

In the Past 4 months...

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

- **Building a Contract Campaign, parts I and II**
IBEW 1228

- **Continuous Bargaining**
Open enrollment class, for AFSCME, SEIU, UFCW, UAW

- **Tus Derechos como Obrero (Your Rights as a Worker)**
Open enrollment class, for Guatemalan workers in New Bedford

- **Worker Rights**
Cape Cod Community College

- **Workers Rights Curriculum Training of Trainers (in Spanish)**
Merrimack Valley Project

- **Unions 101**
UMass Dartmouth students

- **Labor History**
Open enrollment, for UFCW, SEIU, and community groups

- **Mobilizing Members and Developing Leaders**
SEIU 509 DSS chapter

- **Stewards Training**
SEIU Local 9

To Contact the UMass Labor Extension Program:

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- **Shrink, Shift, Shaft part I and II: Focus on Social Security**
Mass. AFL-CIO Organizers' Roundtable

- **Shrink, Shift, Shaft**
For Pioneer Valley CLC

- **Education or Mobilization?**
Workshop at UALE conference

- **Good Jobs Build Strong Communities**
Future of Work Regional Meeting

- **Future of Work in Massachusetts Conference**

- **Changing the Future of Work**
Workshop at UALE conference

- **Shaping the Future of Work**
Presentation at Merrimack Valley CLC
Legislative Breakfast

- **Increasing Involvement of Women and Members of Color**
CT AFT

- **Mobilizing the Members**
IBEW 1228

- **Labor History Through Film and Video**
PV AFL-CIO

- **Political Conversations**
WILD in the Winter West



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UMASS AMHERST ■ **UMASS BOSTON** ■ **UMASS DARTMOUTH** ■ **UMASS LOWELL**

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The Future of Work in Massachusetts Conference Held at UMass Boston

"The factory jobs we're upset at losing weren't good jobs 100 years ago. They were dangerous, insecure, and low-wage. Union organizing, political and direct action turned them into "middle-class" jobs. Maybe that's what we have to do today with the service jobs that are taking over our economy: not stop the trend, but make them jobs that will support families and communities."

This insight from economist

Mark Brenner kicked off "The Future of Work in Massachusetts." The one-day conference showcased a year of research and brought 150 academics, labor and community leaders to UMass Boston's Campus Center overlooking Dorchester Bay.

In the opening session, SEIU leader

Rocio Saenz picked up Brenner's theme and described how her SEIU Local 615 is actually bringing healthcare and full-time jobs to the building cleaning industry, and changing the way members think about their jobs so they'll stand up and fight to improve them. The union is changing how it thinks about itself too as it seeks allies abroad to beat transnational employers and at home to win regional contract fights.

On that note of hope, the conference broke into morning workshops. Researchers from Albelda to Zhang presented a dozen papers on outsourcing and deindustrialization, high-tech's future, work and family, race and gender in the workplace. (You can read many of the papers at http://www.umass.edu/lrrc/futureofwork/research_and_book/.)



Mark Brenner's research on the Massachusetts economy opened the Future of Work conference. Photo by Paul Shoul.

Community respondents helped the audience tie all this research to workers' daily experience.

A lunchtime service commemorated the 72 Massachusetts workers killed on the job this past year; then speakers described ways work is being restructured as employers apply new technologies to the workplace. Afternoon workshops agreed that next we need:

- More research, inspiring case studies that show how people have dealt with the changes in their work, and a "clearing-house for workplace questions."
- Education on the effects of offshoring and low-wage jobs, on fighting contingent employment, and on why it's important to save civil service.
- Alliances between unions and immigrant organizations (as equals), unions and community organizations (for affordable housing and renewable energy and legislation that establishes universal floors like the right to sick days), plus local-regional organizing.

Around THE STATE

Mass. Organizes

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

Cost: free

Location: to be announced

Roundtable discussions on topics of interest to union organizers.

Contact: Tess Ewing 617-287-7352 or Kathy Casavant 781-324-8230

Bringing Shrink, Shift, Shaft to Your Local or Labor Council

Thursday, June 24, 10 am – 1 pm

Location: UFCW Local 1445, 30 Stergis Way, Dedham

Labor Extension has led this training for labor councils and state AFL-CIO bodies over the past six months. This is a strategy session for locals and educators who want to bring the training to local officers and activists, and prepare for a year of work on the Mass. AFL-CIO's legislative agenda.

Contact: Maureen Carney 781-324-8230

Great Summer Education Opportunities

Check out these wonderful education 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.

(Please see following column.)

WILD Leadership Development and Skills Training

June 24-26

Location: Clark University, Worcester

Contact: Emily at the WILD office 617-426-0520 or emily-hardt@hotmail.com

Every June WILD hosts this intensive training program for women from unions, organizing drives and community-based and immigrant rights organizations.

Center for Popular Economics 2005 Summer Institute

July 31-August 6

Location: Amherst College, Amherst

This weeklong intensive training in economics—and how economic systems impact our lives and work every day—is for activists, educators, and anyone who wants a better understanding of economics.

Contact: CPE 413-545-0743 or www.populareconomics.org.

Northeast Regional Summer Institute

August 7-12

Location: Cornell University, Ithaca, NY

This weeklong residential school for union women is similar to WILD. This year's theme is "One World – Many Union Women's Voices."

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

The Future of Work in Massachusetts Conference

(Continued from Page 1)



Mass. AFL-CIO President Robert Haynes closed the Future of Work conference. Photo: Paul Shoul

Massachusetts AFL-CIO President Robert Haynes wrapped up the conference after announcing that the state legislature may extend the Future of Work project for another year. Thanks to the state AFL-CIO, the four UMass Labor Extension Programs will be able to bring trainings to your union, host discussions with other union and community leaders, and publish a book on the future of work in Massachusetts.

