



# The 93 Beacon



We Make Northern New England Happen!

Fall 2019 Edition

## Council 93 Holds 24th Biennial Convention

**Danvers, MA-** Hundreds of AFSCME Council 93 leaders, activists, and staff from across Northern New England gathered in Danvers, MA recently for our union's 24th Biennial Convention.

The three-day event, held from November 8-10, provided delegates with an opportunity to help chart the union's course for the next several years through a number of resolutions and the election of table officers and executive board members.

President Charlie Owen, Recording Secretary Nancy Silva, and Secretary-Treasurer Gerry Mills were elected to serve another term as Executive Board Officers. Sergeant-at-Arms Christopher "Tiger" Stockbridge was elected to replace outgoing Executive Vice-President Kevin Hanley, who retired from the Executive Board after many years of service to the members of Council 93. Jack Wagner, President of Local 362, was elected the new Sergeant-at-Arms. Council 93's Table Officers were all elected by voice acclimation from the floor.

In addition to electing leaders, delegates voted to approve a number of resolutions aimed at establishing important goals and objectives for our union. One of the major initiatives included improving solidarity within the labor movement to fight for our common goals of decent wages, quality healthcare, a secure retirement, safe working conditions, training opportunities, and respect on the job. The delegates also supported stronger Council 93 involvement in state AFL-CIO's and Central Labor Councils where much of the grassroots work of organizing and local elected office endorsements happen. Delegates also voted unanimously to support the re-election of AFSCME International President Lee Saunders and Secretary-Treasurer Elissa McBride, as well as the election of Council 93's Executive Director Mark Bernard to the AFSCME International Executive Board at the 2020 AFSCME International Convention to be held in Los Angeles.



*Council 93 Executive Director Mark Bernard Addressing the 24th Biennial Convention*

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## Council 93 Helps Clean House in Saugus School Board Elections

**Saugus, MA-** The three School Committee Members who voted to privatize the jobs of 21 AFSCME Council 93 members in Saugus, MA earlier this year were resoundingly voted out of office on Election Day.

School Committee Chairwoman Jeannette Meredith and Committee Members Linda Gaieski and Marc Magliozzi were all defeated by wide margins in the November 5th election. In fact, Gaieski and

Magliozzi came in ninth and tenth respectively in the ten-person race.

Upon hearing the election results, Council 93 Executive Director Mark Bernard noted that "Last June, when school committee members made the heartless and reckless choice to privatize our school custodians, AFSCME Council 93 publicly committed to making sure the more than eleven-hundred union households in Saugus knew who was responsible for the decision."

Over the past few months Council 93 has worked hard to follow through on that promise. Through mailings, letters-to-the editor in local papers, and picketing at events across town throughout the

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# Massachusetts Janus Response Language Signed Into Law

*Bill Signed by Secretary of State Galvin after Override of Governor Baker's Veto*



*AFSCME Council 93 Executive Director Mark Bernard and Legislative Director Jim Durkin Join Sec. of State Galvin at the Bill Signing*

**Boston, MA-** Massachusetts has among the strongest Janus Response legislation in the nation after the legislature overrode Governor Baker's veto by a vote of 155-1 in the House and 39-1 in the Senate.

A unanimous coalition of public-sector unions, led by the Massachusetts AFL-CIO, supported the legislation which mandates new employee orientations to discuss the benefits of union membership, protects members' personal contact information, allows for greater communication with our members over union matters, and provides unions the option of charging non-dues paying members costs associated with representation in grievances.

Council 93 Executive Director Mark Bernard and Legislative Director Jim Durkin had the opportunity to meet with Secretary of State Bill Galvin as he signed the legislation into law on September 23rd. Secretary Galvin was required to sign the bill into law since it was passed over a veto by Governor Baker. A few weeks later, Council 93 President Charlie Owen and Field Services Director Eddie Nastari were invited to attend a ceremonial bill signing at the State House held by lead sponsors Senator Joe Boncore and Representative Tacky Chan.

