

## In the Past 4 months...

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

- **Contract Bargaining**  
IBEW 1228
- **Labor History and Labor's Future**  
WILD Summer Institute
- **Labor History Through Film and Video**  
PVCLC
- **Leadership Development**  
WILD Summer Institute
- **Leadership Skills**  
US-Japan Working Women's Workshop
- **Leadership Skills**  
UALE NE Women's Summer School
- **Media Strategy**  
APWU
- **MEMO**  
IBEW Dist. 2
- **Public Speaking: Speaking Up!  
Speaking Out!**  
WILD Summer Institute
- **Stewards Training: Steward as  
Organizer** WILD Summer Institute
- **Stewards Training**  
SEIU Local 9

- **Strategic Planning Retreat**  
SEIU Local 509
- **Strategic Planning**  
Statewide Commission on the Status of Women
- **Shrink, Shift, Shaft**  
CSEA
- **Shrink, Shift, Shaft**  
UALE NE Women's Summer School
- **Shrink, Shift, Shaft/Win and Build**  
Mass AFL-CIO Gompers, Murray, Meany Education Conference
- **Treasurers Training**  
Mass Nurses Association



## 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  
**Tess Ewing: 617-287-7352**  
**Fax: 617-287-7404**  
**email: tess.ewing@umb.edu**
- **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**  
**email: mike\_prokosch@uml.edu**  
**Fax: 978-934-4033**



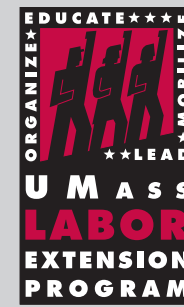
AFL-CIO Treasurer and WILD Board member Kathy Casavant leads panel of women labor and community leaders at the WILD Summer Institute.

## Labor Extension Bulletin

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**UMass Amherst**  
**Labor Extension Program**  
Labor Center, Gordon Hall  
418 N. Pleasant St.  
Amherst, MA 01002-1735  
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# Labor Extension Bulletin

A Publication of the University of Massachusetts Labor Extension Program

UMASS AMHERST ■ UMASS BOSTON ■ UMASS DARTMOUTH ■ UMASS LOWELL

VOLUME 6 ■ NUMBER 3 ■ FALL 2005

## Countering The Right-Wing with Labor's Values

*What is power? It is the ability to tell others what the issues are, what the issues mean, and identify who the good guys and bad guys are. That is power.*

—Howard Phillips of the Conservative Caucus, early 1980s

*With public sentiment, nothing can fail; without it, nothing can succeed. Consequently, he who molds public sentiment goes deeper than he who enacts statutes or pronounces decisions.*

—Abraham Lincoln

Today's right-wing movement has taken the words of the first Republican president and ridden them to power. By consistently pushing a core ideology of individualism, anti-unionism, and anti-governmentism, they have rolled back the gains working people made in the 1930s and 1960s. They've also built up a diehard core of true believers that even extends into our unions.

*How can we roll them back?* Winning an issue campaign here or an election there won't be enough. We have to build up an ideology that can compete with theirs and beat it. We have to use every campaign to promote pro-labor values and messages, consolidating a core of activists as committed as theirs.

*If that's the project, what are labor's values and what is its worldview?* We're asking those questions in a series of workshops that Labor Extension is leading across the state. It turns out that labor activists share a strikingly consistent set of values that say:

- Collective action for social justice
- Everyone moves forward together
- Nobody gets left behind
- Fairness, respect, and dignity

*If that's our value system, where can we take it?* First, into workplace conversations. If we have more members who share the union vision, we'll have more activists to leaflet, door-knock, and spread the union gospel through the workplace. It's the true believers who take the extra time, give up the extra evening, and make change.

Next, we need to take our values into the community. To win and grow, unions have to represent all working people—and reach them the way it counts, one to one. If we don't, someone else will. They already are. We need to take our values into our campaigns for Social Security, universal healthcare, and rights at work, using every campaign to repeat our core values and worldview.



Labor and community women at the WILD Summer Institute participate in Shrink, Shift, Shaft workshop.

There is a subtle difference between this and what we're doing now. Many labor-driven campaigns, electoral and otherwise, hammer on people's economic interests: healthcare, retirement security, or that Candidate X will be good for your pocketbook. Or they hammer on people's fear of illness, poverty, and insecurity. But we're finding that "fact" and "fear" campaigns aren't enough to win. Working people, even our own members, are often acting and voting against their material interests. We must also appeal to their values, their sense of what's right, and put out a vision that's better than the Far Right's. We have to fight the Right for the high ground.

For more information about Labor Extension's workshop on identifying and analyzing the right wing's values vs. labor values and building power based on our values, ask your area labor extension coordinator about the "Shrink, Shift, Shaft" workshops. We welcome the opportunity to bring this workshop into your Local, regional body, and community group.

