

The 93 Beacon

We Make Northern New England Happen!



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AFSCME Council 93 Delivers Holiday Cheer to Crossroads Family Center

East Boston, MA- This holiday season, AFSCME Council 93 partnered with Crossroads Family Center in East Boston to help make the holiday season a little brighter for the dozens of families who rely on Crossroads' services. Council 93 leaders and staff, along with a surprise visit from Santa, delivered several truckloads of toys, diapers, clothing, and other household essentials to the Crossroads Family Shelter just in time for Christmas.

Locals 230, 445, 362, 646, 680, 703, 783, 787, 944, 1198, 1242, 1358, 1383, 1703, and 1730 – along with AFSCME leaders, individuals, staff members, and the Council 93 Staff Union – made generous donations of time, gifts, and funds to help ensure that the families at Crossroads would have their needs met this holiday. The outpouring of support and generosity also allowed Council 93 to provide gifts and household essentials to several families in Revere and Brighton. (See page 2 for more photos!)

Crossroads provides shelter, case management, housing search, stabilization services, and food pantry assistance to homeless, formerly-homeless, and low-income families in the Greater Boston Area.

Council 93 2022 Election Round-Up

Boston, MA - By any measure, AFSCME Council 93 and working people in general had a good day on November 8th. Here in Northern New England, all but one of our endorsed candidates won their election:

- Janet Mills, Governor of Maine
- Maura Healey, Governor of Massachusetts
- Diana DiZogio, State Auditor of Massachusetts
- Bill Galvin, Secretary of State
- David Zuckerman, Lt. Governor of Vermont

Across the country extremism, in all its forms, was rejected by voters at the ballot box. Moderate candidates – both Democrats and Republicans – did well. Conspiracy theorists, elections deniers, extreme partisans of all stripes, and just plain crazy people - not so much.

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Your Rights as a Union Member

Joining together with your co-workers to organize a union is a fundamental right recognized in U.S. labor law. It's even affirmed in the United Nations' Universal Declaration of Human Rights. That said, employers usually oppose working people's efforts to organize because they would prefer to have all of the power in the employment relationship. Some employers regularly violate labor law when workers organize. Others will march right up to the edge of breaking the law to scare off organizing efforts. That's why it's important that you understand your right to organize.

Under the National Labor Relations Act, you have the right to:

- Join a union.
- Talk to your co-workers about joining a union.
- Pass out literature about joining a union (in non-work areas during non-work times).
- Sign up your co-workers on petitions (in non-work areas during non-work times).
- Join with your co-workers for the purpose of forming a union.
- Join with your co-workers for the purpose of improving working conditions in your place of employment.

AFSCME Council 93 Delivers Holiday Cheer to Crossroads Family Center



Is that Santa or Council 93 President Charlie Owen delivering toys to Crossroads Families?



Thank you to all who participated and be on the lookout for more opportunities in the future to give back!

Council Staff Trained to Build Local Union Power



Boston, MA- During the first week of December, Council 93 made a big investment in its staff with an eye toward increasing the availability of Steward Training for our members. Fourteen Council 93 employees attended a three-day training conducted by the AFSCME International. The training graduates are now fully prepared to provide Steward training to AFSCME members. While Council 93 already had several staff able to provide Steward training, this new investment significantly increases our capacity. Staff members were chosen for the training based in part on geography, with the result being that we now have training teams in all of our regional offices – Vermont, New Hampshire and Maine, as well as in all four Massachusetts regions – Metro Boston, North Shore, South Shore and Western Mass. Our goal is to be able to conduct trainings throughout all of our regions so they are easily accessible to all of our members.

***Interested in Steward Training?
Reach out to your Staff Rep!***



Last month, Ed Keefe and Barbara Mann from the AFSCME Council 93 Retirees Chapter, were presented with RI Council 94's Slavin Award for their tireless advocacy to repeal the WEP/GPO so public sector workers can receive the full Social Security benefits they are entitled to.



In the lead up to Election Day, AFSCME International Secretary-Treasurer Elissa McBride joined Council 93 and the Massachusetts AFL-CIO for a GOTV Rally and Labor Walk to support Council 93 endorsed candidate for MA Governor Maura Healey.

