
Arnold M. Dubin
Labor Education Center
UMass Dartmouth

Annual Report July 1, 2020 to June 30, 2021

Submitted by:
Kim Wilson, Director

Over the past fiscal year, the Labor Education Center (LEC) has endeavored to expand engagement with students and the community and increase our overall visibility. Since March 2020, as the COVID-19 pandemic has progressed, we have adapted by providing students and community members access to the Center online. Despite the pandemic, the Workers' Education Program continues to thrive.

The LEC is one of the four UMass labor programs, and we are grateful for the ongoing support we have received from the office of the UMass President to provide our operating budget. As always, the four programs have been meeting regularly (via Zoom) to discuss strategy and how to best coordinate our efforts. These meetings bring balance and cohesiveness to the statewide labor education effort. Collaboration is important in our work, with each campus having special approaches and concentrations that benefit the others. These meetings are key in planning for the four-campus student journal entitled the *Undergraduate Journal on Work, Labor and Social Movements*.

Engagement with Students and Faculty

Every semester, The LEC offers credit bearing internships to UMassD students. This involves frequent contact and coordination with faculty and outreach to students who might participate in the internships we offer. This past year, we continued to expand our collaborations with academic departments. We have the greatest impact by forging strong relationships with faculty and building community among students. Camilo Viveiros has spearheaded this work by coordinating with the departments of Sociology, Political Science, Crime and Justice, English, History and UMass Law.

During COVID, many students found that mandatory student internships were scarce. One of the only internship sources remaining active was the LEC. Numerous students needing an internship for graduation purposes sought help from the LEC and, although student backgrounds and interests were frequently not a natural fit, the Labor Education Coordinator would work with students to help them meet the requirement through meaningful projects.

In FY20, seventeen students earned credit through work with the Center and one student volunteered. They were from the departments of Political Science, Sociology and Crime and Justice, and the UMass Law School.

A system of regular Zoom meetings was developed so that student interns could get support and guidance during the pandemic.

Summer and Fall of 2020

Elizabeth Anusaukas, Political Science
Marta Pleitez-Hercules, Crime and Justice
Jackson Paguay, Crime and Justice
Sahadja Noel, Sociology
Reaz Khan, UMass Law
Trixie Bernand, Crime and Justice
Dominique Rapoza, UMass Law
Mollie Mayer, Crime and Justice

Spring 2021

Mark Angelini Jr., Sociology
Richard Barreiros, Crime and Justice
Bradley Michael Carreiro, Crime and Justice
Jillian Richards, Crime and Justice
Allison Garvey, Crime and Justice
Fachele Chery, Crime and Justice
Benjamin Coffey, Crime and Justice
Richard Gibbs, Crime and Justice
Ty Collings, Crime and Justice
Peter Elliot, Crime and Justice

Trixie Bernard, a Labor Ed Center intern who created a video testimony to workers lost during the pandemic, and a video highlighting labor solidarity with the Movement for Black Lives was recognized during the Frederick Douglass Unity House ALANA Graduation.

During Women's History month, in collaboration with UMass Dartmouth Chapter of the Legal Association of Women (LAW), the LEC coordinated an online event with Susan T. Krumholz, JD, PhD, and Professor Emerita, about women in law. Labor Ed Coordinator Viveiros worked directly with law school students to organize this event.

Kim Wilson and Labor Education Coordinator Camilo Viveiros maintained active participation in the campus group Black History Four Seasons and assisted with a variety of matters relating to the promotion of racial justice on campus.

The Labor Education Center oversaw the UMassD participation in the UMass University-wide *Undergraduate Journal on Work, Labor and Social Movements*. We enjoyed system-wide recognition as Camille Nichols was the first prize winner in the research category. Her work "Apart at the Seams" examines the 2013 Rana Plaza disaster in Bangladesh. James Mullen has submitted his work for the next volume. Both students presented their work at the broader December LEC Advisory Board meeting.

The LEC staff and Steering Committee are deep in the planning for a 'Summer Week of Justice' in which interested students will commit to a week of paid service to support economic justice work. Unions, non-profits, and community groups will receive the services of students during the week prior to the beginning of classes. An introductory seminar will be held on the Saturday preceding the workweek, with discussions of labor organizing and history, social and economic justice issues, and hands-on practice. More than the anticipated number of applicants have applied, ensuring a full complement of students available for the week of August 30th through September 3rd, 2021.

