



AFSCME Local 298 Helps Make History with Big Election Wins in Manchester, NH

Union Members Help Elect Queen City's First Female Mayor

Manchester, NH- History was made this month when AFSCME Local 298-backed candidate Joyce Craig was elected as the first female mayor of Manchester, NH. Mayor-Elect Craig won the November 7th election handily with a 53% to 47% margin over incumbent Ted Gatsas, who has led the city since 2010.

After coming within 64 votes of unseating Mayor Gatsas in 2015, voters made it clear in September's primary that they were ready for a change. Joyce Craig beat the incumbent mayor by over 800 votes, marking the first time in five consecutive elections that Gatsas was not the top vote getter and setting up the historic Election Day victory.

AFSCME Local 298, which represents municipal employees throughout the Queen City, was instrumental in Joyce Craig's election victory. Getting actively involved in this year's local election, the union was eager to flex its political muscle by engaging in a robust member-to-member education program that included mailings, member conversations, and worksite visits.

The day before the election, Joyce Craig joined AFSCME Local 298 leadership in rallying the membership to get the vote out on Election Day.

Local 298 President Dennis Bourgeois understood the importance of his union and its members getting involved in these local elections, "Very rarely in life are you given the opportunity to elect your bosses. The hardworking men and women of AFSCME Local 298 sent a clear message to the toxic Gatsas Administration by



Mayor Elect Joyce Craig at a pre-Election Rally with AFSCME Local 298 Members

wholeheartedly supporting the only clear choice for Manchester- Joyce Craig."

The union got involved because of the terribly-strained relationship between Local 298 and the current administration. Bourgeois was happy to announce that "the destructive tactics of Ted Gatsas will no longer be welcome in our city."

On her decisive victory, Craig had this to say, "Thank you to the men and women of AFSCME for your support in this election and your service to Manchester. AFSCME members knocked doors, made phone calls, sent emails, and talked to their friends and neighbors about the importance of this election - and it really made the difference. I'm honored to serve as the next Mayor of Manchester and I look forward to working with the hard-working men and women of AFSCME to build a stronger Manchester."

In addition to endorsing in the mayoral race, AFSCME Local 298 participated in an extensive and exhaustive

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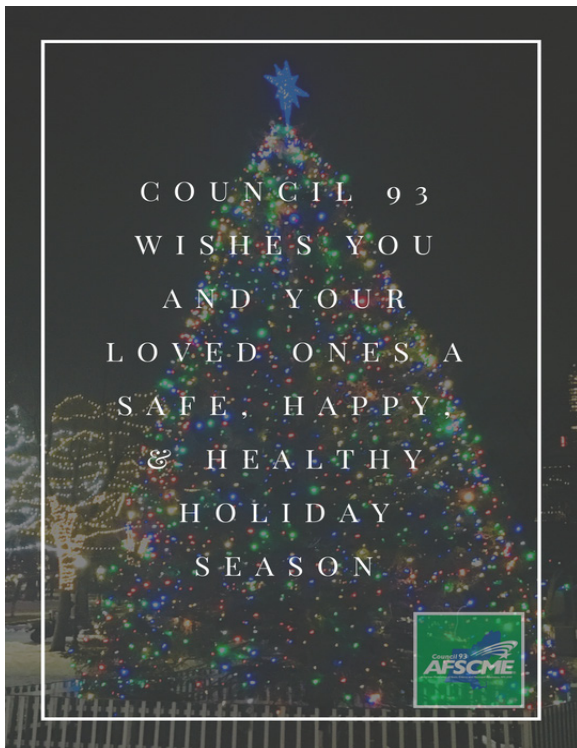
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endorsement process for Alderman candidates as well. Through this process, ten candidates were endorsed. Four of AFSCME Local 298's endorsed candidates for Alderman won as did the endorsed unopposed candidate for Alderman at Large.

The AFSCME supported winning candidates for Alderman are Kevin Cavanaugh, Chris Hebert, Bill Barry, Normand Gamache, and Dan O'Neill.

The 2017 Manchester Municipal Elections were part of an ongoing effort by Council 93 to encourage and assist local unions across its four-state region to get more actively involved in local elections. Municipal governments are directly involved in the day-to-day lives and well-being of tens of thousands of AFSCME members and that involvement is most evident in the elected officials who sit across from us at the bargaining table.

