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*A salute to the labor relations community in Massachusetts*

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HYM is a proud sponsor of the Labor Guild and supports their mission to promote good order and justice in today's workplace by helping men and women to act with conscience and courage in labor-management relations. Congratulations to the 2021 Cushing-Gavin award recipients!





Congratulations to the 2021 Cushing-Gavin Recipients:

Marjorie Wittner, Joseph Delorey, Esq, of counsel,  
Joseph R. Nolan Jr, and Keith H. McCown, Esq.

Congratulations to the Labor Guild for their continued efforts in  
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## Congratulations

to Joseph R. Nolan, Jr.,

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Joseph DeLorey, Esq., of Counsel

Joseph R. Nolan Jr.

Keith H. McCown, Esq.

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# **USW Local 12003**

**would like to congratulate**

**Marjorie Wittner  
Joseph DeLorey, Esq.  
Joseph R. Nolan, Jr.  
Keith H. McCown, Esq.**

**On their lifetime of work and  
service. Congratulations on  
your award!**



**With Special Thanks to the Labor  
Guild for all their hard work.**

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Congratulations to ALL  
on receiving this year's CGA  
Awards!

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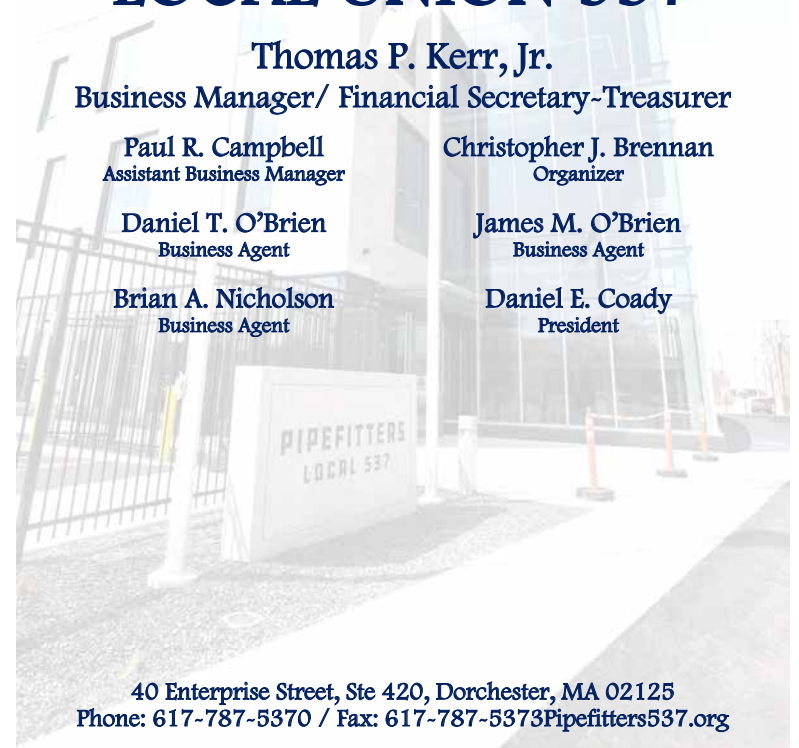
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# CONGRATULATIONS

to our partner

## KEITH H. McCOWN



on being named the recipient of the prestigious  
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for exemplary service to  
labor management efforts in Massachusetts.



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Eversource Energy is proud to provide electricity, natural gas and water to 4.3 million customers in New England while working to be a catalyst for the clean energy future.

We take pride in having positive, productive relationships with our unions, and we recognize that our represented employees are the backbone of our success.

We'd like to congratulate all of this year's deserving Cushing-Gavin Award winners. We're especially proud that our President and Chief Executive Officer, **Joe Nolan**, has been selected recipient of the Management Award.

Thank you, Labor Guild, for your longstanding commitment to improving labor-management relations throughout Massachusetts.

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*The Massachusetts Nurses Association Would Like to  
Congratulate the 2021 Cushing-Gavin Award Winners:*

*The Father Edward F. Boyle Award (Auxiliary)*

*Marjorie Wittner*

*Labor Award*

*Joseph DeLorey, Esq., of Counsel*

*Attorney Award — Management*

*Keith H. McCown, Esq.*

*Management Award*

*Joseph R. Nolan Jr.*

***Congratulations!***

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Considered a major career honor, the CGA was first launched by Guild Chaplain, Father Mortimer (Mort) Gavin, S.J. in 1967. A noted professional mediator and academic, Fr. Mort observed the remarkable contributions of top-notch practitioners. He envisioned an annual Cushing Awards program that would:

- provide well-deserved recognition to individuals for excellence and lifelong service in labor-management affairs
- offer both inspiration and education to the general labor-management community by showcasing outstanding performers
- bring greater visibility to the Guild and all its programs
- contribute critical financial resources supporting the Guild’s on-going work and outreach

The Awards were named initially for Boston’s highly popular and respected Richard Cardinal Cushing, the founder of the post-war Guild. The son of a Boston Elevated Railway blacksmith, Cushing was a forthright advocate of social justice and interfaith relations. He had a long and public record of advocating for a strong, responsible labor movement, while being sensitive to the legitimate needs of the business community.

The Cardinal’s involvement in the Awards’ early days solidified its success, but as essential was the spirit of mutuality he introduced at the very first Awards Dinner.

In 1982, a fourth legal counsel category was added. By 1983, the Cushing-Gavin Awards would also honor Fr. Mort Gavin, the CGA’s founder. In 2007, the Auxiliary Award was renamed the Boyle Award in honor of the 37 years of extraordinary auxiliary work of another beloved Guild Chaplain, Father Edward F. Boyle, S.J.

As Fr. Boyle wrote in 1995, “Numbers alone cannot be the accurate gauge of what this event represents to the labor-management community. That can only be registered in the hearts and minds of those attending, and the fresh commitments and deepened sensitivities nurtured by this event.”

*“Your Eminence: This note is to invite you to come and honor our table...In essence, we are gathering together the men and women who daily must find answers to contract problems and adjust and accommodate and apply in a fast-changing technological frame work. It is a fertile breeding ground for ulcers, blood pressure, and cardiac troubles. Yet there are hundreds of dedicated labor and management and public servants who stay at it and manifest to the whole world that our American system of industrial relations really works. Somebody ought to congratulate them and to remind the whole general community that this fraternity is performing a salutary and necessary function.”*

**FR. MORTIMER H. GAVIN, S.J.**  
From his 1967 letter to Richard Cardinal Cushing proposing the creation of the “Cushing Awards.”

PAST GUILD CHAPLAIN EXECUTIVE SECRETARIES		
Fr. Francis McDonnell		(1952-1962)
Fr. Mortimer Gavin, S.J.		(1962-1984)
Fr. Edward F. Boyle, S.J.		(1984-2007)
Sr. Mary Priniski, O.P.		(2008-2009)
Fr. Patrick Sullivan, C.S.C.		(2009-2012)
Fr. J. Bryan Hehir		(2012-present)

*“It is easy for all of us to be selfish, and to be anxious only about those things that touch our own life and fortune. But this proves very often to be shortsighted, simply because no one stands alone, no one part of the body is truly healthy unless the whole body is healthy.”*

*“We are discovering how very much we need each other, how much we depend on each other, how much we can learn from each other-- simply said, how much further we can advance the good life of man if we will do it together.”*

**RICHARD CARDINAL CUSHING**  
At first Cushing Awards Dinner, 1967

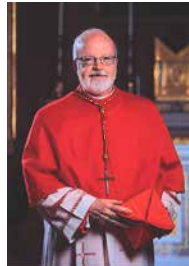


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# A LETTER FROM THE CARDINAL



CARDINAL'S OFFICE  
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Good evening to all gathered for the 2021 Archdiocese of Boston Labor Guild Cushing Gavin Awards. I join you in congratulating Marjorie Wittner, Joseph DeLorey, Joseph Nolan Jr, and Keith McCown as we recognize their contribution to productive relationships between management and labor, and their representation of the men and women who each day work to make our communities better and safer places for all of us.

