



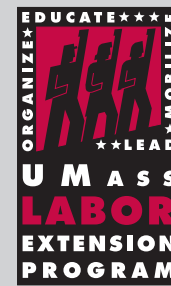
UMass Dartmouth

Labor Extension Program

Arnold M. Dubin Labor Education Center

257 Union St.

New Bedford, MA 02740



Labor Extension Bulletin

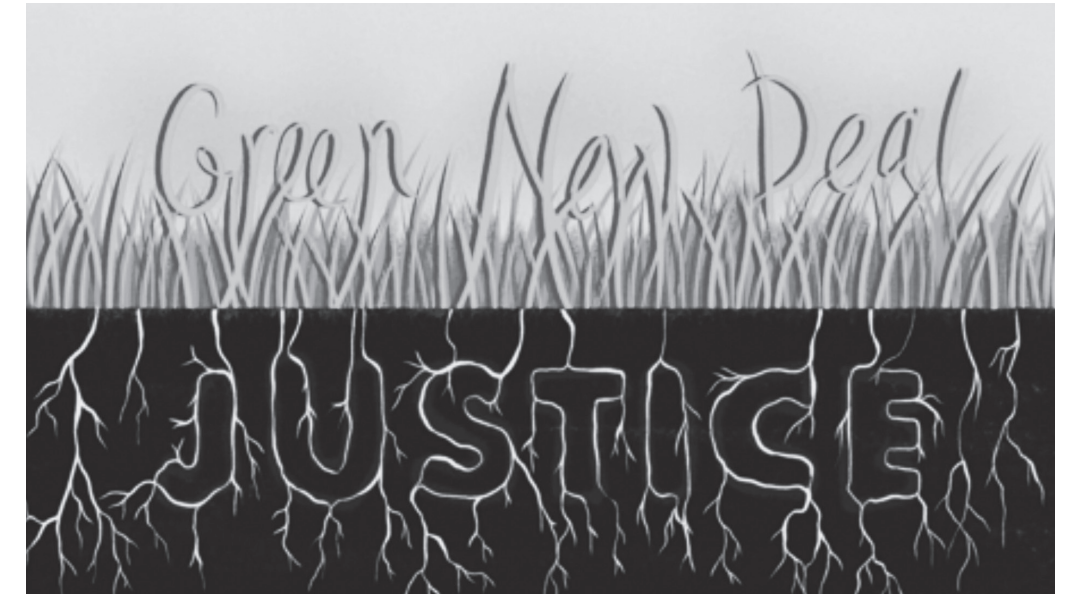
A Publication of the University of Massachusetts Labor Extension Program

UMASS AMHERST ■ UMASS BOSTON ■ UMASS DARTMOUTH ■ UMASS LOWELL

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The Green New Deal, Labor and a Changing World

The concept of a Green New Deal (GND) has been around since the early 2000's, linking public investment in jobs (reminiscent of FDR's New Deal) to moving the US economy off of nonrenewable energy in order to halt the progress of global climate change. More recently, it is the name associated with a resolution (<https://www.congress.gov/bill/116th-congress/house-resolution/109>) sponsored by US Representative Alexandria Ocasio-Cortez and Senator Ed Markey that adds rectifying the economic injustices faced by many poor and racialized communities to the other goals of renewable zero-emissions energy sources, state-sponsored manufacturing and infrastructure jobs, and support for displaced workers.



The resolution itself is being poked and prodded from all sides. Climate change scientists and environmental activists don't think it sets sufficiently aggressive goals, and worry that the right mix of solutions (such as carbon offsets, carbon capture, biomass energy) are not included in the resolution. Others argue that it's unrealistic. Then there are the arguments about the best way to pay for it: should the government or private sector pay? Should the funds come for carbon pricing or through tax incentives?

Like everybody else, labor has had mixed responses to the Green New Deal proposal. Probably the biggest concern is about the impacts on members' jobs: Can the Green New Deal really create good, unionized jobs and ensure that workers are not left behind when unionized industries are wiped out?

