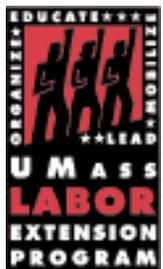


In the Past 4 months...

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

- **Solidarity School**
Co-sponsored with Jobs with Justice
- **Organizing for Change: On and Off Campus**
UMass Dartmouth students
- **Strategic Research on the Internet**
Labor and community activists
- **Strategic Planning Retreat**
E-Team Executive and Advisory Board
- **Workers Rights**
E-Team Participants
- **Your Rights as a Worker: Basic Legal Protections, Health & Safety, Right to Organize (Spanish)**
Merrimack Valley Project
- **Shrink, Shift, Shaft**
IUE/CWA local 201
AFSCME C. 93
UFCW 1459
- **Facilitators Training**
Workforce Solutions Group Greater Boston Forum
- **Stewards Training**
IUE/CWA 274
- **Fighting Discrimination and Sexual Harassment at the Workplace**
E-Team
- **Worker Rights for ESOL/ABE Students**
Mass. Coalition for Adult Education Conference



**UMass Boston
Labor Extension Program**
CPCS Labor Resource Center
100 Morrissey Boulevard
Boston, MA 02125-3393

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Future of Work Project Proceeds with Regional Meeting and Research

Over 50 people braved the first snowstorm to share stories about the Future of Work at the regional meeting in Lowell. Presenters provided analysis from three perspectives—CBA organizer Darcie Boyer named community concerns of multiple jobs and lack of immigrant rights; Bill Lazonick of UMass Lowell focused on the role of the stock market and venture capital and Ric Casilli, of IUE/CWA 201 described their strategy of delay to stem the flow of job loss while they organize for more broad based strategy.

The Boston meeting focused on contingent work, with Debi Osnowitz, from the Labor Resource Center, describing some disturbing trends. The contingent workforce is estimated as high as 1/3

of the workforce—workers who often have to work two or three jobs to survive and are exploited by their employers (often temp agencies). This shift in employment relations leaves a large group of workers unprotected by labor law and points to the need to expand and revise labor law. Dartmouth will hold its meeting on February 1st and Amherst on February 4th.

These meetings are part of a statewide project bringing together the University of Massachusetts with labor and community organizations to collaborate to generate solutions. Research is underway, and a statewide conference will take place at UMass Boston April 27th and 28th.

Labor Extension Bulletin

A Publication of the University of Massachusetts Labor Extension Program
UMASS AMHERST ■ **UMASS BOSTON** ■ **UMASS DARTMOUTH** ■ **UMASS LOWELL**

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Staying Active: Politics for the Long Haul

On November 3, many of us felt like saying "I'm going into extended hibernation. Wake me up in 4 years, when this nightmare is over!" Although not unexpected, the election of the most anti-labor, anti-working people administration this country has seen in many decades was extremely depressing. Of course, going into hibernation is exactly the wrong response. While many Americans think that coming out to vote once every four years is what democracy is all about, people who are serious about making change know that it's what gets done in between elections that really counts.

Now, two months later, we've had a chance to recover a bit, and it's time to get to work to make sure we're not facing the same situation again in four years. All is not lost, after all. The Labor Movement actually did an impressive job persuading and mobilizing its members this time around. This election saw the highest level of voter turnout ever, and union members voted 60/40 for the Dems. (One problem is, there just aren't enough union members.) Unions all across the country built effective mobilization and communication structures to get their members activated.



Ric Casilli, IUE CWA L201 describes situation at GE at Future of Work meeting in Lowell.

Solidarity School

Post election, in mid November, UMass Labor Extension partnered with Jobs with Justice for our annual Solidarity School. The School is held over four days in Sandwich and participants include labor, community and student activists. This year our focus was on analyzing the election, naming our common allies and opponents, as well as learning tools for campaigns. We collectively worked to deepen our political analysis through discussion ranging from Wal-Mart organizing strategies to the formation of a labor and community fair wages campaign. We gained an international perspective by hearing from activists from social change movements in Brazil, the Philippines, and Haiti. Meeting other activists to develop networks is one of the most important elements of the Solidarity Schools. Join us for the next one in Fall of 2005.

Our job now is to build on what was done. We need to keep those structures and networks active (at a slower pace, of course) to keep our members educated on the issues and interested in staying involved. We need to get more rank-and-file participation in the between-election politics that has in the past been mostly the work of union staffers: lobbying, keeping our elected officials' feet to the fire, presenting our case to fellow union members and to the public. We also need to be ready to mobilize for local, state and congressional elections; to build back our strength from the ground up.

Meanwhile, local and state-wide unions need to build their capacity for research and policy development. And we all must find a way to take back the high ground in public debate. We need to re-frame the issues, so that organized labor is not described in the media as a 'special interest', but as the advocate for the majority of the American people.

Many of these things will require new thinking and new skills for union activists. Labor Extension plans to be actively involved in this new arena, learning and passing on new skills, and also highlighting innovative work of others (such as the SEIU Build to Win program described in this Bulletin).

