

Massachusetts Labor History Celebrated

Labor history in Massachusetts has taken on a very vibrant and visible presence this Fall with the completion of the Mike Alewitz mural on the UNITE Hall in Fall River and the dedication of a large, bronze plaque on the Caledonian Building in Holyoke, marking the site of Eagle Lodge and Local One of the United Paperworkers Union.

Local and state labor leaders gathered at the Holyoke Heritage State Park on October 3rd to celebrate and recognize the contributions made by the Papermakers Union to the history of Holyoke, and then walked to the Caledonian Building for the unveiling of the marker.

“We have a rich history of labor activism in the Commonwealth of Massachusetts,” said state fed president Bob Haynes. “Working people have been organizing here since the 1800’s to improve their working conditions and the quality of life for all working people in Massachusetts.

The Holyoke marker is the first in what will eventually be a series of about 30 plaques singling out sites of significant interest in the state’s labor history. Sites in New Bedford, Lowell and Boston are currently under consideration. The Boston plaque would mark the location in the Statehouse where Massachusetts AFL President Edward Cohen was assassinated on December 5, 1907, while advocating legislation to benefit workers. The new Bedford site will honor the contributions of Cape Verdian dock workers and their involvement in the Longshoreman’s Union.

Meanwhile, in SE Massachusetts a group of local labor and community leaders have been working to create a public art project, which celebrates the area’s rich labor and social movement history. The project includes two outdoor murals, a union banner, and a series of drama performances about Frederick Douglass’ connection to labor.

The mural in Fall River depicts the city’s labor history and specifically honors the 1928 textile strikers. The line of striking immigrant workers during the Great Depression is flanked by abandoned mills of the industrial past and some of the products created by the workers of Fall River. The New Bedford mural celebrates Frederick Douglass, the contributions of working people in building the city, and the role of whaling and fishing in the area’s commercial development.

We encourage to take the time to visit the Holyoke landmark and the Fall River and New Bedford murals, to celebrate our past and honor those who came before us. For more information contact the labor extension program coordinator in your area.



This is a section of the second mural in the SE Mass Labor History Project, located in New Bedford and completed in November 2001. It honors Frederick Douglass as a worker and labor leader as well as several local union activists and important labor struggles. The artist was Dan Devenny of Belfast, Ireland.

“Trainers For Change” helps Member Organizing take off in AFSCME Council 93

At November’s AFSCME Council 93 convention, AFSCME members Chrystene Zarazinski and Janet Cooke helped set in motion the new AFSCME Council 93 member organizing program. Chrystene and Janet led two one and one half hour workshops which motivated over 30 members to sign up for the program. The Council’s new committee, “Trainers for Change”, worked with the AFSCME education department to design a session to educate and activate AFSCME members around the Council’s organizing efforts. “We are working along the lines of the WILD teacher training. One thing we want to do is to train members so they can go out and do their own workshops- not only organizing, but other subjects,” Chrystene explained. (WILD, the Women’s Institute for Leadership Development, conducts ‘train-the-trainer’ sessions yearly for women interested in teaching at the WILD summer institute.)

“Trainers for Change” is currently focussing on spreading the member organizer workshop. The workshop will hit the road this January and February with sessions in Vermont, New Hampshire, Maine and Massachusetts. The committee will be conducting train-the-trainer programs to train workshop leaders to prepare for these sessions. Chrystene says the goal of the workshop is to pull people in to the organizing effort. “In the workshop we don’t just limit ourselves to asking people to do housecalls. We ask for folks to do phone banks, get trained as a trainer, anything. Basically, we just want them involved.”



UMass Amherst
Labor Extension Program
 Labor Center
 Draper Hall
 Amherst, MA 01003
(413) 545-6166
Fax: (413) 545-0110
dmelcher@lrrc.umass.edu

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

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

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

AROUND THE STATE.....

