

ANNUAL MEMBERSHIP MEETING RE-ELECTS 2015 GUILD BOARD – JAN 14TH



Labor Guild Board members: From L-R: **Raphael Santana**, Ironworkers #7; **Arnold Dubreuil**, alternate, NERCC (Carpenters) Local 275; **Tom Kerr**, Business Mgr, Pipefitters; **Chuck Monahan**, Financial Secretary, IBEW #103; President **Mark Smith**, VP, AFSCME 17000; **Deb Sullivan**, Asst Dir, Labor Relations; MNA; **John Cronin**, Teamsters #25; **Elissa Cadilic**, President, AFSCME #1526 (BPL); **Joe Sheehan**, PACE #1-1366; **Eileen Norton**, Dir of Organizing, MNA; **Paul Kelly**, Esq; Segal Roitman; **Fr. Marc Fallon**, of who gave the Invocation, and **Steve Finnigan**, Sub-District Director, USWA-District 4

Despite a miserably raw, snowy night, our Annual Membership Gathering was a warm and fun time. But first, we did some business and reviewed our busy, event-filled 2014, and our 2015 goals and plans. In the change department, 2014 was definitely a very UNIQUE year for the Guild.

- For the first time in our

almost 70 year history, the Guild is now its own 501(c)3 nonprofit, and determined that this transition protect and advance the Labor Guild's mission and work.

- In June 2014, the Guild recognized a new staff union represented by MNA, and we recently wrapped up our first bargaining agreement.

- We're delighted and honored that our new Guild Chaplain will be **Rev. J. Bryan Hehir**, Secretary for Health and Social Services for the Archdiocese of Boston. Fr. Bryan, a true friend and advocate of the Guild, comes onboard in February—and you'll meet him properly in our next Labor Life edition.

A HAPPY 48TH ANNUAL CUSHING-GAVIN AWARDS!

Our December 4th Cushing-Gavin Awards Dinner had a terrific energy and vibe. Over 800 guests cheered on our four 2014 CGA honorees in the Sheraton Boston's Grand Ballroom.

We were pleased that **Cardinal Seán O'Malley** could join us. After meeting with our Awardees and their families, the Cardinal gave a moving Dinner Invocation. Guildler **Thérèse DiMuzio**, a talented singer and drummer, led us in a stirring, a cappella

God Bless America. She's also a director of Boston Musician's Association # 9-535 (AFM).

Very Special Thanks to our fantastic Co-Chairs **Louis G. Rasetta** of IUOE Local 4 and **Donna Finnerty**, Vice President of Mt. Washington Bank, and our Executive Chair **Kevin Cotter** of Plumbers Local #12. Their dedication, hardwork and energy were invaluable. As was **Martin Callaghan** of FMCS who skillfully finessed our complex

seating arrangements along with our **Mary Gendrolis**. A shout-out to our Board members, staff, volunteers, and to IUOE Local 4's **Barbara Paine**, for pitching in on multiple CGA fronts.

Finally, heartfelt thanks to our guests, anyone who purchased a seat, table or ad; made a donation, promoted CGA or heck, submitted a CGA nomination. The funds raised by CGA are the primary support of the Guild's work and operations.

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UPCOMING EVENTS

2/7 SAT., 10am – 2pm

MA Interfaith Worker Justice (IWJ) Catholic Assembly

At St. Monica-St Augustine Parish, 331 Old Colony Ave, South Boston.

A FREE gathering for Catholics in local parishes for a Catholic Social Justice teach-in and celebration of recent worker victories.

Keynote Speaker:
Rev. Bryan Hehir

Co-Sponsors include: Labor Guild, RCAB/Central Region, MIRA, Catholic Scholars for Worker Justice, UNITE HERE #26, and other groups.

Lunch provided. Register at laborguild.com/shop.

3/21 SAT., 10am – 12pm

Boston Citizenship Workshop

At 1199SEIU, Dorchester.

A Pro-bono Citizenship Application Legal Assistance Program for workers with green cards. By Appt and walk-ins. Volunteers Needed.

Sponsors: MIRA, Catholic Legal Immigration Network, (CLINIC), Labor Guild, UNITE HERE #26, Catholic Charities.

