

GUILD SCHOOL MOVING FALL TERM TO DORCHESTER



SCHOOL OF LABOR MANAGEMENT RELATIONS

Hosted by 1199 United Healthcare Workers at Bayside Expo

Breaking News:

This fall, the Labor Guild's School of Labor-Management Relations is taking it on the road. Starting on September 16, our Fall 2013 classes will relocate from our Weymouth Landing Gavin Center to an alternate site at **SEIU 1199 United Healthcare Workers East**, 150 Mount Vernon Street, Dorchester MA.

This idea of combining a Guild School's Fall Term at an offsite Boston location, with a Spring Term at our Weymouth home base, has been floated for a year or more. After our Education Committee researched several alternate sites, the Guild approached 1199 about using their

Dorchester headquarters for eight Monday class nights this fall. It was a good fit all around.

1199's Dorchester facility occupies two floors in the Corcoran-Jennison Building at the Bayside Expo Business Center (next door to the Doubletree Hotel). Their second floor training area has several classrooms and meeting areas that will work well for us. Other location pluses include:

- **Easy Access.**
Just 2-3 minutes off the SE Expressway's Columbia Road Exit 15.
- **The Red Line.**
1199 is a short block from the JFK-UMass-Columbia T-stop.

- **Ample Free Parking.**

A very large parking lot is directly in front of their building's entrance.

Although Weymouth Landing is just 12 miles south of Boston and 4 minutes from Route 3's Braintree exit, potential Guild students from North Shore and the western 'burbs have been known to ask: "Weymouth... Is that near Plymouth?"

While our students routinely trek from Worcester, Central Mass, Rhode Island, Lowell, Springfield and New Hampshire, offering Guild classes in Dorchester certainly makes it easier for North Shore students to join our classes this fall by car or T.

The Guild is very grateful that 1199's Executive Vice President **Veronica Turner**, their Massachusetts leadership team, and their Director of Operations **Frank Borges**, are hosting us at their splendid facility this Fall. This is the first-time that Guild School has been held on properties not connected with the Archdiocese or the Jesuits.

GETTING THE ACA CONVERSATION ROLLING: Continued on page 2.

Our Labor Healthcare Forum on the Affordable Care Act and Collective Bargaining

Co-sponsored by the Massachusetts AFL-CIO and The Labor Guild

The Massachusetts AFL-CIO and the Labor Guild co-sponsored a Labor Healthcare Forum on The Impact of the Affordable Care Act (ACA) on Collective Bargaining and Union Benefits, at IBEW #103 Hall in Dorchester in early May. Wonderful keynote speakers,

presenters and panelists* provided up-to-the-minute information and keen insights about how the ACA will affect multi-employer/Taft-Hartley, Public Sector and Single Employer plans.

Different bargaining units and sectors face different

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GUILD SCHOOL FALL 2013 – COURSE OFFERINGS

FIRST PERIOD

The Steward's Job

George Embleton and Dave Kowalski

ABCs of Arbitration

Jim Cooper, John Hanson and Paul Higgins

Government Agency All Stars

Rosemary Pye

Labor in Times of Turmoil

Paul Kelly/Lou Mandarin

The Power of Coalitions

Elissa Cadillac

SECOND PERIOD

Advanced Steward's Course

Ed Collins

Power and Struggle: The Forces Shaping Labor Unions and Corporations

Dave Kowalski

Lead, Follow or Get out of the Way

John Hudson

Healthcare: What Now? What Next?

Francis "Sandy" Eaton RN and John Walsh

Full course descriptions at laborguild.com

GETTING THE ACA CONVERSATION ROLLING: *Continued from page 1.*



challenges. One powerful concern is the degree to which the ACA singles out and harshly penalizes Taft-Hartley plans (covering 10% of all insured Americans) on a variety of fronts. Public sector and Single Employer groups have their own unique set of problems and concerns. Furthermore, it's not clear how different employers will react to this new environment.

The audience responded to strong calls-for-action for unions to closely collaborate to:

- 1) further educate themselves, their members and employers about what in the ACA is, and is not, working for their people,
- 2) clarify what ACA regulatory or structural changes/
- adjustments are needed in different bargaining situations,
- 3) actively support each other and jointly advocate for those needed changes in both Washington—and here in Massachusetts, and
- 4) continue to fight cost-shifting proposals (via increased insurance rates and co-pays on doctor visits, drugs, etc.) which create huge divisions in the workforce. The push to individualize healthcare utilization ultimately defeats the collective nature of medical insurance,
- 5) as was typical during the advent of Managed Care in the 1980's, union negotiators of Single Employer and

Public Sector need to be directly involved in negotiations with insurers.

