

Arnold M. Dubin Labor Education Center

UMass Dartmouth

Annual Report July 1, 2021 to June 30, 2022

Submitted by:

Kimberly 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*. Our combined efforts are reported in an annual report provided to the UMass system President, Martin Meehan.

Introduction

In spite of the limitations inherent in operating under the weight of the pandemic, the Arnold M. Dubin Labor Education Center enjoyed one of its most productive years in memory. Student engagement was substantially expanded in new directions; labor and community involvement were at optimal levels; and the projection of the Center's capacity was significantly greater in a variety of ways. Meanwhile, funding and staff resources remained essentially unchanged. In important respects, the Center represented the best the University can do to serve the greater community, keeping its core constituency, the students, engaged in its efforts. In Fiscal Year 2022 this has meant student involvement in an array of Labor Education Center activities and programs.

The Labor Education Center is one of the four campus-based UMass labor programs, and we are grateful for the continuing support we receive from the Office of the President to provide our operating budget. Our efforts are coordinated through regular meetings in order to maintain balance and cohesiveness - and to be geographically relevant - to the statewide labor education effort.

Work with Students

Our emphasis continues to be the engagement of students in the work of the Labor Education Center. Keeping in mind the notion of students as present and future workers/employees, the Center provides a variety of portals into the experience and study of work. Students ‘Learned by Doing’, or conducted research on various topics, under the guidance of Labor Extension Specialist Camilo Viveiros. Viveiros has maintained an ambitious student engagement agenda.

Summer Week of Justice

For the first time the Labor Education Center created a summer internship program to involve students in labor and community work in the region. Entitled “Summer Week of Justice”, the program embraced nine students in a paid, week-long internship immediately prior to the beginning of the fall semester of August 2021. Student participants were placed with a variety of labor, community, and non-profits and paid a modest stipend. Student recruitment has taken place and labor/community placements are being obtained for a second session in August of 2022.

In addition to coordinating the student involvement in “Summer Week of Justice” in August, Viveiros has overseen and mentored student involvement in a variety of activities. The Labor Education Center continues to expand its creation of credit internships. This proved invaluable during the pandemic when opportunities were significantly diminished at the University. In many cases these were offered online or in hybrid fashion.

In addition to his work with students on the “Making a Bad Job a Good Job” conference (more detail below), Viveiros launched an Artist in Residence in collaboration with CVPA, and helped students learn facilitation skills and conduct a workshop on Community Safety and Justice at the Frederick Douglas Unity House.

The following is a synopsis of For Credit Student Internships 2021-2022:

Mario Lopes, Crime and Justice Studies (CJS), assisted with tutoring students at Workers’ Education Program, conducted research, applied his classroom knowledge (such as researching restorative justice approaches that focus on race, class and gender as alternatives to criminalization and incarceration), and co-developed and co-facilitated a student lead workshop.

Gabriela Pires, CJS, conducted interviews related to her various career interests such as learning about worker led transformation in the workplace and the roles and retaliation against whistleblowers and other workplace challenges to making systemic changes to institutions, assisted students at Workers Education Program and co-developed and co-facilitated a student led workshop.

Alexa DeCosta, CJS and English (Creative Writing), conducted comparative research about the caseloads for Family Lawyers in different states that was used to educate elected officials,

orchestrated a weekly book-club that focused on speculative sci-fiction, with an emphasis on literature with a racial and economic justice lens and co-developed and co-facilitated a student led workshop.

Kyle Crossman, CJS, conducted a participatory research project focused on the “gig” economy and co-developed and co-facilitated a student led workshop.

Caroline DaCosta, CJS, partnered with Building Pathways South as she wanted to increase the enrollment of BIPOC and women apprenticeships in the building trades, she conducted research about the field of equal opportunity enforcement including interviewing people, she also developed a glossary of terms related to the profession including researching the historic context of its evolution and the role of labor organizations in fighting discriminatory practices.

