
TAKE BACK YOUR TIME

FOUNDING CONFERENCE
LOYOLA UNIVERSITY
JUNE 10-13, 2004



www.timeday.org

*A national initiative challenging overwork,
over-scheduling and time urgency.*

BOARD OF DIRECTORS

Cecile Andrews of Seattle, WA, is the founder of the Voluntary Simplicity study circles movement and the author of *Circle of Simplicity*. She teaches at Seattle University.

Barbara Brandt of Somerville, MA, is the national staff person for the Shorter Work-Time Group and Boston-area coordinator for TBYT. She is the author of *Whole Life Economics: Revaluing Daily Life*.

Bill Doherty of Roseville, MN, is the co-founder of Putting Family First, co-author of the book, *Putting Family First*, professor of family social science and director of the Marriage and Family Therapy Program at the University of Minnesota.

Cindy Drake of Anchorage, AK, is a recreational studies student at the University of Alaska, an active community volunteer, and Anchorage coordinator for TBYTD.

John de Graaf of Seattle, WA, is the national coordinator of TBYT and editor of the *Take Back Your Time* handbook. He is the co-author of *Affluenza: The All-Consuming Epidemic*.

Peter Fraenkel of New York City, is director of the Center for Time, Work and the Family at the Ackerman Institute for the Family, and associate professor of Psychology at the City College of New York.

Anders Hayden of Toronto, is a former research and policy coordinator for the 32 Hour Coalition, a Canadian Shorter Work Hours Group, and the author of *Sharing the Work, Sparing the Planet*.

Ben Hunnicutt of Iowa City, teaches Leisure Studies at the University of Iowa, and is the author of *Work Without End* and *Kellogg's Six Hour Day*.

Phil Hyde of Boston, MA, is an economic designer, lead writer of the Timesizing.com webzine, author of *Timesizing Not Downsizing*, and former candidate for US House and US Senate.

Daniel Philip Kinderman of Ithaca, NY, is a graduate student in political science at Cornell University and represents TBYT on the Board of the Center for Religion, Ethics and Social Policy at Cornell.

Jack Manno of Syracuse, NY, is the executive director of the Great Lakes Research Consortium, and an associate professor at SUNY College of Environmental Science and Forestry.

Eileen McDargh of Dana Point, CA, is a professional life coach, speaker and writer, and the author of *Work for a Living & Still Be Free to Live* and *The Resilient Spirit*.

Catherine O'Keefe of Mobile, Alabama, is a professor of leisure and recreation studies at the University of South Alabama.

Joe Robinson of Santa Monica, CA, is the founder of the Work to Live Campaign for a minimum paid vacation, and author of *Work to Live*. He is an editor at the Los Angeles Times.

Jonathan Rowe of Pt. Reyes Station, CA, is director of the Tomales Bay Institute. He was a founder of Redefining Progress, and former assistant to Senator Byron Dorgan (D, North Dakota).

Jerome Segal of Takoma Park, MD, teaches philosophy and public policy at the University of Maryland. He is the author of *Graceful Simplicity*.

Sean Sheehan of Montpelier, VT, is the outreach director for the Center for a New American Dream.

Tom Turnipseed of Columbia, SC, is an attorney, civil rights activist, advocate for low-income Americans and former State Senator.

Dave Wampler of Trout Lake, WA, is the founder of the Simple Living Network and is the TBYT webmaster.

Rabbi Arthur Waskow of Philadelphia, is the director of the Shalom Center, and founder of the Free Time/Free People campaign.

Megan Waters of Washington, D.C., is an economist, president of Strategic Solutions, and a former US trade negotiator during the Clinton administration.

Maureen Wilt of Kansas City, MO, is an assistant professor of social work at Central Missouri State University in Warrensburg, MO, and was a leading organizer of the 2003 TBYTD.

STAFF

Gretchen Burger of Seattle, WA, is a documentary filmmaker and national staffperson for TBYT.

Allen Hancock of Eugene, OR, is founder of More Than Money and TBYT fundraising director.



WELCOME

Dear TAKE BACK YOUR TIME Conference Attendees:

Welcome to TAKE BACK YOUR TIME's founding conference here at Loyola University in Chicago, Illinois! Just as the historic fight for the eight-hour day first captured national attention in this city in 1886, so do we who struggle anew for time come together here to learn, teach and inspire each other. We come from throughout the United States, from Canada, and even from Europe, with the goal of building a movement that can transform the lives of millions. Let the War on Time Poverty begin here and now!

We come from varied walks of life — business, academia, family organizations, social justice campaigns, environmental groups, unions, faith communities and many others — to seek common answers to Time Poverty in a spirit of mutual respect for the diversity of our viewpoints.

Our numbers may not yet be large, but we recognize, as Margaret Mead once eloquently pointed out, that a small group of committed people CAN change history; indeed it is the only thing that ever has. We know that for each of us, thousands, even millions, more resonate to our concerns and can be moved to action by the answers we find here.

It is essential to recognize that we are not here as experts and students, or leaders and followers, but as equal, active and informed participants. All of our workshops are meant to generate brainstorming of ideas for effective action and education, and all of us have much to contribute to each of them. Do not be timid, but let your voice be heard! Speak out... but listen too.

We want to thank the many people whose hard work has made this event possible: our dedicated TAKE BACK YOUR TIME board of directors and fundraisers; our fiscal agent, the Center for Religion, Ethics and Social Policy at Cornell University; The Simplicity Forum, initiator of the Take Back Your Time campaign; Courtney Murtaugh and the wonderful folks here at Loyola; our Seattle planning committee; our presenters, who have all generously donated their time and talents; our sponsors, who have purchased the ads in this program (we encourage you to patronize them); our many individual donors; and all of the other incredible people who have given their time and energy to our campaign.

