

In the Past 4 months...

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

- **American Unions in the New Global Economy**
NYS AFL-CIO / Cornell Union Leadership Institute
- **The Boss Can't Do that, Can He? A Training of Trainers on Workers Rights**
Northeast SABES
- **Collective Bargaining Training**
SEIU Local 888 Professional Unit UMass Lowell
- **Continuous Bargaining: a Strategy for Labor-Management Committees**
Maine State Employees Association
- **Empowering Workers Through Popular Education**
Northeast Regional Summer School for Union Women
- **Immigrants and the Labor Movement: Exclusion or Solidarity**
Northeast Regional Summer School for Union Women
- **Leadership Development Training of Trainers**
Women's Institute for Leadership Development
- **Leadership**
Women's Institute for Leadership Development Summer Institute

- **Leadership Skills**
Northeast Regional Summer School for Union Women
- **Legal Rights**
Women's Institute for Leadership Development Summer Institute
- **Popular Education Update for Hazardous Materials Trainers**
The New England Consortium
- **Public Speaking for Social Change**
Women's Institute for Leadership Development Summer Institute
- **Stewards Training**
Women's Institute for Leadership Development Summer Institute

- **Taxes and Public Sector Workers**
CSEA Local 1000, New York
- **Teaching Techniques**
Northeast Regional Summer School for Union Women
- **Treasurers and Financial Officers Training**
Mass. Nurses Association
- **Why Should I Care About Globalization? I'm a Public Sector Worker!**
CSEA Local 1000, New York
Northern New England SEIU Summer Institute
- **Winning Public Support for Public Sector Workers**
Northern New England SEIU Summer Institute

To Contact the UMass Labor Extension Program:

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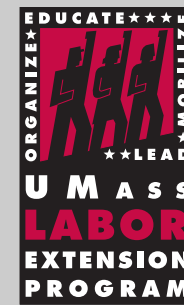


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UMASS AMHERST ■ UMASS BOSTON ■ UMASS DARTMOUTH ■ UMASS LOWELL

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Education to build a strong labor movement



As Labor Extension Coordinators, we frequently hear comments like, "Our Local's stewards aren't able to do the background research for a second step grievance" or "How can we talk about global economic issues in our union?"

Now, twelve years into our statewide Labor Extension Program, we'd like to review our mission and discuss how we can work with your Local, Labor Council, or community worker organization.

"Providing union education to build a strong labor movement" has been, and continues to be the mission of the Labor Extension Program. When the program was founded, union density in Massachusetts had already entered its decline. From a high of 25% in 1980 the percentage of unionized workers in Massachusetts had dropped to 15.0% by the late 1990's. Today it is even lower: 14.4% in 2006, with the private sector down to somewhere around 8%. Along with the lower density, unions are struggling to maintain their hard fought gains, facing tougher contract bargaining, with management in both the private and the public sector looking for wage and benefit cutbacks, with soaring health care costs. Our work is getting outsourced and privatized, re-organized and automated, and intensified.

With the increasing challenges labor is facing, the Labor Extension Program has much to offer unions and other workers' organizations. We provide training, education and technical assistance to workers, unions and other workers' organizations. Our focus is on increasing activism, and building the organization. Our programs can help your organization to effectively represent an increasingly diverse membership and face the challenges of today and the future.

Most of our unions need both "nuts and bolts" skills as well as broader education that analyses corporate ideology and union values. In the basic skills category, we offer stewards training, contract campaign and



AFSCME Local in Lynn mapping their union in a Strategic Contract Campaign class.

negotiations training, public speaking and a host of others. We have also developed training and facilitated discussions around economics, globalization, policy, racism, immigration and other broader issues facing workers.

In addition, we are committed to preparing all workers to exercise their full rights in the workplace and the community. One effective way we have reached out to unorganized workers is through our Worker Rights Curriculum, which we have brought to ESOL and literacy educators across the state.

We can help evaluate your needs to strengthen your organization and can tailor programs to those needs. To begin, contact the Labor Extension Coordinator in your area; the contact information is listed in this newsletter. We hope to hear from you.

Raids Spread Fear, Hurt Workplace Organizing

Since the immigration raid in New Bedford, new raids have hit every part of Massachusetts and cities across the country.

Many raids target gangs, but they also spread fear in the workplace and cripple organizing. The latest raid at Smithfield's notorious Tar Heel plant stopped a promising organizing drive in its tracks. In eastern Massachusetts, the Boston Globe reported that workers in one union shop "abruptly stopped cutting and sewing" when local radio incorrectly reported that "immigration agents were on their way," even though "all workers had legal documents."

