

# The 93 Beacon

We Make Northern New England Happen!



## Justice for Jeff & Tyler



## AFSCME Council 93 Legal Department Settles ULP for Fired Union Activists

**Boston, MA-** In February the AFSCME Council 93 Legal Department settled an Unfair Labor Practice (ULP) against McLean Hospital for the firing of two union activists during the clinical staff unionization campaign last year.

The Hospital unfairly fired two employees, Tyler Rioff and Jeff Heithmar, in an effort to stifle the organizing drive. AFSCME's attorneys immediately filed a ULP with the National Labor Relations Board (NLRB), alleging that the firing interfered with the workers' legally protected right to form a Union.

McLean Hospital agreed to settle the ULP. The provisions of the settlement are as follows:

- McLean will pay both of the fired workers sizeable settlements that include back pay, interest and damages. Had the two employees wished to return to work at McLean, we would obviously have insisted that be part of the settlement as well.

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- Council 93 Memorial Scholarship Applications and Golf Tournament
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- Local 298 Addresses NH School Nurse Shortage
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• McLean will remove any reference to the termination from the employees' files and the terminations cannot be used against them in any way.

• McLean was required to post a notice for 60 days in a conspicuous place in the Hospital acknowledging the terms of this settlement and reaffirming their employees' Union rights.

These terminations were very traumatic, for the individuals impacted obviously, but indeed for the entire McLean clinical staff. Council 93 is very pleased with this very positive outcome for the workers and for all of those seeking to organize.

Congratulations to the Legal Department for this important victory, and even more importantly to the McLean employees, who held together despite this incident. The McLean clinical staff is currently in the process of negotiating their first contract.

# Your Rights as a Union Member: Seniority

Union seniority is a system that gives workers with more experience more rights and privileges than workers with less experience. Preference can be accorded to employees, based on their seniority, in such areas as promotions, transfers, shift assignments, scheduling, vacation scheduling, layoffs, recall, and other contractually bargained areas.

Seniority helps to ensure that workers are treated fairly and that they are rewarded for their hard work. It also helps to create a more stable workforce, as workers are less likely to leave their jobs if they know that they will be able to keep their seniority if they do.

## AFSCME Releases I AM STORY- Exploring the 1968 Memphis Sanitation Strike



1968. Memphis, Tennessee. The heart of the racially segregated South. Black sanitation workers faced poverty wages and degrading, dangerous conditions on the job. The city refused to act.

But after two sanitation workers were crushed to death on the job, 1,300 workers said enough was enough and went on strike.

They marched in the streets demanding dignity and respect, holding signs that declared "I AM A MAN" - they wanted recognition of their union... and their humanity.

Martin Luther King Jr. joined the strikers and delivered his historic "Mountaintop" speech just days before his death in Memphis.

I AM STORY, A new podcast from AFSCME, the union that represented those strikers, tells the incredible story of the people who demanded their humanity and changed the course of American history.

The podcast includes historic footage of labor, civil rights, and religious leaders of the day, as well as new interviews with figures like Martin Luther King III and Rev. James Lawson.

Subscribe and listen to I AM STORY wherever you get your podcasts or visit [IAMSTORY.com](http://IAMSTORY.com).



AFSCME International trainers and Council 93 held a Local Union Leadership Academy this past winter for Unit 2 SUMMUP Locals to build union strength and solidarity!

# Council 93 Memorial Scholarship Fund Accepting Applications for 2023



**Boston, MA-** Meet Demetri Swann, grandson of Council 93 President Charlie Owen and two time recipient of an AFSCME Council 93 Memorial Scholarship. In addition to a rigorous class load at SUNY Brockport majoring in Exercise Science for Health Promotion and minoring in Biology, Demetri was also a member of the Golden Eagles football team. Since graduating in January, Demetri has been researching chiropractic schools where he hopes to continue his studies and become a Sports Medicine Doctor. The AFSCME Council 93 Memorial Scholarship helped ease the burden of higher education expenses that Demetri faced at SUNY Brockport and made it easier to focus on his studies and not have to worry about money quite so much.

Each year, the AFSCME Council 93 Memorial Scholarship Fund provides five individual one-thousand dollar (\$1,000) scholarships to students enrolled in a two-year or four-year accredited college, recognized technical, or trade school. Awarded in memory of all of our departed members, the scholarship is renewed for each year of attendance. Over the past two decades, tens of thousands of dollars in scholarships have been awarded to deserving AFSCME families.

## Council 93 Memorial Scholarship Fund Criteria

### Who is eligible?

Council 93 members and their spouses, children, stepchildren, grandchildren, or legal dependents (Proof of AFSCME Council 93 membership required). Applicants must be accepted or already attending an accredited college or university, community college or recognized technical or trade school at the time of the award. (Graduate students are not eligible.)