Are You Wrestling With New Technologies and Work Restructuring?

Automated checkout at the supermarket, automated check-in at the airport, Electronic Medical Records in the hospital, optical character readers to sort mail. In virtually every industry, management is introducing new technologies and radically changing our jobs. Work is being digitized, deskilled and monitored—then sped up, short-staffed, automated and shipped away.

The UMass Lowell Labor Extension Program is working with unions in the postal, retail, and healthcare sectors, looking at how new technologies are being introduced and work is being restructured and what the impacts are on the members and the union. We also provide Continuous Bargaining training which helps prepare the union for bargaining over change through research/information gathering, education, communication and member mobilization.

You can contact us at 978-934-3266 or at Charles_Richardson@uml.edu if you would have questions about work restructuring and technological change or would like us to:

- Help study technological changes and work restructuring in your workplace/industry.
- Bring a customized Continuous Bargaining training to your union.

Program Notes

■ UMASS AMHERST

While others may have hunkered down, winter was busy here at UMass Amherst LEP. We held our Western Mass regional Future of Work conversation, bringing together labor and community activists and university researchers. We taught, with Ed Collins/IBEW and John Bennett/PVCLC, an advanced stewards training, using films and videos to look at the history of the US labor movement; led a training for the AFT in Connecticut on getting more women and members of color involved in the work of the union; sponsored and taught a workshop at WILD in the Winter West; and worked with UMass Boston to assist IBEW 1228 in building a contract campaign at the WHDH-TV bargaining unit. We also taught a course on Labor Education for the UMass Amherst masters program. Curriculum development focused on the Future of Work curriculum and tinkering with Shrink-Shift-Shaft, the program developed by UFE and SEIU (see our last newsletter).

■ UMASS BOSTON

At the UMass Boston Labor Resource Center, all our energy this spring has been taken up planning and putting on the Future of Work Conference. (See main article, page 1). After the successful conclusion of this event, we are all looking forward to coming up for air and getting back to a less hectic schedule. On a less happy note, the LRC is very sad to be losing staff member Debi Osnowitz to a faculty position at Brandeis University. As a labor studies teacher in the college, Debi has been well respected by the faculty and a big favorite of the students. We wish her the best in her new job. Her shoes will be hard to fill here.

■ UMASS DARTMOUTH

This spring and summer the UMass Dartmouth Labor Extension Program welcomes a new season of programs and technical assistance to the labor movement. In addition to our ongoing work with the SE Mass Labor Council, we are very excited to have begun working with the new leadership of the revitalized Plymouth-Bristol Central Labor Council. Our Labor Center has also started a labor history through film series sponsored by the SE Mass Labor Council. We continue to participate in statewide organizations through the coordinator's role as Executive Board member of Massachusetts Jobs with Justice and the Alliance for a Healthy Tomorrow. Our goal is to increase participation and resource distribution to our part of the state. We had to reschedule our Spring conference to the Fall due to an unexpected leave, stay tuned for details.

■ UMASS LOWELL

We spent much of the winter working with the North Shore Labor Council, planning and presenting (in March) its well-attended Education Conference with a debate on the future of the labor movement. We are focusing on the Future of Work and cosponsoring a fall conference on "sustainable jobs and sustainable workplaces" in the face of new technologies and work restructuring. Director Charley Richardson and state AFL-CIO staffer Nancy Lessin co-authored a paper on automation in the post office and call centers. We're studying supermarkets and the postal industry with the UFCW and the APWU, analyzing those industries, talking to members about technological changes and their impact, so unions can intervene. For the Merrimack Valley CLC's legislative breakfast we presented an analysis of what has happened to jobs in the Valley, and suggested an agenda to turn things around.

S P O T L I G H T

The Future of the Labor Movement

A debate has been raging within the AFL-CIO over the crisis in the labor movement—reduced union density, employer violations of workers rights, labor's ineffectiveness at the ballot box. Begun when the Service Employees International Union (SEIU) and the New Unity Partnership (now disbanded) challenged labor to radically restructure itself by reducing the number of international unions and pouring money into organizing, SEIU has notified the federation that it may pull out if changes are not adopted. Other international unions have entered the fray offering proposals about democracy and who makes decisions; how to ensure that labor councils are more effective; how much dues money should go to organizing and whether to mount a coordinated effort to organize Wal-Mart; and accountability at all levels. SEIU and the AFL-CIO created websites (www.unitetowin.org and www.aflcio.org/aboutaflcio/ourfuture/) to encourage union members to join in the discussion. Check out both websites to learn about various proposals and to voice your own opinion. Decisions will be made when the AFL-CIO executive board meets in late July.

The Resource Corner

THE FUTURE OF WORK

IN MASSACHUSETTS

A JOINT PROJECT OF THE LABOR CENTERS AT THE UNIVERSITY OF MASSACHUSETTS AMHERST • BOSTON • DARTMOUTH • LOWELL

The Future of Work project offers three concrete resources for workers, unions, and immigrant and community groups. The ultimate overview resource on the resources of this project is the website at www.umass.edu/lrrc/futureof-work. Look there for papers

presented at the conference, information on regional meetings, book, and curriculum. The site features the fabulous photography of Paul Shoul which captures the dignity of people at work.

To reach a broad audience, the papers presented at the Future of Work conference will be made into a book. The book will also feature Paul Shoul's photography. Please look for more information on the website.

Finally, the Labor Extension Coordinators have collaborated in creating a two-part, five-hour workshop which addresses in part one the overall trends in the economy, names decision-makers, and introduces tools for change. Part two applies these tools to our workplace and also starts developing an action agenda to win initial victories and build long-term power.

For more information on any of these resources, please contact your labor extension coordinator.