

In the Past 4 months...

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

- **Assertiveness Training**
Massachusetts Nurses Association
- **Strategy for Stewards**
UMass Amherst Unions
- **Introduction to Workers' Rights**
UALE meeting
- **Workers' Rights TOT**
SEIU 285, IBT, etc.
- **Strategic Planning for CLCs**
Southeastern Mass Labor Council
- **Worker Rights for Students**
SE Mass Youth Summit
- **Intro to Leadership Development (in Spanish)**
WILD/SEIU 615
- **History of Labor and Anti-War Movements**
Labor and the War Teach-in
- **Workshops at the Education & Training Committee Conference**
Mass. AFL-CIO
- **Workshops at WILD in the Winter East**
- **Workshops at WILD in the Winter West**

To Contact the UMass Labor Extension Program:

■ **UMASS AMHERST LABOR EXTENSION PROGRAM**
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Amherst, MA 01003
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CPCS Labor Resource Center
100 Morrissey Blvd.
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■ **UMASS LOWELL LABOR EXTENSION PROGRAM**
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WORKERS' RIGHTS CURRICULUM LAUNCHED

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ricula on workers' rights that can be used and/or adapted to meet the needs of their constituents and students. Participants from the training session have begun leading sessions on the various topics in their classes and organizations.

Labor Extension Coordinators also led a demonstration workshop on the curriculum at the recent conference of the AFL-CIO and the United Association for Labor Education (UALE). More than twenty labor educators from around the country participated in the Introduction to Basic Legal Protections on the Job session.

The next step for the curriculum is piloting, which will occur through early summer. Feedback on all sessions is being solicited, and will be used by Labor Extension coordinators to make changes that will strengthen the curriculum. The goal is to have a final curriculum ready in the fall, and to secure funding to translate the curriculum into Spanish and possibly other languages. Through this project, the Labor Extension Program hopes to develop the leadership of a broad range of workers, and in so doing help to build a stronger and more effective labor movement. For more information, contact the Labor Extension Coordinator in your area.



**UMass Boston
Labor Extension Program**
CPCS Labor Resource Center
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Labor Extension Bulletin

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UMASS AMHERST ■ UMASS BOSTON ■ UMASS DARTMOUTH ■ UMASS LOWELL

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Workers' Rights Curriculum Launched

A participatory Workers' Rights curriculum for training is ready and is being piloted across Massachusetts. It is intended to acquaint workers with information about workplace protections and rights. This curriculum will help build the labor movement by making union members more knowledgeable, and by providing important and often inaccessible information to new entrants to the workforce, those re-joining the workforce, young workers, and documented and undocumented immigrants. The curriculum, developed by the Labor Extension Program, encourages workers to apply what they learn to their own experience, and promotes activism and the advantages of unionization as well as an awareness of rights. To be accessible to a broad range of workers, it uses both pictures and interactive activities. Topics include: an introduction to basic legal protections, wage and paycheck rights, rights of workers under age 18, overtime, discrimination protections, health and safety and worker's compensation, family and medical leave, unemployment insurance, and unions and the right to organize. A module on the rights of temporary workers is now being developed.



Isabel Lopez (MassCOSH) and Monica Ceccatto (SEIU 285 Worker Ed Program) enjoy a moment at Training of Trainers for our new Worker Rights Curriculum.

The curriculum was introduced in early March at a training session attended by teachers of adult basic education and ESOL, health and safety activists, and activists from immigrant rights organizations. The curriculum was enthusiastically received by the participants, as educators identified a pressing need for participatory cur-

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GREAT SUMMER EDUCATION OPPORTUNITIES



Check out these wonderful educational opportunities for union officers, staff, and activist members: the WILD Summer Institute, the Center for Popular Economics Summer Institutes, and the Northeast Regional Summer Institute for Union Women.

