



The 93 Beacon



We Make Northern New England Happen!

Summer 2019 Edition

New Leadership at Council 93

Mark Bernard Appointed Executive Director of Council 93

Boston, MA- Council 93 embarked on a new era of leadership recently when our executive board voted unanimously to appoint Mark Bernard as the new executive director.

Mark officially took the helm on April 1st following the retirement of Frank Moroney, who served in the AFSCME labor movement for nearly five decades.

A former local union leader in the City of Boston, Bernard joined the Council 93 team in 2007 as a staff representative and rose steadily through the ranks before being selected by the board for the top position.



Council 93 Executive Director Mark Bernard

In the course of serving in a wide-range of key positions in our union, Bernard has successfully negotiated a number of impressive contracts at the municipal and statewide level.

[Continued on Page 4](#)

Janus Response Legislation Moving Forward

MA, ME, and NH State Houses- Just one year out from the Janus vs. AFSCME Supreme Court decision, that right-wing organizations hoped would deal a crushing blow to the public-sector labor movement, lawmakers in the Council 93 region have moved quickly in 2019 legislative sessions to pass bills aimed at helping public-sector unions continue to grow and succeed under the new rules established by the decision.

In June 2018, the U.S. Supreme Court ruled 5-4 in Janus v. AFSCME to prohibit public employee unions from charging an agency fee to workers who would choose to benefit from their unions' representation efforts without paying union dues. The decision overturned forty-one years of precedent and instantaneously implemented so-called

Right-to-Work laws nationwide in the public sector. The decision was the direct result of efforts by a network of conservative "think tanks" and lobbying groups to attempt to weaken organized labor. Led by the State Policy Network, the stated goal of the years' long campaign was to "defund and defang" public sector unions.

Though they succeeded at the Supreme Court- on insincere arguments based on free speech- their long-term efforts have failed and backfired as public polling shows support for unions at generational highs. Membership drops have been miniscule across our region; and previous agency fee payers are recognizing the value of union membership and signing up to become full dues-paying AFSCME members. That same strong support is becoming increasingly evident in state houses in New England.

Working in coalition with many other unions and state federations in our region, Council 93 has

[Continued on Page 3](#)

Maine State Locals Ratify New 2-Year Contract

Contract Includes: up to 7% Wage Increases, Expanded Training, Quality of Life Improvements

Augusta, ME- AFSCME members working in Maine state corrections and mental health voted overwhelmingly recently to ratify a new contract that provides pay increases of up to 7% over the two-year term of the agreement.

The contract, negotiated by Council 93 staff and local leaders with the Administration of Governor Janet Mills, also includes other financial incentives and benefits aimed at retaining the experienced and dedicated staff.

Year one of the contract provides a 3% wage increase, while a reconfiguration of the state's wage and step scale will lead to wage increases of 3% to 4% in year two.

In an effort to reward long-serving state employees and improve retention rates of experienced staff, longevity bonuses will now begin at 10-years of state service, a five year drop from the previous

contract. The bonuses will increase when a worker reaches 25 years of service.

In addition, the contract doubles the provision providing paid time off to prepare for retirement from one to two days and provides for 14-days of paid time off for childbirth or adoption. Workers employed from one to five years will see an increase in vacation accrual time.

Innovative components of the agreement include the establishment of a joint labor-management committee to study student loan repayment assistance for state employees, and access Monday through Friday to all Maine state parks, campgrounds, and lakes to Maine State Employees for free.

The Mills' administration also agreed to implement payroll deduction for any worker who chooses to make voluntary deductions to AFSCME's PEOPLE Program, which supports candidates for office who support our issues.

In addition, the agreement also provides the opportunity to the union to speak with newly-hired workers through employee orientation sessions and expands access to union steward training.

The contract, ratified July 12, covers members in Locals 1814, 1825, 1089, and 2968.



