

Massachusetts Labor Responds to the Changing Face of the Workforce: Building Support for Immigrant Worker Organizing:

In recent years, the proportion of immigrants in the Massachusetts workforce has been steadily increasing. While not as high as it was at the beginning of the last century, it is well into the double digits, and may be a good deal higher in urban centers. Many immigrants are stuck in low paying and sometimes dangerous jobs. Since labor laws in the US are different from those in the countries they came from, and since many of them have limited English, they often do not know what rights they have in the workplace. If they are not represented by a union, they are easy prey for unscrupulous employers to take advantage of. At the same time, more and more unions in Massachusetts are seeing the need to organize immigrant workers in their industries, but finding the language and cultural barriers hard to overcome.

Over the past several months there have been many exciting developments in the effort to linking organizing resources to immigrant workers. In September the Massachusetts Immigrant and Refugee Advocacy Coalition sponsored an Immigrant Workers' Rights conference attended by over 250 activists from unions and community, religious, and government organizations. At this day long event (in which Labor Extension, as a co-sponsor, played an active role in planning and teaching) we discussed several of the critical issues that impact organizing immigrant workers. One result of the conference was to create ongoing opportunities for people interested in this work to continue to network and share and develop skills. This will continue through events like the Immigrant Leadership Development workshop held on November 8 and the Organizing Immigrant Workers discussion held on November 30. For more information on these and future similar events contact Rosita Choy at (617)350-5488.

Another recent development is the creation of the Workers' Resource Network in the Boston area. The purpose of this network is to serve as a clearinghouse of organizers, advocates and service providers doing work with immigrant, low wage and contingent workers. The first project of the network has been to put together a directory of organizations working with immigrant, low wage and contingent workers, and the services they provide. This loose leaf directory is to be updated every six months, to keep the information current. The second edition will be coming out soon. The second project taken on by the group is to get the work out to organizations that work with immigrant workers that the network can provide them with training on workers rights and related topics. Several of the organizations in the network, including Labor Extension, stand ready to provide those trainings. For more information on the Workers Rights Network, call Tolle Graham at (617)524-6686.

Many organizations are doing outreach and educational forums around Worker and Union Rights for Immigrants. This is so important because workers can come to this country with very different experiences of what is a "right" in the workplace, depending upon what each immigrant's experience may have been in their home country. Doing this training is also an important opportunity to discuss that rights ultimately come from the ability of workers to exercise collective power.

community, which has been occurring over the course of several months. We hope to use a similar process to work with other groups of immigrants in Massachusetts. Please contact your labor extension coordinator for more information.



Graduates and Instructors, *Labor History Through Film and Video*:
 Standing: Dave Adams, IAM 1420; John Bennett, PVCLC; Chuck Goldrup, OE 98; Ed Collins, IBEW; Dale Melcher, LEP; Dan Boisclair, IAM 1420; Phil Duck, AFSCME 24; Seated: Dave Skipton, Carpenters 108; Don Savageau, Sheetmetal Workers 63; Peter Krawczyk, IBT 404. Not pictured: Mark Kirkpatrick, RWDSU 224; Doug Richards, OE 98.

The last issue of the Labor Extension Bulletin omitted the name of the volunteer photographer who captured the photo of Father Ed Boyle on the picket line at AT&T in Fairhaven during the Jobs with Justice national meeting. The photographer was Anthony J. Attardo who can be reached at 603-286-6202. Thank you Tony!

UMass Amherst
Labor Extension Program
 Labor Center
 Draper Hall
 Amherst, MA 01003
(413) 545-6166
Fax: (413) 545-0110

UMass Boston
Labor Extension Program
 CPCS Labor Resource Center
 100 Morrissey Blvd.
 Boston, MA 02125
(617) 287-7352
Fax: (617) 287-7404

UMass Dartmouth
Labor Extension Program
 Labor Education Center
 285 Old Westport Road
 North Dartmouth, MA 02747
(508) 999-8781
Fax: (508) 999-9168

UMass Lowell
Labor Extension Program
 1 University Ave.
 Lowell, MA 01854
(978) 934-3256
Fax: (978) 934-4033

Find out what is happening with UMass Labor Extension online! Our website is <http://www.umass.edu/lrrc/lrrc-extension.html>

AROUND THE STATE.....

