

The 93 Beacon

FALL 2025

We Make Northern New England Happen!



Council 93 Took to the Streets for Labor Day 2025



AFSCME Council 93 President Tiger Stockbridge addressing the Labor Day crowd at Boston City Hall Plaza (Left). Council 93 marchers were joined by Boston City Councilor Sharon Durkan and Candidate Alex Valdez (Right).

Boston, MA- The Boston labor movement made history on September 1st with its first-ever Labor Day Parade — and AFSCME Council 93 members were front and center. Marching under bright blue skies and an AFSCME green banner, Council 93 joined in a powerful display of labor solidarity that stretched from the steps of the Massachusetts' State House, through downtown streets, and into a rally on Boston Common.

Organized by the Greater Boston Labor Council, the parade drew thousands of union members across every sector of the workforce — from teachers, the building trades, transit operators, health care workers, hotel workers, and many more. For AFSCME Council 93, which represents more than 45,000 public service workers across New England, the day was a chance to celebrate labor's past

while recommitting to the fights of today.

“Labor Day is about honoring the sacrifices and contributions of working people,” said Council 93 Executive Director Mark Bernard. “To march in Boston’s first Labor Day Parade alongside so many unions and allies was an incredible experience for our members. It reminds us of the progress we’ve made and the work still ahead to build an economy that truly works for everyone.”

The celebration also carried a serious message of solidarity with workers currently on the picket lines. Striking Teamsters Local 25 members at Republic Services and UNITE HERE Local 26 workers on strike at Fenway Park
([Labor Day pg. 4](#))

South Burlington, VT Workers Secure Landmark 5-Year Contract with Strong Raises and Innovative Solidarity Language



South Burlington, VT- Members of AFSCME Local 1343, representing South Burlington DPW, Parks & Recreation, City Hall, and Library workers, have overwhelmingly secured a strong new five-year collective bargaining agreement that delivers historic wage gains and groundbreaking new rights.

Over the life of the contract, workers will see average wage increases ranging from 18.8% to 28.8%, achieved through pay grade adjustments, slotting into a new step chart, annual steps, and cost-of-living adjustments tied to the Consumer Price Index. The first year alone delivers an average raise of 7.8%, retroactive to July 1, 2025.

But this contract is about more than economics. For the first time, Local 1343 members have secured language recognizing the Union's right to engage in multi-day, regional "Union Actions" during working hours to promote and defend democracy. This groundbreaking clause allows members, with proper notice and minimal staffing maintained for essential services, to take part in union-wide actions ratified by AFSCME Council 93 or the Vermont AFL-CIO. Participation is voluntary, and members may use accrued leave to receive pay.

This right to defend democracy sets a new standard in Vermont. Similar, though more

limited, provisions have been negotiated in contracts covering workers in Rutland, Winooski, Shelburne, Fair Haven, and other communities.

Other major contract highlights include:

- **Union Power:** Members are not required to cross another union's picket line in non-emergency situations.
- **Raises & Back Pay:** Year One raises are retroactive; step increases of 1.5% annually in later years. COLAs range from 1–4% in Years 2–3 and 1–3.5% in Years 4–5.
- **Disability:** Short-term disability payouts increased from \$500 to \$1,250 weekly. Accident elimination days eliminated; sick day waiting period reduced.
- **Healthcare:** Premium contributions will gradually increase from 1.25% to 5% of wages over three years, but overall wage increases far outpace the costs. The City's HSA contribution for family plans rises from \$1,350 to \$1,925.

Local 1343 Chapter Chair Todd Gregory praised the bargaining team and membership for securing a "solid new agreement that not only raises wages but also affirms our members' right to take collective action in defense of democracy itself."

Local 3657 President Goes Back to School

Pelham, NH- The start of the school year was very different for David DeRoche, President of AFSCME Local 3657, Pelham Police Department. Officer DeRoche is now the full-time School Resource Officer (SRO) in the town's middle school — the same town he has spent over 20 years policing.

"My world used to be within 25 square miles. Now, my world is within four walls," jokes DeRoche.