Workers' Education Program

Our program continues to offer free Adult Basic Education classes funded by the Massachusetts Department of Elementary and Secondary Education. These classes include English for Speakers of Other Languages (ESOL), High School Equivalency Test Preparation classes (HiSET), and an Integrated English Language Program for health care workers. The WEP serves low-wage and immigrant workers with ESOL and HiSET classes, providing critical services to New Bedford's working-class community. The program reflects the ethnic, racial, and cultural diversity of our important 'gateway city'. It ranks among the very top performers among such state supported programs in the Commonwealth.

The Workers Education Program continues to be a standout in Massachusetts. Its ESOL and high school equivalency programs overcame tremendous odds by going virtual, with many students participating on their phones. The Commonwealth continues to recognize WEP by providing additional funding. Director Lisa Jochim remains an energetic and thoughtful leader with great expectations for the future of the program. Ms. Jochim and Director Wilson worked together during the year to maintain a crucial software system that was discontinued by the University. In the end WEP was able to keep the system, Blackboard, by paying for it directly as the free platform ended.

The WEP is funded by a variety of Massachusetts Department of Education and workforce development agency grants. Over the years, more than 100 UMassD Students have contributed to WEP, while completing service learning and earning internship hours as teaching assistants and office assistants. This arrangement has enriched the experience of program participants and the many students who have given their time and effort.

During FY21, the average number of students was 78 for Adult Basic Education and 167 for ESOL.

Remote Instruction

In FY21, all HiSET and ESOL classes meet remotely. Direct instruction is provided over Zoom. Students and teachers have used Blackboard CourseSites to manage all classwork and materials. Students also use either My English Lab or Aztec, online learning programs that correspond with their books and class materials. We provide assessment and technology support in-person following all university COVID safety guidelines. The ESOL/CNA classes met remotely and in-person for the skills portion of the training.

COVID-19 Relief

Ben Jones, the university's Director of Corporate Engagement and Institutional Partnerships wrote a grant proposal on behalf of our students. The WEP received a \$50,000 award to help our students meet basic living expenses during this difficult time. Target gift cards for \$250 were given to 200 WEP students.

Funding Increases

The Workers' Education Program's FY2021 State and Federal Adult Basic Education grant awards include \$12,000 for Measurable Skills Gains performance incentive funds. It also includes a recent funding increase to address the added costs to our program related to COVID-19.

HiSET Scholarships

The WEP and Labor Ed Center provide HiSET Registration Fee Scholarships to students. The cost of the HiSET test is \$125 and many of our students have difficulty paying for this on their own. Providing this scholarship removes a substantial barrier to students achieving their goal of earning a high school diploma. We have allocated \$2,000 to fund these scholarships.

FY21 Adult Education Grants Summaries

Community Adult Learning Center Grant

Funding: \$513,589 (State) and \$371,173 (Federal)

Source: State Grant Massachusetts Department of Elementary and Secondary Education

These grants fund 16 classes. Throughout the year, more than 400 people have been on the waiting list for these classes, most of them waiting for evening ESOL classes.

Integrated English Language/Civics Education Grant

Funding: \$80,000

Source: State Grant Massachusetts Department of Elementary and Secondary Education

The Workers' Education Program continues to offer Integrated English Language/Civics Education with our ESOL Certified Nurse Assistant (CNA) training program. This 400-hour contextualized ESOL/CNA training program is designed for English Language Learners interested in careers as Certified Nurse Assistants. Students develop and improve English speaking, listening, reading, and writing skills as well as math, basic computer, and job readiness skills. Civics lessons are also included. This course includes CNA training and clinical hours. Upon completion, students are qualified to take the Massachusetts State Nurse Aide test leading to job placement. They are also certified to work as Home Health Aides (HHA). UMass Dartmouth provides the academic component and Coastal Career Academy (CCA) provides the technical education CNA component of the program. This program is a partnership between UMass Dartmouth WEP, 1199SEIU, 1199SEIU Training and Upgrading Fund, Brandon Woods, Our Lady's Haven, the Greater New Bedford Career Center and the Workforce Investment Board. There are two class cycles each with 10 students beginning in September of 2020, and February of 2021.

