

The 93 Beacon

We Make Northern New England Happen!



Danvers Local 1098 Wins Campaign for Living Wage

Danvers, MA- After a months' long campaign for a new contract, the nearly one-hundred and twenty Local 1098 Danvers' Instructional Assistants (IAs) and Behavior Technicians (BTs) ratified a new three-year contract in June. The new contract provides average wage increases of 22% over three years and, more importantly, recognizes the crucial role aides play in supporting teachers, assisting students, and ensuring the smooth operation of Danvers' public schools.

The campaign began after an analysis by Council 93 and Local 1098 of the paraprofessional and teachers' aide contracts from nineteen comparable school districts which found that Danvers' IAs were severely underpaid at both the entry level and top-step and were well below the living wage for Essex County. This new contract goes a long way towards closing that gap and recognizing the men and women who do this essential work with Danvers' public-school children. As a result of the comparatively low pay, Danvers' IAs have been understaffed and stretched thin.

(Danvers on pg. 6)

Council 93 Statement on Political Violence in Pennsylvania

"For far too long now, our country has been deeply and bitterly divided by politics. This division is not exclusive to so-called red states and blue states. It exists within our states, within our neighborhoods and our families, and indeed, within our union. On July 13th, this growing divide escalated to despicable violence through the attempted assassination of former President Donald Trump. Fortunately, the assassin failed, but his horrifying attack still claimed the life of one of our fellow Americans and wounded two others. Today and going forward, it is our hope that this tragedy will serve as a turning point for our nation. Clearly, when it comes to politics, we as a nation will never completely agree on policy and who the best candidates are to address the many challenges we face. However, it is our hope that this tragic event will somehow lead everyone to focus more on what we have in common; to renounce acts of violence in all forms; and lead us all down a new path of mutual love and respect – regardless of our differences."