Gilda Coello, CJS, Workers Education Program, conducted comparative research about the caseloads for Family Lawyers in different states that was used to educate elected officials during hearings at the Statehouse, and co-developed and co-facilitated a student led workshop.

Louisa Jones-Mwaura, Sociology, conducted local labor and Black History research focused on Black History, displacement and discrimination. Louisa utilized secondary and primary resources and met with local Historical Society staff and researchers to gather information.

Over time, more than 100 UMass Dartmouth undergrad students have completed service learning at the Workers’ Education Program. They volunteer in our program and work with our teachers and students as teaching assistants. In FY22, we had three university students working in this capacity.

LEC programs and activities have student involvement interwoven in them.

New and Ongoing Programs

Podcast Series Continues

The Labor Education Center’s podcast series, South Coast Working, has continued with the addition of 2 more productions. The series was inaugurated in FY 21, and is supported, in part, by family members of the late Arnold M. Dubin, a founder of the Labor Education Center. New additions to the series include “Union Strong in Nursing Homes in the Age of COVID-19”, showing the value of collective bargaining in arresting the spread of the virus in elder care facilities; and “Building Equity: Diversifying Construction on the South Coast” exploring an important pre-apprenticeship program undertaken by building trades unions and contractors. New episodes are in production for the coming months. South Coast Working is designed to illuminate issues of interest and concern to working people in the region. The project has resulted in the involvement of students and area labor and community activists. A UMass Dartmouth student did much of the work to create the first episode. University’s Marketing has

been a great help in broadening the reach of South Coast Working, and a solid working relationship has resulted. The series can be found on Spotify, Google, and Apple Podcasts, as well as at <https://www.youtube.com/channel/UCqKWHXuclhyXiimATwrVzXg/playlists>

Legislative Forum

The Labor Education Center continued its partnership with the Greater SE Massachusetts Labor Council, AFL-CIO, by sponsoring the annual “Legislative Breakfast”, albeit a virtual gathering. Numerous members of the House and Senate, including members of the leadership, joined almost 100 labor and community activists, as well as members of the University community, for a morning of discussion about leading issues. Chancellor Fuller gave a welcoming address, and LEC staff facilitated 3 breakout groups. The forum was timely in that the annual legislative budget debate was under way at the time, on April 30, 2022.

Dubin Awards...Virtually

The annual Labor Education Center awards event, the Dubin Awards Dinner, was again held virtually on October 28, 2022. State Representative Pat Haddad, Massachusetts AFL-CIO staffer Bob Bower, Coalition for Social Justice Director Deb Fastino were individuals honored with awards, together with a number of area labor organizations. These awards honor labor, community and government leaders who make a difference in the daily lives of working people. The Dubin Awards continue to highlight the labor calendar for the region as the years pass. Almost 100 friends and supporters of the Labor Education Center logged on to the zoomed event.

Women’s Institute for Leadership Development

LEC Director 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, held on June 24 and 25 this year, and the annual WILD in the Winter. This year, she served on both the fundraising and program committees and was able to recruit students to participate in each activity.

Building Pathways South Pre-Apprenticeship Program

LEC Director 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.

UMass Building Authority, Compliance Working Group

Director Wilson continues to serve on this working group to implement the goals of increasing the participation of women and people of color in campus construction projects. This work is directly connected to board work for Building Pathways South.

Greater Southeastern Massachusetts Labor Council, AFL-CIO

Director Kim Wilson and Labor Extension Specialist Camilo Viveiros participate on behalf of the LEC at monthly meetings of the labor council. Center staff present a monthly report on activities. It has been a helpful place to recruit for our events and to connect with local elected officials.

Online Communications and Outreach

The Center distributes a newsletter several times a year to our list of 500 supporters to report activities and recruit for events. In addition, we regularly post to our Facebook page of over 1000 contacts and keep 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.