Member Benefit Highlight: Travel Discounts



Whether you are planning a staycation or the bucket list adventure of a lifetime - your AFSCME Membership can help you save on travel wherever you go.

Union members enjoy hotel discounts up to 60% on global brands like Hilton, Hyatt, Choice Hotels and more. If you need a car, you can save on car rentals from six top brands. Once you get to your destination keep saving on admissions to top events and attractions. Want to take the guess work out of planning a trip? You can also save on vacation tours to over 170 premier destinations around the world.

Start saving with your Council 93 membership at unionplus.org



When a longtime member of Local 1703's Burlington Municipal Employees Association Clerical Unit was recently diagnosed with breast cancer, her fellow union members jumped into action to not only show their support, but to help raise money to make the next few months a little easier while she recovers. The members designed and sold t-shirts in a show of solidarity as their co-worker, fellow union member, and friend starts her fight against cancer.

City of Boston Must Correct Discriminatory Practices in Public Works Department

AFSCME Council 93 and Local 445 vs. City of Boston

The Council 93 Legal Department successfully argued an arbitration case that a longtime City of Boston Public Works member was routinely passed over for promotional opportunities because of discrimination. Management promoted other less qualified employees ahead of the grievant because of his disability, which is recognized and protected under the Americans with Disabilities Act. When permanent vacancies arose, the Director selected certain unqualified employees to work "temporary out of grade" in said higher paying positions in which they remained indefinitely. This allowed the Director to choose the employees of his liking without considering qualifications and ability, and bar non-selected employees from an opportunity to grieve a promotional bypass under the CBA. The arbitrator found in favor of the Union and ruled that the City violated the anti-discrimination article of the CBA by the manner in which it filled and retained individuals for two foreman positions and one senior radio tech position on a "TOG" basis without giving due consideration to the Grievant's credentials and without assisting the Grievant in obtaining needed testing accommodations.

Successful Assertion of Union New Employee Orientation Rights

AFSCME Council 93 and Local 1067 vs. Northern Essex Community College

Massachusetts General Law provides public sector labor unions like AFSCME with certain New Employee Orientation (NEO) rights, including the right to access contact and other information about new employees and the right to meet with those new employees to talk to them about the union. Northern Essex Community College failed to provide the Local with information on new hires when requested, preventing the Local from meeting with these members, explaining the union benefits and inviting the employees to join the union. After the investigatory hearing, the record remained open for the parties to come to an agreement. The information was then provided to the Local by the employer, and Council 93 entered into an MOA that included a written apology from the College and language memorializing the NEO rights of the Local.

Council 93 Legal Update



Members of Local 1404 Dracut Public Employees also got in on the holiday spirit with their annual Load a Loader Event to benefit Toys for Tots! Members donated nearly 400 toys to bring some holiday cheer to families in need across Merrimack Valley.



Elections

(continued from pg. 1)

No race epitomized this more here in Northern New England than the re-election of State Senator Troy Jackson in northern Maine. Senator Jackson is a Democrat and the President of the Maine State Senate.



He has also been an incredible ally to AFSCME members in Maine. He was instrumental in passing bills into law that expanded disability and retirement benefits for corrections officers, as well as a new law that requires proposals to privatize state services to first undergo rigorous financial reviews to ensure that taxpayers will actually save money and that equal or better services will result. Senator Jackson faced a stiff challenge in his re-election campaign from an extreme right wing candidate, and won his race by four points. We are delighted to be able to continue to work with Senator Jackson, but we are equally delighted to see a reasonable, honest person, who places common sense above ideology and victory at any cost, win this race. That dynamic repeated itself all over Northern New England, and indeed across much of the country.

Congratulations to all of the AFSCME candidates who won, and many thanks to all of you, who worked on campaigns and most importantly turned out to participate in and protect our democracy!

Council 93 endorsed candidate for VT Lt. Governor David Zuckerman wearing his AFSCME Local 1343 hat on his way to vote on Election Day

Upcoming Events

AFSCME Council 93 Executive Board Meeting

- February 4, 2023 Chatham, MA

Treasurer's Training

- April 29, 2023 Newton, MA
- Registration details will be available shortly. Contact Julie Taylor with questions at jtaylor@afscme93.org

Council 93 Memorial Scholarship Golf Tournament

- June 19, 2023 Juniper Hills Country Club
- Stay tuned for registration details!



