

# **LEARN** **ing** **Together**

SUMMER 2022

# **75** **LEARN**

***NJ Labor Education, 1947-2022***

OFFICIAL NEWSLETTER OF RUTGERS LEARN

# TABLE OF CONTENTS

Message from the Director.....	2
Meet the LEARN Summer Intern 2022.....	4
Faculty Spotlight.....	5
Congratulations 2022 LEARN Graduates .....	6
Feature: 75 Years of NJ Labor Education.....	7
What We've Been Up To - Review of Spring '22 Programs .....	8
What We've Been Up To - Research .....	10
Webinars & Public Programs .....	11
What's on the Menu for Fall 2022? Upcoming Classes and Programs.....	13
White Papers.....	17
LEARN in the News.....	18

## Contact Rutgers LEARN

Judy Lugo, Program Coordinator  
judithwl@smlr.rutgers.edu  
848-932-9504

Todd E. Vachon, Director  
todd.vachon@rutgers.edu  
848-932-9574

Labor Education Center, 50 Labor Center Way, New Brunswick, NJ 08901-8520

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## MESSAGE FROM THE DIRECTOR



Greetings, LEARN community,

Welcome to the Summer 2022 edition of *Learning Together*, the official newsletter of the Labor Education Action Research Network. In this edition, you will find a recap of some of our programs this past spring, including our 75th anniversary graduation ceremony at Rutgers Gardens. You'll also find important information about our upcoming classes and public programming for the Fall. For my Director's message in this issue, I have decided to print my remarks from the 75th anniversary ceremony for those that were not able to attend. Hope you enjoy the remainder of the summer.

### Graduation Remarks

75 years ago, the world was just beginning to recover from the devastation of World War 2. Fascism had been defeated abroad, but fears of a return to the pre-war Depression were in the air as war-time industrial spending began to wind down and employers converted back to domestic commodity production. Like today, labor unrest was widespread. Between 1947 and 1956, there was an average of 350 strikes per year involving more than 1,000 workers. In 1952 alone, 2.7 million workers took part in 470 large-scale work stoppages.

It was during this period of tension, in 1947, that Chapter 307 of New Jersey state laws established at the State University of New Jersey an Institute of Management and Labor Relations (IMLR) with the stated purpose to "promote harmony and cooperation between management and labor, and greater understanding of industrial and labor relations, thereby to enhance the unity and welfare of the people of the State." The statute called for the creation of educational programs for residents of New Jersey in order to bring about among management, labor, and the public a better understanding of their mutual problems and obligations.

Labor Education programs at Rutgers date back at least to 1925, but for the 75 years since the creation of IMLR, its extension arm, currently known as LEARN, has consistently carried out the activities detailed in the statute, including classes such as the Union Leadership Academy, workshops, research projects, conferences, and public talks. These have contributed to New Jersey having one of the most developed labor relations systems in the U.S.



# MESSAGE FROM THE DIRECTOR, CTD

However, as we prepare to mark this 75th anniversary, we can see that labor-management relations are eroding rapidly in other states that lack such educational and research offerings - often in states that previously had programs like LEARN but which were intentionally eliminated or merely budgeted out of existence. We are very fortunate to live in New Jersey. Thanks to the support of policymakers, like Assemblyman Giblan, labor leaders, and management professionals, we have not only survived for 75 years, but in recent years have thrived and expanded our offerings and accessibility through online learning.

For all of your support I want to offer my sincerest thanks to all of you: the students, the graduates, whose participation in this program not only helps you to grow professionally as individuals, but also helps to perpetuate this program for future generations, and helps to make New Jersey a model state for what a fairer economy could look like. When workers have a voice and when management and labor can work together with shared purpose, the whole economy benefits. Not just Wall Street, but Main Street. And your street.

Today, on this 75th anniversary, we celebrate all of you. The spotlight is shining brightly on your accomplishments and achievements. Your commitment to continuing education and being lifelong learners. If recent years and decades have taught us anything, it's that the only real constant is change. And the best way to be prepared for change is to be prepared to learn new things and new ways of thinking.

