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## Local 2353 MIT Library Professionals Ratify First Contract

**Cambridge, MA-** After two and a half years of intense negotiations, Local 2353 Massachusetts Institute of Technology library professionals have ratified their first union contract. On March 30, 2022 the 60 MIT library workers ratified a new five-year contract by a vote of 45-0!

Key provisions of the contract include:

- A 3% COLA increase each year for five years
- A 3% signing bonus
- Excellent paid leave benefits
- The inclusion of just cause language
- The inclusion of grievance and arbitration language

Local 2353's negotiating team worked closely with Council 93 staff to draft a union contract that recognizes and values the hard work AFSCME library professionals do to make MIT the world-renowned institution it is.

Over the next few months, Local 2353 will work to set up their local, elect union officers, and continue the work they have been doing to give MIT library professionals a stronger voice at work.

## Vermont Chocolate Workers Join Council 93

**RABBLE ROUSER**  
CHOCOLATE & CRAFT CO.

Welcome to Council 93 Rabble-Rouser Chocolate & Craft! Rabble-Rouser is a 100% worker-owned collaborative in Montpelier, VT who affiliated with Local 1369 in 2021. Read more about Rabble-Rouser joining AFSCME [HERE!](#)

Use code "AFSCME" at check out to get 10% off your order of union made chocolates from our Local 1369 brothers and sisters [www.rabblerouser.net](http://www.rabblerouser.net)

# MA Higher Education Contracts Funded

**Boston, MA-** March saw speedy progress on securing funding for the Local 1776 (UMass Amherst), Local 507 (UMass Dartmouth) and Local 1067 (State and Community College) contracts.

The House version of a supplemental budget included funding for the 1067 and 507 contracts. Shortly after the House approved the budget bill, the members of Local 1776 ratified their new contract. Council Legislative and Political Director Jim Durkin worked hard with the Senate Ways & Means Committee and the Baker administration to insure that funding for the 1776 contract got added to the budget bill on the Senate side, thereby preventing a multi-month delay in funding for that contract. On March 30th, funding for all three contracts passed both the House and Senate and went to Governor Baker's desk for signature where it was signed immediately. We have already reached out to management to determine the timeline for getting these hard-earned and well-deserved pay increases into our members' paychecks as quickly as possible.

Council 93 legislative staff are keeping a close eye on the process and we will update members as we know more.



## Member Benefit Highlight: Free College!

The AFSCME Free College Benefit makes it possible for you and your family members to earn a degree online-for **FREE!**

With the AFSCME Free College Benefit, you and your family members can earn an associate or bachelors degree online from a public, accredited college – with no out-of-pocket costs to you. This can save you thousands of dollars. And the process is simple.

The Free College Benefit covers any amount for tuition, fees, or books not already covered by federal or employer education grants. Family of AFSCME members are defined as children (or stepchildren), grandchildren (or step-grandchildren), spouses, domestic partners, financial dependents, siblings and parents.

Get started today- [freecollege.afscme.org](https://freecollege.afscme.org)

*In January, Council 93 Executive Director Mark Bernard administered the oath of office to Local 419's Executive Board. Best of luck to the newly elected and re-elected board members of Local 419 who represent over 500 AFSCME correctional officers at the Suffolk County House of Corrections!*



# Local 1674 Howard Center Ratifies Contract

**Burlington, VT-** With over half of the bargaining unit turning out to vote, Local 1674 at the Howard Center based in Burlington, VT ratified a three-year contract unanimously in mid-February. This contract, which impacts over 600 workers, includes the following key provisions:

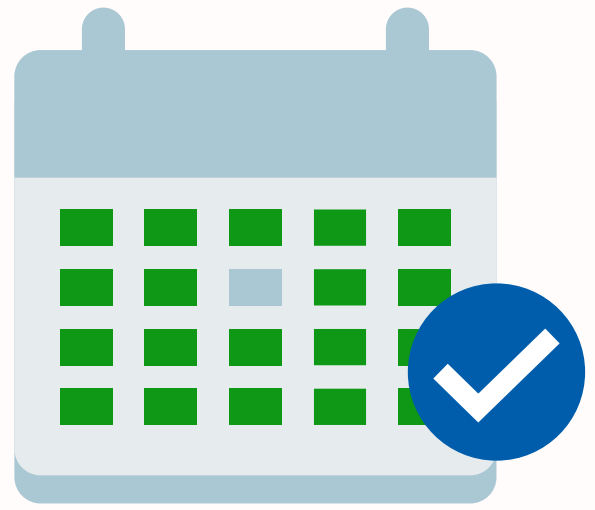
- Average wage increases of 19.23% over the life of the contract, with base pay increases retroactive to July 1, 2021
- \$18 an hour minimum for lowest paid members
- Bonuses for folks off the step grid of 2% in years one & two and 2.5% in year three.
- Significant improvements to the retirement benefit
- On-call stipends of \$50 per day
- ZERO concessions!

