

6/11/83

姓名 (中英文) 地址

電話 現在職位 想找何種工作

- 1) Lisa Ng 482-3786 酒店
- 2) Lee Po Yuk 李宝玉 542-1758 酒店
- 3) Nhon HAR CHEW 趙雅霞 451-0957 酒店
- 4) Mary Lee 773-9772 酒店
- 5) Ngiet Lan Ng 伍月蘭 787-9538 电子厂 (除先锋厂)
- 6) mei Sun Lee 美倫 482-5964 酒店
- 7) Oi Fong Chan 262-4849 HKR housekeeper
- 8) Mrs. Ho 3 277-8823 " "
- 9)
- 10)
- 11)
- 12)
- 13)
- 14)
- 15)
- 16)
- 17)
- 18)

18/1/83

- present job
- looking for job sought
- interested in WASA

姓名	地址	电话	你喜欢何 种职业
余碧玲	231, HARRISON AVE Apt #1 Boston 02111	482-3862	电子酒店
李梅芳	58 Chandler st. 3/4 Boston Mass 02116	542-1542	电子
潘玉云	59 STRATHMORE RD, BROCKLINE, MA. 02146	277-5844	电子酒店
吴月兰 - (Rapid + Teradyne)	79 Brighton Ave Allston. MA 02134	787-9538	电子
林雪芳	59 STRATHMORE RD BROCKLINE 02146	277-5844	酒店电子
陈爱芳 in Teradyne	598 TREMONT ST #4 BOSTON MA 02118	262-4849	电子 Teradyne
邓力希	239 CAMBRIDGE ST. 1/2 ALLSTON, MASS. 02134	783-9480	酒店 电子
罗惠卿	23/c Castle Court Boston MASS 0218.	542-3089	酒店 电子
刘诗霞	16. Country club Dr Randolph MA 02368	903-5653	酒店
阮玉爱	15 Hanson st. Boston MA. 02118	461-0305	酒店 电子
周佩霞	15 Warren Ave Apt 2 Boston Ma	423-6790	酒店
马翠娥	482 TREMONT ST. APT #57 Boston Ma 02116.	426-6985	酒店 多线
周佩华	15 Warren Ave Apt 2 Boston Ma	423-6790	酒店 电子
陈爱芳	598 Tremont St # Boston MA 02118	262-4849	酒店

李慧卿

15 Hancock Ter. Quincy MA 02170 773-9772

Ngan Har Chew 474 TRENT ST AP 25 BOSTON 02116 451-0951

李寶鉅

77 TYLER ST. F-3 542-1758

Yuet Sim Wong

414 TRENT ST AP 42 BOSTON 426-8169

李振雄

838 Huntington Ave apt 2 ~~734-9269~~
(electronics & interview W.S.)

Li Yue Ping

32 Dwight St. 2/F Boston MA 02118 423-7087
(like to work in hotel) (but needs Eng. training)

李美月

242-4609 (Charlestown) wants hotel work

11/6/83

- 1) Feng zi Yu Ma 馬子 ————— 先鋒公司 1/2 年.
7 Anderson ST #10 02114 現設有.
(617) 227-4327 想申請電子工.
- 2) Luu Lien Hoa 劉蓮花 —————
577 Tremont St., #1
(617) 536-5056
- 3) Lai Chan Kwong 廖展英 — wants H&R
26. OXFORD ST #5 " W.S.
BOSTON MASS 02111 酒店
- 482-1453
- 4) Sau Chuan Chong (國華) — (wants ofc clerk)
773-2762 — " W.S.
240 FAYETTE ST. 酒店
- WOLLASTON MA 02170

10/1/83

李純儒 Chun Yu Lee

106 Tyler St. 2/F
Boston, MA 02111

Tel. 542-4624

李月鄉

32 DWIGHT ST 2/F
Boston, MA 02118

Tel 423-7087

Article in Sampan

7/19/83

Chinatown needs Jobs

The job situation for Chinese is getting worse. Both the garment and restaurant industries are in decline. Many families are finding it more and more difficult to pay the rent and keep food on the table.

The weak economy is one cause of the problem. But the fact is that Chinese have always been discriminated against in employment. While building the railroad, our forefathers had to work longer hours, ~~do the most dangerous work~~ and receive less pay than the white workers. (In the face of such inequalities, they held an heroic strike ~~against~~ against the Central Pacific Railroad in 1867.) But the racist climate grew worse. In 1882, Chinese immigration to this country was virtually halted. For the Chinese who were already here, they were not allowed to work in most jobs. They found work mainly in their laundries, jobs that white people did not want. In the last few decades, the laundry ^{shops} ~~trade~~ has been replaced by the restaurant and garment industries. But this reflects the continued discrimination ^{that} in employment. Chinese people should have the right to work in any jobs they are qualified, without discrimination, prejudice, or harassment.

Chinese face
Presently the garment and restaurant industries are in trouble. This shows all the more reason why we must have equal opportunities ⁱⁿ to all jobs. We should have the same rights as any body else to work in hotels, electronics, plumbing, construction, sales, etc. But racism and discrimination still exist very strongly, especially ^{these times of} during an economic recession ~~which exist~~ today. Therefore we must unite ourselves, work together, and demand our equal rights. We must confront the business bosses and the politicians, and demand equal job opportunities.

Hotel is practically the only industry that is expanding in

has opened this July.

The Boston. Westin Hotel ⁺ in Sopley Square ~~is opening in August of this year.~~ A new Marriott Hotel ^{also} at Copley Square will open in early 1984. Lafayette Place is scheduled to open ~~in~~ this October, with its hotel, the Intercontinental, opening in June of next year. Even though hotel jobs are far from ideal, they do offer a livelihood and some long term security. The starting pay of a housekeeper at the Westin Hotel is \$5.15 per hour. ~~Benefits include xxxxxxxx~~ ^{Health insurance.} ~~is provided~~ ^{and benefits are in general better than the restaurant and garment industries.} But the work is not easy. The housekeepers are expected to clean 16 rooms in an eight hour shift which is not very much time. A few Chinatown residents are already working at the Westin Hotel. The opening of the Lafayette Place right next to Chinatown should provide even more jobs to Chinatown. But we can get these jobs only if we fight for them. Chinatown should discuss with Lafayette Place about employment opportunities. The Chinatown People's Progressive Association (CPPA) wants to work with all groups and individuals around this campaign.

CPPA wants to unite with the Chinese community to fight for jobs. We have already formed a Jobs Committee. We have done ^{some} research on the hotels and electronics ^{industries,} conducted an employment workshop, and ~~we~~ helped people get jobs at the Westin Hotel. If you are interested in ^{working with} ~~joining~~ our Jobs Committee or if you have any questions, please call:

Joe or Ken
CPPA
27 Beach St. 3/F1.
333 338-7436
Saturdays and Sundays
11am-6pm

華人前進會

CHINATOWN PEOPLES PROGRESSIVE ASS'N

27 BEACH STREET BOSTON, MA 02111

Telephone : 338-7436

JOB INFORMATION WORKSHOP

Due to an increase in unemployment in the Chinese Community, the Chinatown People's Progressive Association (CPPA) feels there is a need to look outside of the traditional jobs (such as garment shops and restaurants) for a better chance of employment. With the expansion in hotels and electronics in Boston, the jobs opportunities in these fields should be more readily available for the Chinese community. CPPA will be offering a workshop dealing with the following topics:

- * HOW TO FILL OUT JOB APPLICATION FORMS
- * WHAT QUESTIONS ARE MOST ASKED IN INTERVIEWS
- * WHAT INTERVIEWERS LOOK FOR
- * WHAT JOBS ARE CURRENTLY AVAILABLE (IN HOTELS AND ?)

DATE : Sunday, September 18, 1983

TIME : 1 : 30 PM.

PLACE : 27 Beach St., 3/F

CPPA has recently formed a Chinese Workers Mutual Aid Committee. We would like very much to work with other groups and individuals around employment for Chinatown. For more information, contact: JOE or KEN at 338-7436, Saturdays and Sundays (11 AM - 6 PM), at CPPA, 27 Beach St., 3/F., Boston Chinatown.

