

Trainings Provided by Labor Extensions since the last issue (May)...

- "Workers Rights" for Cambridge Eviction-Free Zone Haitian Women's Group and for the E-Team Machinist Training Program
- "Worker Rights for Youth" for Youth Empowerment Summit
- "Rights of Workers Under Age 18" for the United Teen Equality Center
- "Collective Bargaining in Tough Times" for WILD
- "Mobilizing Members Around the Big Issues" for WILD
- Teacher Training in Spanish for WILD
- "Public Speaking" for WILD
- "Defeating the Bush Romney Agenda" for WILD
- "Diversity" for WILD
- "Leadership Development" for WILD and for UALE Women's Summer School
- "Worker Empowerment through Teaching Techniques" for UALE Summer School
- "Conflict Resolution" for UALE Summer School
- "Discrimination and Sexual Harassment in the Workplace" for the E-Team Machinist Training Program
- "Educating Your Co-Workers On Revenue" for Gompers-Murray-Meany conference
- "The Massachusetts Budget Crisis: Who Hurts, Who Pays?" at Gompers-Murray-Meany conference
- "Taking the Message to the Media: Framing the Issues" for Gompers-Murray-Meany conference
- "Labor and Free Trade" for People over Profit: Inter-Faith Conference on Fair Trade and Global Economics
- Stewards Training for IUE/CWA Local 274
- "Leadership Development Retreat" for SE Mass Central Labor Council



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WORKERS' RIGHTS CURRICULUM EXPANDED

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One of the most exciting developments is some modules will soon be available in Spanish! Those modules are the introductory module; Beginning Employment; and Protection from Discrimination. We are seeking additional funding to translate more sections into Spanish, and possibly into other languages.

The labor extension coordinators have encouraged collaboration with other educators and organizers on this project. The Massachusetts Worker Education Roundtable will be using the curriculum to develop units on workers' rights for ESOL classes, with at least some modules ready by June. For information, contact Connie Nelson at 617/983-3667.

All nine modules of the curriculum, including facilitators' outlines and all participant handouts, are available on our web site at: <http://cpcs.umb.edu/lep/revisions.html>. We encourage all labor activists and educators to visit our web site, download and help pilot this curriculum. Feedback forms are available on the web site as well. And we invite all readers of this newsletter to visit the web site and check it out.



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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Workers' Rights Curriculum Expanded and Soon Available in Spanish

The Workers Rights curriculum is moving into a new and exciting phase. As reported earlier in this newsletter, the curriculum was developed by the Labor Extension Program in response to requests by organizers and educators working with immigrant workers, students, and others new to or rejoining the workforce, e.g. welfare recipients entering the workforce. We are working to improve and expand this curriculum to better meet the needs of these constituencies, as well as to respond to new constituencies, such as temporary and contingent workers. Many of the community organizers and adult educators who participated in the "Training of Trainers" we provided in the spring have tried out sections of the curriculum. Based on their feedback and requests of other groups, we are adding two new modules, as well as continuing to modify and improve the original sections. One new module will address the particular issues of contingent and temporary workers. The other new module will be specific to the needs of immigrant workers, both undocumented and documented. These new modules will be available late fall and will be added to the original nine modules, which are: Introduction To Basic Workers Protections; Beginning Employment: Your Pay and Your Paycheck; Rights of Workers Under 18; Overtime (we hope labor can successfully fight back the proposed changes and reduction of our overtime rights!); Protection from Discrimination; Health and Safety; Family and Medical Leave Act; Unemployment Insurance; Unions and the Right to Organize.



One of the original graphics by Matt Kristek, commissioned by LEP for use in Worker Rights Curriculum exercises.

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UMass Boston

Labor Extension Program

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AND THE ANSWER IS . . .

EDUCATION

Hard times call for creative strategies. Faced with a struggling economy, employer attacks on the right to organize and bargain, a state mired in debt and a Republican anti-worker, anti-labor agenda—both nationally and in Massachusetts—unions are exploring new strategies to organize and represent their members, and build a labor movement. Central to that effort should be labor education—strategic planning and strategic thinking, skill building, and leadership development for our activists and leaders; workforce development, and English language and basic skills training for our members; education about the history and current practice of the labor movement

for our kids, our community allies and our members. Last April, the Education & Training Committee of the Mass AFL-CIO, held a labor education "Summit" conference, which brought together people engaged in all kinds of union, worker and/or labor education and training to analyze the current role of this work. The resounding message of the summit participants was to affirm the crucial role played by education in building the labor movement in Massachusetts. Though we at the Labor Extension Program too have been hit hard by budget cuts, we will continue to work with you to meet the challenges labor faces. Contact us now—through UMass LEP or the Massachusetts AFL-CIO.