# Around THE STATE

## Organizers Roundtables

**Second Tuesday of every month, 9:30 – 11:30 am**

Cost: free

Location: Plumbers Local 12

Roundtable discussions on topics of interest to union organizers

Contact: Kathy Casavant 781-324-8230

## Worker Panels at New Bedford Working Waterfront Festival

**September 24, 12:00 - 12:45, fish processing workers**

**September 25, 2:00 - 2:45, longshoremen**

Location: Fisherman's Pier - Merrill's Wharf

UMass Dartmouth Labor Extension will lead two workshops where we will hear from workers themselves about their difficult work and the important contribution they make to the local economy.

Contact: Kim Wilson 508-999-8781.

## North Shore CLC Women's Committee Solidarity Event

**Oct 1st, 10am – 12 noon**

Cost: Free

Location: Lynn Housing Authority Community Center, Lynn

This event is open to all working women to support new organizing in the region.

Breakfast and childcare provided.

Contact: Susan Winning, 978-934-3127 or Corey Hope Leaffer at 781-595-2538

## UMass Dartmouth Annual Awards Banquet

**October 20, 2005, 6:00 - 9:00**

Cost: \$40.00 a ticket or \$400.00 for a table

Location: Venus Venus de Milo Restaurant, 75 Grand Army Highway, Swansea

Every year we gather to honor our local labor and community activists as well as state and national leaders who stand up for worker rights. Join us for an evening of music, inspiration and solidarity.

Contact: Diane Cruz, 508-999-8007.

## Sustainable Jobs, Sustainable Workplaces

**October 27th in the evening and all day on October 28th**

Location: Friday – Boott Mill, Lowell; Thursday – UMass Lowell

A conference to discuss how work is changing, what this means for our members, for workers generally and for our unions and communities, and what strategies can be implemented to improve our ability to negotiate the future of work. Thursday evening's keynote speaker is Larry Cohen, President of the Communications Workers of America, and the conference will close with words from Jane Slaughter of Labor Notes and editor of the Troublemakers Handbook.

Contact: Mike Prokosch 978-934-3239 or Michael\_Prokosch@uml.edu

## Changing the Future of Work: A Workers' Approach

**October or November, 2 evening sessions, day of week to be determined**

Cost: to be determined, nominal

Location: UMass Lowell

This two-part workshop will help workers analyze changes in our workplaces and find the best places to win short-term struggles and build long-term power, using research from the Future of Work project and the direct experiences of participants.

Contact: Susan Winning, 978-934-3127 or

Susan\_Winning@uml.edu

## Strategic Contract Campaigns: Building Bargaining Power at the Table and in the Workplace

**October or November, 5 evenings or 2 days, to be determined**

Cost: To be determined

Location: UMass Lowell

This 10 hour workshop will help you prepare your local for bargaining and will include the following topics: Campaign planning and development; Researching and conducting a "power analysis" of your employer; Increasing rank and file participation—Mobilizing your members; Developing allies and building public support; and Developing bargaining strategies

Contact: Susan Winning, 978-934-3127 or

Susan\_Winning@uml.edu

## Strategic Research for Union Organizing & Contract Campaigns

**Tentative dates: Nov. 16 – 18, Time tba**

Cost: tba

Location: UMass Boston

This popular hands-on class provides participants with an opportunity to learn to use the internet, online search engines and databases for corporate research.

Contact: Tess Ewing, 617-287-7352, Susan Winning 978-934-3127 or Kim Wilson 508-999-8781.

## UMass Dartmouth Annual Conference: What's Next for the Labor Movement?

**November 19, 2005, 9:00 - 3:00**

Cost: TBA and nominal

Location: UMass Dartmouth, Group 1, Rm. 104, park in Lot 1.

This year, Bill Fletcher, longtime labor and social justice leader and thinker, will challenge us to think creatively about today's challenges in labor and how we can fight locally for power. In addition, the specific issues of workers of color will be addressed and discussed.

Contact: Kim Wilson 508-999-8781.

## Solidarity School

**Late Fall 2005, date to be announced**

Annual conference for labor and community activities co-sponsored by Jobs with Justice and Labor Extension Program

Contact: Kim Wilson 508-999-8781 or Mike Prokosch 978-934-3239

## Workers Rights Training

**Dates: TBA**

The LEP Workers Rights training will be offered to unions, community organizing groups, agencies, and high schools in Western Mass.

Contact: Dale Melcher, 413-545-6166 or dmelcher@lrrc.umass.edu.

# Program Notes

## ■ UMASS AMHERST

We have received a UMass Public Service grant to deliver the LEP Workers Rights training to new and low-wage workers in Western Mass. We will be partnering with groups such as ARISE for Social Justice, the Anti-Displacement Project, the Pioneer Valley Project, Smith Vocational High School, the Center for New Americans, and the Department of Catholic Charities Immigration Services to offer workshops and a train-the-trainer program. We are still looking for more groups, so contact Dale Melcher if you are interested or have suggestions. We did our usual, exciting work planning for and teaching at the WILD Summer Institute and the Northeast Summer School for Union Women. Both events brought together a talented, committed group of union women to develop skills, acquire information and network with other union activists. Looking to the Fall we have scheduled Organizing Basics, for IBEW District 2, Media Strategy, for the APWU Presidents Conference, and Treasurers Training, for the MNA and will be teaching an undergraduate course, Women and Work.