When the economy closed and public gatherings were blocked in order to protect public health, we all learned together how to use Zoom - It is now a part of our daily lives, and I don't anticipate it going away, but rather evolving, maybe becoming a truly virtual meeting space. When executive orders were issued, we came together in virtual webinar meetings to hear from state agencies and learn the best practices for workplace health and safety. In our labor law classes we learned about the rights of management to require vaccinations and pondered how union stewards would deal with these challenges in such a politically polarized time. Seemingly daily something would change. And we had to learn how to adapt and find new ways of doing things.

At LEARN, we have strived to create learning opportunities. Whether it be certificate programs in labor relations or negotiation and conflict resolution or public webinars on workplace issues, or research reports on the state of labor in New Jersey, our mission today remains what it was in 1947: to "promote harmony" and to "enhance the unity and welfare of the people of the State." And that is exactly what each and everyone of you here today has committed yourselves to. As union leaders, HR professionals, labor relations practitioners, and worker advocates, you all do the very important and often underappreciated work of promoting harmony and enhancing welfare.

Through your own practice every day, each of you is contributing to a greater common good. The sum of the parts is indeed greater than the whole. As I wrap up my remarks here today, I will leave you with a quote from none other than the late, great, Stan Lee: "That person who helps others simply because it should or must be done, and because it is the right thing to do, is indeed without a doubt, a real superhero." To each of you, my superheroes, thank you and congratulations!

# Meet the LEARN Summer Intern 2022

## Pierfrancesco Giannini



**Pierfrancesco Giannini** was born and raised in Florence, Italy. In 2017, he earned an Associate in Arts - Philosophy at Middlesex College. He also served as the student representative on the Board of Trustees, on the Academic, Student, and Diversity Affairs Committee, and as the President of the Philosophy Club at Middlesex. In May 2020, he graduated Summa Cum Laude with the Highest Honors at the School of Management and Labor Relations at Rutgers University with a BS in Labor and Employment Relations. In 2022, with the same success, he earned his Master in Labor and Employment Relations. During his graduate studies, he worked as a teaching and writing assistant at SMLR.

Pierfrancesco is a great fan of Bob Dylan and Bruce Springsteen; he writes music and lyrics and plays acoustic guitar and harmonica. He loves the U.S and is committed to helping his new country live up to the promises of liberty and justice for all as they are enshrined in the Constitution.

# FACULTY SPOTLIGHT

Rebecca Givan



**Rebecca Givan** is an associate professor of Labor Studies and Employment Relations in the School of Management and Labor Relations at Rutgers, the State University of New Jersey. She has published widely on employment relations in health care, comparative welfare states and labor studies in journals such as *Social Forces*, *ILR Review*, and *British Journal of Industrial Relations*. Her recent books include *The Challenge to Change: Reforming Health Care on the Front Line in the United States and the United Kingdom* (2016, Cornell University Press) and *Striking for the Common Good*, with Amy Schragger Lang (2020, University of Michigan Press). She is the president of Rutgers AAUP-AFT, the union of full-time faculty, grad workers and counselors.

Professor Givan has designed and facilitated numerous custom trainings through LEARN for unions in the public and private sectors and will be teaching the Fundamentals of Collective Bargaining course in the NACR program this fall.



# Congratulations 2022 LEARN Graduates !



Message from Bonnie Watson Coleman

Message from Frank Pallone



# 75 Years and Going Strong!

*The following is excerpted from “The IMLR: Labor Education at Rutgers University, 1931–1981,” by Eugene, McElroy*

*Read the complete history [here](#).*

This year, 2022, marks the 75th anniversary of the Institute of Management and Labor Relations (IMLR). It was on June 19, 1947, that New Jersey Governor Alfred Driscoll signed into law Assembly Bill 250-A. Passed against the backdrop of the great postwar strike wave that engulfed the United States, this legislation formally established the IMLR. Its primary mission was to promote "harmony and cooperation between management and labor, and greater understanding of industrial and labor relations, thereby to enhance the unity and welfare of the people of the state." In order to carry out this assignment, the IMLR was authorized to "establish programs in order to develop new material and techniques to aid in carrying on the educational activities."