For fiscal year 2020, the program generated \$925,464 in funding from the Massachusetts Department of Elementary and Secondary Education. This in turn, generated \$68,553 in indirect costs to the university. This figure includes a special amendment of \$37,999 that was awarded on March 26, 2020 due to performance increases. WEP enrollments were at 100% from September to February 2020.

In light of the pandemic, each teacher has worked diligently to continue providing adult education remotely. WEP has faced increased challenges as the majority of our students are low income immigrants. Many of these students have limited computer time as they have to share a computer with their family members. Some have been working increased hours in food service and seafood processing.

Labor Committee to Support the Workers' Education Program

The LEC established a Labor Advisory Committee for the WEP. This group is comprised of area union, university and community leaders. They work together to identify ways that unions and worker organizations can support the WEP in enhancing student opportunities for good jobs (e.g. union jobs and apprenticeships when possible). This committee has been on hiatus for FY21 due to the pandemic.

LEC Director at Staff Meetings

Kim Wilson is instrumental in the coordination of efforts between the WEP and the university. Kim attends WEP staff meetings online, and her leadership has been integral to the relationship between the University and the WEP throughout her tenure.

Community Engagement and Visibility

The Center aims to bridge the campus and the community and endeavors to meet this need through the following activities:

Dubin Awards Banquet

The 45th annual Dubin Awards Night was held virtually on October 15, 2020. Honorees were Dona Kelly-Williams, retiring President of the Massachusetts Nurses Association, Painters and Allied Trades - District Council 35, and Rank and File Leaders of Pescando Justicia, Fishing for Justice. Nearly one hundred supporters of the Labor Education Center attended and were treated with a stimulating program featuring a guest appearance by International Union of Painters and Allied Trades General President Ken Rigmaiden. Although it was a virtual program, the Awards Night was a great success as well as a successful fundraiser.

LEC Podcast Series "South Coast Working"

A new podcast series "South Coast Working" was developed in FY21 and produced by the LEC and supported by a contribution from Faith Dubin-Lemay, daughter of the founder of the LEC Arnold M. Dubin. Additional support was received from Steve Dubin, son of Arnold, and Isaac Dubin, grandson. The first two podcasts concern Commuter Rail and its implication for the region, and Rideshare companies and their employment practices. Graduating UMassD student and LEC intern Liz Anusauskas was our reporter for the Commuter Rail edition, recently

released. Kim worked closely with Ms. Anusauskas to prepare for the podcast. More editions are scheduled to roll out in the coming months, and they can be found at the LEC YouTube channel and as distributed by the podcast company Anchor. This platform sends each podcast to Spotify, Google and Apple Podcasts, Overcast and more.

Online Forum Contact Tracing and Worker Safety

At the height of the winter 2021 surge in COVID cases the LEC partnered with the SE Mass Central Labor Council and convened a forum for workers, unions, and community focused on contact tracing and worker safety. As cases soared and vaccines were still largely on the horizon, the LEC and CLC saw an opportunity to help workers avoid the dangerous virus with state-of-the-art protective measures. On January 25th, representatives from Partners in Health, the New Bedford Health Department, MassCOSH, and the Massachusetts Attorney General's presented on contact tracing and worker protections, addressing several dozen workers and their representatives. Nothing reflects the Labor Education Center's mission better than for it to contribute to worker and community safety.

Legislative Forum

The LEC partnered with the Greater Southeastern Massachusetts Labor Council, AFL-CIO to sponsor what is usually the Annual Legislative Breakfast. The 2021 virtual version attracted almost 100 people and featured an address by acting Chancellor Fuller. Also presenting was Clayola Brown, Director of the AFL-CIO Department of Civil Rights in Washington, DC. LEC staff facilitated 3 breakout groups. The "Breakfast" was attended by many in the University community.