This evening I also wish to express our gratitude for the dedication of David Kowalski, who in recent years generously stepped forward to serve at the Executive Director of the Guild and President of the Board. David gives extensive time and effort to advocate for his brethren in labor, always holding fast to the principles of equity and opportunity for the membership.

The contemporary era of our national economy continues to be a time of significant disparity, with an increasing amount of extraordinary wealth and benefits being aggregated to an ever smaller group of people. The Catholic Church has always held fair distribution of the products of work to be at the foundation of a just and productive society. Your support of the Labor Guild helps us to continue that mission, to ensure that working men and women have a place at the table. God bless you all, be assured of my prayers, and may the example and intercession of St. Joseph the Worker guide our efforts going forward.

Devotedly yours in Christ,

Archbishop of Boston

# 2021 PROGRAM

OPENING GREETING  
GOD BLESS AMERICA

**Paul F. McCarthy**  
President, Collective  
Bargaining Associates

**Therese DiMuzio**  
Officer, Boston Musicians Association  
Local 9-535 (AFM)

Welcome  
**Cardinal Sean O'Malley**

**Secretary of Labor**  
**Martin J. Walsh**

WELCOME - DINNER CO-CHAIRS

**Louis A. Mandarini Jr.**  
Secretary-Treasurer MA AFL-CIO  
Business Manager, Secretary-Treasurer  
Laborers Local 22

**Thomas O'Brien**  
Founding Partner-Managing Director  
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CITATION AND AWARD PRESENTATIONS

**David Kowalski**  
Labor Guild President - Executive  
Director of The Labor Guild

AWARDEE RESPONSES

**Marjorie Wittner**

**Joseph R. Nolan Jr.**

**Keith H. McCown, Esq.**

**Joseph DeLorey, Esq. (Of Counsel)**

CLOSING REMARKS

**Kevin L. Cotter (CGA '04)**  
CGA Executive Chairman

Benediction

**Father J. Bryan Hehir**  
Chaplain, Labor Guild and Cabinet  
Secretary for Health & Social Services  
Archdiocese of Boston

# 2021 CGA COMMITTEE

KEVIN COTTER

PAUL MCCARTHY

EILEEN NORTON

LISA FIELD

STEVE FINNEGAN

ELISSA CADILLIC

MARTIN CALLAGHAN

TOM KERR



## LABOR AWARD

### JOSEPH DELOREY, ESQ., OF COUNSEL

AFSCME Council 93

Joe has been staff counsel (with one title or another) for public sector labor unions since 1974. He began with the small independent Mass. State Employees Association (MSEA), which merged with NAGE (SEIU Local 5000) in 1977, and he came to AFSCME in 2002, serving as its General Counsel from 2006 through 2020. He remains as Of Counsel with Council 93.

During these 40 plus years he has participated in countless arbitration cases, as well as handling unfair labor charges, civil service appeals, civil litigation, lobbying, contract administration, contract negotiation, and staff and leadership training. He has also defended against member and employer claims before administrative bodies and in court.

Joe has also appeared before arbitrators and administrative bodies in the federal sector (quite often during his stint in Hawaii from 1998-2001; that's of no real importance to these proceedings, but it's nice to think about every now and then – particularly in December in Boston), as well as U.S. District Courts.

Over the years Joe served as a member of the Civil Service Reform Commission, the PRIM Board, and the Mass. State Retirement Board. While at AFSCME, he had also served as the Labor Chair of the Mass. Public Employee Dental/Optical Trust Fund.

In addition to the above, Joe has also spent time as part of organizing efforts. His introduction to electioneering came during the initial state-wide bargaining unit elections, which was a massive undertaking. While the MSEA was not successful in these efforts, it was an extraordinary enterprise to be engaged so early in his career, and a great learning opportunity.

Speaking of learning opportunities, Joe readily credits his late colleague at both MSEA and NAGE, Atty. Mark J. Dalton, as being the finest mentor possible. Mr. Dalton

was a distinguished WW2 veteran who served in Naval Intelligence, a former campaign director and trusted advisor for Jack Kennedy, and a partner in the Dalton/Elcock Bar Review. No one could have had a better tutor, example, and friend.

While at NAGE, Joe also had the opportunity to work as advisor to and representative of then NAGE Pres. Ken Lyons, who, in his own right, was also an extraordinary individual. For those of you who knew Mr. Lyons, you can recall how extraordinary he was. For those of you not familiar with him, you wouldn't believe it. But again, a great learning opportunity.

Along with learning opportunities, Joe has also been able to enjoy countless teaching opportunities, and has found great satisfaction in helping lay folk, be they staff or local activists, as well as fellow attorneys learn the language of labor relations, how various processes work, and why they work. He remains available to provide training upon request (virtually or in person), and at a very competitive hourly rate!

Of all of his varied efforts, Joe suggests one of the most satisfying is the interplay between employee relations and those suffering from substance abuse. While our universe is that of collective bargaining, as a colleague of his once observed, we are all Gods children, and the chance to help a troubled individual may be the greatest reward of all. A minute or so thinking of the late Award winner Paul McDevitt, and the work of him and so many others in these noble pursuits to help those in need, is time well spent. As Mohammed Ali observed, Service to others is the rent you pay for your place on Earth.

Joe is a life-long resident of Winthrop, a 1972 graduate of Boston State College, and a 1976 graduate of Suffolk University Law School. He is married to the lovely, talented, and very patient Sheila Hines. We are honored and thrilled to award Joe the Labor Award.

## MANAGEMENT ATTORNEY AWARD

### KEITH H. MCCOWN, ESQ.

Partner, Morgan Brown & Joy LLP



Keith H. McCown has been a partner with the law firm of Morgan, Brown & Joy, LLP since 1987, and has been actively involved in the field of labor and employment law since his first professional job with the National Labor Relations Board in 1975. Keith is part of a core of attorneys at Morgan, Brown & Joy with deep experience in traditional labor law, but his practice includes representing employers of all types and sizes, non-union and unionized, private and public sector, involving all manner of employment and labor law issues and litigation.

Keith repeatedly and happily mentions his long friendships with Union attorneys and Union representatives. These relationships are important for finding common ground, even in rancorous situations. He confides that in some instances, as a Management attorney advising key decision-makers, he can be in a position of influence that is superior even to Labor representatives in achieving good results for the employees, not just for the employer.

Keith is the 5th of 6 boys, all born and raised in Lakewood, Ohio. Keith spent his entire childhood and young adulthood in Ohio, where he attended Cleveland State before transferring to Oberlin College. Keith feels that much of his life after Oberlin was determined by a series of important "flukes." During senior year, a friend convinced Keith to take the federal Civil Service Examination just for companionship, and because it was "easy and free." That exam led to a completely by-chance job offer as an investigator with the NLRB in Cleveland, where Keith worked from 1975-1977.

This series of flukes continued, or maybe it was fate. In deciding about law school, Keith chose the Boston area because it was known as a good city for students, and he opted for B.C. over B.U. because a

co-worker told him that the parking was easier. Keith then met his wife, Sandra Einsel, while at B.C. Law. Sandra was a graduate student in the B.C. School of Education. They met completely by chance while running one day near B.C. at Holiday season in 1978. Keith got up the nerve to ask Sandra out when she made a wisecrack about how she could make some "mean Christmas cookies." That chance encounter has led to 41 years of marriage. Keith and Sandra have two kids: Aaron, who is 32, and Eva, who is 28.

About 15 years ago Sandra casually convinced Keith to join their church choir, and this has become one of their primary interests outside of work. Keith enjoys the community of the choir, and shedding lifelong inhibitions about singing in front of an audience, even an occasional solo. And Sandra and Keith are still making some mean Christmas cookies.