Every June **WILD** hosts an intensive weekend leadership development and skills training program for women from unions, organizing drives, and community-based and immigrant rights organizations. This summer's program is at Bridgewater State College, June 27-29. For more information, contact WILD at (617) 426-0520 or at WILDLABOR@aol.com.

The **Northeast Regional school**, a weeklong residential school for union women similar to WILD, will be held July 7-11 at the Meany Center/National Labor College, Silver Spring, MD. This year's focus is on the current budget crisis and the Republican attack on labor. For more information, contact Dale Melcher at (413) 545-6166 or dmelcher@lrrc.umass.edu.

The **CPE Summer Institutes** are an ideal place for workers and labor organizers to learn about the close relationship between U.S. and international economies and labor. This year's institutes will be held August 3-9 at Smith College, Northampton, MA. For more information, contact CPE at (413) 545-0743 or programs@populareconomics.org.

Around THE STATE

Mass Organizes

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

Cost: Free

Location: IBEW Local 103

For more information contact Tess Ewing at 617-287-7352 or Kathy Casavant at 617-227-8260

It's Your House and You Live Here!

Organize! Transform! Lead!

The Women's Institute for Leadership Development

17th Annual Summer Institute

June 27-29, 2003

Cost: \$185, includes room, board, and materials. Limited scholarships are available.

Location: Bridgewater State College

Women: join us for an intensive, weekend-long leadership development institute that's fun too! If you are in a union or community organization, or you just want to learn more and work toward social and economic justice, this program is for you! Workshops will include: Public Speaking for Change, Steward as Organizer, Defeating the Bush/Romney Agenda, and many more.

For more information, contact WILD at 617-426-0520, or check out our website at www.wildlabor.org

"Community Clicks: A Photographic Journey of Workers and Youth," an exhibit of photographs from the UMass Lowell Labor Extension Worker Photography Project, now through June 27.

Hours: Monday - Friday, 9:30am - 4:30pm

Cost: Free

Location: Patrick J. Mogan Center, Lowell, Mass.

For more information, contact Susan Winning at 978-934-3127.

Fall Semester 2003 Labor Studies Courses

@UMASS BOSTON:

- "Division of Labor"
(nonstandard, "contingent" work)
- "When Men Were Workers
and Women Were Mothers"
- "Basic Legal Advocacy"

UALE Northeast Regional Summer Institute for Union Women

July 7-11, 2003

Cost: \$485 (double occupancy) includes room, board, and materials.

Location: Meany Center/National Labor College, Silver Spring, MD

This weeklong residential school for union women offers leadership skills workshops, union skills workshops, cultural programs, and opportunities to network with union women from throughout the Northeast. This year's theme, explored in general sessions and workshops, will be on the current budget crisis and the Republican attack on labor. For more information, contact Dale Melcher at (413) 545-6166 or dmelcher@lrrc.umass.edu.

The Resource Corner

UMass Labor Extension wants you to know about a website that we have found especially useful—the AFL-CIO's Food and Allied Service Trades site at <http://www.fastaflcio.org>. Through this site you can access four resources: the Manual of Corporate Investigation, the union busters and healthcare data files, and ordering information for the Labor CD. The Manual is a classic and contains a step-by-step guide for researching private and public companies, with specific pointers on where to find each piece of information needed for organizing or bargaining. The background infor-

<http://www.fastaflcio.org>

The AFL-CIO's Food and Allied Service Trades site

mation on union busters and healthcare data is comprehensive and designed to give you tools to take on the busters and also to research health care resources, including surveys, finances, and state-by-state links.

Finally, the Labor CD contains a wide array of indexes to use for research, including a list of NLRB elections and petitions, unfair labor practices, wage and hour law compliance, EEOC cases, and petitions regarding NAFTA-related job loss.

If your union is affiliated with FAST, access to these materials is free and the CD costs \$20. If your union is not affiliated, access to the resources is \$25 and the CD costs \$100. The [??] of affiliated unions is also on the site.