Many thanks to MA AFL-CIO President **Steven A. Tolman**, **our marvelous presenters** and Planning Committee , and to MA Building Trades

President **Frank Callahan**. Special thanks to our amazing friends and hosts at IBEW Local 103, Business Manager **Michael Monahan** and his wonderful team for their wise advice and generous hospitality.



L-R. Rand Wilson, SEIU Local 888 & moderator (background: John Cronin, Teamsters #25 & Guild Board Member); Mary Jane MacArthur, Director, The Laborers Health & Safety Fund of North America, Washington DC; David Brenner, Segal Company; at the podium, Karen Feldman, Benefits Policy Specialist, AFL-CIO, Washington DC; Richard (Rick) Charette, President, UFCW Local #1445.

**For links to the ACA Forum's slide presentations, handouts, and our keynote speakers and presenters, visit laborguild.com and click on AFFORDABLE CARE ACT (ACA) RESOURCE PAGE at the top of the homepage.*

IN MEMORIAM

We celebrate the lives and accomplishments of these much-missed Guilders and Guilder loved ones.

Charles A. Fogell, Jr., 75, of East Greenwich RI, retired Laborers Local 1033. Father of Charles (Chuck) Fogell, IUPAT DC #35 Business Representative and Guild Board Member.

Thomas S. Gunning, Jr., Milton. Retired Executive Director of The Building Trades Employers Assn. and The Northeast Roofing Contractors Assn. Founding

member of Laborer's & Carpenter's Unions Training Funds. 1978 Cushing-Gavin Awardee. Father of Thomas J. Gunning, Building Trades Employers Assn.

Richard G. Higgins, 71, Londonderry, NH. Labor arbitrator and mediator. Vietnam Combat Veteran, West Point graduate, Bronze Star recipient. Survived by wife Debra, and four children, including his son Paul M. Higgins, an arbitrator and Guild faculty member. Son of 1980 CGA Awardee and arbitrator John E. Higgins.

Geraldine "Gerry" McCarthy, 96, mother of Paul F. McCarthy, President, Collective Bargaining Associates and Guild faculty and Board Member.

Charley Richardson, 60, Jamaica Plain. Activist for economic and social justice and peace. Worked for labor movement at UMass-Lowell Labor Extension Program, United Steelworkers, and other unions nationally and internationally. Co-founder, Military Families Speak Out. Labor Notes 2010 Troublemaker Award recipient. Beloved soul-mate of Nancy Lessin.

Walter Lee Walker, Jr. Marshfield. Loving husband of Janet Walker, Guild Past-President and retired AFSCME #1164. A US Air Force 20-year man, Walter was a Digital Equipment Corp (DEC) retiree. A devoted 2-for-1 team, Walter quietly supported Janet in all her Guild service and leadership in every way.

Joseph A. "Tony" Wythe, 41, Branch President Local 301 National Postal Mail Handlers Union, skilled representative, longtime Guild member and student.

CHAPLAIN'S CORNER **Fr. Francis Cloherty,** Guild Chaplain

Although it is too soon to evaluate Pope Emeritus Benedict XVI's papacy, some are beginning to do so. Michael Sean Winters in the National Catholic Reporter (March 1-4, 2013) quoted Benedict's third encyclical Caritas in Veritate (Charity in Truth) from 2009.

"Through the combination of social and economic change, trade union organizations experience great difficulty in carrying out their task of representing the interests of workers, partly because Governments, for reasons of economic utility, often limit the

freedom or the negotiating capacity of labor unions. Hence traditional networks of solidarity have more and more obstacles to overcome."

"The repeated calls issued within the Church's social doctrine beginning with Rerum Novarum, for the promotion of workers' associations that can defend their rights must therefore be honored today even more

than in the past, as a prompt and far-sighted response to the urgent need for new forms of cooperation at the international level, as well as the local level."

Both John Paul II and Benedict XVI were strong supporters of workers' rights. May the new pope, Francis I, follow in these footsteps.

HELP RENAME THIS COURSE! **James S. Cooper, Esq. Arbitrator**

During the Guild's Fall 2012 and Spring 2013 School terms, I, along with **Richard M. Reilly** (fall) and **Rosemary Pye** (spring), offered two courses called "Agency Alphabet Soup" I and II. Each week, we featured a different workplace-related federal or state agency typically better known by its acronym (NLRB, EEOC, DIA, DOL, etc.)

The experience was amazing. Without exception, every state and federal agency that I invited to the Labor Guild responded immediately. Rick, Rosemary and I were honored to introduce Guild students to some of the top administrators of the laws of the Commonwealth and the United States. As an experienced arbitrator, attorney and Guild teacher, it was a rude awakening to discover how little I actually knew about the laws and agencies governing employers and employees.

