

The 93 Beacon

We Make Northern New England Happen!



Local 1700 Duxbury Custodians Win Privatization Fight

Duxbury, MA- The twenty-one members of Local 1700, who are Duxbury Public School custodians, won a major victory against an attempt by the School Committee to privatize cleaning services.

With the assistance of Council 93 staff, the custodians created a plan to fight back against the privatization effort. Over the last several months the Local 1700 custodians, other Locals, and Council 93 staff were a constant presence at School Committee meetings, Town Elections, public events, and Town Meeting to mobilize residents against the privatization plan. Petition, mail, letter, and media campaigns helped educate the community on the pitfalls of privatization and generated dozens of emails, letters, and calls to the School Committee in support of the custodians.

“This victory truly illustrates the benefits of being part of a powerful and experienced union like Council 93 and shows how much we can accomplish when we leverage our experience, resources and expertise to *(Duxbury on pg. 7)*

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Danvers Teachers’ Aides in Local 1098 Fight for Living Wage

Danvers, MA- Nearly one-hundred and twenty Local 1098 Danvers’ Teachers’ Aides have been fighting for months for a living wage that recognizes the crucial role aides play in supporting teachers, assisting students, and ensuring the smooth operation of Danvers’ public schools.

A Council 93 analysis of paraprofessional and teachers’ aide contracts from fourteen comparable school districts found that Danvers’ aides are paid roughly 37% below the average salary for new hires. They are roughly 28% below the average rate at the top step. Our members must work fifteen years just to get to a paltry salary of \$27,062, which is still well below the living wage for Essex County. As a result of the *(Danvers on pg. 6)*

New Hampshire Mayor's On-the-Job Training with AFSCME

Manchester, NH- Jay Ruais, the newly elected Mayor of Manchester New Hampshire, has been busy learning the day-to-day operations of city government with the help of AFSCME members in Locals 298 and 3912.

Since taking office in January, Mayor Ruais has gone out with members of Local 298 from the Manchester Highway Department to perform trash pick-ups, snowplowing, and graffiti removal.

The Mayor has also met with Local 3912 Paraprofessionals to discuss issues they are facing in the Manchester Public Schools.

All elected officials could learn from AFSCME members who are on the front lines day in and day out making our communities run smoothly.



From top: Manchester Mayor Jay Ruais and Local 298 member Diego Andrada plowing during a storm this January; Mayor Ruais riding a garbage truck during trash collections; and removing graffiti in downtown Manchester. At left the Mayor met with Local 3912 paraprofessionals and their Council 93 Staff Rep.

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:

- **Hamilton-Wenham, MA Schools Cafeteria** – 10 New Members
- **Barnstead, NH Fire/Police** – 12 New Members
- **Fairfield, ME School Employees** – 73 New Members
- **Beverly, MA Crossing Guards** – 20 New Members
- **Salem Hospital Physicians** – 110 New Members
- **Stoughton, MA DPW** – 45 New Members
- **North Andover, MA Cafeteria** – 48 New Members

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

Council 93 Organizing Update



Council 93 Demands Action After Local 804 Member Beaten While on the Job

Boston, MA- The Boston City Council Committee on City Services & Innovation Technology held a hearing in February to address the all-too-frequent verbal and physical attacks AFSCME Boston Transportation Department members in Locals 783, 804, 1631, and 1892 face while doing their jobs enforcing the city's parking regulations.

Councilors Erin Murphy (At-Large) and Ed Flynn (D-2) called for the hearing after the viscous February 2nd assault on a veteran Local 804 Parking Supervisor, who was months away from his hard-earned and well-deserved retirement. While attempting to issue a ticket for an illegally parked car, the supervisor was repeatedly punched, kicked, and beaten with his own radio leaving him with severe trauma requiring emergency surgery.

AFSCME Council 93 and Local 1631 President Tiger Stockbridge, a longtime Code Enforcement Officer, testified to being routinely threatened, harassed, and sworn at while doing his job. Angel Brea, Vice-President of Local 804, recounted a number of incidents over the years where he and his co-workers have been confronted while issuing citations and enforcing city policies and regulations.

