



UMass Amherst  
**Labor Extension Program**  
 Labor Center, Gordon Hall  
 418 N. Pleasant St.  
 Amherst, MA 01002-1735  
 A105125



## In the Past 4 months...

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

- **Bargaining Strategy**  
AFSCME 1776
- **Discrimination and Sexual Harassment: How to Spot it and how to Fight it**  
E-Team
- **Education for Changing Unions**  
NE Regional Women's Summer School
- **Facilitated Strategic Planning**  
People First, New Bedford
- **Labor History**  
Building Trades Career Exploration Program for the Fed
- **Leadership Skills**  
WILD, NE Regional Women's Summer School
- **Steward as Organizer**  
WILD

### To Contact the UMass Labor Extension Program:



■ **UMASS AMHERST LABOR EXTENSION PROGRAM**  
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 418 N. Pleasant St.  
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**Dale Melcher: 413-545-6166**  
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**email: dmelcher@LRRC.umass.edu**

■ **UMASS DARTMOUTH LABOR EXTENSION PROGRAM**  
 Dubin Labor Education Center  
 285 Old Westport Road  
 North Dartmouth, MA 02747  
**Kim Wilson: 508-999-8781**  
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■ **UMASS BOSTON LABOR EXTENSION PROGRAM**  
 CPCS Labor Resource Center  
 100 Morrissey Blvd.  
 Boston, MA 02125-3393  
**Tess Ewing: 617-287-7352**  
**email: tess.ewing@umb.edu**

■ **UMASS LOWELL LABOR EXTENSION PROGRAM**  
 1 University Ave.  
 Lowell, MA 01854  
**Susan Winning: 978-934-3127**  
**Fax: 978-934-4033**  
**email: susan\_winning@uml.edu**

- **Steward training**  
USW 7912
- **Strategic Planning**  
MNA Labor School Region 4, People First

- **Treasurer's Training**  
MNA
- **Understanding the Economic Crisis**  
Various unions

## We Can Do It! Exploring New Strategies of Organizing

While the outcome of efforts to pass the Employee Free Choice Act is yet unknown, what is clear is that labor cannot rely on the passage of this legislation alone to increase its numbers. During the past few years unions have been developing new strategies for organizing with some notable success, even in this difficult economic climate.

### Public Sector Written Majority Authorization Law

Using the public employee card-check law, SEIU 509 member organizers at Hampshire Educational Collaborative (HEC) conducted a very public campaign for the union, beginning with openly gathering cards at an in-service training day and collecting cards from 75% of the bargaining unit! The educators working for HEC, a quasi-public agency that provides education services to children and teens in state and county programs, wanted to improve the quality of education services, hurt by high staff turnover, and improve wages and working conditions. After certification of the 250 teachers by the state Department of Labor Relations in the spring, attention has now turned to negotiating the first contract.



The HEC at the Table

The Massachusetts AFT, also using the public employee card check law, led a campaign that successfully organized the first unionized charter school - the Conservatory Lab Charter School in Brighton. The teachers were able to avoid an anti-union campaign from the school's Board of Trustees, who opposed their decision to form a union.

### Neutrality Agreements

SEIU 1199, and the Area Building Trades Council, obtained an agreement with Caritas Christi, a chain of six hospitals owned by the Archdiocese of Boston, early this year for "free and fair" voting conditions, where authorization cards would be signed followed by a secret-ballot vote. Since the accord that eliminated the usual long and bitter employer anti-union campaign, St. Elizabeth's, in Brighton, and Carney Hospital, in Dorchester, have won elections, with more to come.



### Stand for Security: Organizing for card check on a city-wide basis

Using a pro-active, community supported campaign, SEIU 615 has organized 92% of security workers in large-scale commercial office space in Boston and Cambridge. Starting with the three security agencies that controlled 60% of the market, SEIU 615 organizers talked with the workers, then requested meetings with their employers, the contractors. After meetings were denied, workers and their supporters organized worker delegations, petitions and public visibility. Commercial office building owners took notice of the disruption and put pressure on the parties to settle, according to Director of Organizing Lauren Jacobs. "The two things that building owners promise clients is that it will be quiet and it will be clean... Obviously the tenants weren't happy." This activist strategy led to an agreement from the top security service contractors to allow card-check recognition.