The Director has worked diligently this year to increase the Center's relationship with the media. This has included holding regular meetings with the SE Mass reporter for the Providence based NPR station (the Public's Radio) and in developing relationships with New Bedford Light. An opinion piece was published there on infrastructure investments. She was interviewed on WBSM on 7/31/21 on labor issues. In addition, she was a quoted source in an article on labor issues and COVID written by a reporter from the Cape Cod Times.

Ongoing Engagement with Faculty

To widen the scope of the Center's relationships with faculty, the Director and Labor Extension Specialist have held many individual meetings with faculty of CVPA, the Law School, Marketing and the English department. We have continued our close work with the Sociology/Anthropology Department and Crime and Justice Studies.

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. We will continue to circulate on campus and will reach out to high schools, unions, and community groups, as well.

Labor Education Center Operations

The LEC staff continued its practice of weekly virtual staff meetings in order to keep programs tight and on schedule. 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 February 2, 2022. Our focus was on soliciting ideas for future efforts by the Center. A robust turnout of the Board 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 in the discussion. Student interns were introduced to present and discuss their work during the semester.

Events

AFL-CIO President Tolman Meets with UMassD Unions

Massachusetts AFL-CIO President Steve Tolman, a UMass system wide University Trustee, met with a group of university union officers and members to discuss mutual concerns, the meeting arranged by Director Wilson. The discussion centered on the importance of resolving issues locally with University management, while informing system-wide deliberations at the Trustee level. President Tolman reported that the dialogue was most helpful to him in his role as a member of the Board.

Spring Conference on Gig Economy (contingent work)

The Labor Education Center sponsored an afternoon conference, "Making a Bad Job a Good Job", on April 25th concerning the gig economy and its implications for the area community and its workers. Featured speaker was Dr. Stephanie Luce, professor at the City University of New York, and author of books on labor and employment. The event included a panel of Massachusetts leaders among drivers' organizations, along with other observers of the industry. Prominent at the event was UMass Dartmouth student and researcher Kyle Crossman who conducted research on student involvement in the Gig Economy and presented his findings. The event was held at the Frederick Douglas Unity House and attracted interested students.

We Were There

The Labor Education Center brought "WE WERE THERE!" to campus again this year. "WE WERE THERE!" is a multi-media women's labor history project featuring voices, songs and projected images depicting our sisters' struggles from abolitionist Sojourner Truth, fighting for women's rights to Dolores Huerta fighting on behalf of the farmworkers of today. It is an hour-

long scripted program involving 10 local readers who represent historical characters and read from scripts provided, while images are being projected and music interjected between readings. Director Wilson was able to recruit for 6 cosponsors from campus and to secure funding from the CAS Student Engagement Event Fund for the production. More than 50 students attended the event, held at the Unity House, on March 24th.

AHA! New Bedford

The Labor Education Center participates in AHA! (Art, History, Architecture) in New Bedford on the 2nd Thursday of every month through the Workers Art Center (WAC). WAC is a consortium consisting of the LEC, the Greater Southeastern Massachusetts Labor Council, AFL-CIO, and Teamsters Local 59. In March 2022 the LEC took the lead for WAC in coordinating a Women's History Month exhibit, working with AHA! Director Lee Heald.

LEC Director Assists Author

Director Wilson worked with a faculty member at Emmanuel College to help develop a book chapter on the Frederick Douglas mural in downtown New Bedford. The LEC was the sponsor of the creation of the mural in 2001. The book, with the chapter written by, Fowler, Cynthia. "Transnational Solidarity: African American and Irish Intersections Commemorating Fredrick Douglass". Art History at the Crossroads of Ireland and the United States. NY, NY: Routledge, 2022. She is quoted extensively.

Professional Affiliations

The Labor Education Center staff continue their association with the United Association for Labor Education. In addition, staff attended the 2022 national meeting of Labor Notes.

The Labor Extension Program

This program is led by Camilo Viveiros and provides training and technical assistance for unions and community members. Several unions were provided stewards training by the Labor Education Center staff. Across the four campuses, much work was done to update the statewide LEP brochure. The statewide LEP program meets quarterly and has an overnight retreat each summer to plan joint work.