Keith is a frequent lecturer and trainer. He has served as an adjunct law school professor and has designed original workplace training materials about many employment and labor law topics. In his specialty, he is included among "Best Lawyers in America" and New England and Massachusetts "Super Lawyers."

Keith mentions many mentors along the way: Paul Lund at the NLRB in Cleveland, who taught Keith to be an honest, decent, and hardworking public servant; a history professor at Cleveland State who advised Keith to transfer to Oberlin; as well as many people in his professional work who have helped him attain the position he holds today.

We are happy, honored, and proud to give Keith the Labor Guild's Attorney Award for Management.





## THE BOYLE AWARD

### MARJORIE WITTNER

Chair, Commonwealth of  
Massachusetts Employment  
Relations Board

Marjorie grew up in Flushing, New York, as a Mets fan, with her two parents and older brother. Government service runs deep in Marjorie's family - her father worked for the Social Security Administration; her brother also worked for the federal government as an emergency planner. Her mother worked in customer service for a therapeutic equipment company.

Marjorie started her journey to becoming the Chair of the Commonwealth Employment Relations Board (CERB) at Brandeis University, where she studied Psychology and Urban Studies. After graduation, she moved to Ithaca, New York, and studied to get her Masters in Industrial Labor Relations from Cornell (where she also met her mathematician husband Ben). After receiving her Masters, Marjorie went to work at the National Labor Relations Board in Manhattan as a Region 2 field examiner, where she has fond memories of riding the subway to investigate unfair labor practice charges. While at the NLRB, Marjorie had many wonderful mentors, including Alvin Blyer, former Brooklyn Regional Director, who first encouraged Marjorie to go to law school.

Marjorie attended NYU law school from 1986 to 1989. She moved to Massachusetts with her young family in 1992, and worked part-time as a labor and employment lawyer representing both employees and employers. In 2001, Marjorie, who missed serving as a labor relations neutral, began working for Massachusetts Labor Relations Commission (LRC). In her six years at the LRC, Marjorie served as both as Chief Hearing Officer and, for two years, as Chief Counsel. Highlights of her tenure as Chief

Counsel include successfully arguing two cases before the Supreme Judicial Court.

Marjorie left the LRC in 2007 to establish an arbitration practice and complete mediation training. In 2008, however, she returned to public service, when she was appointed by Governor Deval Patrick to serve as the first Chair of a fully-constituted, three member-CERB, consisting of the Chair and two per-diem members. Marjorie has since been reappointed twice - by Governor Patrick in 2014 and by Governor Baker in 2019. The CERB decides appeals of unfair labor practice charge dismissals and hearing officer decisions. As Chair, Marjorie convenes CERB meetings and drafts rulings and decisions for the CERB's review and approval. Marjorie also investigates most of the DLR's unit clarification petitions.

Marjorie has devoted considerable time participating in and organizing labor relations trainings over the years. She has served on the Board of the New England Consortium of State Labor Relations Agencies almost continuously since 2003. In 2018, she was elected President of the Association of Labor Relations Agencies and presided over ALRA's annual conference at the Boston Park Plaza Hotel that year. She has also been a guest lecturer at the Labor Guild and the New England School of Law.

A humble and gracious recipient of this award, Marjorie wishes to thank her diligent and knowledgeable colleagues at the DLR and CERB for their support, camaraderie and lively discussions about the law over the years. We are honored to award you with the Father Edward F. Boyle Award.

## MANAGEMENT AWARD

### JOSEPH R. NOLAN JR.

President, Chief Executive Officer,  
Eversource Energy



Joe Nolan's background incorporates a love of family and faith, deep Boston roots, and a respect for unions - all of which help make him a deserving recipient of The Labor Guild's Management Award for 2021.

Joe grew up in Oak Square in Brighton as the youngest of seven children. He has five sisters and one brother, and the whole family used to walk to Mass together. When his father, Joseph Nolan Sr., became a judge in 1971, the family moved to what Joe calls "the mean streets of Belmont," where Joe graduated from Belmont High in 1981. Joe's mother, Peggy Kelly Nolan, worked in real estate. When her children were too young for school, she would take them along for the ride as she showed houses. "My childhood was a lot of fun," Joe recalled. "It was a very happy house."

In those days, judges didn't make that much money, so Joe's father had to work three jobs to support his family. When not in court, he wrote law books for West Publishing and taught at Suffolk University Law School. He established a subsection of the class called "The Nolan Law Review," where students who took his class would try to pass the bar exam. Joe chose a different area of study at Boston College, where he earned a bachelor's degree in communications in 1985 and an MBA in 1991.

After college, Joe joined the Customer Service department at Boston Edison, eventually achieving his goal of working in Government Affairs. He moved up in the company and stayed there through multiple mergers that created today's Eversource Energy. He has

always appreciated the company's impact on communities, and worked to increase financial and volunteer support for community agencies.

Joe was lucky to work closely with two Eversource CEOs, Tom May and Jim Judge, who became his good friends and mentors. Joe succeeded Jim Judge as president and CEO in May 2021. Reflecting on that, he says: "I was lucky to be in the kitchen with the two previous cooks, so I know all the recipes and all the menus, and I'm not about to change to any new concoctions."

One of Joe's formative experiences at Boston Edison was a walkout and a labor strike at the company in 1985, not long after he arrived. As a new employee, he wasn't in a position to influence the event, but it made a deep impression. "I told myself, 'That is never going to happen on my watch,'" Joe recalled.

Years later, the company had another labor strike, and this time Joe was able to help: "I was sent in by Tom May to straighten it out and we managed to get 3,500 workers back on the job. Since then, we have been blessed with labor peace and worked hard to keep it. That is what we want." Joe has worked to be a great friend of the labor community, and expresses great respect for unions: "I have a tremendous love for the unions. They are really important, and they are what built America."

Joe's proudest moments include the births of his four daughters, getting his first job in Boston Edison, and being named Eversource CEO. We are honored and happy to award Joe The Labor Guild's Management Award for 2021.

# THANK YOU SPONSORS

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CONGRATULATIONS  
TO THE  
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and to the  
2021 CUSHING-GAVIN AWARDEES  
ARCHDIOCESE OF BOSTON

# MEET THE LABOR GUILD

SINCE 1945, THE GUILD HAS PROVIDED OVER 50,000 STUDENTS AND WORKING PRACTITIONERS WITH:

- relevant practitioner-led labor education, professional training and personal development through our school, workshops, conferences, and labor and policy forums
- excellent, neutral conference and meeting spaces
- useful, engaging peer networking and excellent leadership opportunities
- our yearly Cushing-Gavin Awards Dinner, which honors exceptional professionals from our regional labor relations community.

Drawing from our deep roots in Catholic Social Teaching, The Labor Guild is dedicated to promoting the dignity of the individual person/worker as the cornerstone of a just economic system.

We believe that economic decisions have human consequences and moral context. We believe that people have the right to decent and productive work, to decent and fair wages and benefits, to private property and economic initiative.

As a membership organization, The Labor Guild is open to all who are interested in promoting just, compassionate, and productive workplaces. The Labor Guild supports effective, principled collective bargaining in the workplace.

We value management excellence and have witnessed the essential role and vital contributions of great managers and enlightened employers in the workplace. We admire and respect the invaluable role of committed labor leaders and activists in improving the lives, working conditions, and economic security of their members and their communities.

## CGA DINNER CO-CHAIRS



**LOUIS A. MANDARINI JR.**

Secretary-Treasurer Massachusetts AFL-CIO  
Business Manager, Secretary-Treasurer Laborers Local 22



**THOMAS O'BRIEN**

Founding Partner-Managing Director  
The HYM Investment Group LLC

## IN MEMORIAM

**We celebrate the lives and great accomplishments of these cherished Guilders. All were wonderful friends of the Guild. It was an honor and blessing to know each of them.**

**Joseph Sandulli, Esq.**, Founding Partner of Sandulli Grace PC, Law Firm representing employees. Joe was an instructor for many years at the Labor Guild's School of Labor Education. He was also the recipient of the Labor Attorney Cushing Gavin Award in 2008.

