

WELCOME OUR NEW EXECUTIVE DIRECTOR by Paul F. Kelly, Esq.



Meet Allyson Every, our new Executive Director.

Allyson's vision for the Guild's future is informed by a background in business, labor relations and community activism. She will be the first layperson to lead the Guild on a non-interim basis, and works closely with our Chaplain **Fr. Francis Cloherty**.

"I've worked with and admired every Chaplain/Executive Secretary who has led the Guild over the past 50 years—**Fr. Mort Gavin, Fr. Ed Boyle, Sr. Mary Priniski, and Fr. Pat Sullivan**," Allyson notes. "I'm honored to follow in their footsteps connecting with our members and member organizations. This is a pivotal but exciting time for the Guild. We're talking to longtime friends, making new friends, sharing ideas and insights, exploring strategies to better serve all our members and stakeholders moving forward."

A Labor Guild past-President, Allyson was both a board member for 8 years and on our faculty during the 1980s. A second-generation Guilder, her dad, **Frank Every**, was Business Manager of the Machinists Union Local #264, and also a 1980 Guild President and CGA Awardee.

In fall 2011, Allyson was recruited back on the board to assess the Guild's communications and outreach. That effort resulted in a streamlined new Guild website launched in September, with an updated new visual look. "Our Guild audiences are increasingly operating online—laptops, tablets and mobile, so that's where we have to be," Allyson notes. "We needed a flexible, user-friendly platform for our School, programs and projects. In 2013, we hope to make new resources increasingly available."

Background "Helping organizations tell their stories is a big part of what I've done as a writer and consultant," Allyson says. She worked for Sallie Mae, MIT and *Technology Review* magazine. Yet the bulk of her career was with the *Boston Globe*, where she was Internal Communications Manager and a Circulation marketing manager. "Loved the Globe—still do. It was a dynamic, ever-changing and quirky place to come of age professionally."

During the first half of her *Globe* career, she was a district manager overseeing marketing, operations and sales revenues in territories across the region. She became a shop steward for the Circulation division, and later spent six years as president of the BGEA (*the Boston Globe Employees Association—today The Boston Newspaper Guild Local 31245*). The BGEA was the largest of the *Globe's* 16 unions representing 1400

editorial and business workers at that time.

"I found myself in a union without an international," Every notes, "and it was floundering badly. I came to the Guild School to learn how to be a competent shop steward. Walked into the Guild class registration for the first time, and **Fr. Mort Gavin** greeted me with his trademark "Welcome to this house!" That first 20-minute conversation with Mort was like encountering a Jesuit Yoda—the wise teacher, very shrewd, and great fun."

"My Labor Guild training was incredibly useful—practical, inspiring and introduced me to amazing labor relations practitioners. It made me a sharper, more thoughtful and strategic union leader," Allyson said, "and better prepared to anticipate the perspective across the table. And my experience is a pretty common story around here."

During her six years as BGEA president, she and her team would negotiate two major contracts, each widely viewed as that year's best labor agreement in the newspaper industry nationwide.

Allyson brings to the Guild a passion for social justice, for marketing and outreach, for bringing about change through networking and good governance. Let her know more about you, and how the Guild can serve your workplace, education and election administration needs. Please join me in welcoming Allyson back to the Guild.

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CGA
CUSHING-GAVIN AWARDS
THANK YOU!

Our December 7th, 2012 Cushing-Gavin Awards Dinner was a wonderful gathering of the labor-management community.

At the start of the speaking program, the audience was delighted by the brief appearance of a special guest — **Senator Elizabeth Warren**, who congratulated the evening's four honorees. The enthusiastic audience gave then Senator-elect a warm welcome.

Our wonderful Co-Chairs **Tom Ryan** of **National Grid** and **Steve Tolman** of the **Mass AFL-CIO** were superb hosts/MCs at this year's event. Kudos as well to Guild Board member **Marty Callaghan**, President, **Pressmen GCC/IBT Local 3**, who handles the Dinner's logistics with such panache.

LABOR

JOHN DUMAS

President, IBEW (Electricians) Local #103

I've tried to live my life by the mantra: "God, country, family, union" and it has served me well. Thank you to my best friend, my wife **Margie**, who has managed the Longwood Medical Center Day Care Center for the past 28 years. Our daughter Audrey and her husband Gene. Our son Billy, his wife Julie, and my grandson Cooper...the gem of my life (who) is waiting for his little brother due later this month.