### Legislation to Give Workers the Right to Collectively Bargain

When airport security work was nationalized after 9/11, creating the Transportation Security Administration (TSA), President Bush's appointed administrator denied employees the right to bargain, included those already unionized. In response, the American Federation of Government Employees (AFGE) began organizing the newly-titled Transportation Security Officers (TSOs) around the country. AFGE now has about 11,000 dues-paying TSA members in thirty-two locals nationwide. Although unable to bargain for these members, AFGE puts its resources, including a bank of lawyers, at their disposal to represent members in every available forum, including courts of law. With the Obama administration in office AFGE is pressing for legislation (HR 1881) and executive action to restore the right to bargaining.

SEIU 1199 led a two year campaign to organize 25,000 Personal Care Attendants (PCAs) who work for clients who receive funding from the state. A key strategy was a legislative fight to create a state employer agency and give PCAs the right to bargain. Workers voted overwhelmingly for the union and approved a first contract that included the first pay hike since 2005 and access to health insurance in the second year.

For more resources to help organizers and workers see Spotlight and Resource Corner.

# Around THE STATE

## Creating Social Change: Transformational Leadership and the Fight for Fair and Just Economic Development Saturday, September 12, 9am - 3pm

Cost: \$20.00

Location: UMass Dartmouth Woodland Commons (Park in Lot 10 or 11)

Contact: Kim Wilson, 508-999-8781

Join Greg LeRoy of Good Jobs First and the Green Justice Coalition to explore labor's role in creating and maintaining jobs that are good for families and good for the environment. Bob Schwartz, Tess Ewing, and Susan Winning will address building strong unions and leaders for change.

## Organizers' Roundtable

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

Cost: Free

Location: IBEW Local 103, 256 Freeport St., Dorchester

Contact: Bill Corley, 617-436-3710, John Drinkwater, MA AFL-CIO, 781-423-8230

Roundtable discussions on topics of interest to union organizers

## Stewards Training

Wednesday evenings, 6:30-9, October 14, 21, 28 and November 4, 11

Cost: \$125 (includes banquet), \$100 each if local sends 3 or more

Location: The first four classes will be held at the UMass Amherst Labor Center, 3rd floor conference room, Gordon Hall, 418 N. Pleasant St., Amherst, MA. Last class is at an area restaurant.

Contact: Dale Melcher, 413-545-6166 or dmelcher@lrrc.umass.edu  
Basic stewards training for current stewards and those considering becoming stewards. Topics include: roles and responsibilities of the steward, legal rights (including Weingarten and Duty of Fair Representation), basic grievance handling, and a mobilizing approach to problem solving. The final class will be dinner with a guest speaker. This program is co-sponsored by the Hampshire Franklin CLC and the Pioneer Valley AFL-CIO.

## UMass Dartmouth Arnold M. Dubin Labor Education Center Annual Dinner

Thursday, October 22, reception at 6, dinner at 7

Cost: \$40.00

Location: Venus de Milo, Swansea

Contact: Kim Wilson, 508-999-8781

This year Massachusetts Attorney General, Martha Coakley, will be honored, along with labor supporters and activists from SE Mass. Come to this inspirational event and celebrate our victories and honor our supporters, leaders, and activists.

## Conference on Immigration, Race and the Future of Work in Massachusetts

November 19 and 20

Cost: TBA

Location: UMass Amherst Labor Center, 3rd floor conference room, Gordon Hall, 418 N. Pleasant St., Amherst, MA.

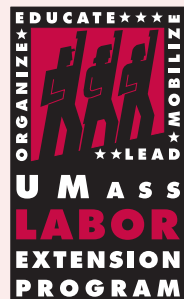
Contact: Dale Melcher, 413-545-6166 or dmelcher@lrrc.umass.edu  
This conference will present original research, funded by the Labor Center through a state grant, on immigration, race and the future of work in Massachusetts, as well as highlight work unions and community organizations are doing. Topics include work lives of immigrant youth, the impact of immigration raids on workers and communities in the Commonwealth, patterns of change in local labor markets, and opportunities for organizing in immigrant communities. Speakers, presenters and attendees will engage with the research and make connections to union and community organizing.

## S P O T L I G H T

### ORGANIZING ROUNDTABLE

Organizing new union members to grow the labor movement is one of the most important goals for labor, yet continues to be among the most challenging. The monthly Organizing Roundtable brings organizers and labor leaders from around the state to share successes and challenges in organizing and stay on top of legal changes. At a recent meeting representatives from SEIU 1199NE and the Area Building Trades Council shared the landmark neutrality agreement reached between Caritas Christi Health Care and the unions organizing workers at their six Boston-area hospitals - 2 of which have since been organized. Guest speakers provide legal updates such as the implementation of the public sector Written Majority Authorization Law. Representatives from the Fair Labor Division of Attorney General Martha Coakley's office recently addressed their current investigation and enforcement plans. Once a year, Rosemary Pye, Regional Director of the National Labor Relations Board, shares the latest information from the NLRB and answers questions.