GREATER BOSTON LEGAL SERVICES

85 DEVONSHIRE STREET

BOSTON, MASSACHUSETTS 02109

617-367-2880

April 17, 1984

Greetings:

The construction season is here again and the question on many people's minds is whether minorities and women will be getting their share of the jobs. If previous years are any indication, compliance with affirmative action in construction hiring and apprenticeship recruiting will be very uneven and tend not to reflect the 25% (minority) and 10% (female) set-asides mandated by the Boston Residents Job Policy Ordinance.

In 1984, the issue of apprenticeship recruiting and applications is particularly critical. With the demise of the Recruitment and Training Program (RTP), there is no regular and well-publicized source of information regarding apprentice application deadlines or procedures. This situation acts against minorities and women who generally lack the inside connections so often necessary to succeed in the building trades.

Throughout the Boston area, there are a number of agencies, organizations, and individuals active in the fight for equality in the building trades for minorities and women. More often than not all of us operate separately and communicate minimally. To correct this situation, several such individuals recently met and drafted a proposal for a gathering to be held 10 a.m. to 3 p.m. on Saturday, May 12th at UMass/Boston (Park Square Campus/100 Arlington Street). This would be jointly sponsored by Greater Boston Legal Services and the Labor Studies program at UMass/Boston (College of Public and Community Services). The purpose of such a gathering would be for an exchange of information on the current situation as well as an opportunity to consider the possibility of a collective plan of action to change and improve the present problems.

Under the title of "Jobs and Equality in the Building Trades", the general outline of the gathering would include:

1. A discussion of the current situation.
2. What are the outstanding issues which confront minorities and women in the building trades? and

3. Can/Should we work together to improve the possibility for greater/more successful access into the building trades? How? Are those specific issues to concentrate on?

Should you be interested in attending, please fill out the cut off at the end of this letter and mail it back as soon as possible. It would greatly facilitate our planning process if we know as early as possible. Also, please call if you wish to invite others. If you have any questions, please contact Bill Fletcher at 367-2880. (Should you have child care difficulties, please inform us and we will attempt to make arrangements to assist you.)

Name _____

Address _____

Telephone Number _____

Organization (if any) _____

Union (if any) _____

Please mail this back to: Greater Boston Legal Services
85 Devonshire Street
Boston, MA 02109
Attention: Bill Fletcher

GREATER BOSTON LEGAL SERVICES

85 DEVONSHIRE STREET
BOSTON, MASSACHUSETTS 02109
617-367-2880

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Dearest friends

You are the best.
The exchange went
so well and Gloria
and Alicia talk
so much about
that Saturday meeting
with you fellow
garment workers.

I swear we've
looked at the photos
of the event at
least 50 times
with 50 different
groups of people.

THANKS

and we will

Keep in touch.

Please think
of coming to
Mexico for an
exchange with
other workers!

See you -

Mary McLean
Woman to Woman

FRIENDS:

México, D.F., a 17 de mayo de 1983.

Receive a fraternal and combative greeting from the National Executive Committee of our union.

We want to thank-you for the solidarity you gave us. We were able to cover the costs of the tour as well as get some money to provide economic support for the 9 women Executive Committee members who are working full-time in the union. This money should help cover these costs for at least 4 weeks.

We are interested in continuing a relationship with you. We will send you further information about our struggle. If there is anything you want to know, please let us know and we will respond.

Your support is important now and will be in the future, so that our struggle can continue.

fraternally,

GLORIA JUANDIEGO MONZON

ALICIA CERVANTES G.

COMPAÑERAS (OS):



México, D.F., a 17 de mayo de 1983

Por medio de la presente, reciban un fraternal y combativo saludo del Comité Ejecutivo Nacional de nuestro sindicato.

Queremos agradecer la solidaridad que nos brindaron e informarles que pudimos cubrir los gastos de la gira y también pudimos recabar algo de dinero el cual será destinado para dar ayuda económica a las 9 compañeras del Comité que se encuentran trabajando de tiempo completo en el -- sindicato, este dinero alcanzará a cubrir por lo menos 4 semanas.

Nosotras tenemos el interés de continuar la relación. con ustedes y les informaremos del camino que toma nuestra lucha, también si hay alguna pregunta al respecto, la pueden hacer y nosotras les enviaremos respuesta.

Su ayuda es y será muy valiosa para continuar en nuestra lucha.

Sin más por el momento, quedamos de ustedes.

f r a t e r n a l m e n t e

GLORIA JUANDIEGO MONZON

Secretaría General Suplente

ALICIA CERVANTES G.

Suplente Relaciones Exteriores

Sindicato 19 de Septiembre
A.P. M-10578
Colonia Centro
06002 México DF
MEXICO



Chinese Progressive Association/Workers Committee
27 Beach St., Third Floor
Boston, MA
02111

POR AVION

AIR MAIL

工人中心大會 Workers Center Gathering

社區勞工調查問卷總結。

如何推廣勞工標準？

如何在社區重建計劃中爭取就業機會？

七月十一日，星期六，下午一時正

Saturday, July 11, 1:00PM

於華人前進會

At Chinese Progressive Association

夏利臣街三十三號，三樓

33 Harrison Ave., 3rd Floor

電話：(617)357-4499

join us/ 歡迎參與

華人前進會

Chinese Progressive Association

Workers Center

33 Harrison Avenue, 3rd Floor

Boston, MA 02111



Harnng Sun

Yee

86 Marshall St

Somerville, MA

02145

RETURN TO SENDER 1111 07/11/98

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工人中心大會 Workers Center Gathering

日期更改

社區勞工調查問卷總結。

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七月十八日，星期六，下午一時正

於華人前進會

華埠夏利臣街三十三號三樓

33 Harrison Ave., 3rd Floor

查詢電話：(617)357-4499

join us/ 歡迎參與

華人前進會

Chinese Progressive Association
Workers Center
33 Harrison Avenue, 3rd Floor
Boston, MA 02111



So Ling Hung Mui
161 West Elm Ave
Quincy, MA 02169

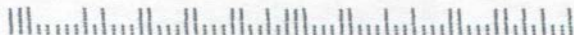
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目前麻省的经济仍是滞步不前,在这不景气的市道中,失业已久的工人有很多仍未找到工作,被解雇的工人数字有增无减,就培训局是行业中最快的一个,他们的工作量极大,以致有时曾经有的服务都因太忙而被省略,尤其是翻译服务这方面。有资格领取失业金的工友,每两星期仍要去那里一次报到,或转新站等,在那里你是否曾遇到以下的情況呢?

(一) 在第一次填表领取失业金的讲座中,得不到应有的中文说明书及讲解协助。

(二) 在就培训局内见到有唐人面孔的工作人员,但他们不能帮你做翻译。

(三) 明明知道就培训局计错了你的失业金,但因不懂英文,无法与他们沟通。

(四) 或其他有关因欠缺翻译服务而产生的不便。

前进会有感於最近有很多不懂英语的失业工人常在失业局受到语言上的歧视,而得不到应有的翻译服务,特邀请该处的行政人员来前进会了解一下失业工人在失业期间对局就培训局实际的需要和各种服务的寻求。如果你或你的亲友有类似的问题,可於二月十二日之前,来本会或致电,以便我们搜集资料,向培训局人员反映,更有效地维持及争取应有的翻译服务,你所提供的资料,是很重要的。

我的电话是 357-4499, 可於办公时间内于电
地址: 林肯街 164 号 二楼。

7/1/90 WRSTTV.