### How to Apply?

Applicants must complete an application and submit a 500-750 word essay on "Why Unions Have Been Important to my Family." Applications can be found online at:

[www.afscme93.org/council-93-memorial-scholarship](http://www.afscme93.org/council-93-memorial-scholarship)

Applications Should Include the Following:

- Essay
- Proof of Acceptance or Attendance at an accredited college or university, community college or recognized technical or trade school
- Proof of AFSCME Council 93 Membership or Affiliation

### Timeline

The applications and essays are due by July 1st to be considered for an award. The winners will be notified sometime in mid-Summer and the awards will be presented at the AFSCME Council 93 Convention in the Fall.

*The Scholarship Committee will determine the award based upon the essay and completed application form. Upon receipt of each scholarship application, the applicant's name and local number will be separately indexed. Once completed, this information will then be obscured to assure complete impartiality by the Scholarship Committee. The decision of the Committee is final.*

## Local 1700's Mark Smith Wins AFSCME Never Quit Award



Mark Smith from Local 1700 was given the AFSCME Never Quit Service Award for his many contributions to AFSCME and the greater labor movement over his 38 year career with the Town of Norwell.

Mark has served Local 1700 in a variety of roles over the years- Shop Steward, Executive Board Member, Vice-President, and currently Treasurer. and he knows the power of the union is its members.

“People say ‘What’s the union done for me?’ But I tell them: the union isn’t something that’s up in the sky on a cloud. You have to look in the mirror. You’re looking at the union. The individual is like a finger; come together as a union, it becomes a fist.”

**Read more of Mark's story in the labor movement here:**

[www.afscme.org/blog/with-labor-in-his-bones-a-jack-of-all-trades-calls-it-a-career](http://www.afscme.org/blog/with-labor-in-his-bones-a-jack-of-all-trades-calls-it-a-career)



AFSCME COUNCIL 93  
MEMORIAL SCHOLARSHIP

# GOLF TOURNAMENT

JUNE 19, 2023  
JUNIPER HILLS CC  
NORTHBOROUGH, MA

**\$150 Per Golfer | \$600 Per Foursome**

Shotgun Start Scramble Golf Tournament  
2 Championship Courses | 72 Teams | 18 Holes  
of Cart Golf | Driving Range and Practice Green |  
Skills Competitions | Continental Breakfast |  
BBQ Lunch on Course | Raffle | Prizes |  
Awards Ceremony

Scan to  
Register  
ONLINE



## Promotional Bypass Arbitration Victory for Council 93 Legal Department

*AFSCME Council 93 and Local 1709 vs. Town of Northbridge*

AFSCME Council 93's Legal Department recently won a promotional bypass arbitration for a member working in the Northbridge Department of Public Works. In March of 2022, the member was bypassed for promotion to the DPW Working Foreman position. AFSCME Legal Counsel stipulated to the arbitrator that the member is more senior than the person who was awarded the position and both the member and the promoted individual were minimally qualified for the position. The arbitrator found the Town relied on impermissible factors to deem the member less qualified than the promoted individual, the Town could not demonstrate the promoted individual was more qualified, and based on the stipulations and unambiguous language of the CBA stating seniority as the tie-breaking factor when applicants are equally qualified, the member should have been awarded the position initially, and furthermore must be immediately promoted and paid back pay starting from March 28, 2022.

## Council 93 Legal Update



# Local 1201 Helps Elect New Mayor in Rutland



Local 1201 Secretary Tracy Kapusta, newly elected Mayor Michael Doenges, Local 1201 President Tom Franzoni, and Council 93 Field Services Director Steve Lyons at Rutland City Hall

**Rutland, VT-** In early March voters in Rutland, VT went to the polls and decisively elected Alderman Michael Doenges as their new mayor, unseating a three term incumbent in the process.

AFSCME Local 1201, which represents approximately 70 members across a number of city departments, got involved in the election after years of labor strife with the past administration.

"It just got to the point where we needed to stand up and do something," said Local President Tom Franzoni. "The Local had numerous ULPs filed against the former mayor and negotiations were always contentious."

In getting involved in an election for the first time, Local 1201 turned to Council 93's Legislative and Political Department for guidance and support. With input from Council 93 staff, a questionnaire on issues important to the membership was sent to all candidates and interviews were conducted before the Local endorsed Alderman Michael Doenges.

Once the endorsement was made, Local 1201 made sure to get out the vote on election day by contacting members through phone banks and emails.

President Franzoni noted, "It is a new world in Rutland. We are able to communicate with the new Mayor and are excited to work with him. I would urge any Local that is having issues to reach out to Council 93 staff- both our Staff Rep and the Political Department were an invaluable wealth of knowledge to help guide us through this process."

## Member Benefit Highlight: Save on Flowers and Gift Baskets



Mother's Day, Graduations, Birthdays, or just because- union members save 25% at Teleflora.