This is your conference and your organization. With your energy and your ideas, we will build on the successes of Take Back Your Time Day, 2003, challenge political leaders with our four-point policy platform, expand and deepen our partnerships, and truly seize the time! We are thrilled to meet all of you who have done so much to move this historic campaign forward!

Leisurely yours,

John de Graaf and Gretchen Burger



SCHEDULE OVERVIEW

THURSDAY EVENING - JUNE 10

07:00 PM RECEPTION AND NETWORKING Crown Ctr Lobby

FRIDAY - JUNE 11

7:00-9:00 BREAKFAST Centennial Forum
8:00 REGISTRATION/MATERIALS TABLE Crown Ctr Lobby
9:00 **OPENING KEYNOTE:** John de Graaf Crown Ctr Auditorium
9:30 **FIRST PLENARY - THE TIME-POVERTY CRISIS** Crown Ctr Auditorium
10:45 BREAK

11:00 **WORKSHOPS (see pages 7-8)**

- 1 *WHY ARE WE OVERWORKING?* Crown Ctr Auditorium
- 2 *MAKING THE CASE: OUR RESEARCH AGENDA* Damen Hall 0148
- 3 *SOCIAL INVENTIONS, TIME AND COMMUNITY/CIVIC INVOLVEMENT* Crown Ctr Lobby
- 4 *RE-THINKING THE BOTTOM LINE: TIME POVERTY AND BUSINESS* Damen Hall 0238
- 5 *THE STRESS OF EXCESS: TIME POVERTY AND HEALTH* Damen Hall 0239
- 6 *HASTE MAKES WASTE: TIME POVERTY AND ENVIRONMENT* Crown Ctr 434
- 7 *TIME IS A FAMILY VALUE: TIME POVERTY AND FAMILIES* Crown Ctr 334
- 8 *RE-LEARNING LEISURE* Damen Hall 0237

12:30 LUNCH Centennial Forum
1:30 **AFTERNOON KEYNOTE:** Jay Griffiths Crown Ctr Auditorium
2:00 **SECOND PLENARY - HISTORICAL AND CULTURAL TRADITIONS** Crown Ctr Auditorium
3:00 BREAK

3:15 **WORKSHOPS (see pages 8-9)**

- 1 *CHALLENGING WORKAHOLISM* Crown Ctr Auditorium
- 2 *GOOD NEWS FROM AMERICAN HISTORY* Crown Ctr Auditorium
- 3 *RESTORING THE SABBATH* Damen Hall 0148
- 4 *CHANGING WORKPLACE CULTURE* Crown Ctr 334
- 5 *TIME OUT FOR SABBATICALS* Crown Ctr 434
- 6 *READY SET RELAX!* Damen Hall 0237
- 7 *SIMPLICITY AND THE IMPACTS OF OVER-CHOICE AND NEW TECHNOLOGIES* Crown Ctr Lobby
- 8 *THE PURITAN ROOTS OF OVERWORK AND OVERCONSUMPTION* Damen Hall 0238

4:45 BREAK
5:00 **GEOGRAPHICAL MEETINGS - BY REGION** TBA
5:00 **VIDEO SCREENING - TIME FRENZY** TBA
6:15 DINNER Centennial Forum
8:00 **EVENING KEYNOTES:** Phil Hyde, Carl Honore Crown Ctr Auditorium
9:00 PARTY AND NETWORKING Crown Ctr Lobby

SATURDAY - JUNE 12

7:00-9:00 BREAKFAST Centennial Forum
8:00 QUIET SPACE/ MEDITATION OR FREE TIME Mundelien Center
8:00 REGISTRATION/MATERIALS TABLE Damen Hall
9:00 **THIRD PLENARY - PROMISING ALTERNATIVES AT HOME & ABROAD** Damen Hall 0144
10:15 BREAK



SATURDAY - JUNE 12 CONTINUED

10:30	WORKSHOPS (see page 10)	
	1 <i>THE INTERNATIONAL SLOW LIFE MOVEMENT</i>	Damen Hall 0148
	2 <i>POLICY IN THE REST OF THE WORLD</i>	Damen Hall 0237
	3 <i>EXEMPLARY BUSINESSES</i>	Damen Hall 0238
	4 <i>WHAT'S AN ECONOMY FOR?</i>	Damen Hall 0144
	5 <i>NATURAL TIME</i>	Damen Hall 0438
	6 <i>WORKING SMARTER, NOT HARDER</i>	Damen Hall 0239
	7 <i>REACHING FACULTY & STUDENTS</i>	Damen Hall 0436
	8 <i>VIDEO SCREENING: TAKE BACK YOUR FAMILY TIME</i>	TBA
12:00	LUNCH AND NETWORKING (BOARD MEETING AND ADVISORY)	Centennial Forum
2:00	FOURTH PLENARY - SOLUTIONS: OUR PUBLIC POLICY AGENDA	Damen Hall 0144
3:00	WORKSHOPS (see pages 11-12)	
	1 <i>MINIMUM PAID VACATION</i>	Damen Hall 0237
	2 <i>PAID FAMILY LEAVE</i>	Damen Hall 0238
	3 <i>MAKING ELECTION DAY A HOLIDAY</i>	Damen Hall 0239
	4 <i>TAX POLICY AND WORK-TIME</i>	Damen Hall 0440
	5 <i>LONG-TERM POLICY BRAINSTORMING: I RETIREMENT, ETC</i>	Damen Hall 0144
	6 <i>REACHING THE MEDIA</i>	Damen Hall 0148
	7 <i>SUPPORTING A LIVING WAGE</i>	Damen Hall 0438
	8 <i>THE FOUR HOUR DAY</i>	Damen Hall 0436
4:30	BREAK	
4:45	WORKSHOPS (see pages 14-15)	
	1 <i>ANSWERING OUR CRITICS</i>	Damen Hall 0144
	2 <i>HEALTH CARE AND THE BENEFITS CONUNDRUM</i>	Damen Hall 0237
	3 <i>A CITIZEN'S DIVIDEND OR GUARANTEED INCOME</i>	Damen Hall 0148
	4 <i>REACHING ORGANIZED LABOR</i>	Damen Hall 0238
	5 <i>PERSONAL STORIES OF CHANGE</i>	Damen Hall 0239
	6 <i>REACHING POLITICAL LEADERS</i>	Damen Hall 0440
	7 <i>TIMESIZING, NOT DOWNSIZING</i>	Damen Hall 0436
	8 <i>REACHING FAITH COMMUNITIES</i>	Damen Hall 0438
6:15	DINNER	Centennial Forum
8:00	MUSIC AT THE HEARTLAND CAFÉ OR FREE TIME	