**Margaret "Peggy" Grace**, Beloved wife of Labor Guild School Instructor, Attorney Ken Grace and Cherished mother of Michael and Matthew Grace.

**John D. "Jack" Coughlan**, Labor Guild Volunteer and Beloved Husband of the late Patricia Ann Coughlin and Father Ed Boyle.

**Joseph Faherty**, Long time member and past president of the Labor Guild. Joe, was president and business agent of Local 387 Utility Workers Union. He was the Executive Vice President of the Mass. AFL-CIO for many years. Joe was the recipient of the Cushing Gavin Labor Award in 1984.

**Richard Trumka**, A Pennsylvania miner, who rose to become President of the United Mineworkers, from 1982 to 1995, and then was Secretary-General of the AFL-CIO from 1995 to 2009. He was elected president of the AFL-CIO on September 16, 2009. A relentless advocate for workers, worker's rights, worker safety, fair trade, and the Pro Act that would truly put unions on a level playing field.

**Thomas Sullivan**, Was a World War II Veteran and Executive Director for the Greater Plumbing Contractors Association PPCC. He was the recipient of Cushing Gavin Management Awardee in 1987.

**Nancy C. McKersie**, Beloved wife of Guildler, Professor Robert B. McKersie.

**Donald E. Wightman Sr.**, Was a Korean Conflict Navy Veteran and member of UWUA local 369. Long time member of the Labor Guild and recipient of the Cushing Gavin Labor Award in 1996.



LABOR	BOYLE AWARD	MANAGEMENT	LABOR/MANAGEMENT COUNSEL
<b>1967</b> <b>DONN BERRY</b> , IBEW #103	<b>DANIEL HURLEY</b> , FMCS	<b>JOHN HENNESSY</b> , Boston Edison	 <p><b>Congratulations to Our Many Past CGA Recipients</b></p>
<b>1968</b> <b>VAL MURPHY</b> , Utility Workers, Boston Labor Council	<b>DONALD WHITE</b> , Boston College, Arbitrator	<b>DAVID FINE</b> , The Stop & Shop Companies	
<b>1969</b> <b>THOMAS OWENS</b> , Brewery Workers	<b>JOSEPH O'DONNELL</b> , Harvard, HTUP	<b>JOEL LEIGHTON</b> , Mass. AGC	
<b>1970</b> <b>FRED RAMSEY</b> , Construction	<b>WENDELL MACDONAID</b> , BLS-USDOL	<b>EUGENE BARNES</b> , Boston Newspaper Publishers	
<b>1971</b> <b>CLIFTON CALDWELL</b> , Meat Cutters	<b>DAVID GRODSKY</b> , State Med. & Council	<b>E. LEONARD KANE</b> , Raytheon Company	
<b>1972</b> <b>EDWARD MOORE</b> , Paperworkers	<b>PAUL MULKERN</b> , U.S. Department of Labor	<b>THOMAS CATHCART</b> , Eastern Gas & Fuel	
<b>1973</b> <b>ERIKA PINAULT</b> , AFSCME	<b>HOWARD MYERS</b> , Northeastern University	<b>THOMAS L.P. O'DONNELL</b> , Attorney, Arbitrator, Ropes & Gray	
<b>1974</b> <b>JOSEPH STEFANI</b> , Hotel & Restaurant Workers	<b>WILLIAM J. FALLEN</b> , Arbitrator	<b>PETER KILLELEA</b> , Boston Gas Company	
<b>1975</b> <b>PAUL MCNAMARA</b> , United Transportation	<b>JOHN CHURCH</b> , AAA	<b>SHELDON APPEL</b> , Perkit Box Company	
<b>1976</b> <b>RICHARD COLEMAN, ESQ.</b> , Segal, Roitman & Coleman	<b>RICHARD GOGGIN</b> , Federal Mediation Service	<b>WILLIAM O. MURDOCK</b> , John Hancock	
<b>1977</b> <b>LAWRENCE C. SULLIVAN</b> , Boston Labor Council	<b>CHARLES MYERS</b> , MIT Arbitrator	<b>JOHN MURPHY</b> , Bird & Son Inc.	
<b>1978</b> <b>FRANK EVERY</b> , Machinists Dist. Lodge #38	<b>JOHN T. DUNLOP</b> , Harvard University, Arbitrator	<b>THOMAS GUNNING</b> , Building Trades Employers	
<b>1979</b> <b>JOHN F. O'MALLEY</b> , AFL-CIO Region 8	<b>ROBERT FUCHS</b> , NLRB	<b>BERTRAM CREESE</b> , Leather Manufacturers Association	
<b>1980</b> <b>JOHN A. CALLAHAN</b> , State AFL-CIO	<b>JOHN E. HIGGINS</b> , Arbitrator	<b>MALCOLM MACKINNON</b> , The Boston Globe	
<b>1981</b> <b>THOMAS CLIMO</b> , Sugar Workers #166, ILA	<b>MARCIA GREENBAUM</b> , Arbitrator	<b>ARTHUR VERSHBOW</b> , Modern Die & Machine	
<b>1982</b> <b>MICHAEL BOTELHO</b> , AFSCME Council #93	<b>JAMES HEALY</b> , Arbitrator, Harvard University	<b>HAROLD RAYBOULD</b> , Quincy Market & Cold Storage	<b>JAMES GRADY, ESQ.</b> , Grady, Dumont & Dwyer
<b>1983</b> <b>THOMAS EVERS</b> , State Building Trades	<b>ROBERT J. HALLORAN</b> , Blue Cross-Blue Shield	<b>JOHN R. MCKEON</b> , State Office Employee Relations	<b>ALLAN A. TEPPER, ESQ.</b> , Snyder, Tepper & Comen
<b>1984</b> <b>JOSEPH FAHERTY</b> , Utility Workers #387	<b>WILFRID RODGERS</b> , The Boston Globe	<b>WILLIAM VAUGHN, III</b> , The Stop & Shop Company	<b>ROBERT MANNING, ESQ.</b> , Angoff, Goldman, et al.
<b>1985</b> <b>ARTHUR OSBORN</b> , Mass. AFL-CIO	<b>SHERMAN G. SASS</b> , Martin E. Segal Co.	<b>PAUL F. DEMPSEY</b> , Mass. Hospital Association	<b>ALVIN M. GLAZERMAN, ESQ.</b> , Edwards & Angell.
<b>1986</b> <b>JAMES E. MAHONEY</b> , OPEIU Local #6	<b>ARNOLD M. ZACK</b> , Arbitrator	<b>JOHN J. MANNING</b> , Boston Herald	<b>ROBERT M. SEGAL, ESQ.</b> , Segal, Roitman, & Coleman.
<b>1987</b> <b>JOSEPH BONAVIDA</b> , AFSCME Council #93	<b>RICHARD M. REILLY</b> , AAA	<b>THOMAS SULLIVAN</b> , Greater Boston PHCC	<b>ALLAN W. DRACHMAN, ESQ.</b> , Deutsch, Williams, et al
<b>1988</b> <b>THOMAS MCINTYRE</b> , Bricklayers International	<b>JOHN J. MARTIN</b> , FMCS	<b>ANTHONY SAPIENZA</b> , Grieco Bros., Inc.	<b>ARTHUR FLAMM, ESQ.</b> , Flamm & Birmingham
<b>1989</b> <b>KRISTINE RONDEAU</b> , AFSCME	<b>MICHAEL F. WALSH</b> , NLRB	<b>JOHN L. RITCHIE</b> , Trial Court	<b>ARTHUR P. MURPHY, ESQ.</b> , Murphy, Hesse, et al
<b>1990</b> <b>ROBERT PETRONELLA</b> , UFCW	<b>PAUL EUSTACE</b> , Mass. Secretary of Labor	<b>JOHN J. COHANE</b> , Boston Gas Company	<b>AUGUSTUS CAMELIO, ESQ.</b> , AFSCME Council #93
<b>1991</b> <b>JAMES GRANDE</b> , Operating Engineers, Apprentice Training Program	<b>DIANE ZAAR COCHRAN</b> , Board of Conciliation and Arbitration	<b>JACK SHAUGHNESSY</b> , Shaughnessy Company	<b>WILLIAM JOY, SR., ESQ.</b> , Morgan, Brown & Joy
<b>1992</b> <b>JOSEPH NIGRO</b> , Boston Building Trades Council	<b>HELEN MORESCHI</b> , Mass. Department of Industrial Accidents	<b>MICHAEL METZLER</b> , St. Elizabeth's Hospital	<b>WARREN PYLE, ESQ.</b> , Angoff, Goldman, et al
<b>1993</b> <b>ROBERT J. HAYNES</b> , Mass. AFL-CIO	<b>R. ROBERT RODWELL</b> , United Way	<b>JOHN J. HIGGINS</b> , Boston Edison Company	<b>ELLEN C. KEARNS, ESQ.</b> , Kearns & Rubin
<b>1994</b> <b>CAROL KNOX</b> , UAW Reg 9A	<b>EDWARD F. EAGAN</b> , OSHA	<b>DAVID PERINI</b> , Perini Corporation	<b>DONALD J. SIEGEL, ESQ.</b> , Segal, Roitman & Coleman
<b>1995</b> <b>JOHN PHINNEY</b> , UFCW #1445	<b>PAUL MCDEVITT</b> , Modern Assistance	<b>THEODORE BRODIE</b> , N.E. Insulation	<b>MICHAEL LEHANE, ESQ.</b> , Murphy, Hesse, et al
<b>1996</b> <b>DONALD WRIGHTMAN</b> , UWUA	<b>ROBERTA GOLICK</b> , Arbitrator	<b>TIMOTHY MANNING</b> , Harvard University	<b>PAUL KELLY, ESQ.</b> , Segal, Roitman & Coleman