Call 617-500-5998 or email citizenship@miracoalition.org.

IN MEMORIAM

Katherine (Bowen) McIntyre, Jamaica Plain. Nov. 30, 2014. Beloved wife of Guildler Tom McIntyre, Bricklayers Union.

Michael F. Walsh, Melrose, age 85. Jan 23, 2015 Respected, retired arbitrator

LABOR

WILLIAM D. MCLAUGHLIN

**President and Business Representative,
IUOE (Operating Engineers) Local 4**

This prestigious award holds a very special meaning for me... it celebrates the shared objectives of labor and management... (Despite) differences at times... we are defined by our common goals. We care about fair wages and social justice, providing sound retirements, a solid quality of life, and excellent health care for the men and women of the trades and their families.

These lofty and worthy goals... cannot succeed without labor and management working together... in unity and trust... As we walk together, we construct our skyline, our infrastructure, and our communities, hospitals and schools... we build strong families, strong communities and a strong future for our union members. These are the building blocks of life and the things that last forever.

I have spent almost the last 30 years of my life, in Local 4, helping to build bridges. The first 20 years... as a proud crane operator (working) for many contractors and on... projects including the Boston Harbor Project and the Big Dig. (Over) the last 10 years... I have learned that building bridges (between labor and management) is the key to collective bargaining. **It requires an open door, open lines of communication and most importantly, an open mind...**

I am proud... of our Union, tradesman and women... highly skilled, proud and hard workers for our region's employers... the best of the best; they are the elite. They carry the same values that my parents instilled in me – the importance of loyalty, hard work and teamwork.

I want to thank my parents, **Dennis and Sarah McLaughlin**, my lovely and patient wife **Debbie**, and my entire family... for all their support. I also want to thank **Lou Rasetta** for his guidance, example, and friendship over these many years. He has shown (us) the true definition of hard work and loyalty. I also want to thank my fellow business representatives, Training Coordinator **John Gaffney**, Fund Administrator **Gina Alongi** and their staff and to everyone else at Local 4 who have helped me along the way. Thank you again for this honor, and... May God bless us all.

MANGEMENT

THOMAS J. RYAN III

Director of Employee-Labor Relations, National Grid

I have been lucky... to work for companies that promote good Labor Relations. I was hired into Industrial Relations at Boston Gas by **Tom Dargan** and the late **Jack Cohane** (CGA 1990)... (My) passion to be the best I can in the Labor Relations field was born from working with, and for, Tom and **Mark Smith**... I've been very lucky to report to very supportive people including: **Bill Bollback, Bill Dowd** (CGA 2009) and **Kass Geraghty**.

Over the years, I've worked with numerous union leaders – the IBEW, Steelworkers and UWUA/Brotherhood are all here tonight... (I) appreciate your efforts as union leaders and the difficulty that comes with those positions.

(T)wo union leaders (greatly influenced) my approach to Labor Relations. First, **George "Bing" Fogarty** from the Brotherhood... When I was new, and Bing had all the history and knowledge and was in a place to possibly pull one over on me, he never would... he'd say: "I could fool you once, but then I would lose your trust forever..." (I) am very happy he's here from Rhode Island. I still miss his standard greeting for me, "Ryan, the fox that bit you died a long time ago."

The second, **Steve Finnigan** (USW/Steelworkers)... works relentlessly to find middle ground and resolve issues.... He's a true labor professional, and I look forward to the day that I am down there looking up at Steve giving his presentation – very deserving.

(T)he people I have worked with over the years deserve much of the credit for this recognition... (That I) love coming to work every day... is attributable to the (team) that I get to work with.

My two great children – **Taryn**, who is at Penn State studying for her finals, and **Trevor**, who is here, both make me proud of everything they do.

My wife **Bonnie**, who grew up working in a hardware store and is very handy, went to medical school. She carries the bulk of the work around the house, mends peoples' broken bones, saves lives, and runs her emergency medicine group... She puts more into a 24-hour day than anyone... I am so incredibly lucky to be married to her going on 25 years.

(M)y parents taught me to be fair, but not be a pushover. It works very well in this Labor Relations field... Thank you both for all you have done for me, and for my family. You are incredible.