Mass. Organizes

Tuesday, January 9, 9:30 - 11:30am

Cost: free

Place: IBEW Local 103

Topic: TBA

For information, contact Tess Ewing, 617-287-7352; Sandy Felder, 617-557-5488; or Wally Soper, 508-650-9732.

SE Massachusetts Legislative Breakfast

Saturday, January 20, 2001, 8:30-11:00 am

Sponsored by the Dubin Labor Education Center and the three SE Mass Central Labor Councils

Cost: Free, call to pre-register (508)999-8007

University of Massachusetts Dartmouth Campus Center. This annual event provides an opportunity for union members to ask questions of our legislators and network with other activists.

APWU Arbitration Training

January 29-February 2

Cost: This is a closed enrollment program for the APWU. Contact state president Jim McCarthy for information.

Location: UMass Amherst Campus Center this week-long training for APWU advocates will offer an introduction to arbitration in the Postal Service, arbitration basics include case analysis, framing the issue, opening and closing statements, direct and cross examination of witnesses, introduction of evidence and written briefs. Participants will also participate in a detailed mock arbitration. *For information about arbitration training tailored to your union's needs contact the labor extension coordinator nearest you.*

Common Sense Economics

February and March, Thursdays 7:00-9:00

Cost: \$25

Co-sponsored by UMass Amherst LEP, the Hampshire Franklin Central Labor Council and the Center for Popular Economics.

Location: TBA

If you want to understand how economic forces and decision affect our work and our ability to organize and represent our members effectively this study group is for you. The seven sessions provide a framework for thinking about the economy that builds on our experience as working people and union members. Topics include the labor market, inequality and poverty, growth and unemployment, the role of government, and globalization. Each session is designed to integrate interactive exercises and guided discussions with accessible readings and easy-to-understand presentations of basic economic facts. Study sessions will be led by faculty and staff from the UMass Labor Center and the Center for Popular Economics. Space is limited and you must pre-register. For more information contact: Dale Melcher, at (413) 545-6166 or dmelcher@lrrc.umass.edu.

Community Building Conference 2001

Saturday, February 10, 2001 9:30-2:30 pm

Cost: \$20.00, including lunch

Sponsored by UMass Dartmouth Labor Extension, GET-UP/CEDC, and Community Building Mini-Grants Program

Location: New Bedford, specifics TBA

This half day conference will address the nuts and bolts of building effective organizations, from keeping new members involved to planning rallies. For more information call Kim Wilson at (508)999-8781.

Mass. Organizes (Topic-TBA)

Tuesday, February 13, 9:30 - 11:30am

Cost: free

Place: IBEW Local 103

For information, contact Tess Ewing, 617-287-7352; Sandy Felder, 617-557-5488; or Wally Soper, 508-650-9732.

Labor History through Film and Video

October 17th, 24th, 31st - November 14th, 21st, 28th 6:30-9:00PM

Cost: \$25.00 includes graduation banquet

Location: Pioneer Valley AFL-CIO, 640 Page Blvd. Springfield

Co-sponsored by the Pioneer Valley Central Labor Council

The history of labor and the labor movement is rich in lessons for today's activists and organizers and full of great stories. Explore the development of the labor movement in the United States through film, video and discussion. Films and videos include: *If You Don't Come In On Sunday*, *Eugene Debs and the American Movement*, *Collective Voices*, *The Killing Floor*, *A Philip Randolph: For Jobs and Freedom*; *Sit Down and Fight: Walter Reuther and the Rise of the UAW*, and *I Am*

Globalization and the North Shore

February 28th and March 28th

Co-Sponsored by the North Shore Labor Council

North Shore Labor Council delegates and unions will discuss globalization and its impact on North Shore workers. These two sessions will take place at the regular North Shore Labor Council meetings and are open to all North Shore Labor Council affiliated unions.

