

Continued from panelists:

Steven A. Tolman
President, Massachusetts AFL-CIO

Growing up in a union household in Watertown, Steven joined Amtrak and the Transportation Communication International Union in 1972. In time, he became his union's New England Division Chairman while working full time for the railroad. When the labor movement asked that union leaders step forward and run for office, Steven was elected to the Massachusetts House of Representative from Allston/Brighton (1994-1998) and then served in the Massachusetts Senate (1999-2011).

A dynamic and progressive voice during his 17 years in the Legislature, he was an outspoken advocate for better health care, quality public education, enhanced workers' rights, campaign finance reform, and a variety of vital issues including preserving vital safety net programs for those in need. Steve, a TCU-IAM Local 1089 member, was serving as the Senate's Assistant Majority Leader when he was elected President of the Massachusetts AFL-CIO in 2011 at their 54th Convention. He and his wife Susan live in Brighton with their three children Victoria, Siobhan and Steven Jr.

MODERATOR:

Francis X. Callahan Jr.
President, Massachusetts Building Trades Council, AFL-CIO

Frank represents 75,000 men and women in the construction trades from 74 Local Unions and District Councils across the state. He is also a Vice-President of the 400,000 member Massachusetts AFL-CIO. Frank began his labor movement career with the Pioneer Valley Building and Construction Trades Council, AFL-CIO in 1990, holding a variety of offices, including Research Coordinator, Executive Director, and President of the Pioneer Valley CLC. He was appointed Legislative Director for the Massachusetts Building Trades Council, AFL-CIO in 1996. In 2007, Frank was elected to his current position. He is a member of the International Union of Painters & Allied Trades Local 939, and a Delegate to the Greater Boston Central Labor Council, President of the Construction Institute, a faculty member of the Boston Labor Guild School of Labor-Management Relations, a member of the UMass Building Authority, a member of the School Building Advisory Board of the Massachusetts School Building Authority, and serves on the Blue Cross Blue Shield Labor Advisory Committee. He received a B.A. in Economics/Political Science from Providence College, and a M.S. in Labor Studies from the Labor Relations Research Center at the University of Massachusetts, Amherst.

LABOR HEALTHCARE FORUM PLANNING COMMITTEE

- **Steven A. Tolman**, President, Mass AFL-CIO
- **Allyson Every**, Executive Director, Labor Guild
- **Rand Wilson**, Director of Organizing & Policy, SEIU 888
- **John Walsh**, IBEW 2222 (IBEW National Legislative/Policy Team), Washington DC
- **John Drinkwater**, Chief of Staff, Mass AFL-CIO
- **Francis (Sandy) Eaton**, MNA Board Member, Mass-Care,
- **Joey Mokos**, UNITE HERE Local 26 Fund Administrator
- **Eileen Norton**, Director of Organizing, Massachusetts Nurses Association (MNA)
- **Celia Wisclo**, SEIU International VP, 1199 (Board Member of The Connector)
- **Gillian Mason**, Director of Communications, MA Jobs with Justice
- **Mary Crotty, RN, JD.** Researcher, MA Nurses Association (MNA)

THANKS & APPRECIATION FOR THE ADVICE AND GUIDANCE OF:

- **Gina Alongi**, IUOE Local 4 Funds Administrator, and Executive Director of the MA Coalition of Taft-Hartley Fund Administrators
- **Chuck Monahan**, Financial Secretary, IBEW Local 103
- **Frank Callaghan**, President, MA Building Trades Council
- **Mary Gendrolis**, Office Manager, Labor Guild
- **Kris Rondeau**, Organizer, AFSCME
- **James O'Connell & Tom Olson** JATC of Greater Boston, IBEW 103/NECA
- **Jim Howard**, Financial Secretary, Norfolk County Central Labor Council AFL-CIO
- **Kevin Kelley**, Business Manager, Carpenters Local #275
- **Rick Charette**, President, UFCW Local #1445
- **Sue Champagne**, Office Manager, MA Building Trades Council
- **Mary Cappadona**, Labor and Employment Relations Association (LERA) Boston Chapter

ON-SITE EVENT STAFF

- **George Embleton, Joan Santa Maria, Paul F. McCarthy**
- **Gerard (Jerry) Gomez, Maureen Callaghan, Daniela Dana**

SPECIAL THANKS TO OUR HOSTS IBEW 103 / NECA TRAINING CENTER

- **Michael Monahan**, Business Manager, and the Officers, Staff & Members of IBEW Local 103 and JATC

THE LABOR
GUILD



2ND ANNUAL LABOR HEALTHCARE FORUM

THE IMPACT OF THE AFFORDABLE CARE ACT (ACA) ON COLLECTIVE BARGAINING & UNION BENEFITS IN 2014

Today's Program – June 20, 2014



REGISTRATION, BREAKFAST AND OPENING REMARKS:

- 8:30am Registration/Coffee and Continental Breakfast
- 9:00am INVOCATION: **Fr. Robert Kennedy**, Labor Priest and MA Interfaith for Worker Justice Board Member
- 9:05am WELCOME: **Michael Monahan**, Business Manager, IBEW #103, and Co-Sponsors - **Steven A. Tolman**, President, MA AFL-CIO - **Allyson Every**, Executive Director, The Labor Guild
- 9:15am Overview & objectives of today's Forum **Rand Wilson**, Communications & Policy Director, SEIU Local 888

PLENARY SESSION: 9:20am

Four perspectives on the ACA's impact on union members & bargaining.