Each invited agency sent us their best people who gave fascinating 70-minute presentations detailing that organization's mission, operation, and detailed its statutory mandate and its operational procedures. The quality and clarity of the material was simply terrific.

Our students had a chance to engage with the speakers,

ask probing questions, and just soak in great information, tips and best practices. These agency acronyms (NLRB, DIA, DOL, etc.) acquire a whole new meaning when you can picture a face and the stories that go with it.

I'm asking for your help suggesting a new course title. After 16 of these classes, I'm convinced that this course needs a more respectful name than "Agency Alphabet Soup." Something that's eye-catching yet conveys that we're getting these agencies' A Teams.

"Meet Your Federal and State Agencies" is accurate but not exactly scintillating. After hearing everything from: "Sex and the Single Agency," to "Why You Should Be Happy To Pay Your Taxes," or "Monday Night Live!," So I'm going for a little crowdsourcing.

Have you got a suggestion or two? Please email your ideas to office@laborguild.com (Subject: HELP JIM).

Excellent News: Rosemary Pye has agreed to run this to-be-named Agency course for Fall '13. It's a terrific learning opportunity for everyone: union reps and officers, union members, private and public sector managers, supervisors, employer representatives

and attorneys of all stripes. We plan to cap the course at twenty participants per semester, which enables and encourages questions and discussion. (Note: For Fall 2013, Jim Cooper will be back teaching another long-planned course this term, his also popular ABC's of Arbitration.)

Here's Agency Alphabet Soup I and II's stellar expert guest list:

- **An Ken,** Regional Director, Equal Employment Opportunity Commission;
- **Heather E. Rowe,** Executive Director, Massachusetts Department of Employment Standards;
- **James Mulligan,** Assistant Regional Administrator, U.S. Occupational and Health Administration;
- **Jonathan B. Kreisberg,** Regional Director, National Labor Relations Board and **Rosemary Pye,** former Regional Director, National Labor Relations Board;
- **Erica Crystal,** Executive Director, Massachusetts Division of Labor Relations;
- **Jennifer Lavin,** Adjustment Manager, Massachusetts Division of Unemployment Security;
- **Mabdhawa Palihapitiya,** Mediator, Massachusetts Office of Public Collaboration;
- **Sunila Thomas-George,** Commissioner, Massachusetts Commission Against Discrimination;
- **Jerry Gomez,** Commissioner, Federal Mediation and Conciliation Service;
- **Mary D. Rosen,** Associate Regional Director, Employee Benefits Security Administration
- **Phillip Hillman,** Director, **Bill Taupier,** Assistant Director, and **George Noel,** Associate Director, Massachusetts Department of Industrial Accidents;
- **David Wallace,** Director, Massachusetts Division of Apprentice Training;
- **Michael Doheny,** General Counsel, Massachusetts Executive Office of Workforce Development.

SAVE THE DATE

CGA

CUSHING-GAVIN AWARDS

The 47th Annual Cushing-Gavin Awards Dinner

Friday, December 6, 2013

Sheraton Boston Hotel,
Boston MA

**Nominations for 2013
Awardees are now open!**

**Fill out and return
the enclosed
Nomination Form**

**Labor Life is a publication
of the Labor Guild**
Archdiocese of Boston

85 Commercial Street,
Weymouth Landing, MA 02188
laborguild.com

Chaplain: Fr. Francis Cloherty
Editor: Allyson Every
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HAVE AN UPCOMING ELECTION?

The Labor Guild offers trusted, efficient and transparent election supervision for unions (contract ratifications, bargaining-unit representations, officers) and other organizations.

Methods and media include:
mail ballots, paper/scan
votes, internet voting and
telephone voting.

**Contact our office at
781-340-7887 or
elections@laborguild.com**



SPRING '13 GRADUATION

Always a wonderful event, this spring's Graduation celebrated a particularly vibrant group of engaged Guild students. From L-R Valedictorian, **Kevin Kelley**, Teamsters #259 and Boston Globe driver, addressing his fellow students, as Education

Chairman **Paul F. McCarthy** and our superb Graduation Speaker, **Brian Lang**, President UNITE HERE Local #26 (Hotel workers) gave a riveting presentation of Local 26's internal organizing campaign during their last contract negotiations.

2013 CGA Nomination Form

Enroll Today!
Classes start Monday, September 16
Guild School Brochure

INSIDE:

Dorchester Location
SEIU 1199, BaySide Expo Center

**SCHOOL LOCATION:
SPECIAL FALL 2013**

The Labor Guild
85 Commercial Street,
Weymouth Landing, MA 02188

**THE LABOR
GUILD**