Labor education at Rutgers University predated the establishment of the IMLR by many years. Without question, Rutgers was one of the early pioneers in the field, along with such institutions as the Brookwood Labor College, the Bryn Mawr Summer School for Women, Milwaukee Labor College, and the educational extension services of the University of California. However, a precise date cannot be fixed owing to changing perspectives of what actually constituted a labor education program.



By broadly defining labor education to mean workers' education or the entry of non-matriculating students onto the college campus to attend university-level classes, one could point to the year 1891. In that year, the Extension Department (more commonly known as "Night School") was established at Rutgers College. Its mission was twofold: to uplift by giving nontraditional students the benefit of exposure to university-level instruction in academic (liberal arts) courses and to generate revenue for Rutgers and the faculty who taught the courses. Ironically, the early extension curriculum offered little in the way of vocational and technical training for workers. Moreover, organized labor's aloofness to the objectives of worker's education explains why the early education extension programs developed in fits and starts. Clinging to the doctrine of "voluntarism" and economic action through collective bargaining, Samuel Gompers and the AFL remained skeptical of the university's role as a positive agent for the immediate economic and social advancement of workers—particularly in light of business ties to most institutions of higher learning. Finally, the Panic of 1893 dried up the pool of potential "working class" students.

[Read the complete history here.](#)



# What We've Been Up To - Spring 2022

## Review of Spring '22 Programs



### ***Union Leadership Academy (ULA) - Spring '22***

#### Mediation and Arbitration Basics (ULA Spring-Session I)

Twenty-four students learned the fundamental skills of mediation and arbitration from Professor James Cooney, Esq. Key elements of the class included determining when and where mediation can be used for position outcomes as well as when mediation may not be the correct path. Students also learned the basics of arbitration, how best to avoid grievances using these skills, and how to be better prepared to handle adversarial situations. The course involved a mix of lectures and role-play.

#### Communications and Media Skills (ULA Spring-Session II)

Eighteen students learned about the most effective ways to get their message across to an intended audience by communicating in a clear, concise, and informative manner. Through a mix of lecture, discussion, role play, and group projects, students improved their ability to communicate in a variety of formats, from speaking in public forums to writing op-eds, engaging the traditional press, and using social media tools. Students also heard from special guest lecturers with expertise in each of these forms of media.

### ***Labor and Employment Relations Certificate Programs - Spring '22***

#### Public Sector Labor Relations Certificate Program

Forty-four students completed the *two* courses offered in the PSLR program in the Spring of 2022, including Public Sector Contract Interpretation and Scope of Negotiations.

#### Labor and Employment Law Certificate Program

Twenty-seven students completed the *four* courses offered in the LEL program in the Spring of 2022, including *Workers Compensation, Workplace Investigations & Interviews - An Overview, Bias, Harassment & Discrimination, and a Leave and Absence Workshop.*

# What We've Been Up To - Spring 2022

## Review of Spring '22 Programs, c'td



### Negotiation, Arbitration, and Conflict Resolution Certificate Program

Twenty-two students completed the four courses offered in the NACR program in the Spring of 2022, including *Grievance Arbitration I*, *Grievance Arbitration II*, *Interest Based Bargaining*, and *Strategic Grievance Handling and Contract Enforcement*.

### Webinars and Public Programs - Spring '22

Workers and Communities in Transition:  
A Discussion with the Just Transition Listening Project

**RUTGERS**

School of Management  
and Labor Relations

Center for Global Work and Employment



**CENTER for  
ENVIRONMENTAL JUSTICE**  
COLORADO STATE UNIVERSITY

Co-sponsored with the Center for Global Work and Employment at Rutgers SMLR and the Center for Environmental Justice at Colorado State University, LEARN hosted a webinar with the lead researchers and authors from the Just Transition Listening Project. The findings from their report, which was conducted in partnership with the Labor Network for Sustainability, underscore a critical point in the shift to much-needed climate policies: Workers and their communities must not be left behind in the transition to a green economy and, in fact, their role in the process of developing a just transition is critical to making it work fairly.