In his second week on the job, DeRoche is getting used to the highs and lows of middle schoolers.

"The kids I'm dealing with are 11 to 13. They're in the middle of adolescence. You see a kid one day and by the end he could be a different kid."

Working with kids isn't totally foreign to DeRoche, though. He's been coaching high school hockey for more than 20 years. And he was encouraged by many people in Pelham to apply for the SRO role when it was created.

"I told all the kids that my door is always open. I want to be a positive influence but I have to be an authority. I need them to come to me but also respect me when I have to put my police hat on."

While DeRoche says he feels rejuvenated in his new role, that doesn't mean he's relaxed. Just the opposite: he's always vigilant.

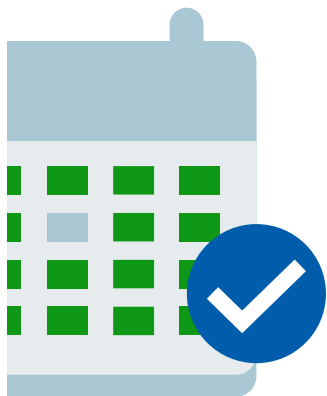


"We're prepared for a school shooting on a daily basis," says DeRoche. "My head is on a swivel. Making sure lockers are shut, checking the doors, making sure no one can get in. Every day, I'm always looking for potential weakness or blind spots. You don't want to be that school or that police department that wasn't ready."

As DeRoche shakes off the jitters that come with the first few weeks of school, he's eager to get to know the students, teachers and staff better. After all, he says: "This is their school, not mine."

Public safety professionals are turning to our union to build power. AFSCME members in corrections, law enforcement and emergency response are proud to protect our freedoms and our communities.

Upcoming AFSCME Council 93 Events



South Shore Steward Training

- Dartmouth, MA
- October 18th
- 9:00am to 4:00pm
- Register at afscme93.org

New Hampshire Steward Training

- Hanover, NH
- October 25th
- 9:00am to 4:00pm
- Register at afscme93.org

27th Biennial Convention

- Danvers, MA
- November 7th-9th
- All Day
- Contact the Business Office with any Registration Questions



In early August, Council 93 Political & Legislative Director Jim Durkin welcomed a group of Texas State Legislators to our offices in Boston. The group was in town for the National Conference of State Legislators and were joined by State Legislators from around the country at a rally in front of the Massachusetts State House in opposition to Texas' plan to drastically, and unfairly, redraw Texas Congressional Districts to favor the Republican Party.

Labor Day

(Continued from pg. 1)



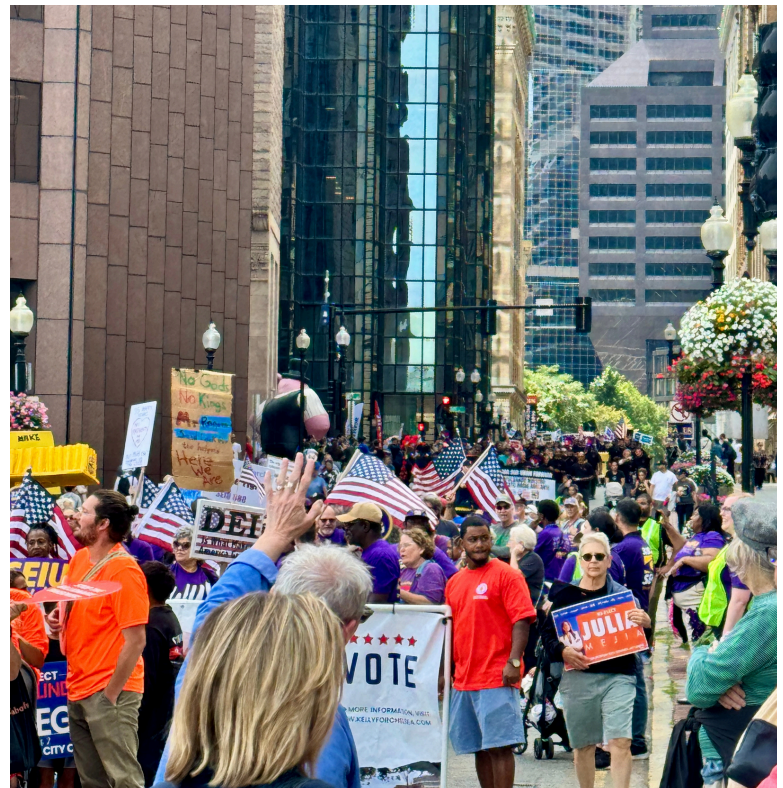
Council 93 President and GBLC Executive Vice President Tiger Stockbridge marching with Carlos Aramayo, President of UNITE HERE Local 26, and Massachusetts AFL-CIO President Chrissy Lynch (Above). The Labor Day Crowd marching in Downtown Boston (Below Right).