AFSCME Council 93 Executive Director Frank Moroney, who stressed the importance of active involvement in municipal elections at the Council's November 3-5 Biennial Convention, was elated with the victory. "It is imperative that we are active in advocating for candidates that understand the needs and concerns of our members and respect the work we do," Moroney said. "I want to congratulate Local 298 for having the courage to get involved and most importantly, following up on their endorsements with the hard work needed to make a difference. We look forward to duplicating this model in cities and towns throughout our four-state region."



Major Privatization Victory as 27 AFSCME Local 1817 Members Return to Work in Leominster

Leominster, MA- It's only been a few months into the school year in Leominster, but school officials have already acted to abandon their experiment with privatization. After numerous complaints from teachers, staff, and students about uncleaned school buildings; rodent sightings; multiple no shows by contracted workers; and generally poor learning and working conditions, the Leominster School Committee voted October 17th to re-hire the AFSCME school custodians, who were laid off in July. The twenty-seven Local 1817 members returned to work for the first time on November 13th.

Scott Lanciani, President of Local 1817, remarked that "I am thankful that my members are getting back to work. Hopefully now the school committee will value the work we do to ensure that the students of Leominster are able to have a safe learning environment every day they come to school." Lanciani lamented that after the layoffs "it felt like we were getting thrown out like the trash we take out every night."

The Junior Custodians represented by Local 1817 will all be reinstated to their previous positions and retain their seniority status for the remainder of the 2017-2018 school year.

Last month the Leominster School Committee had voted 7-0, at the recommendation of Mayor and School Committee Chair Dean Mazzarella, to reverse their earlier decision to layoff the custodians and outsource the work to a private company. The members of Local 1817 were unceremoniously terminated on June 30th without severance, vacation, or longevity pay. The union was also denied the chance to offer a counter proposal which would have maintained the high level of custodial services while also saving the school district a substantial amount of money going forward.

AFSCME Council 93 filed a charge of Prohibited Practice with the Department of Labor Relations over the treatment of the Leominster custodians. A state investigator recently determined that there was probable cause to substantiate the union's complaint. The investigator stated the school committee "has failed to bargain in good faith by transferring bargaining unit work to non-unit personnel without giving the Union prior notice and an opportunity to bargain to resolu-

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tion or impasse about the decision to transfer bargaining unit work and the impacts of that decision on employees' terms and conditions of employment" was in violation of state law, and "derivatively interfered with, restrained and coerced its employees in the exercise of their rights guaranteed" under state law. The investigator's findings were significant but ultimately it was the need for stability and quality services that led to the swift return of the union custodians.

Lanciani was impressed with the dedication and support AFSCME Council 93 staff provided his members throughout the ordeal, "they were there with us every step of the way and helped us prove to the school committee that privatization would be a bad idea for the city."

Council 93 Executive Director Frank Moroney said he was "pleased but not surprised" by the school board's decision. "We know that privatization invariably proves to be a failure in our municipalities and school districts, but sometimes communities need to experience the negative impact firsthand," Moroney said. "We applaud the school committee and mayor for acting quickly to correct this mistake and we look forward to working with them for many years to come to ensure that Leominster's public schools are safely and professionally maintained by a union workforce."

Union Efforts in Election leads to 6-3 Pro-Worker/Anti-Privatization Majority on Nashua School Board

Nashua, NH- AFSCME Local 365 members won a decisive victory in Nashua on Election Day, playing a key role in electing a 6-3 pro-worker majority to the school board that will hopefully spell final defeat for efforts to privatize school custodial services.

The election night win was the culmination of a more than two-year battle against a reckless outsourcing plan that would replace approximately 100 dedicated, professional school custodians with contract employees.

The union's fight began in September of 2015 when the board of education took a secret 8-1 vote in executive session to outsource the work, with former school board member Kim Kleiner the lone vote in opposition. The vote, held just days after the deadline for candidates to declare their candidacy for the

school board, created an uproar in the city and left many believing it was timed to insulate the board members from voter backlash. But at the first public school board meeting after the secret vote, board members soon realized they were not going to be let off the hook. More than 200 custodians, teachers, students, and parents turned out to criticize the board and oppose privatization, starting one of the most remarkable and unified campaigns against privatization in the state.

In the weeks and months that followed, Local 365 members and Council 93 staff kept a regular presence at weekly school board meetings. Working together, they prepared an extensive list of the many duties and responsibilities of the custodians, which helped to shape the school district's Request for Proposal (RFP) bidding process and resulted in significantly higher minimum bids from private vendors. It also generated greater awareness of the value the workers provided to the school communities and a deeper appreciation for their work. A number of media, public relations, and legal strategies were employed including a court case based on violations of the union's collective bargaining agreement that ultimately worked its way up to the State Supreme Court. While the court eventually ruled against the union, the work of the Council 93 legal team, combined with the wide-range of other actions, served to delay a final vote by the board to award the contract to a private vendor.