SUNDAY - JUNE 13

7:00-9:00	BREAKFAST	Centennial Forum
8:30	QUIET SPACE/ MEDITATION OR FREE TIME	Mundelien Center
9:30	FINAL PLENARY - SOLUTIONS: GRASS ROOTS ORGANIZING	Damen Hall 0144
10:30	BREAK FOR CHECK OUT	
11:00	WORKSHOPS (see pages 16-17)	
	1 <i>PARTNERING WITH OTHER ORGANIZATIONS</i>	Damen Hall 0148
	2 <i>CAPPING MANDATORY OVERTIME</i>	Damen Hall 0237
	3 <i>REACHING SOCIAL JUSTICE ORGANIZATIONS</i>	Damen Hall 0238
	4 <i>FUNDRAISING/CORPORATE PARTNERSHIPS</i>	Damen Hall 0239
	5 <i>USING OUR RESOURCES</i>	Damen Hall 0436
	6 <i>OUR WEB SITE</i>	Damen Hall 0438
	7 <i>ART & CULTURE</i>	Damen Hall 0440
	8 <i>2004 TAKE BACK YOUR TIME DAY EVENTS</i>	Damen Hall 0144
12:15	FINAL SPEAK OUT AND GOOD-BYES	Damen Hall 0144
1:00	CONFERENCE ENDS/LUNCH OR LEAVE	Centennial Forum
2:00	BOARD MEETING	Damen Hall 0148

PLENARIES

FRIDAY

9:30 AM ***THE TIME POVERTY CRISIS***

TIM KASSER • MARY ILLIES • BILL DOHERTY • KENDRA WALKER • MICHAEL GELOBTER

2:00 PM ***HISTORICAL AND CULTURAL TRADITIONS***

BEN HUNNICUTT • REVEREND JILL WILEY • CECILE ANDREWS

SATURDAY

9:00 AM ***PROMISING ALTERNATIVES AT HOME AND ABROAD***

CARL HONORE • ANDERS HAYDEN • TOM WALKER • KATHRYN DELONGA

2:00 PM ***SOLUTIONS: OUR PUBLIC POLICY AGENDA***

BRIAN DERDOWSKI • JOE ROBINSON • ANNE NOLAN • KIM BOBO

SUNDAY

9:30 AM ***SOLUTIONS: GRASSROOTS ORGANIZING***

TOM TURNIPSEED • GRETCHEN BURGER • BARBARA BRANDT • CECILE ANDREWS

KEYNOTES

FRIDAY

9:00 AM ***OPENING KEYNOTE: THE STATE OF THE MOVEMENT***

JOHN DE GRAAF

1:30 PM ***THE POLITICS OF SPEED: WHO BENEFITS AND WHO LOSES FROM THE 24/7 SOCIETY?***

JAY GRIFFITHS

8:00 PM ***THE ECONOMICS OF SHORTER WORK TIME***

PHIL HYDE

IN PRAISE OF SLOWNESS

CARL HONORE

what matters
most to **you?**

At the Center for a New American Dream, we help people take simple steps to **live consciously, buy wisely, and take action** to get more of what matters in life.

Sign up online at www.newdream.org to join our activist campaign that supports earth-friendly products, family-friendly policies, and positive changes in the way our culture works and spends.

Join our free online action network at www.newdream.org or call us toll-free at 1-877-68-DREAM for more information.

new
american
dream



FRIDAY - 11:00 AM

1 **WHY ARE WE OVERWORKING?**

What are the main causes of American overwork? Are they cultural or economic or both? What role does consumerism play? How much choice do workers have? Has work become our modern religion?

BEN HUNNICUTT • JOHN DE GRAAF • MICHAEL LALAN

2 **MAKING THE CASE: OUR RESEARCH AGENDA**

What do we need to know to strengthen the case for shorter work-time? What kind of research is currently going on? How can we design new surveys and polls to see what people want? Help design a TAKE BACK YOUR TIME survey.

TIM KASSER • TOM WALKER

3 **SOCIAL INVENTIONS, TIME AND COMMUNITY/CIVIC INVOLVEMENT**

Work for social change often focuses on personal change or policy initiatives. But there is another method: the creation of "social inventions" - small, doable projects that allow people to work together in innovative ways that change minds (www.globalideasbank.org). We'll explore social inventions that affect time and encourage community and civic involvement.

CECILE ANDREWS • MICHAEL GELOBTER

4 **RE-THINKING THE BOTTOM LINE: TIME-POVERTY AND BUSINESS**

Is overwork really in the long-run best interests of American business? How do European businesses respond to shorter-work time rules? How do we reach out to business leaders with this idea? What arguments can persuade business to change?

GORDON RANDS • MARY ILLIES • JOE ROBINSON

5 **THE STRESS OF EXCESS: TIME POVERTY AND HEALTH**

What are the links between overwork/scheduling on physical health? On mental health? On our relationships? How can we make links to health professional regarding this issue?