We have experience in the US about how to develop good jobs. In California, legislation has created a demand for solar energy, pushing utilities to build and operate solar energy plants. The plants were built under project labor agreements and organized under collectively bargained contracts, creating thousands of new jobs with family sustaining wages. In New York state, Climate Jobs NY has won prevailing wage guarantees on \$1.5

billion in renewable energy projects. Research carried out by the Labor Leading on Climate project at Cornell University's Worker Institute, has documented additional case studies of successful efforts to create good, family-sustaining green jobs (<https://www.ilr.cornell.edu/worker-institute/initiatives/labor-leading-on-climate>).

We also have some experience enacting policies and programs that support workers when their industry is eliminated. In 2016 the Western NY Area Labor Federation partnered with the Clean Air Coalition and secured \$30 million for a 5-year program to support regional alternative economic development plans after a local coal-fired power plant was shut down. Additional examples of programs and policies from around the world that ensure that no one is economically left behind when shifts are made in the energy sector show that just transitions are possible. (<https://iisd.org/blog/just-transition-examples>)

As is so often the case, the stumbling block to accomplish the goals of the Green New Deal is not that we don't know what to do or how to do it—the stumbling block is whether we have the political will to demand that it be done. Building collective political will from the bottom up is something else the labor movement knows how to do. Adding labor's resources and resolve to the fight for all of our future can only help to ensure that we win a fair future for all.

In the Past 6 months...

The UMass Labor Extension Program has provided trainings on these topics...

- **Active and Effective Bystander Strategies to Address Microaggressions at Work**
United Association of Labor Education
- **Advanced Grievance Handling**
Northeast School for Women in Unions and Worker Organizations
- **Bargaining for the Common Good**
National Education Association (NEA)
Massachusetts Teachers Association (MTA)
- **Building Effective Campaigns and Coalitions**
UMass Higher Ed Classified Staff Coalition
- **Building Trauma-informed Unions and Organizations**
USW/CWA Health, Safety and Environment Conference
WILD in the Winter
- **Bullying and Sexual Harassment: NO PLACE in the Workplace**
Women's Institute for Leadership Development (WILD) Summer Institute
- **Chapter Chair Leadership Retreat**
SEIU Local 509

To Contact the UMass Labor Extension Program:

■ **UMASS AMHERST LABOR EXTENSION PROGRAM**
Labor Center, Thompson Hall, 200 Hicks Way
Amherst, MA 01003-9277 www.umass.edu/lrrc
Clare Hammonds: 413-545-6166 Fax: 413-545-0110
email: chammonds@soc.umass.edu

■ **UMASS BOSTON LABOR EXTENSION PROGRAM**
Labor Resource Center, 100 Morrissey Blvd.
Boston, MA 02125-3393 www.umb.edu/lrc
Anneta Argyres: 617-287-7229
email: anneta.argyres@umb.edu

■ **UMASS DARTMOUTH LABOR EXTENSION PROGRAM**
Arnold M. Dubin Labor Education Center, 257 Union Street
New Bedford, MA 02740 www.umassd.edu/labored
Camilo Viveiros: 508-910-7108 Fax: 508-910-7120
email: cviveiros@umassd.edu

■ **UMASS LOWELL LABOR EXTENSION PROGRAM**
Department of Sociology, Dugan Hall 205Q, 883 Broadway
Lowell, MA 01854 www.uml.edu/LaborEducation
Elizabeth Pellerito: 978-934-3137 Fax: 978-934-4033
email: Elizabeth.Pellerito@uml.edu

Contact the UMass Labor Extension Program at <http://umasslep.org>

- **Collective Bargaining**
Northeast School for Women in Unions and Worker Organizations
- **Cooking up Collective Action**
Massachusetts Teachers Association (MTA)
- **Leadership Development Skills**
Northeast School for Women in Unions and Worker Organizations Women's Institute for Leadership Development (WILD) Summer Institute
- **LGBTQ+ Labor History: Being Out at Work Past & Present**
Provincetown Library
- **Naming the Moment: Education for Action**
Massachusetts Teachers Association (MTA)
- **Popular Education: Introduction & Advanced**
Women's Institute of Leadership Development (WILD)
- **Public Speaking: Speaking Up! Speaking Out!**
Women's Institute for Leadership Development (WILD) Summer Institute
- **Stewards as Organizer**
Greater SE Mass Labor Council
- **Strategic Planning Retreat**
Western MA Area Labor Federation
- **Strategic Planning**
Greater Southeastern Labor Council