Executive Director Mark Bernard
AFSCME Council 93

First Contracts Achieved for members in Maine, Massachusetts, and Vermont

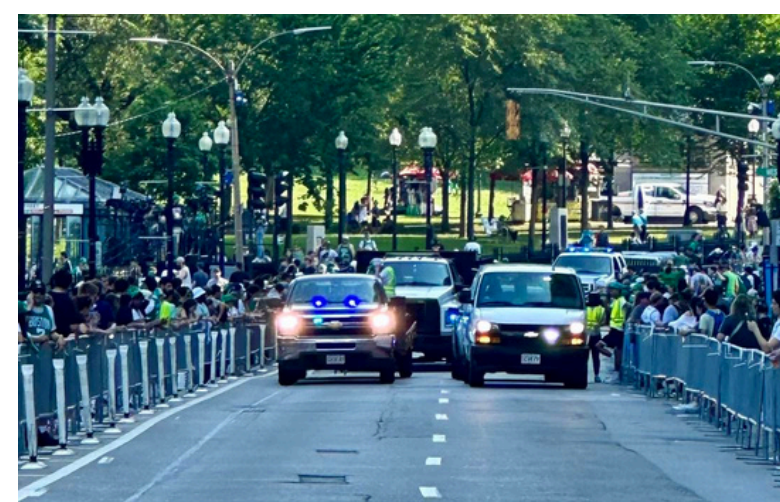
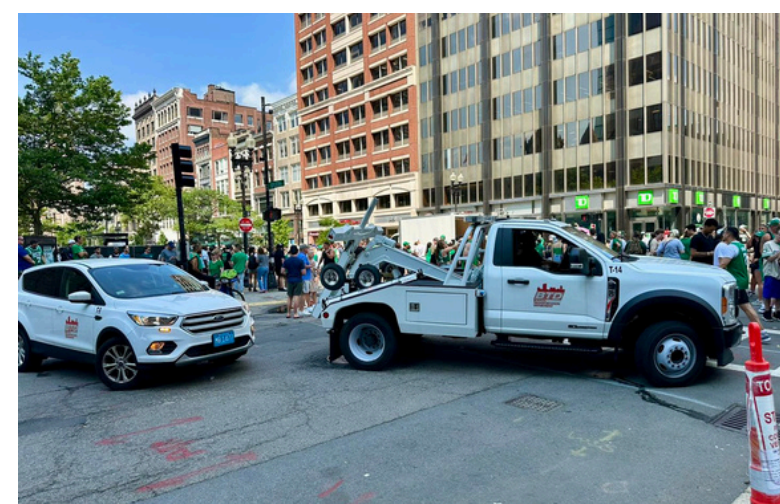
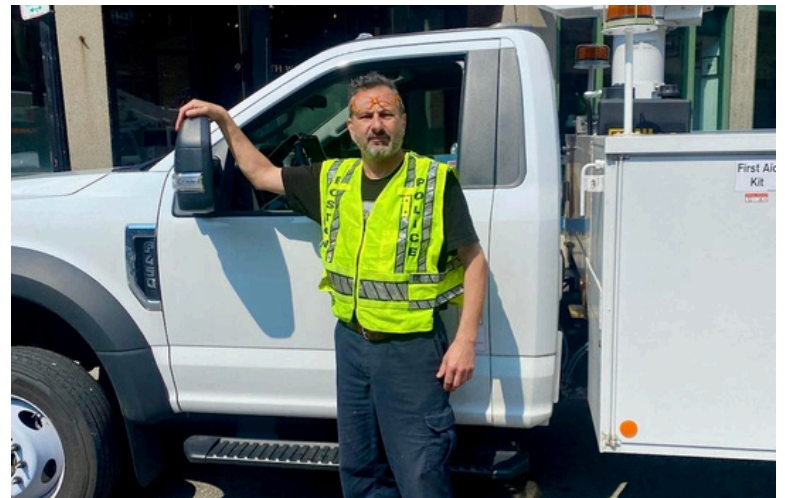
Boston, MA- Over the past several months, workers at the Bangor Airport in Maine, the South Burlington Library in Vermont, and Clerical Staff in Ware, Massachusetts have all ratified their first union contracts.

The security team at Bangor Airport successfully negotiated and ratified a one-year deal that includes a 3.5% wage

(Contracts on pg. 3)

AFSCME Boston Locals Help Make Celtics 18th Championship Parade Happen!

Boston, MA- As the Boston Celtics celebrated their record 18th NBA Championship last month, AFSCME Council 93 members were there every step of the way! For days leading up to the parade, during the parade, and after the last fan had gone home, Boston Locals 296, 445, 703, 783, 804, 944, 1631, and 1892 worked tirelessly to ensure that the parade was a success. From street cleaning and blocking, to traffic and parking enforcement, to inspections and vending permits, and setup and takedown AFSCME members were there!



Contracts

(continued from pg. 1)



The newest members of Local 1364, South Burlington, VT library workers at their recent contract ratification vote.

increase, an increase in vacation time from two to three weeks, and two hours of minimum pay for call-in-shifts. The contract also includes language on a Grievance procedure and Just Cause. The Bangor security staff will be members of Local 926, which covers dozens of other Bangor city workers.

Library workers in South Burlington ratified their first union contract on May 9th and will enter into the citywide contract with other members of Local 1343. The contract provides an immediate 4% raise and total wage increases of 8.3%. The contract also provides for pro-rated vacation and sick leave for part-time employees.

Council 93 President Tiger Stockbridge and Director of Legislation and Political Action Jim Durkin met with US Senator Elizabeth Warren at the 2024 Massachusetts AFL-CIO Richard L. Trumka Educational Conference.

The annual conference brings together labor leaders from across Massachusetts to learn best practices to help strengthen our union and build worker power.

Senator Warren was this year's recipient of the Massachusetts AFL-CIO's Distinguished National Leadership Award for her dedication to working people.

Full-time employees will enjoy the same benefits as other AFSCME members in the citywide contract, and all library workers will be covered by a Grievance Procedure, Just Cause, Progressive Discipline, paid time off for Union meetings and a Labor/Management Committee.