Passed in response to last year's Supreme Court Decision on Janus V. AFSCME, the legislation is

## Highlights of Janus Protection Law

- Mandated, 30-minute new employee orientation sessions with all newly-hired, public-sector workers to discuss the benefits of union membership.
- Protection of members' personal contact information from outside organizations other than our union via the exemption of this information from public records laws.
- The **OPTION** of charging non-dues paying members "reasonable costs and fees, including arbitrator fees and related attorney fees for grieving or arbitrating a matter."
- The ability to use public employers' email systems to communicate with bargaining unit members regarding official union related matters.



*AFSCME Council 93 Pres. Charlie Owen and Field Services Director Eddie Nastari at the Massachusetts State House with Public Sector Labor Leaders and Bill Sponsors- Sen. Boncore and Rep. Chan*

aimed at helping public-sector unions remain strong and continue to grow.

Council 93 thanks Secretary Galvin, Senator Boncore, and Representative Chan for inviting us to be part of these historic occasions for public sector unions.

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summer and fall, AFSCME made sure that Saugus voters were made aware of who voted to privatize the Saugus School Custodians. With assistance from the North Shore Central Labor Council, the Council made sure that every labor household in Saugus received a mailing in the days leading up to the election reminding them who was responsible for the vote to privatize the custodians.

A week before the election, citing open meeting law violations, behind the scenes dealings with the Superintendent David DiRuosi, and rapidly diminishing cost savings, Director Bernard made the case against privatization in a scathing [letter-to- the editor in the Saugus Advertiser](#). Most notable in the letter is a 42-percent cost increase over the original bid before the contractor had emptied a single trash can.

Bernard sees the election results “as a wake-up call to any elected official who may be considering cutting budgets by cutting the legs out from under dedicated and hard-working public employees like the people who took good care of our Saugus Public Schools for so many years.”

## Local 298 Support and PEOPLE Donation Helps Re-Elect Pro-Labor Mayor in Manchester, NH

*Craig Overwhelmingly Elected to Second Term*

**Manchester, NH-** With strong support from Local 298, Manchester Mayor Joyce Craig was re-elected to a second term on November 5th by an overwhelming 57%-43% margin over her challenger.

Mayor Craig has been a supporter of AFSCME Local 298 - which represents a number of departments across Manchester- since day one. For the first time in over a decade, Manchester has a mayor that not only understands the value of organized labor, but one that will sit down, listen and respond to our workers' concerns.

Local 298 was an early supporter of Mayor Craig in her first run for office; and she has continued to receive the support and endorsement from the union because of her respect for the members of Local 298 and all working men and women in Manchester.

In announcing Local 298's endorsement, President Dennis Bourgeois noted that Mayor Craig “has been fair and truthful to our local during the last two years.” Bourgeois also noted that for the first time ever in Manchester, the input and recommendation of the local was requested when the City was considering a new department head.

As mayor, Craig has helped negotiate a contract that provides salary increases for AFSCME members even though Manchester is saddled with a restrictive tax cap and worked closely to overcome issues with management in our Central Fleet Services department to ensure our workers are shown respect and that their concerns with management are addressed fairly.

AFSCME Council 93 was able to support Mayor Craig's re-election campaign not only with the volunteer efforts of our members, but also with financial support from [PEOPLE](#), our union's political action fund. Through PEOPLE, thousands of AFSCME members across the nation help elect candidates who support working families and the vital services we provide in our communities.



*Local 298 President Dennis Bourgeois, Vice-President Mat Ciechon, and Council 93 Staff met recently with Mayor Craig to discuss issues impacting members in Manchester*

#### Convention Continued from Page 1

The convention opened with remarks from Council 93 leadership on the important work being done by our members across Massachusetts, Maine, New Hampshire, and Vermont and the continued vigilance needed to protect and promote the value of our members' contributions to their communities.

Overseeing his first convention as Council 93 Executive Director, Mark Bernard remarked on where he came from as a rank-and-file member with Local 703 Boston Inspectional Services to where he envisions Council 93 in the future "fighting hard every day to take care of each other!" Bernard discussed challenges facing Council 93 and noted that our ability to successfully prepare for the Janus decision was based on open communication with rank and file members. "We went out into the trenches, into the state hospitals and community group homes, the DPW yards, the county jails the school cafeterias, the parks and cemeteries, the state prisons, the water and wastewater treatment plants, and the libraries," Bernard said. "We went wherever our members work. We talked. And we listened."