Around THE STATE

Introduction to Oral History: Documenting Local Stories for Social Change Tuesday, September 24th 6:00-8:00pm

Location: Room 101 LARTS Building, UMass Dartmouth Campus, 280 Old Westport Road, Dartmouth, MA
Oral History is a tool that can be used to ensure that the stories of those who are often ignored are recorded and shared. Join Oral History Scholar Rob Widell for a workshop about the methods and uses of Oral History. Find out about opportunities to work with the UMass Dartmouth Labor Education Center to document local oral histories of those involved in labor and social justice organizing efforts. For more information contact Camilo Viveiros at cviveiros@umassd.edu

The Gig Economy, Automation and You

Thursday, October 3rd from 4:00 – 5:30pm

Location: O'Leary Library Mezzanine, 61 Wilder Street, Lowell, MA
Contact: Elizabeth_Pellerito@uml.edu or 978-934-3137
What is the gig economy? What does it mean for working people? How will automation and a changing workplace affect your future career? What will jobs look like in the future, and how can you best prepare now? Join the UMass Lowell Labor Education Program in welcoming MIT Professor Thomas Kochan, Ph.D. for an interactive discussion with Professor Scott Latham, Ph.D, UML, about the challenges and opportunities presented by current trends in workplaces and jobs. Facilitating the conversation will be UML Sociology Chair, Dr. Mignon Duffy, Ph.D.

UMass Dartmouth Annual Awards Banquet

Thursday, October 17th, 2019, 6pm – 9pm

Location: Venus de Milo, 75 Grand Army of the Republic Hwy, Swansea, MA
Cost: \$50 a ticket

Contact: Kim Wilson at KWilson@umassd.edu

This year we will present the Arnold M. Dubin award to National President of UE, Peter Knowlton. The Annual Award Banquet is a unique opportunity that brings together labor and community leaders who have fought for justice in the workplace and beyond. Approximately 200 union and community activists and leaders attend each year to celebrate and forge our bonds for the work ahead.

North Shore Labor Council's Annual Dinner

Saturday, Oct. 19, 2019 at 6pm

Location: Peabody Marriott, 8A Centennial Dr, Peabody, MA
Cost: \$60

Contact: northshorelaborcouncil@gmail.com

Join the NSLC and keynote speaker Sara Nelson, President AFA-CWA in honoring National Grid workers of USW 12012 & 12003 and Stop and Shop workers of UFCW and UFCW 1445 President Jeff Bollen. Ongoing struggles for Responsible Development in Lynn and Fund Our Future will also be honored.

2019 James Green Memorial Lecture & People's History Walking Tour of Boston

Saturday, October 16, 2019, 9 am – 1 pm

Location: Democracy Brewing, 35 Temple Place, Dorchester MA 02111
Contact: Wally Soper (wally.soper@umb.edu)
Nick Juravich, the new Associate Director of the Labor Resource Center, will give this year's James Green Memorial Lecture. Join us for a light breakfast and talk at Democracy Brewing. The 3 mile walking tour will begin at 10:30 am, and return to Democracy Brewing for more food and drink.

Visions of Labor: Film and Worker Voices

Friday and Saturday, November 9-10

Location: UMass Amherst, Campus Center
Contact: Clare Hammonds at chammonds@soc.umass.edu
"Visions of Labor: Film and Worker Voices" conference is designed to employ the power of film to inspire, energize, and spur creative action on movement issues and organizing in all forms—from unions to worker- and community-based movements to electoral politics. Workshops and plenaries will use a set of films as a medium to convey ideas that will be central to all discussions. The films will be organizing tools and will, for the most part, substitute for panels and speakers.

Labor Educators Squaretable

November 15, 10am-2pm

Location: Boston Teachers Union Hall, 180 Mt. Vernon St., Boston MA 02125
Join labor educators from across the state as we learn from each other and hone our skills. We will be discussing, and participating in demonstrations, about labor and the environment, political education at this moment and labor education around immigration.