Council 93 in Action

In the aftermath of the devastating storms and tornados that hit Cape Cod in July, a crew of Local 296, 445 and 804 members from the City of Boston DPW and Parks and Recreation Department as well as Local 1242 members from the Massachusetts Water Resources Authority lent a helping hand and assisted in the clean up efforts.

Great Job!

Janus Continued from Page 1

played a critical role in moving Janus-related legislation, with bills clearing legislatures in Maine, New Hampshire and Massachusetts.

In Maine, legislation was signed into law by Governor Janet Mills on June 24th that provides unions with greater access to members at worksites and guarantees unions an opportunity to speak with all newly-hired workers about the benefits of union membership through new employee orientation sessions. The new law also blocks public employees' personal contact information from public records, thereby preventing workers from being harassed at home by agents of right-wing organizations who are now desperately doing and saying anything to convince workers to take a free-ride on the backs of their fellow union members by dropping union membership. Filed by State Representative Bill Pluecker, the Maine bill had the strong backing and co-sponsorship of Senate President Troy Jackson and House Speaker Sarah Gideon.

Legislation filed by New Hampshire Republican State Senator Bob Giuda essentially accomplishes the same goals as the Maine legislation and cleared the House and Senate in June. The legislation also had the strong support of Democratic Party leaders including Senate President Donna Soucy, Senate Majority Leader Dan Feltes and House Speaker Steve Shurtleff. Unfortunately, the bill was vetoed by Republican Governor John Sununu despite strong bi-partisan support in both chambers. The legislature will take up a veto override vote in the Fall.

More recently in Massachusetts, sweeping legislation passed both chambers in July with strong bi-partisan support. The bill received just one opposing vote in each of the two chambers out of 200 Senators and Representatives. Like the Maine and New Hampshire bills, the Massachusetts legislation protects workers from harassment, guarantees unions better worksite access to assist members, and provides access to new hires through employee orientation sessions. The Massachusetts legislation also provides public-sector unions with the option of charging non-members costs associated with handling grievances and arbitrations. This provision of the bill was needed in Massachusetts due to exist-

ing laws and is consistent with the Janus decision. State Senators Joe Boncore and Paul Feeney, along with State Representative Tackey Chan, were critical to passage of Massachusetts bill.

In an email to state employees, Republican Governor Charlie Baker stated his overall support for the legislation but returned it to the legislature unsigned with some amendments including but not limited to a provision that would have eliminated the standard 90-day waiting period before the legislation becomes law and blocking union access to workers' cell phone numbers. The amendments have been rejected by both chambers and the legislation was returned to the governor on July 31st where it was vetoed. Efforts are underway to override the Governor's veto in the near future.



Hire your Boss: Register to Vote

As public-sector union employees, our economic stability is directly impacted by the decisions of men and women who are elected to public office at every level.

By voting you have a say in:

- Funding for the services we provide;
- Our healthcare and retirement benefits
- Our rights to collectively bargain for better pay, benefits and working conditions

REGISTER HERE! - vote.gov

Leadership Continued from Page 1

He also spearheaded a number of key initiatives aimed at helping the Council successfully prepare for the Janus Supreme Court decision, including a well-coordinated “AFSCME Strong” campaign that resulted in thousands of AFSCME members formally recommitting to union membership and many of the limited amount of agency fee payers converting to full dues-paying members. In addition, Mark also identified and implemented a number of common-sense, cost-saving measures that have reduced operating costs and improved member representation.

Under his new leadership as executive director, legislation aimed at helping our union continue to grow and succeed following the Janus decision has cleared legislatures in three of our four states, and a number of successful organizing drives have resulted in new workers joining the Council 93 family.

One of Mark’s first actions was write to all local union presidents in the four-state region to encourage their input. “As someone who was fortunate enough to rise to this position from a local union leader and activist in the City of Boston and a number of staff positions for the Council, I know that our local presidents are the backbone of our union,” he stated in the letter. “You are on the front lines every day, working hard to ensure that management adheres to our contracts and our members are treated with the respect and dignity they deserve.”