Unfortunately, these are not isolated incidents. A survey of Boston Transportation Department members conducted by AFSCME Council 93 prior to the hearing found that 97% have been the victims of physical or verbal assault while on the job. Even more striking is the rate of abuse these public service workers endure- 59% said that they had been verbally assaulted more than 30 times, 46% reported being physically assaulted between one and five times, and 5% reported being physically assaulted more than 15 times over the course of their careers.

"These repeated attacks on public service workers who are just doing their jobs serving their communities are unacceptable," said Council 93

Executive Director Mark Bernard. "Our union, the city, and the courts must address these issues to bring about change and common sense solutions so our members can do their jobs effectively and without fear of being seriously injured or worse."

The threats and violence are having an impact on the ability to staff these vital positions which generate millions of dollars in revenue for the city. Parking Enforcement is down dozens of positions, while there are only twelve Code Enforcement Officers and three supervisors to cover the entire city.

Eddie Nastari, Council 93's Director of Field Services and Organizing, is hoping for a collaborative approach with Mayor Michelle Wu's administration and Transportation Department officials to solve these issues and provide our members with the sense of security and safety they deserve while performing their essential revenue-generating duties for the city. Nastari noted that, "This is a problem we can only fix together. This administration's been good to us. We want that to continue. We want to fix this together."

One common-sense solution offered by Council 93's Legislative and Political Action Director Jim Durkin would involve the City working with the Suffolk County District Attorney's Office to ensure assaults on public employees are prosecuted to the fullest extent of the law, or even imposing mandatory fines for these assaults. "For some reason, there's a lot of people out there who view these workers as the enemy, despite the fact that they keep the public safe by preventing parkers from blocking fire hydrants, crosswalks, or even parking in a handicapped spot," Durkin said.

A number of City Councilors have been outspoken supporters of our members in Locals 783, 804, 1631, and 1892 and the need for more protections for these dedicated public employees while on the job.

New Hampshire and Maine Locals Ratify First AFSCME Contracts

New Hampshire/Maine- Two recently organized groups have ratified their first AFSCME union contracts.

In February, the members of Local 2177, Easton Maine School Department Employees, ratified their first contract. The three-year contract covers nineteen Bus Drivers, Janitors, Educational Technicians, Librarians, Administrative Assistants, and Cafeteria Workers.

Just a few weeks later, the newly organized Littleton New Hampshire support staff ratified their own first contract. Joining Local 1348 will be Administrative Assistants, Clerks, Maintainers, Groundskeepers, and Coordinators in the Fire, Police, Wastewater, Parks, Arts, and Zoning Departments.

All first contracts are a starting point for future gains, but these members can be proud of contracts that achieved wage increases, guaranteed time off, quality of life improvements, union protections, and most importantly, a seat at the table.

In early April U.S. Senator Edward J. Markey and U.S. Senator Elizabeth Warren held a Senate HELP Subcommittee Hearing on for-profit health care and the impacts of corporate greed on our health workers, patients, and communities.

Newly organized AFSCME Salem Hospital Physicians Union Doctors Sean Codier, Kristin Anderson, and Corina Santmire, along with Council 93 Legislative and Political Director Jim Durkin, attended the hearing and met with Senators Markey and Warren to discuss issues they face as frontline health care providers.