Around THE STATE

Legislative Breakfast

Saturday, January 22, 8:30 am - 11 am

Cost: free

Location: UMass Dartmouth Resident's Cafeteria
285 Old Westport Rd., N. Dartmouth

Join labor and community activists in meeting with elected leaders. We invite you to join us in learning about upcoming political issues and in asking questions of our elected leaders.
To register, call 508-999-8007.

Hearing/Speakout by Iraq War veterans and military families

Sunday, January 30, 2005 from 3 - 5pm

Cost: Free

Location: Fanueil Hall, Boston, MA

Join union and community members from around the state to hear first hand from Iraq veterans and their families about their experiences. For more information contact Susan Winning at 978-934-3127 or Susan_Winning@uml.edu

SE Regional Meeting on the Future of Work

Tuesday, February 1, 11:00 - 1:30

Cost: free

Location: UMass Dartmouth Sunset Room, Campus Center
285 Old Westport Rd., N. Dartmouth

Labor and community leaders will meet with members of the UMass Dartmouth faculty to discuss challenges posed and areas of research being conducted regarding the latest trends in the changing work and community environment. We will also address issues of economic development as it relates to the future of work. To register, call 508-999-8007.

Western Mass Regional Meeting on the Future of Work

Friday, February 4, 9:00 am

Cost: free

Location: UMass Amherst Labor Center, Gordon Hall,
418 North Pleasant St.

Labor and community activists and leaders will meet with UMass Amherst researchers to discuss the changing nature of work, the workplace and the workforce in Massachusetts in this fourth in a series of regional discussions. For more info contact: Dale Melcher, 413-545-6166 or dmelcher@lrrc.umass.edu.

The ABCs of Public Sector Labor Law

Saturday, February 19, 9:00 - 12:00

Cost: TBA

Location: UMass Dartmouth Group I, Room 103
285 Old Westport Rd., N. Dartmouth

A public sector labor lawyer, Colin Confrey, will present an introductory three hour workshop for public employees on the basic Massachusetts framework on bargaining and grievances and arbitration in the public sector.

To register, call 508-999-8781.

WILD in the Winter East

Saturday, March 5

Cost: TBA

Location: UMass Boston

For information: contact Tess Ewing at 617-287-7352

WILD in the Winter West

Saturday, March 19, 9am-2pm

Cost: TBA

Location: UMass Amherst Labor Center, Gordon Hall,
418 North Pleasant St.

This year's program will focus on post-election political activism and opportunities for leadership and skill development.

For more info contact: Dale Melcher, 413-545-6166 or dmelcher@lrrc.umass.edu.

Labor History: Lessons for Today

Date TBA: 3 consecutive weeks in April

Cost: TBA, minimal

Location: UMass Lowell

This workshop will look at three times in US history where workers were really up against it, the solutions they created, and what we can learn to apply now. We may look at the late 1800s, when we were rapidly changing from a local to a national economy (just like globalization now); the early 1900s (immigration, new technology, the CIO); and post-World War II. We're still shaping the class, so if you have ideas or you want to sign up, contact Mike Prokosch now at 978-934-3239 or mike_prokosch@uml.edu.

Mid-Term/Continuous Bargaining

Date TBA

Cost: TBA, minimal

Location: UMass Lowell

This multi-session hands-on training will prepare union members for dealing with the Changing Workplace including new technologies and new forms of work organization.

For information: contact Susan Winning at 978/934-3127 or Susan_Winning@uml.edu

UALE Conference: Crisis for the Labor Movement and For Labor

Education: New Challenges/New Strategies

March 30 - April 3, 2005

Cost: TBA

Location: Philadelphia, Pennsylvania

For information: contact Tess Ewing at 617-287-7352

Future of Work Conference

April 27th evening, April 28th all day

Cost: TBA

Location: UMass Boston campus center

For information: contact Tess Ewing at 617-287-7352

Worker Memorial Day 5K Race and Walk

Saturday, April 16, register at 10:00

Cost: \$12.00 preregistered, \$15.00 day of race

Location: UMass Dartmouth Ring Road

Come as an individual or make a team with your union to participate in our annual race, which serves as an important fundraiser for the Labor Education Center. This year we will be honoring Bill Gathright Jr., a union member recently passed who has been an important supporter of the Labor Center.

To register, call 508-999-8007

April Film Series with films, cultural presentation (dance, poetry...), food and discussion

Thursdays in April

Cost: Free

"Uprooted: Refugees of the Global Economy"

Date: April 7th

"Monkey Dance" on Cambodian-American teenagers at risk.

Date: April 14th

"The Value of Life: AIDS in Africa Revisited."

Date: April 21st

"American Jobs" a PBS special on white-collar outsourcing.

Date: April 28th

For time and location in Lowell email mike_prokosch@uml.edu

UMass Dartmouth Spring Conference: Building Union Power in a Time of Change

Saturday, May 7, 9:00 - 3:00

Cost: \$30.00

Location: UMass Dartmouth Group I, Room 104
285 Old Westport Rd., N. Dartmouth

How do the proposed changes in the AFL-CIO affect our work locally? What do we think about the proposals and how can we weigh in?