"We're extremely proud of what our members and our Council accomplished in Nashua," said Council 93 Executive Director Frank Moroney. "The election night victory was critical, but if not for the perseverance and hard work of our members and staff over the past two years, these jobs

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Local 365 Members at the Polls on Election Day

would have been outsourced a long time ago. We fought hard and never gave up. That put us in a position to make a difference in this election and hopefully end this long ordeal. This has been very difficult on our members and we are looking forward to giving them some well-deserved peace of mind.”

According to Local 365 Chapter Chair Donna Grady, getting politically involved and educating the public were the keys to success. The Local’s first foray into electoral politics was during the November 2015 election. Since the board took the vote to privatize after the deadline for candidates to run for the school board, AFSCME worked with the Nashua Teachers Union to recruit a slate of write-in candidates. In less than two weeks’ time, there was an extensive public education campaign that garnered 19,000 votes for five write-in candidates. Although it did not swing the majority, it was enough to get the attention of privatization proponents on the board and proved the union would be a force in the next election. The strength of the write-in campaign, combined with ongoing public and union pressure, led some board members to begin reconsidering their support for privatization. In June of 2016, a motion to abandon privatization and open contract negotiations with the custodians failed by just a 5-4 margin.

When the 2017 election season rolled around, the union was well prepared. Local 365 worked with the Council to thoroughly vet candidates and make formal endorsements. They then moved into an enthusiastic Get-Out-the-Vote campaign. On Election Day, fifty-seven members, more than half of the unit, joined Council 93 staff members at the polls educating the public on the candidates appearing on the ballot.

The union has come a long way however, custodian and Local 365 Chapter Chair Donna Grady cautions that there is still work to be done. “We had a positive outcome on Election Day, but the fight is far from over,” she said. “In the coming weeks, it will be critical that we remain engaged with the board of education.”

But despite the work that still lies ahead, Grady is encouraged and heartened by how much the public and decision-makers have learned about the value of the custodians. “Gone are the days when the custodian merely emptied the trash, swept the floors, and cleaned the bathrooms,” she said. “We are part of the family known as the Nashua School District. Although we still clean the buildings, we also find ourselves interacting with the students, greeting them in the morning, repairing their broken zippers, and sitting

with them at night until their parents pick them up. We work with the entire education community to ensure we help promote a positive learning environment for all of our students. Not only do we give them clean and safe havens to spend their days, but we are their protectors, mentors, and coaches. But most of all, we are their friends. We care about these students and will do everything we can to stop privatization and prevent strangers from taking over our buildings.”



PEOPLE (Public Employees Organized to Promote Legislative Equality)

Across the country, public services and public service workers are under attack. The battles we face show us what’s at stake. Our wages, our benefits, our working conditions, our jobs and the very existence of our union hang in the balance. For public employees, the people we elect determine the quality of our lives and our livelihood. Our wages, benefits, working conditions, health and safety, and even whether we have jobs at all are influenced tremendously by the individuals we elect to office. Politics is part of who we are as AFSCME and AFSCME PEOPLE is our lifeline.

Through PEOPLE, we help elect candidates who stand for what matters to AFSCME members. With PEOPLE, we’ve run legislative campaigns and elected officials at every level of government, from school board officials to the President of the United States. The voluntary contributions to PEOPLE from AFSCME members is critical to our success.

For more information on PEOPLE including having an AFSCME PEOPLE representative attend a meeting of your Local email Molly Maloney mmaloney@afscme93.org or call 617-367-6045.

Union Leaders and Activists Gather for Council's 23rd Biennial Convention

Danvers, MA- More than 200 AFSCME Council 93 leaders, activists, and staff recently gathered in Danvers, MA for Council 93's 23rd Biennial Convention.

The three-day event, held November 3rd to 5th, provided delegates with an opportunity to help chart the union's course for the next few years and featured a wide-range of training programs aimed at helping our members prepare for the challenges that are expected to arise from a pending United States Supreme Court decision on the legality of agency fee.