Again thanks to the Guild... all the people from National Grid Management Team and our unions for their support and attendance. And special thanks to **Jackie Rapp** for all her efforts coordinating with the Guild. Be safe tonight – and again, Thank You!

YOUR VALENTINE IS ARRIVING SHORTLY

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

**YOUR 2015 DUES SUPPORT
THE GUILD'S WORK.**
Thank you!



ATTORNEY – LABOR

SHELLEY B. KROLL, ESQ.

Partner, Segal Roitman LLP

It is truly an honor to be recognized by my peers for work that is so often its own reward... For the past 30 years, I have had the great fortune to be a member of the Segal Roitman team. This award, which four of my partners have received... (is) a tribute to our entire firm--my partners, colleagues and our dedicated support staff, especially my incredible assistant **Teresa Sullivan**.

Representing unions in these challenging times is more than a full-time occupation. Since the day I graduated law school, with my newborn son **Ben** in my arms, my husband **Rich Feigenberg**—an exceptional teacher and MTA member—has made it possible for me to meet the demands of the job while knowing the home front was under control. Together we raised two remarkable kids, Ben and **Emily**, (now) compassionate and caring adults... They are my inspiration.

If I am effective as an advocate for unions, it is because I have learned from the best. I want to acknowledge and thank the New England Joint Board of UNITE HERE, the CWA, the UAW, the Wellesley College Maintenance and Service Workers, and the other unions... for teaching me what a commitment to workplace justice means—whether in kitchens, call centers, industrial laundries, manufacturing plants or the halls of academia.

Like many union lawyers, representing labor has been more a calling than a profession. (G)rowing up in Detroit... One of my most vivid early childhood memories was when my gentle father yanked me off a city sidewalk as I was about to inadvertently cross a picket line. He told me the people holding the signs were like heroes; they were taking risks to make life better for everyone.

Fast forward to today's reality and my dad is still right about the role unions play... Today's record-breaking economic inequality... is directly correlated to the decrease in the unionized workforce.

Even concerned business leaders are (sounding) the alarm about corporate greed. As a Business Insider (headline) recently proclaimed: "*Maybe It's Time to Face the Fact That We Need Labor Unions.*" We know it is well past time. But for those who believe business can no longer afford unions, just look around and see for yourself whether, as a democracy, we can really afford a future without a growing, inclusive and empowered labor movement.



2014 Cushing Gavin Awardees & Co-Chairs: From L-R: **Louis Rasetta** IUOE Local 4 Co-Chair, **Thomas Ryan**, National Grid, Management Awardee, **Paul Chabot** F.M.C.S. Boyle Awardee, **Shelley Kroll**, Segal Roitman, Labor Attorney Awardee, **William McLaughlin**, IUOE Local 4 Labor Awardee, **Donna Finnerty**, Mt. Washington Bank, Co-Chair

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

PAUL B. CHABOT

Commissioner, Federal Mediation & Conciliation Service (FMCS)

I am truly honored to receive the Rev. Edward J. Boyle Award... I take comfort... that (it reflects) the hard work and dedication of the 160+ federal mediators across this country... Tonight I'd like to acknowledge:

- **Joe Kelleher, Josh Flax, Joe Dubin, John Carpino, Marty Callaghan, Moira Finnegan, George Lovell, and Cathy Murray-Cannon** [please stand]... (and) the skilled leadership... of our Northeast Director of Mediation Services, **John Sweeney**. These talented individuals work tirelessly in assisting our labor-management community in contract negotiations daily in virtual anonymity.
- My FMCS mentors **John Martin** and **Jerry Gomez**, who constantly reminded me that we are there to assist the parties in reaching an agreement.
- **Frank O'Brien** -mentor and friend -- I have always respected your advice and counsel...
- **Bing Fogarty**, International Representative Emeritus of the UWUA- **Tom Ryan** would agree... that you taught all of us... (that) the relationship of the principals is founded upon mutual trust and respect. I never met a man who had so many solid friends on both sides of the bargaining table.
- The **Labor-Management Community of Massachusetts**— As mediators, our ability to assist you only works if our relationship is built upon a climate of trust. I cherish the friendships on both sides that we've made over the years...
- My brothers and sisters... It means so much to me to have you all here with me this evening.
- My daughters, **Pam** and her husband Craig; **Lauren** and her husband Steve; and my daughter **Jen**. You are my pride and joy-I love you all.

