

Recommendations generated by conference participants -- strategies to overcome common obstacles

- o ar ty o a t tra s n support n co pr ns v rat on r or
Mob t ran an to av op n scuss ons
utr ac to br n contractors on boar c a b r o co re tc
or v sas o r an p ans to pro ot a yr un cat on
n ons ta a r at v stan to not c c soc a s cur ty nu b rs
E p oy rs s ou not sponsor wor rs un r H B v sas or u st wor r
pro ra s t at cr at a p n ncy on t at part cu ar p oy r
- Cr at an ucat on pro ra or un ons to ucat b rs about t ssu s r at to
rat on
Exp a n t cts o a t p ans p ns on an annu ty p ans conv nc t o
t b n ts o ar ts ar r cov ry
Focus on t cu tura r nc s a on t var ous roups o wor rs
- A r ss ur s ct on ssu s an xp or ways or tra s to wor to t r on t s ssu
- I prov ucat ona pro ra s nc u n En s an ua cours
s o tra ntors or tra E L c ass s at ntry v an to ucat
b rs pan a rs
r nc nt v pro ra s cr t or E L cours or GED co p t on
to prov ucat on n at s s
Exa n stan ar s t st n proc ur s not to ow r stan ar s but p r aps
xp or r nt cr t r a t at wor b tt r a an s on t st
M nt or n pro ra s or appr nt c s to a r ss ssu s n b rs v s
nc u n an ua an ot rs
ab r vocat ona E L pro ra
- 4 D v op ct v ways to ucat an n or rants about t b n ts o un on
b rs p
I p nt a sp c a or ntat on an sa ty c ass to n or t n w b r
about un on b n ts an t appr nt c s p pro ra
Eva uat t syst s n pac to o n un ons an w t r t r n s to b
x b ty or cr at v ty to a r ss obstac s rant wor rs wou ac n t s
proc ss
- upport un on a rs p t at pro ot s oo po c s towar rants
Encoura a rs an wor w t t to nt at c an an support t r orts
v t nc nt v s to b nvo v nt s upport a t rnat v a rs w n
n c ssary
As ar w about bu n un ons or p n wor rs to p wor rs
w t r t yr nt un on or not or an n ta s t L t o o un on r
ru s nst a oo or pot nt a
- o artn r w t co un ty bas or an at ons

E. Union structure -- need to start at the top

- Involve international organizations discuss buy into international
- or or cost with business and international or an
- International social union organization rat on aw
- Encourage social contracts to develop an
- 4 Educate workers

F. Reach out to and support immigrant workers

- Get to know migrant workers personally
- or with a
- Bu migrant workers
- Encourage business to run or o c
- 4 Learn to understand migrant workers
- Get involved in support of non labor unions
- 6 Broad outreach to community organizations
- Get a good contact migrant workers by develop outreach programs or
- ussans Bosnians and other groups

G. New partnerships

- or with Max can Consults
- or or cost with contractors
- ut to the contractor local business to the workers and
- union or an
- or with other business unions
- 4 or with the labor groups

H. Resources

- International relations

I. Develop ESL program for apprentices and others.

- ocus on vocational EL
- ocus on safety

Summary of steps or activities that unions can work on collectively:

A. Sharing resources and information

- Develop a strategy to share information on a regular basis
- Communicate success stories and learn from our own failures
- Communicate with other unions or organizations and share resources
- Develop strategies that address common issues
- Meet with workers' representatives
- Develop a strategy to address current issues
- Support efforts to transfer current issues to JACs into plans
- Create a list of service or quality problems or an internal working list

B. Collaborate across the trades

- Joint union participation in committees, panels, task forces and costs and resource sharing to enhance construction workers
- Joint outreach and representation
 - Not a barrier and view pay as a worker's right, not a cost of doing business
- For coalitions across trades
- Work with business leaders to negotiate better working conditions