Western Mass Organizers January; date and time TBA

Cost: FREE
Location: PVCLC, 640 Page Blvd., Springfield
Topic: TBA
For information, contact Irene Kimball, PVCLC, 413-732-7970

Mass. Organizes Tuesday, January 8, 9:30 - 11:30am

Cost: free
Place: IBEW Local 103
Topic: TBA
For information, contact Tess Ewing, 617-287-7352 or John Shayeb, 617-227-8260

Legislative Breakfast Saturday, January 26, 8:30 - 11:00

Cost: Free
Location: Residents Cafeteria
Co-sponsored by UMass Dartmouth Labor Education Center and United Labor Council of Greater Fall River, The Greater New Bedford/Cape Cod Labor Council and the Plymouth-Bristol Central Labor Council Come to meet your legislator and member of Congress to discuss the 2002 legislative agenda and what this means for union members.

Frederick Douglass Mural Dedication Weekend day in February TBA

Cost: Free
Location: Corner of 6th and Union Streets, New Bedford
We will hold a public event to dedicate and celebrate this beautiful mural, completed in late Fall 2001 with the creation coordinated through the UMass Dartmouth Labor Extension Program.

AFSCME 1776 Stewards Training February 6, 13, 20, 27 and March 6, 13; Time TBA

This is a closed enrollment program for AFSCME 1776. The first two sessions will focus on basic stewards training, including roles, responsibilities and rights, and grievance investigation. The next four sessions will cover more advanced topics such as labor law, arguing and writing a grievance and member mobilization. To register contact AFSCME 1776 at 413-545-2831.

Mass. Organizes Tuesday, Feb. 12, 9:30 - 11:30am

Cost: free
Place: IBEW Local 103
Topic: TBA
For information, contact Tess Ewing, 617-287-7352 or John Shayeb, 617-227-8260

Contract Campaigns: Building Bargaining Power at the Table and the Workplace Beginning in March, dates and time TBA

Cost:
Location: PVCLC, 640 Page Blvd., Springfield
Co-sponsored by UMass Amherst Labor Extension and PVCLC
In this five-part program, participants will use case studies, one private sector and one public sector, through the negotiations process, from research, to mobilizing members, to building community support to negotiation strategies. This program is for union activists and leaders with all levels of experience. For more information contact Dale Melcher, UMass Amherst Labor Extension, 413-545-6166

6th Annual WILD in the Winter East Saturday, March 2, 8:30-4:00

Cost: \$35.00
Location: Northeastern University, Boston
The theme of this year's WILD in the Winter East is "You Can't Hold Good Women Down: Working Women Push Forward in the Face of an Uncertain Future." A panel discussion on the effects on workers of terrorist attacks will lead to afternoon workshops that relate to the effects on immigrants and the amnesty campaign, how public resources are being used to fight terrorism, women's participation in unions and globalization. Morning workshops may include basic workers rights, including those for laid-off workers, immigrants' rights, living wage/day care/health care and equal pay, and global labor standards. For more information contact WILD at (617) 426-0520.

In addition to extension and undergraduate courses, the UMB Labor Resource Center also engages in policy analysis and research. Some of our ongoing projects are: cost estimation models for paid family leave (Prof. Randy Albelda); including worker and community voices in economic development (Mary Jo Connelly); non-standard and contingent work (Debi Osnowitz); promoting the inclusion of labor history in secondary education (Prof. Jim Green); a history of the Mass. Law of Industrial Accidents (Pat Reeve). In research and policy analysis, as in labor studies and extension, our aim is to provide a useful service to working people and their organizations.

North Shore Labor Council Education Conference Conference Theme: Political Action, an Economic Agenda and Union Power

Saturday, March 2, 8:30-3:30

Cost: \$15.00
Location: Peabody Community Life Center, Peabody MA
Co-sponsored by North Shore Labor Council and UMass Lowell Labor Extension Program
Join union and community activists and leaders and our elected representatives for day of workshops and strategy sessions. Topics include: setting a political action agenda, strengthening our community/labor coalitions, and living wage campaign possibilities on the North Shore. We will also have workshops for new union activists- including health and safety and stewards rights. A \$25.00 partial childcare cost reimbursement is available. Watch for a registration flyer in the mail or call the Labor Extension Program (978) 934-3127 or the North Shore Labor Council (781) 595-2538 for details about the conference.