失业福利座谈会

姓名

地址

电话

李俊

146 Pine St. Wollaston

328-1488

Raymond Liu

231 HARRISON RD

Jan Ying Chan 97 Clifton St Cambridge MA. 661-7985

SIU CH KONG 56 ASH FOR DST ALLSTON MA

电话 617-783-4942

CHOR MAN YAU OLD QUINCY. 165.9. → 472-8951-

Ping wong

CHAN MUI CHAU

783-8276

* MAR, NG WAI KUEN 99 Brook Rd Milton, MA 02186 696-5205
Wendy Ho 889-2522

Shuen Yin Chan 57 Brighton Ave #11 254-1122

Chan

Jie yu guan 615 Tremont st #8 Boston MA 02118 536-8827

Cyndi Mark

661-9120

Rui Lun Li

423-2514

W. Lee

491-1166

Bang Y TRAN 357 Commercial St. #306 MA 02109. 723-4143

* Mary Yi 9 Larkin Road West Newton MA 02165 (H) 617-964-2378
(W) 617-731-0221
(#) Juliet Chang

4/10/15

Handwritten text at the top center, possibly a date or name.

黃佩華

55 maverick st 3lf chelsea ma 02150

8841428

*區端予

3 ABERDEEN RD. Quincy. MA. 02171 770-4076

華人前進會

Chinese Progressive Association / Workers Center

164 Lincoln Street, 2nd Floor, Boston, MA 02111

(617) 357-4499

你好！我叫黃夏儀，在華人前進會工作，工人互助中心是我們的分部。很多華工就工作上的問題，如失業，被無理解僱，投訴管理層和組織工會等事來向我們尋找解決方法或意見。若拿美的一般工人保障法例，我們都可提供，但說如果工作地是沒有工會，老板可任意炒員工鱿鱼，不加薪或加幅少，福利少，第二次賠款制度欠佳，工作環境要劣或受到卑視等，這些事例，我們實在幫不了甚麼，只好說：“如果你有工會，在工會的合約保障下，這些不合理事件便不會發生了”。

我們成很多工會有聯絡的，其中一間是療養院工會（SEIU），這是一個好工會，但以前所知，現時你們正在組織工會，工友們都受到很大的阻力，管理層不惜聘請些翻譯員來向你們講假話，中傷工會，以求達到你們組織工會失敗的願望。試想，他們為甚麼一下子會對你們這樣謙恭有禮，花這麼多時間和精神去討好你們？因為他們知道你們一旦失敗，他們又可故態復萌，甚至可將你炒去，請些更低工資的工人回來代替你。你認為這樣合理和公平嗎？記住你們今次選舉只可成功不可失敗。要改善你的工資，福利，環境，和受到保障，你在選舉时一定要投肯定票“YES”。

如果你有问题，可随时电我们，电话 357-4499。

黃夏儀
5/24/91

ERICA ★ NATIONAL LABO E O F E L E

VOTING UNIT

Employees of UNION SQUARE NURSING CENTER, INC.
Allston, Massachusetts



Those eligible to vote are all full time and regular part time service and maintenance employees including nursing assistants, activity aide, dietary aides, cooks, maintenance employees and medical records clerk employed by the Employer at its Cambridge Street, Allston, Massachusetts facility, who were employed during the payroll period ending April 24, 1991, but excluding confidential employees, LPNs, RNs, unit supervisors, floor supervisors, bookkeeper, payroll clerks, secretaries and office clericals and supervisory employees as defined by the Act.

DATE: WEDNESDAY, JUNE 5, 1991

TIME: 6:30 A.M. TO 8:30 A.M. and
2:30 P.M. TO 4:30 P.M.

PLACE: EMPLOYER'S PREMISES, BREAK ROOM, CAMBRIDGE STREET,
ALLSTON, MASSACHUSETTS

BALLOTS WILL BE COUNTED BY BOARD AGENT IMMEDIATELY FOLLOWING THE
4:30 P.M. VOTING SESSION.

	UNITED STATES OF AMERICA ESTADOS UNIDOS DE AMERICA ETATS-UNIS D'AMERIQUE 美国	
NATIONAL LABOR RELATIONS BOARD JUNTA NACIONAL DE RELACIONES DEL TRABAJO COMMISSION-NATIONALE DES RELATIONS DU TRAVAIL 全国劳工美华委员会		
OFFICIAL SECRET BALLOT FOR CERTAIN EMPLOYEES OF PAPELETA SECRETA OFICIAL PARA CIERTOS EMPLEADOS DE BULLETIN SECRET OFFICIEL POUR CERTAINS EMPLOYES DU 员工正式秘密选票 UNION SQUARE NURSING CENTER, INC. Allston, Massachusetts		
Do you wish to be represented for purposes of collective bargaining by- Desea usted estar representado para los fines de negociar colectivamente por- Desirez-vous etre represente aux fins de marchandage collectif par - 你是否愿意由 美代美大护理中心 协议: LOCAL 285, SERVICE EMPLOYEES INTERNATIONAL UNION, AFL-CIO?		
MARK AN "X" IN THE SQUARE OF YOUR CHOICE MARQUESE CON UNA 'X' DENTRO DEL CUADRO DE SU SELECCION METTEZ UN 'X' DANS LE CARREAU DE VOTRE CHOIX 在下列某中一了方格内打 'x' 来显示你的选择		
YES SI OUI 是	<input type="checkbox"/>	NO NO NON 不

DO NOT SIGN THIS BALLOT. Fold and drop in ballot box. If you spoil this ballot return it to the Board Agent for a new one.

NO FIRME ESTA PAPELETA. Doblela y depositela en la urna electoral. Si usted dana esta papeleta devuelvala al Agente de la Junta y pidale una nueva.

NE SIGNEZ PAS CE BULLETIN DE VOTE. Pliez-le et deposez-le dans l'urne. Si vous abimez ce bulletin, rendez-le et demandez-en autre au representant du comite.

请勿在选票上签名。将选票折好放入票箱内。
选票若弄污损坏，请向委员会工作人员索取
新的选票。

AL NOTICE OF THIS ELECTION AND

6/5 election day

華人前進會

Chinese Progressive Association / Workers Center

164 Lincoln Street, 2nd Floor, Boston, MA 02111

(617) 357-4499

題生,

附上我廿五週年會慶宴會大概
程序, 請刊登. 謝!

另附會會員簽名冊曾在宴會後^{當晚}交到
貴報社, 但都不通, 直至晚上十二時後才通,
但沒人接電話. 而昨天我仍又停辦公一天,
故到今天才將稿送到, 請諒!

祝社安

黃夏儀.

1992. 9. 22.

波士頓華人前進會舉行慶祝該會成立十五周年 宴會盛況。

十月二十日，波士頓華人前進會假座龍鳳酒樓慶祝該會成立十五周年會慶。當晚出席這個宴會的人數有300多人。除了本會會員擁躍參加外，還有中國駐紐約領事館副總領事朱有明夫婦一行人參加這次的宴會。麻州移民及難民服務處處長李國儀，市議員Rosania Salano，女服工會波士頓分會會長，全美華人協會全國會長畢因佐博士也出席宴會。

會上^{由朱}素新主席致詞。她總結了前進會15年來所取得的成績，並號召華人要与各社區各族裔商人團結一致，互相溝通，並積極參與社區各項政治活動去爭取合法的權益。

接着朱副總領事在会上發言，他熱烈祝賀前進會15年來的成績，贊揚了前進會在促進中美人民之間的友好、熱忱服務社區所取得的~~成績~~令人敬佩的成績。朱副總領事在宴會上還介紹了中國開放改革后的大好形勢，並歡迎海外華僑、海外的朋友到中國觀光、考察、投資。

麻州議員Rosania Salano也講了話。他說，美國是一個因移民的國家，各國的移民對美國都有極大的貢獻。他不同意說美國是一個大熔爐，接納了來自世界各地的移民混在一起，他說移民對美國社會有極大的貢獻，各民族應有自己民族的文化、語言、習慣，他還說要爭取權益就要參加政治。

参加会议的人一致认为这次庆祝会是一次前进的会、胜利的、团结的会。一致认为前进会是波士顿华人的旗手。今后在前进会带领下，进一步加强团结，取得更大的胜利。晚会还有丰富的娱乐节目。晚会的氣氛是友好、热烈、团结的。