PETER FRAENKEL • MARY HART • PILAR GERASIMO

6 **HASTE MAKES WASTE: TIME POVERTY AND THE ENVIRONMENT**

How do overwork and time poverty lead to poor environmental behaviors? How do we begin to challenge the economic growth model as the answer for creating jobs? How can we reach out to the environmental movement?

JACK MANNO • DAN ARONSON • ROBERT BERNSTEIN • JOHANNA ZETTERBERG

7 **TIME IS A FAMILY VALUE: TIME POVERTY AND FAMILIES**

What are the impacts of over-work on American family life? How do families exacerbate time-poverty through over-scheduling of children? How do we reach out to family organizations?

BILL DOHERTY • MARCIA MARRA • RHONDA PRESENT • ELSIE RADTKE

WORKSHOPS CONTINUED

8 RE-LEARNING LEISURE

Have Americans forgotten how to use leisure? How can we get them to turn off the TV? What is the importance of leisure to the good life? How can we reach out to leisure professionals and organizations? Why is leisure time so scary for many people? Can we slow leisure down?

AL GINI • DONALD DE GRAAF • KENDRA WALKER • KAREN LEWIS

FRIDAY - 3:15 PM

1 CHALLENGING WORKAHOLISM

What makes people work long hours even when they don't have to? Who is likely to be a workaholic? How can we help workaholics change? What are the social impacts of workaholism?

KATHLEEN WALSH

2 GOOD NEWS FROM AMERICAN HISTORY

When the US led the world in the fight for shorter hours. The Haymarket struggle in Chicago. The 30-hour bill passes the US Senate, 1933. Kellogg's six-hour day.

BEN HUNNICUTT

3 RESTORING THE SABBATH

Whatever happened to our day of rest? The importance of the Sabbath in our prominent religious traditions. How can we bring it back? Action against the 24/7 economy. Finding allies to restore the Sabbath.


REV. JILL WILEY • ELSIE RADTKE •
WAVERLY FITZGERALD

4 CHANGING WORKPLACE CULTURE

How can we get employers and managers to think differently about work-time, face-time, flexible hours, working at home, part-time work with benefits and other alternatives to our long work-hours culture?

KATHRYN DELONGA • MARY ILLIES •
MARY JANE GRANT • SANDRA
BORROWDALE

UNIVERSITY OF MINNESOTA




Take Back *your* Family Time

A Discussion with Dr. Bill Doherty

College of Human Ecology

Many of today's families suffer from time famine and parental anxiety. Parents want to provide opportunities for their children without running them ragged. In the *Take Back Your Family Time* video, Dr. Bill Doherty discusses the problem of overscheduled kids and underconnected families. The video is accompanied by a facilitator guide to help educate communities and encourage dialogue. The layout of the guide complements the video and includes supplemental information to prepare facilitators.



Dr. Doherty is the director of the Marriage and Family Therapy Program at the University of Minnesota. He has been practicing as a marriage and family therapist for over 25 years. His research is widely known and has been featured on "Good Morning America" and "The Today Show."

This resource is available for only \$60 and can be purchased by visiting: <http://edprojects.che.umn.edu/takeback> or calling 1-800-876-8636.

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5 **TIME OUT FOR SABBATICALS**

How sabbaticals work to refresh our spirits. What types of sabbaticals are there? How can we make sabbaticals a part of our program?

BOB SESSIONS • BONNIE MICHAELS

6 **READY, SET, RELAX: CHALLENGING OVER-SCHEDULING**

How are American families affected by over-scheduling? What have four communities - Wayzata, Eden Prairie, and Southwest Minneapolis in Minnesota and Ridgewood in New Jersey, done to change that? How can they be models for national action?

BILL DOHERTY • MARCIA MARRA

7 **SIMPLICITY AND THE IMPACTS OF OVER-CHOICE AND NEW TECHNOLOGIES**

How do new technologies become time-sinks instead of time-savers? How can we use them to give people more leisure? How does over-choice contribute to Time Poverty and what can we do about it?

CECILE ANDREWS • CARL HONORE

8 **THE PURITAN ROOTS OF OVERWORK AND OVERCONSUMPTION**

Explores how our puritan sensibilities and lack of rituals (which turn merely effective action into expressive acts generating meaning) leads to over-consuming and overworking.

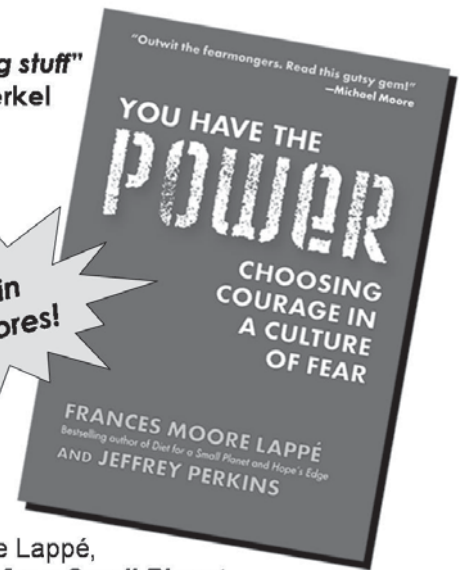
BILL JORDAN

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—Michael Moore

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"It is liberating stuff"
—Studs Terkel

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WORKSHOPS CONTINUED

SATURDAY - 10:30 AM

1 **THE INTERNATIONAL SLOW LIFE MOVEMENT**

How are the slow food, slow cities and slow life movements changing consciousness and policy around the world? How can we partner with these movements?

CARL HONORE • CARLOS FRESNEDA

2 **POLICY IN THE REST OF THE WORLD**

What are the laws in Europe, Canada and elsewhere that offer people more time? How did social movements in those countries achieve these laws? What best practices might be applicable here?