As part of an ongoing effort to optimize member services and provide members with the support they need, Mark also directed his managers to identify the needs of their respective departments; review staffing assignments; and recommend any necessary reconfigurations, which have now been implemented.

Interested in sharing your input and ideas with the new executive director? Call 617-367-6015



Local 787 Members Compete in 15th Annual Boston’s Run to Remember



Boston, MA- Nine Boston Public Health Commission Campus Police Officers from AFSCME Local 787 ran the 15th Annual Boston’s Run To Remember Five Mile Race.

Taking place on Memorial Day weekend each year, Boston’s Run To Remember honors the service of fallen first responders. This race has become a destination event for many participants and offers a one of a kind experience to show solidarity with law enforcement agencies across the Commonwealth. Yearly, the race has over 10,000 runners, representing all 50 states and over a dozen additional countries.

Net proceeds of Boston’s Run To Remember benefit local youth and community programs supported by our first responders. The race also raises funds for several local charities, including the Alzheimer’s Association, Children’s Hospital, Cops For Kids With Cancer, Muscular Dystrophy, the Boy’s and Girl’s Club, and Sole Train.

“As a union, we assist our members in a time of need attempting to improve quality of life and to encourage unity to help each other,” said Local 787 Vice President Sgt. Tony DeMarco. “The members who ran this race exhibited those traits this past Sunday helping to aid families who have made the ultimate sacrifice.”

Local 787 Officers Janelle Labbe, Damian Shallow, Arthur Bacon, Fred Kenawy, Nelida Rodriguez, Luis Pires, Darrell Hudson-Jones, Peter Starus, and Lisette Camacho all ran in and completed the event.



Council 93 in Action

Local 1709- Northbridge School Custodians were out in force at a recent school committee meeting demanding to be treated with respect and dignity on the job!

AFSCME Local 298 Supports Construction of New Hampshire Public Workers Memorial

Concord, NH- A memorial honoring New Hampshire Public Works employees killed in the line of duty was unveiled on June 5th. Dedicated to the memory of those who have lost their lives on the job. The memorial is located in front of the New Hampshire Department of Transportation (NHDOT) Headquarters Offices, 7 Hazen Drive, Concord, NH.

Over ten years in the making, the memorial recognizes the 36 public works employees who have died in the course of performing public works duties on behalf of a municipality, a county, or the state of New Hampshire. In 2009, bi-partisan legislation was signed into law by then Governor Lynch establishing a committee to oversee the design, construction, fundraising, and maintenance of a memorial.

Local 298- Manchester City Employees were instrumental in raising funds for the memorial with the Local donating \$2,000 and the employees themselves donating additional funds. Local 298 expects to donate more in the future towards maintenance

and upkeep of the memorial.

“The men and women of Local 298 go to work each and every day in all types of weather conditions to make sure that their community can function and thrive,” said Dennis Bougouis- Local 298 President. “We plow the roads, keep our drinking water safe, maintain our parks, and do the little things that go unnoticed that make Manchester and New Hampshire function.”

The Memorial is a dedication to recognize those who have made the ultimate sacrifice so that every Granite Stater and its visitors can travel more safely during all seasons, have clean drinking water, responsibly treated wastewater, all while considering the health and well-being of our natural resources.

These employees often work in dangerous settings, sometimes in the worst of weather conditions, and in difficult places, with heavy equipment to keep our roadway infrastructure operating safely, efficiently and effectively. Bourgeois added “At the end of a hard day’s work all of us expect to go home to our families. Unfortunately for 36 dedicated New Hampshire public servants they were not able to go home. Local 298 is proud to honor and support the ultimate sacrifice these 36 have made with a donation to the New Hampshire Public Workers Memorial.”



