

PHIL SPARKS

Phil is a Co-founder and Vice President of the Washington, DC-based Communications Consortium Media Center. CCMC is a public interest media organization, funded by foundations, that provides technical assistance and media advice to other non-profits. Phil is the family issues coordinator of CCMC.

For more than a decade he has worked on issues like child care, family leave, learning disabilities, adoption reform, and family health. Previously, Phil has been Associate Director of the U.S. Census Bureau, chief-of-staff to a Congressman, Director of Public Affairs for AFSCME, the state and local government union, and Associate Director of the President's Commission on Pension Policy.

BETH SHULMAN

Beth Shulman is the author of *The Betrayal of Work: How Low-Wage Jobs Fail 30 Million Americans* (September 2003, The New Press), a revealing examination of low-wage work in the United States.

Shulman currently works with the Russell Sage Foundations Social Inequality and Future of Work Projects and co-chairs the Fairness Initiative on Low-Wage Work, a project to increase public awareness about the problems of low-wage work and the need for policy change to respond to this issue. She also is a consultant to labor unions and non-profit organizations on strategic management and public policy issues. She speaks throughout the country and lectures at conferences and universities on low-wage work, inequality, workplace issues, business-labor relations, work/family conflicts, employment discrimination and the role of unions in our society. She was an adjunct professor at the School of Business and Public Management at The George Washington University.

For twenty- two years, Shulman served in various positions with The United Food and Commercial Workers International Union including thirteen years as a Vice President and Director of the UFCWs Health Care, Insurance, Finance and Professional Employees Division. She began her career as a civil rights lawyer in Memphis, Tennessee focusing on employment discrimination and school desegregation cases.

Shulman served on President Clintons Advisory Council for School to Work Opportunities. She was a Trustee of the Board of the National Planning Association, a member of the Domestic Strategy Group of the Aspen Institute and an Executive Board member of the Industrial Relations Research Association. She currently serves on the Executive Boards of the National Employment Law Project, the Financial Markets Center, American Rights at Work, the Economic and Social Research Institute, Wider Opportunities for Women, Ayuda and the Perry School Community Services Center.

Shulman has appeared on numerous T.V. and radio programs including PBS *Now with Bill Moyers*, CNN's *Lou Dobbs Tonight*, *ABC Nightly News* and NPR's *Talk of the Nation* and *Marketplace*. Her recent publications include *Trickling Up*, *TomPaine.com*, September 23, 2005, *As Goes Wal-Mart*, *TomPaine.com*, May 3, 2005, *Oprah Society*, *TomPaine.com*, April 12, 2005, *Rewarding Unskilled Workers* *The Washington Post*, September 6, 2004, *Workers Fate is in Governors Hands* *Los Angeles Times*, September 3, 2004, *Make Work Pay in Florida* *Orlando Sentinel*, August 19, 2004, *Low-Wage Work Americas Broken Promise* *Poverty and Race*, May/June 2004, *Solution is Raises, Benefits, Unions* *The Atlanta Journal-Constitution*, February 29, 2004, *Working and Poor in the USA*, *The Nation*, February 9, 2004, *Four Myths, 30 Million Potential Votes*, *The Washington Post*, August 17, 2003, *Working Without a Social Contract*, in *Perspectives on Work*, volume 4, issue 1, 2000 and *Yes, Unions*, *The American Prospect*, November-December 1996.

A native of Los Angeles, Shulman received an undergraduate degree in philosophy from the University of California at Los Angeles and a law degree from Georgetown Law Center.