## ■ UMASS BOSTON

In July, UMB Extension Coordinator Tess Ewing had the opportunity to teach a two day workshop on leadership skills to union women in Tokyo, Japan, as part of a project bringing US and Japanese union women together to learn from each other. Although Japanese corporations were long famous for guaranteeing lifetime employment and benefits to their employees, we found that globalization has brought Japanese workers, (and especially women), many of the same problems we confront here: job loss, cut backs, privatization, erosion of bargaining power, the spread of unbenefited contingent work etc. The next step will be developing common strategies to fight these common problems.

## Labor Extension is Here to Serve All

This summer, US organized labor went through the biggest shake-up it has seen in many decades: the decision of SEIU, Teamsters and others to leave the AFL-CIO and form a new umbrella organization, the Unite to Win Coalition.

What will this split, caused by differences at the national level, mean for those of us working at the state and local level? We won't really know until the smoke clears and things settle down a little. Clearly unions on both sides of the divide must find ways to hold up a united front against the offensives of employers and government.

In this context we in the UMass Labor Extension Program would like to affirm that we are ready and willing to work with all unions. As our mission statement makes clear, we provide training, education and technical assistance to "workers, their unions, and other worker organizations." We have always enjoyed an excellent relationship with the Mass. AFL-CIO (to whom LEP in large part owes our existence), but we have also worked extensively with non-AFL-CIO unions such as the MNA, the MTA, the BPL Public Staff Association, and others; as well as with workers centers, non-profits and community organizations that are concerned with workers' rights. After all, Labor Extension is part of the University of Massachusetts, and as such we serve all working people of the Commonwealth. Whatever changes and realignments take place in organized labor, we certainly hope and expect to continue to work with any and all unions and other organizations that represent and advocate for working people.

## ■ UMASS DARTMOUTH

This summer we have enjoyed helping bring local union activists together for our first SE Massachusetts Labor Council picnic. In another summer activity, we participated in the annual WILD Leadership Institute and the coordinator taught a class on stewards as organizers. For two weeks in June, we were honored to host two sociology professors from the University of the West of England as they interviewed 15 area labor leaders. This was in order to write an academic paper which will be coauthored with the coordinator on central labor councils and local transformation. Also on the international front, Dan Devenny, the Irish muralist who created the New Bedford labor history mural, has completed the Frederick Douglass companion mural in Belfast. Please contact Kim Wilson to see the images. Please join us this Fall as we welcome Bill Fletcher to headline a conference on the challenges we face today as a movement.

## ■ UMASS LOWELL

Our focus continues to be building unions' ability to fight for control on the shop floor. In addition to the conference on Sustainable Jobs and open enrollment courses on the Future of Work and Strategic Contract Campaigns, we are looking at workplace change in various sectors to analyze the trends in how work is changing and to understand how workers are being affected. Retail, postal and health care case studies will be completed soon and we are available to work with other locals as they struggle with management over new technologies and work restructuring. We are increasing our presence within the university community, working on an interdisciplinary course for undergraduates on the Future of Work. We are offering the Shrink, Shift, Shaft workshop and continue working with WILD. Labor councils are a major priority, as we assist councils in developing plans and priorities for the upcoming year of challenges at the ballot box and the bargaining table.

## Future of Work Year 2

Thanks to the efforts of Bob Haynes and the Mass AFL-CIO, the UMass Labor Centers have received funding for year two of the Future of Work project. We are excited about the work this funding makes possible. An edited book of research funded in the first year *The Future of Work in Massachusetts*, and *Bread Without Roses*, a book on work in the Commonwealth by Tom Juravich, will be completed and distributed free of charge to public libraries and middle and high schools throughout Massachusetts. Extension will be developing part two of the FOW curriculum, looking more specifically at changes in major industries and sectors in Massachusetts. Part one of the curriculum will be piloted this fall.

Regional events will expand our reflection on the future of work in Massachusetts. Beginning this Fall look for:

- **UMass Amherst:** a distinguished speaker series on race, gender and immigration and the future of work, and completion of the manuscripts and preparation for publishing of FOW books
- **UMass Boston:** a follow-up regional discussion, participation in a community/labor leadership institute, a series of student working papers and the development of an interactive web site, *The Future Starts Now: What and Where is the Work Today?*
- **UMass Dartmouth:** discussion with Bill Fletcher on the future of the labor movement and a Spring speaker addressing economic development in Southeastern Mass.
- **UMass Lowell:** conference on *Sustainable Jobs, Sustainable Workplaces* and development of an undergraduate course on FOW.

## UNION OFFICERS TAKE NOTE:

In the Spring '06 semester, the UMB Labor Studies Program will offer an intensive certificate program on Union Administration (jointly with the Division of Corporate, Continuing, and Distance Education). This program, which can be counted toward a BA, will include financial management, benefits management, legal requirements, personnel issues and supervising, computer, writing and presentation skills, and more. Call the UMB Labor Resource Center (617-287-7426) for more information.