Program Notes

■ UMASS AMHERST

The major Labor Extension project this winter was putting the finishing touches on the Workers' Rights curriculum developed by the statewide program. We continued to work on plans for a Workers' Center in the Pioneer Valley in coalition with the Pioneer Valley CLC, the Anti-Displacement Project, the WNEC School of Law, the Pioneer Valley Project, the Workers Roundtable and Legal Services. Winter trainings included Assertiveness for the MNA, strategic conversations regarding unfunded contracts and budget cuts for the UMass Amherst campus unions, and Personal Planning and Support for Early Education and Care at WILD in the Winter West. We also worked with the Massachusetts AFL-CIO's Education Committee to plan a spring education conference, and continued to work with the PVCLC Women's and Street Heat committees and Working Families Massachusetts.

■ UMASS BOSTON

This year, UMass Boston Labor Extension has been working on an exciting collaboration with the Women's Institute for Leadership Development to train a new generation of Latina women leaders at SEIU Local 615/254, the Justice for Janitors Local. The participants in the project are rank-and-file members who took on active roles in last year's strike. Labor Extension coordinators from UMass Boston and Amherst worked with WILD on planning the program and developing curriculum, and UMass Boston is also involved in delivery of the training. The project involves monthly workshops spread over the course of the year, plus mentoring by more experienced union women. Workshop topics are chosen jointly by the participants, the union, and WILD. We think this project can be a good model for training that is directly linked to action, and we hope to try it out in other unions in the future.

■ UMASS DARTMOUTH

This spring, UMass Dartmouth Labor Extension has been involved with an extensive planning process for the Southeastern Massachusetts Labor Council's Leadership Retreat, held over a day and a half in April. The retreat, which was sponsored by the national AFL-CIO and was led by Kim Wilson and Sandy Felder, looked specifically at how our Labor Council can work for working people's justice in economic development. This spring, we have also met with high school students on worker rights and labor history, and we hope to do more of this work. We held our annual Worker Memorial Day road race. We are glad to have worked with the statewide Labor Extension Program to complete the Worker Rights Curriculum, which we hope to widely distribute!

■ UMASS LOWELL

The final step of the Worker Photo Project, the participants exhibit, is now on display at the Mogan Center. The exhibit includes photos of the Lowell community and workplaces in the region. We continue to work with the developing Workers Center of the Merrimack Valley Project. We are supporting the growth and development of the new Merrimack Valley Central Labor Council, which kicked off publicly with a very successful legislative breakfast on an icy day in early April. We are developing a workshop on Bush and Romney's "war on workers," which will examine a range of issues—from the war in Iraq and USA PATRIOT and Homeland Security Acts to the attacks on workers' right to bargain, to put in overtime, and to have a union. This workshop will be offered at the WILD Summer Institute and the Northeast Women's Summer school, both of which we are involved in planning.

FULLIGN

The Organizers Roundtable

Union organizing can be lonely work. Although organizers may spend much time talking with workers they want to organize, they are often isolated from other organizers—people with whom they can share experiences and hone their organizing skills. This is one reason that Jobs with Justice, the UMass Boston Labor Resource Center, and the AFL-CIO came together in 1997 to form Mass Organizers, better known as the Organizing Roundtable.

Since then, the Roundtable has met virtually every month to discuss issues of importance to organizers. Meetings are open to all union organizers, including those from non-AFL-CIO unions. Organizers from related community organizations, such as Jobs with Justice and the Jewish Labor Committee, are also welcome.

Topics for future discussions are chosen each month by the participants. Often, guest speakers come to share their expertise. At other times, participants discuss their own campaigns.

Mass Organizers has provided mutual support and cross-fertilization of ideas among organizers from a wide spectrum of unions, and has launched projects such as the Member Organizer Trainings sponsored by Labor Extension and the Massachusetts AFL-CIO.



State fed Treasurer Kathy Casavant introduces AFL-CIO VP Linda Chavez-Thompson at Organizing Roundtable event on immigrant worker rights.

For contact information, see the calendar listings on page 2.