5th Annual WILD in the Winter

Eastern Mass. - February 24, 2001

"The Economic Boom? The Impact on Women, Communities of Color and Immigrants."

Location: Northeastern University Law School - Boston

Workshops in the morning and afternoon, lunch and a closing ceremony.

Western Mass. - March 24, 2001

"Fighting Racial and Sexual Discrimination in the Workplace."

Location: Teamsters Local 404 Hall in Springfield, MA

Workshops in the morning and lunch with popular "WILD Women Live!" program.

Some of the workshops that will be offered are: The Racial Wealth Gap; Women Lead; Global Women Workers, Our Weekly Wages & World Trade; Women of African Heritage Leadership Project; and a Bilingual Workshop on Amnesty. Spanish Workshops include Public Speaking, Consumerism, Immigrants & Globalization and Domestic Violence. Please Join US! Childcare or childcare reimbursement and scholarships are available. Please contact the WILD office for more information (617) 426-0520.

Contract Campaigns:

Building Bargaining Power at the Table and at the Workplace

Tuesday Evenings: February 27th, March 6th, March 13th,

March 20th, March 27th - 6:00-9:00 PM

Location: UMass Lowell

In this five part program, participants will take two case scenarios, one public sector and one private sector, through the negotiations process, from research to member mobilizing to negotiation strategies. This program is for union activists and leaders with all levels of experience. For more information contact the Labor Extension Office at (978) 934-3256.

Media Strategy for Labor Activists

Western Mass: March 1st, 9:30-3:30, Boston: TBA,

Southeastern Mass: TBA

Cost: free

Location: Western Mass: PVCLC, 640 Page Blvd., Springfield
Co-sponsored by with the Massachusetts AFL-CIO
This one-day workshop will be offered in three locations around the state. It is designed to teach labor activists how to get labor's message out in print, radio and television - how to get the headlines you want, how to present your organization in a positive light, how to build a relationship with the local media and how to create press opportunities and press friendly events. This pilot project of the Massachusetts AFL-CIO Communications Committee aims to develop and train media specialists in key unions and labor councils around the Commonwealth. Media specialists and their unions will then work with the Mass AFL-CIO to enhance media coverage of labor issues and events and promote pro-labor stories on issues of concern to organized labor and working people and their families. Contact Sarah Nathan, at the Mass AFL-CIO, (617) 227-8260, for more information.

Mass. Organizes

Tuesday, March 13, 9:30 - 11:30am*

Cost: free

Place: IBEW Local 103*Call to check the time

Topic: TBA

For information, contact Tess Ewing, 617-287-7352; Sandy Felder, 617-557-5488; or Wally Soper, 508-650-9732.

Condensed Internet Research Class for Union Organizers

Date: in March, TBA

Cost: under \$30, TBA

Providence, RI

This half day course will be taught by UMass Dartmouth Labor Extension and focus on identifying research questions for campaigns and exploring internet sources of information about employers.

Worker's Memorial Day 5K Road Race

Sunday, April 8, 2001

Cost: Call (508)999-8007 for information or to register University of Massachusetts Dartmouth Athletic Center This annual race is open to all and provides valuable support to the Dubin Labor Education Center.

Labor History Mural Painting and Public Receptions

April and May 2001

Fall River UNITE Hall and New Bedford location. Volunteers needed to help artist Mike Alewitz in the creation of our two labor history murals. There will also be public events to celebrate each with the details TBA. To get involved call Kim Wilson at (508)999-8781.