Open to all, the meeting is held the second Tuesday of every month - see Around the State for details.



# Program Notes

## ■ UMASS AMHERST

Summer work, as usual, brought two summer programs for union women - the *WILD* (Women's Institute for Leadership Development) week-end program, and the Northeast Summer School, held this year at Stony Brook University, Long Island, NY. We planned for and taught week-long workshops on using popular education techniques to build unions and leadership skills for the Northeast school and leadership skills at *WILD*. In addition we conducted workshops on bargaining strategy, stewards training and treasurers training. This fall we will teach our undergraduate course on women and work. If you know students at UMass Amherst suggest that they check out this and other undergraduate courses offered by the Labor Center, such as Labor and the Global Economy (Fall) and Labor and Work in the U.S. (Spring). We continue to work with the Hampshire Franklin CLC and the Pioneer Valley AFL-CIO (see Stewards Training in *Around the State*). The Labor Center also released its 45th Anniversary Report this spring. Contact us for a copy of the report. We are also planning for a conference on *Immigration, Race and the Future of Work in Massachusetts* (see *Around the State*) which will present original research for discussion by activists and researchers.

## ■ UMASS BOSTON

The UMB Labor Resource Center has embarked on an ambitious strategic planning process to help us chart our direction in these challenging times. We expect to finish the process later this fall. Our program graduated six Labor Studies majors this last spring. We have recently been concentrating on revising our certificate program to better meet the needs of workplace/union activists. We presently have some 18 certificate students enrolled, and are accepting applicants for the Spring 10 semester.

## ■ UMASS DARTMOUTH

Over the spring and summer of 2009, the UMD Labor Extension Program has been busy strengthening our support of labor's economic development work and planning our September 12 conference, Creating Social Change: Transformational Leadership and the Fight for Fair and Just Economic Development. Through our strategic planning process, we identified support for union public transportation and for commuter rail as among the top goals for our work in People First. Also in September, through our partnership with the Zeiterion Theater in New Bedford, we will hold a photography class for union members with instructor Larry Fink, a well-known photographer and Professor of Photography at Bard College. Participants will have two full days of training and critique and then prepare their photos for a show documenting worker lives. Also, don't forget our annual dinner on October 22, it's guaranteed to be inspirational as we honor Martha Coakley and local labor leaders and activists.

## ■ UMASS LOWELL

We're still here! As we struggle for the continuation of our program, we have reconstituted our advisory board, a wonderful group of leaders and supporters in our region, and still provide education programs and organizational support for unions and labor councils. Charley Richardson (yes, he's still with us!) has been speaking and writing about issues related to Electronic Medical records (see <http://www.uml.edu/laborextension/HIT.html>). We co-chair the United Association for Labor Educators (UALE) immigration task force, whose goal is to provide resources to build and strengthen the labor movement by incorporating immigrant workers into the ranks of organized labor (see <http://uale.org/immigration-task-force>). We led the curriculum development and teaching training committee of the Women's Institute for Leadership Development (WILD). By late fall, we will complete the expanded version of *Changing the Future of Work: A Workers' Approach*, a curriculum for workers organizing for power to shape workplace change. The workshop-length modules are available at <http://www.cpcs.umb.edu/lep/FOWpage.html>.

## The Resource Corner WEB RESOURCES FOR ORGANIZING



### Five Basic Steps to Organizing a Union

[http://www.ranknfile-ue.org/org\\_steps.html](http://www.ranknfile-ue.org/org_steps.html)

Although every workplace is different and the needs of workers vary, there are some basic steps involved in winning a union voice on the job. This website, hosted by the UE (United Electrical Workers), lays out the steps in a short, easy to follow format.

### Resources for Labor Union Organizing

<http://www.union-organizing.com/>

Resources for Labor Union Organizing offers information for workers wanting to organize and for union leaders to assist in their operations, organizing, and bargaining efforts. Topics include the advantages of union membership, rights of employees and responsibilities of employers, the NLRA, and how to research your employer. It also offers labor news and links to unions and government agency websites and hosts a message board and blog. Try to ignore the occasional anti-union Google pop-up ads—or follow them for information on anti-union tactics!

### The Union Organizing Center

<http://www.unionorganizing.net/>

The GMP (Glass Molders, Pottery, Plastics and Allied Workers union) AFL-CIO, sponsors this website. It offers information on the union advantage, union benefits, your right to join a union, how a union works, and a good set of FAQs about unions and organizing.