On Friday, AFSCME International President Lee Saunders, Maine first-term Congressman Jared Golden and New Hampshire Senate Majority Leader Dan Feltes addressed the Convention stressing the important work AFSCME members do throughout Northern New England, the need to stay strong, and fight back in the face of increased attacks on the rights of working men and women.



*US Senator Ed Markey addresses the Council 93 Convention*



*Delegates listening to presentations from Labor Leaders and Elected Officials*

Secretary-Treasurer Elissa McBride, Massachusetts AFL-CIO President Steve Tolman, Maine Speaker- and candidate for United States Senator- Sara Gideon, and Massachusetts Senator Ed Markey spoke on Saturday.

Council 93 was the first labor organization to endorse Senator Markey's re-election campaign. The senator expressed his gratitude for all of the support AFSCME has given him throughout his career as he continues the fight for decent wages, pensions, and healthcare. Sen. Markey also remarked on the strength AFSCME has at the ballot box noting the recent election in Saugus which saw three proponents of privatization soundly defeated- "every elected leader in Massachusetts and throughout the Council 93 region want AFSCME standing with them. and no one wants you standing against them."

The weekend also featured a number of workshops designed to teach delegates best practices on building strength in their locals, the importance of new member orientations (NEOs), OSHA Health and Safety Training, and the financial responsibilities for Secretary-Treasurers. These well attended workshops gave delegates the tools and skills necessary to make their locals stronger over the coming years. The NEOs training was particularly relevant to members from Massachusetts and Maine; both states recently enacted laws guaranteeing unions access to new employees to explain the benefits of union membership.

Executive Board Member Jim Vance was presented with the 2019 AFSCME Council 93 Memorial

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Leadership Award for his years of service to Council 93 and serving his Local 481 in Maine. In accepting the award, Vance remarked that he was humbled by the honor and thanked all of those he has worked with throughout the years in his Local and at Council 93.

The convention came to a close Sunday morning with a raffle featuring a wide-range of prizes and gift baskets generously donated by Council 93 Locals that raised nearly \$11,000 for the [Council 93 Memorial Scholarship Fund](#).



*Swearing in of newly elected Council 93 Executive Board Members*

## 2019 Council 93 Memorial Scholarship Winners Announced



*Scholarship Committee Chairman Tiger Stockbridge with the 2019 recipients and their families*

**Danvers, MA-** Six well-deserving students from AFSCME Council 93 families have received scholarships to help with the high cost of obtaining a college education.

Thanks to the generosity of our members, the hard work of our scholarship committee, and the success of our fundraising efforts this year the committee was able to award an additional scholarship. As they have for the past several years, the AFSCME Council 93 Retirees Chapter generously funded one of the Memorial Scholarships.

The scholarship winners were announced at the 24th Biennial Convention in Danvers. Several of the recipients, or their families, were in attendance to accept the awards.

The 2019 winners are Parker Taggard son of Local 1067 member Sarah Peterson-Taggard; Ariela Perez daughter of Fatima Perez-Rosario

from Local 1526; Michaelah Nunes daughter of Garca Wendy from Local 507; Andrew Connelly son of James Connelly from Local 1067; Jillian Morse wife of Local 1368 President Dan Morse; and Malacai Morris son of Local 470 Vice-President Eddie Butler.

Malacai, who is studying at Bunker Hill Community College, is also a union member with UFCW Local 1445 at Stop & Shop in Dedham. He started his job at Stop & Shop weeks before 30,000 members went on strike. Even though he was a new employee, Malacai joined the picket lines to fight for better wages and working conditions. His experience with the Stop & Shop strike and growing up in a union household has made Malacai realize that “through the union my family and I get many benefits that many others do not have. I am really appreciative of what we have because of the union.” He continued, “for the scholarship essay I was able to write about how the unions have our back, stand up for what is right, and how the strike gave me a sense of purpose and understanding of the union and its benefits.”

Each year, the AFSCME [Council 93 Memorial Scholarship Fund](#) provides one-thousand dollar scholarships to students enrolled in a two-year or four-year accredited college. Awarded in memory of all of our departed members, the scholarship is renewed for each year of attendance. Over the past two decades, more than \$50,000 in funding has been awarded to deserving AFSCME families. Council 93 members and their spouses, children, stepchildren, grandchildren, or legal dependents are eligible to apply for the Memorial Scholarship.

