

The 93 Beacon

We Make Northern New England Happen!



New Council 93 Leadership Elected at 26th Biennial Convention

Danvers, MA- AFSCME Council 93 held its 26th Biennial Convention from November 10th to 12th in Danvers, MA to set the policy, agenda, and goals of our union over the coming years, as well as to elect Table Officers and an Executive Board.

The weekend was bittersweet, with the convention marking the retirement of a number of officers and board members, most notably longtime AFSCME Council 93 President Charlie Owen.

However the newly elected table officers are up to the challenge of guiding our union through the years ahead and have a vision to strengthen and grow Council 93.

The new table officers, elected by acclamation by the convention delegates, are President Christopher "Tiger" Stockbridge Local 1631, Executive Vice-President Kevin Drake Local 3485, Recording Secretary Nancy Silva Local 1517, Secretary-Treasurer Jack Wagner Local 362, and Sergeant-at-Arms Jason Hook Local 1700.

(Convention on pg. 4)

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- New Table Officers and Executive Board
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- Vermont Historical Society Ratifies 1st Union Contract
- Member Benefits
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McLean Hospital RNs and MHSs/CRCs Ratify First Union Contracts

Belmont, MA- After nearly a year long fight to secure first contracts with McLean Hospital management, the nearly 850 dedicated Nurses, Mental Health Specialists, and Community Residence Counselors secured their first union contracts on January 6th.

The road to this achievement was long and arduous, beginning with the historic vote to form a union in April of 2022. Facing a formidable \$1.7 million anti-union campaign waged by management, the members demonstrated resilience and determination throughout the process. Despite the challenges, they emerged victorious, proving that unity and solidarity can overcome even the most formidable opposition.

(McLean on pg. 3)

Massachusetts Council 93 Members Fight for Raises and Win!



Boston, MA- In a monumental victory for Massachusetts public employees, Governor Maura Healey signed a Supplemental Budget Bill into law on December 4th, ensuring funding for ninety-five union contracts covering 60,000 Massachusetts state workers. After months of delays, this achievement is a testament to the relentless efforts of AFSCME members and their allies in other public sector unions to fight for decent wages, benefits, and essential union protections on the job.

These contracts cover vital government services such as public higher education, public safety, supports for the disabled and mentally ill, recreation and green spaces, county courts, and more.

The success of this legislation is credited to the intense pressure exerted by AFSCME members who engaged in thousands of phone calls, emails, public demonstrations, office visits, and personal appeals to legislators.

While Council 93 leadership and staff played a crucial role in pushing the legislation forward, the victory is rightfully attributed to the actions of rank-and-file members who provided the necessary momentum to pass and fund the bill.

This collaborative effort exemplifies the impact achievable when AFSCME members work together with the Council to accomplish legislative goals.

Despite challenges and delays caused by both obstructionist Republicans and the Democratic majority, the hard-fought raises, upgrades, and retroactive payments were in members' paychecks just in time for the holidays.

While this victory, without a doubt, belongs to the collective efforts of every AFSCME member, Council 93 is not going to rest and will be right back at the bargaining table to fight for more gains for our hardworking members and legislative changes to make sure that these unnecessary delays do not happen in the future.

McLean

(continued from pg. 1)



