

In the Past 4 months...

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

- **Bargaining in a Hostile Environment Challenges for Union Staff Changes in Labor Law Continuous Bargaining and Workplace Change Grievance Handling in a Hostile Environment**
UAW 2322, MNA, IBEW L7, OE L98, UFCW 1459, EAW/MTA,
- **Bargaining Training**
SEIU 211
- **The Boss Can't Do That Can He? Workers Rights for ESOL and ABE Teachers**
Boston SABES
- **The Boss Can't Do that, Can He? A Training of Trainers on Workers Rights**
Students at the Adult Learning Center, Lawrence
- **The Boss Can't Do That Can He? Rights of Temporary Workers and Day Labors**
UALE Conference
- **Discrimination and Sexual Harassment and Overview of Workers Rights Laws and the Right to Organize**
E-Team
- **Facilitators' and Recorders' Training**
3 workshops for MNA

To Contact the UMass Labor Extension Program:

■ **UMASS AMHERST LABOR EXTENSION PROGRAM**
Labor Center, Gordon Hall
418 N. Pleasant St.
Amherst, MA 01002-1735
Dale Melcher: 413-545-6166
Fax: 413-545-0110
email: dmelcher@lrrc.umass.edu

■ **UMASS DARTMOUTH LABOR EXTENSION PROGRAM**
Dubin Labor Education Center
285 Old Westport Road
North Dartmouth, MA 02747
Kim Wilson: 508-999-8781
Fax: 508-999-9168
email: kwilson@umassd.edu

■ **UMASS BOSTON LABOR EXTENSION PROGRAM**
CPCS Labor Resource Center
100 Morrissey Blvd.
Boston, MA 02125-3393
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■ **UMASS LOWELL LABOR EXTENSION PROGRAM**
1 University Ave.
Lowell, MA 01854
Susan Winning: 978-934-3127
email: susan_winning@uml.edu
Mike Prokosch: 978-934-3239
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Fax: 978-934-4033



■ **Econ 101: Globalization**
Various community groups

■ **Future of Work**
UMass Boston

■ **Globalization and Healthcare Workers**
SEIU 1199

■ **Have You Been Paid What You're Worth? Wage Equity Hearing**
UMass Lowell, Lowell Women's Week

■ **Pilot Immigration Training**
UALE Conference

■ **Immigration: A Challenge for Labor Educators (plenary session)**
UALE Conference

■ **Inside the Bargaining Process and Contract Campaigns**
GRACE unit, MTA, UMass Lowell

■ **Leadership Development and Popular Education Techniques Training of Trainers**
WILD

■ **Sexual Harassment Training**
North Shore Central Labor Council

■ **Strategic Planning**
Community Economic Development Center of SE Massachusetts Greater Southeastern Massachusetts Labor Council

■ **Unionization as a Strategy for Care Givers**
RESG Graduate Seminar, UMass Lowell

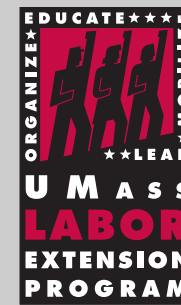
■ **Women's Issues in the Workplace**
UMass Lowell, Lowell Women's Week

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UMASS AMHERST ■ UMASS BOSTON ■ UMASS DARTMOUTH ■ UMASS LOWELL

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New Bedford Raid Challenges Labor to Discuss Immigration

In the early morning of March 6, several hundred federal immigration agents, dressed in riot gear and accompanied by helicopters, stormed into the leather goods factory of Michael Bianco, Inc., in New Bedford. There, they rounded up over 350 workers, mostly women from Central America, and took them into custody. That afternoon, about a hundred babies and children were left stranded with their babysitters or in their schools while their parents sat handcuffed in cells far away.

In the aftermath of the raid, supporters of the workers discovered that hiring people without documents was not the only way Bianco broke the law. The factory owners took advantage of the vulnerability of their undocumented workforce in various ways. Undocumented workers got paid at a lower rate than native-born workers for the same job. And the company was cheating some undocumented workers out of overtime pay, by having them punch a different time-clock for their overtime work, and paying them straight time.

The New Bedford immigration raid raised deep questions for Massachusetts's labor movement. Should we prepare for more raids? How should we respond? Should we coordinate with immigrant worker organizations? Should we be organizing undocumented immigrants into our unions? Or should we try to limit immigration and hope that the resulting labor shortage will increase our members' wages and leverage?