# What We've Been Up To: Research

## NJ State of Labor Report

Union density in the United States in 2021 is only a fraction of what it was in the years immediately following World War II. Organized labor hit its highwater mark when 35% of workers belonged to a union in 1953. Today just 10.3% of all workers are unionized in the US, with the rate even lower in the private sector—just 6.1%. Public sector workers have fared better and maintain a unionization rate of 33.9% nationally. However, New Jersey workers have maintained higher unionization rates than most other states, with total union density at 16.1%—making it the sixth most unionized state in the U.S.

Learn more about the current state of labor in the Garden State by reading LEARN's 2022 NJ State of Labor Report [HERE](#).



## AFT Back to School for All

The United States has seen an unprecedented decline in student enrollment in public schools, colleges, and universities over the past few years. The National Center for Education Statistics reported approximately 1.5 million fewer K–12 students attending public schools in 2020–21 compared with the previous school year—a decline of roughly 3 percent. Various disruptions triggered by COVID-19 and remote learning were identified as major factors driving many families to leave public schools. To combat those trends, the American Federation of Teachers launched a massive “Back to School for All” initiative in the summer of 2021.

LEARN surveyed and interviewed participants in the program and authored the cover article for American Educator magazine offering key insights for educators, school boards, superintendents, university leaders, and others eager to reverse these trends and ensure that public education remains an essential component of American democracy.

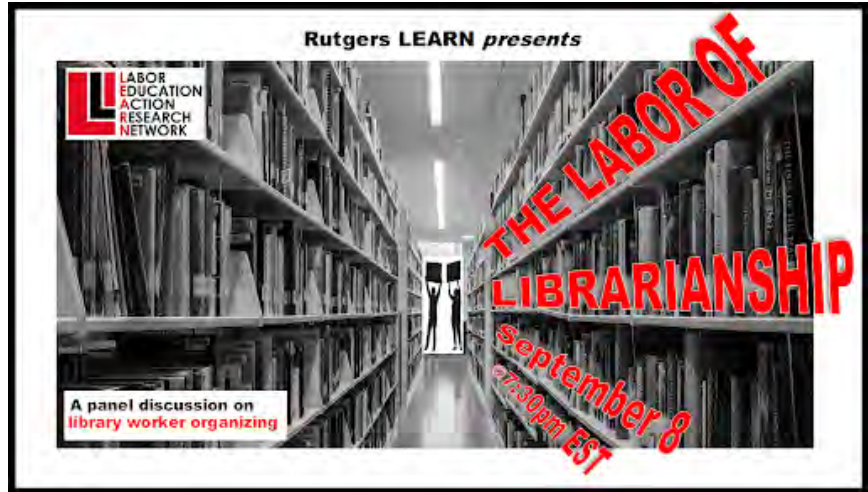
Read the full report [HERE](#).

More research and reports can be read on the LEARN website, [HERE](#).



# Upcoming Webinars and Public Programs

## The Labor of Librarianship: A Panel Discussion on Library Worker Organizing



On September 8 at 7:30 pm, LEARN will host an online panel on the major issues facing libraries and library employees, as well as some of the ways librarians have been organizing to build stronger and more accessible public institutions with good jobs that give workers a voice. Panelists include librarians that have been organizing at their local libraries in recent years. More details and registration link coming soon - Tickets [here!](#)

## From Wharf Rats to Lords of the Docks - A Play about Harry Bridges, by Ian Ruskin



November 8th at the Philip J. Levin Theater, Rutgers University, New Brunswick

Rutgers LEARN is partnering with the Mason Gross School of the Arts to present “Bridges,” a play by Ian Ruskin, on November 8 at 7:30pm in the Philip J. Levin Theater at Rutgers University, New Brunswick. The show is free to the public, but interested parties should secure tickets in advance through the box office as seating will be limited. From Wharf Rats to Lords of the Docks is a multi-media one-man play that tells the story of Harry Bridges and his life’s work, through his passions, struggles and his wicked sense of humor. With many of his own words - from childhood stories of Australia to waterfront speeches during the 1934 strike to confessions of loss during his divorces and bouts of drinking - it brings Harry to life as a visionary but very human man. This 65-minute story was written under the watchful eye of leading scholars, ensuring that it is accurate as well as entertaining. The play takes you through some of America’s most turbulent times with one of its most dynamic human beings as your guide.



