



21ST CENTURY DEBATE

A DEEPER LEARNING APPROACH TO DEBATE EDUCATION

Upcoming Debate Event

There is a debate tournament that is within driving distance for our students to compete. The Wilson Wyatt Debate League has a tournament on February 11th, which we should try to attend.

Here are some answers to the questions you might be thinking of...

Who: High school and middle school students

Divisions = Novice*, JV, and Varsity.

*Novice = fewer than three tournaments of any experience in speech/debate.

Note: *I think this includes the "skills" debate events as well as the public forum debates.*

What: Public forum debate (2 vs 2 debate)

Topic: Right-to-Work laws (& impact on Labor Unions) = undesirable.

Note: *PRO = RTW laws are Undesirable / CON = RTW laws are desirable.*

When: February 11, 2023 (8am to 5pm - later if someone makes it to "finals")

Where: Trinity High School (Address: 4011 Shelbyville Rd, St Matthews, KY 40207)

How/Why: An opportunity to debate in person and enjoy competition to build/sharpen our skills.

Cost: \$5 per person (and \$50 per judge needed*)

*They have a limited number of judges available. We need 1 judge for every 1-2 teams, so if we bring 6 people, which is 3 teams then we need to have two judges to cover that. FYI

What is Needed:

- 1.) Students to enroll (Requires creating an account at tabroom.com).
- 2.) Students to prepare (We will discuss arranging an online workshop).
- 3.) Parent(s) to volunteer*

*This includes transportation and judging (no experience required).

Note: *We can train parents to serve as a judge without much time/effort for the parent.*

For more information:

Coach Bill (billeddy@21stcenturydebate.org)

On the pages that follow are some potentially helpful facts that will need to be researched and verified, but worth taking the time to read/study...



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Here are some of the benefits of labor unions:

1. **Improved wages and benefits:** Unions are able to negotiate higher wages and better benefits for their members. For example, the average union worker earns 10-20% more than non-union workers in the same occupation.
2. **Job security:** Unions can negotiate contract provisions that protect their members from layoffs and job loss. For example, in unionized workplaces, it is often more difficult for employers to lay off employees or close plants.
3. **Safer working conditions:** Unions advocate for safe working conditions and can negotiate contract provisions that ensure their members' safety on the job. For example, the Occupational Safety and Health Act (OSHA) was created with the support of unions to protect workers from dangerous working conditions.
4. **Fair treatment:** Unions can negotiate contract provisions that ensure fair treatment for their members. For example, unions often negotiate for strict seniority systems which ensure that the most senior workers are the last to be laid off or have first chance for promotions.
5. **Health care:** Unions often negotiate for better health care benefits for their members. For example, many union contracts include provisions for free or low-cost health insurance.
6. **Pensions:** Unions often negotiate for better pensions for their members. For example, many union contracts include provisions for defined-benefit pension plans, which provide a guaranteed level of income in retirement.
7. **Equality:** Unions advocate for equality in the workplace and can negotiate for contract provisions that ensure equal pay for equal work and prevent discrimination on the basis of race, gender, sexual orientation, and other factors.
8. **Professional development:** Unions can negotiate for contract provisions that provide opportunities for professional development and training for their members.
9. **Political advocacy:** Unions advocate for policies and laws to benefit working people, such as minimum wage laws, fair labor standards, and workers' compensation.
10. **Social justice:** Unions advocate for social justice issues and can use their collective power to make positive changes in society.



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Here are some of the disadvantages/harms of labor unions:

1. **Increased labor costs:** Unions often negotiate for higher wages and benefits for their members, which can lead to increased labor costs for employers. This can be a disadvantage for businesses, particularly in industries with thin profit margins. For example, a unionized company may have higher labor costs than a non-unionized competitor, making it less competitive in the marketplace.
2. **Reduced flexibility:** Unions often negotiate for strict work rules and job classifications, which can limit an employer's ability to change operations or respond to market conditions. For example, a unionized company may be unable to adjust production schedules or shift assignments to meet customer demand.
3. **Reduced productivity:** Unions can create a more rigid work environment, where employees are not motivated to work as efficiently or effectively. For example, a unionized company may have less flexibility to implement new technologies or work methods that could increase productivity.
4. **Strike actions:** Unions have the power to call for strikes, which can disrupt operations and lead to lost revenue for employers. For example, a strike by a unionized workforce can lead to production shutdowns, delayed deliveries, and loss of customers.
5. **Increased legal costs:** Employers may face increased legal costs as a result of disputes with unions, such as grievances, arbitration, and unfair labor practice charges. For example, a company may have to hire legal representation to defend against a charge brought by a union.
6. **Reduced competitiveness:** A unionized company may be less competitive in the marketplace due to increased labor costs and reduced flexibility. For example, a unionized company may not be able to adjust prices as quickly as non-unionized competitors, making it less able to compete on price.
7. **Inefficient allocation of resources:** Unions may push for wages and benefits that are not in line with market conditions, leading to inefficiency in the allocation of resources. For example, a union may push for higher wages for occupations that don't require high levels of skill or education, leading to overpayment for that job.
8. **Reduced innovation:** Unions can create an environment where employees are not motivated to innovate, as the union may have already negotiated strict work rules and job classifications. For example, a unionized company may be less likely to implement new technologies or work methods that could increase productivity.
9. **Reduced hiring:** Companies may be less likely to hire new employees or expand operations if they are unionized, due to increased labor costs and reduced flexibility.
10. **Reduced profitability:** Unions can lead to reduced profitability for companies, as increased labor costs and reduced flexibility can cut into profits. For example, a unionized company may have to raise prices to cover increased labor costs, making it less competitive in the marketplace and potentially leading to a loss of market share.



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[PRO] Here are some of the disadvantages/harms of Right-to-Work (RTW) Laws:
IMPORTANT: RTW Laws are opposed to labor unions!

1. **Decreased worker wages:** Right-to-work laws can lead to decreased worker wages as unions may have less power to negotiate higher wages and benefits for employees.
2. **Decreased worker benefits:** Right-to-work laws can lead to decreased worker benefits such as health insurance, retirement plans, and paid time off as unions may have less power to negotiate these for employees.
3. **Decreased worker safety:** Right-to-work laws can lead to decreased worker safety as unions may have less power to advocate for safer working conditions.
4. **Decreased union membership:** Right-to-work laws can lead to decreased union membership, which can be detrimental for workers as they may have less representation and bargaining power.
5. **Increased income inequality:** Right-to-work laws can increase income inequality as unionized workers tend to earn higher wages/benefits than non-unionized workers.
6. **Decreased job security:** Right-to-work laws can lead to decreased job security as unions may have less power to advocate for job protection and stability.
7. **Increased political influence of business:** Right-to-work laws can increase the political influence of business as unions may have less power to advocate for policies that benefit workers.
8. **Decreased worker solidarity:** Right-to-work laws can lead to decreased worker solidarity as employees may be less likely to support each other and work together to improve their working conditions.
9. **Decreased investment in public services:** Right-to-work laws can lead to decreased investment in public services such as education and infrastructure as unions may have less power to advocate for these.
10. **Decreased social mobility:** Right-to-work laws can lead to decreased social mobility as unionized jobs tend to have better wages, benefits, and opportunities for advancement than non-unionized jobs.



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[CON] Here are some of the advantages/benefits of Right-to-Work (RTW) Laws:
IMPORTANT: RTW Laws are opposed to labor unions!

1. **Increased economic growth:** Right-to-work laws can lead to increased economic growth by making it easier for businesses to operate and create jobs in states that have such laws.
2. **Increased job opportunities:** Right-to-work laws can lead to an increase in job opportunities by making it more attractive for businesses to locate in states that have such laws.
3. **Increased worker freedom:** Right-to-work laws give employees the freedom to choose whether or not to join a union and pay union dues.
4. **Lower union membership:** Right-to-work laws can lead to lower union membership, which can be beneficial for businesses as they may have to deal with less union-related regulation and bureaucracy.
5. **Lower labor costs:** Right-to-work laws can lead to lower labor costs as businesses may not have to pay union dues and may be able to negotiate lower wages with employees who are not in unions.
6. **Increased competition:** Right-to-work laws can increase competition among businesses, which can lead to better products and services for consumers.
7. **Increased worker mobility:** Right-to-work laws can increase worker mobility as employees may be more willing to move to states with such laws in order to have more job opportunities.
8. **Increased productivity:** Right-to-work laws can lead to increased productivity as businesses may not have to deal with union-related strikes and other disruptions.
9. **Increased consumer choice:** Right-to-work laws can increase consumer choice as businesses may offer more products and services at lower prices.
10. **Increased state and local tax revenues:** Right-to-work laws can increase state and local tax revenues as businesses may be more willing to locate in states with such laws, which can lead to more economic activity and more taxes being paid.