Local 1703 Burlington DPW members AJ Forte and Ken Saidah working to put up holiday decorations on Burlington Common.

Council 93 2023-2024 Legislative Priorities

Electing candidates who support working people is only the first step - once elected legislation needs to be passed to make the day-to-day lives of our members better. In addition to being proactive during state budget debates, here are the Council 93 legislative priorities for the 2023-2024 legislative sessions across Northern New England:

Maine

- Reducing the minimum retirement age for all state mental health workers.
- Changing state retirement laws for corrections officers to allow these officers to retire without penalty after 25 years of service regardless of age.
- Expanding the existing municipal worker majority authorization law (commonly referred to as “card check”) to the state and public higher education workforce

Massachusetts

- Expanding the \$300,000 public safety line-of-duty death benefit to ALL public-sector workers who lose their lives through an accident or injury sustained in the performance of their duties.
- Eliminating provisions in the Massachusetts Water Resources Authority (MWRA) enabling legislation that prevents unions from negotiating a just cause provision and a process for promotional opportunities.
- Group 4 Retirement Benefits for ALL public higher education police officers.
- Creating a “local option” that would allow any municipality to improve the retirement group classification of any group of workers.
- Pay equity for county corrections officers, placing them on the same pay scale as state corrections officers.

New Hampshire

- Improving the ability of the City of Manchester and other municipalities to fill high school nurse vacancies by changing burdensome state education requirements.

Vermont

- Securing majority authorization for organizing all public-sector workers.
- Passage of a large labor “omnibus bill” aimed at improving organizing efforts, which will include curbing management interference in those efforts and imposing penalties on management for this interference.

As is always the case, Council 93 will also be partnering with state federations and other unions in our region on broader scope legislation such as providing public sector unions with the right to strike and binding arbitration. We will also be ready to work in coalition with these organizations to defeat any harmful legislative proposals that would weaken collective bargaining rights, reduce or eliminate our members’ hard-earned benefits or hinder our ability to organize new members.

At the federal level, we will continue to fight for full repeal of the WEP/GPO.



Council 93 SUMMUP locals came through once again to support the Central MA AFL-CIO's annual toy drive!

Council 93 Organizing Update



Last fall, Milford Public School's Behavioral Assistants voted 38-0 to join AFSCME Council 93. The nearly 100 education professionals who work with some of the most vulnerable children in the Milford Public School system will join their union brothers and sisters as a new chapter of AFSCME Local 1709. Since their ratification vote the group has met many times with Council 93 staff, has drafted contract proposals, and has met with school management to start working on a first union contract!

Joining Council 93 starts with a conversation - to learn more contact our Organizing Staff at info@afscme93.org

Local 804 Member in Need of Kidney - Urges Union Brothers and Sisters to Become Organ Donors

Kevin Vaughn, an active Council 93 union member for the past thirty-three years, spends his days working for the City of Boston Transportation Department as Parking Meter Operations Foreperson. However, after he is finished installing, maintaining, and repairing meters across the City, Vaughn is a fierce advocate for organ donation for the more than 100,000 men, women, and children on the national transplant waiting list. For the past three years, Kevin has been on that waiting list hoping for a match to provide him with a new kidney and new lease on life.

Like the United States, the national transplant wait list is diverse - it includes people of every age, ethnicity, and gender. What they all share is that they are waiting for the match that can change their life. While over 40,000 transplants were performed in 2021, the waitlist continues to grow with a new person added every 10 minutes. The need for donors has never been greater and the more eligible donors there are the greater chance there is for a match for someone like Kevin Vaughn.

Vaughn is sharing his story because he is "hoping to inspire any and all to consider becoming an organ donor to a person in need. I happen to be one of those people, in need of a healthy kidney."



Local 804 Member Kevin Vaughn, working in Boston's Back Bay last month.

To learn more about organ donation or to sign-up visit organdonor.gov

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