Around THE STATE

UMass Lowell Worker Photo Project

Sept. 1 – Sept. 30 9am to 4:00pm daily
 Cost: Free
 Lawrence Heritage State Park Visitor Center
 One Jackson Street, Lawrence, Mass.
 Exhibit of photos taken by participants in the youth-worker Photo Project of UMass Lowell Labor Extension Program

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 617-227-8230

Annual Arnold M. Dubin Labor Education Center Awards Banquet

Thursday, October 23, 2003, 6:00 cocktails, 7:00 dinner
 Cost: \$30 per person
 Location: Venus de Milo, Swansea
 Join us in honoring SE Mass labor activists and leaders! This year Ed Clark, retired Executive Vice President of UNITE, will be honored along with other who have worked to build our labor movement in SE Mass.
 To reserve your spot call 508-999-8007

Solidarity School

Oct. 30 – November 2, 2003
 Cost: \$200
 Location: Camp Burgess, Sandwich
 This year's school will focus on today's war on workers and how we can fight back, looking through the lens of four key issues: health care, immigrant rights, the right to organize, and globalization.
 Co-sponsored with Massachusetts Jobs with Justice
 For more information call (508) 999-8781

Strategic Research for Union Organizing and Corporate campaigns

Wed. Nov. 5 – Fri. Nov. 7, 8:30 – 11:30 am
 Cost: : \$60 for 3 days, or \$25 per day
 Location: CPCS Taylor Center computer lab, UMass Boston
 This hands-on, three part class will provide participants with an opportunity to learn to use the internet, online search engines and databases for corporate research. The first class will introduce basic corporate research strategy and provide some essential web research instruction. The last 2 sessions will acquaint participants with useful web sites, and include plenty of computer time for intensive practice.
 For more information contact Tess Ewing at 617-287-7352 or Susan Winning at (978) 934-3127, or Kim Wilson at (508) 999-8781.

Health and Safety Conference

Saturday, November 8, 2003, morning and early afternoon
 Cost: TBA and reasonable
 Location: UMass Dartmouth, Rm. 104, park in Lot 1
 We will be offering this conference to strengthen activists' skills and to learn about building your union's health and safety program. We will also offer sessions on workers' compensation, indoor air quality, and health and safety on the web.
 Co-sponsored with MassCOSH
 To register call (508) 999-8781

Solidarity School Combines Learning with Action

For the fifth year, the UMass Labor Extension Program and Massachusetts Jobs with Justice are co-sponsoring the Solidarity School. This is an intensive four-day program held at Camp Burgess in Sandwich in which union and community activists take time out of our daily routines to think critically and outside of the box. The goal is to not just to learn about local, national and international struggles, but to work out strategies for action. This year we will be confronting the "war on workers" looking specifically at the challenges and opportunities for organizing around health care, immigrant rights, the right to organize, and globalization.

Program Notes

UMASS AMHERST

Spring and summer work at UMass Amherst focused on moving into our new building and coordinating the UALE Northeast Regional Summer School for Union Women, held at the Meany Center/National Labor College in Silver Spring, MD. The school brought together 140 union women from all over the Northeast, plus Guyana, Bermuda and Nigeria, for a week of workshops, networking and skill building. Following summer school, attention turned to packing up and moving to our beautiful new building, Gordon Hall, designed and union-built for PERI, the Political Economy Research Institute. We also taught workshops on Public Speaking and Leadership Skills for WILD, Conflict Resolution for Summer School, and workshops on framing labor's issues for our members and the media at Gompers-Murray-Meany. The dramatic highlight of the season was channeling the spirit of Frances Perkins, the first US Secretary of Labor, on behalf of Painters DC 35 at a rally at Mt. Holyoke College.