Lastly, I... dedicate this award to two women... To my mother **Elaine** who is 87 years young... (L)eft a widow at the age of 45 with six children... (you) went back to school to get recertified as an elementary school teacher... (and ensured) all six children received college degrees... Several... to graduate school and two became doctors. Thank you—Mom

Lastly, to my wife **Jan**. Since I met you 39 years ago, you have been the love of my my life—you are my rock... (Whenever) I get in from a case—she sits down with me as dinner is warming, and suffers through my mind-numbing bargaining session stories. For that she deserves sainthood—and... this award is dedicated to her. I will always cherish this award and the memories of this evening!

FOR FULL TEXT VERSIONS VISIT
LABORGUILD.COM/CGAWARDS/2014-AWARDEES

GUILD SCHOOL SPRING 2015 TERM BEGINS MARCH 9TH

SAVE THE DATE

2/12 4pm – 6pm

John T. Dunlop Memorial Forum
**“The fissured workplace:
Why work became so bad
for so many and what can be
done to improve it”**

Author: **David Weil**,
Administrator, Wage and
Hour Division, U.S.
Department of Labor
Harvard Faculty Club, 20
Quincy St., Cambridge

2/20 11am – 1:30pm

**Harvard Trade Union
Program Graduation**

Ames Court, Austin Hall,
Harvard Law School

Speaker: **Lawrence J. Hanley**,
President Amalgamated
Transit Union (ATU)

3/16 5:30pm – 8:00pm

LERA Winter Dinner

Paparazzi, Wellesley MA

Speaker: **Janice R. Fine**,
Ph.D. Rutgers

3/24 5pm – 8:30pm

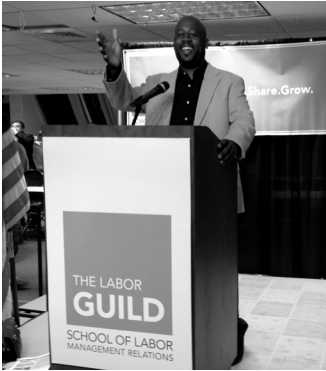
15th Annual Labor Seder

NE Jewish Labor Committee
At IBEW 103, Dorchester

**MAR
9**

**REGISTER
TODAY!**

*What you
learn matters!*



Fall '14 Graduation Valedictorian
Orson Romain, Carmen's Union
589 and MBTA.

FIRST PERIOD 7:00pm-8:10pm

THE STEWARD'S JOB

Michael Foster,
Field Representative SEIU 509

**PUBLIC SECTOR LABOR
LAW IN 2015**

**Attorneys Howard Lenow
& Sheilah McCarthy**

**THE AMERICAN LABOR
RELATIONS SYSTEM:**

Yesterday, Today and
Tomorrow

Atty. Kenneth Grace,
Partner, Sandulli Grace P.C.

SECOND PERIOD 8:20-9:30pm

SEEKING LEADERSHIP:

Looking in a Mirror or Out the
Window?

George Embleton,
Labor Education

Two MINI-COURSE Offerings:

WORKERS COMPENSATION

Week 1-4 **Attorney**

Wendy Bittner

**2015 CHANGES IN STATE/
FEDERAL LABOR &
EMPLOYMENT LAW**

Weeks 5-8 **Attorney**
Robert M. Schwartz

SPECIAL DOUBLE-SESSION OFFERING 7pm-9:30pm

COLLECTIVE BARGAINING NEGOTIATIONS WORKSHOP

Paul F. McCarthy, Collective Bargaining Associates

Full Course Descriptions at laborguild.com

To Register, visit laborguild.com or call 781-340-7887

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PHOTO SPREAD
SPECIAL INSERT – CGA
Spring Term Course Listing
CGA Coverage
Membership Meeting
2015 Guild Board Election/

INSIDE:

REGISTER TODAY
at Weymouth Landing
Starts Monday MARCH 9

SPRING 2015

The Labor Guild
85 Commercial Street,
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GUILD**