Both national federations are confronting these questions too. After much discussion each came to a position that supports these immigration reforms:

- Legal status and a path to citizenship for all immigrants who are working here and contributing the country's economy.
- Full labor rights for all workers, including undocumented immigrants.
- Limits guest worker programs, which set undocumented immigrants up for abuse.

Change to Win's unions already include hundreds of thousands of immigrant members, while the AFL-CIO has decided that immigrant worker centers can affiliate with state AFL-CIOs and Central Labor Councils. Either way, the labor movement's top leaders have recognized that immigrants make up a large and growing sector of our workforce, and must play a correspondingly large role in the future of organized labor.

A lot of our members aren't so sure. While many welcome immigrants—documented and undocumented—with open arms, others worry that undocumented workers cause job loss and depressed wages for US-born workers. Still others disapprove of undocumented workers simply for not following US immigration law.

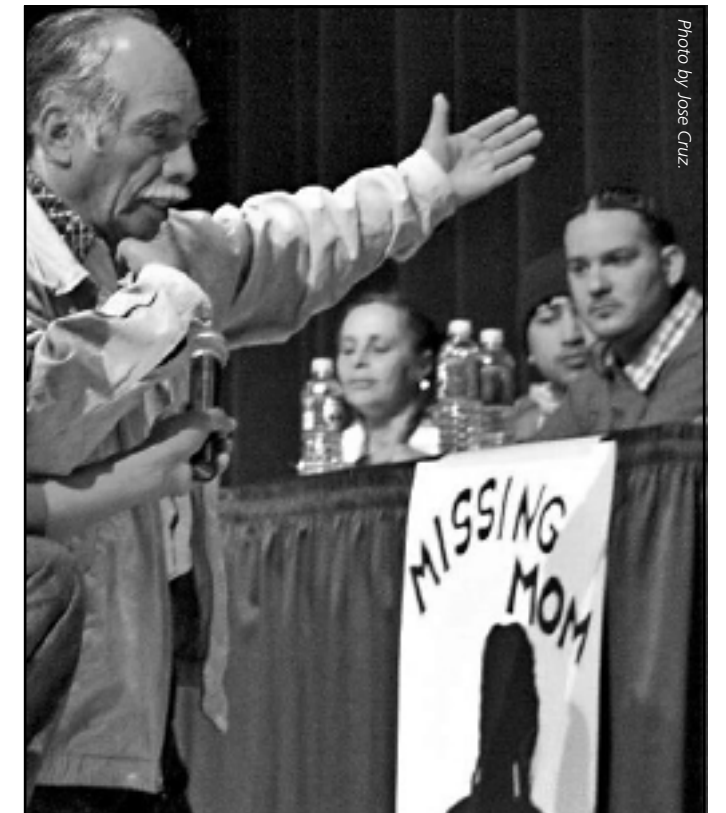


Photo by Jose Cruz

Much more discussion needs to happen before many of our unions organize immigrants, welcome them, and work with their independent organizations.

UMass is committed to helping move this discussion forward in any way we can. For example, we have led conversations in several central labor councils and are scheduled for more. We are working with the national AFL-CIO to develop a comprehensive training on immigration. This training will include plenty of facts and analysis, but will also aim to create a "safe space" for members to say what they think, feel, or fear about immigration and its consequences for organized workers. We want to kick off a discussion about the national federations' policies and what they would mean in your union.

In addition, Labor Extension staffers helped create a web archive on immigration (see Resource Corner). Here you can find talking points, articles, workshops, and other resources on immigration to use in your union. And our Worker Rights Curriculum addresses many topics that affect immigrant workers and their rights.

Please contact us. Immigration is a big topic—too big for any union or leader to tackle alone. Working together, we can design a training or initial discussion that fits your local or CLC.

Around THE STATE

Organizers Roundtables

Second Tuesday of every month, 9:30 - 11:30am

Cost: Free

Location: IBEW 103

Roundtable discussions on topics of interest to union organizers.