UMASS BOSTON

The Labor Resource Center at UMass Boston is going through some major changes this fall. Director Pat Reeve and Research Coordinator Mary Jo Connelly will both be leaving us in mid October. They both will be sorely missed, and we all wish them the best in their new endeavors. Pat and Mary Jo are leaving at a time of major financial cutbacks at the University, but they are working with Center supporters to ensure that the vacated positions are refilled. While we are very sad to be losing two wonderful colleagues, the good news is that neither the Labor Studies course offerings this semester nor the Labor Extension Program will be affected by their departure. The Center will be undertaking a major evaluation and strategic planning process in the next few months to figure out how best to move forward in these new circumstances and ensure that labor's issues continue to be on the front burner at the University.

UMASS DARTMOUTH

Over the past few months, the UMass Dartmouth Labor Extension Program worked together with Sandy Felder of the AFL-CIO to present a Union Cities Leadership Retreat. Nearly twenty CLC leaders came together over two days to build our Council and talk specifically about economic development. Our program would like to thank the Workers Foundation of New Bedford for donating \$1000 to go towards translating the Worker Rights Curriculum into Spanish. Also at UMass Dartmouth, we are gearing up for a Health and Safety conference to be held Saturday, November 8 with MassCOSH. We invite health and safety activists across the state to join us. Fall also signals the annual Solidarity School co-sponsored with Jobs with Justice. The School offers an opportunity to meet with other labor and community activists to come together to critically reflect on our work and come up with new organizing strategies.

UMASS LOWELL

UMass Lowell is working with the Merrimack Valley Central Labor Council to help build the new council: encouraging affiliated unions to send delegates, recruiting new union affiliates, mobilizing delegates to support labor and community struggles. We're facilitating a Leadership Retreat to help develop a strong leadership team. With the North Shore Economic Development committee, we are examining tax break agreements received by North Shore companies and assessing their accountability in creating new jobs. We hope to join NSCLC in Miami for the FTAA activities. We are a sponsoring organization of the Merrimack Valley Workers Center, which is surveying other worker centers to apply best practices to the MVP center. We are working with the AFL-CIO Diversity Committee to prepare a presentation at the AFL-CIO convention of results of a survey on the demographics of Massachusetts unions. We are exploring doing an educational event on the FTAA in collaboration with other departments at the University.

The Resource Corner

Workers Rights Info Available in Other Languages



It is not easy to find materials on workers rights in other languages. But the National Interfaith Committee for Worker Justice has made a big step in the right direction. They have published a series of useful and attractive workers rights "inserts" that can be downloaded and printed from their web site at www.nicwj.org/pages/materials.Wissues.html. These simple, 1-sided, half-page (8.5" by 5.5") inserts are made so that they can be inserted into a program book or bulletin. Each insert deals with a particular aspect of federal law, and all are available in nine languages: English, Spanish, Chinese, Haitian Creole, Hmong, Polish, Russian, Korean and Vietnamese. The issues treated in the inserts are: minimum wage and overtime; occupational safety & health, discrimination; teenage workers, and immigration-related discrimination.

In addition to these inserts, the NICWJ makes available a number of other useful materials, including a 2-page insert, in English and Spanish, on the infamous Hoffman Plastics Supreme Court decision which severely impacted immigrants' ability to unionize; and a two page flyer (in English) "What Faith Groups Say About the Right to Organize".

S P O T L I G H T

SEIU Local 285's Labor Education Program

The Service Employees International Union, Local 285 has an excellent labor education program that has been around for 13 years. The current director, Tim Dean, has been leading the Leadership Development Program for 7 years. The goals of the program are leadership development (which builds the union), learning from members and teaching skills, so that the new leaders can move forward to build our social movement.

There are several components to the program: a Worksite Leadership Academy, basic steward's training and a Stewards College where members take four Saturday classes to graduate. The program also has a "Leaders in Training" program which is an intensive program taken over 8 months. Finally, a new program is the Day of Conversation, facilitated by and for Spanish speaking women. For more information, call Tim Dean at 1-800-882-1487, ext. 125.

Local 285 will be merging with SEIU Local 767 this Fall to create one health care workers union in Massachusetts which will be named Local 2020.

UMass Labor Extension knows of many union education programs that are doing great work and we would like to spotlight others in the future. Please contact your area's coordinator if you would like to be spotlighted.



Participants in the Worksite Leadership Academy of SEIU Local 285