David Brenner, Senior Vice President, Segal Company, Boston MA. Overview of ACA in 2014 and the current healthcare bargaining scene.

Karin S. Feldman, Esq. AFL-CIO, Legislative and policy specialist for employee benefits and social insurance. The AFLCIO's view of the ACA landscape in Washington DC (the White House, Congress, DOL, HHS, Treasury) and nationwide;

Dolores Mitchell, Executive Director, Group Insurance Commission (GIC), Commonwealth of Massachusetts, The GIC provides healthcare coverage to 413,000 individuals.

John Canham-Clyne, Deputy Research Director, UNITE HERE International Union, Washington DC. Author of Report: "The Irony of Obamacare: Making Inequality Worse"

*Followed by Audience Q & A. Moderator: **Rand Wilson**.*

PLENARY SESSION: 10:05am

Responders Panel – Experienced negotiators impacted by ACA healthcare bargaining.

TAFT-HARTLEY: **Mark Erlich**, Executive Secretary-Treasurer, New England Carpenters

PUBLIC: **Jennifer Springer**, SEIU 888, General Counsel & Director of Field Operations

PRIVATE SECTOR: **Peter Knowlton**, President, UE Northeast, (United Electrical, Radio and Machine Workers of America)

BREAKOUT SESSIONS: 10:30am – 12 Noon

Taft-Hartley issues – Room 1 (Auditorium)

LEAD & MODERATOR: **David Brenner**, Senior Vice President, Segal Company

PANELISTS: **Michael Monahan**, Business Manager, IBEW Local 103, **Mark Erlich**, New England Carpenters, **Brian Lang**, President, UNITE HERE Local 26.

Public sector issues/challenges – Room 2

LEAD & MODERATOR: **John Brouder**, Boston Benefit Partners – presentation

PANELISTS: **Dolores Mitchell**, Executive Director, Group Insurance Commission (GIC), Commonwealth of Massachusetts;

Jennifer Springer, General Counsel & Director of Field Operations, SEIU Local 888; **Andrew Powell**, Field Representative, AFT-MA

Private Sector/Single Employer issues - Room 3

Lead & Moderator: **Peter Knowlton**, UE Northeast

Mike Fadel, Director of Strategic Campaigns, Massachusetts Nurses Association (MNA),

Daniel Hurley, President, Utility Workers Union of America (UWUA) Local 369

RECONVENE IN AUDITORIUM: 12:05pm

Discussion with entire group.

A spokesperson from each breakout group briefly shares insights/problems/ takeaways of their sector (3-4 min each).

FINAL PLENARY SESSION: 12:20pm

What's Ahead? Next Steps for Labor

PANEL MODERATOR: **Francis X. Callahan, Jr.**, President, Massachusetts Building Trades.

Looking forward: Ideas / Membership Education / Political Action

PANELISTS: **Karin Feldman**, AFL-CIO. **Mark Dudzik**, Director, Labor Campaign for Single Payer. **Brian Lang**, UNITE HERE Local 26. **Steven A. Tolman**, President, MA AFL-CIO.

ADJOURNMENT: 1pm

Closing Remarks - **Allyson Every**

Any Questions/Comments: Call 781-340-7887 or email office@laborguild.com.

PRESENTERS:

John Brouder

Partner, Boston Benefit Partners, LLC

Since 2000, John has assisted private and public sector clients in the design, procurement and implementation of medical, dental, life and disability insurance programs. John works closely with public employee unions in Massachusetts to preserve and protect employer-sponsored health insurance and he has completed consulting assignments for the Massachusetts Teachers Association, AFT-MA, SEIU Local 888, the Professional Firefighters of Massachusetts, the Boston Public Employees Committee (PEC), the MBTA Carmen Local 589, the Association of Plymouth County Employees (ACE) and Working Massachusetts. John has worked as a consultant to the Group Insurance Commission (GIC) of the Commonwealth of Massachusetts, the Massachusetts Connector Authority and the Office of the Health Insurance Commissioner in Rhode Island. Brouder served for 16 years on the Board of Directors of the New England Employee Benefits Council (NEEBC) and served a term as president of that organization.

