

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

[Young + Old = Union Power](#)

Author: Ken Margolies

Publication: [Articles & Chapters](#)

Date: 2010

[Bridging Cultural Differences](#)

Author: Ken Margolies

Publication: [Articles & Chapters](#)

Date: 2008

[Invisible No More: The Role of Training and Education in Increasing Union Activism of Chinese Home Care Workers in Local 1199SEIU United Healthcare Workers East \(UHE\)](#)

Author: Ken Margolies

Publication: [Articles & Chapters](#)

Date: 2008

[Why Contracts Can Be Hard To Interpret](#)

Author: Ken Margolies

Publication: [Articles & Chapters](#)

Date: 2007

[Talking vs. Communicating](#)

Author: Ken Margolies

Publication: [Articles & Chapters](#)

Date: 2006

[Who Says Labor is Dead?](#)

Author: Ken Margolies

New York Daily News Op Ed

Date: January 22, 2006

[Communicating Across Cultures](#)

Author: Ken Margolies

Publication: [Articles & Chapters](#)

Date: 2005

[Making Your Goals Clear](#)

Author: Ken Margolies

Publication: [Articles & Chapters](#)

Date: 2004

[Strategic Grievance Handling](#)

Author: Ken Margolies

Publication: [Articles & Chapters](#)

Date: 2004

[Assertive Grievance Presentation](#)

Author: Ken Margolies

Publication: [Articles & Chapters](#)

Date: 2003

[Working It Out](#)

Author: Ken Margolies

Publication: [Articles & Chapters](#)

Date: 2003

[Robo the Steward](#)

Author: Ken Margolies

Publication: [Articles & Chapters](#)

Date: 2003

[Creative Problem Solving](#)

Author: Ken Margolies

Publication: [Articles & Chapters](#)

Date: 2002

[The Steward's Role in Bargaining](#)

Author: Ken Margolies

Publication: [Articles & Chapters](#)

Date: 2001

[Uniting a Divided Workforce](#)

Author: Ken Margolies

Publication: [Articles & Chapters](#)

Date: 2001

[Training Needs Assessment of Farm Workers in Orange and Sullivan Counties, NY](#)

Author: Ken Margolies

Publication: [Articles & Chapters](#)

Date: 2001

[Representing Difficult People](#)

Author: Ken Margolies

Publication: [Articles & Chapters](#)

Date: 2000

[Creative Pressure Tactics](#)

Author: Ken Margolies

Publication: [Articles & Chapters](#)

Date: 1998

[Time Management for Stewards](#)

Author: Ken Margolies

Publication: [Articles & Chapters](#)

Date: 1998

[Building Membership Participation](#)

Author: Ken Margolies

Publication: [Articles & Chapters](#)

Date: 1997

[Silver Screen Tarnishes Unions](#)

Author: Ken Margolies

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.

□ **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.
- An Inside Look at Collective Bargaining
- Grievance Handling – the case of the missed assignment

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)