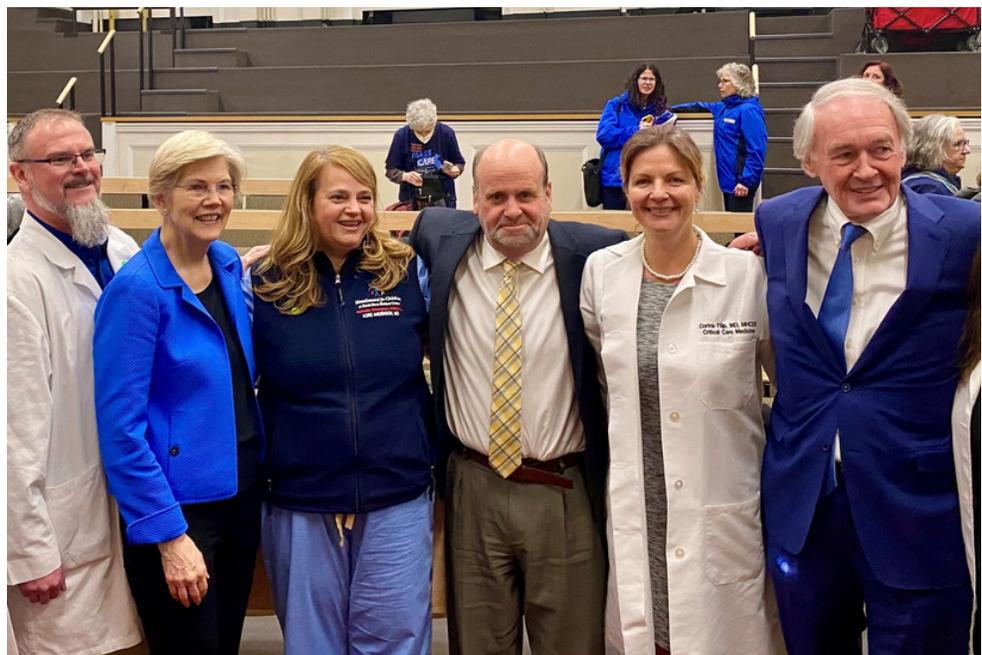


Council 93 Holds Annual Financial Training

Portland, ME- Nearly fifty Council 93 Local union leaders, Executive Board Members, and staff attended the annual Financial Standards Code and Treasurers Training Workshop in Portland, ME on April 6th.

This important training ensures that Council 93 leaders are following best practices when it comes to the establishment of minimum standards for the handling of funds and records maintenance for AFSCME affiliates.

Conducted by trainers from the AFSCME International, the training is an excellent introduction to the financial responsibilities of Local union officers.



City of Boston and Unit 2 Members Ratify New Contracts

Boston, MA- In recent months both Unit 2 Commonwealth of Massachusetts and Boston Citywide Locals overwhelmingly ratified new contracts.

Both contracts provide for significant wage gains, more flexible working conditions, increased time off, and no major give backs from the union. The contracts recognize the hard work and dedication Council 93 members bring to their jobs each and every day.

The AFSCME Citywide Contract was ratified in January and covers over 1,700 AFSCME members in Locals 296, 445, 703, 783, 804, 944, 1198, 1631, and 1892.

After a historic contract signing ceremony with Mayor Michelle Wu in the Eagle Room at Boston City Hall, the Boston City Council unanimously voted to approve funding for the AFSCME Council 93 Boston Citywide Contract on March 21st.

These front-line workers provide the basic, and often unheralded, city services we all rely on and are deserving of a contract that recognizes and values their work, which helps make Boston the world-class city it is today.

Mayor Wu and her administration as well as the Boston City Council have been partners with Council 93 in working to provide a fair contract that will not only attract applicants to city services but also keep valued veteran employees working for the City of Boston.

After ratifying a one-year contract which saw 8% wage gains in FY2024, Council 93 Unit 2 members ratified a new three year contract in March that provides an additional 11% base wage increase. From July 2023 to the end of the new contract, Unit 2 members will see over 20.5% base wage increases and potential for further increases from



Boston Mayor Michelle Wu, Council 93 Lead Negotiator and Director of Field Services and Organizing Eddie Nastari, and Tiger Stockbridge, AFSCME Council 93 and Local 1631 President, at the contract signing ceremony at Boston City Hall in March

expanded upgrade and reclassification opportunities.

In addition to significant wage increases, the contract increases differentials and allowances, adds new promotional language, and expands bereavement leave policies.