David Brenner, JD.

Senior Vice President, Benefits Consultant, Boston

Mr. Brenner joined The Segal Company's Boston office in 1995 as a Benefits Consultant working with New England and national clients. Named Vice President in 1999 and Senior Vice President in 2007, he consults with multiemployer funds, including health and welfare plans, defined benefit pension plans and defined contribution pension plans, and to joint labor management apprenticeship and training programs on operational issues. Mr. Brenner's current clients include a range of local, statewide, regional and national plans. He constantly monitors relevant legislation, trends, and developments to ensure that Segal's Building Trades clients are prepared and informed. He is a member of the Working Committee of the National Coordinating Committee for Multiemployer Plans (NCCMP), providing guidance on public policy, legislative and regulatory issues and other vital matters to multiemployer plans.

Before joining Segal, David served as a Trustee of a health and welfare fund and a defined benefit pension plan. As an officer and employee of local and international unions, he was involved in all levels of union administration, including organizing, servicing and negotiating collective bargaining agreements. A graduate of the University of Massachusetts at Amherst with a BA with Individual Concentration (Labor Studies), he received a JD from Northeastern University's School of Law.

John Canham-Clyne

Deputy Research Director, UNITE HERE International Union, Washington DC.

Prior to working for UNITE HERE, John covered the 1990's health care reform effort as a freelance journalist, and co-authored *The Rational Option for a National Health Care Program*. As a union researcher he has extensive experience in both health care organizing and bargaining campaigns. His work includes financial analysis of providers, investigations of health care quality, legislative and regulatory work focused on controlling hospital monopoly expansion, protecting health care consumers, reducing systemic costs and expanding coverage. Most recently, he is primary author of UNITE HERE's report "*The Irony of Obamacare: Making Inequality Worse*", and led UNITE HERE's efforts to regulate the vertical integration of the health care system in Connecticut.

Karin S. Feldman, Esq.

Benefits & Social Insurance Policy Specialist, Policy Department, AFL-CIO

Karin joined the AFL-CIO in September 2006 as the health care and retirement security policy specialist. Her work involves all issues affecting pension and health care benefits whether provided through employer-sponsored plans or public programs, including Social Security and Medicare. Since March 2010, Karin coordinated the AFL-CIO work on implementation of the Affordable Care Act with a primary focus on the regulatory process.

Before joining the AFL-CIO, Karin worked at the United Steelworkers for more than 20 years in the union's Legal and Pension & Benefits Departments at the International Headquarters. Her responsibilities included participation in negotiations on a wide range of matters affecting pension and welfare benefit plans, especially those arising as the result of corporate transactions and bankruptcy proceedings.

Karin graduated from the UCLA School of Law in 1979 and began working with ERISA and benefits matters involving multiemployer, as well as single employer, benefit plans as union labor lawyer. She is a member of the State Bar of California and the AFL-CIO Lawyers' Coordinating Committee. Karin served on the ERISA Advisory Council for a three year term ending in November 2011.

Peter Knowlton

President UE Northeast Region and National Union Vice President

Peter has been a member of the UE for 30 years organizing, servicing, and negotiating union contracts for longer than that. He has been instrumental in developing UE's policies around health insurance and health care at the bargaining table and in the community. He is on the UE working group to develop guidelines for local unions in dealing with the ACA and the health insurance industry

Dolores L. Mitchell

Executive Director, Group Insurance Commission (GIC), Commonwealth of Massachusetts

Mrs. Mitchell leads the GIC, the agency that provides life, health, disability and dental and vision services to the Commonwealth's employees, retirees and their dependents. Many of these benefits are also provided to a number of authorities, municipalities, and other entities. In all, almost 413,000 people are covered by the GIC. Mrs. Mitchell has been in this position since 1987, serving in the administrations of Governors Dukakis, Weld, Cellucci, Swift, Romney, and now Governor Patrick.

She serves on the governing board of the Massachusetts Health Care Connector Authority, the Massachusetts Statewide Quality Advisory Committee (SQAC), and is currently serving as President of the National Committee for Quality Assurance (NCQA) Board of Directors, is a board member of the National Quality Forum, and was recently re-appointed as a member of the Measures Application Partnership.

PANELISTS:

Mark Erlich

Executive Secretary-Treasurer, New England Regional Council of Carpenters.

Mark has been a member of Carpenters Local 40 since 1975, and leads the 19,000 member New England Carpenters. He's worked at his craft as an apprentice, journeyman, foreman, and superintendent. Mark chairs the New England Carpenters Benefits Funds and the New England Carpenters Training Fund. He is also a Board member on the Massachusetts Convention Center Authority, MassINC, and the Boston Board of Zoning Appeals.