LABOR	BOYLE AWARD	MANAGEMENT	LABOR/MANAGEMENT COUNSEL
<b>1997</b> JOSEPH DART, Mass. Building Trades	GERARD GOMEZ, FMCS	DOUGLAS MACDONAID, MWRA	KATHERINE HESSE, ESQ., Murphy, Hesse, et al.
<b>1998</b> WILLIAM RYAN, IUOE #4	THOMAS KOCHAN, MIT	STEVEN GROSSMAN, Mass. Envelope	WENDY BITTNER, ESQ., Bittner Law
<b>1999</b> PHILLIP TROMBLY, Brotherhood, UWUA	SUSAN R. BROWN, Arbitrator	KENNETH PARADIS, Bechtel/Parsons/Brinkerhof	ROBERT HOLLAND, ESQ., Deutsch, Williams, et al
<b>2000</b> CHUCK MONAHAN, IBEW #103	ELAINE BERNARD, Harvard, HTUP	THOMAS J. GUNNING, Building Trades Employers	JOANNE GOLDSTEIN, ESQ., General Counsel, UWUA
<b>2001</b> PAUL HANNON, Steelworkers	JOAN DOLAN, Arbitrator	RICHARD MEYER, Massport	NELSON ROSS, ESQ., Ropes & Gray
<b>2002</b> KATHLEEN A. CASAVANT, Mass. AFL-CIO	JOSEPH KANE, NLRB	GREGORY THORNTON, ESQ., Boston Globe	ALAN J. MCDONALD, ESQ., McDonald and Associates
<b>2003</b> ROBERT BANKS, Ironworkers #7	DAVID GRAFTON, OSHA	VIRGINIA TISEI, Boston Schools	JOHN O'REILLY, III, O'Reilly Grosso & Gross
<b>2004</b> KEVIN COTTER, Plumbers #12	JOHN COUGHLIN, Blue Cross/Blue Shield	PATRICIA DAY, Massport	E. DAVID WANGER, ESQ., Angoff, Goldman, et al.
<b>2005</b> KATHLEEN KELLEY, AFT	LAWRENCE HOLDEN, Arbitrator	JOANNE SALINES, Partners Healthcare	PAUL KINGSTON, ESQ., Rubin & Rudman
<b>2006</b> JAY HURLEY, Iron Workers #7	L. CHRISTINE OLIVER, MD, OSH, MGH	FREDERICK A. LASKEY, MWRA	IRA SILLS, ESQ., Segal, Roitman & Coleman
<b>2007</b> MICHAEL MONAHAN, IBEW #103	EDWARD J. BOYLE, S.J., Archdiocesan Labor Guild	DIANE CRIMMINS, Town of Belmont	PHILIP G. BOYLE, ESQ., Morgan, Brown & Joy
<b>2008</b> ROCIO SAENZ, SEIU #615	ROBERT B. MCKERSIE, MIT/Sloan School of Management	ROBERT J. LEWIS, Boston College	JOSEPH G. SANDULLI, ESQ., Sandulli Grace, P.C.
<b>2009</b> MARTIN CALLAGHAN, Boston Newspaper Printing Pressmen's Union Local #3	SUZANNE M. BUMP, MA Secretary of Labor & Workplace Development	WILLIAM F. DOWD, National Grid	JAMES F. GROSSO, ESQ., O'Reilly, Grosso & Gross
<b>2010</b> LOUIS G. RASETTA, Int'l Union of Operating Engineers, Local 4	NANCY PEACE, Arbitrator Consultant	JOHN MESSERVY, AIA, Partners HealthCare	BURTON E. ROSENTHAL, ESQ., Segal Roitman, LLP
<b>2011</b> JENNIFER SPRINGER, AFSCME Council #93	ROSEMARY PYE, National Labor Relations Board	JOEL BOONE, The Stop & Shop Supermarket Co., LLC	ROBERT P. JOY, ESQ., Morgan, Brown & Joy, LLP
<b>2012</b> JOHN P. DUMAS, IBEW #103	BARRY BLUESTONE, Dukakis Center, Northeastern University	JOHN DUNLAP, City of Boston	KENNETH A. GRACE, ESQ., Sandulli Grace PC
<b>2013</b> JULIE BETTS PINKHAM, RN, Massachusetts Nurses Association (MNA)	JAMES S. COOPER, Arbitrator	JOHN F. TORPEY JR., Raytheon Company	D.M. MOSCHOS, ESQ., Partner, Mirick O'Connell
<b>2014</b> WILLIAM D. MCLAUGHLIN, President; IUOE (Operating Engineers) Local 4	PAUL CHABOT, Commissioner; Federal Mediation & Conciliation Service	THOMAS J. RYAN, Director Employee-Labor Relations; National Grid NE	SHELLEY B. KROLL, ESQ., Segal Roitman LLP
<b>2015</b> RICHARD O. CHARETTE, Retired President, United Food & Commercial Workers Local #1445	GINA M. ALONGI, Executive Director, Massachusetts Coalition of Taft-Hartley Trust Funds	JOHN CANNISTRARO, JR., President, J.C. Cannistraro LLC	DIANE B. PATRICK, ESQ., Co-Managing Partner, Ropes & Gray
<b>2016</b> FRANCIS C. BOUDROW, Business Manager Heat & Frost Insulators and Allied Workers, Local 6	MICHAEL D FELSEN, ESQ., Regional Solicitor US Dept of Labor	GLENN W. KINGSBURY, Executive Director NECA (Electrical Contractors) Boston	SUSAN F. HORWITZ, ESQ., Sandulli Grace, P.C.
<b>2017</b> CYNTHIA A. RODRIGUES, President, Greater Southeastern MA Labor Council - New England Joint Board Member, UNITE HERE	DAVID WEIL, PH.D., Dean, Heller School, Brandeis - Former Administrator, Wage & Hour Division, U.S. Dept of Labor	STEPHEN P. AFFANATO, Executive Vice President, New England Mechanical Contractors (NEMCA)	MARK W. BATTEN, ESQ., Partner, Proskauer [Boston Office]
<b>2018</b> STEPHEN FINNIGAN, Sub-District Director United Steelworkers	SARAH KERR GARRATY, ESQ., Mediator/Arbitrator	STEPHEN COYLE, Former Chief Executive Officer, AFL-CIO Housing Investment Trust	ANNE R. SILLS, ESQ., Segal Roitman, LLP
<b>2019</b> RICHARD ROGERS, Executive Secretary - Treasurer of the Greater Boston Labor Council	FRANCIS DONAL O'BRIEN, Arbitrator/Mediator	MARY E. WALSH PH.D., Executive Director of City Connects WILLIAM G. GROSS, Commissioner of the Boston Police Department	MICHAEL J. MACCARO ESQ., Murphy Hesse Toomey & Lehan LLP
<b>2020</b> JANET WILDER, Lead Organizer SHARE/AFSCME	JOHN HANSON, Chairman, Joint Labor Management Committee for Municipal Police and Fire	ARTHUR R. OSBORN JR., President, Osborn Labor Management Consulting	AMY DAVIDSON, ESQ., Partner, Sandulli Grace P.C.