ANDERS HAYDEN • TOM WALKER

3 **EXEMPLARY BUSINESSES**

What American businesses offer the best practices for work-family balance? How successful have they been? How can we partner with these companies and reach out to others?

KATHRYN DELONGA • PETER WHALLEY

4 **WHAT'S AN ECONOMY FOR?**

How do we answer the question: but what will shorter hours do to the economy? Challenging the economic growth model. Finding alternatives to GDP as a measure of social health.

JOHN DE GRAAF • BRIAN DERDOWSKI

5 **NATURAL TIME**

What can we learn from older, slower cultures? How we can regain a sense of sacred, seasonal time?

WAVERLY FITZGERALD • JAY GRIFFITHS

6 **WORKING SMARTER, NOT HARDER**

How can organizations dramatically reduce time pressure on employees while enhancing productivity, work satisfaction, absenteeism?

MARY JANE GRANT

7 **REACHING FACULTY AND STUDENTS**

How can we organize on campuses and in high schools? How can we create effective teach-ins? How can the movement speak to students and their concerns?

MAUREEN WILT • BOB SESSIONS

8 **VIDEO: TAKE BACK YOUR FAMILY TIME**

See videos page 18.



SATURDAY - 3:00 PM

1 MINIMUM PAID VACATION

Why does the US have no paid vacation policy? What's the situation in other countries? What potential legislation is out there? How is the Work To Live campaign working to achieve paid vacations for all of us and how can the Take Back Your Time campaign help?

JOE ROBINSON

2 PAID FAMILY LEAVE

Can we win a paid family leave law in the US? How does the California paid family leave law work? What are the laws in other countries? Who are our allies on this issue?

TRACY GERAGHTY • LISSA BELL • MELISSA JOSEPHS

3 MAKING ELECTION DAY A HOLIDAY

How can this issue help raise awareness of the need for time for civic life? What states already do this? How have they gotten such laws passed? How should we build our campaign and who are our allies?

ALLEN HANCOCK

4 TAX POLICY AND WORK-TIME

Can we use tax policy to reduce work-time? How is this done in other countries? Can we achieve a guaranteed income? How can we go from a tax cut/incentive policy to a tax-reduction/credit reward policy to encourage business to do the right thing? Can green taxes help reduce payroll taxes and help create jobs?

JEFFERY SMITH • ANDERS HAYDEN

TIME DAY T-SHIRTS

available at www.timeday.org

**Show your support with a
Take Back Your Time Day T-Shirt.**

Printed on 100% organic hemp 7.5 oz. heavy white shirts (grown in the USA without fertilizers or pesticides & very little water for irrigation) with earth-friendly K2 Ink (RAP PVC & Phthalate free).

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Call 800-318-5725 or 509-395-2323 for quantity orders.



WORKSHOPS CONTINUED

5 LONG-TERM POLICY BRAINSTORMING SESSION

What future directions/policies should we be thinking about? What is our long-term role in promoting policy? Who are our potential allies? How broad is our mission?

BARBARA BRANDT • JOHN DE GRAAF • KIM BOBO

6 REACHING THE MEDIA

How do get the media to pick up on our campaign campaign? What can you do in your local community? How do we get the message across effectively on radio and TV? How can we use our posters, press releases and other resources most effectively? What do you need from the campaign to reach your local media?

ALAN EISENBERG • CARA GARDNER • PILAR GERASIMO • BOB GLINER

7 SUPPORTING A LIVING WAGE

How can we make it possible for low-income Americans to work less? How are living wage ordinances working around the country? Should the Take Back Your Time make a living wage part of its legislative program?

MICHAEL LALAN • JUDY TURNIPSEED • JON BEKKEN

8 THE FOUR-HOUR DAY

Radical ideas for the Take Back Your Time movement. Is a four-hour workday possible? Is it desirable? How might it come about?

GABE SINCLAIR

Thank you,
Time Day organizers for
raising people's awareness of
the value of TIME.

— Duluth Central Labor Body,
Alan Netland, President

*“People from a planet without flowers would
think we must be mad with joy the whole
time to have such things about us.”*

— Iris Murdoch

I feel most fortunate to be a part of this
movement, which I believe will change our
perspective and appreciation of time and free us
to be mad with joy about what is most important
in life.

— Maureen Wilt



EXPERIENCE LIFE



Experience Life is your guide to a healthy way of life. **Your road map toward real and lasting self-improvement. Your antidote to all the fuss and nonsense that dominates the vast majority of health and fitness publications.**

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Our readers are intelligent, discerning, busy women and men who appreciate knowing what works and what doesn't. If you're like them — if you've been waiting for a whole-person magazine with personality and integrity, guts and soul — we think you'll like Experience Life.

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WORKSHOPS CONTINUED

SATURDAY - 4:45 PM

1 ANSWERING OUR CRITICS

What are the main arguments used against shorter work-time? How do we answer them? How would shorter hours affect the economy? What has happened in other countries with work-life balance laws?

JOHN DE GRAAF • TOM WALKER • CECILE ANDREWS

2 HEALTH CARE AND THE BENEFITS CONUNDRUM

What is the origin of the American model of health care? How does it compare with those in other countries? Should national health care be part of our legislative program? Can businesses pro-rate benefits to create more jobs?

ANNE NOLAN • MICHAEL LALAN • ROBERT BERNSTEIN

3 A CITIZEN'S DIVIDEND OR GUARANTEED INCOME

What happened to the idea of the guaranteed income? Is there a practical way to achieve one? Are there any societies or other real-life examples where a Guaranteed Annual Income has been tried? What were the results? What were the effects on people's use of time?