Marched with fellow union members, receiving loud and sustained applause along the route. Their participation underscored that Labor Day is not just about honoring history — but about winning justice for today's fights.

At the post-parade rally, Boston Mayor Michelle Wu delivered a rousing speech, praising unions for their central role in shaping the city's strength and resilience. "Working people are the backbone of our city," Wu said. "Boston's first Labor Day Parade is a testament to the power of solidarity, and a reminder that when workers stand together, we all move forward."

Council 93 President Tiger Stockbridge echoed that message. "Seeing thousands of union members marching together — supporting striking Teamsters and hotel workers, and standing shoulder to shoulder with allies — sends a powerful signal," he said. "We are united, we are growing, and we are ready to fight for the future our members deserve."

For AFSCME Council 93 members, the parade marked not just a historic first for Boston, but a fresh commitment to advancing workers' rights across the region.



Massachusetts Local 2948 DCR Firefighters Honored as Hometown Heroes



Saugus, MA- In early August during a ceremony at Breakheart Reservation, Local 2948 members from the Massachusetts Department of Conservation and Recreation (DCR) Fire Control Team were honored as "Hometown Heroes" by Wellpoint and 98.5 The Sports Hub for their extraordinary service during the 2024 wildfire season.

DCR Chief Fire Warden Dave Celino praised the 68 firefighters who worked nearly nonstop with local departments last fall. In Massachusetts alone, 660 fires burned more than 4,000 acres and threatened 700 homes in just 40 days. "This was a stark reminder that the Northeast is not immune from the national wildfire crisis," Celino said, citing drought, heat, and high winds as drivers.

Celino emphasized the firefighters' courage and commitment, noting that on a single day last November the team supported every one of 20 active fires statewide. "I can't say enough how proud I was then, when the dust settled, and how proud I remain," he said.

Local 2948 members were not just fighting fires at home, but also Montana, Oregon, and Idaho as part of a mutual aid compact.

The DCR's Bureau of Forest Fire Control and Forestry has partnered with the U.S. Forest Service and the Northeast Forest Fire Protection Commission since 1985 to fight fires in areas of the Western and Rocky Mountain States, Alaska, Florida, Virginia, and Quebec.

State officials praised the team's resilience. Energy and Environmental Affairs Secretary Rebecca Tepper said, "You all stuck with it the whole time, even though it was difficult on your families and communities." New DCR Commissioner Nicole LaChapelle called their response "leadership, courage, and resilience in action."

Members of Local 2948 accepting the Hometown Hero Award with state and local Officials (Top). Fighting wildfires out West in the Summer of 2024, which saw record wildfire activity both in Massachusetts and across many parts of the United States (Left).



AFSCME Council 93 Memorial Scholarship Winners Announced

Boston, MA- Each year, the AFSCME Council 93 Memorial Scholarship Fund provides individual one-thousand dollar (\$1,000) scholarships to deserving students enrolled in a two-year or four-year accredited college, university, community college, graduate school, or recognized technical or trade school.

Awarded in memory of all of our departed members, the scholarship is renewed for each year of attendance. Over the past two decades, tens of thousands of dollars in scholarships have been awarded to deserving Council 93 families.

Students must submit an essay on “Why Unions Have Been Important to My Family” to the Scholarship Committee for consideration.