The Unit 2 contract covers members working for the Massachusetts Departments of Developmental Services, Mental Health, Public Health and Youth Services, employees of the Department of Conservation and Recreation, and other Massachusetts state workers. In total, approximately 8,000 state workers would be impacted by this contract.

Council 93 staff are working with management at both the city and state level to implement the terms of the contracts as soon as possible.

Danvers

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low pay, the aides are understaffed and stretched thin.

To pressure the School Committee, the Local 1098 aides have been participating in open bargaining with dozens of silent representatives attending each session. At their last session in late-March fifty members participated in the bargaining session and after the School Committee proposed an insulting 2.5% COLA, which would keep our members at the bottom of the market, the members walked out of negotiations in solidarity.

Shannon Chan, a member of the bargaining committee, remarked on the impact of open bargaining on negotiations with the School Committee. "Including silent reps in our bargaining has been a game changer. It has informed our members like never before and shown our strength to administration. Our AFSCME Staff Rep has been such a vital support to our Local during this campaign. We will continue

to look to the Council for guidance and support as we negotiate our contract."

To further highlight their contract fight, the aides have been wearing AFSCME Green on bargaining days, promoting their issues on social media, recruiting teacher allies, and wearing stickers demanding a Living Wage for Danvers Aides!

North Shore Locals Take Part in AFSCME Leadership Training



Beverly, MA- In February, newly elected AFSCME Local leaders attended a training at the Ayer School conducted by AFSCME Council 93 North Shore, Legal, Organizing, and Member Mobilization Staff to gain the skills to build stronger, more engaged Locals.

This in-person New Officer Training was designed for newly elected Local Union officers to learn the duties and responsibilities of being a union official.

Locals 687 Gloucester, 1679 Rockport, and 2894 Beverly sent their new leadership teams to the two and a half hour training and went home ready to implement the strategies necessary to build stronger Locals!

If you are interested in any trainings, please reach out to Director of Membership Mobilization Andi Mullin amullin@afscme93.org / 617-367-6030.



Local 1098 Danvers' Aides at their last bargaining session with the Danvers School Committee

Duxbury

(continued from pg. 1)

fight for our members,” said Council 93 Executive Director Mark Bernard. “Staff from multiple departments worked as a team to implement a broad range of tactics including legal strategies, grassroots lobbying efforts, community and media relations, and more. Leaders from our Executive Board used their own paid leave time to support Local 1700 at rallies and critical School Committee meetings”

After weeks of campaigning, the hard work paid off with a School Committee vote of 5-0 on April 11th to keep custodial services in house, thereby saving the jobs of the twenty-one Local 1700 custodians.

Bernard added “Of course, the custodians themselves played the most important role simply by quietly doing their jobs so well over many years before this fight. Because of their dedication and hard work throughout their careers, the parents and students remembered and joined us in the fight. Despite the uncertainty they dealt with on a daily basis as their livelihoods were on the line, they proudly continued to show that same strong work ethic throughout the fight. When we fight, we win!”



From top: Corey Silva from AFSCME Local 1700 and Council 93's Director of Legislation and Political Action Jim Durkin on WATD FM 95.9, Town Elections on March 23rd, supporters at the April 3rd School Committee Meeting, and above at Duxbury Town Meeting on March 9th

Maine Governor Signs AFSCME Council 93 Backed Card Check Legislation Into Law



Augusta, ME- In March, Governor Janet Mills approved LD 2032, known as An Act to Enhance Maine's Labor Laws by Amending the Regulations on Electing Collective Bargaining Representatives for Specific Public Workers.

Council 93 actively lobbied for the adoption of LD 2032, which enhances a 2019 statute by extending 'card check' rights to public employees in the state, higher education institutions, and the judicial system.

The new legislation simplifies the process for employees interested in forming a union and promotes fairness between labor and management by curbing management's ability to pressure workers against unionization. Under this law, a union can be established by a majority of eligible workers signing cards to indicate their interest in union representation, unlike the previous law that involved a complex and intimidating process.