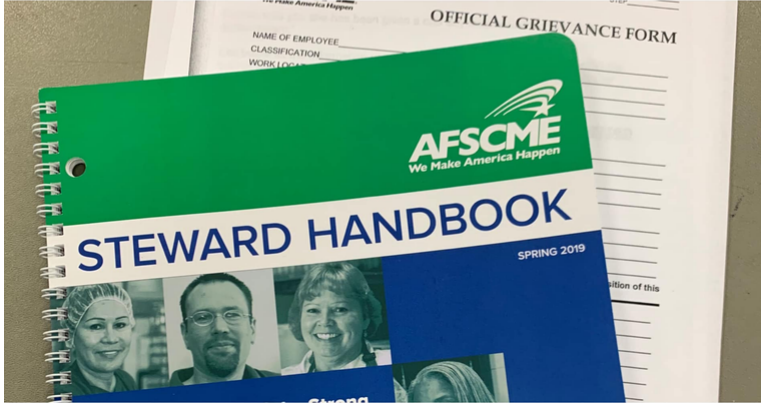
The newly negotiated contracts bring about substantial improvements for the clinical staff at McLean Hospital, including a new wage scale with significant base wage increases, enhanced differential payments, and a well-deserved \$250 ratification bonus. Furthermore, the inclusion of Just Cause and Progressive Discipline protections, a Grievance Procedure, and the establishment of a Labor/Management Committee will provide crucial support and safeguards for the future.

The RNs and MHSs/CRCs will now join with McLean Hospital Research Assistants, who ratified their own first contract in 2022 to form AFSCME Local 1115 McLean United to advocate for better wages, safer working conditions, and improved outcomes for their patients at the world-renowned mental health facility based in Belmont, MA. In just a few short years, more than 1,000 workers at McLean Hospital have realized the power of a union and joined with AFSCME Council 93 to give themselves a voice on the job.

Executive Director Mark Bernard commended the steadfastness of the members on their first contract. "Congratulations to the more than 850 Registered Nurses, Mental Health Specialists, and

Community Residence Counselors at McLean Hospital who just ratified their first union contracts with AFSCME Council 93! These workers saw through the scare tactics, delays, empty promises, and intense union-busting efforts employed by management to vote Union Yes!"

This victory is a testament to the power of unity, and Council 93 applauds each member for their unwavering dedication to securing a better future for themselves and their colleagues. Together, they have proven that when individuals come together for a common cause, positive change is achievable.



The first AFSCME Council 93 Steward Training of 2024 was held in Manchester, NH on January 6th. Fourteen members from five different AFSCME Locals spent the day learning from Council 93 staff the skills to build stronger more engaged Locals. Thank you to Local 298 President and Council 93 Executive Board Member Karen Sutkus for organizing and hosting this training and helping to build stronger AFSCME Locals!

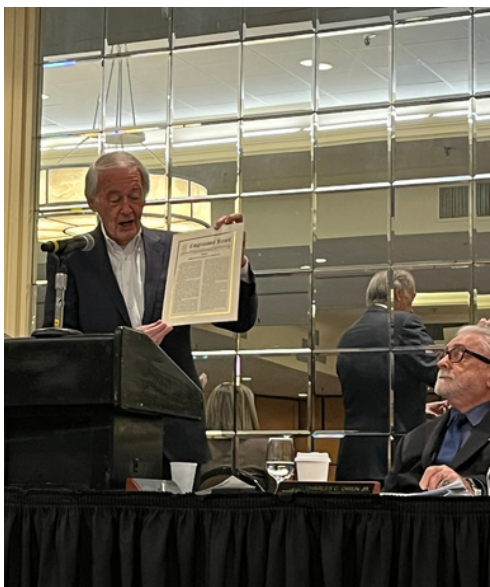


One hundred and thirty delegates from sixty-one Locals attended the 26th Biennial Convention to vote for table officers, Executive Board members, and set the agenda for Council 93 for the coming years. Resolutions supporting the re-election of Council 93 Executive Director Mark Bernard as AFSCME International Vice-President, Lee Saunders as AFSCME International President, Elissa McBride as International Secretary-Treasurer; supporting the AFSCME Strong agenda; fighting privatization; and supporting the full repeal of the WEP/GPO were passed. Over the weekend Convention delegates also heard about the broader state of labor from AFSCME International President Lee Saunders, Senator Ed Markey, and Massachusetts AFL-CIO President Chrissy Lynch.