JEFFERY SMITH

Couple Time

Family Time

Worship Time

Family Ministries Office, Archdiocese of Chicago
155 East Superior Street, Chicago, IL 60611-2931
www.familyministries.org



4 **REACHING ORGANIZED LABOR**

How can we get the Labor Movement more involved in this issue? Why has organized labor dropped the ball on shorter work-time after having been its champion? How do we get unions to support the campaign and our legislative program?

SHARLA GARDNER

5 **PERSONAL STORIES OF CHANGE**

How have individuals won better work-schedules and negotiated with their employers? What are the most effective ways to persuade employers to allow you to work less?

PETER WHALLEY • JOE ROBINSON •
SANDRA BORROWDALE

6 **REACHING POLITICAL LEADERS**

How do we most effectively get our message to the candidates in this election year?

BRIAN DERDOWSKI •
TOM TURNIPSEED

7 **TIMESIZING, NOT DOWNSIZING**

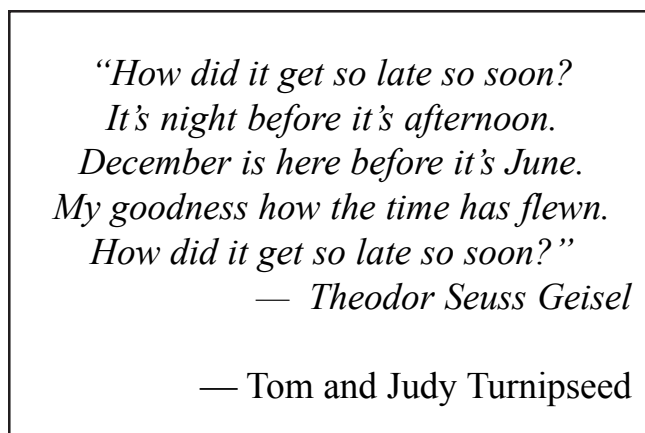
Cutting work hours instead of cutting workers — a policy idea. How can hours of work be made to reflect shifts in the business cycle to create full employment? What has been the impact of the Timesizing campaign? How can we get our message to conservatives and Republicans?

PHIL HYDE

8 **REACHING FAITH COMMUNITIES**

How can the Take Back Your Time movement most effectively reach faith communities? Why people of faith are important allies for this campaign?

REV. JILL WILEY • ELSIE RADTKE •
JUDY TURNIPSEED



WORKSHOPS CONTINUED

SUNDAY - 11:00 AM

1 PARTNERING WITH OTHER ORGANIZATIONS

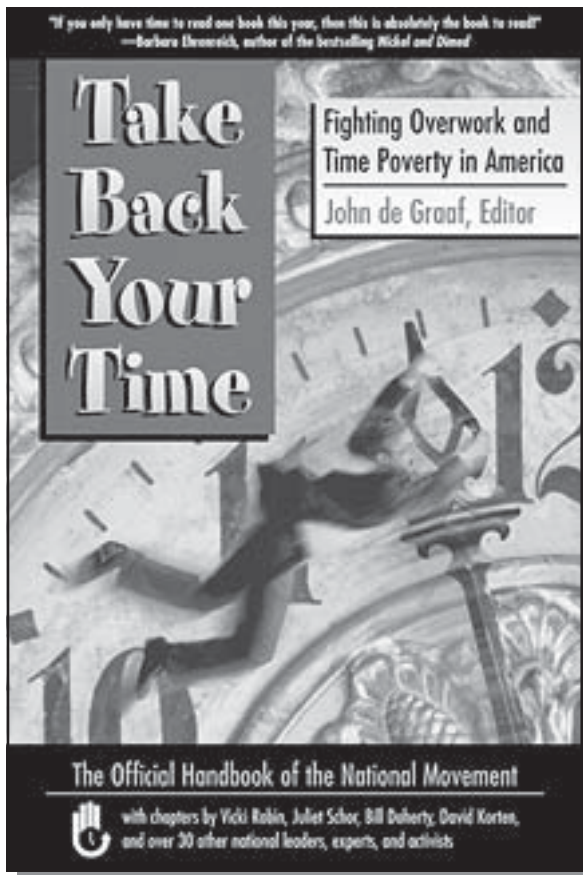
How can the Time Day campaign join forces with other groups? What should be our criteria for joining coalitions? A case study: our partnership with the Massachusetts Council of Churches.

BARBARA BRANDT • REV. JILL WILEY • CHRISTIN BAKER

2 CAPPING MANDATORY OVERTIME

Why we need laws to restrict mandatory overtime. How the laws work in other countries. How can we create an effective campaign to cap mandatory overtime?

ANNE NOLAN • MICHAEL LALAN



Take Back Your Time The Official Handbook of the National Movement John de Graaf, Editor

Take Back Your Time is the official handbook for Take Back Your Time Day, a national event. Organizers have enlisted the support of colleges, universities, religious organizations, labor unions, businesses, activist groups, and non-profit organizations to create events that will take place across the country, calling attention to the ways overwork and lack of time affect us - at home, in our workplaces, and in our communities - and to inspire a movement to take back our time.

In **Take Back Your Time**, well-known experts in the fields of health, family therapy and policy, community and civic involvement, the environment, and other fields examine the problems of overwork, over-scheduling, time pressure and stress and propose personal, corporate and legislative solutions. This book shows how wide-ranging the impacts of time famine in our society are, and what ordinary citizens can do to turn things around and win a more balanced life for themselves and their children.

Proceeds directly support the Time Day campaign.
\$14.95 each. Quantity discounts available.
Sell them as a fundraiser for your Time Day event.
Call 800-318-5725 or 509-395-2323 for quantity
orders or visit www.TimeDay.org.



3 REACHING SOCIAL JUSTICE ORGANIZATIONS

How do we counter the idea that time is only an upper middle class concern? What social justice groups might we partner with? How do we stand for justice without alienating possible business support?

