

Vita

Ken Margolies

Employment

1998-present	Cornell University, School of Industrial and Labor Relations, Division of Extension and Outreach, NYC, <u>Director of Organizing Programs</u>
1986-present	Margolies and Potterton Staff Recruiting, <u>Executive Recruiter</u>
1997-1998	SEIU Local 144, New York City, <u>Consultant/Negotiator</u>
1993-1997	International Brotherhood of Teamsters, Washington DC, <u>Director of Education</u>
1986-1993	Cornell University, School of Industrial and Labor Relations, Division of Extension and Outreach, NYC, <u>Director of Labor Programs</u>
1980-1986	Communications Workers of America, Washington DC, <u>Organizing Director</u>
1978-1979	Association of Flight Attendants, Washington DC, <u>Bargaining Representative</u>
1972-1978	SEIU Local 715, San Jose, California, <u>Senior Field Representative</u>

Memberships

- International Brotherhood of Teamsters Local 295,
- Service Employees International Union Local 715,
- Communications Workers of America Locals 2025 and 6821,
- New York State United Teachers,
- New York Committee on Occupational Safety and Health (NYCOSH),
- Association for Union Democracy (AUD),
- Jewish Labor Committee,
- New York State Labor History Association (NYSLHA).

Articles

Labor Studies Journal, *Invisible No More, The Role of Training and Education in Increasing Union Activism of Chinese Home Care Workers in Local 1199SEIU UHWE*

Stewards Update, One page instructional articles for, "Stewards Update", which is mailed monthly to thousands of union stewards throughout the United States. My articles and links to see them on Cornell's digital commons are below:

"Why Contracts Can Be Hard To Interpret"
<http://digitalcommons.ilr.cornell.edu/articles/117>

"Time Management for Stewards"
<http://digitalcommons.ilr.cornell.edu/articles/84>

"Uniting a Divided Workforce"
<http://digitalcommons.ilr.cornell.edu/articles/81>

"Building Membership Participation"
<http://digitalcommons.ilr.cornell.edu/articles/86>

"Creative Pressure Tactics"
<http://digitalcommons.ilr.cornell.edu/articles/85>

" Working It Out"
<http://digitalcommons.ilr.cornell.edu/articles/79>

"Robo the Steward"
<http://digitalcommons.ilr.cornell.edu/articles/77>

"Talking vs. Communicating"
<http://digitalcommons.ilr.cornell.edu/articles/78>

"Representing Difficult People"
<http://digitalcommons.ilr.cornell.edu/articles/83>

"The Steward's Role in Bargaining"
<http://digitalcommons.ilr.cornell.edu/articles/82>

"Creative Problem Solving"
<http://digitalcommons.ilr.cornell.edu/articles/80>

"Communicating Across Cultures"
<http://digitalcommons.ilr.cornell.edu/articles/76>

Screen Actor's Guild Magazine, *Labor's Image in Hollywood Movies.*

Reports, manuals

- **Local 1199SEIU United Healthcare Workers East, Delegates Manual**

180 page comprehensive manual for Union Delegates (stewards). Not released yet.

- **Local 1199SEIU United Healthcare Workers East, Grievance Guide**

Co-authored with Damone Richardson. The 1199SEIU UHWE Grievance Guide provides information and advice on handling five types of common grievances based on a comprehensive review of arbitration decisions on 1199 cases brought under their major contracts.

- **Report on Training Needs of Migrant Farm Workers in the mid Hudson Valley, NY**

Co-authored with Jessica Govea Thorbourne and Maria Figueroa. Funded by a grant from the Hudson Catskill Workforce Development Center.

- **Diversity Training Manual**

Training exercises on diversity for labor unions. Funded by a grant from the Joseph A. Beirne Foundation.

Videos

I helped develop the concept for the videos below and worked on the script and casting and assisted with directing and edited when they were filmed.

- **Turn it Around, Teamster Stewards Solving Problems on the Job.**

- **Actions Speak Louder than Words,** for International Brotherhood of Teamsters.

- **Power @ Work, Building a Teamster Member to Member Network.**

- **Meetings, how not to do them,** for Local 1199SEIU UHWE.

I was consulted by the American Federation of State County and Municipal Employees (AFSCME) when they created videos based on the Teamster videos Turn it Around and Power @ Work. The AFSCME videos are titled, Unhappy Holidays and Power @ Work.

Selected Courses and Workshops Designed

- Assertive Grievance Handling
- Basic and Advanced Stewards Training
- Capacity Building
- Collective Bargaining
- Cross Cultural Communications
- Dealing with Difficult Union Members
- Habits and Skills of Successful Union Representatives
- How to Get Along with Your Union. For HR and Labor Relations Directors from various parts of the world through the World Trade Institute
- Internal Organizing
- Labor Relations and Collective Bargaining in the United States. For visiting delegates of labor leaders from China
- Listening for Effective Union Work
- Management skills for Union Leaders
- Organizing Strategies and Tactics
- Problem Solving
- NAFTA and its affect on unions (upon returning from Mexico where I interviewed Mexican Unionists about NAFTA).
- Running Effective Meetings
- Time Management
- Situational Supervision Skills for Labor Leaders
- Train-the-Trainer and activist training for Chinese speaking home care members of Local 1199SEIU UHWE. Habits and Skills of Successful Union Representatives. Working with a team of 1199 Delegates and translators designed course in Chinese for union members to become involved in their union. Prepared union member facilitators to lead the classes.
- Uniting a Divided Union (in cooperation with CWA which gave me access to numerous officers and staff of CWA to gather information on which to base the course).
- Use of Video in Labor Education (students wrote and filmed their own videos)