With the convention being held on Veteran's Day, special shirts were given to all convention goers and pins honoring the service of Council 93 veterans were distributed. Boston Mayor Michelle Wu signed a resolution declaring November 11, 2023 Charles Owen Day in the City of Boston in honor of President Owen's decades of service to his country, his city, and his union.

Commendations and resolutions honoring President Owen's union service were also given by Senator Markey, Massachusetts State Senator Nick Collins, Maine Governor Janet Mills, Vermont Lt. Governor David Zuckerman, and New Hampshire Senator Kevin Cavanaugh.

Thousands of dollars were also raised for the Council 93 Memorial Scholarship Fund through a gift basket raffle, 50/50 drawing, and Casino Night held on Friday evening. The proceeds help Council 93 members and families with higher education costs.





26th Biennial Convention
Danvers, MA | November 10-12 2023



AFSCME Council 93 Executive Board Election Results November 2023

Per the AFSCME Council 93 Constitution, an election for Table Officers and Executive Board members was conducted during the 26th Biennial Convention held in Danvers, MA November 10-12, 2023.

For the position of President; Executive Vice-President; Recording Secretary; Secretary-Treasurer; Sergeant-at-Arms; Maine Legislative District Seat; Other State Legislative District Seat; Southern Region Legislative District Seat; Essex County Legislative District Seat; Middlesex County Legislative District Seat; Norfolk County Legislative District Seat; DDS Legislative District Seat; Higher Education Legislative District Seat; Suffolk County Legislative District Seat; Western Region Legislative District Seat; DMH Legislative District Seat; New Hampshire Legislative District Seat; 13 Local Government, School Department, and Private Agency Sector Seats; and 8 State and Higher Education Sector Seats there was only one nomination.

With only one nominee, there were no elections necessary, and the following candidates were elected by acclamation:

Table Officers

- President - Christopher Stockbridge Local 1631
- Executive Vice-President - Kevin Drake Local 3485
- Recording Secretary - Nancy Silva Local 1517
- Secretary-Treasurer - Jack Wagner Local 362
- Sergeant-at-Arms - Jason Hook Local 1700
- Xavier Mathurin Local 445
- Bobby Noviello Local 680
- Linda O'Keefe Local 2610
- Cynthia Pebenito Local 1373
- Mona Saltalamacchia Local 1358
- Anibal Santiago Local 708

Legislative District Board Seats

- Maine - James Vance Local 481
- Other State - Leroy Blake Local 1114
- Southern Region - Rui Santos Local 3177
- Essex County - Michael Manning Local 3434
- Middlesex County - Kim Pigott Local 1703
- Norfolk - Dennis Rego Local 362
- DDS - David Harnois Local 651
- Higher Education - Thomasine Corbett Local 1067
- Suffolk County - Dan Moriarty Local 944
- Western Region - Gary Bonneau Local 1709
- DMH - Kelly Druskis-Abreu Local 137
- New Hampshire - Karen Sutkus Local 298
- Vermont- ELECTION HELD*

Local Government, School Department, and Private Agency Sector Seats

- Walter Carmichael Local 408
- Sandra DaCunha Local 364
- Dave Damon Local 1700
- Emanuel Dorosario Local 1631
- Thomas Henderson Local 1198
- Julie Kelly Local 3092
- Vicki Kilduff Local 804

State and Higher Education Sector Seats

- Eddie Butler Local 470
- Thomas Burns Local 1776
- Edward Considine Local 1242
- Aldern English Local 700
- Jack Kelley Local 3485
- Patricia Mooney Local 507
- Patrick O'Brien Local 554
- Francisco Ojeda Local 1368

*In the Vermont Region Legislative District, there were two (2) nominations for this single seat. The nominees were:

- Damion Gilbert Local 1343
- Daniel Peyser Local 1674

Both members were determined to be eligible to run for the office. An Election for the Vermont Region Legislative District Seat was held on Saturday, November 11th.