Your union discount includes:

- 25% discount on flowers, gift baskets & chocolate covered treats
- Same-day flower delivery service (If ordered before 2 p.m. Monday-Friday or 12 p.m. Saturday or Sunday in recipient's time zone)
- Unconditional 100% satisfaction guarantee on a wide selection of expertly designed flower arrangements, chocolate covered treats, gifts, green and blooming plants and wreaths
- Use **Promotion code: BAAUP25**

Start saving with your Council 93 membership at [unionplus.org](http://unionplus.org)

# Local 298 Advocates for Changes in School Nurse Licensure at NH State House



Local 298 Member Trish Anglin testifying at the New Hampshire State House in Support of SB 215  
**Manchester, NH-** Council 93 is supporting SB215 to address the severe shortage of school nurses in New Hampshire. The bill has already passed the State Senate with bi-partisan support while the House held a hearing in late March. Council 93 Legislative Staff is expecting a similarly favorable vote in the House of Representatives shortly.

The bill changes the state minimum education requirements for school nurses from a four-year degree to a two-year degree, while still maintaining the rigorous licensing standards all nurses must achieve when it comes to passing the NCLEX national licensing exam. Research done by Local 298 member and Manchester School Nurse, Trish Anglin, shows that the pass rate is statistically identical regardless of what type of degree a nurse has.

From 2014-2021 associate programs had a total average pass rate of 92.47% while all bachelor's programs had a total average pass rate of 91.51% on the NCLEX exam.

Trish has worked closely with the Council's Legislative Department build consensus and compromise at the State House. She has also testified at both hearings. If SB215 is passed and enacted into law, it will be in no small part through the advocacy and support of Local 298 and Council 93's legislative team.



Local 939 Merrimac Light Department, Local 1098 Danvers Electric, and Council 93 Staff protesting the proposed sale and privatization of the Merrimac Light Department to a for-profit power company which would raise rates and negatively impact service.

## Changes to GIC Coverage and Open Enrollment

There are a number of changes to GIC Coverage Options for the upcoming year and Council 93 wants to make sure our members are aware of any changes that so that you can find the right coverage for you and your family members.

**The 2023 Annual Enrollment Period is April 5th through May 3rd.**

Changes include:

- Pharmacy Benefits Manager for Active/Non-Medicare and Medicare Subscribers
- New national PPO plan from Harvard Pilgrim Health Care for residents outside of New England
- Changes to UniCare Basic premium structure (CIC)
- Changes to UniCare copays
- AllWays Health Partners to become broad network Mass General Brigham Health Plan HMO
- Tufts Health plans no longer available as a result of Point32Health merger

**2023-2024 Benefits Guides-**  
[www.mass.gov/lists/benefit-guides](http://www.mass.gov/lists/benefit-guides)

Council 93 has been growing and adding new members almost weekly. Here are just a few of the newest groups to join!

- Boston Water and Sewer Commission- 113 New Members
- Easton Maine School Department- 19 New Members
- Vermont Historical Society- 15 New Members
- City of Boston 311 Workers- 27 New Members

# Council 93 Organizing Update



Joining Council 93 starts with a conversation - to learn more contact our Organizing Staff at [info@afscme93.org](mailto:info@afscme93.org)

## AFSCME Electronic Membership Card Now Available on Your Smart Phone



You can now access your AFSCME Membership card your smart phone! The AFSCME International Union has developed an app for both Apple and Android devices. No more rooting through your wallet looking for your union card, or waiting for months for your card to arrive in the mail!

Search for the "AFSCME eCard" app and download. When you open the app you will be asked a few simple questions, and once successfully answered your eCard will appear showing the International AFSCME member ID, which can be used to access all AFSCME vendor benefits.

Download the AFSCME eCard to your Mobile Device today!

## Upcoming Events

### AFSCME Council 93 Executive Board Meeting

- June 10th Portland, ME

### Treasurer's Training

- April 29th Newton, MA

Register at

[www.afscme93.org/calendar-events](http://www.afscme93.org/calendar-events)

### Council 93 Steward Trainings

- May 6th Boston 9:30-4:30
- May 6th Claremont, NH 9:30-4:30
- June 17th Palmer, MA 9:30-4:30

Register at

[www.afscme93.org/calendar-events](http://www.afscme93.org/calendar-events)

### Council 93 Memorial Scholarship Golf Tournament

- June 19th
- Juniper Hills CC Northborough, MA

Register at [www.afscme93.org/golf](http://www.afscme93.org/golf)

### Council 93 Memorial Scholarship Application

- Registration Deadline July 1st

Apply at [www.afscme93.org/council-93-memorial-scholarship](http://www.afscme93.org/council-93-memorial-scholarship)

## Stay Connected with Council 93

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