As a kid, I had problems with hearing loss and a speech impediment. At times, this led to some difficult days. My parents and (6) siblings stood up for me and defended me no matter what... taught me the value of standing up for right versus wrong, and the courage to be there for those who might need an additional voice.

The last few years have been brutal for both labor and management but we all have a job to do... I would like to thank Local 103's partners at the *National Electrical Contractors Association Boston Chapter* - Executive Manager **Glenn Kingsbury** and President **Paul Guarricino** of JM Electric – for working so closely and effectively with (us).

I want to thank the officers and members of Local 103 for giving me the opportunity to serve them as President for the past 16 years. It has been an honor. (**Mike Monahan** is) one of the brightest and most visionary Business Managers around... **Richie Gambino**...now the Administrator of our Health and Welfare Office.. (We worked) together as journeymen (and) officers of the union and his friendship and guidance have been instrumental (in my career). I would also like to thank **Chuck Monahan... Peter Callaghan...and (the late) Bob Leahy**.

(O)ur duty is to continue to fight for middle class families and stand up against corporate greed and those who oppose decent wages, benefits and protections for working men and women of all races, creed and genders – union or non-union. I thank you all for all you have done and urge you to keep up the fight.

God bless you, God bless America, God bless the labor movement, and God bless Local 103 IBEW.



MANGEMENT

JOHN DUNLAP

Chief of Personnel and Labor Relations, City of Boston

Because this award means so much to me I am particularly excited to be joined by members of my family and a number of my nearest and dearest friends. Specifically, I would like to acknowledge my parents, **James and Florence Dunlap** from Arlington and my sister Jane Morrissey, my brother-in-law Mike Morrissey and my wonderful nieces Emma and Hannah .

I have been very fortunate that ... some truly outstanding public servants were willing to (offer) their time, knowledge and patience to help me develop as a professional and person.

Foremost among them is Mayor Tom Menino. Mayor Menino has taught me that no matter what the issue of the day happens to be – public servants must always remain focused on the practical impact that our decisions have for the quality of life of the citizens of Boston. (O)ther remarkable mentors to whom I am very grateful including: **Richard Kelliher**, the retired Town Administrator of Brookline, **Donald Marquis**, the retired Town Manager of Arlington, and **Nancy Galkowski**, the former Deputy Town Manager of Arlington

In Boston I have the privilege to work with a team... **Paul Curran**, the City's Director of Labor Relations; **Meredith Weenick**, the City's Chief Finance Officer; and many other exceptional public employees and friends who are too numerous to name.

I have had the opportunity to work with some incredibly talented and committed union leaders and representatives...I would like to identify two specifically:

- **Steve Dolan** ... one of AFSCME's (Council 93) leading business agents... Steve taught me that strong disagreements and powerful advocacy could simultaneously exist with good humor and good will between the parties.... Sadly, Steve passed a few years ago.
- **Jennifer Springer** is the General Counsel and Director of Field Services for SEIU 888.... In 2011, ...(during) a very high stakes ...negotiation with a coalition of all City employee unions over health insurance benefits. (W)e hit a major wall over the (impact of) ... pending state legislation. Ultimately, we reached a comprehensive four year agreement. Despite all the hard negotiations, tough issues, bumps, bruises and intermittent blow outs – I am very proud to be able to call Jen – and many other municipal labor leaders – my friend.

Again, thank you to the Labor Guild for this honor and thank you all for being here this evening.



YOUR VALENTINE IS ARRIVING SHORTLY

OR Simply, Quickly
RENEW ONLINE at
laborguild.com/membership

**YOUR 2013 DUES SUPPORT
THE GUILD'S WORK.**
Thank you!



ATTORNEY – LABOR

KENNETH A. GRACE, ESQ'S

Partner, Sandulli Grace PC

My interest in labor unions goes back to ...growing up in Athol, Mass. where two major manufacturing plants employed a very high percentage of (residents). One was unionized and the president of the other was vehemently anti-union. (Watching this) labor-management dynamic led me... to study labor relations at Cornell University and the University of Massachusetts Labor Center, and later to work as a union organizer and business agent.