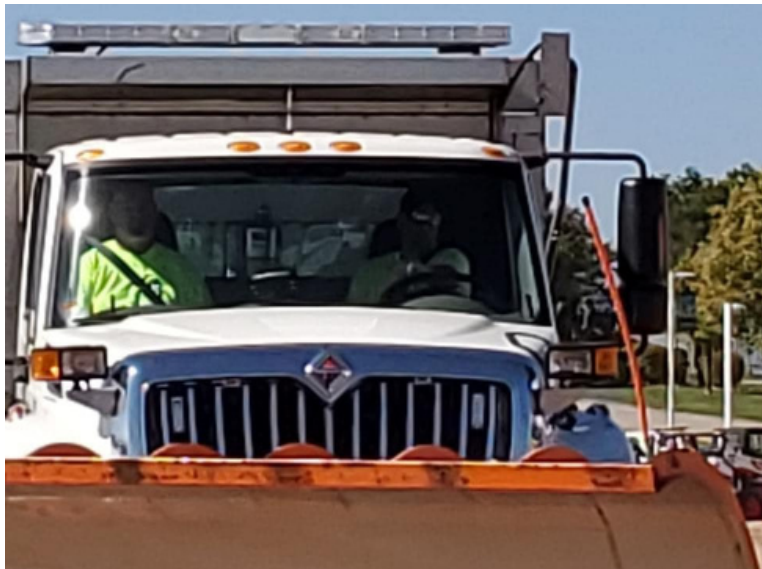
The results were as follows:

- Damion Gilbert Local 1343 received 454 votes
- Daniel Peyser Local 1674 received 552 votes

Having secured the most votes, Daniel Peyser was elected to the Vermont Region Legislative District Seat.

AFSCME Council 93 Locals Keep Northern New England Moving

Snow, ice, and winter weather are a fact of life in Northern New England, but thanks to the hard work and dedication of thousands of AFSCME members across our region our roads are cleared quickly and efficiently. Here are just a few of our Council 93 members in action! Below: Local 298 members Shawn Maurice and Chris Belanger placed 15th nationally at the American Public Works Association Snow "Roadeo" in Colorado last Fall. Right Top: Local 1358 Brookline MA Public Works members clear snow and ice during the first storm of 2024. Right Bottom: Local 1343 Winooski VT Public Works Crew and IBEW Local 300 Burlington Light Department work together to protect the Winooski One Hydro Plant during a December storm.



(Photo Credits Left AFSCME Local 298, Top Brookline Public Works, and Bottom Vermont Public)

Council 93 has been growing and adding new members almost weekly. Here are just some examples of the progress Council 93 is making on the organizing front:

- **Valley Springs Behavioral Health Hospital** Springfield, MA: Behavioral Health Techs, Recreational Techs, Vocational Therapists : 30 New Members
- **Billerica MA Town Employees:** Clerical Employees : 37 New Members
- **Rutland MA Town Clerical** : 9 New Members
- **South Burlington VT Library** : 17 New Members
- **Hanover MA Schools** : ABA Tutors : 34 New Members
- **Holyoke MA School Nurses** : 20 New Members
- **Danvers MA Library** : 25 New Members
- **Bangor Maine Airport** : Security Staff : 12 New Members
- **Greene Maine DPW:** 6 New Members

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

Council 93 Organizing Update



Concerned with Quality of Care, Salem Hospital Physicians Move to Form a Union with AFSCME Council 93



Salem Physicians Union

Salem, MA- As part of their effort to ensure the continued delivery of quality care, a group of 96 physicians at Salem Hospital have taken an important step in their ongoing effort to form a union with Council 93.

Backed by signed authorization cards of more than 66 percent of the prospective bargaining unit of 145 doctors, AFSCME formally requested that Salem Hospital management voluntarily recognize the union on January 8th, which would avoid what is often a prolonged and contentious election process that the doctors and the union believe would disrupt care and unnecessarily delay what they view as the inevitable formation of a new bargaining unit.