New Hampshire Public Works Employee Memorial in Concord, NH

Local 1801 Member Earns Associate's Degree and Promotion Through AFSCME Free College Program



Ryan Pike Local 1801- College Graduate

Salem, NH- Ryan Pike has a college degree and a new promotion thanks to the AFSCME Free College program. Pike has been a Salem Public Works Department employee for over thirteen years. He was recently promoted to the position of Chief Mechanic, and credits the AFSCME Free College Benefit as a contributing factor towards that promotion. In Ryan's own words, "the Director told me that he appreciated the initiative that I had to educate myself, and that it solidified in his mind that I was qualified for the position."

Ryan said that he had always wanted to pursue a college degree, but that the cost of higher education was holding him back, and that there just wasn't enough time in his schedule to attend classes. "Between the cost and the time, it has always held me back," Ryan said, "with family and work there just never seems to be enough time or money."

Ryan said that the opportunity to take the free courses online made it accessible and a "no-brainer".

"The courses required work, and it was definitely challenging. They are not giving the degrees away. But the process itself was stream-lined, and very user friendly," Ryan said, adding that the school sent regular reminders through e-mail for notifications such as course registrations. He also said

that the people he spoke with in the program were always helpful.

Ryan entered the program with no college background, and it took him about two years to complete his two-year degree while still working full time and attending to his family and life commitments. "There is work due each week, and you have to discipline yourself to get the work done. But you do it on your schedule, so there is some flexibility that makes it convenient."

Graduation day came for Ryan on December 9, 2018, when he completed his Associate of Applied Business degree in Business Management. He graduated Magna Cum Laude, qualifying him for membership in the Phi Theta Kappa Honor Society, a national honor society for two-year colleges.

"I finished in December. There are a lot of people in the program, and it takes about 45 to 60 days to receive your paper degree once you graduate," Ryan said, "but it's worth the wait."

When asked if he would recommend the program Ryan said, "Like I said, this is a no-brainer. I don't see why anyone who had this available to them wouldn't take advantage of it. I would highly recommend it."



AFSCME
FREE COLLEGE
THE AFSCME FREE COLLEGE
BENEFIT

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

**Contact AFSCME Free College To
Learn More
888-590-9009
freecollege.afscme.org**

Solidarity in Action!



AFSCME Local 419- Suffolk County House of Corrections joined together with Massachusetts Association of Correctional Officers for a rally on May 9th at the Massachusetts State House to support Pay Parity and Line of Duty Pay Bills for Correctional Officers!

AFSCME Council 93 members, staff, and leaders joined the Martha's Vineyard Bus Drivers strike rally on July 24th to call the Vineyard Transit Authority to the table to negotiate with striking workers. Just, four days after the rally the drivers voted overwhelmingly in support of their first union contract and are back to work serving the residents and visitors of Martha's Vineyard! Union Strong!



On April 18th, Council 93 and union members from all over New England were joined by former Vice President Joe Biden and many other elected officials in a show of solidarity with the 31,000 Stop & Shop workers who went on strike to protest the company's proposed unreasonable and drastic cuts to health care, take home pay, and customer service as well as unlawful conduct by the company during negotiations.

13th Annual Memorial Scholarship Golf Tournament a Huge Success



Black Swan Country Club Hosts Full Field

Georgetown, MA- The morning of July 15th saw a full field of 176 golfers checking-in, stretching, warming up, and getting ready for the 13th Annual AFSCME Council 93 Memorial Scholarship Golf Tournament held at Black Swan Country Club in Georgetown, MA. Golfers of both the avid and decidedly less so varieties were on hand to raise money for the scholarship fund to benefit Council 93 members, their children, spouses, grandchildren, and dependents. By the end of the day just over \$52,000 was raised through sponsorships, entry fees, and raffle ticket sales.

The field of golfers was made up of AFSCME Council 93 leaders, staff, rank-and-file members, friends, supporters, and allies. All four Northern New England states were well represented, with several groups from Maine and Vermont using the tournament as an excuse to make a long weekend in Massachusetts.

The group from Local 1702 were the tournament winners with a score of 17-under par. However, no matter what the score, the day was a great success for all involved.