Women's Institute for Leadership Development

Kim Wilson is a key participant in the activities of Women's Institute for Leadership Development (WILD). The organization focuses on the development of leadership skills for women in unions and community organizations. Wilson serves on WILD's board and participates in the annual Summer Institute. Kim continued her participation in WILD through virtual means. In the course of the year she attended the Summer Institute, Executive Board annual retreat, monthly Board Meetings and WILD in the Winter, an annual educational gathering for leaders and rank and file women.

Building Pathways South Pre-Apprenticeship Program.

Kim Wilson continues to participate in virtual meetings of the Building Pathways South Advisory Board meetings. BPS is a pre-apprenticeship program designed to recruit low wage workers, including women and minorities, for participation in building trades apprentice training programs. The latter are an important "earn while you learn" system in the construction industry.

United Association for Labor Education

The LEC continues to be part of this national professional organization. Camilo is the co-chair of the UALE Globalization and Immigration Committee. Kim and Camilo attended the three-day, virtual annual meeting of the United Association for Labor Education in May.

Greater SE Mass Labor Council

Kim and Camilo participate on behalf of the LEC at monthly meetings of the labor council. It has been a helpful place to recruit for our events and to connect with local elected officials.

Online Communication and Outreach

The Center distributes a newsletter several times a year to our list of 500 supporters to report of activities and recruit for events. In addition, we regularly post to our Facebook page of nearly 1000 contacts and keep up current our YouTube library. The Center's website has been revamped with the assistance of university IT and is kept more up to date by the using a news section at the bottom of the page. In addition, the four campus labor programs publish a statewide paper and electronic Bulletin twice a year.

Online Education Brochure

In the past, at the urging of President Meehan, the LEC has developed a brochure for distribution to union members explaining the value of online courses at the University. We will continue to distribute this brochure.

Speakers Bureau

The Center has created a Speakers Bureau brochure and distributed it to faculty before classes started last fall. We will continue to circulate on campus and will reach out to high schools and unions as well. We did a revamp of the brochure in the past fiscal year.

The Labor Extension Program

This program is led by Camilo Viveiros and provides training and technical assistance for union and community members. Kim and Camilo provided training workshops to a number of on-campus organizations during the year. Maintainers, administrative staff, and clerical staff organizations were included in the effort. Several unions were provided stewards training by the Labor Education Center staff.

Labor Educators Squaretable

The LEC continues to offer a statewide meeting of labor educators, in coordination with the other three UMass labor programs. LEC staff have been active in this Labor Education Squaretable, which brings together practitioners in education, the labor movement, and community to better coordinate their respective efforts across Massachusetts.

Center Operations

The LEC staff continued its practice of weekly virtual staff meetings in order to keep programs tight and on schedule. In addition, the LEC staff was able to take a number of professional development classes during the virtual COVID year. Classes included online training skills, online fundraising, and budgeting. The Center continues to engage stakeholders and strengthen relationships with the local community. Below are ways that we build on this work:

Monthly Steering Committee

The LEC holds monthly steering committee meetings which are led by Kim Wilson, Camilo Viveiros and Lisa Jochim. These meetings help determine priorities and discuss ways to increase our reach and effectiveness. The Steering Committee is a very active and dedicated group of nine members from the university, labor and community. This group gives the LEC input throughout the year. Meetings have been virtual and have gained strong participation throughout this past year.

Advisory Committee Meeting

The Advisory Board met virtually on December 14th with a focus on soliciting ideas for future efforts by the Center. An unusually large turnout of the nineteen members (three are faculty members) helped with a strong discussion of what the Center's priorities should be. Continuing the work being done with students, and serving the communities around the University was emphasized were the discussion. Student interns were introduced to discuss their work during the semester.

Staff and committee members are as follows:

Staff

Kim Wilson, Director

Lisa Jochim, Director of the Workers' Education Program

Camilo Viveiros, Labor Extension Specialist

Jim Snow, Consultant for Special Projects, two days a month (funded externally to UMassD)

Ida Almeida, five hour a week administrative support (funded externally to UMassD)

WEP support staff and teachers, grant funded

Paula Barry

Georgette Biscari

Donald France

Carrie Irujo

Carla Melo

Roberta Miller

Joanne Pinsonneault

Susan Potter-Alves

Matthew Ryckebusch

Donna Teixeira

John of the Trinity

Ismar Gonzales

Mary Jane Easton

Hannah Fountain

Ana Graca

Steering Committee

Lisa Lemieux, President, Greater SE Mass Labor Council

Tim Melia, President, UFCW 328

Brian Pastori, Deputy Director, Community Economic Development Center

Peter Knowlton, Retired General President, United Electrical Workers union
Jerry Fishbein, Vice President, SEIU 1199, United Healthcare Workers East
Jim Pimental, Organizer, Bricklayers and Allied Craftsmen Local 3
Lisa Field, Assoc. Director, Legislative Division, Mass Nurses Assoc.