Under current National Labor Relations Board (NLRB) precedent, management has fourteen days to either recognize the union after the formal request, which would immediately trigger the negotiation of a first contract, or file what is known as an 'RM petition' seeking an election where a simple majority of physicians would decide the outcome via secret ballot. If management fails to file its RM petition by day fourteen, the union must be recognized, or on day

fifteen management may face a charge at the NLRB where the award at stake is formal certification of the union. The process employed by Council 93 is based on the NLRB's August 2023 Cemex Decision, which established a new framework for determining when employers are required to bargain with unions without an election.

Given the high percentage of signed union authorization cards, AFSCME Council 93 Executive Director Mark Bernard is hoping management will agree to voluntary recognition. "The NLRB requires signed authorization cards of just thirty percent of a new unit before a petition can be filed," said Bernard. "We have signed cards from 96 of the 145 physicians. That's a decisive majority. Should management decide to seek an election, we would only need a simple majority to vote in favor of the union. It's our hope that hospital leaders will recognize and respect the strong support for a union and move immediately to begin negotiating a first contract that will address the wide range of concerns expressed for many years by these dedicated professionals."

For many workers, the formation of a union is driven primarily by inadequate wages and benefits. However, that is not what is motivating doctors at Salem Hospital who view unionization as the best and perhaps only way to improve patient care at a community hospital beset by budget cutbacks, short-staffing and decision-making without the input of front-line staff.



Vermont Historical Society Workers Ratify First Union Contract



Burlington, VT- October 31st was a historic moment for the workers at the Vermont Historical Society as they ratified their first union contract with AFSCME Council 93, exactly one year to the day after they requested voluntary recognition for their union.

While raises for the Vermont Historical Society are set by state law to mirror those received by other state employees, there were still a number of issues to be bargained over in achieving a first contract.

Council 93 staff helped guide the negotiations to achieve more affordable healthcare cost sharing and a fair pay grade reclassification system. These goals and more were achieved in the contract with healthcare premium splits dropping to 80/20 from 60/40. The health insurance savings alone will put hundreds of dollars back in members' pockets. Pay Grade Reclassification reviews, utilizing the Willis System, are now permitted every two years, with any denial subject to arbitration.

Other provisions in the contract include Just Cause, Progressive Discipline, and a Grievance Procedure, ensuring robust protection of employee rights. The agreement also establishes a Labor Management Committee, grants Union representation on Hiring Committees, and secures new employee orientation rights.

The Vermont Historical Society joins a growing number of workers at cultural institutions who have formed unions over the past several years.

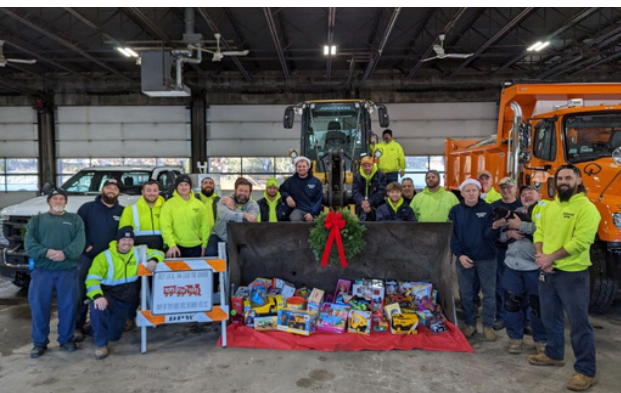
AFSCME now represents over 35,000 cultural workers across the country, more than any other union, including 10,000 museum workers at 100 cultural institutions and 25,000 library workers at 275 libraries. Through AFSCME Cultural Workers United (CWU), a national campaign dedicated to supporting the organizing efforts of workers across public and private sector cultural institutions, these workers have a strong voice that understands the issues facing cultural workers.