传真机号码：

212-274-0687

華人前進會工人互助中心舉辦座談會

開拓新行業 擺脫現困境

由于美國經濟的衰退，各行各業正處於蕭條狀態，公司紛紛裁員，以致閉門；人們的購買力不斷下降，而深受其害的要數飲食服務行業為首。為此，許多餐館被迫關門，餐館裁員人數亦大增。眾所周知，在男性華工中，有80%以上都是從事餐館行業，這必然導致了這數月間在唐人街不斷徘徊而又一無所獲的失業工人的出現。且另一方面，每年移民麻省的華人過千，這就加重了目前惡劣的就業情況。如何擺脫困境，開拓新行業，成了當前華人關注的大事，更是急待解決的難題。

有史以來，華工在美的就業範圍狹窄，種族歧視、言語不通是其主要原因。故此，為保障自身，華工大都集中在某幾個行業，以互相照應。從開始的築鐵路、開荒地到洗衣業的興起及近年的餐館業，每次新行業的嘗試、發展，都离不开華工排除萬難、積極努力、勇敢地去開拓進取。

為協助華工開拓新行業，更為鞏固、發展整個華人社區，華人前進會希望各社團及服務機構聯合起來，為此而努力，增設訓練班、職業協助等等，但更需要華工們積極參加社區活動，學習、適應新環境。鑑于此，華人前進會將於七月一日（星期日）下午一時，舉辦一個座談會，屆時將就“麻省的經濟發展”等問題進行討論，勞工律師及就業輔導員將列席，希望大家踴躍參加。

謹啟

世界日報 編輯先生指心
星島日報
舢舨

一九九三年六月廿二

INTERVIEW OF LYDIA LOWE, WORKERS CENTER
CHINESE PROGRESSIVE ASSOCIATION
March 11, 1994

I described to Lydia the possibility of a law school/GBLS clinical program and asked her what her priorities would be if the Workers Center was a client of this clinic. She listed a number of areas of importance to the Center. They included the following:

A. Individual Case Representation

- 1) unemployment issues
- 2) assistance for individuals abused on the job - particularly with evaluating the strength of people's claims
- 3) minimum wage and overtime problems
- 4) employment contract issues - when is there a contract, is there a possibility of a wrongful discharge claim
- 5) unequal pay (on discriminatory grounds)
- 6) assistance to groups of workers who have organized to assert their rights at the work place
- 7) discrimination, including language issues and other disparate treatment (e.g. a co. recently laid off full-time workers and then hired them back on a part-time basis, some of the workers received stock payments whereas others did not)
- 8) workers compensation
- 9) nonemployment issues - especially housing and immigration
- 10) economic development issues, including how to start up and run a small business, laws involved

B. Community Legal Education

In addition to the above issues, Lydia felt that there was an important need for a strong educational component. For example, people come to the Center because they are harassed at work, and end up leaving their jobs due to the discomfort of raising these issues. Others confront language discrimination on the job and don't know how to deal with it. As these are pervasive problems for which people generally don't seek out lawyers, the need for education is great.

Interview of Lydia Lowe
March 15, 1994
Page 2

C. Policy Component

Lydia also articulated the need for assistance to CBOs in helping them understand how various systems work i.e. in addition to federal and state statutory and regulatory information of interest (e.g. re business start-ups, job training etc.), the chain of command, who the key players and decision-makers are, and the role that community-based organizations can play in these decisions. (A recent example is the drawing of lines for the creation of an empowerment zone which is excluding most of Chinatown.)

Lydia is going to review these issues at the next meeting of the Workers' Center Steering Committee. In addition to the above, it will be helpful to know how a clinical program could assist building the strength of the Center and the workers, whether the clinic could be used as a source of alliance-building between low wage worker unions and the Center and whether this would be a desirable goal, and other issues of a systemic nature that could be addressed through a clinic.

前進會工人互助中心座談會

失業與解決方法

主題 * 你是否為失業而擔憂?
討論 * 麻省有些什麼新行業; 怎樣尋求新工作?
* 如何領取失業金來幫補一時之需?

主講者: *Annie Chin*

請踴躍參加 共同尋求解決方法
七月一日(星期日)下午一時
前進會27號必珠街三樓 電話: 357-4499

Unemployed?

Come to a Workers Center workshop . . .

- *Are you unemployed or threatened with unemployment?
- *Are you wondering where to look for work or retraining?
- *Do you have questions about unemployment insurance?

The Workers Center will hold a workshop for unemployed workers to find out about job trends in the local economy. Annie Chin from the Chinese American Civic Association will be our guest speaker. Come to our workshop and also receive a free copy of our new booklet on unemployed workers' rights.

Sunday, July 1, 1:00 p.m.
at the Chinese Progressive Association
27 Beach Street #3B

Call 357-4499 for more information.

开拓新行业 摆脱现困境

由于美国经济的衰退，各行各业正处于萧条状态，公司纷纷裁员，以致倒闭；人们的购买力不断下降，而深受其害的要数饮食服务行业为首。为此，许多餐馆被迫关门，餐馆裁员人数节节增高。众所周知，在男性华工中，有80%以上都是从事餐馆行业，这必然导致了这数月间在唐人街不断徘徊而又一无所获的失业工人的出现。且另一方面，每年移民麻省的华人达4万，这就加重了目前恶劣的就业情况。如何摆脱困境，开拓新行业，成了当前华人关注的大事，更是亟待解决的难题。

有史以来，华工在美的就业范围狭窄，种族歧视、言语沟通是其主要原因。故此，为保障自身，华工大都集中在某几个行业，以互相照应。从开始的筑铁路、开荒地到洗衣业的兴起及近年的餐饮业，每次新行业的尝试、发展，都离不开部分工人排除万难，积极努力，勇敢地去开拓进取。

为协助华工开拓新行业，更为巩固、发展整个华人社区，华人前进会希望各社团及服务机构联合起来，为此而努力，增设训练班、职业协助等等。但更需要华工们积极参加社区活动，学习适应新环境。鉴于此，华人前进会将于七月一日（星期日）下午一时，举办一个座谈会，届时将就“麻省的经济发展”等问题进行讨论，劳工律师及就业辅导员将列席，希望大家踊跃参加。

华人前进会工人互助中心

一九九零年六月

Li Su
62 Empire St #3.
Allston, MA 02134

Li
Dear Theresa,

I'm writing because I want to make sure you get this. I know you have your election coming up soon. Please read this carefully.

I don't work at Union Square. But I am very familiar with unions. I am also familiar with anti-union campaigns.

As a member of the Chinese Progressive Association I see workers all the time who come in here. Often they are workers who have been fired. They want to know what can be done.

Unfortunately, if they don't have a union there is nothing anyone can do. I know that without a union the boss can do anything to them. They can cut pay. They can make promises to pay for things and then not keep those promises. They can take away benefits. And they can fire you unfairly.

The only way you will ever be able to make things fair is by becoming a union. And SEIU Local 285 is a good union. They can help you get more money and be treated fairly.

You must vote YES if you want to make your job better. There is nothing management can do against you once you are a union.

I know that management has hired an interpreter to "educate" you about the union. But the boss lies. I have seen it many times. He is just trying to scare you. Don't be frightened. You must vote yes to protect yourselves.

If you have any questions please call me.

Sincerely,

Anne Wong
357-4499

COME TO OUR
WORKERS CENTER COFFEE HOUR
SATURDAYS, 1:00 - 3:00 PM
33 HARRISON AVENUE, 3/FL

The CPA Workers Center has drop-in activities for workers every Saturday, including:

- free English conversation practice
- learn about workers' rights, labor laws, and community issues
- important information for working families
- field trips and social activities

During May we will have English conversation practice most Saturdays from 1:00 – 2:00 pm, with workshops and discussions beginning at 2:00 pm.

Saturday, May 1

1:00 – 3:00 May Day Party – International Workers' Day

Saturday, May 8

1:00 – 2:00 English Practice: Going to the Doctor

2:00 – 3:00 Introduction to Yan Xin Qigong

Saturday, May 15

1:00 – 2:00 English Practice: Talking to Your Boss and Co-workers (review)

2:00 – 3:00 Harrassment and Discrimination in the Workplace

Saturday, May 22

1:00 – 3:00 Nutrition and Health

Saturday, May 29

1:00 – 2:00 English Practice: Getting Your Car Fixed

2:00 – 3:00 Introduction to Auto Maintenance

The Workers Center helps Chinese workers learn about and fight for their rights on the job or on the unemployment line. We organize the unorganized through collective action, develop workers' voice in the policy arena, and strengthen the leadership role of Chinese workers in the community.