I first met **Father Ed Boyle** back in the early 1970's (as UMass Amherst) graduate students. Father Boyle was a good friend to me as he was to many of you out there. He married my wife and me, baptized our sons and remained a close friend of our family for the rest of his life. I know we all miss him, particularly on a night like this.

Father Boyle and **Father Mort Gavin** (gave me) the opportunity to teach at the Labor Guild. They explained that the students were mostly labor union people who worked all day and then made their way through Boston traffic ... for 3 hours of labor education on nine successive Monday nights. For 30 years, (they) have energized me, and I love teaching at the Guild because of the students' personal commitment.

It also was 30 years ago when I joined **Joe Sandulli** to build a union-side law firm (and Joe had the good sense to hire me). We now have 12 lawyers who have exceptional problem-solving skills.. More importantly, they are all good people.

Over the summer I had a difficult medical problem that has since resolved. The support from our clients was overwhelming. (T)he President of the Boston EMS Union, **Jamie Orsino**, offered ambulance services to drive me to medical appointments. Didn't need that help, but I really liked the offer. (The steady stream) of cards and good wishes from (our) police officers and EMTs...(made me) feel very fortunate and blessed that our firm is included in the families of our clients.

Lastly...I want to thank my brothers **Steve, John** and **Don** and my niece **Whitney** for coming across the country to be with me tonight. I also want to recognize the love and support I have from my two sons, **Mike** and **Matt**, and my wife, **Peggy**. My boys are true gentlemen. Peggy is the love of my life and simply is the best.



AUXILIARY – THE FR. EDWARD F. BOYLE, S.J. AWARD

BARRY BLUESTONE

**Stearns Professor of Political Economy,
Director, Dukakis Center for Urban and Regional Policy,
Northeastern University**

I grew up ... in the great city of Detroit, Michigan as the son of a UAW international representative.... In 1962, I entered the University of Michigan (and) paid my way ... working summers on a Ford assembly line building carburetors for the first Ford Mustangs. (W)e were selling so many cars that I had to work on Sunday, July 4th, a 10 hour shift. I made enough money in a single day, in a single shift, to pay my entire tuition for the fall of that year.

My darling wife **Mary Ellen** and I have a son **Josh** who's at Northwestern University. I can assure you his education is costing me a lot more than mine did!

(I)n 1971 after receiving my Ph.D. at the University of Michigan... I began teaching at Boston College, a Jesuit University – and to be honest, I'm not Catholic.

Fr. Ed Boyle (and I) became fast friends....I said, "You know, Father, I've lived in Boston for four years, but I honestly just don't feel at home yet." He gave me that big wonderful laugh and put his arm around me and said "Don't you worry, Barry. After 3 or 4 generations, you're gonna be right at home."

The fact is that I feel right at home, right here tonight with you.

I want to dedicate this award to my parents, Irving and Zelda Bluestone, (who were in) the trade union movement from 1940 ... to the end of their lives.... (During World War II), my dad began as a grinder in a General Motors plant making bearings for tanks... (He) ended up as Vice President of the UAW. One of our dearest friends was **Walter Reuther**, one of the greatest labor leaders of all time.

20 years ago this month, my dad and I published a book together... *Negotiating the Future: A Labor Perspective for American Business*... (Detailing why) labor must be brought into the inner circle where the strategic decisions about the entire enterprise are made. And we believe that.

Today I'm proud to say that with **Nancy Peace** (a former Boyle Awardee), we have begun the **Massachusetts Education Partnership** working with the Mass MTA, the Mass AFT, the Mass Association of Superintendents, the Mass Association of School Committees, and the Rennie Center.

(That) book, *Negotiating the Future*... has guided my work ever since, (but) would never had seen the light of day (without) the two women in our lives. When my dad and I would come to verbal blows over a sentence or two, my mother Zelda and my wife, Mary Ellen would sit us down--and they would negotiate the future for us. Thank you very much.

FOR FULL TEXT VERSIONS VISIT LABORGUILD.COM/CGAWARDS/2012-AWARDEES/

GUILD SCHOOL SPRING TERM 2013

MAR
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**CLASSES
START
MONDAY
MARCH 4TH**

2013 is the School's 60th Diamond Anniversary.