According to photojournalist David Bacon (www.thenation.com/doc/20070827/bacon), the raids are part of

Bush's plan. By disrupting production and spreading fear, the raids push both employers and workers into backing massive new guest worker programs. 'Guest worker' is Fed-speak for 'two tier workforce.' An expansion of guest worker programs will pull down wages and leverage for all workers in this country.

In response, immigrant rights groups are organizing rallies and "know your rights" trainings for immigrants and people who work with them. Many unions, and the CLCs and state federations are pushing back against Bush's fear campaign. If you would like your union to figure out how to deal with the issue, but are worried about its potential divisiveness, contact UMass Labor Extension for a new training that gets the conversation going in a safe way.

Around THE STATE

Organizers Roundtable

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

Cost: Free

Location: IBEW 103

Contact: Bill Corley, 617-436-3710

Roundtable discussions on topics of interest to union organizers.

Stewards Training

Thursday evenings, 6:30-9, October 11, 25, November 1, 8, 15 NOTE: no class October 18

Cost: \$125 (includes banquet); \$100/person if local sends 3 or more

Location: The first four classes will be held at Gordon Hall, 3rd floor conference room, 418 N. Pleasant St., Amherst, MA. Last class is at an area restaurant.

Contact: Dale Melcher, 413-545-6166

Basic stewards training for current stewards and those considering becoming stewards. Topics include: roles and responsibilities of the steward, legal rights (including Weingarten and Duty of Fair Representation), basic grievance handling, and a mobilizing approach to problem solving. The final class will be dinner with a guest speaker. This program is co-sponsored by the Hampshire Franklin CLC and the Pioneer Valley AFL-CIO.

Merrimack Valley CLC Women's Dinner

Tentative Date: Thursday, October 18th, 6 - 8:30pm

Cost: Free

Location: TBA

Contact: Carly Moskowitz, 978-233-3159

Join us, share a meal and get to know other women in unions in the Merrimack Valley. Event is open to women in unions affiliated with the Merrimack Valley Central Labor Council as well as from other unions in the region.

Arnold M. Dubin Labor Education Center Annual Awards Banquet

October 25, 2007, 6:00 pm reception, 7:00 dinner

Cost: please call 508-999-8007

Location: Venus de Milo Restaurant, Swansea

Contact: Diane Cruz, UMass Dartmouth, 508-999-8007

Every year, the UMass Dartmouth Labor Education Center presents this awards dinner to gather together the SE Massachusetts labor movement and to honor our heroes.

Third Annual North Shore CLC Women's Solidarity Breakfast Good Healthcare in your Contracts, Good Contracts for Healthcare Workers

November 17, 2007, 10am - 12:30pm

Cost: Free, including childcare.

Location: 10 Church St at the Lynn Housing Authority.

Contact: Rosa Blumenfeld, 781-595-2538

Women in unions, community organizations, and those interested in unions are all welcome. Join us as we look at the issues of affordable health care for all workers and good jobs for health care workers.

The Resource Corner

AFL-CIO Launches Initiative to Restore Worker Power

Why is it so hard for so many workers in America to make a decent living in the richest country in the world? That's the question that the AFL-CIO and its affiliates are exploring—and answering with an alternative Working Families Agenda that offers a positive, proactive program for economic growth and shared prosperity.

The federation and its affiliates are conducting a series of training sessions nationwide on "An Economy That Works for All." The presentation provides a framework that analyzes America's major economic problems, critiques the corporate agenda, and urges action. The program's goal is to build a network of activists who will inform, educate and mobilize other union members to get involved in efforts to change the political and economic landscape of the country.

The program aims to build worker power through a Working Families Agenda that calls for restoring workers' freedom to form and join unions, supporting comprehensive health care reform, and keeping good jobs in America. These are major issues directly connected to a grass-roots effort by union members to elect a pro-worker President and other legislators in 2008.

Training sessions for "An Economy That Works For All" are being planned in the New England area in the fall. Those interested should contact David Keicher, the AFL-CIO's State and Local Leadership and Organizational Development Specialist, at dkeicher@aflcio.org.

Program Notes

■ UMASS AMHERST

Summer work, as usual, focused on two summer programs for union women - the *WILD (Women's Institute for Leadership Development)* week-end program, and the Northeast Summer School, held this year in Maryland, at the National Labor College. We taught leadership skills, legal rights, teaching techniques and immigrants and the labor movement. In addition we offered, with UMass Boston LEP, a day-long financial training for the MNA geared toward Treasurers and other officers. We continued conducting interviews for the Center's Future of Work research project on immigrant labor in the Pioneer Valley. This fall we will teach our undergraduate course on women and work. If you know students at UMass Amherst suggest that they check out this and other undergraduate courses offered by the Labor Center, such as Labor and the Global Economy (Fall) and Labor and Work in the U.S. (Spring). We continue to work with area labor councils and will focus this next year on assisting the Hampshire Franklin CLC to build its membership and activities (see Stewards Training in Around the State.)