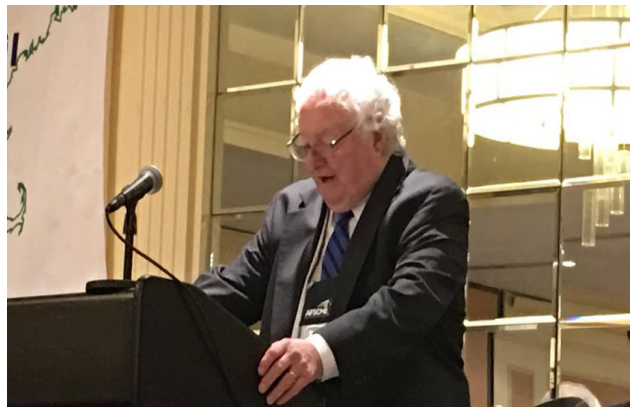
Council 93 President Charlie Owen and Executive Director Frank Moroney opened the convention by speaking to delegates on the importance of our AFSCME Strong Campaign. Formed directly in response to right-wing legal challenges to agency fee, the campaign is designed to build the ranks of dues-paying members and reinvigorate our union by engaging members in issues and fostering more communication between leaders and rank and file members.

In his opening remarks, Moroney stressed that the likely negative court decision would make us all vulnerable to the types of attacks we are seeing in states like Michigan, Wisconsin and Iowa. "All the challenges, all the struggles, that we have faced in the past are nothing compared to what we are facing now," Moroney told delegates. "The future of the public sector labor movement is in very real and very imminent danger. And for those of you who are thinking that your local or state won't be impacted because you only have a handful of free riders, let me tell you something. You're dead wrong."

Owen urged delegates to be proactive by taking full advantage of training and resources provided throughout the weekend. "I cannot stress enough the value and importance of these workshops," he said. "The things you will learn and the tools you will be given to help your locals, will be absolutely critical over the next few years. We are counting on you not only to attend, but to also bring the knowledge and skills you gain back to your local."

The threat to public sector unions from the impending Janus versus AFSCME Supreme Court Case was a frequent topic of conversation- from featured guest

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Council 93 Executive Director Frank Moroney addresses the 23rd Biennial Convention in Danvers, MA



Council 93 President Charlie Owen calls the convention to order



AFSCME International President Lee Saunders gave the convention's keynote address on Saturday to a packed house

Union Leaders and Activists Gather for Council's 23rd Biennial Convention

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speaker AFSCME International President Lee Saunders to workshops on best practices for local leaders to the breakfast table and everywhere in between. While Janus is indeed a very real threat, everyone left the convention with a renewed sense of purpose to continue fighting and to make AFSCME Council 93 stronger than ever. Convention delegates made a commitment to the AFSCME Strong campaign to sign-up more members and grow the union.

During Saturday's session, AFSCME International President Lee Saunders and Massachusetts AFL-CIO President Steve Tolman were the honored guests and convention speakers.

Massachusetts AFL-CIO President Tolman warned of the "dangerous, insidious, and corrupting influence of dark money" in our political system geared towards weakening the labor movement at all levels. He reminded everyone in the hall that the power and strength of organized labor is in its members joining together to speak up for the rights of working people everywhere and joining together to elect politicians that respect and honor the work that union members do day in and day out.

AFSCME International President Lee Saunders addressed the convention and highlighted the strength and power the 1.6 million member "mean, green AFSCME machine" has, even in the face of adversity. Saunders spoke of AFSCME members waking up to serve and better their communities through the work they do every day. He urged all convention goers to "to fight for our union, to fight for our public services, and to fight for our country," because if we "fight back and make our voices heard we can win."

Workshops were offered throughout the weekend to teach delegates best practices on building strength in their locals, teaching new employees about the many benefits of AFSCME membership, and financial responsibilities for Secretary-Treasurers. These well attended workshops gave convention goers the tools and skills necessary to make their locals stronger over the coming years.

The Saturday evening banquet featured the presentation of the union's Memorial Scholarship Awards. Awarded in memory of all of our departed members, the scholarship are renewed for each year the recipient is enrolled in an accredited higher education

**"UNITED WE'RE
STRONG
DIVIDED WE'RE
GONE"**

Frank Moroney
Executive Director
AFSCME
Council 93



program. This year's recipients were: Amanda Lobo a Psychology student at Westfield State University, Jillian Connelly a Liberal Arts student at Greenfield Community College, and Samantha Jones - who is beginning her Doctor of Pharmacy degree at the Massachusetts College of Pharmacy and Health Sciences.

The convention came to a close Sunday morning with the election of a new Executive Board Member from Suffolk County and raffles to raise money for Council 93's Scholarship Fund. Local 296 President Walter Woodberry was elected by acclamation and sworn in by Executive Director Moroney at the Executive Board meeting following the close of the convention. The Memorial Scholarship Fund raised nearly \$10,000 through the sale of gift basket raffle tickets, the baskets were generously donated by a number of locals and individuals, and the ever popular 50/50 drawing.