Contact: Bill Corley, 617-436-3710

NSCLC 2007 Legislative Dinner Featuring John Edwards

June 9, 2007, 5:00pm

Cost: Delegates \$50, Non-delegates \$40

Location: Sheraton Colonial Hotel Conference Center, Wakefield

Contact: Rosa Blumenfeld 781-595-2538

Iraqi Labor Leaders Tour

Thursday June 14, afternoon

Cost: free

Location: UMass Boston. (Exact time and location TBA)

Contact: Tess Ewing, 617-287-7352

Hear directly from Iraqi trade unionists about the role that the labor movement is playing in creating a secular, progressive Iraq. Two Iraqi union leaders will visit Boston as part of a national tour on June 14 and 15. They are Faleh Abood Umara General

Secretary of the Southern Oil Company Union, Iraq Federation of Oil Workers; and Hashimia Mohsen al Hussein, President of the Electrical Utility Workers Union, Basra, Iraq Federation of Trade Unions. Hashimia is also Iraq's only woman union president.

Women's Institute for Leadership Development (WILD) Annual Summer Institute

June 22 - 24, 2007

Cost: \$200 for room, meals and all.

Location: Hampshire College

Contact: Emily Hardt, 617-426-0520

This inspirational educational program provides women with the leadership vision, confidence and skills to become more effective leaders and organizers in the labor movement in Massachusetts. The weekend program includes workshops on leadership development, understanding racism, and a variety of skill-building workshops as well as opportunities to network with other labor sisters and have a lot of fun! On-site childcare is provided with prior registration for \$50 for first child, \$25 each additional child. Limited scholarships available.

UALE Northeast Regional Summer School

July 8-13, 2007

Cost: \$630/double; \$870/single

Location: National Labor College, George Meany Campus, Silver Spring, MD

Contact: Dale Melcher, UMass Amherst LEP, 413-545-6166

A wonderful, 5-day, residential program for union women from all over the northeast region. This year's theme is Union Women Getting Political About Making Change. This program offers leadership development and skills workshops, and an opportunity to network with other union women activists, leaders and staff. Courses are taught by labor educators and union staff and leaders. Brochures are available from Dale or at www.nlc.edu/NESS07_brochure.pdf.

Union Leadership and Administration Certificate Program

July 15-25, 2007

Cost: \$425/course

Location: UMass Amherst Labor Center, Gordon Hall, Amherst

Contact: Beth Berry, UMass Amherst, 413-545-4875

The UMass Amherst Labor Center is piloting a new, non-credit, Union Leadership certificate program for full-time union staff, officers and activists, offering the opportunity to take courses offered through our limited-residency masters program on a reduced-fee, non-credit basis. This is an opportunity to step back and engage with other trade unionists around pressing issues, to take the time to see the big picture, to frame the work you do daily, and to take courses from national experts in their field. Courses offered this session are: Labor Research, with Tom Juravich; Collective Bargaining, with Kate Bronfenbrenner; Labor Law, with Harris Freeman; and Labor and Public Policy, with Gordon Lafer, and Public Sector with Rebecca Givan.

Introduction to Labor Studies

Wednesdays, 6 to 9:30pm, Fall Semester 2007

History of Labor in the United States,

Mondays from 6 to 9:30pm, Fall Semester 2007

Location for both: UMass Dartmouth, downtown New Bedford campus

Contact: Kim Wilson at 508-999-8781.

Program Notes

■ UMASS AMHERST

Here at UMass Amherst this Spring we offered a five-session program called Union Staffing in a Hostile Environment, offering sessions on strategic analysis, labor law, workplace change, grievance handling and bargaining in the current difficult climate for unions. We continued to be a part of a Labor Center research project on immigrant workers in the Pioneer Valley, setting up interviews with folks who work with immigrants through churches, community organizations, unions, educational programs and service organizations. We hope to present the results of our research in the Fall at a working conference. We continued to work with the Pioneer Valley CLC, planning for their April Education Conference and working on their new Workers Center/Casa Obrera partnership with the Anti-Displacement Project. We also offered a graduate seminar on labor education and offered a workshop, in conjunction with the Center for Popular Economics, at the Western Mass Social Forum.

