



Dartmouth College Library Workers Vote to Join Council 93

HANOVER, NH – Workers at the Dartmouth College library have voted overwhelmingly to form a union through AFSCME Council 93.

In a National Labor Relations Board (NLRB) administered mail ballot election, members of Dartmouth College Library Workers' United (DCLWU) voted in June to join forces with AFSCME by a vote of 63-11.

The workers reached out to Council 93 last year with concerns over compensation, staffing and the lack of clear guidelines on advancement. They wanted a voice to make Dartmouth Libraries fairer and more equitable for all.

The unionization campaign went public in April when dozens of library workers and supporters gathered in Dartmouth's Baker-Berry Library to announce that they had filed a petition for a union election with the NLRB. The workers then marched on the offices of the Dean of Libraries and the College Provost seeking voluntary
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Nearly \$60,000 Raised for Council 93 Memorial Scholarship Fund

NORTHBOROUGH, MA- Over 260 golfers gathered at Juniper Hills Country Club for the 17th Annual AFSCME Council 93 Memorial Scholarship Fund Golf Tournament on June 19th. The tournament raised nearly \$60,000 through donations, raffle ticket sales, and sponsorships for the Council 93 Memorial Scholarship Fund, which provides financial assistance to Council 93 families to help offset the cost of higher education.
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Your Rights as a Union Member: Right to Organize

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.

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 and 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.

Council 93 Holds Steward Trainings Across Northern New England

Since January, dozens of Council 93 leaders and activists have completed the full *Stewards in Action* training. Trainings were on-line, in Vermont, New Hampshire, and Massachusetts. The trainings give Local leaders the tools and skills necessary to effectively advocate for their members and build a stronger labor movement.



Local 364 and Council 93 Legal Department Reach Agreement with City of Peabody

13 Members to receive \$62,764 in back pay
The City of Peabody was hiring new school custodians, dubbed "Floating Building Custodians," at a pay rate that was 90% of the contractually bargained rate for School Building Custodians. This rate would increase to 95% of the School Building Custodian rate after one year and to 100% of the rate after three years. There is no classification in the contract wage scale for "Floating Building Custodian" and the City agreed to pay the workers at the correct rate for School Building Custodian. Despite the City acknowledging their "error" and placing the affected 13 members at their correct wage on the scale after Local 364's Staff Representative sent a cease and desist letter, the City refused to issue retro pay to the affected members. After grieving the matter and filing for arbitration, Council 93 Field and Legal Staff convincingly argued to the City to make the members 100% whole. The payments to the members were made in two installments, 1/2 in June and 1/2 in July. Congratulations to the members of Local 364 and the Council 93 Legal Department!

Council 93 Legal Update



Massachusetts Unit 2 Contract Overwhelmingly Ratified

BOSTON, MA – In May, AFSCME Council 93 Unit 2 members working for the Commonwealth of Massachusetts voted to ratify a new one-year contract that recognizes the hard work and dedication Council 93 members bring to their jobs each and every day.

Council 93 worked hard to secure a contract agreement that reflected the work our members do to provide essential public services to the Commonwealth. The contract, which provides an 8% wage increase over the next fiscal year and a new pool of state funds to address classification and pay discrepancies in state service, passed by an overwhelming majority.

“I want to personally thank the dedicated members of our negotiating team and our Council 93 staff for the countless hours they have spent over the last few months fighting for their members and for a contract that they can all be proud of,” said chief negotiator Eddie Nastari, Council 93’s Director of Field Services and Organizing. “I also want to thank our Executive Director Mark Bernard for his guidance



Unit 2 Members wait to vote on their 2023-24 contract on May 4, 2023

and leadership throughout the entire process. Lastly, this would not be possible without the support of our members who came out to ratify their contract.”

Local 1067 members, who work at the twenty-four state community colleges and state universities across Massachusetts, Local 507 UMass Dartmouth, and Local 2948 MassDOT have recently reached tentative agreements to provide similar 8% wage increases and funding to address reclassification and adjustments and will be voting on ratification in the near future.

Dartmouth

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recognition for their union. After the vote, DCLWU members said, “We’re grateful to everyone who voted. The support for union representation and collective bargaining humbles us. And we look forward to working with everyone, especially those who voted against unionization. We have found our voice. One library. One union.”