5th Annual WILD in the Winter West Saturday, March 9th

Cost: TBA
Location: Springfield Technical Community College, Scibelli Hall
Co-sponsored with the PVCLC Womens Committee and UMass Amherst Labor Extension
Planning for the Western Mass WILD in the Winter will begin in early January, with theme, workshop topics and program length to be set then. To be involved in planning or for more information contact the new WILD Western Mass staff person, Suzanne Greene-Gullett, 413-747-9300, or Dale Melcher, 413-545-6166.

Mass. Organizes Tuesday, Mar. 12, 9:30 - 11:30am

Cost: free
Place: IBEW Local 103
Topic: TBA
For information, contact Tess Ewing, 617-287-7352 or John Shayeb, 617-227-8260

Union Workplace Leaders Series (for stewards, committee members, and other union activists) 4 sessions in April-May (dates TBA)

Location: Lowell (exact location TBA)
In these four sessions we will discuss and learn about our rights as workplace activists and stewards, strategies for enforcing our rights, and how we can organize membership power to win what we want. This program is appropriate for both public and private sector union members. For more information, call the Labor Extension Program (978) 934-3127.

Mass. Organizes Tuesday, April 9, 9:30 - 11:30am

Cost: free
Place: IBEW Local 103
Topic: TBA
For information, contact Tess Ewing, 617-287-7352 or John Shayeb, 617-227-8260

Worker's Memorial Day Race Saturday, April 13, registration 8:30, race starts 10:00

Cost: \$10 postmarked by April 10, \$12 after Location: start and finish at Tripp Athletic Center, UMass Dartmouth. Join us at this event to raise awareness about workers hurt or killed on the job and to provide critical support to the Labor Education Center.

Spring Semester Labor Studies Courses at UMass Boston

Advocacy in Informal Proceedings: Arbitration - Thursday 5:30 - 8:00 pm.
Taught by Richard Boutwell, APWU
Division of Labor: Contingent Workers, Labor and Workers' Power
Wednesday 8:45 - 11:15 pm
Taught by Prof. Terry McLarney
Negotiation - Thursday 8:45 - 11:15 pm
Taught by Prof. David Matz
Methods and Goals of Organizing - By arrangement
Taught by Tess Ewing
The Problems of Workers, the Challenges for the Union Movement
By arrangement
Taught by Prof. Jim Green
Social Research: Consumption & Design - Tuesday 5:30 - 8:00 pm
Taught by Debra Osnowitz, Research Assoc.
Strategic Analysis for Workers' Organizations Monday 5:30 - 8:00 pm
Taught by Edward Bruno, Labor Party
Strategic Organizing for Rights and Justice in a Volatile World
Thursday 5:30 - 8:00 pm
Taught by Pat Reeve, Labor Resource Center, Director

PROGRAM NOTES

UMass AMHERST Labor Extension Program

Labor Extension had a busy Fall with the Working Parents Massachusetts Conference, the Holyoke Labor Landmark celebration and the current issues video series all happening or beginning in October. The conference, co-sponsored with SAWSJ and the Mass AFL-CIO, brought labor, researchers and childcare activists and providers together to focus on joint strategies for winning paid family leave and improved early care and education in the Commonwealth and to kick-off a statewide coalition effort. The landmarks event, held at the Holyoke Heritage State Park, celebrated the mounting of a plaque at the site of Eagle Lodge, which became Local 1 of the United Paperworkers International Union. "Thursday Night at the Movies" offered videos and discussion of such current labor issues as organizing, globalization, diversity and the impact of racism on labor's strength. We continued to work with the Hampshire/Franklin CLC on a workforce development needs assessment, the Pioneer Valley CLC's Street Heat and Women's committees, and Western Mass Jobs with Justice on strategic planning. See *Around the State* for upcoming activities.