North Shore Labor Council's Women's Committee Annual Solidarity Breakfast

Saturday, December 7, 2019, 10am – Noon

Location: 10 Church Street, Lynn
Contact: Katie Cohen, northshorelaborcouncil@gmail.com or 781-595-2538

Join union and community women to enjoy a hearty breakfast and to hear stories from women fighting for economic and social justice.

SAVE THE DATE: 2020 Boston Labor Conference

Saturday, March 28, 2020

Location: UMass Boston

The Resource Corner

Sunrise Movement: A coalition including SEIU 32BJ backing the Green New Deal and politicians who support it. Their focus is on building grassroots power to support candidates and legislation that support green initiatives and green jobs.

www.sunrisemovement.org

Labor Network for Sustainability: The Labor Network for Sustainability (LNS) engages workers and communities in building a transition to a society that is ecologically sustainable and economically just. We work to foster deep relationships that help the labor movement engage in the climate movement and the climate movement understand the economics of climate change and the importance of organized labor as a key partner in confronting the climate crisis.

www.labor4sustainability.org

Trade Unions for Energy Democracy: Trade Unions for Energy Democracy (TUED) is a global, multi-sector initiative to advance democratic direction and control of energy in a way that promotes solutions

to the climate crisis, energy poverty, the degradation of both land and people, and responds to the attacks on workers' rights and protections.

www.unionsforenergydemocracy.org

TUED Working Paper #11: Trade Unions and Just Transition: Championed by unions, the term "Just Transition" has gained a firm foothold in the global policy discourse. But what do unions mean by Just Transition and how can it be achieved? How can worker-focused concerns become integrated into a broad program for social change that can address the need for a socio-ecological transformation?

www.unionsforenergydemocracy.org/resources/tued-publications/tued-working-paper-11-trade-unions-and-just-transition/

Organizing to Win a Green New Deal, by Jane Macalevey

(Jacobin Magazine): "The labor movement has to be central to winning a Green New Deal and reversing climate change. Recent labor victories show how we can do just that, from the ground up, and quickly."
www.jacobinmag.com/2019/03/green-new-deal-union-organizing-jobs

Program Notes

UMASS AMHERST

The Labor Center residential program continues to thrive welcoming fifteen new students this Fall, including international students from Cuba and South Africa. Many of our students are supported through our internship program where students work directly with unions around the state. *Labor in the Age of Trump*, a collection of papers edited by Labor Center faculty, will be out in December 2019 with Cornell University Press. We are also continuing to prepare for our major conference in November, "Visions of Labor: Film and Worker Voices." This project, in words of one of our grantors Mass Humanities', "aims to help local workers see their work lives as worthy of attention and part of a historical trajectory in which they are agents." The project also includes a three-day digital storytelling workshop, a conference featuring documentaries and feature films along with newly-created digital stories about the lives of workers, and a website to showcase the videos.

UMASS BOSTON

We are very excited this fall to welcome Nick Juravich to the LRC! Nick joins us as our Associate Director of the Labor Resource Center and Assistant Professor of History and Labor Studies. Nick's passion is public history and workers. His soon to be published book, *The Work of Education: Community-Based Educator in Schools, Freedom Struggles, and the Labor Movement* is the first historical study of "paraprofessional" educators and their struggles for jobs and freedom in urban public schools. Come to our James Green Memorial Lecture & People's History Walking Tour of Boston on Saturday, October 26th to meet (and hear) Nick. Last spring was full of interesting events happening at the Labor Resource Center. We hosted Bill Fletcher, Jr., who wove together his experiences with the history of Cape Verdeans in MA and the writing of his first novel, *The Man Who Fell from the Sky*. We also co-sponsored a presentation by Andrew Ross about his research (and book) about Palestinian stone workers titled, *Stone Men: The Palestinians Who Built Israel*. Finally, we held our 3rd annual Boston Labor Conference which brought together over 100 labor activists, leaders and academics to discuss current labor activism and how to build workplace power.



Academic Offerings

UMass Amherst

UMass Amherst offers a unique multi-disciplinary program leading toward an MS degree in labor studies. We offer a two-year residential master's program as well as a limited-residency format for trade union officers, staff, and activists. To learn more about our program, please visit our website at www.umass.edu/lrrc/.