Mark is the author of two books, *With Our Hands: The Story of Carpenters in Massachusetts* (1986) and *Labor at the Ballot Box* (1990). He has also written numerous essays and articles on labor history and contemporary union issues in academic publications such as *Labor History* and *Labor Research Review* and publications ranging from the *Boston Globe* to *The Nation*.

Mark Dudzic

National Coordinator of the Labor Campaign for Single Payer Healthcare

Mark is a former president of a New Jersey-based amalgamated Local Union of the Oil, Chemical and Atomic Workers Union (now part of the United Steelworkers) and also served as president of the largest District Council in the former OCAW. He was a founding member of Labor Party Advocates.

Mike Fadel

Director of Strategic Campaigns, Massachusetts Nurses Association (MNA)

Mike Fadel was a union organizer, negotiator, and local union leader with 1199SEIU and its predecessor locals in Massachusetts for 19 years. Since 2010 he has been Director of Strategic Campaigns for the Massachusetts Nurses Association. He has led many small and large scale bargaining campaigns in a variety of health care settings.

Daniel Hurley

President, Utility Workers Union of America (UWUA), Local 369

Dan represents 3200 members working at NSTAR Electric & Gas, National Grid, Entergy, Exelon, Distragas, Elec-Comm, Hingham Municipal Light, New England Gas, Liberty Electric and NRG. Prior to his election to the office of President in 2011, Dan was elected to and served as Secretary-Treasurer in 2002. He received his Juris Doctor in 2013 from the Massachusetts School of Law and an undergraduate degree at the University of MA Boston. During his 11 years as an officer of the Braintree-based Local 369, he led dozens of successful contract negotiations. In addition to being President of Local 369, he serves on the National Utility Workers Union Executive Board, as Vice President of the MA AFL-CIO and vice chairman on the Board of directors for the Members Plus Credit Union. Mr. Hurley currently resides in Braintree MA with his wife Jennifer and four children, Daniel Jr. Tracey, Brian and Sarah.

Brian Lang

President, Boston's Local 26 UNITEHERE

Brian has been an organizer in the Labor Movement for 35 years. He's worked and organized in meatpacking, aerospace, healthcare and hotels. He currently leads Boston's Local 26 with 6,500 members in Hotels, Food Service, Convention Centers, Fenway Park and at Logan Airport. He is also a Labor Guild Board member.

He grew up in New Jersey, outside of New York City, the oldest of 6 children in a working class Catholic family. Brian lives in Boston with his wife Debbie Side and high school aged daughter Audrey Lang.

Michael Monahan

Business Manager, International Brotherhood of Electrical Workers (IBEW) Local #103

Representing more than 7,500 electrical and telecommunication members in the Greater Boston area, Mike was initiated into Local 103, in 1983. Rising quickly through the ranks, he served as Executive Board Member, then Business Agent and became Business Manager in 2003.

Through his strong and effective leadership, Mike has enhanced Local 103's outstanding services and outreach to the community, whether it is coordinating volunteer efforts for electricians who are donating their skills at various places, such as schools and private homes for disabled individuals, or the installation of wireless capabilities for the City. From his days as a rank-and-file member through his current position as Business Manager, Mike has met every challenge and serves his membership with pride and distinction.

Andrew Powell

Field Representative, AFT-MA

Andrew is a retired, union firefighter from Dracut, Massachusetts. In 2005, he began working as an Employee Benefit Consultant at Boston Benefit Partners. As a consultant, Andrew negotiated municipal health insurance on behalf of public employees and retirees throughout the Commonwealth. In 2011, Andrew began working as a full-time field representative for the American Federation of Teachers of Massachusetts [AFT-MA] where he is the lead healthcare negotiator and expert advisor to the AFT's local affiliates. Andrew's widely recognized expertise in municipal healthcare led to his recent appointment to the Special Commission to Study Retiree Health Insurance. As the representative of the Massachusetts AFL-CIO on the Special Commission, Andrew plays an active role protecting the benefits for both current and future public employee retirees.

Jennifer Springer

General Counsel; Director of Field Operations, SEIU Local 888

After graduating from Suffolk University Law School, Jen spent 12 years with AFSCME Council 93 before moving to SEIU Local 888 in 2012 as General Counsel and Director of Field Operations. Jen was the lead architect and chief negotiator of the first ever Section 19 Coalition Bargaining Agreement between the city of Boston and its municipal unions over the issue of employee healthcare. This agreement resulted in more than \$70 million in savings for the city of Boston, while preserving quality, affordable healthcare for workers. Jen was honored by the Massachusetts AFL-CIO with the Gompers-Meany Merit Award and by Boston Firefighters' Local 718 with the "Friend of the Firefighters Award." She is the 2011 recipient of the Cushing-Gavin Award for Excellence in Labor-Management Relations. Jen is a graduate of the Harvard Trade Union program and of the Emerging Leaders Program at the Center for Collaborative Leadership, UMass Boston.