For more information, call (617) 357-4499

Worker Center Coffee Hour Dates

工人互助中心茶敘日期

APRIL:

四月

- | | | |
|-------------|-------------------|--|
| 4/12 | 11:30 am
早上十一時 | Worker Center Committee Meeting
工人互助中心小組會議 |
| 4/12 | 1pm
下午一時 | Support Immigrant Organizing Event
支持移民工人組織活動 |
| 4/19 | 12 pm
中午十二時 | Workshop on Workers' Compensation
工傷賠償講座 |

CHINESE PROGRESSIVE ASSOCIATION
MEMBERSHIP MEETING

Greetings Fellow CPA Members!!! We thought it might be helpful to brief you on some matters for discussion at the membership meeting on January 17, 1987 from 4:00-6:00 P.M. Hope we see you all at the meeting!

As announced in the newsletter, we are starting up a Workers Center here at CPA. The Workers Center is a response against the government's lack of concern for Chinese working people. Throughout the past 10 month period of the garment workers' struggle we have seen that Chinatown's workers need a place to organize to demand their rights. The Workers Center will fight alongside the garment workers till we see this issue through, and continue to fight for Chinese workers' rights as they enter new industries.

The merging of the Workers Center with CPA will require restructurization. We started discussions about a new structure fitting the merger of the Workers Center and CPA in the steering committee. Three proposals were determined. We'd like you to think about these, and after further discussion at the membership meeting, we will vote.

Workers Center
Advisors

Steering
Committee

CPA
Advisors

- 1) Because the Workers Center exists for the community working people, ultimate decision-making power on matters concerning the Workers Center will rest with the workers who are active in the Workers Center and on the Workers Center Advisory committee. Workers can make the most informed decisions about matters which concern their lives.
- 2) The Steering Committee will have ultimate decision-making power over matters concerning the Workers Center in cases where there is disagreements around issues which arise. The Steering Committee needs to make these decisions in order to help insure that CPA principles are maintained. CPA principles take priority because they were created in the interests of CPA membership which includes workers also.
- 3) Ultimate decision-making power rests with both the Workers Center Advisors and Steering Committee. If disagreements occur over matters concerning the Workers Center, both committees will have to reach a compromise before any action can be carried out. Workers Center Advisors have equal decision-making power, except in cases where Workers' decisions conflict with CPA principles.

Please think about these 3 proposals before our meeting on Jan. 17. Come with questions, and we can have a good discussion around what the structure will look like. We're looking forward to seeing you soon!!!

PROPOSALS FOR THE STRUCTURE FOR THE WORKERS CENTER

Ways to implement the structure decisions

I. Voting

- A. All workers, supporters, CPA steering committee members, and CPA members attending each meeting will be allowed to vote.
- B. At any time, any workers and/or CPA steering committee member can ask for a formal vote.
- C. If a formal vote is taken, CPA steering committee members will vote separately. Workers will vote separately. Supporters and CPA members will not vote.
- D. When a formal vote is taken, if either the workers together or the CPA steering committee votes on opposite sides of a question, then the question is defeated. However, either the workers or the CPA steering committee may ask for a general meeting of workers, and CPA members to make a final decision.

II. Meeting Time

- A. Biweekly.
- B. During the other week, the Workers Center subcommittees and the workers can meet.

III. Agendas

- A. Agendas will be received before the meeting.
- B. Agendas can be set at the previous meeting and/or by the chair(s)

工人中心結構建議書

一、決定權：

1. 凡參加會議者，包括工人、執委會會員、支委會會員及會員均有投票權。
2. 凡工人及執委會會員均有提出投票決定權。
3. 投票時，執委會及工人均須分別投票，支委會及會員部不可投票。
4. 投票後，如工人及執委會的意見仍有分歧，則工人及執委會可召開工人及會員大會，再行決定。

二、1. 會議時間為每隔一星期一次。

2. 各工作小組於其他時間應執行份內的工作。

三、議程：

1. 開會前，各方應收到議程。
2. 每會議均應決定下次會議的議程或由主席決定議程。

華人前進會

CHINATOWN PEOPLES PROGRESSIVE ASS'N

27 BEACH STREET BOSTON, MA 02111

Telephone 338-7436

華工合作就業消息

由于華人社區之失業率不斷上升，華人前進會認為最好解決之辦法，是團結一致，去爭取華人傳統工作于餐館與車衣之外的行業。目前麻省發展最快是酒店和電子兩個行業，是目前華人能比較容易進入之行業。在日期九月十八日前進會已舉辦一個關於職業之座談會，內容包括有：

* 如何填寫申請表格。

* 如何準備找工作之常識。

* 關於與僱主會面之一般對話內容。

* 介紹目前關於酒店與電子行業動態。

有許多來參加座談會之人仕均表示能學多些關於求職之英語會話，所以

華人前進會 華工合作就業小組 特別舉辦二次

“求職所需之英語會話”

內容計对在求職時與僱主會面之一般會話，不收費用。

日期，一月七日 星期六 和 一月八日 星期日

時間，中午十二時正開始

地點，華人前進會必珠街 27 号 三樓

记“美国经济走势”座谈会

十月廿四日开会举行“美国经济走势”座谈会。会上由二人^{翻译}~~翻译~~中心社()主持。她很详细地分析了美国经济衰退的原因和今后美国经济的走势。她说目前美国的经济衰退是五十年来最差的一个时期。其原因：①大的调整，做跨国生意在美元升值以后。②跨国公司南迁，可不受那么多劳工法律的约束。③政府战争竞赛，大量地投入武器制造。④机械化代替人劳。各个部门都在精简人员。⑤金融界投资失败，投机生意也失败等原因。

护士、护理行业。

对美国经济今后的走势，仍有一些行业服务、教育、旅游、医疗、饮食等。这些行业仍会兴旺。新兴的行业会是医疗设备上的研究、制造、和环境保护。地产业在未来7-8年内会填满、兴旺。她鼓励欲找兼职工作的，可从护士、护理、清洁工、室内装饰方面想门路。这些工作工资大约\$6-10一小时。如果有较好的英文基础，可从6个月到一年后找一份护理或秘书的工作，\$9-10一小时。但这要有文凭。

看那就业机会是有的。我们不要太失望。多找门路，总可以找出一份适合自己的工作的。

[Meeting on Am. Economics]

[Minutes 10/17/??]

ECONOMIC JUSTICE BEGINS AT THE BOTTOM

Chinese immigrant workers are facing a longterm unemployment crisis, with underemployment an equally serious concern. Whereas Chinese immigrant women bore the brunt of the manufacturing decline that began in the late 1970s, Chinese men, disproportionately concentrated in the restaurant industry, have been hit hard by the current recession. A survey of Chinese restaurant owners conducted by The Chinatown Coalition as part of the Healthy Boston Initiative indicated layoffs of Chinese restaurant employees ranging from 25-50%.

Nowadays, "economic recovery" means that corporations are increasing profits by laying off workers. Moreover, growth areas such as biotechnology and education have few jobs to offer low-income communities. What are the options for a middle-aged immigrant worker with only the most basic of English language skills? More and more people are without unemployment insurance and unable to qualify for any job training program, most of which require a high school-level English proficiency and target the recently unemployed. Jobs are scarce, and most people lack the capital, experience, and familiarity with the system to start a business of their own. The growth of the permanently unemployed dovetails with the lack of labor law enforcement at the most basic levels. Fearful of losing their jobs, more and more immigrant workers are working for subminimum wages under dangerous conditions, often even foregoing payment of wages for weeks or months on end.

This is the context for the work of the Chinese Progressive Association Workers Center, a community-based mutual assistance and resource center for immigrant workers and the unemployed who want to learn about and organize for their rights. The Workers Center was established in 1987 with the support of the Burgess Urban Fund by a committee of dislocated garment workers and community supporters who organized for equal access to job training and unemployment benefits.