JUDY TURNIPSEED • RHONDA PRESENT • JON BEKKEN

4 FUNDRAISING/CORPORATE PARTNERSHIPS

How do we raise money through individual donors, corporations, foundations and other groups? Should we be a membership organization? What should be our criteria for partnerships with corporations? How do we sell sponsorships?

ALLEN HANCOCK

5 USING OUR RESOURCES

What kind of resources do our members need to effectively promote the campaign? How can we use the handbook to create discussion groups? How can we get our posters out there to be seen? Would power point presentations be helpful? Can we create a speakers' bureau?

DEB ZIEGLER • GRETCHEN BURGER

6 OUR WEB SITE

Does it work for you? How can we make it more useful and exciting? How can we use Web activism, flash animation, etc. to promote our campaign?

ROBERT BERNSTEIN •
JOHN DE GRAAF

7 ART AND CULTURE

How can we use music, theater and artwork to effectively promote the campaign?

MIKE LENICH • DOUG FRICK

8 2004 TAKE BACK YOUR TIME DAY EVENTS

Looking to October 24th, 2004, what kinds of events do we want to make happen? How do we increase diversity in our movement?

CECILE ANDREWS • BILL DOHERTY



The Simple Living Network provides tools, examples and contacts for conscious, simple, healthy and restorative living. Our free on-line services include a quarterly Newsletter, Discussion

Forums, web radio programs,

a database of voluntary simplicity study groups and circles, links to other simple living web sites and highlights of over 1000 books, audios and videos related to simple living. Visit us on-line at:

www.SimpleLiving.net

The Simple Living Network also hosts and maintains web sites for:

- www.TimeDay.org
- www.SimplicityForum.org
- www.YourMoneyOrYourLife.org
- www.SeedsOfSimplicity.org
- www.AwakeningEarth.org
- www.CecileAndrews.com
- www.NewRoadMap.org
- www.EarthEducation.org

For information about becoming a Partner web site and our hosting and maintenance services contact Dave Wampler at 800-318-5725.

VIDEOS

TIME FRENZY

Bob Gliner

FRIDAY at 5:00PM, Location: TBA

This video explores America's Time Crisis, contrasting the life in Silicon Valley, California with that in Tuscany. Made for PBS.

TAKE BACK YOUR FAMILY TIME

Office of Continuing Professional Studies/College of Human Ecology, University of Minnesota

SATURDAY at 10:30am, Location: TBA

This video captures Dr. William J. Doherty as he discusses the increasing problem of overscheduled kids and under-connected families with community members.

RUNNING OUT OF TIME

John de Graaf

AVAILABLE FOR VIEWING UPON REQUEST

NPR's Scott Simon explores time frenzy in America in this humorous PBS special.



149 East 78 Street
New York, NY 10021
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www.Ackerman.org

The Center for Time, Work and the Family

Peter Fraenkel, Ph.D., Director

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Call: 212 879-4900, ext. 155



PRESENTER BIOS

Cecile Andrews is founder of the Simplicity Study Circles Movement, and author of *Circle of Simplicity*.

Dan Aronson is associate professor of economics, Raritan Valley Community College, NJ, and a Sierra Club activist.

Christin Baker is the member retention specialist at the Chicago Metro YMCA.

Jon Bekken is a professor of communications at Albright College and editor of *The Industrial Worker* — the IWW paper.

Lissa Bell is senior policy associate at the National Partnership for Women and Families, Washington, DC.

Robert Bernstein is coordinator of the Shorter Work-Time website, a senior design engineer and a Sierra Club board member in Santa Barbara, CA

Kim Bobo is the executive director of The National Interfaith Committee for Worker Justice, Chicago, IL.

Sandra Borrowdale is a project manager at Axio Research Corporation, Seattle, WA.

Barbara Brandt is the national staffperson for the Shorter Work-Time Group, TBYT Boston coordinator, and author of *Whole Life Economics*.

Gretchen Burger is a documentary filmmaker and the national staffperson for TBYT.

Donald De Graaf is a professor of recreation and leisure at Calvin College, MI and co-author of *Leisure and Life Satisfaction*.

John de Graaf is a television producer, national coordinator of TBYT, author of *Affluenza* and editor of the *Take Back Your Time* handbook.

Kathryn DeLonga is the outreach associate at the Center for a New American Dream.

Brian Derdowski is president of Public Interest Associates, a public affairs consulting firm. He served three terms as a County Councilman for King County, Washington.

Bill Doherty is a professor of family social science, University of Minnesota, co-author of *Putting Family First*, and author of *Take Back Your Kids*.

Alan Eisenberg is a former trial attorney, radio talk show host and former candidate for Governor of Wisconsin.

Coming this Summer to PBS Stations: *Simple Living TV*



Wanda Urbanska, known for her public broadcasting work on *Escape from Affluenza*, clears away the clutter in her new series, **Simple Living with Wanda Urbanska**.

Serious subjects like thoughtful consumption, environmental stewardship, financial responsibility and community involvement are made accessible for viewers with Wanda's often zany and humorous approach.

Offered nationally to PBS stations through EPS starting in July 2004. For more information visit www.simplelivingtv.net or call 336.789.7400.



KEEPING YOU ORGANIZED®

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PRESENTER BIOS CONTINUED

Waverly Fitzgerald is the founder and director of School of the Seasons, Seattle, WA.

Peter Fraenkel is an associate professor of psychology at The City College of New York, director of the Center for Time, Work, and the Family at The Ackerman Institute for the Family in New York.

Carlos Fresneda is a US correspondent for *El Mundo*, the Madrid, Spain daily and author of *La Vida Simple*.

Doug Frick is a documentary filmmaker and TBYTD organizer, Seattle, WA.

Cara Gardner is a reporter for *The Spokane Inlander*, Spokane, WA.