■ UMASS BOSTON

The UMass Boston Labor Studies Program graduated 17 students in June. Also in June, the Labor Resource Center hosted a very successful forum featuring 2 Iraqi labor leaders. Over 70 people jammed into a crowded room to hear Iraqi oil workers' leader Faleh Abood Umara and electrical union president Hashmeya Muhsin Hussein describe the role labor is playing in trying to build a progressive, secular society in that war-ravaged country. In an exciting new development, the LRC is partnering with the MA AFL-CIO on its "High Road Energy Project" under the Workforce Competitiveness Trust Fund. This project is designed to map out economic opportunities and skills needs for workers and businesses in the energy arena in the Greater Boston area.

■ UMASS DARTMOUTH

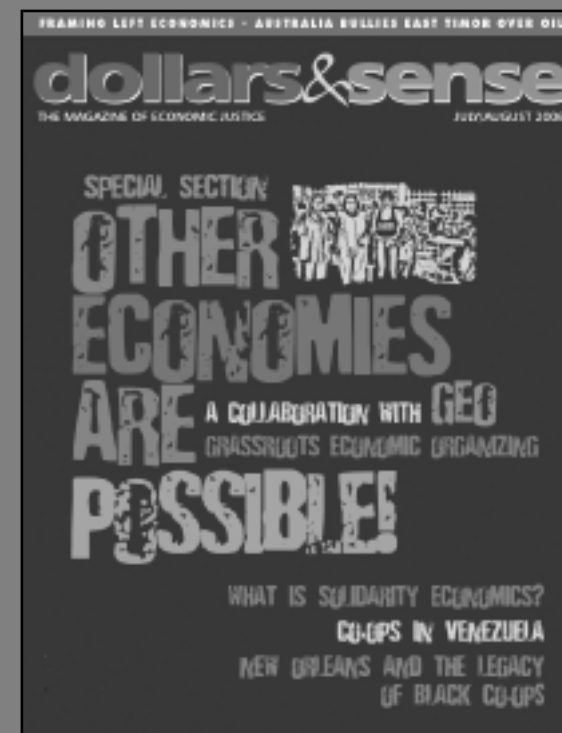
Our Program continues to work closely with the Greater Southeastern Labor Council and we join in celebrating the Council's new downtown New Bedford office space, which is shared with other unions. In addition, we continue to work towards building alliances with the community around economic development. Our People First planning group will be doing more one-on-one meetings with community groups as we prepare for another community wide public event. Finally, for the third year, Labor Extension will be hosting a panel on worker issues at the New Bedford Working Waterfront Festival.

■ UMASS LOWELL

Labor Council work continues to be a priority, as we support both the Merrimack Valley and the North Shore councils in their strategic planning process. We are working with WILD as it kicks off its 20 (women leaders) in 20 (years of WILD) program, which seeks to provide training and mentoring to move women up in leadership in their unions and community organizations.

We have also developed "Solidarity or Exclusion," a training on immigration that asks: what is the best strategy for labor? Should the labor movement exclude immigrant workers, or help them organize and grow? We continue to promote Continuous Bargaining as a strategy for building union voice and leverage in the face of management's takebacks, ideological attacks, and workplace change. This fall we will lead four sessions on workplace change and union strategies for AFSCME unions in SUMMUP. And this fall we are co-leading a course on the Future of Work that will help UMass Lowell students prepare for life in the US labor market.

S P O T L I G H T



DOLLARS AND SENSE

Where can you find accessible and accurate information about both the workings of the economy and struggles to change it? Dollars & Sense, a Boston-based non-profit publisher, produces a bi-monthly magazine and economics textbooks that meet the need for left perspectives on current economic affairs. Started in 1974 by a collective of radical economists, *Dollars & Sense* magazine is still working as a collective to challenge the mainstream media's account of how the economy works. Articles cover a broad range of topics, including community organizing, global trade agreements, inflation, unemployment, Social Security, union reform, changes in government regulation, economic justice activism, and more. Labor leaders, community activists, organizers, environmentalists, professors, students, and many others value its clearly-written analyses of critical issues facing our nation and our world. In addition to the magazine, Dollars & Sense books give thousands of college students the economic story that their textbooks don't tell.

Visit www.dollarsandsense.org for more information, or call 617-447-2177.