Program Goals for Fiscal Year 1992:

1) Develop the Workers Center as a hands-on resource center for workers' rights education which strengthens the leadership role of immigrant workers in the community and citywide,

2) Investigate and develop grassroots and coalition strategies to affect job development and job training policy,

3) Expand the entire community's capacity to serve, inform, and organize immigrant workers in job-related issues through collaboration with community social service agencies.

Description of work, goals, and accomplishments:

Over the past year, the Workers Center has continued to develop itself as a hands-on resource center for workers' rights which conducts ongoing education/outreach and responds to the needs and issues of groups of workers who want to stand up for their rights on the job or as unemployed workers. While the Workers Center lost several core activists this past year due to death and other life changes, it has continued to successfully attract and develop new immigrant worker activists and to integrate them into the leadership of the program and the CPA overall. We have pursued several avenues to affect government policy relating to unemployed rights and job training, and are just beginning to make contacts with organizations working on economic development in other communities. Collaboration with Chinese community social service agencies has also progressed.

The current and future focus of the Workers Center is to expand its base, leadership development, and organizing work among unemployed restaurant workers, focusing on identifying and developing alternatives to the current unemployment crisis. This work has already begun and will involve outreach activities; development of unemployed self-help groups; technical and informational workshops as well as strategy discussions; research and resource identification; and development of an organizing plan.

Major accomplishments and activities of the past year are detailed below.

RESOURCE CENTER FOR WORKERS' RIGHTS EDUCATION:

-Literature: Distributed bilingual materials on workplace rights in seven basic areas of employment law produced the previous year. Also published and distributed bilingual information on unemployment insurance extensions, the right of equal access to unemployment benefits and services, the health security plan for unemployed
workers, working "under the table", and why unemployed workers should register to vote.

-Workshops: Small group sessions held in the past year included informational sessions on wage and payroll laws, the right to organize, understanding contract rights, and ongoing sessions to introduce and promote access to health insurance for the unemployed. The Workers Center held discussions on Unemployment Insurance Reform, Unionism and Chinese Workers, the Unemployment Crisis and Restaurant Workers, and Health Care for All.

-Increased access to legal service: In cooperation with the Harry Dow Memorial Fund and the Greater Boston Legal Services, CPA offered a free weekly clinic focused on unemployment insurance problems and immigration applications and staffed by two Asian American law students from Boston University. Cases requiring legal counsel were referred to GBLS.

-Leadership Development and Workplace Cases: Using team preparation for workshops and programs and participatory-style meetings, the Workers Center has successfully attracted and developed three new Steering Committee activists and held ongoing leadership/organizing sessions with over 30 immigrant workers from different worksites concerning issues on the job. Ongoing workplace cases included:

* working with nine waiters and former waiters on the historic minimum wage struggle and boycott at the Dynasty Restaurant in Chinatown, leading to a gross settlement of $14,000,

* working with 25 immigrant women workers at a floral marketing firm to organize with Latino workers against pay cuts and for unionization, working with the ILGWU and IRATE and successfully preventing replacement of an hourly wage with a piece-rate system,

* working with laid-off waiters of another Chinatown restaurant on issues involving wage and payroll laws and the issue of tax underreporting by the employer,

* working with SEIU 285 to involve Chinese members in participating in contract discussions with coworkers and union representatives.

ORGANIZING FOR POLICY CHANGES:

- Networking and coalition-building: Beginning to make contacts with other organizations interested in similar economic development and job training issues, including Women's Institute for Housing and Economic Development, Women for Economic Justice, the HOPE-initiated environmental action coalition, and the South End Neighborhood Action Project. Further investigation is needed to develop a strategy and action plan in the upcoming year.

- Policy impact on unemployed services: Continued to monitor and meet with the Department of Employment and Training concerning issues of equal access and
translation/bilingual services, resulting in administration attention to the problem, completion of some Chinese translations, and enforcing the right of Chinese-speaking clients to be told that DET provides job search and job training referrals. We also cooperated with Greater Boston Legal Services to file legislation for job training opportunities for older workers.

- **Ongoing safety net campaign:** While its four-year campaign to raise unemployment benefits for the low income sector has not been fulfilled, Workers Center members worked with the state Greater Boston Legal Services, AFL-CIO and legislators to successfully fight back deep cuts in unemployment benefits.

**COMMUNITY INTERAGENCY COLLABORATION:**

- Participated in formation of the Chinatown Coalition to improve interagency coordination of services and cooperate for community empowerment,
- Worked with education staffmembers at the Quincy School Adult ESL Program and the Chinese American Civic Association to provide unemployed rights information to adult ESL classes,
- Advised staffmembers at the Chinese American Civic Association about employment laws and organizing strategies concerning their dealings as a job referral agency with an exploitive employer in the Chelsea area.
- In addition to intra-community collaboration, the Workers Center also participated in labor and Asian American events, working with the Coalition for an Asian American Agenda, the Asian Sisters In Action, Jobs With Justice Coalition, and IRATE.
### FY1992 Program Income and Expenditures

#### Income

**Fundraising Activities**
- Portion of CPA dues/donations: $7,000
- Community Works 1991 Campaign: 1988

**Project Grants**
- Boston Women's Fund ($1,500)
- Burgess Urban Fund ($5,000)
- Haymarket People's Fund ($5,000)
- Community Works Extra Share ($1,000)

**Allocations from Operating Funds**: 5,500

**Contracts**
- Asian American Resource Workshop: 2,500
- Department of Medical Security: 7,000

**Total Program Income**: $36,488

#### Expenditures

**Staff & Benefits**
- Director (20%): $5,000
- Organizer/Counselor (75%): 17,000
- Benefits @ 15%: 3,000
- Consultants/Stipends: 4,500
- Overhead: 5,000

**Supplies**
- Printing: 500
- Postage: 500
- Consumable supplies: 500

**Total Program Expenditures**: $36,040

**In-Kind**
- Translation/Interpreter Services (250 hours @ $30): 7,500
- Organizing and Legal Consultants: 15,000
- Printing: 500

**Estimated In-Kind Contributions**: $23,000

*CPA's fiscal year runs from July 1 - June 30. The above is an approximate current project budget. A finalized financial statement for the fiscal year will be available shortly.