■ UMASS BOSTON

The UMass Boston Labor Resource Center has recently been presenting a series of forums and discussions on labor issues, for students and the public at large. In February, photographer and journalist, and former labor organizer, David Bacon spoke and showed slides on "Displacement and Migration—Who pays the price of Globalization?" to a packed room. We also co-sponsored a presentation "A New Agenda for Work and Family" on April 5th. This event featured Dr. Robert Drago a professor of Labor Studies, Industrial Relations, and Women's Studies at Penn State University. Our next event will be June 14, when we are excited to be hosting a pair of Iraqi labor leaders, who will tell us about the role that organized labor plays in their country. Meanwhile, we are getting ready to graduate the largest class of labor studies students yet in our history as a program.

■ UMASS DARTMOUTH

The UMass Dartmouth Labor Extension Program continues to work closely with the Greater Southeastern Massachusetts Labor Council through leading discussions and providing technical assistance. Labor Extension facilitated a strategic planning session and led a discussion on immigration issues in light of the Bianco immigration raid in New Bedford. Please see the main article for more information on education programs we can offer on immigration. We are continuing the facilitation of People First, an economic development organization of unions and community groups. Ongoing projects include support for an improved transportation system for SE Massachusetts, connecting labor to creating affordable housing and working to create and sustain good jobs for youth. As a part of People First, we facilitated a community hearing to learn about six painters fired at a local senior housing project after speaking with union organizers. The local newspaper later echoed our findings of unfairness in these firings.

■ UMASS LOWELL

One focus of our work is women's leadership development, revising the leadership curriculum and training facilitators for the WILD Summer Institute and participating in planning for the Northeast Summer School for Union Women. A student is reviewing the research and convening a focus group on the experiences of women union activists and members. We are in the process of gathering information on and assembling a database of all the local unions in northeastern and central Massachusetts and the Merrimack Valley. We will use this information to help support outreach to unions in our region so we can bring in new participants and adjust our training programs to the needs of the local labor movements. Our work with labor councils is ongoing with a focus on strategic planning and economic development. We are also part of an effort at the local and national levels to develop curricula and provide training programs around the issue of immigration.

The Resource Corner

Since the New Bedford raid last month put immigration back on everyone's front burner, union leaders and activists may be looking for resource materials to help frame discussions within their unions. Here are some helpful websites to find such information.

The AFL-CIO's most up-to-date comprehensive official statement is their March, 2006 resolution on labor law reform. This can be downloaded from; www.aflcio.org/aboutus/thisistheafclcio/ecouncil/ec02272006e.cfm.

Other AFL-CIO documents on immigration, including their official Policy on Immigration (adopted several years ago) can be found at www.aflcio.org/issues/civilrights/immigration/

For Change to Win's views, visit their home page www.changetowin.org/. Click on Issues, and from there go to "Immigrant Workers Rights".

Both the above sites deal with immigration in general. One Massachusetts group that has addressed the New Bedford raid specifically is Community Labor United, a coalition of greater Boston area unions and community organizations. For their statement, go to <http://massclu.org/>.

Finally, the Immigration Task Force of the United Association for Labor Education, UALE, has been assembling a collection of materials for leading discussions or workshops on immigration among unionists. For fact sheets, curriculum, power point presentations, articles, graphs and charts, and more, visit their site at www.ualeitf.org/activism/index.php and click on "Browse resources".

S P O T L I G H T

UMASS LOWELL LABOR EXTENSION PROGRAM

The Labor Extension Program at UMass Lowell was created in 1995, an outgrowth of the Technology and Work Program that had been staffed by Charley Richardson since the late 80's. We provide training, education and technical assistance to unions, labor councils and community organizations on the North Shore, in the Merrimack Valley, and throughout the central part of Massachusetts. Our customized programs for local unions and Labor Councils and our open enrollment classes have covered a wide range of issues including: Strategic Contract Campaigns and Contract Bargaining, Leadership Development, Globalization, Talking Union Values/Shrink, Shift, Shaft, and Researching Corporations.

A key focus of our program is helping local unions deal with changing technologies, work restructuring programs like Kaizen, lean, Six Sigma, etc., and employee involvement schemes. We have developed materials and training programs on understanding workplace change, avoiding the "tricks and traps" of involvement and responding with a continuous bargaining approach that inserts a collective voice into the changes that are occurring in the workplace and makes union-building an ongoing activity.



Labor Extension Staff (left to right): Charley Richardson, Director; Susan Winning, Coordinator; Sue D'Amore, Staff Assistant; Mike Prokosch, Coordinator