# Solidarity in Action!



To kick off their organizing campaign the MIT Library Professionals enlisted the help of a secret student group to pull off a traitorous MIT “Hack” by hanging a 20ft AFSCME Banner in the middle of Campus! These hacks usually refer to a clever, benign, and “ethical” prank or practical joke, which is both challenging for the perpetrators and amusing to the MIT community (and sometimes even the rest of the world!)

See more MIT Hacks [HERE!](#)

Local 346 Westfield Support Staff have been rallying for months to secure funding for their new contract. The City Council had been refusing to authorize the funding for the new contract, but thanks to the help of Council 93 staff, the willingness of the members to mobilize, and the support of the community- the contract was signed and funded!



In September, Council 93 Executive Director Mark Bernard spoke to the delegates to the Massachusetts AFL-CIO Convention during a panel discussion on challenges facing unions.



**Congratulations to Council 93 Staff Representative David Van Deusen who was elected as President of the Vermont AFL-CIO at the organization's convention in September. Joining David in new leadership positions at the state federation are: Tristin Aidie (AFGE), who was elected Vice President; Danielle Bombardier (IBEW), who was elected as the new Secretary/Treasurer; and Tim LaBombard (IBEW), elected as the new Volunteer in Politics. In addition, AFSCME members Dan Cornell, Rubin Serrano, Dwight Brown, and Eric Steel were elected to District VP seats.**

**The 50 men and women of AFSCME Local 1703 who work for the Lexington DPW have been without a contract since July 2018. They have been a presence at public meetings to raise public awareness to their protracted contract fight. A 2017 Lexington classification and compensation study found Lexington was 9th of 11 comparable communities in compensation for DPW workers. The towns stated goal is to be in the 50th percentile for wages and benefits. Please support Local 1703 in this fight!**



**Congratulations to the labor and trades workers within Local 481 in Portland, Maine. The group signed a new, two-year contract with Portland City Manager John Jennings. Highlights of the agreement include across-the-board 5.25 percent pay increases over two years and the addition of two new steps at years 12 and 15, which translates into increases as high as 11% for longer serving workers. Members also maintain current health insurance coverage with no additional out-of-pocket costs.**

## Local 419 Fighting for Pay Equity Legislation



*Local 419 and Correctional Officers from Across Massachusetts Rally at the State House*

**Boston, MA-** Suffolk County Corrections Officers in AFSCME Local 419 have been working closely with Council 93 staff to secure passage of legislation that would close the wide pay disparity between state and county correctional officers. Over the past several months, Local 419 members have turned out in force in support of the legislation at a number of hearings, rallies, and lobby days.

Starting in the spring, Local 419 has held several rallies and lobby days to educate legislators on the difficult and dangerous jobs county correctional officers do to protect the public. In November, Local President Jonathan Corey, backed by a number of Local 419 Officers, joined Council 93 in testifying in support of SB1409 and HB2073, which would equalize base pay over a three-year period.



*AFSCME Local 419 President Jonathan Corey and member Dan Cotter joined Council 93 at the State House in Boston to testify in favor of pay parity legislation*

The bill has the unanimous support of all 14 County Sheriffs, 12 of whom also attended the hearing to testify in support of the legislation. Council 93 thanks Senator Paul Feeney and Representative Jim Hawkins for filing the legislation and for securing the bi-partisan support of 114 members of the house and senate.

## BMC Local 1489 Ratifies New Contract

**Boston, MA-** Congratulations to AFSCME Local 1489 BMC Employees on ratifying their contract last month! The new 4-year contract focused on adjusting the wage scale to better align with other Boston hospitals, member education incentives with up to \$5,000 tuition reimbursement per year, increased shift differentials, increased bereavement leave, and an average 8% increase in wages!



### AFSCME COLLEGE BENEFITS

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## Council 93 VMOs Help Organize 6,000 City Employees in San Antonio



*Council 93 VMOs Manny Dorosario, Kelly Abreu, and Felix Martinez in San Antonio*

**San Antonio, TX-** For two weeks in August, Council 93 Executive Board members Manny Dorosario Local 1631, Kelly Abreu Local 137, and Felix Martinez Local 700 joined with AFSCME Volunteer Member Organizers (VMOs) from around the country to assist in organizing 6,000 civilian employees for the City of San Antonio. As VMOs they worked hard to bring the strength and benefits of AFSCME membership to the city's public-sector workers.