## To Begin the World Over Again: The Life of Thomas Paine - A Play by Ian Ruskin



November 8th at the Philip J. Levin Theater, Rutgers University,  
New Brunswick

Rutgers LEARN is partnering with the Mason Gross School of the Arts to present “*Paine*,” a play by Ian Ruskin, on November 7 at 7:30 pm in the Phillip Theater at Rutgers University, New Brunswick. The show is free to the public, but interested parties should secure tickets in advance through the box office as seating will be limited.

*To Begin the World Over Again: the Life of Thomas Paine* is the very personal story of one of history’s most misunderstood men. His was a world throwing off the dogma and superstitions that had ruled the lives of the masses for centuries and was now embracing the Age of Enlightenment.

It was Paine’s writings, in short, simple sentences, understood by those masses, which changed the world. Excerpts from his great works are read throughout the play and elicit gasps from audiences because they are so alive and relevant today.

And this is a story of history made out of blood and toil, of disasters when the timing is off and triumphs when it falls into place, and of happenings that would be hard to believe were they not actually true. And through it all Paine maintained an optimism that we could actually “begin the world over again.”



# What's on the Menu for Fall 2022?

## UNION LEADERSHIP ACADEMY

First Session:

*Labor and Politics*

[Click here to register](#)

Dates: Wednesdays, September 21 - October 26

Time: 5:30 p.m. - 8:30 p.m. (EST)

*Instructor: Bob Russo*

The political process is one of the most effective ways for unions and workers to promote their agendas at the state and local level. In this ULA class, students will learn how to identify issues to create an effective political agenda of their own; explore how the political and bill making process works; learn how coalitions can be built around issues; and learn best practices for effectively lobbying to gain support for their issues. Through this course, students will gain an understanding of New Jersey's political arena and legislative process, how citizens' ideas become law, and how organized labor shapes legislation through direct action, coalition building, and lobbying.

Second Session:

*Pop Culture and Labor: the Working Class in Film*

[Click here to register](#)

Dates: Tuesdays, November 15 - December 20

Time: 5:30 p.m. - 8:30 p.m. (EST)

*Instructor: Steven Manicasteri*

This class will use the depiction of labor and the working class in contemporary film to explore the core concepts of class, inequality, and political economy in the contemporary United States and beyond. Students will learn how to engage popular culture with a critical lens, identifying and often questioning the key underlying assumptions that permeate the films, television shows, novels, and music we encounter every day. These tools will help prepare leaders and activists to be better and more effective organizers and educators in their organizations and movements. The class will include a mix of film viewing, lecture, and group discussion.



**Have friends or colleagues who may be interested in LEARN programs? Like and share our courses on Facebook and Twitter!**

# Fall 2022 Labor & Employment Law Certificate Program

## *Labor and Employment Law: An Overview*

[Click here to register](#)

Friday, September 23, 2022

Time: 9 a.m. - 2 p.m. (EST)

*Instructor: Tamara Lee, Esq.*

The LEL Overview Course will set the stage for all the classes that follow, as listed below. The course should provide a general overview of all the major areas of labor and employment law (as listed in the class description and the titles of the classes listed below). What does the legal landscape look like? What are the major laws or rulings that set the rules for each of the major areas of LEL? What agencies are at play in enforcing or adjudicating disputes in each area? Are the rules mostly legislated at the state or federal level for each of the major areas of LEL? Also, seeing as how we do not have a course dedicated to "labor law" in the sequence this year, this class could go into greater detail covering that topic (e.g. Private Sector, Public sector - state and federal, etc.

## *Employment Relationships from Start to Finish*

[Click here to register](#)

Friday, October 21, 2022

Time: 9 a.m. - 2 p.m. (EST)

*Instructor: Melanie Lipomanis, Esq.*

An overview of state and federal laws that intersect all phases of the employment relationship from pre-hire through termination. Learn the critical points in the employment process where litigation arises, and how to protect the rights of employees, supervisors, and employers.