PROGRAM NOTES

UMass AMHERST Labor Extension Program

Fall began with a wonderful course on *Labor History through Film and Video*, taught extension, Ed Collins, IBEW, and John Bennett, Pioneer Valley AFL-CIO. In November Extension and Labor Center staff and faculty worked with SAWSJ (*Scholars Artists and Writers for Social Justice*) to plan and host a conference on Early childhood Education and Care in Washington, DC. This ground-breaking conference brought together unions, child care advocates and activists, and researchers to develop an agenda for working families and child care workers. In addition we taught assertiveness to MNA nurses, workplace rights and grievance handling for AFSCME Summup, contract campaigns for the SEIU 509 Stewards Assembly, and co-sponsored, with the PVCLC and campus unions, a debate on Question 4. We have been working with the statewide extension program and John Shayeb, Organizing Coordinator for the Mass AFL-CIO on plans for organizing training, and with the PVCLC's Street Heat Committee and the Mass AFL-CIO Communications Committee.

UMass BOSTON Labor Extension Program

This fall saw UMB Labor Extension start up our second year of collaboration with the Pressmen's Union, Local 3, on a "Union Awareness" section to their apprenticeship program. This seven-session series covers topics ranging from labor history to parliamentary procedure to sexual harassment. We hope to expand it in future years. Another focus this fall has been giving workshops on workers rights – including especially the right to organize – to groups of immigrant workers.

The Labor Studies degree program at UMass Boston has been going through some changes as part of a sweeping curriculum reform that is taking place throughout the College of Public and Community Service. In Labor Studies, this process has involved getting input from current students, alumni, and friends and advisors within the labor movement. While it is too early to see exactly what the new curriculum will look like, we hope and expect it to be closely in tune with the needs of today's students and today's labor movement.

UMass DARTMOUTH Labor Extension Program

This Fall at UMass Dartmouth we celebrated our twenty fifth year as the Dubin Labor Education Center! In October, our annual banquet was attended by over 300 labor and community activists. We also formally launched our labor history mural project with a reception and the creation of a banner honoring Fredrick Douglass as a skilled worker in New Bedford, which will be hung in the UNITE Hall in N. Dartmouth.

UMass LOWELL Labor Extension Program

Over 100 union leaders, activists and well-wishers attended our five year celebration at Lowell National Historical Park on December 5. Kathy Casavant, Secretary-Treasurer of the Mass AFL-CIO, moderated the forum discussion of workplace change and labor law. Contributors included special guest Sarah Fox, Member of the National Labor Relations Board; Tod Cochran, an attorney with SEIU Local 509; Stan Lichwala, President, IBEW 1505 and Janet Cooke, President, AFSCME Local 1730. Following the forum we had a great party! Other things happening this fall included working with SUMMUP/AFSCME to provide training at their monthly meetings; meeting with the IBEW Local Union Coordinators for the School to Work project to evaluate this summer's programs and plan for next year; assisting AFSCME Local 1736 in their One-on-One for their new contract; providing *union response to workplace change* training for IBEW Local 1499; and working with the Merrimack Valley Project on strategies for developing a workers' center in Lawrence.

In The Past 4 Months

The UMass Labor Extension Programs Has Provided Trainings On These Topics....

Making the Decision to Arbitrate

New England Joint Board, UNITE

Building Powerful Labor -Community Coalitions

New England Solidarity School (Jobs With Justice)

Workplace Change

IBEW 1499

One-On-One

AFSCME 1736

FMLA

AFSCME 1730

Labor History

OE 98

IBT 404

IAM 1420

RWDSU 224

Sheetmetal Workers

Carpenters 108

Pressmen's Union Local 3

Assertiveness

MNA

Grievance Handling

AFSCME Summup

Workplace Rights

AFSCME Summup

Contract Campaigns

SEIU 509

The Union Approach to Worker's Compensation

Building Union Power in a Changing Economy

**AFL-CIO/UALE Education Conference - Boston, MA
April 26-29, 2001**

This is a joint conference of the National AFL-CIO and the United Association for Labor Education (UALE). Labor researchers, activists and educators from many countries will be in Boston for the conference which will focus on the challenges unions face in a changing economic environment and the strategies being developed to confront them.