## FROM THE EXECUTIVE DIRECTOR

*By David Kowalski, Executive Director*

Our mission here at the Labor Guild is simple. "To promote good order and justice in today's workplaces by inspiring, motivating, educating and assisting men and women to act with conscience, knowledge and courage in all aspects of labor-management relations." Which is centered around the quest for economic and social justice. The three-legged foundation the Labor Guild stands on is: Our membership. Our faculty. And the Catholic church. Without the interaction of any one of these three legs, we could not exist.

Where we are a Labor/Management organization we wanted very much to expand our reach to include more management interest and input within the Labor Guild organization. And to reflect that, this year our Executive Board has included two management members who have joined long time Board member Jack Wolfe (MOR Assoc). The Board felt it was time to be more inclusive to our management colleagues with whom, we so mutually engage.

Our main objective is still to engage and educate workers to be better prepared to achieve fairness in the workplace while negotiating with their counterparts. Our Executive Board has felt strongly about promoting our educational product. We feel that if the Labor Guild is to thrive, we need to promote the hunger we see for our product online, via the internet. We seek an environment where students,

anywhere in the country, can take a course whenever it is convenient for them with the convenience of a credit card.

We have a unique product. A product that is in demand in this economic and social climate. If we could distribute this product on a large scale nationally, it would have a positive impact on our fundraising.

My time here at the Guild has been one of the most worthwhile things I have done. With the most wonderful people I have had the honor of working with. I have employed all the skills I have to get us on track for the future and I feel we were successful in doing that. Unfortunately, these new technical skills to take us to the next level will take more than the knowledge I possess. Which provides the proper opportunity for me to take my exit at the end of the year. I will, remain on the Executive Board to continue to help guide us into the future.

For the future of the Labor Guild, we have found a dedicated practitioner of our cause. Father Marc Fallon comes to us after many years of fighting for the interests of our most vulnerable workers in the New Bedford area as well as serving in the Veterans' Hospital in West Roxbury. The Guild is thrilled to have a priest once again on board in our mission of economic and social justice. I will do everything I can to help Fr. Fallon make a smooth transition into his new role. It has been an honor and a labor of love to serve the Guild. Thank you.



*Revisiting the good old school days. (Pictured left to right) Eileen Norton, George Embleton, Paul McCarthy, Mark Smith, Father Marc Fallon, Jeff Bollen, Hugh Boyd, and David Kowalski*

## Despite the second year of Covid restrictions, we at the Guild continued to be very active.

The Labor Guild was active this year, with the hope that things were beginning to return to normalcy. We endeavored to do workshops around the events surrounding us and the needs of the students to be educated in a changing social and working environment.

Monica Halas, Consulting Attorney, Greater Boston Legal Services completed a series of two workshops with **Where Do We Go From Here? / Workshops for The Reopening Unemployment Benefits** during Covid-19 part II,

Michael Raysson, Author of **The Art of Organizing**, Author Ashley Adams, **Fighting Like a Boxer: Preparing Membership for a Campaign**, Massachusetts Teachers Association,

**Responding to The Opioid Epidemic** Charleen Verga, RN, Massachusetts Nurses Association,

**The Covid-19 Vaccine: What You Need to Know** Chris Pontus, RN, MNA & Dr. Kevin Kavanagh,

**Parliamentary Procedures Workshop, By-Laws Workshop/Rec. Secretary and By-Laws Workshop/Rec. Secretary**, all taught by Patti LeGault-Frank.





## School Updates

Our Labor School once again for our 136th Spring term offered a course line up of:

Collective Bargaining with **Paul McCarthy**,

**Deb Sullivan**, Assistant Director of Education, MNA. Taught a course in today's Social Justice centered around the children's books of Dr. Suess.

Taking the Mystery out of Municipal Finance with **Sean Cronin (DOR)**, **Michael Berry, (GIC)** and **Peter Rowe** covering school budgets.

**Howard Lenow**, taught Public Sector Labor Law.

**Frank Callahan** and **Rich Marlin** put on a class on Influencing your legislative agenda.

Agency Allstars was just that. Each week, field Representatives, Attorneys, Mediators, Criminal investigators, and Agency Directors explained how their State and Federal agencies provide services and protections to employees and all people. Instructors, **James Cooper**, **Rosemary Pye**, **John Hanson** with **Michael Felsen** welcomed guest presenters. They included, **Matt Marrota**, and **Sheri Bowles** from the Dept. of Industrial Accidents, **Bill Taupier** with the MA Dept. of Labor. OSHA was represented by **Kristen Rubino**, **Robert Carbone**, and **Amee Bhatt**. Massachusetts Dept. of Labor Standards was represented by **Maryann Mederios** and **Michael Flanagan**. The Massachusetts Attorney Generals office of Fair Labor Division's **Lauren Moran** and Staff Unemployment Division's **Carl Loria**. Federal Mediation and Conciliation Services was represented by Mediators, **Martin Callaghan**, **Gerard Gomez** (retired) and

**Joshua Flax**. Massachusetts Dept. of Labor Relations had presenters **Philip Roberts** and **Tim Hatfield**. Massachusetts Joint Labor Management Relations were represented by **Joseph Hubley**, **Daniel Morgado**, **George Driscoll** and **Don Cummings**. The last class had the Massachusetts Dept. of Labor Relations, **Jillian Bertrand**, **Susan Atwater**, and **Marjorie Wittner** along with the National Labor Relations Board's **Meredith Geary**, **Catherine Terrell** and **Phil Roberts**.

Our Fall Term, the 137th we conducted the following course selections:

Advanced Communications Skill - **Paul McCarthy**- Collective Bargaining Associates

Federal Labor Law - Attorneys, **Paul Kelly** and **Lou Mandarin**

The Art of Organizing - **Michael Raysson**, Labor Activist and Author, and guest lecturer **Rand Wilson**.

Advanced Steward's Training - **Tom Breslin**- Associate Director of Labor Education, Massachusetts Nurses Association.

Electing working people to public office & building effective advocacy campaigns. Why it's urgent and how we can do it. **Senator Paul Feeney** and **Representative. Paul Mark** and associates.

Arbitration - NAA Arbitrator's, **Liz Neumeier** and **Sheila Mayberry**, along with guest arbitrators. **Timothy Taylor**, **Bonnie McSpirt**, **Mary Ellen Shea**, **Harvey Shrage**, **Sherrie Talmadge**, **Loretta Attardo**.