For the past seven years, the Workers Center has organized Chinese immigrant workers on the job and on the unemployment line. It is a community-based institution through which Chinese immigrant workers can learn about their rights, take action, and become a more organized force both in the community and in the labor movement. Over a period of just several years, the impact of the Workers Center and the struggles we have taken up has been amazing. We haven't changed the basic problems of exploitation, racism, poverty, or unemployment, but we have made a difference in people's attitude. Because the P & L garment workers fought for job training and won, hundreds of workers after them believed that they had rights. Because the Dynasty Restaurant waiters filed for back wages and forced them out of the owner through a community boycott, people are more aware that there are ways to fight.

The Workers Center has had a consistent focus on unemployment issues since its inception, and there is a sense in the community that we will be dealing with massive unemployment for years to come. For the first several years, we organized workers to learn about and fight for their rights to a safety net--unemployment insurance, English as a Second Language, job training programs, and job counseling. But we felt that we couldn't focus only on the safety net *between* layoff and finding a job, but needed to organize around getting or creating jobs as well.

But how does a community fight for jobs? Usually communities compete with each other to attract businesses by offering tax breaks. The business relocates, employs some community people at the lower levels for a while, then leaves when it came make better

profits elsewhere. We need to organize for job development policies that hold businesses more responsible to the communities they are in, and for economic development agencies to address the needs of workforce's lower stratum, not just the biotech engineers. But we can also do things to strengthen the community's own economy and gradually develop less dependence on the big corporations.

So the Workers Center decided to try some new things that could help immigrant workers play a role in community economic development. We wanted ordinary immigrant workers to have a voice in policies like what kind of job training programs get developed and what type of businesses the city supports. And we thought that by learning how to organize small cooperative businesses, unemployed and underemployed workers could take matters into their own hands instead of just waiting around on the street corner for a job to pop up.

We began by working with a community-wide coalition which sponsored the first Chinatown Economic Town Meeting and Resource Fair. That event provided a forum to learn about and discuss economic development policies in the city, and included a job fair. Work on the town meeting pointed out the need for more collaborative planning to strengthen the community's capacity to create jobs. CPA will continue to work with The Chinatown Coalition and the Asian Community Development Corporation around this type of planning, particularly paying attention to immigrant workers' involvement in these discussions.

At the same time, we are working with Becky Johnson of Cooperative Economics for Women to help immigrant workers organize cooperative income-generating projects. Since this is a completely new area for the Workers Center, it is important for us to work with someone who has experience helping low-income people organize cooperative businesses which require low capital investment to start up.

Much of this work is uncharted territory for us, but the conditions facing our community demand that we try, learn about, and find some new solutions.

Lydia Lowe is Co-Director of the Chinese Progressive Association/Workers Center, where she has worked for seven years, and a member of a new activist organization called Unity Boston.

Summary of Some Points in the report of the Apparel and Fashion Industry Task Force from Chicago and the Needle Trades Action Project from Fall River

I. Assessment of Problems Facing National & Local Industry

Chicago

1. Stagnant demand
2. high operating costs leading to pressure to shift production to low-wage areas
3. volatility of high fashion sector
4. import penetration, especially in sweaters, shirts and blouses
5. high costs of investing in new technologies
6. preponderance of small producers
7. highly competitive
8. rising cost of factory space
9. high % of women and minority workers in jobs with little mobility
10. ~~xxxxx~~ lack of recognition of local industry

Fall River

1. "foreign imports"
2. "antiquated and inefficient plants and equipment"
3. "poor image"
4. seasonal or under-employment
5. decline of jobbers and union control

II. Advantages of the Local Industry in their respective cities

Chicago

1. local design schools
2. local skill training resources
3. presence of regional marketing center
4. presence of media and advertising firms
5. excellent transportation and access to markets
6. cosmopolitan culture
7. demand for work clothes

Fall River

1. proximity to NYC
 2. commitment of local owners and employers to remain in area
 3. threat of import restrictions and/or public resistance to buying imports
- Nationally, it notes that "trends toward modernization, greater efficiency and quick turnarounds are providing incentives for domestic production," especially in the following sectors: 1. high-fashion 2. private label lines for department and specialty stores 3. corporate licensing

III. Specific Measures Proposed and/or Implemented

Chicago

- Implemented:
1. Newcomers showcase (for new designers) in Apparel Center
 2. Annual business training seminar
 3. published industry directory
 4. feasibility study for a new "incubator/harbor" building as a first step toward establishing a new "needle trades district"
 5. push for local purchases by City and other local governments

Chicago

- Proposed: 1. establish an Apparel Industry Development Corporation to provide technical and financial assistance, demonstration and training programs, pr and marketing and advocacy, monitor and publicize technology developments, seek low cost space for members and promote union-management dialogue.
2. Utilize new technology such as programmable sewing machines, machine accessories, computer-assisted-design, computers
 3. Develop a common marketing strategy
 4. lobby for federal trade legislation and R&D money
 5. training for skilled workers
 6. enforce industry standards for work conditions and labor practices

Fall River

- Contractor cooperation: 1. Central contracting office
2. joint employment of technical people (mechanics, engineers, quality control)
 3. joint textile purchases
 4. joint management training
 5. state & city financing for new equipment purchases
 6. joint purchases of new equipment
 7. technical surveys of shops
 8. working capital loans
 9. marketing cooperation, including brochure, directory, direct-mail, trade shows, emphasizing quality, experience and quick response
 10. seminars on state and federal contracts, private labels, packaging and distribution, quality control
 11. consider establishing a producer cooperative

~~xxxxx~~

- Labor measures: 1. Child care survey toward building or expanding facilities/service
2. better training and job mobility thru evening classes, on-the-job training, state-financed health benefits, inter-shop skilled labor pool
 3. workers education including ESL, GED, retraining, college
 4. young worker recruitment

2.20

Recommendations

< Strategy >

1. to retain the large employers who provide almost half of the apparel jobs in Chicago
2. to create a climate where new apparel manufacturing firms can be formed & grow rapidly and existing firms can prosper

< Recommendations >

1. An Apparel Ind. Development Corporation s/ be formed to continue the cooperative approach to industry problems begun by the Task Fr.
 - case of Philon. ; give funds to provide low interest loans for apparel manufacturers to purchase machinery
2. The private & public sectors s/ encourage & support the formation of a Needle Trades District. As a first step, the industry s/ study the feasibility of a Chicago Apparel Incubator / Harbor Building - help ^{solve} two prob. ; ① provide start-ups, young firms, & contractors w/ small, inexpensive spaces & support services & ② provide space for established firms facing displacement from the downtown & outer business org
3. The industry s/ adopt available tech. & focus on the smaller, more flexible, less expensive sys.
 - ⇒ to increase productivity (^{in way} of competition)
4. The Apparel Ind. Development Corporation s/ encourage & provide management education for entrepreneurs & skill tr. for workers

5. Minimum standards for workplace conditions & labor practices should be established & enforced.
6. - by refusal to conduct business w/ unethical shops
could be the most effective sanction ^{on} industry
underground firms, home work
6. A common marketing strategy should be developed
'for the local industry
7. An Apparel Ind. Develop. Corp. sh/ seek adoption of
favorable trade legislation & seek federal support
for industry research & development
8. The City & other local units of gov't sh/ ↑ purchases
of uniforms & work clothes from local manufacturers.

<One Year Goals>

- Creation of AIDC.
- Completion of a feasibility study for an app. market/ harbor
building & decision on devel. by the t.f. & City
- Devel. of a business assistance package
- City action to utilize local manufacturers for uniforms
& work clothes.

Three Yr. Goals.

- Develpt of cust. ^{business} pack. by the State
- Expanded entrepreneurial management education, tr. retrain. pro.
- Develpt of a m.c./har. building project.