After the votes were tallied, Council 93’s Executive Director Mark Bernard noted the effort it takes to successfully win a union election. “Welcome to AFSCME Council 93, DCLWU!” he said.

DCLWU will now work on negotiating a first contract.

Through AFSCME’s Cultural Workers United campaign, workers at museums, libraries, zoos and other cultural institutions are building power across the country. More than 10,000 museum workers at more than 100 cultural institutions in the public and private sectors have formed unions through AFSCME, as have more than 25,000 library workers at 275 public and private libraries.

Golf

(continued from pg. 1)

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.

The field of golfers was made up of AFSCME Council 93 leaders, rank-and-file members, friends, supporters, and allies. Locals from all four Northern New England states were well represented, with several Locals fielding multiple teams to support the fundraising efforts.

The team from Mills' Mechanical were the tournament winners with a score of 13-under par. However, no matter what the score, the day was a great success for all involved.

Major sponsors included Council 93, Regan Associates, and the City of Boston Credit Union-who provided the lunch buffet for the awards ceremony and raffle drawings. A number of Locals, friends, and supporters also generously donated to sponsor holes, raffle prizes, and time to make the tournament a success.

Council 93 Executive Director Mark Bernard noted that, "This tournament does not happen without the commitment from our sponsors and volunteers who really make this event such a great success. Without the help of so many wonderful people over the years, we wouldn't have been able to grow this tournament into what it is today."

Council 93 Vice President and Scholarship Committee Chairperson Chris "Tiger" Stockbridge said of the turnout, "It is thanks to all the people here today that our Scholarship Fund is able to help students from so many deserving Council 93 families continue their education every year."

Thank You to Our Sponsors

Your continued support and generosity makes a difference in the lives of so many Council 93 Families

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17th Annual AFSCME Council 93 Memorial Scholarship Golf Tournament



Local 2948 Wildfire Firefighters Assist Canadian Counterparts



Local 2948 Wildfire Firefighters cutting a fire line to help stop the wildfire from spreading (Photo: MA DCR) **QUEBEC, CAN-** Two teams of highly trained and specialized wildfire firefighters from AFSCME Local 2948, Massachusetts Department of Conservation and Recreation, have been dispatched to remote areas of Quebec, Canada to assist in suppressing the out-of-control wildfires impacting the region. In total, twenty-five DCR Firefighters are assisting their Canadian counterparts.

The teams drove from Massachusetts with the necessary hand crew gear and supplies to assist the local firefighting agencies. Once in Quebec, they traveled by helicopter to reach the remote fires which were started by lightning strikes amidst dry conditions.



DCR Firefighters Training for remote helicopter landings and extraction (Photo: MA DCR)



Local 2948 Wildfire Firefighters await transport via helicopter to the fire line in Quebec, CAN (Photo: MA DCR)

The teams were mobilized as part of a mutual aid agreement with the Northeastern Forest Fire Protection Commission (commonly called the Northeast Compact). The Northeast Compact area comprises 7 states and 5 provinces as full members along with associate members- the U.S. Forest Service, U.S. Fish and Wildlife Service, U.S. National Park Service, Fire Department of New York City (FDNY), and Bureau of Indian Affairs. Its mandate is to provide the means for its U.S. member states and Canadian provinces to cope with fires that might be beyond the capabilities of a single member through information, technology and resource sharing activities.

"Local 2948 DCR Firefighters train and work hard here in Massachusetts to protect our communities and environment every day, so when the call came from the Northeast Coordination Center for resources and mutual aid through the Northeastern Forest Fire Protection Commission to assist our neighbors to the north in Quebec, Canada, Local 2948 members stepped up again," said Michael Marquardt, a DCR Fire Warden and Local 2948 Executive Board Member. "These firefighters leave their families and regular jobs to aid and assist the firefighters and residents of Canada in their time of need. In the past, Canada has assisted the United States when called upon."

AFSCME Council 93 Members Respond to Historic Flooding in Vermont

Montpelier, VT- As flood water across Vermont begin to recede and the massive clean-up efforts are getting underway, AFSCME Council 93 is thinking of our brothers and sisters in the flood ravaged state – especially our public works members who are working around the clock to protect lives and property in the most dangerous and severely impacted areas.

AFSCME public works professionals from Locals 490, 1201, 1343, 1369, 2413, and 3797 continue to work closely with other emergency first responders and public sector workers to cope with statewide flash flood warnings in a perilous environment that is rapidly changing.