Union Power Tools - **Ashley Adams**, Author and Organizer Massachusetts Teacher Association.

## Fall Workshop:

The Labor Guild hosted a workshop on the ballot initiative introduced by Uber, Lyft, and other Rideshare companies. The workshop featured **Jonathan Paz**, a Waltham City Councilor and the Organizing Director for the Coalition to Protect Workers' Rights.

JOIN US FOR OUR SPRING TERM 139

THE LABOR  
**GUILD**

SCHOOL OF LABOR  
MANAGEMENT RELATIONS

**MORE INFORMATION COMING SOON!**

**COURSE LISTINGS AND REGISTRATION WILL BE AVAILABLE AT:**

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*David C. Martinelli, President*  
*Zephirin E. Mondor, Vice-President*  
*Keith P. Fontaine, Treasurer*  
*Andrew J. Turcotte, Recording Secretary*



## Boston Newspaper Printing Pressmen #3

Graphic Communications Conference  
International Brotherhood of Teamsters

Joint Council 10 New England

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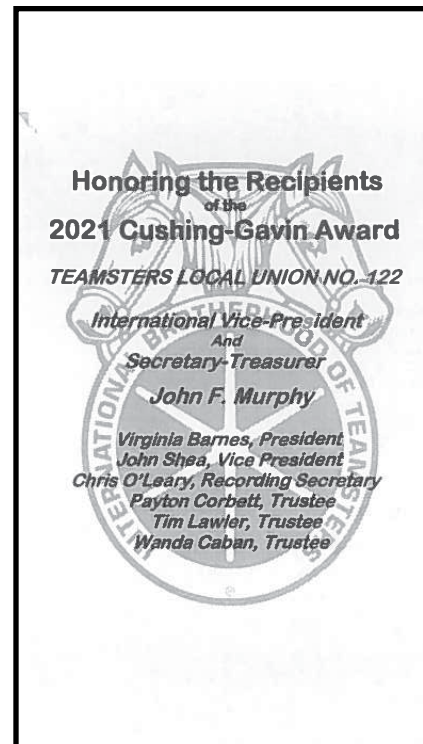


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Winners!**

**From  
Betty & Kevin Cotter**

**CGA**  
CUSHING-GAVIN AWARDS

**Congratulations Mom/Dear!**

**WE'RE SO PROUD  
OF YOU**

*Love, Ben, Michael, Allie, & Raisin*





## CONGRATULATIONS

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AND MEMBERS OF  
SHEET METAL WORKERS

### LOCAL 17

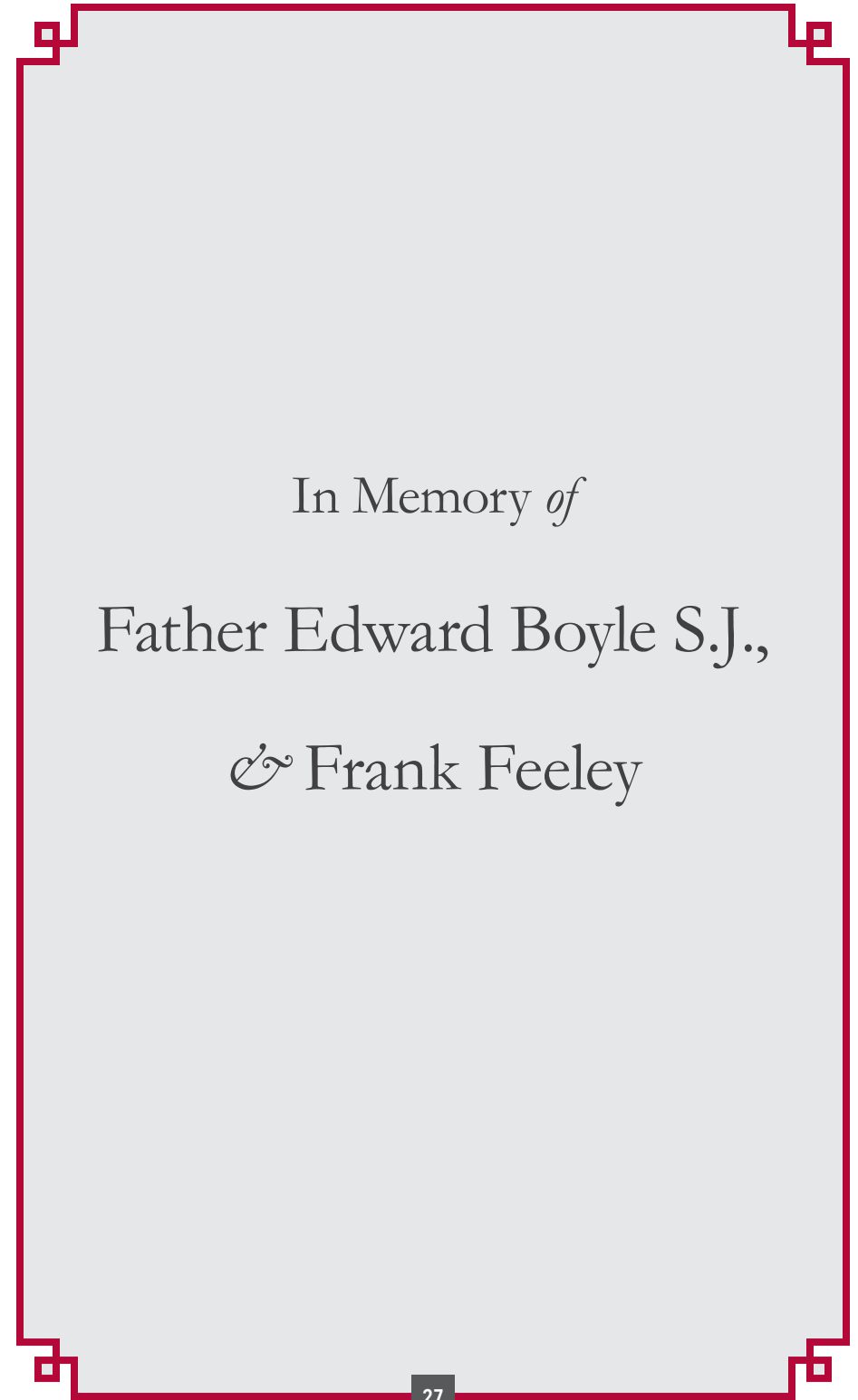
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Rhode Island, Maine &  
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## CONGRATULATIONS 2021 CGA AWARDEES

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NATIONAL POSTAL MAIL HANDLERS UNION  
LOCAL 301 NEW ENGLAND



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MARJORIE WITTNER

JOSEPH DELOREY, ESQ.

JOSEPH R. NOLAN, JR.

KEITH H. MCCOWN, ESQ.

AND

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North Atlantic States  
Regional Council of Carpenters  
**Carpenters Local 339**



**350 Fordham Road  
Wilmington, MA 01887  
(978) 229-5200**

Kevin Kelley, Regional Manager  
Justin Anshewitz, Business Rep.  
John Burrows, Business Rep.  
Chris Galatis, Business Rep.



**Congratulations  
2021 Cushing-Gavin Award Winners!**



**The Greater Boston Plumbing Contractors Association**

would like to thank the Labor Guild for its years of service to the Industry and congratulate the 2021 Cushing-Gavin award winners!