Clerical staff in Ware successfully negotiated and ratified their first Local 1364 contract that included wage increases, union protection language, increased vacation time, and longevity bonuses. The contract also provides for Military duty, Paternity, Domestic Violence, Family and Medical, and Small Necessities leave provisions.

With these new contracts Council 93 continues to grow and give more and more workers a voice on the job and a seat at the table! Our Organizing Department is always looking to grow our union to help working men and women earn a better and more secure economic future for their families through wages, benefits, working conditions, advocacy, and the protections of a union contract.

If you are interested in forming a union at your workplace, please get in touch. We will lead the charge and give you and your colleagues the support you need to make it happen. There's one thing we can promise: the rewards of being an AFSCME member are well worth the investment of time and effort!

Email us at info@afscme93.org!



Local 939 Haverhill Wastewater Wins Past Practice Arbitration

AFSCME Council 93 and Local 939 vs. City of Haverhill

Winning a grievance based on past practice is very difficult. The practice must meet four strict tests to pass muster, and even situations that seem obvious frequently do not meet these four tests. However, in May the Council 93 Legal Department was able to overcome the high threshold and achieve a past practice win on behalf of AFSCME Local 939 in Haverhill.

This grievance involved four members of the Haverhill Wastewater Treatment Division. In October 2022 the employer informed the Union that the City was reducing the pay of four members immediately, alleging that they had been (over)paid in error since 2016. Council 93 filed a cease-and-desist order along with a grievance, and a demand to bargain over the proposed change. The grievance ultimately went before an arbitrator in June of last year.

The dispute centered around a decision in 2014 to pay the Senior Maintenance Mechanic an additional \$1.00/hour as compensation for remaining on standby outside of their normal working hours to coordinate responses to after-hours calls. In 2016, three other employees of the Wastewater Treatment Division received a \$1.00/hour increase in their respective rates of pay with no increase in duties, and the Senior Maintenance Mechanic began receiving \$2.00/hour. Between 2016 and 2022, the parties negotiated three successor collective bargaining agreements, with wage increases being adjusted based on those 2016 salary rates. In 2022, the employer abruptly claimed that the 2014 and 2016 increases were in error and moved to reduce the pay of all four employees.

The arbitrator went through a past practice analysis and ultimately found overwhelming evidence supporting the Union's position. He found sufficient evidence that both parties were aware in 2016 of the additional \$1.00 per hour added to the rate of pay for the four positions at the top step, and that the parties subsequently used those increased rates in agreeing on successor CBAs. He ordered the City to make the four grievants whole for all lost wages associated with the decision to reduce their wages.

Council 93 Legal Update

Massachusetts Unit 2 Contract Funding Update

Boston, MA- Last month, the Massachusetts House of Representatives passed a supplemental budget filed by Governor Maura Healey that includes funding for our new three-year Unit 2 contract and several other collective bargaining agreements.

The budget now moves to the Senate. As is almost always the case, we expect the Senate budget to contain funding for the contracts, but we expect the Senate version to differ (in other areas) from the House budget. These differences will have to be resolved by a six-person Conference Committee comprised of three members from each branch. Once a compromise is reached on a single budget, the House and Senate will be required to take one final vote to "enact" the legislation before



sending it to Governor Healey to be signed into law.

While the first of five raises totaling 11% for the Unit 2 Statewide Contract will go into effect in January 2025, all other provisions of the contract will be effective on July 1, 2024.

As always, Council 93 will be working in coalition with other public sector unions to move the process along as quickly as possible. We will keep you posted.

AFSCME Advocates for Expansion of OSHA to Cover All Public Sector Workers

Washington, DC- AFSCME advocates for the Public Service Worker Protection Act, a bill that would expand on-the-job health and safety protections to public service workers.