Council 93 Executive Director Mark Bernard addresses the attendees of the North Shore Steward Training this past November. Through the training, twenty Local union leaders and activists new and old were given the tools necessary to protect their contracts, advocate for their members, and grow our union. Council 93 provides a number of training opportunities throughout the year to assist our Locals in servicing the membership. These trainings are done both virtually and in-person throughout our four state region and can be tailored to fit the needs of our Locals.

AFSCME Council 93 Locals Bring Holiday Cheer

The holiday season is a time to reflect on the joys and blessings of the past year, but it is also important to remember that not everyone is so fortunate. AFSCME Council 93 members and Locals step up year after year to help those in need. From SUMMUP Locals' annual Thanksgiving Food Drive and Christmas Toy Drive in conjunction with the Central Mass Labor Council; Local 1404's Load the Loader Toys for Tots drive; Council 93's own efforts to help organizations in the Greater Boston Area; and the dozens of Locals who help their communities in ways big and small, it is in our nature as union members to help those in need. It is why we do the work that we do!



Dracut Public Works members with AFSCME Local 1404 2nd Annual Load the Loader Toys for Tots drive was a huge success! Not only were 6 boxes of toys collected for the US Marine Corp Toys for Tots program, but over \$2,250 was raised to help families in need.



AFSCME Locals 230, 296, and 804 brought holiday cheer to Boston by preparing thousands of Thanksgiving meals for Boston Public School students and helping to put up the official City of Boston Christmas Tree in the Boston Common



For nearly 20-years SUMMUP Locals have partnered with the Central Mass AFL-CIO Labor Council to run a Thanksgiving Food Drive and Christmas Toy Drive for needy families in the Worcester area. Once again our members did not disappoint with generous donations of food, toys, and money.



2nd Annual Council 93 Christmas Toy Drive!

Boston, MA- Spearheaded by Director of Field Services and Organizing Eddie Nastari, the AFSCME Council 93 Christmas Toy Drive was able to deliver holiday cheer to those in need. In just its second year more than \$12,000 was raised to support families at the Crossroads Family Shelter and the Salesian Boys & Girls Club in East Boston.

This holiday season, AFSCME Council 93 partnered with Crossroads Family Center, and the Salesian Boys & Girls Club in East Boston, and St. Mary's Center for Women and Children in Dorchester to help make the holiday season a little brighter for the families who rely on their vital services.

On December 14th, Council 93 leaders and staff, along with a surprise visit from Santa, delivered several truckloads of toys, gift cards, household essentials, and school supplies to the Crossroads Family Shelter just in time for Christmas.

The tremendous generosity of AFSCME Council 93 Locals, individual members, staff, and partners who made donations of time, gifts, and funds helped to ensure that dozens of families would have their needs met this holiday. The outpouring of support and generosity also allowed Council 93 to provide gifts and household essentials to individual families in need across the state.

Thank you to Locals 17, 24, 362, 408, 554, 646, 708, 783, 1358, 1383, 1631, 1892, 3092, Regan and Associates, Membership Benefits Group, and the individual members and staff who donated!



Upcoming Events

February 6th to 27th Tuesdays at 6pm

- Virtual Steward Training
- Virtual class for members looking to get more involved in their Local union

March 9th

- Council 93 Executive Board Meeting
- Sheraton Nashua, Nashua, NH

April 6th 8:00am to 4:00pm

- Financial Standards Code / Treasurers Training Workshop
- Westin Portland Harborview, Portland, Maine

April 27th 9:00am to 4:00pm

- Western Mass Steward Training
- St. Joseph's Polish Club

Find Events, Trainings, and Registration at www.afscme93.org/calendar-events

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!

Council 93 Member Benefit



Use your AFSCME Membership to get cash back on your online shopping with BeFrugal and Union Plus

Browse. Shop. Get Paid.

Shop through befrugal.com, BeFrugal mobile app or the BeFrugal extension at any of 5000+ stores and earn Cash Back whenever you make a purchase.

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