal of bringing about the better healthcare for individual patients or the public at large is a major ethical duty.** There is an equally compelling moral duty to protect and enhance individual rights. Protection of individual rights in employment helps to ensure that no group of citizens, are unfairly discriminated against in the quest for equal rights for all in a democratic society. The impact of doctor and HCW strikes on healthcare service delivery Impact of doctor and HCW strikes on patients Contrary to popular belief, **withdrawal of services or strike actions by doctors and HCWs** **will** **not automatically lead to an increased number of patient deaths or total failure of healthcare service delivery** [2, 17, 41]. In a review of the impact of HCW strikes in different parts of the world, it has been reported that strikes by HCWs may not significantly affect the health of patients, especially where emergency services or alternative service delivery channels such as fee-for-service private care are readily available [2, 14, 17, 41]. More specifically **studies from a doctor's strike in Israel and San Francisco USA, showed that** while **there was increase in the number of patients presenting for emergency care**, **diagnosis and treatment of specific emergency conditions such as acute appendicitis were not severely impacted by HCW strikes** [41]. A more recent study on the impact of strikes on hospital care in a South African hospital showed that there were **less hospital admissions** during a 20-day strike period when compared to 20-day period non-strike period [17]. Further, the gross number of deaths was reduced, although a statistical projection based on the reduced number of hospital admissions showed that there may have been more deaths statistically [17]. The authors concluded that the strike was associated with reduction in quality of healthcare service delivery [17**]. Another study conducted in Sweden during a general strike seemed to show a decrease in mortality rates because of the reduced number of elective surgeries** [41]. Other **studies on strike impact on mental health services in England, Canada and the USA showed that admission rates for people with mental disorders decreased significantly** [41]. **A consumer satisfaction survey among group home residents 12 months before and 12 months after a strike by HCWs showed no difference satisfaction level with the community mental health services** [41]. Other studies, which investigated the impact of doctors, **strike on different socio-economic strata of Israeli society, showed that patients from lower socio-economic groups coped less effectively with strikes and complained of a higher impact on their health as opposed to patients from higher socio-economic strata, perhaps because of affordability of alternative healthcare services.** It was further reported that patients from the lower socio-economic classes were less likely to condemn either party in the strike action [14, 41]. Perhaps observed low impacts of HCW strikes on service delivery in developed countries could be related to the ready availability of alternative channels for obtaining healthcare such fee-for-service private care and emergency services. Contrary to the low impact of HCW strikes in developed countries, anecdotal evidence from newspaper reports and research seem to suggest that strikes by HCW in developing countries are associated with more patient deaths and have a more severe impact on the general population [17, 20, 21, 23, 47]. This is not unexpected considering that these communities may be considered vulnerable populations groups in accordance with UNAIDS criteria for vulnerability [30, 31]. **This evidence buttresses the need for implementation of minimum service agreements in less developed countries to mitigate the impact of doctor and HCW strikes on the local population**, a measure which has been advocated by some local doctors in South Africa [18, 19, 28, 49–51].

#### <https://bmcmedethics.biomedcentral.com/articles/10.1186/1472-6939-14-S1-S5> [Impact of doctor and HCW strikes on patients]