In his closing remarks, Executive Director Frank Moroney reminded convention goers to stay vigilant and noting "united we're strong, divided we're gone."

Joanne Cooke Honored with Council 93 Memorial Leadership Award



Congratulations to Local 72 President Joanne Cooke, the recipient of the 2017 Memorial Leadership Award for her decades of dedication to her members, the community she serves, and to Council 93. Cooke was honored at the 23rd Biennial Convention. In a speech nominating Cooke for the award, Local 72 member John Lewis noted that she has worked tirelessly for over four decades to stand up for her members, a quality exemplified when she helped lead the fight to save Taunton State Hospital. Her efforts in that campaign not only saved the jobs of her members, but also served to keep the only source of inpatient mental health beds in southeastern Massachusetts open.

Because of her efforts in mobilizing her members and community support, Joanne led the charge that blocked Governor Deval Patrick's closure plan three separate times. Joanne continues to fight for the safety, protection, and well-being of her members and the vulnerable population that they serve. She is currently spearheading an effort to get the Department of Mental Health to install metal detectors to prevent weapons and contraband from being smuggled into the hospital.

Local 1705 Members Get Major Arbitration Win in Lowell

Lowell, MA - An arbitration win against the City of Lowell, MA has led to Local 1705 members being awarded over 330 hours of overtime pay for work that was performed at two city schools during the summer of 2016.

Through the hard work and high quality representation of their union, a painter foreman and a number of tradespeople in Local 1705 will share in the overtime award, which is still being worked out between the City and the Union.

The case was brought to arbitration when twice during

the summer of 2016 George Pilato, a foreman in the Lowell Department of Public Works, noticed that portions of two school buildings had been painted without his knowledge by workers outside of the bargaining unit. He was informed by school staff that teachers had repainted a number of classrooms and a hallway without notifying Local 1705 that the rooms needed to be painted.

The October 10, 2017 decision, by arbitrator Timothy Hatfield, strongly supports the union's position that bargaining unit work was being performed outside of the bargaining unit, and sends a message to management that any such maintenance work done in the future should be performed by members of Local 1705. In his written decision, Hatfield found that the city failed to properly notify the union about work being performed in city buildings that should have been done by the skilled tradespeople of Local 1705.

Corey Robinson, Local 1705 President, stated that he "was extremely happy with the arbitrator's decision," adding that he is pleased to see that going forward "that work done in Lowell school buildings is exclusively ours." During the arbitration AFSCME Council 93 staff were "instrumental in helping us through the process," added President Robinson.

The issue of maintenance work being performed by non-bargaining unit workers will surface again in the near future. Local 1705 has two more grievances pending on similar matters. President Robinson does not see the issue going away anytime soon. "This has been an ongoing issue in the City of Lowell for some time," Robinson said, "There is no maintenance plan in place and without one our buildings will continue to fall into disrepair."

There has been a history of non-bargaining unit work being performed in Lowell schools dating back a number of years. With over forty city owned buildings to maintain and repair on a daily basis, the approximately 20 members of Local 1705 charged with maintaining the buildings are stretched to the limit. Local 1705 has over 230 members across a variety of city departments in Lowell. With librarians, dispatchers, public health nurses, clerical workers, tradespeople, and many others Local 1705 helps make Lowell work.

The arbitrator's decision reaffirms the right of Local 1705 members to perform work in City of Lowell buildings and to be informed by the city when any such work is to be started. The 330 plus hours of overtime pay will be split among the foreman and tradespeople in the Lowell Department of Public Works who were denied their contractually guaranteed work.

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The Facts: Janus v. AFSCME, Council 31

Real freedom is having your hard work result in a decent living, having time to take a loved one to the doctor or attend a parent-teacher conference, and the ability to retire with dignity. But for decades, working people have been falling behind. Today, despite being more productive than ever, we are working longer hours for less money and fewer benefits. And despite promising to make things better, some politicians seem obsessed with making things worse – most recently by trying to take away our health care and vital public services.

It is no accident that working people are struggling. Corporate CEOs have used their wealth to influence politicians to rig the economic rules to benefit the wealthy and powerful at the expense of everyone else. Now, the same corporate CEOs and special interests are behind a Supreme Court case called Janus v. AFSCME that threatens to make things even worse for working people.

LEARN MORE AT www.afscme93.org!



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