Economic Dislocation

- in Sweden, West Germany, United Kingdom
- before ^{plant closing} plant closing corporations are legally obligated to give advance notice.
 - usually to the national employment service
 - Before initiating layoffs: a company must first negotiate the matter with its employees' union or the plant's works council.
 - After layoffs.
 - the national health care sys provide health care benefits
 - workers' statutory old-age pensions are not reduced on account of the spell of unemployment.
 - unemployment benefits are much higher
 - through union bargaining (in strong unions) → overcome much of the deficiency of US statutes, though negotiated supplemental Unemployment Benefits & related plans

Sweden

National labor market Board.
<AMS> "active labor market policy"

annual budget (\$2 billion) — 1/10 of the budget goes for cash payments to the unemployed

* unemployment compensation — largely administered by the unions

jobs of AMS

- ① ~~find~~ administer a wide range of employment programs.
- ② initiate & analyze proposals for new legislation.

<Advance Notice>

- 1) Notice to the Union
- 2) Notice to the county branch of the labor mkt board
- 3) " the the individual worker

Early warning of impending dislocation is extremely important

- 1) it gains time to reassign workers the plant, as attrition reduces the need for outright dismissals.
- 2) the gov't have time to evaluate the specific situation & set up such a program that pays 75% of a worker's wages for repair or other nonproduction work at firms in temporary difficulty → this subsidy rises to 90% for workers 50 years old & over, & to workers in "exposed industries".
- 3) enhance labor mobility
the employment service has ^{the} chance to arrange necessary retraining programs while prospectively affected workers are still on the job.

< Employment Creation >

- ① local employment service is required to develop a "standby shelf" of such public works projects
- ② Swedish system of investment reserves
every company need to set aside ^{a portion of} its profits during good years into a tax-free reserve.
→ can only be spent on employment-creating investment
- ③ Sweden's 170 largest companies are voluntarily disclosing detailed investment & employment five-year plans to the gov't - notify any changes; gov't steer investment plans on a course consistent w/ emerging job needs

④ Unemployment compensation - 75% to 90% of their former pay (must not exceed 91.7% of prior pay)
get uninterrupted medical coverage, no break in their old-age pension accrual

get uninterrupted medical coverage, no break in their old-age pension accrual

old-age pension accrual

West Germany

The W. German approach to economic dislocation has two key thrusts.

1. the works councils, and through them, the trade unions, are given substantial statutory authority to protect workers potentially subject to economic dislocation.
2. mass dismissals are regulated directly by the govt.

There are also a variety of programs ranging from temporary short workweek benefits, to investment grants, public works jobs, retraining and relocation assistance, to preserve jobs or create new ones in affected communities and promote worker mobility.

< Strengthening the Hand of the Works Council >

Worker
Reps Law
Representation

- • every enterprise w/ five or more employees should have a "work council", a representative body whose members are elected by the workers in the plant.
- W.C. ^{fulfill} ~~perform~~ many of the functions performed in the U.S. by local union shop committees.
- law requires employee representation on the supervisory boards of all corporations above a certain size.
- (the Codetermination Act of 1977 : 50% employee rep. on super^{visory} boards in all companies w/ more than 2,000 employees)
- enterprise management has to give timely advance notice to the works council of impending decisions which could have an adverse impact on the workers

- The council is guaranteed the right of full access to corporate data.
- All aspects of the tentative decision are subject to negotiation
- ★ • A written agreement between the employer & works council is known as a "social plan"
 its purpose is to specify ways of avoiding or easing personal economic hardship in workplaces faced with employment cutbacks.
- The "social plan" is similar in certain aspects to termination agreements which American unions are sometimes able to negotiate ~~when~~ ^{when} a plant shuts down.
 There is, however, an important difference ;
- * the social plan stems from a legislative mandate
- * collective bargaining ~~==~~ agreements is solely the result of the bargaining power of the union.

★ <Statutory Protection> (by the govt)

- Shortworkweek benefits - can be used for up to 24 mos to keep workers on their jobs if there is a reasonable expectation that outright dismissals can be avoided by this means.
- retraining - workers engaged in retraining receive supplementary benefits which, when added to normal unemployment compensation, amount to about 90% of prior take-home pay.

° public works jobs are also created to offset the effect of economic dislocation

★ △ the main focus of W.G. labor market policy is the long-term unemployed who have been out of work for one year or longer;
° Employers who hire or retain the long-term unemployed are eligible for an 80% wage subsidy for the first two years,

★ △ In W.G. Statutory unemployment compensation

→ the benefits equals to 68% of their prior take-home pay for a full year

→ after that, subject to a "means test," they can receive 'unemployment assistance,' at a somewhat lower level, indefinitely / all their soc. ins. paid, so that medical coverages is maintained.

→ if they lose their next job after a short spell of employment, they will be eligible for another full year of unemployment benefits.

→ German wkers receiving unemployment benefits also continue to accumulate public pension credits.

★ ↳ the value of unemployment benefits to about 83% of prior pay

< United Kingdom >

The Redundancy Paymts Act (1965)

- ① -- mandate legal severance pay -- in addition to weekly statutory unemployment benefits.
- ② -- designed to provide additional compensation where there is a multiple, permanent layoff situation.
- ③ -- unions can & do negotiate additional amounts.
- ④ workers ~~do~~ receive medical coverage
& continue to accumulate credits toward their statutory old age pension w/out interruption!

< Advance notice >

The Employment Protection Act

- : employers are obligated to give advance notice both to the relevant trade unions & to the Dept of Employment
- minimum period of notice : 60 day (10~99 wks) 90 (100 or more) ^{during}
- the period : look for new jobs / arrange appropriate retraining programs.
- : in case the employer ~~doesn't comply~~ gives only 60 (supposed to give 90), it is obligated to pay affected employees for the additional 30 days as if that time had been worked.
- : in case of bankruptcy situations, the govt pays their wages for the lost period of notice, and tries to recover what it can from the company

< Avoiding Dismissals >

- Industry Act, funds may be provided for repaying

loans, re-equipping the business, ~~as~~

- Temporary Employment Subsidy (TES)

- a 20% wage subsidy to the employer of up to about \$40 per worker / week, for as long as 18 mths.

- ^{being} modified in the footwear, leather and textile industries

<Regulating the location of Industry>

- A license is required to build or expand a factory in areas of dense population & high ~~un~~employment.

- encourage to locate in areas of greatest need

- The export of capital (though not necessarily of jobs) by British-based multinational ~~corp.~~ is also subject to gov't regulation

- Agenda
- ① Why Under the Table plans
- organizing plans?
 - general timetable?
 - proposals/grants

- ② May Day Program
- agenda/docs
 - chairs
 - food
- ③ Types of Activities
- NYE NY?
 - One Day

① Working Under the Table education/information/publicity

Organize community support

Organize workers

Work with government agencies

- What will our ^{organize} approach be? (over 2-3 years)
- e.g.,
- substandard work? → ^{community} code of conduct?
 - wage & hour laws? → enforce minimum wage and overtime?
 - focus on restaurant workers' issues? → ^{organize} a union?

② Once we decide our main approach, ~~we will~~ make a timetable for first year's work.

③ Grants

- HPF intow. Wed 10am
- Self Dylpt letter

工人中心是前進會的一部份，是這兩年來的工作重點。
其目標是：

- 一、增強華工的組織及領導力
- 二、為移民工人供給美國工人所有權力的資料。
- 三、爭取改進對移民工人不平等的待遇及政策。
- 四、爭取加入美國工會/勞工界及使其重視/平等對待華工。

來年計劃及工作方針：將繼續協助失業工人的需要，同時

工作大綱：展開爭取“言語平等”運動來反對

一、組織工人： “英語獨尊”的風氣。

a) 繼續與律師合作改進失業金計算方法。

b) “言語平等”——繼續與DET談判，現在執行他們已答應的翻譯服務。

——在社區及工作單位展開宣傳，教育華工認識及反對“英語獨尊”的深重影響。

c) 支持服務——協助所有來工人中心求助的工友，協助新工友組織來爭取自己的權益。

二、教育：舉行座談會及活動增加工人對工人中心的認識。

a) 製造爭取“言語平等”錄影帶，訪問各行業的華工在工作單位因言語問題所遇的困難或所受到的不平等待遇，用這錄影帶進行教育工作。

b) 举行座谈会讨论“英语独尊”对华工的影响”。

“华工权利”