President Katie Harris and Vice President Daniel Peyser along with the rest of the Local leadership are working to increase the engagement of the membership in the union and are continuing to make significant progress. Congratulations to Katie, Dan, and the entire negotiating team!

**Interested in joining Local 1674 or learning more about the union?**  
Visit [howardcenterunion.com](http://howardcenterunion.com)



Members of Local 1674 Howard Center (Photo: Vermont AFL-CIO)



## Upcoming Council Events

### June 4th Financial Standards Code / Treasurers Training Workshop

Council 93 will be conducting a Financial Standards Code / Treasurers Training Workshop in Newton, MA. All Local Presidents, Treasurers, Trustees and Executive Board members are welcome to attend. Newly elected officers are strongly urged to attend as the training is an excellent introduction to the financial responsibilities of Local union officers. Space is limited and registration is due by May 13th, so reserve your spot today! [Find registration information here.](#)

### July 10th-16th 45th Annual AFSCME International Convention

We are looking forward to getting back together in person in Philadelphia, PA with our AFSCME Brothers and Sisters from across the country and hope to see many of our Council 93 leaders and activists joining us as well.

### AFSCME Council 93 Memorial Scholarship

Information on the 2022 AFSCME Council 93 Memorial Scholarship will be coming out soon! Over the past 20 years, the fund has provided more than \$100,000 in scholarships to AFSCME members, their spouses, children, stepchildren, grandchildren and legal dependents.

## Your Rights as a Union Member: Weingarten Rights

Did you know that your boss cannot question you without your union representative present? It's your right as a union member! But you have to ask for a union representative, according to the U.S. Supreme Court.

On Feb. 19, 1975, in a case called National Labor Relations Board vs. J. Weingarten, the high court ruled that an employee has the right to request union representation in any meeting that she or he feels could result in discipline or termination. The employer must suspend the meeting until a representative arrives or end the meeting all together.

This was a huge victory for workers. The employer is not permitted to reprimand the employee for asking for a representative, and if the employer continues the interview, the employee may refuse to answer any questions until she or he has time to consult privately with their staff representative.

Weingarten guarantees you the right of union representation if your employer calls you in for questioning. If you're called to a meeting with management, read the following statement to management before the meeting starts:

**"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, or officer, or steward be present at this meeting. Without representation present, I choose not to participate in this discussion."**

*In this space we will focus on your rights and protections under the law as a union member.*

*This issue we will look at "Weingarten Rights"*

## Group 4 Retirement Bill for Local 1067 Police Officers Moves Out of Committee

**Boston, MA-** On March 15th our bill to move our Local 1067 police officers into Group 4 of the state retirement system moved out of the Public Service Committee with a favorable report! This bill has been filed many times over the years with little progress, but Jim Durkin, Council 93's Legislative and Political Director, saw a real opportunity in the Police Reform bill that passed in 2020. In that bill, he was able to get language included that expressly defined a law enforcement agency as any public or private college or university police department, and further defined law enforcement officers as any officers working for a law enforcement agency. The Police Reform bill also included language that expanded training and firearms requirements for all police officers, including those on state and community college campuses. These are the kinds of changes that have historically been key to moving groups of employees from one retirement group to another.



Another key to the progress this session has been the bill's lead sponsor, State Representative Paul Tucker (D-Salem). Rep. Tucker spent his entire career in law enforcement and finished his career as the Chief of Police in Salem, where he worked closely with the Salem State University Police Officers. As such, he knows the important role they play in public safety, particularly on campuses with urban borders.

There's still a long way to go on this bill (HB 2786) – a favorable Committee report is just a first step. Next up is an in-depth cost analysis by the Ways & Means Committee. But this a critical step, and one that's been a long time coming.