## *Constitutional Rights and the Workplace*

[Click here to register](#)

Friday, November 18, 2022

Time: 9 a.m. - 2 p.m. (EST)

*Instructor: James Cooney, Esq.*

Covers the reach of Constitutional protections at the workplace, what is protected and what isn't, including free speech, rights to privacy, whistle-blowing, testing and other issues. Also reviews the implications of the appeal to free speech protections in recent decisions, e.g., Janus v. AFSCME.

## *Leave and Absence Workshop*

[Click here to register](#)

Thursday, December 15, 2022

Time: 9 a.m. - 2 p.m. (EST)

*Instructor: Rosemarie Ciparullo, Esq., J.D.*

Explores types of protected leave available to workers: how to prosecute & defend discipline for absenteeism related charges. Covered subjects: excessive absenteeism; abuse of sick time; granting leaves of absence; right of employers to require proof of illness, confidentiality of such information; statutory leave protections; Fitness for duty examinations and bargaining leave provisions.



**Have friends or colleagues who may be interested in LEARN programs? Like and share our courses on Facebook and Twitter!**

# Fall 2022 Public Sector Labor Relations Certificate Program



## *Public Sector Labor Law: An Overview*

[Click here to register](#)

Friday, September 30, 2022

Time: 9 a.m. - 2 p.m. (EST)

*Instructor: Leonard Schiro, J.D., Nova Southeastern*

This course will explore the fundamentals of public sector labor law, with a special focus on the New Jersey Employer-Employee Relations Act. Participants will receive an overview of key public sector legal concepts, practices, and procedures, with topics including the role of administrative agencies, scope of negotiations, representation cases, unfair practices, and impasse procedures.

## *Public Sector Collective Bargaining*

[Click here to register](#)

Thursday, November 3, 2022

Time: 9 a.m. - 2 p.m. (EST)

*Instructor: Mary Beth Hennessey-Shotter, Esq.*

The history of public sector unionism and an overview of the theory and practice of collective public sector representation and bargaining in the United States since the 1960s. Are public sector unions the same as or different from private sector unions? In what ways? With what consequences? Are they essential to our democracy or obstacles to it?

## *PERC Policies and Procedures*

[Click here to register](#)

Thursday, December 8, 2022

Time: 9 a.m. - 2 p.m. (EST)

*Instructors: Mary Beth Hennessey-Shotter, Esq. and Joseph Blaney, Esq.*

This course will review the basic procedures for the filing of petitions and charges with PERC. Topics include filing unfair practice charges; and filing petitions regarding representation issues, scope of negotiation issues, notices of impasse requesting mediation, as well as petitions requesting interest and grievance arbitration.



**Have friends or colleagues who may be interested in LEARN programs? Like and share our courses on Facebook and Twitter!**

# Fall 2022 Negotiation, Arbitration, and Conflict Resolution Certificate Program



## *Fundamentals of Collective Bargaining*

[Click her to register](#)

Thursday, September 29, 2022

Time: 9 a.m. - 2 p.m. (EST)

*Instructor: Rebecca Givan*

An overview of the key aspects of collective bargaining including negotiation strategy and bargaining processes. We will develop an understanding of the bargaining process from preparation before bargaining to the ratification of a new contract.

## *Conflict Resolution at the Workplace*

[Click here to register](#)

Thursday, October 27, 2022

Time: 9 a.m. - 2 p.m. (EST)

*Instructor: Saul Rubinstein*

This course looks at different models of labor-management cooperation and surveys ways to reduce dysfunctional conflict at the workplace, in the grievance process, and at the bargaining table.

## *Countering and Preventing Harassment*

[Click here to register](#)

Friday, December 2, 2022

Time: 9 a.m. - 2 p.m. (EST)

*Instructor: James Cooney*

This class will cover the various federal and state laws prohibiting workplace harassment based on sex, race, religion, LGBTQ+ status, and other protected categories. We will cover the implementation of employer policies aimed at preventing harassment, and in conducting effective investigations to remedy employee complaints. Finally, we will review the topic from the perspective of labor unions, including compliance with the duty of fair representation.