The bipartisan proposal, introduced by Rep. Chris Deluzio (D-Pa.) and Rep. Brian Fitzpatrick (R-Pa.), seeks to expand the Occupational Safety and Health Act of 1970 to include public sector workers under its defined protections. In doing so, it would help improve workplace safety for millions of public service workers.

While Council 93 members have some OSHA Protections in Massachusetts, Maine, and Vermont, there are no OSHA standards for public sector workers in New Hampshire. This legislation would expand OSHA coverage to all public sector workers.

“Every worker, regardless of what they do or whom they work for, deserves to be safe and healthy on the job,” AFSCME President Lee Saunders said in a press release. “Yet, 23 states actively exclude public service workers from Occupational Safety and Health Administration (OSHA) coverage, leaving nearly 8 million front-line professionals in public safety, health care, sanitation, education and more exposed to dangerous working conditions.”

Saunders also pointed out that the injury rate among state and local public sector workers is much higher — 81% higher — than that of their counterparts in the private sector.

“This disparity is an insult to those who have devoted their careers to helping others, and it compromises the public services we all depend on,” he added.

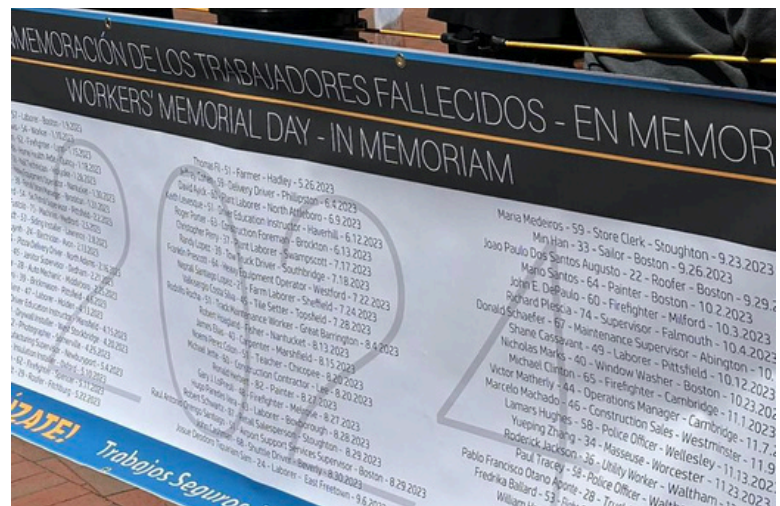
The 1970 law created the Occupational Safety and

Health Administration (OSHA), whose mission is to “assure America’s workers have safe and healthful working conditions free from unlawful retaliation.” While the law protects some public service workers, it does not necessarily cover workers at state and local government agencies.

In addition to AFSCME, the bill is supported by the Communications Workers of America (CWA), the American Federation of Teachers (AFT), the International Association of Fire Fighters (IAFF), the National Education Association (NEA) and the AFL-CIO.



In April, Council 93 was honored to take part in MassCOSH’s Workers’ Memorial Day Commemoration to honor and remember all of the workers who have been killed, injured, or made ill on the job and to recommit to advocating for policies and protections to help prevent future tragedies. Council 93’s Director of Legislation and Political Action Jim Durkin took part in a ceremony reading the names of Massachusetts’ workers who were killed on the job.



Danvers

(continued from pg. 1)

The campaign began in earnest when nearly fifty members walked out of negotiations after the School Committee proposed an insulting 2.5% COLA, which would have kept our members at the bottom of the market. “After that session, our membership was motivated to attend the School Committee meeting and appeal for a better wage package. We had a great turnout at the meeting and amazing support from the teachers,” said Shannon Chan, a member of the Local 1098 bargaining committee.

“We started these negotiations from ground zero. We were not organized at all going into the contract, but a few of us got together and started meeting, reviewing our contract, looking at comps, and getting people involved. It was really a grassroots effort. We had to do the work,” noted Chan.

To pressure the School Committee, Local 1098 launched a contract campaign that included member education, member and public engagement, silent representatives at open bargaining sessions, and wearing AFSCME green on bargaining days.