Applications for the 2026 Scholarship will open early next year and are due to the Committee by July 1, 2026. Watch the AFSCME Council 93 website for details.

This years winners are:

- **Luke Phelan**, child of Local 653 member Vincent Phelan. Luke will be attending Loyola University and studying Business.
- **Justice Fair-Tharp**, child of Local 1067 member Kelly Fair. Justice will be studying Nursing at the Labouré College of Healthcare.
- **Gia Farrell**, child of Local 1358 member Mona Saltalamacchia. Gia will be attending Merrimack College and studying Health Sciences.
- **Meghan Bratti**, child of Local 1517 member Susan Bratti. Meghan will be attending Bridgewater State University and studying Early Childhood Education.
- **Samantha Segura**, spouse of Local 1526 member Alexander Segura. Samantha will be attending Regis College and studying to be a Nurse Practitioner.



- **Jillian Sandra**, child of Local 507 member Neecole Massaroco. Jillian will be attending Bridgewater State University and studying Communications.
- **John Burns**, child of Local 1776 member Tom Burns. John will be attending UMass Amherst and be pursuing Legal Studies.
- **Janiya Andrade**, grandchild of Local 1631 member Emanuel Dorosario. Janiya will be attending UMass Dartmouth and studying Psychology.
- **Kaylynn Provonche**, child of Local 1700 member Pamela Provonche. Kaylynn will be attending Bridgewater State University and studying English and Elementary Education.
- **Madison Ryder**, grandchild of Local 1700 member Gisele Lincoln. Madison will be attending Emmanuel College and studying Nursing.
- **Brenna Raine Hamilton**, child of Local 1730 member Bonni Carey. Brenna will be attending Salem State University.
- **Katana O'Keefe**, child of Local 2610 member Linda O'Keefe. Katana will be attending Coastal Carolina University and studying Exercise Science.
- **Macy Cyr**, child of Local 3485 member Stephen Cyr. Macy will be attending San Diego State University and studying Criminal Justice.

Congratulations to this year's winners!

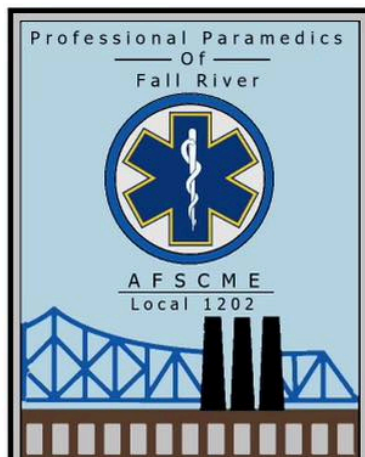
Local 1202 Fall River EMS Members Respond to Devastating Gabriel House Fire

Fall River, MA- AFSCME Local 1202 members were on the front lines when a devastating fire swept through the Gabriel House Assisted Living Facility on July 13th, claiming the lives of ten residents and injuring dozens more.

As firefighters battled the flames, Local 1202 EMTs and paramedics rushed in to provide critical care. Members worked late into the night, treating injuries, transporting patients, and assisting residents—many of them elderly—through a safe evacuation. EMS crews also established medical support at temporary shelters set up for displaced tenants.

City officials described the blaze as one of the most significant residential fires in recent Fall River history, underscoring the essential role of the city's EMS workforce in keeping the community safe during emergencies.

"We are beyond thankful for our providers and their unwavering dedication to the city of Fall River and its residents. Thank you to each and every one of my members for all they do day and night," said Justin Teixeira, president of Local 1202.



Council 93 leaders praised members' dedication and professionalism during the crisis. "Our members do not hesitate, they act and the actions of our members in Local 1202 saved lives," said Council 93 Executive Director Mark Bernard. "They do so with skill, compassion, and an unwavering commitment to their community."

For Local 1202, the response to the Gabriel House fire reflects the core mission of EMS professionals: to serve without hesitation when disaster strikes. Their work not only saved lives on the night of the fire but also brought reassurance to a community facing fear and uncertainty.