Election results released in early November, show that the civilian employees have chosen AFSCME to represent them in talks with management.

In a resounding vote of confidence, workers in the skilled craft and technician job groupings chose to unite with 4,600 of their sisters and brothers who had previously chosen AFSCME San Antonio.

"We chose AFSCME San Antonio because when we are united, we can win the changes we need in the step pay plan and end wage compression," said Homer Perez, an employee for City of San Antonio Public Works.

In reflecting on the experience, all of the Council 93 members remarked at how grateful they are for the strength of their union and the protections they have in New England. "It was a different world down there," said Dorosario "they were asking for basic things that we take for granted in Council 93."

Martinez added "We went there with a job to do-talk to as many people as possible. It was hard, but

important work to help them get the protections and benefits of a union."

"These people have no protections and have been working for years without any pay raises. We wanted to show them that it doesn't have to be that way and won't be when they are AFSCME members" said Abreu.

To build support for AFSCME over the last year, members mobilized around making changes in the budget and held sticker actions to demonstrate their unity in support of a real cost of living adjustment (COLA).

As a Volunteer Member Organizer (VMO) you can help your fellow public service workers protect their rights and build a real future for their families. Volunteer Member Organizers (VMOs) are vital to our union's organizing and "fight back" efforts. When members speak about how AFSCME makes a difference in their work and personal lives, you are a powerful force for defending and building our union.

The VMO program trains union members so that they can successfully reach out to co-workers and their communities to join together and stand up for our union and our democratic values.

Growing our union will make AFSCME stronger at the bargaining table and in the ballot box. It will help us unite for fair pay, benefits and respect, and stop the attacks.

AFSCME VMOs inspire, lead and encourage through the organizing techniques they learn at AFSCME trainings and through direct practice in partnership with an experienced organizer.

[LEARN MORE HERE!](#)



## AFSCME Council 93 Organizing Update

Over one hundred and fifty hard working men and women can now look forward to more stable economic futures and workplace protections thanks to four successful organizing drives spearheaded by Council 93.

Employees of the Massachusetts Institute of Technology (MIT) Libraries, South Burlington, VT DPW and City Hall workers, Salisbury, MA Town employees, Halifax, MA Water and Maintenance Departments, and Berlin, NH Town Hall employees are now proud AFSCME Council 93 members.

After a successful organizing campaign that utilized extensive member education through face-to-face meetings, social media, and direct mail, MIT Library Professionals voted overwhelmingly to join Council 93. The employees at the private world-renowned university in Cambridge, MA are awaiting official word from the National Labor Relations Board on their union certification status. In a statement released after the vote, the MIT Organizing Committee stated they wanted to unionize “to address multiple longstanding issues. Since we haven’t been able to make progress on these issues over the years, we came to the conclusion that we needed a different way to get these issues addressed. In short, we need a voice and we felt that organizing to form a union was the best way to get one.”

For years, the DPW and City Hall workers in South Burlington, VT have been an independent association. After seeing the level of service AFSCME provides to members in other communities and the gains made at the negotiating table, the workers approached Council 93 about formally joining AFSCME. A successful campaign led to the affiliation being recognized by management on November 13th. South Burlington is now part of Local 1343, which represents a number of other communities in the area.

Salisbury Town employees recently signed Written Majority Authorization Cards and are awaiting recognition of their unit from the Massachusetts Department of Labor Relations. They will be part of Local 939 representing communities across the North Shore and will begin talks on their first union contract shortly.

Twenty-one Berlin, NH Town Hall employees have voted unanimously to join Council 93 and were recently certified in New Hampshire as Local 3685.

Council 93 is constantly organizing traditional and non-traditional workplaces in both the public and private sector to give working men and women a stronger voice on the job. Once organized, AFSCME Council 93 staff representatives fight for and secure the best wages, benefits and working conditions for our members.

*Joining Council 93 starts with a conversation- to learn more contact our Membership Development Coordinator  
David Nagle  
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### Connect with Us!

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