Council 93 supported the campaign from the beginning with wage studies, research, and messaging help, but it was the members who made it successful. The membership looked to AFSCME throughout the campaign. “Our Union rep was invaluable, provided insight, guidance, and expertise. And having worked as a para he knew what we were going through,” said Chan.

Chan reflected on the impact the campaign had on the Local 1098 membership. “Did we get everything we wanted? No, but that is negotiations. The members saw the work we did as a team and how hard we fought to get as good a contract as we could for them. We were able to grow our unit during this campaign because a number of people really saw the value in paying



Local 1098 Danvers’ Aides at a bargaining session with the Danvers School Committee

dues for the first time and what their dues go towards- our Staff Rep, the research, the expertise, the guidance and everything else. We wanted to have everyone involved. I was just a small part of the negotiating team. There were six others that worked really hard as well as all the members to get a contract we can be proud of.”



Council 93 Executive Director Mark Bernard speaks with Local 1067 members at the MassBay Community College union day in May.

Local 1067 represents clerical, support staff, maintenance, tradespeople, cafeteria workers, and campus police officers at the twenty-four campuses that make up the Massachusetts Community College and State University System.

Island Pond and Killington Road Crews File for Card Check Union Recognition Under New Vermont Law



Killington, VT- On July 1st, the Vermont PRO Act went into effect and already workers in the Green Mountain State are using it to organize. Road crews from Killington and Brighton/Island Pond submitted signed union cards from all workers to their employers seeking union recognition with AFSCME Council 93.

S. 102, commonly known as "Card Check," allows those covered under the State Employees' Labor Relations Act to join a union without a secret ballot vote if most of the people in the bargaining unit signed a petition to join the union. Council 93 had championed passage of S. 102 to help give more public sector workers a voice on the job. The legislation also covers those under the Judiciary

Employees' Labor Relations Act, the Teachers' Labor Relations Act, the Municipal Labor Relations Act, and the State Labor Relations Act.

"Whether through election or voluntary recognition, the Union looks forward to sitting down with the employers to bargain fair first contracts that our members can be proud of," stated David Van Deusen Council 93's Vermont Coordinator.

The road crews chose to organize with AFSCME because of our union's skill and experience in representing DPW workers in Vermont and across Northern New England. Both Killington and Island Pond are popular tourist destinations which host numerous events throughout the winter months, and the road crews are vital to keeping the roads maintained, open, and accessible to residents and visitors alike.

The workers in Killington are the newest members of Local 1201, while Brighton/Island Pond will join Local 2413. Welcome to AFSCME!



After a long and distinguished legislative career long-time Council 93 friend and ally Sen. Marc Pacheco is retiring and was recently recognized by SUMMUP for his advocacy for public services.

His defining achievement, The Pacheco Law, has saved Massachusetts' residents hundreds of millions of dollars by putting guardrails around the outsourcing of public services over the past thirty-one years.

Sen. Pacheco also fought the closure of Taunton State Hospital and has worked to steadily increase its capacity, thus saving hundreds of AFSCME jobs.

Upcoming Events

August 5th

- AFSCME Council 93 Memorial Scholarship Golf Tournament
- Plymouth, MA

August 12th to 16th

- 46th AFSCME International Convention
- Los Angeles, CA

September 12th to 15th

- 22nd Biennial Council 93 Legislative Conference
- Danvers, MA

November 16th

- Council 93 Executive Board Meeting
- Burlington, MA

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 at the golf tournament benefit the Scholarship Fund!

More information and registration:

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

Council 93 Member Benefit



Union-exclusive savings from AT&T

- Save money every month- Get discounts on qualified AT&T wireless plans.
- No activation fee- When you order a phone, tablet or smartwatch, your activation fees are waived!
- Accessory discounts- Save 20% on eligible accessories.
-

To start saving today, go to:

<https://www.unionplus.org/benefits/shopping-discounts/att>

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