UMass BOSTON Labor Extension Program

At UMass Boston, the Labor Extension Program has played an active role in reforming the curriculum for the college's undergraduate Labor Studies Program. One goal of the reform was to make sure that our courses and requirements are as relevant and useful as possible to leaders and activists in today's labor movement. The new curriculum is being phased in over the course of this year. See the calendar section for this semester's courses. For enrollment information, call Jean Pishkin at the Labor Resource Center, 617-287-7426.

In addition to extension and undergraduate courses, the UMB Labor Resource Center also engages in policy analysis and research. Some of our ongoing projects are: cost estimation models for paid family leave (Prof. Randy Albelda); including worker and community voices in economic development (Mary Jo Connelly); non-standard and contingent work (Debi Osnowitz); promoting the inclusion of labor history in secondary education (Prof. Jim Green); a history of the Mass. Law of Industrial Accidents (Pat Reeve). In research and policy analysis, as in labor studies and extension, our aim is to provide a useful service to working people and their organizations.

UMass DARTMOUTH Labor Extension Program

At UMass Dartmouth we continue to build our connections with the community while keeping our base of unions growing. In the Fall of 2001, we worked with the Greater New Bedford/Cape Cod Labor Council to present a short program in conjunction with UMass Boston as well as presenting training to UNITE and through the Community Building Conference. The SE Massachusetts Mural Project was completed with the creation of the New Bedford mural and now posters of this and the Fall River mural are being made. Please contact the coordinator, Kim Wilson, for information on this or if you would like any assistance with training in your union or community group at (508)999-8781.

UMass LOWELL Labor Extension Program

The staff at Lowell Labor Extension wish to extend a "thank-you" to Brigid Bolduc for filling in as our program administrator while Sue D'Amore took a newborn leave. Sue has returned from her leave and will be working Monday, Wednesday and Thursdays this winter and spring. This fall Lowell LEP hosted a well-attended forum on union strategies in a changing workplace and worked with members of IBEW 1505 and IUE/CWA Local 201 to research area manufacturing employers as targets for organizing. We also hosted two meetings on Health and Safety led by the Massachusetts Coalition for Occupational Safety and Health. We will follow up on each of these projects over the winter and spring. Also this fall, LEP participated in CWA Locals' 1365 and 1366 "Crisis in the Valley Committee"- organized to help in their ongoing struggle with Lucent. The committee involves LEP, the Merrimack Valley Project, Jobs with Justice, the MA AFL-CIO and the United Way. The Northeast Skills Training Project, a LEP project with CWA Local 1365 and IUE/CWA Local 201 continues to overcome challenges of large layoffs at Lucent by holding classes offsite and recruiting laid-off workers into the program. Lowell LEP is currently working with the planning committee for the North Shore Labor Council Education Conference slated for March 2. Other planned spring programs include a worker photography workshop in Lowell and a Union Work Site Leaders Series- see the calendar for details.

In The Past 4 Months
The UMass Labor Extension Programs Has
Provided Trainings On These Topics....

Changing Workplace
Corporate Research
Metal Working Health and Safety
 MassCOSH
Labor History
Globalization
Organizing Strategy

One on One Organizing for Community Organizers
 New Bedford Community Building Conference
Internet Training for Union Activists
 UNITE

Organizing for Today's Campaign's:
Lessons from the Past and Present
 New England Solidarity School

What is the Difference Between Public and Private Employment
 Greater New Bedford/Cape Cod Labor Council
Your Union and How It Works

Introduction to Parliamentary Procedure
Parliamentary Procedure, Part Two:
 Pressmen's Union, Local 3

Beyond Diversity: A Roundtable Discussion on
Race in the Labor Movement

Corporate Research for Union Organizing and
Contract Campaigns

Public Sector versus Private Sector Work:
 New Bedford CLC

NOTICE

MEMBER ORGANIZER TRAINING PLANNED FOR SPRING

The Labor Extension Program, in collaboration with the AFL-CIO, plans to offer a Member Organizer Training this spring. The date has not yet been chosen, but will be a Saturday, probably in March.