“美国工会运动的历史”

“妇女参与工会运动”等

c) 翻译及供给工人权利及领取失业金应知等资料

d) 举办有教育性的旅行及参加劳工界的活动增加
华工对美国劳工的认识。

e) 继续运用“前进中的工人”来协助新工友组织。

工人中心结构：

现时结构：- 组成了执委会 - 工人领导核心。

- 义工组成支持委员会

- 各行业的工友参加活动。

- 每月通讯寄给 350 多名 ~~常来~~ 参加活动的
工友，1/3 经常参加活动。

- 只有 15% 的工友登记成为前进会会员

- 其他都是不交会费的工友。

为了使前进会/工人中心有固定的会员，继续组织
中心为华工争取权利现在提出以下的改进。

- 继续吸收新会员运动，鼓励工友参加成为
前进会/工人中心会员。

- 只有工人会员才可投票选出五位工人中心执委，负
责工人中心的日常工作，计划及协助款^筹筹及派
两名出席前进会执委。

一 如有新工厂或其他工作单位的大量工人来中心求助协助他们组织，将从这些新工人中自己选出两名代表加入执委协助他们的组织工作。

二 登记成为会员的工人也可参加活动但还没有会员所享有的各种折扣权利也不可以投票选出代表。

Union Square Nursing Center

533 Cambridge St.
Allston, MA 02134
(617) 782-2053

CASE # 1-RC-19543

[Zhao Ying (South
Core
too)
782 6445, LCN]

HCR

426-0410
325-3314
2

- ✓ 1. Abernathy, A. 2 P
9 Roosevelt Towers
Cambridge, MA 02141
- ✓ 2. Anastos, A. 0
20 Newcastle Rd.
Brighton, MA 02135
- ✓ 3. Aranguis, M. 23
25 Peaceable St.
Brighton, MA 02135
- ✓ 4. Bahsoon, S.
23 Lambert Ave. #3
Roxbury, MA 02119
- ✓ 5. Battisti, Christine 4
43 Irving St. A-6
Watertown, MA 02172
926 1939
- ✓ 6. Brison, B. 3
144 Geneva Ave. #4
Dorchester, MA 02121
- ✓ 7. Cafarella, D.
120 Castle Rd.
Lowell, MA 01854
- ✓ 8. Carrascoza, D. 2/3
581 Washington St. #3
Brighton, MA 02135
- ✓ 9. Ceballas, A. 2 P
1309 Commonwealth Ave.
Allston, MA 02134
- ✓ 10. Chen, Ch. 11 P 79
198 Green St. #3
Boston, MA 02130
- ✓ 11. Cherident, M. 2/3
1129 Fellsway St. #2
Malden, MA 02148
- ✓ 12. Cho, T. 782 1752
7 Price Rd. 3-11
Allston, MA 02134
- ✓ 13. Cooke, D. 3
99 Norway St.
Boston, MA 02115
- ✓ 14. Dely, M.
39 Middleton St.
Dorchester, MA 02121
- ✓ 15. Do, P. 2 P
59 Sudan St. #1
Dorchester, MA 02125
- ✓ 16. Dorgilles, M. 2 P
135 Washington St. #36
Brighton, MA 02135
- ✓ 17. Dorian, D.
20 Washington St. #4
Methuen, MA 01844
- ✓ 18. Dumorne, M. 2 P
3 Nazing St.
Roxbury, MA 02120
- ✓ 19. Etienne, F. 2/3
10 Fitz Terrace
Chelsea, MA 02150
- ✓ 20. Etienne, I. 2 P
7 Frawley St. #7
Boston, MA 02115
- ✓ 21. Fowler, F. 2/3
47 Greenwich St.
Boston, MA 02120
- ✓ 22. Gay, B. 4
26 Mt. Pleasant Ave.
Roxbury, MA 02119
- ✓ 23. Gray, J. 2
22 Hamilton St.
Brockton, MA 02401
- ✓ 24. Jean-Baptiste, C. 2/3
126 Warren St. #23
Brighton, MA 02135
- ✓ 25. Jean, L. 2/3
95 Gordon St. #16
Brighton, MA 02135
- ✓ 26. Johnson, C. 1
20 Second St.
Brockton, MA 02401

27. Kabba, M.
15 Walbridge St. #2
Allston, MA 02134 1 P

28. Lamisere, J.
70 Hall St.
Waltham, MA 02154 2/3

29. Lewis, P.
30 Summer St.
Somerville, MA 02143 1 P

30. Lewis, R.
99 Norway St.
Boston, MA 02115 4 B

31. Miller, C.
85 Codman Pk.
Roxbury, MA 02119 2/3 P

32. Moreno, H.
1305 Commonwealth Ave.
Allston, MA 02134 2

33. McDaniel, B.
290 Ruggles St.
Roxbury, MA 02120 2

34. Owen, T.
53 Franklin St.
Allston, MA 02134 1 P

35. Pan, Yun Chi fits.
50-A Russell St.
Brookline, MA 02146 3 P

36. Pierre-Louis, K.
110 Warren St. #7
Brighton, MA 02135 1 P

37. Pitter, E.
6 Nazing Ct.
Dorchester, MA 02121 2

38. Ramos, M.
441 Cambridge St.
Allston, MA 02134 4

39. Redd, O.
631 Parker St.
Roxbury, MA 02119 2/3

40. Reed, L.
120 Humboldt Ave.
Dorchester, MA 02125 4

41. Sammah, M.
1865-69 Columbus Ave.
Roxbury, MA 02119 2

42. Sanon, B.
82 Blake St.
Hyde Park, MA 02136 2/3

43. ~~Santiago, E.
116 Warren St.
Brighton, MA 02135~~

44. Scott, D.
1630 Commonwealth Ave.
Brighton, MA 02135 2/3 P

45. Seikens, B.
78 Milton Ave.
Dorchester, MA 02124 1 P

46. ~~Sheehan, J.
17 Star Rd.
W. Newton, MA 02165~~

47. Sheriff, A.
414 Marret St. #2
Brighton, MA 02135 2

48. Sherrod, M.
35 Fidelis Way
Brighton, MA 02135 1 P

49. Simmons, D.
207 Blue Hill Ave. #1
Roxbury, MA 02119 2 P

50. Sriweawnetr, P.
2 Imirie Rd. #1
Allston, MA 02134 2/3

51. Su, LL 7833851
62 Empire St. #3
Allston, MA 02134 2/3

52. Tanyi, C.
15 Walbridge St. #2
Allston, MA 02134 2

53. Tarawalley, A.
20 Fairlawn Ave. C-8
Mattapan, MA 02126 2

54. Thomas, C.
28 Bicknell St.
Dorchester, MA 02121 1 P

62 Empire St. #3
Allston, MA 02134

55. Thulla, A.
160 Savanah Ave.
Mattapan, MA 02126

1 P

56. Torres, N.
27 Hano St.
Allston, MA 02134

2/3

57. VanHorn, S.
19 Verrill St. #2
Mattapan, MA 02126

2/3

58. Ward, G.
20 Hano St.
Allston, MA 02134

2 P

59. Williams, C.
418 Bowdein St.
Dorchester, MA 02125

2

Nai yin
731-6496.

60. Williams, R.
51 Norton St.
Dorchester, MA 02125

2 P

61. Wilson, C.
200 Wood Ave.
Hyde Park, MA 02136

2/3

62. Ying-Choi, Wm
1486 Commonwealth #12
Brighton, MA 02135

3 6-2 Kitchie

63. Zeligou, C.
763 Main ST.
Waltham, MA 02154

2/3

P

64. Zhao, Zing
25 Walbridge St. #7 NA
Allston, MA 02134

3rd St N 0
11p-7a

225-7954.

65. Scott, J.
1219 Jette Ct.
Brighton, MA 02135

1

Nyuyen

P

Chicane P
Mochus P
Mous P
Bonn P
Ochoy P

Chi Chen
Zhouping Zhao
about...
know union?

pay
benefit. → give example.

power.

what management doing

vote "yes"

Why you like to have a union?
Write it down.

Give out statement