UMassD faculty on Steering Committee:
Eric Larson, Department of Crime and Justice Studies
Lisa Maya Knauer, Department of Sociology

Advisory Board

Steven Tolman, President, Mass. AFL-CIO
Dr. Colleen Avedikian, Bristol Community College
George F. Belanger, Secretary-Treasurer, Local 59 IBT
Antonio Cabral, State Representative
Lily Huang, Co-Director, Massachusetts Jobs with Justice
Wilfred Desnoyer, Jr., President, UAW Mass CAP Council
Richard Drolet, Leader, NALC Whaling City Branch 18
David Rolando Oliva, Director, Fundacion Romero
Jim Pinkham, President, Bristol Plymouth Labor Council
Deborah Fastino, Executive Director, Coalition for Social Justice
Ron Weisberger, Strategic Action Coordinator, BCC, MCCC
Corinn Williams, Director, Community Economic Development Center
Derek Adamiec, Business Representative, Carpenters 330
David Araujo, Secretary-Treasurer, Laborers 876
Steve Dubin, son of founder
Len Zandow, Director, Justice Bridge, UMass Law

UMassD Faculty on the Advisory Board:
Elisabeth Arruda, Women and Gender Studies
Ricardo Rosa, Department of Public Policy
Eric Casero, English

List of all physical space occupied and used by the Labor Education Center:

The primary office is located at 257 Union St., New Bedford, MA 02740. The LEC shares a lobby area and occupies two small offices and a library. The Workers Education Center is located in the Star Store in downtown New Bedford at 715 Purchase St. WEP occupies an office suite and six classrooms.

Projections for FY21

Work with Students and Faculty

In the first quarter of FY 21, the Center will offer paid, non-credit granting, internships to eleven students. This program will combine work with extensive training before the week begins. This program will be offered from August 22-31. This programming has required deep outreach in

the community to find suitable partners and ensure the work of the interns is meaningful to their career goals.

The LEC is committed to continuing our internship program with students. We will continue to engage with faculty, and use other forms of outreach, to offer credit granting internships for the fall and spring of FY 22.

We will once again seek out students to submit research their work to the UMass Labor Program's annual competition for publication in a statewide journal, the *Undergraduate Journal of Work, Labor and Social Movements*. This journal is edited by the four campus labor programs.

We have a growing list of faculty members to meet with in order to promote the LEC and offer ways we may offer to participate in classes, through presentations and potentially service-learning opportunities.

Workers Education Program

The WEP will continue to build to better serve our population of students. Teachers will engage in professional development. The Center will continue to help build the WEP program and to further develop the labor advisory committee for WEP, which organizes promotional events for elected leaders and enriches opportunities for WEP students. We anticipate holding another job fair this spring.

Community Engagement and Visibility

The Center will continue with our podcast project and produce at least six for this series. Kim will raise the profile of the project through news articles and public interviews. We will continue to engage with the community by offering opportunities for interns.

Labor Extension Program

Our training in the community will continue online and in hybrid form. We will offer another multi-session leadership development series.

Funding

The Center began this fiscal year with carried over funding due to lowered expenses as COVID prevents some of our activities. We will use this funding to pay student interns for the Summer of Justice project and for other student outreach and services. We anticipate that we will have the same income and expenditures as the year before COVID. We will present our 46th annual fundraising banquet and are working very closely with the LEC Steering Committee to present a creative and fun event.

With the other four-campus labor programs, we will write our annual report for President Meehan by September 2021 and hope to continue our annual meeting with him. We will stay in close contact with our strong supporter, UMass Trustee and President of the Mass AFL-CIO, Steve Tolman.