General sessions, workshops, roundtables and papers will develop these themes:

- * The impact of corporate power on union bargaining, organizing, and political strategies
- * The anti-union character of the "new" economy: What must we learn?
- * Fighting the low wage economy: living wage, bargaining and organizing approaches
- * Linking activists within communities and across borders
- * Key bargaining issues - and strategies - in a changing workplace
- * 21st century unions: high tech communications, leadership development, rigorous self-study
- * How unions are changing internally to meet the challenges of immigration
- * Labor education under pressure: challenges, innovations and continuity

For more information call the Labor Extension Program nearest you. The UALE website address is: <http://www.uale.org>

SPOTLIGHT

The Pioneer Valley Project and The Merrimack Valley Project

The Pioneer Valley Project and the Merrimack Valley Project are labor and religious coalitions that organize around jobs, housing and economic development projects. Both organizations take their lead from ideas generated by their member organizations. The success of both coalitions exemplifies the power we gain from unity and direct action.

The Pioneer Valley Project focuses on the Southern Pioneer Valley. In their first four years of organizing PVP has created in Springfield the first city body in the country recognizing the right to organize as a civil right, developed a successful after-school bus program to city magnet schools, spearheaded the campaign to hire Springfield's first Vietnamese police officer and improved policing at ten crime hot spots, led city action to redevelop abandoned houses and help residents become homeowners, assisted in efforts to organize at Wingate Nursing Home, created an agreement with the building trades to provide 50% of local apprenticeships to people of color and is working with the trades to negotiate local hiring agreements for city development projects. Labor members include the Pioneer Valley AFL-CIO (a co-sponsor), Carpenters Local 108, SEIU 285, the SEA, UAW 2322 and UFCW 1459.

Temporary and low-wage worker organizing and affordable housing are the current project focuses of the 10- year-old Merrimack Valley Project, which has an office in Lowell and in Lawrence. The "Temporary Workers Bill of Rights", created out of a temporary workers assembly last June attended by over 100 temp workers, is being used to pressure temporary agencies and those who use them to abide by the law. Additionally, the MVP recently filed legislation to limit exorbitant transportation charges paid by temp workers who are forced to pay up to \$30 a week, even if they do not need the transportation. Organizing victories for the group in the past include preserving Hale Hospital in Haverhill, \$9.9 million in state funds for renovation of Hancock Courts housing in Lawrence, and the creation of a City Commission on Immigration in Lowell. Member labor organizations include CWA Local 1365, SEIU Local 285, IAM 1271, UE District 2, Greater Lowell Central Labor Council and Greater Lawrence-Haverhill-Newburyport CLC.

For more information about these coalitions, call (PVP) or (978)686-0650 -Merrimack Valley Project.



Pioneer Valley Project Annual Meeting

The Resource Corner

Your Rights on the Job, 4th edition

The new edition of *Your Rights on the Job*, by Robert M. Schwartz, is now available, hot off the press. For those of you who, like me, have relied on the earlier editions as our Bible, I'm sure I need say no more -- except where and how to get it. This new edition has been completely updated, including the new minimum wage that goes into effect next month.

For others who are not familiar with *Your Rights on the Job*, it is a great resource: comprehensive and easy to use. It explains both federal and Massachusetts employment laws. Each chapter deals with a law or laws that cover one area or concern. For example, there are chapters on wages and hours, discrimination, safety and health, the right to organize, etc. Each chapter starts with a section outlining important points about the law "In a Nutshell": who the law covers, major provisions, and where to go for enforcement. The rest of the chapter goes into the law(s) in more depth. At the end of the book are a glossary of terms, a key to how to look up legal citations, and a listing of government enforcement agencies, labor studies programs, and worker support organizations. And the best thing about this book is that you don't need to be a lawyer to understand it. It is written in plain English, not legalese.

Copies are available from the Labor Guild of Boston, 883 Hancock Street, Quincy, MA 02170; phone (617) 786-1822.



UMass Lowell
Labor Extension Program
1 University Avenue
Lowell, MA 01854