The Member Organizer Training consists of one full day of intensive training in basic organizing skills (communicating, listening, assessing support, etc.) and related knowledge (legal rights, what to expect from the employer, etc.) There is plenty of hands-on practice, along with coaching and feedback from experienced organizers.

The training is suitable for new staff organizers as well as rank and file union members who are planning to help out on their union's organizing drives.

Here's what some past participants have said about our Member Organizer Trainings:

"I thought the whole program was terrific!"

"[The] Instructors were great. A long day went fast."

"Didn't think I would, but found the roleplaying stuff, both the door knocking and the one-on-one, really helpful."

For more information, please contact the Extension Coordinator on the campus nearest you.

SPOTLIGHT

Massachusetts AFL-CIO Education & Training Dept.

The Education & Training Department of the Massachusetts AFL-CIO works with local unions and CLCs throughout the state on a wide range of projects. They seek to develop new initiatives on worker training and this past year they expanded their focus into economic development. Their goal is to ensure that all worker training and economic development initiatives are used to build the labor movement and strengthen our unions. Some examples of their work include:

- Accessing funds for union-based and joint labor/management training programs
- Training union leaders on worker training issues and strategies
- Designing and implementing union-based worker education and career ladder programs
- Recruiting and training labor activists from around the state to serve on local workforce investment boards (WIBs)
- Providing on-site support to unionized workers who have been notified of a closing or lay-off and advocating for increased retraining and employment services for laid-off union members and workers
- Participating in labor/community coalitions to develop pro-worker, pro-union economic development policies.

Staff: Bob Bower, Rapid Response Coordinator
Maureen Carney, Workforce Development Coordinator
Harneen Chernow, Director, Education & Training
Tony Dunn, Workforce Development Coordinator

Rapid Response Satellite Staff:

Francisco Brea/Lawrence and Lowell CLCs
Art MacNeil/Worcester/Framingham CLC
Joe Martin/No. Shore CLC
Mike Filpi/Berkshire CLC
Irene Kimball/Pioneer Valley



Education and Training Department Team: Left to Right: Harneen Chernow, Director, Tony Dunn and Maureen Carney, Workforce Development Coordinators. Not Pictured: Bob Bower, Rapid Response Coordinator



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

The Resource Corner Imagine. . .

Management implements a training program at your shop without consulting the union. How should the union respond?

Your union agrees to participate in a joint labor/management training program. How can the union keep the company from taking over the program?

How can the union effectively pressure management to provide needed training for their members?

Your union wants to bargain training money into the contract. What kind of funding will work best for the union and for the members?

It's not so hard to imagine; most Massachusetts unions have found themselves asking one or more of these questions.

To help locals to develop effective strategies on workplace training, the Massachusetts AFL-CIO Education & Training Department has published a series of six Worker Education & Training Bulletins:

Training Bulletin #1: Developing a Pro-Active Training Agenda

Training Bulletin #2: How to Assert Your Union's Role in Establishing Training Programs

Training Bulletin #3: How to Maintain Union Influence Over Labor/Management Training Programs

Training Bulletin #4: How to Pressure Management to Provide Training to Members

Training Bulletin #5: How to Keep Training Issues on the Bargaining Table

Training Bulletin #6: How to Fund Training Programs in the Contract

Bulletins #7 and #8 are already in the pipeline, and more are planned for the future

You can request any or all of these Training Bulletins, as well as other kinds of information and support on workplace education and training, from the Mass. AFL-CIO at: 617-227-8260.