As recovery efforts continue, AFSCME is calling attention to the importance of investing in EMS staffing, equipment, and resources—ensuring that first responders have what they need to protect public health and safety when the next emergency arises.



As part of National Night Out, an annual community-building campaign to forge community partnerships and neighborhood camaraderie, the members of Local 3657, Belmont, New Hampshire Professional Fire Fighters performed a demonstration of the tools, tactics, and techniques they are trained on for vehicle extraction.

Member Benefit: AFSCME Family Scholarship

Knowledge is Power!



Each year the AFSCME Family Scholarship Program provides ten \$2,000 scholarships to graduating high school seniors that will be renewed for \$2,000 each year for a maximum of four years, provided the student remains enrolled in a full-time course of study. The scholarship may be used for any field of study.

To be eligible, you must:

- At the time of application, be a graduating high school senior whose parent, legal guardian or financially responsible grandparent is a full dues-paying AFSCME member;
- At the time the scholarship is awarded, be enrolled in a full-time degree program either at an accredited four-year institution or at a two-year institution that will transfer credits to a four-year institution; and
- In 2022, AFSCME adopted a test-optional policy. Applicants are not required to submit SAT or ACT scores, but the selection committee may consider them.
- Return the complete application with all required documentation postmarked by the December 31 deadline.

To apply go to: www.afscme.org/member-resources/scholarships/afscme-family-scholarship

While forming a union is an important first step, the real collective power comes once a first union contract is negotiated and ratified, giving workers a voice on the job, a say over their working conditions, and equal footing with their employer. AFSCME Council 93 staff are skilled in negotiating first contracts and getting workers the respect they deserve.

- **Local 2011 Piscataquis County, ME Jail**

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

**First
Contract
Ratified!**

Gallup Poll: American's Support For Unions Remains Strong

Washington, DC- Ahead of Labor Day, Gallup released a new poll showing that nearly seven in 10 Americans approve of labor unions.

"Gallup polling once again shows historically strong support [for unions] because workers understand they have the power to win fair pay, safer working conditions and dignity on the job when they organize a union," said AFSCME President Lee Saunders.

The power that labor unions bring matters more than ever as billionaires and their yes-men in Congress are slashing wages, gutting health care and silencing working people.

Even though working people are the backbone of our economy, "They're getting squeezed by CEOs and anti-worker politicians who want to hand out tax breaks to the billionaire class at the expense of Medicaid, food assistance, worker protections and our communities," Saunders said.

Analysis from Gallup shows that support for labor unions has remained at historically high rates for five years running. The last time support for labor unions was as high was in the 1950s and early 1960s.

AFSCME members know first-hand how life-changing being in a union is. But more than that, they know that together, working people have the power to fight back against attempts to rob us of our power and our voices.

Council 93 Stands Up and Fights Back!



It's our hard work – not corporate greed – that makes our communities stronger. AFSCME and Council 93 have been on the frontlines getting organized and fighting back. We are taking to the streets, taking our case to the courts, and fighting in the halls of government to build power together and tell those in charge that we aren't going anywhere!

WHEN WE FIGHT, WE WIN!

Council 93 is growing and adding new members all the time. Here are just some examples of the progress Council 93 is making on the organizing front:

Council 93 Organizing Update

- **McLean Hospital Facilities Belmont, MA** – 20 New Members
- **Enfield, NH Public Works** – 12 New Members
- **Gray, ME Clerical Workers** – 12 New Members

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



FIGHT BACK AGAINST PRIVATE PRISONS

A private prison corporation is asking the Supreme Court for the same immunity protection as public employers — but without the accountability that comes with it. If they win, these companies could be shielded from responsibility for breaking the law even more than they already are. This would encourage public employers to outsource union jobs in corrections to private prison companies.

Every day, they're taking advantage of the crisis in corrections to try to expand their power and their reach across the country. And they will not stop, no matter how this case ends. When AFSCME members stand together for public safety, we win. Pledge your support today!

MAKE YOUR VOICE HEARD →
www.afscmepublicsafety.org/take-action



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