Tournament partner sponsors were AFSCME Council 93, Regan Associates, and the City of Boston Credit Union. A number of locals, friends, and supporters also generously donated to sponsor holes,

raffle prizes, and time to make the tournament a success.

AFSCME Council 93 Executive Director, and tournament coordinator, Mark Bernard said of the outing “it is always humbling to see how much our members, locals, and friends support this event which directly benefits the higher educational goals of our members and their families. No matter what the outcome, everyone has a good time and we are here to support a great cause.”

Golfers, volunteers, and supporters were eager to support the scholarship fund through raffle tickets, on course challenge holes, and the 50/50 drawing. The opportunity to go home with new golf equipment, high-end electronics and outdoor equipment, gift certificates, sports memorabilia, and travel packages certainly did not hurt raffle ticket sales.

The success of the golf tournament over the past several years has put the fund on strong financial footing and allows the AFSCME Council 93 Memorial Scholarship to award two additional scholarships to deserving students bringing the total to five scholarships each year to a member of the AFSCME Council 93 family.

Each year, the AFSCME Council 93 Memorial Scholarship Fund provides five one-thousand dollar (\$1,000) scholarships to students enrolled in a two-year or four-year accredited college. Awarded in memory of all of our departed members, the scholarship is renewed for each year of attendance. Over the past two decades, more than \$50,000 in funding has been awarded to deserving AFSCME families. Council 93 members and their spouses, children, stepchildren, grandchildren, or legal dependent. Applicants must be accepted or already attending an accredited college or university, community college or recognized technical or trade school at the time of the award.



AFSCME Council 93 Organizing Update

Over sixty-five hard working men and women can now look forward to more stable economic futures and workplace protections thanks to four successful organizing drives spearheaded by Council 93.

Employees of the Cambridge Eating Disorder Clinic, Hopkinton Public Library, Paxton DPW, and Newton Engineers are now proud AFSCME Council 93 members.

The Paxton Departments of Public Works and Water recently joined AFSCME Council 93 Local 806. The organizing committee has been negotiating a first contract which will be signed in the coming weeks. When asked about joining, Chapter Chair Andrew Clark said “We feel fantastic! Joining the Union is working for our benefit. Now we have structure and are paving the way to the future. We are getting ourselves set up and will hopefully have our first contract signed soon.”

For years, the Engineers in Newton have been an independent association. After seeing the level of service AFSCME provided to members of other departments and the gains made at the negotiating table, the engineers approached Council 93 about formally joining AFSCME. Now represented by

Local 1703, the Newton Engineers just ratified their first contract. Unit leader Melissa Panza has been impressed with AFSCME stating “the staff assistance and representation we have received from AFSCME has been great. We came to an agreement with the city on our first one-year contract after only one meeting- which has never happened before! We are looking to get back to the table with our Council 93 staff rep soon to negotiate a longer deal that serves the needs of our members.”

After a hard fought election with intense anti-union pressure from management — including bringing an out-of-state union buster into the workplace—employees at the Cambridge Eating Disorder Center voted to join AFSCME Council 93. The employees at the private facility in Cambridge, MA are awaiting official word from the National Labor Relations Board on their union certification status.

Hopkinton Public Library employees recently won recognition of their unit from the Massachusetts Department of Labor Relations and will begin talks on their first union contract shortly!

Council 93 is constantly organizing traditional and non-traditional workplaces in both the public and private sector to give working men and women a stronger voice on the job. Once organized, AFSCME Council 93 staff representatives fight for and secure the best wages, benefits and working conditions for our members.

Joining Council 93 starts with a conversation- to learn more contact our Membership Development Coordinator David Nagle dnagle@afscme93.org or (617) 367-6045

Connect with Us!

p: 1-617-367-6000
e: info@afscme93.org
w: www.afscme93.org
facebook: [@AFSCME93](https://www.facebook.com/AFSCME93)
twitter: [@AFSCME93](https://twitter.com/AFSCME93)