**Have friends or colleagues who may be interested in LEARN programs? Like and share our courses on Facebook and Twitter!**

# White Papers



To commemorate our 75th anniversary, LEARN launched a white paper series titled “*A Better Tomorrow: Research & Reflections on the Past, Present, and Future of Workers.*” The contributions include original research, reflections from scholars and practitioners, and chapters from forthcoming books by LEARN-affiliated faculty, students, and friends. You can read the full call for papers as well as the first few white papers on the LEARN webpage, [here](#).

## VETERAN DISCOUNT



The Labor Education Action Research Network (LEARN) at Rutgers University is **proud to honor our veterans and active-duty military personnel by offering a 10% discount on all classes and certificate programs.** To "LEARN" more about our course offerings, visit our Courses and Certificate Programs page. To register for classes and use the veteran discount, email [learn@work.rutgers.edu](mailto:learn@work.rutgers.edu) or call 848-932-9504.

## Custom Training Programs Targeted to Your Needs

LEARN offers customized training programs for labor unions and joint training programs for labor and management. The customized training programs begin with consultation sessions with our faculty members, in which they learn and assess your needs. After understanding your particular needs, we design the curriculum specifically to meet your needs and deliver the programs at times and in locations convenient to your organization.

To learn more, email [learn@work.rutgers.edu](mailto:learn@work.rutgers.edu) or call (848) 932-9504.



# Learn in the News

- CNN Business** "[Union Vote at Arizona Starbucks Put on Hold](#)" *February 16, 2022*
- CNN Business** "[This New Union Boss Could Start the Biggest Strike in Decades](#)" *March 22, 2022*
- North Jersey.com** "[NYC Hospital Workers Union expands to NJ as Covid helps fuel labor push.](#)" *March 25, 2022*
- AP News** "[After Spate of Strikes, big raises for Kellogg workers](#)" *March 30, 2022*
- NJ Indy.com** "[Inside the Efforts to Unionize at New Jersey Starbucks locations](#)" *April 21, 2022*
- NJ Spotlight News** "[Hopewell Starbucks employees are first to unionize in NJ](#)" *April 26, 2022*
- NJ Spotlight News** "[Union Movement revved up by Starbucks, cannabis workers](#)" *May 3, 2022*
- NJ.COM** "[N.J. Workers are unionizing at one of the fastest rates in the nation, new report says.](#)" *May 7, 2022*
- NJ 101.5** "[Labor Victories at Starbucks may be sign of more to come](#)" *May 15, 2022*
- NJ BIZ** "[NJ job market improves, but gains are uneven](#)" *May 16, 2022*
- AP NEWS** "[Railroad talks stall, so Biden likely to pick review board](#)" *June 14, 2022*
- AXIOS PRO** "[What workers really want: raises that beat inflation](#)" *June 15, 2022*
- CNN BUSINESS** "[Already strained supply chain at risk in ongoing port labor talks](#)" *June 20, 2022*
- INSIDER NJ** "[Can Murphy surf labor's big wave into the White House?](#)" *June 23, 2022*
- TIMES UNION** "[Nonprofit, human services workers are starting to unionize](#)" *June 26, 2022*
- NJ BIZ** "[New Jersey nonprofits receive 1.5M from Bank of America](#)" *July 20, 2022*
- CBS NEWS** "[Medieval Times performers in New Jersey vote to unionize amid statewide trend](#)" *July 22, 2022*
- GOTHAMIST** "[Jousting with management? Medieval Times cast may join NJ's growing unionized workforce Friday](#)" *July 14, 2022*
- NJ SPOTLIGHT NEWS** "[Montclair Starbucks workers are latest to vote on unionization](#)" *July 15, 2022*
- NORTH JERSEY.COM** "[Lyndhurst's Medieval Times Workers vote to form chain's first union](#)" *July 17, 2022*
- Insider NJ 2021** "[Labor Issue of Insider NJ](#)" *undated*