Workers Education Program

WEP students attended Hybrid classes during FY22. Students attended one or two days in person and one day on Zoom. This schedule was designed based on student surveys which indicated most students wanted to have in-person classes but also maintain the ability to meet on Zoom due to the ongoing pandemic. The WEP offered a fully remote adult basic education/HiSET preparation program to meet the needs of students who are unable to attend in-person classes due to family needs, work schedule, vaccination status, etc.

The WEP staff created a Marketing Team comprised of several staff members. This group meets weekly to plan and implement social media posts, website updates, and recruitment/marketing activities. We also created an Instagram page.

In FY22, the several WEP staff members participated in the comprehensive Anti-Racism, Diversity, Equity, and Inclusion training which was sponsored by the Massachusetts Department of Elementary and Secondary Education Adult and Community Services unit. This training has helped us to revise our curriculum and student orientation process to be more equitable and culturally responsive.

The Labor Support Committee is an advisory board for the Workers' Education Program. 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 (union jobs and apprenticeships when possible) and in presenting worker rights information for students in ways helpful to the program. The committee also advocates for the program with elected leaders and union leaders.

The WEP had four students who earned their high school equivalency credentials. To accomplish this goal, the students passed the HiSET test. This test is a much more difficult high school equivalency test than in prior years. It is aligned with the College and Career Readiness Standards and the Common Core State Standards. We had many more students who would have completed their HiSET but were unable to finish testing due to limited test appointment availability. We expect these students to complete the tests in FY23.

Director Wilson continues a close engagement with the Workers Education Program (WEP). In addition to attendance at twice a year staff recognition events, Director Wilson maintains a practice of meeting with all new staff at WEP. There is close cooperation with the WEP Director on a range of administrative issues as they arise in the course of the year.

Workers' Education Program FY22 Grants

1) Community Adult Learning Center Grant

Funding: \$966,371

Source: State Grant Massachusetts Department of Elementary and Secondary Education

These grants funded 16 classes. Throughout the year, more than 300 people have been on the waiting list for these classes, most of them waiting for evening ESOL classes.

2) Integrated English Language/Civics Education Grant

Funding: \$82,500

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. There were two class cycles each with 10 students beginning in September of 2021, and February of 2022.

Projections for Fiscal year 2023.

Work with Students and Faculty. In the first quarter of FY 21, the Center will again offer paid, non-credit granting internships during the last week of August. This program will combine work with extensive training before the week begins. This programming will require deep outreach in the community to find suitable partners and ensure the work of the interns is meaningful to their career goals. We will grow this program in the number of participants and the depth of the work in the community.

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 23.

We will once again seek out students to submit their research 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 will grow our list of faculty members to collaborate with in order to promote the LEC and offer ways we may be able to participate in classes.

Workers Education Program

The WEP will continue to build to better serve our population of students. Teachers will again 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 a job fair this spring and at least one meeting with legislators.

Community Engagement and Visibility

The Center will continue with our podcast project and will produce several more in FY23. We will promote an outreach campaign in August to raise the profile of the project through effective use of social media, news articles and public interviews. We will work more closely with the campus outreach staff to increase outreach. 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.

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

Donald France

Carrie Irujo

Carla Melo

Roberta Miller

Joanne Pinsonneault

Susan Potter-Alves

Matthew Ryckebusch

Donna Teixeira

John of the Trinity

David Callahan

William Connolly

Nadia Cruz Rodriguez

Lisa Tavares

Olf Mouyaka

Steering Committee

Lisa Lemieux, President, Greater SE Mass Labor Council

Shane Allen, Organizer, 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, Massachusetts AFL-CIO

Colleen Avedikian, faculty, 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, Retired President, NALC Whaling City Branch 18
David Rolando Oliva, Director Fundacion Romero
Debra 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
Eric Casero, English Department

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.