**The Officers & Members of the  
Heat & Frost Insulators  
& Allied Workers  
Local 6**

**Congratulate the  
2021 Cushing-Gavin  
Awardees**

**Marjorie Wittner  
Joseph Delorey, Esq., of Counsel  
Joseph R. Nolan, Jr.  
Keith H. McCown, Esq.**

**James R. Lister  
BUSINESS MANAGER**

**Jeffrey W. Saliba  
BUSINESS AGENT**

**Wayne Ortiz  
PRESIDENT**

**Thomas Wall  
ORGANIZER/VP**

**- EXECUTIVE BOARD MEMBERS -**

**Chuck Rogers  
Paul Shore**

**Spencer McCourt  
Scott Conway**

**Stephen Sargent**



**JEB MASTANDREA  
PRESIDENT**

**JAMIE JOYCE  
VICE PRESIDENT**



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**INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS**

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BUSINESS MANAGER / SECRETARY-TREASURER

**BILL LEGRAND**  
ASSISTANT TO BMST/EXECUTIVE ASSISTANT/  
BUSINESS REPRESENTATIVE

**JOSEPH GUARINO**  
DIRECTOR OF SERVICING

**CHARLES FOGELL**  
BUSINESS REPRESENTATIVE  
CONTRACT ADMINISTRATOR

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CHRISTIAN BRENNAN • JOSEPH ITRI • MICHAEL LAFFERTY • RAYMOND PICKUP

**PHIL LEARY**  
REPRESENTATIVE/ORGANIZER

**ANTONIO HERNANDEZ**  
REPRESENTATIVE / ORGANIZER

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**WAYNE MURPHY**  
DIRECTOR OF  
GOVERNMENT AFFAIRS

**JUSTIN DESMOND**  
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## CONGRATULATIONS TO THE RECIPIENTS OF THE TWO THOUSAND TWENTY ONE CUSHING-GAVIN AWARDS:

**Marjorie Wittner**

Chair, Commonwealth of Massachusetts Employment Relations Board

**Joseph DeLorey**

Of Counsel, American Federation of State, County and Municipal Employees Council 93

**Joseph R. Nolan, Jr.**

President and Chief Executive Officer, Eversource Energy

**Keith H. McCown**

Partner, Morgan, Brown & Joy, LLP

**We honor and appreciate your dedication and lengthy service to the Labor  
and Management Relations community in Massachusetts**

John Higgins, Rosemary Pye, Susan Horwitz and James Cooper

Congratulations to the  
deserving winners!

Marjorie Wittner

Joseph DeLorey

Joseph R. Nolan Jr.

Keith H. McCowan, Esq.

*Arbitrator Michael Ryan*

## Congratulations to the 2021 Cushing-Gavin Awardees

And

In Memory of Arbitrators

**DICK AND JACK HIGGINS,  
CGA 1980**

From

*Rosemary Pye, Arbitrator, NAA, CGA 2011 and John E. Higgins, Jr.*



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**9A**

UAW Region 9A Massachusetts  
CAP Council sends its  
best wishes to The Labor Guild!

**\*A Special Congratulations to  
Tonight's Honorees!\***

Marjorie Wittner  
Joseph Delorey, Esq., of Counsel  
Joseph R. Nolan, Jr.  
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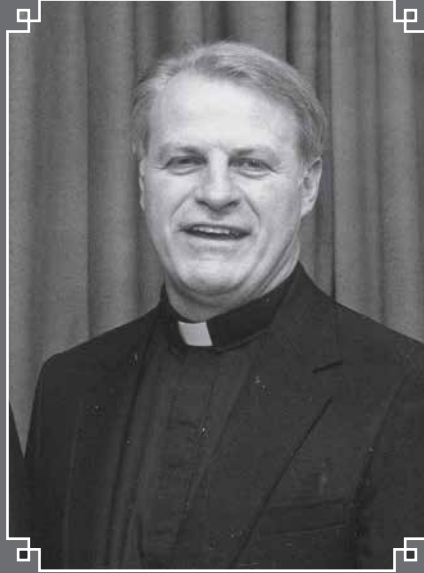
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Director

**Deborah Wright**  
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**Gordon Deane**  
Assistant Director

**Willie Desnoyers**  
MA CAP Council Chair





## Congratulations Awardees

The Labor Guild Matters!

We miss Uncle Ed  
*From the Boyle Family*

## Congratulations to the 2021 Cushing-Gavin Award Winners

**Keep up the Good Work in promoting Labor Management Relations**

Greg Thornton Senior Vice President Boston Globe (retired)(CGA 2002)

## CONGRATULATIONS TO THE 2021 CUSHING-GAVIN AWARD WINNERS

Marjorie Wittner, Joseph DeLorey, Esq.,  
Joseph R. Nolan Jr., Keith H. McCown, Esq.

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# CONGRATULATIONS

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## CONGRATULATIONS 2021 CGA Awardees

*Thank you to all essential workers,  
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frontlines during these challenging times.*

*Congratulations to all past awardees,  
including our own....*

Arthur P. Murphy	1989
Michael C. Lehane	1995
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**USW Local #12012  
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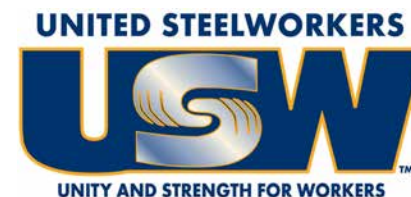
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The Labor Guild  
For Their Years of Service to the Labor Community  
&  
Congratulations to the Award Recipients

## AFSCME Local 1700

### Plymouth County Municipal Employees

Congratulations to all of this year's  
Cushing Gavin recipients especially

Joseph DeLorey  
A Great Friend to Labor

We wish you all the Best In your  
upcoming Retirement , You will be  
missed!

## Congratulations to the 2021 CGA Winners

Marjorie Wittner

Joseph R. Nolan, Jr.

Joseph  
DeLorey, Esq.

Keith H.  
McCown, Esq.



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# Congratulations

We are proud to honor the recipients of the Labor Guild's 2021 Cushing-Gavin Awards

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## INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL 4



*Congratulates*

### THE 2021 CUSHING-GAVIN AWARD WINNERS

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Marjorie Wittner Chair, Commonwealth of Massachusetts Employment Relations Board

#### Labor Award

Joseph DeLorey, Esq., of Counsel AFSCME Council 93

#### Management Award

Joseph R. Nolan Jr. President, Chief Executive Officer, Eversource Energy

#### Attorney Award - Management

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**Congratulations to the 2021 Cushing-Gavin Recipients:**

**Marjorie Wittner, Joseph Delorey, ESQ of Council,  
Joseph R Nolan Jr, and Keith H McCown, Esq.**

**Compliments to the Labor Guild for their continued efforts in  
promoting comprehensive Labor Management Relations – We are  
a better community due to the Guild’s achievements and support  
of quality recipients for the last 55 years!**



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## THIS YEAR'S CUSHING GAVIN AWARDEES

*Father Edward F. Boyle Award (Auxiliary)*  
**Marjorie Wittner**

*Labor Award*  
**Joseph DeLorey, Esq., of Counsel**

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AWARDEES, FOR A LIFETIME OF WORK AND  
DEDICATION TO YOUR PROFESSION.

BARBARA AND DAVID KOWALSKI



**CONGRATULATIONS**  
**2021 CGA Awardees**

## The Thornton Law Firm Congratulates the 2021 Cushing-Gavin Award Winners

Father Edward F. Boyle Award (Auxiliary)

**Marjorie Wittner**

Chair, Commonwealth of Massachusetts Employment Relations Board

Labor Award

**Joseph DeLorey, Esq., of Counsel**

AFSCME Council 93

Management Award

**Joseph R. Nolan Jr.**

President, Chief Executive Officer, Eversource Energy

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# A SALUTE

to all the leaders who have made  
the Labor Guild such a valued contributor  
- with special affection  
for the late Father Ed,  
our longtime chaplain  
and friend.

*Brian McDonald, Jack Wolfe  
and all at MOR Associates*



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## 2021 Cushing-Gavin Award Winners

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Joseph DeLorey, Esq.  
Joseph Nolan Jr.  
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**Sprinkler Fitters Local #550**

**Sends Hearty Congratulations to the 2021**

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