Council 93 has successfully utilized the 2019 law to unionize workers in Orono, Easton, and Fairfield, as well as employees at the Knox County Regional Airport and Bangor Airport.



As Winter winds down we want to recognize several Council 93 members who work tirelessly to maintain ice surfaces at rinks across Northern New England.

Above is Josh Doyle, a long-time member of AFSCME Local 3485, at the Reilly Memorial Recreation Center in Brighton, MA. The Reilly is one of seven Massachusetts Department of Conservation and Recreation skating rinks in the Boston area maintained by Local 3485 members.

Below are Local 298 members Shawn Page, Shawn Corson, James Dellas and James Padden who work at the two Manchester, NH arenas. Combined, these 4 members have an impressive 92 years of service with the City and 83 years behind the Zamboni wheel!

Council 93 also represents ice rink employees in Brookline, MA, Burlington, VT, and Concord, Dover, Guilford, and Littleton, NH.



Council 93 Memorial Scholarship Fund Accepting Applications for 2024



Boston, MA- As the cost of higher education continues to rise, AFSCME members and their families are finding it more and more difficult to make college dreams a reality. To help, the AFSCME Council 93 Memorial Scholarship Fund awards generous scholarships exclusively for AFSCME members and their families.

Each year, the AFSCME Council 93 Memorial Scholarship Fund provides five individual one-thousand dollar (\$1,000) scholarships to students enrolled in a two-year or four-year accredited college, recognized technical, or trade school. Awarded in memory of all of our departed members, the scholarship is renewed for each year of attendance.

Council 93 members and their spouses, children, stepchildren, grandchildren, or legal dependents are eligible to apply for the AFSCME Council 93 Memorial Scholarship. 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.

Over the past two decades, tens of thousands of dollars in scholarships have been awarded to deserving AFSCME families.

Council 93 Memorial Scholarship Fund Criteria

Who is eligible?

Council 93 members and their spouses, children, stepchildren, grandchildren, or legal dependents (Proof of AFSCME Council 93 membership required). 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. (Graduate students are not eligible.)

How to Apply?

Applicants must complete an application and submit a 500-750 word essay on "Why Unions Have Been Important to my Family." Applications can be found online at: www.afscme93.org/council-93-memorial-scholarship

Applications Should Include the Following:

- Essay
- Proof of Acceptance or Attendance at an accredited college or university, community college or recognized technical or trade school
- Proof of AFSCME Council 93 Membership or Affiliation

Timeline

The applications and essays are due by July 1st to be considered for an award. The winners will be notified sometime in mid-Summer and the awards will be presented at the AFSCME Council 93 Convention in the Fall.

The Scholarship Committee will determine the award based upon the essay and completed application form. Upon receipt of each scholarship application, the applicant's name and local number will be separately indexed. Once completed, this information will then be obscured to assure complete impartiality by the Scholarship Committee. The decision of the Committee is final.

Upcoming Events

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

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

May 7th to June 11th

- Vermont AFL-CIO Organizing for Power Training
- Virtual

June 14th

- AFSCME Council 93 Executive Board Meeting
- Plymouth, MA

August 12th to 16th

- 46th AFSCME International Convention
- Los Angeles, CA

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



AFSCME COUNCIL 93
MEMORIAL SCHOLARSHIP
GOLF
TOURNAMENT

AUGUST 5, 2024

CROSSWINDS
GOLF CLUB
PLYMOUTH, MA

When: Monday, August 5th 9:00am Shotgun Start

Where: Crosswinds Golf Club Plymouth, MA

The Council 93 Memorial Scholarship 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!

More information and registration:

<https://www.afscme93.org/golf-tournament>

Council 93 Member Benefit



Planning a get away this summer? Use your AFSCME Membership to save on theme parks, tours, and attractions across the country!

Use your AFSCME Union Card to Save!

- Walt Disney World
- Universal Studios
- Six Flags
- SeaWorld

To start saving today, go to:

unionplus.org/benefits/travel/attractions-tours

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