Sharla Gardner is an AFSCME union leader and member of the Duluth, MN Central Labor Body.

Michael Gelobter is the executive director of Redefining Progress, Oakland, CA.

Pilar Gerasimo is the editor of *Experience Life* magazine in St. Paul, MN

Tracy Geraghty is the chair of the California NOW Work/Life Statewide Taskforce.

Al Gini is a professor of philosophy at Loyola University and author of *The Importance of Being Lazy* and *My Job, My Self*.

Bob Gliner is the producer of the PBS video *Time Frenzy* and a professor of sociology at California State University, San Jose.

Mary Jane Grant is president of the consulting firm M.J. Grant & Co. Ltd., in Toronto, Canada, and founder of "Smart Simplicity at Work."

Jay Griffiths is a writer and author of *A Sideways Look at Time*. She lives in Wales.

Allen Hancock is the founder of More Than Money and the TBYT fundraising director.

Mary Hart is a parish nurse in Decorah, IA.

Anders Hayden is the author of *Sharing the Work, Sparing the Planet*, and former research and policy coordinator for the Toronto-based *32 hours* action coalition.

Carl Honore is a Canadian journalist and author of *In Praise of Slowness*. He lives in London.

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- The Speed of Life: How to Slow Down, Produce More and Serve Clients Better
- Don't Go to Work Unless It's Fun! How to Become Happier and More Productive in your Work

Go to: www.franksanitate.com
Refer to Time Day for a 10% discount!



Benjamin Hunnicutt is a professor of leisure studies, University of Iowa, and author of *Work Without End* and *Kellogg's Six-Hour Day*.

Phil Hyde, of Boston, MA, is an economic designer, lead writer of the Timesizing.com webzine, author of *Timesizing Not Downsizing*, and former candidate for US House and US Senate.

Mary Illies is vice president of Human Resources, Learning and Development at The Corbis Corporation, Seattle, WA.

Bill Jordan is the director of the Institute for Nature and Culture, at DePaul University, Chicago, IL.

Melissa Josephs is the director of Equal Opportunity Policy at Women Employed, Chicago, IL.

Tim Kasser is an associate professor of psychology at Knox College and the author of *The High Price of Materialism*.

Michael Lalan is a staff member of the National Mobilization Against SweatShops (NMASS), New York, NY.

Mike Lenich is a musician and Voluntary Simplicity leader, Chicago, IL.

Karen Lewis is the program director of TV-Turnoff Network, Washington, D.C.

Jack Manno is the executive director, Great Lakes Research Consortium, author of *Privileged Goods*, and associate professor at SUNY College of Environmental Science and Forestry, Syracuse, NY.

Marcia Marra is the director and founder of the "Ready, Set, Relax" initiative, Ridgewood, NJ.

Bonnie Michaels is a work-life consultant, speaker, president of Management of Work and Family, Inc., and co-author of *A Journey of Work-Life Renewal*.

Anne Nolan is an attorney, and labor and living wage activist in St. Cloud, MN.

Rhonda Present is the founder and director of ParentsWork in Evanston, IL.

Elsie Radtke is associate director of the Family Ministries Office, Archdiocese of Chicago and is also director of the School for Marriage.

Gordon Rands is a professor of business and management at Western Illinois University.

Joe Robinson is the founder of the Work to Live Campaign, and author of *Work to Live*.

Bob Sessions is a professor of philosophy at Kirkwood College in Iowa, and wrote the chapter on sabbaticals in the *Take Back Your Time* handbook.

Gabe Sinclair is the author of *The Four-Hour Day*.

CRESP

The Center for Religion, Ethics and Social Policy at Cornell University (CRESP) is a nonsectarian, action-based educational organization with its roots in religious dialogue, human rights advocacy, and ethical thought.

Our mission is to encourage individuals to create and participate in projects and communities that are working towards a just, peaceful, and sustainable society. Linking the people and resources of Cornell University with the wider community, CRESP fosters study, dialogue, and action through diverse and innovative approaches. In so doing, CRESP provides opportunities for personal and collective transformation.

CRESP currently sponsors seventeen Projects, one of which is Take Back Your Time.

PRESENTER BIOS CONTINUED

Jeffery Smith is a teacher and editor of *The Geonomist* who is actively involved in legislation in Oregon.

Judy Turnipseed is a social justice and antiracism trainer for the Unitarian Universalist Association and a member of the Interfaith Planning Team for Poverty Mobilization and Faithful Democracy.

Tom Turnipseed is an attorney, activist, radio host in Columbia, SC and Americans for Democratic Action board member.

Kendra Walker is Vice President, Brand Communications for Hilton Hotels Corporation, Beverly Hills, CA.

Tom Walker is an activist and scholar in Vancouver, BC.

Kathleen Walsh is a therapist and the Portland, Oregon TBYTD coordinator.

Peter Whalley is a professor of sociology at Loyola University and co-author of *Putting Work in its Place*.

Reverend Jill Wiley is the associate director of the Massachusetts Council of Churches.

Maureen Wilt is an assistant professor of social work at Central Missouri State University.

Johanna Zetterberg is the Conservation Program coordinator for Los Angeles County for the Sierra Club Angeles Chapter

Deb Ziegler is a professor of sociology at Austin Community College in Austin, TX and lead organizer for TBYTD in Austin.

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Take Back Your Time Day is a project of the
Center for Religion, Ethics and Social Policy (CRESP) at Cornell University.

Take Back Your Time Day is an initiative of The Simplicity Forum,
a leadership alliance for the Simplicity Movement — Promoting and Honoring Simple,
Just, and Sustainable Ways of Life for All.

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For information visit www.TimeDay.org.

Conference Program Design by Dave Wampler, Founder, The Simple Living Network (www.SimpleLiving.net).



CONFERENCE NOTES





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