UMass Boston

Our BA Major and Minor in Labor Studies is continuing to grow, along with our Certificate in Labor Leadership. Now's the time to start thinking about taking courses for next spring. We have two exciting new courses we're offering in the spring: **Work and Education in the US and Work, Environment and Revolution in Latin America**. If you're interested in one course or the whole program, contact Wally Soper (617-287-7267 or wally.soper@umb.edu). Our other spring 2020 courses will include: *Labor & Working Class History*; *Labor & Migration*; *Labor, Social Justice & Community Organizing*; *Race, Class & Gender at Work*; and *Sex & Labor Trafficking*. In addition we offer Field Placements for students wanting to get experience working in the labor movement. For more details about these classes or our programs, visit our website: umb.edu/lrc.

UMASS DARTMOUTH

At UMass Dartmouth we have continued to build multi-disciplinary connections on campus. We are excited to continue working with a diverse group of interns and an example of this work has been the student development and delivery of a living labor and social movement history of the Fall River textile industry. UMass Dartmouth Interns and Durfee high school students portrayed labor leaders, mill workers, domestic workers and abolitionists. More than 150 students and community members experienced the living history project this year. We hosted several campus events including bringing speakers for Black History 4 Seasons and speakers for Women's history including the Massachusetts Nurses Association. We also conducted oral histories of Fall River based women labor leaders. We also held a labor history event on the Cape for the first time at the Provincetown Library on LGBTQ+. We held two open enrollment sessions of "Steward as Organizer" training. We plan to offer this steward's training to any union member, twice a year.

UMASS LOWELL

In May, the program at UMass Lowell held a successful fundraiser to celebrate and honor our retiring Director, Susan Winning, and our founder, Charley Richardson. Susan is now enjoying retirement, while past Coordinator Elizabeth Pellerito has moved into the director position. Meanwhile, the program continues to work with and support a variety of community groups in the North Shore and Merrimack Valley: the Merrimack Valley Project, PHENOM, Lowell Education Justice Alliance (LEJA), New Lynn Coalition, and the Bread and Roses Heritage Committee. On campus, we are working on establishing consistent flextime policy with the Voices of Working Women group at UMass Lowell, as well as a task force to create better policies and practice around sexual harassment. Our graduate research assistant has been developing a popular education tool about affordable housing in the city of Lynn, and we are also in the beginning stages of planning a series of campus and community events commemorating the anniversary of the 19th Amendment and contemporary suffrage issues for 2020.

UMass Dartmouth

We are reaching deeper to work with students through creating credit bearing internships and offering career opportunities for students in the labor movement. We are also continuing to participate in classes as guest speakers and we are now working to create service-learning projects connecting students to organized labor and low-income workers. For more information, visit www.umassd.edu/labored/workwithstudents. To participate, email Camilo Viveiros at cviveiros@umassd.edu.

UMass Lowell

The program at UMass Lowell continues to attract students to our Labor Studies Minor. Students in our Introduction to Labor Studies course partner with unions and social justice organizations for a variety of service learning projects, from interviewing labor leaders for cable TV station to assisting with local workforce development. In addition to service learning, we provide undergraduate students with access to research opportunities, including conference presentations and the opportunity to submit to the statewide LEP undergraduate journal. We are currently discussing ways to build and expand an internship program. For more information about our minor, visit www.uml.edu/FAHSS/Labor-studies.

PARTICIPATE IN A RESEARCH PROJECT ABOUT YOUNG WORKERS!

The Labor Resource Center at UMassBoston is conducting an on-line survey of young workers between the ages of 18 and 39 to better understand their attitudes and experiences about work and unions. Please email Annetta Argyres (Annetta.argyres@umb.edu) for more information about the survey, or follow this link (https://umassboston.qualtrics.com/jfe/form/SV_0MKHQ96jJgFTGv3) to participate.

Spotlight on Labor Law

OSHA Protections Extended to Massachusetts Public Sector Employees

When Congress passed the federal Occupational Safety and Health Act (OSHA) in 1970 creating worker protection standards for all private sector employees, Massachusetts did not adopt those OSHA standards for public sector employees. After many years of organizing, the Public Sector OSHA Coalition, which included MassCOSH and most of the public sector unions in the state, reached its goal of extending OSHA protections to public sector workers. In February 2019, the new law went into effect, which clarifies employee safety requirements in public sector workplaces, and is enforced by the Department of Labor Standards (DLS). The amended law does not replace OSHA, which continues to have jurisdiction for private sector employers.