At this conference we will discuss organizational changes facing our movement, as well as external strategies for building working class power through coalition building and work around economic development.

For more information, or to make contributions to drafting the agenda, call 508-999-8781.

Program Notes

■ UMASS AMHERST

Fall began at UMass Amherst with the start of the academic year. We offered an undergraduate course on Women and Work, exploring issues for women in the workplace and introducing unions as a voice for women, and all workers, for workplace change. In addition to offering the "Shrink-Shift-Shaft" workshops to UFCW 1449 stewards and AFSCME Council 93 Leadership Institute participants, we worked with area activists to bring two Bangladeshi women garment workers, their interpreter, and Charlie Kernaghan and Barbara Briggs from the National Labor Committee to the Valley to speak with high school students and the Five-College community. We began work on planning for the Western Mass Future of Work regional meeting, to be held February 4, and outlining the curriculum component of the FOW project. Work with the Mass AFL-CIO Education Committee and the Pioneer Valley and Hampshire-Franklin central labor councils continued.

■ UMASS BOSTON

On December 9, the UMass Boston Labor Resource Center hosted a "Conversation on the Future of Work" to kick off our participation in the Future of Work Project. The 25 labor, university and community participants were welcomed by our new Director, Susan Moir. The conversation began with presentations on the growth of contingent work, by LRC Research Associate Debi Osnowitz, and current legislative efforts to curb the harmful effects of contingent work, by Monica Halas, of Greater Boston Legal Services. The lively discussion that followed focused on the ways participants have seen the nature of work change in recent years, from outsourcing and privatization to new technologies and shifting demographics, and possible ways to respond to the challenges posed by these changes. In all, the meeting laid a solid groundwork for future collaboration. We will be hosting the Future of Work conference April 27-28 here at UMass Boston to continue these discussions on a statewide level.

The Resource Corner

Can you say "shrink shift shaft" three times fast? That's okay—it's easier to understand it than say it.

"Shrink, Shift, Shaft"—the workshop—connects the dots between low wages, healthcare cuts, outsourcing, and the overall war on workers. It introduces players like Grover Norquist, the tax cut king who wants to shrink government so small he can "drown it in the bathtub." By the end of the workshop you know how Norquist plans to implement his neoconservative agenda.

The UMass labor programs, SEIU educators, and others led dozens of workshops using "Shrink, Shift, Shaft" this fall. Now with the election over it's even more important to know what's coming at us. A one to two hour workshop will give your members a solid analysis. Longer workshops on political education and activism for the long haul also are available. We'll consult with you to shape the workshop for your local, labor council, or community group.

To schedule "Shrink, Shift, Shaft" contact Mike Prokosch at 978-934-3239 or mike_prokosch@uml.edu. For a different version contact Steve Schnapp at United for a Fair Economy, the people who invented the original tongue-twister, charts and concepts—sschnapp@faireconomy.org or 617-423-2148 x 10.

■ UMASS DARTMOUTH

This past Fall, Labor Extension at UMass Dartmouth worked with students to present a conference entitled "Tearing Down the Walls: Organizing for Change on Campus and in the Community". We are looking for new ways to connect UMass Dartmouth students with the labor movement and continue to offer internships and volunteer projects to help develop new leaders. Spring 2005 offers many opportunities to be involved with the Labor Education Center including our annual legislative breakfast and the annual Worker Memorial Day road race and walk. See details in the calendar. We look forward to more work connecting campus to labor movement through the Future of Work project and our regional meeting is on February 1. Also upcoming is our Spring conference scheduled for May 7. We will discuss the proposed changes in the AFL-CIO and strategies for building working class power through coalition building and economic development work.

■ UMASS LOWELL



Lowell's newest staffer is Mike Prokosch, who used to design and lead popular economics workshops at United for a Fair Economy. His job is to bring more labor perspectives and "future of work" information into the university... and make university resources more available for labor and community groups in northeastern Massachusetts. For this spring Mike is setting up a three-session, open-enrollment course on Labor History. UMass Lowell professor Chad Montrie will teach it, asking: when in US history have workers really been up against it and what can we learn from the solutions they created? Contact Mike at 978-934-3239 or mike_prokosch@uml.edu.

F U I L I G N

AFSCME Council 93 Leadership Institute

How do we develop the leadership of current leaders and activists to avoid burn out and keep our locals energized and effective? AFSCME Council 93 is trying to meet this challenge through a yearly, weeklong, leadership institute. Since 1998 132 leaders and activists have participated in workshops on a variety of topics including communication and persuasion skills, group dynamics, diversity, union building and representation, the role of politics in the union and the power balance and planning dynamic of negotiating. The format is five days of training in a residential, rural setting, with activities scheduled during the day and in the evening. The focus is on both leadership skills and organizational development. During the week participants engage with Council and International staff, academics, UMass labor extension coordinators, consultants, and other Council 93 activist and leaders, as well as with each other. The Institute has provided a much-needed opportunity for leaders at all levels to focus on the larger issues that underlie member involvement and union effectiveness and to encourage activists to take on more leadership tasks.