Here is the lineup of course titles and faculty for our 121st School Term!

Our complete course descriptions will be posted online on Feb 1, 2013.

Online Registration starts February. 1st

PERIOD I

- **The Stewards Job**
Mike Foster, SEIU 509
- **Agency Alphabet Soup**
Jim Cooper and Rosemary Pye, Arbitrators
- **Building Effective Coalitions**
Rand Wilson, SEIU 888
- **Snapshot of Labor Relations**
Ken Grace, Esq.

PERIOD II

- **FMLA / Workers Comp**
Robert Schwartz, Esq. and Arthur Zack, Esq. Teamsters Local 25
- **The Empowered Negotiator**
Paul F. McCarthy, Collective Bargaining Associates
- **Social Media in the Workplace**
Daniela Dana, Allyson Every, Claire O'Toole
- **Lead Follow or Get Out of the Way**
John Hudson

UPCOMING EVENTS

Consider attending one of these upcoming sessions offered by the HTUP Program.

**WEDNESDAY, JAN. 30
4 PM – 6 PM**

"Protecting Health and Safety in a Changing Workplace"

David Michaels, Assistant Secretary of Labor for OSHA

**TUESDAY, FEB. 5
4 PM – 6 PM**

"They're Bankrupting us!" and 20 Other Myths About Unions

Bill Fletcher, Jr., Executive Assistant to the National Vice President for Women and Fair Practices, AFGE

**THURSDAY, FEB. 7
4 PM – 6 PM**

"Brothers on the Line"
A Documentary Film by Sasha Reuther, Film maker

**THURSDAY, FEB. 14
4 PM – 6 PM**

"Organizing the Future of Work"

Saket Soni, Executive Director New Orleans Workers' Center

**WED-FRI, MAR. 6-8
Mass Build Trades Council 94th Annual Convention**

Radisson Plymouth Harbor, Plymouth MA

For more information, and a complete event schedule, visit us online calendar at: laborguild.com/calendar

THE LABOR GUILD ♥ PAINTERS IUPAT DC #35



With brand new logos for both the Guild and CGA, our quarter-century old CGA banner needed an update. Our wonderful friends at DC #35 created and donated the beautiful new CGA banner that debuted at our 2012 Dinner. The banner's original dual image has become a trinity—**Richard Cardinal Cushing, Fr. Mort Gavin**, and now, **Fr. Edward F. Boyle**.

The Labor Guild sends heartfelt thanks to **Jeff Smith**, Business Manager of DC #35, his officers and members, especially **Charles (Chuck) Fogell**, Business Representative & Guild Board Member—and finally The Artist, **Joe Bohmbach**, Vice President, Sign Local 391 of Boston, who hand-painted our new banner. Guys, it's perfect!

LERA WINTER DINNER MEETING

The Boston Chapter of LERA (Labor and Employee Relations Association) is holding its dinner meeting on Thursday, Feb 7, 2013. **John Brouder**, Partner, Boston Benefit Partners, LLC will be speaking on "The New Grand Bargain and Health Insurance in Massachusetts." Social Hour @ 5:30 pm, Dinner @ 6:30 pm. IBEW Local 103 Hall, 256 Freeport Street, Dorchester MA 02122. 339-202-3948.

HTUP CLASS OF 2013 IN FULL SWING

Forty-one labor leaders from around the world are currently attending the 102nd Session of the Harvard Trade Union Program (HTUP). **Elaine Bernard** and her team have organized another dazzling but jam-packed six-week program running from January 7th- February 15th at Harvard Law School. **Graduation is Friday, Feb 15th**, 10 am, Harvard Law School, Ames Court, Austin Hall.

This year's local attendees: **John T. Colbert**, Secretary Treasurer, Int'l Association of Fire Fighters – Local 76, Boston; **Alexandra Brown**, President, IUE-CWA-Local 201, Lynn; **Sean Callaghan**, Business Agent, IBEW Local 103, Dorchester; **Elisabeth Szanto**, Organizer, AFSCME-HUCTW, Worcester; **Jeffrey Morassi**, Consultant, Massachusetts Teachers Association, Raynham.

GOT A NEWS OR AN EVENT TO PROMOTE?

Please let us know at: office@laborguild.com