*Council 93 Executive Director Mark Bernard and staff along with Local leaders with Gov. Janet Mills*

## Maine Governor Mills Hosts Council 93 for Contract Signing Ceremony

**Augusta, ME-** On March 30, 2022 Maine Governor Janet Mills and AFSCME Council 93 Executive Director Mark Bernard signed a new two-year contract for AFSCME state employees in the Maine Departments of Corrections (DOC) and Health and Human Services.

Key provisions of the contract include:

- A 2% wage increase effective Dec. 2021
- A 4% wage increase effective July 2022
- A \$2,000 bonus payment in December 2021
- An additional \$1/hour increase effective October 2021 for DOC employees
- An increase in the base pay rate to \$15/hour
- Parental leave is doubled to four weeks
- Expanded eligibility for the childcare reimbursement program
- Elimination of the one-week waiting period for worker's compensation benefits
- Development of a recruitment and retention committee for the DOC

In addition to Mark and other Council staff, the signing ceremony was attended by the Maine Local Presidents and Chapter Chairs. Congratulations to the entire Maine negotiating team!



*Local 939 Pentucket Regional School District Clerical Union members spoke out at a recent School Committee to voice their concerns over the school budget being approved prior to contract negotiations beginning.*

*Great turnout for the AFSCME Steward's training at the Hamilton-Wenham Library! Council 93 staff led the training to give local leaders the tools necessary to be more involved, build stronger Locals, and more engaged members!*



*Council 93 lit our Boston headquarters with the colors of the Ukrainian flag as a sign of support for the courageous people of Ukraine as they continue to bravely defend their homeland against Russia's brutal invasion. Last month, members of the AFSCME International Executive Board voted unanimously on a resolution with a number of supportive measures including urging public pension fund managers across the country to divest from all assets with ties to Russia as part of a worldwide effort to financially crush the country for its unprovoked attack. The full resolution can be viewed through the following link: [www.afscme93.org/ukraine-resolution](http://www.afscme93.org/ukraine-resolution)*

# City of Boston Contract Ratified

**Boston, MA-** On March 15th City of Boston AFSCME members voted to ratify a new three-year contract by a vote of 566-105. As impressive as the margin was (85%-15% of the vote), equally impressive was the voter turnout – almost 700 members showed up to vote on this contract! This is clearly because it's a strong contract and because the negotiating team took the time to talk to the membership about the provisions in the contract to build support.

This contract covers about 1,200 City of Boston workers. Congratulations to the AFSCME Citywide Boston negotiating team!

- Some key provisions of the contract include:
- A \$1,000 bonus related to working throughout the pandemic
  - A 2%-1.5%-2% COLA raise with full retro
  - The addition of two wellness days (for one year only for employees in full compliance)
  - The addition of the Juneteenth holiday
  - ZERO concessions!
  - Additional benefits for vaccinated members and protections for unvaccinated members to prevent job loss



*(Above) Local 1631 Assessing and Code Enforcement, Local 783 Boston Transportation Department, and Local 1198 City of Boston Engineers vote at City Hall.*

*(Left) Local 296 and 804 members, with the Boston Parks Department, vote on their new 3-year contract at Franklin Park Yard on March 15th*

## 2022 AFSCME Council 93 Memorial Scholarship Golf Tournament Registration Now Open!

7.25.2022

**REGISTER TODAY**

AFSCME COUNCIL 93  
MEMORIAL SCHOLARSHIP  
GOLF TOURNAMENT

- Best Ball Scramble Format
- 18 Holes of Golf
- Golf Carts
- Driving Range and Practice Green
- Continental Breakfast
- BBQ Lunch on Course
- Gift Bag
- Raffle
- Skills Competitions
- Awards Ceremony

The golf tournament is the premier fundraising event for the Council 93 Memorial Scholarship Fund, which helps AFSCME families meet the high cost of a college education. Over the past 20 years, the fund has provided more than \$100,000 in scholarships to AFSCME members, their spouses, children, stepchildren, grandchildren and legal dependents.

All proceeds raised benefit the AFSCME Council 93 Memorial Scholarship Fund!

INDIVIDUAL AND FOURSOME REGISTRATION- [HERE](#)

\$150 Per Golfer | \$600 Per Foursome | Hole and Partnership Sponsorships

Register today at [www.afscme93.org/Golf-Tournament](http://www.afscme93.org/Golf-Tournament)