Highlights of Updated Law M.G.L. c149 Section 6 ½

- **Definition of public sector workplace** includes counties, municipalities, all state agencies, quasi-public independent entities, courts, bureaus, commissions, divisions or authorities of the commonwealth, political subdivisions, and public colleges and universities.
- **Public sector employers are required to:**
 - Provide methods to reduce work-related injury and illness, and meet the minimum requirements provided under OSHA.
 - Train the worker to recognize, minimize, & prevent safety and health hazards in their workplaces
 - Provide medical examinations and training when required by OSHA standards
 - Provide access to employee medical and exposure records; Maintain records of injury, illness, etc.
- **Dept. of Labor Standards (DLS) conducts safety and health inspections of public sector workplaces, with following priorities:**
 - **Imminent Hazard:** DLS inspectors stop at active trenches, aerial lift operations, and roofing to ensure safety equipment and procedures are used.
 - **Accident Investigation:** DLS inspects workplaces in response to a worker injury.
 - **Voluntary:** An employer can request a voluntary safety and health audit.
 - **Complaint:** DLS responds to complaints about workplace safety conditions.
 - **Planned Programmed Inspection:** DLS inspects a representative number of inspections in workplaces expected to contain machinery or other hazards
- **When to notify DLS about an injury** - Contact DLS within 24 hours if an accident causes a death, amputation, loss of an eye, loss of consciousness, or inpatient hospitalization at 508-616-0461 or safepublicworkplace@state.ma.us.
- **Public sector employers may get fined.** The enforcement approach used by DLS is to issue an order for corrective action to employers for a first offense. When corrective actions are completed within the timeframe specified, a fine is not issued.

For more detailed information:

www.masscosh.org/publications/factsheets/public-sector-worker-health-and-safety-massachusetts
www.mass.gov/service-details/learn-about-updated-law-for-public-sector-safety

Notice of Benefits Available Under M.G.L. Chapter 175M

Paid Family and Medical Leave

Massachusetts Paid Family and Medical Leave

In 2018, with statewide organizing by the Raise up Massachusetts coalition and other supporters, Massachusetts signed into law a statute that provides paid family and medical leave (PFML) benefits to workers.

The initial measures will take effect on October 1, 2019, when employers will deduct payroll contributions from covered individuals' wages or other earnings. For most larger employers, this payroll deduction will total 0.75% of each employee's wages. Employers and unions may engage in negotiations over the employer contribution, but the law requires the employer to contribute about half of the total amount at a minimum.

What are the benefits?

Starting **January 1, 2021**, covered individuals may be entitled to:

- Up to 20 weeks of paid medical leave for a serious health condition that prevents them from working
- Up to 12 weeks of paid family leave for the birth, adoption, or foster care placement of a child; or a qualifying event related to a family member who is on active duty in the Armed forces
- Up to 26 weeks of paid family leave to care for a family member in the Armed Forces with a serious health condition

Starting **July 1, 2021**, covered individuals may be entitled to up to 12 weeks of paid family leave to care for a family member with a serious health condition.

This paid family and medical leave is job-protected leave. Accordingly, after returning from leave, employees must be restored to the same or equivalent positions.

Employers may opt out of the state program if they provide benefits through a private plan that matches or exceeds those provided by the state program. The private plan must be approved by the Department of Family and Medical Leave, a newly created department within the Executive Office of Labor and Workforce Development.

Who is Covered?

- Employees who work for an employer or a state or federal governmental agency in Massachusetts
- Independent contractor who contracts with an employer that issues 1099-MISC tax forms for more than 50% of its workforce
- Self-employed individuals can opt in to obtain coverage
- Employees of cities, towns, or other local governmental employers are covered only if the employer chooses to opt in

Additionally, there is an earnings eligibility requirement for any individual who wants to take paid leave under the law. You must have approximately 15 weeks or more of earnings and have earned at least \$4,700 in the 12-month period before you apply for leave.

For more information: www.mass.gov/guides/a-guide-to-paid-family-and-medical-leave-for-massachusetts-workers