“This is one of those moments where we all truly value the expertise, dedication and bravery of the men and women who serve in public works,” said AFSCME Council 93 Executive Director Mark Bernard. “As tens of thousands of Vermont residents head for higher ground and emergency shelters, these workers are placing their lives on the line. They are monitoring dams and bridges on the edge of breaking, closing roads, detouring traffic, and clearing debris from open roadways to provide safe passage for evacuating residents and EMS personnel. There is no doubt they would prefer to be taking care of their own families and property, but they don’t have that luxury. They have a job to do and they won’t return home until that job is done. We salute them and every single public-sector worker who is working to carry Vermont through this unprecedented crisis.”

In conjunction with the Vermont AFL-CIO, AFSCME members not engaged in clean-up and recovery efforts are organizing to provide impacted communities with much needed supplies and volunteers to bring some sense of normalcy back to flood ravaged communities.



AFSCME Local 1369 Barre Department of Public Works members have been working around the clock to assist one of the hardest hit communities

Council 93 wants all of our members in Vermont to know we are here to help in any way possible. We urge all members - especially our members working on the front lines of this disaster - to bring any concerns and questions to us by calling our Vermont office at 802-775-9577 or by emailing info@afscme93.org

Please check www.afscme93.org for updates and resources as Vermont begins to recover from the flooding.



Maine Mental Health Workers from Locals 1814, 1825, and 2089, with Maine Senate President Troy Jackson after testifying in support of LD 1761 at the Maine State House in May. Dozens of members provided oral and written testimony in support of the bill which would move these workers, who deal with near constant assaults from patients and suffer from acute and chronic physical and psychological injuries, into the same retirement category as Corrections Officers. LD 1761 has passed and is awaiting funding.

Local 939 Fights- and WINS - Against Privatization in Merrimac



Local 939 Members and Allies oppose privatization at the April Town Meeting

MERRIMAC, MA- In April, the members of AFSCME Local 939, Merrimac Light Department, fought against an abrupt attempt by the Merrimac Board of Selectmen to privatize the Light Department. Merrimac is one of the few fortunate communities in Massachusetts that gets its electricity through a local, publically owned electric company. As is the case in virtually all communities with a municipal electric department, rates are less expensive and the service significantly more reliable than that provided by national companies like National Grid or Eversource.

The seven AFSCME members in Merrimac, led by Chapter Chair Matt Shwom, mobilized quickly and reached out to Council 93 for help. Within days a campaign plan was developed that included mailings, flyers, yard signs, and mobilizing of union members and supporters to oppose the privatization effort at town meeting. At the Town Meeting on April 24th, attended by Council 93 members and angry town residents, the question on selling the Light Department failed by a vote of 7 in favor, 782 against.

While short-lived, the privatization attempt reinforced what we witness time and again- the public values and supports the vital public services AFSCME members provide to their communities.



In May, Local 419 President Jon Corey and Local 3967 President Bryan Kaiser- leaders from the Suffolk County House of Corrections - visited the Massachusetts State House with Erland Wærum, the Director of Training for the Norwegian Correctional System, and Council 93 Political and Legislative Director Jim Durkin to meet with elected officials to discuss issues impacting corrections professionals including mental health, staffing levels, and working conditions. The visit was part of One Voice United- an international correctional officers advocacy group dedicated to including the voice of frontline corrections professionals and best practices in prison reform discussions.



Local 111 Beverly DPW members installing upgraded street lights, granite curbing, and replacing sidewalks to make downtown Beverly safer and easier to navigate.

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:

- Local 298- Manchester, NH School Nurses- 25 New Members
- Holyoke, MA Professional Supervisors- 25 New Members
- Ware, MA Clerical- 8 New Members
- Littleton, NH Support Staff- 11 New Members
- Irving, NH Water Department- 3 New Members
- Local 1709 Milford, MA Behavioral Health Specialists Ratify First Union Contract

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

Council 93 Organizing Update



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 up to \$15 off the standard online general admission ticket on select dates throughout the 2023 Operating Season!

Canobie Lake Park has over 85 rides, games, and attractions ... just for fun!

To access the discount, use the Corporate Ticket Discount Portal at checkout!
Use code: **BOS20770A23**

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