



L-R: **Deb Gilcoine**, Painter, IUPAT DC 35; **Frank Callahan**, Pres., MA Building Trades Council, and Deb's daughter, **Mary Gilcoine**, Apprentice Electrician, IBEW #103. We're seeing a new mother-daughter tradeswoman tradition emerging across area building trades. Photo: Allyson Every

## BUILDING TRADES WORKSHOP SERIES

The Massachusetts Building Trades Council and the Labor Guild teamed up to once again offer the "Building Trades Issues and Strategies" workshop series that proved so popular two years ago. From apprentices to local business manager, we were delighted with the wonderfully diverse turnout of tradesmen and women four Wednesday

afternoon sessions in February from 4-6 pm.

This updated workshop series was aimed at union members in the building trades. The presentations are designed to educate union members on specific trends and challenges facing unions in the building trades, as well as exploring

how solutions can be won through the exercise of both collective power and active political outreach.

These students got a solid grounding in one topic area per session. The first session was an in-depth perspective of the current construction

*Continued on pg. 5*



Photo: The Pilot

## A BIT OF PERSONAL NEWS...

by Allyson Every

On March 1st, I will be leaving the Guild after almost six and half years as Executive Director. It has been such a pleasure and honor to serve and work with the Guild, its staff, members, students and this region's amazing and vibrant labor-management community. For the past 6-7 weeks, I've been focused on wrapping things up to insure a smooth transition.

I cherish the many relationships I have built, and all the great people I have met. So many of you contributed to making my tenure interesting, productive and so helpful in

moving the Guild's projects and success forward.

I first came to the Guild as a young shop steward, later President, of the BGEA, the Boston Globe's editorial and business union, and was greeted with such warmth and encouragement by incredible people. Having served as a Board and faculty member, president and Guild student, it was amazing to step into the Executive Director role once held by **Fathers Gavin, Boyle and Sullivan** and **Sister Mary Priniski**. Replicating their strong personal

*Continued on pg. 4*

## IN THIS EDITION

Building Trades Workshop	1
A Bit of Personal News	1
CGA Awardee Remarks	2-3
Young Works Winter Series II	4
HTUP's '19 Graduating Class	4
CGA 2018 Recap	5
In Memoriam	5
Guild School Spring Term	6-7



SCHOOL OF LABOR  
MANAGEMENT RELATIONS

## SPRING TERM BEGINS ON MARCH 11TH

See page 6 and 7 for a complete course list and registration form if you wish to fax.

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### A Labor Guild Education

*Tools and smarts  
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grades.*

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GROW.**

## EXCERPTS OF 2018 CUSHING-GAVIN AWARDEES' REMARKS



### **LABOR ATTORNEY AWARD**

**ANNE R. SILLS, ESQ.**

*Partner, Segal Roitman LLP*

I am honored and humbled to receive this Award, which has been presented to so many outstanding union lawyers over the years, including, I'm proud to say, five of my partners...

In the late 1970's and early 1980's I worked at General Motors in Framingham and learned first hand how hard it is to work day in and day out on an assembly line. I also saw how my Union, the UAW, gave workers a voice and helped to level the playing field.

When I got hurt on the job, I decided to leave the line and advocate for unions by becoming a union lawyer. How lucky I was to then find a home at Segal Roitman. Segal Roitman has a well-deserved history of walking the walk and talking the talk...

Those leading the charge recognize that unions empower workers and that empowered workers can impact [...] political change. Unions are democratic institutions, with elected leaders. They fight for individual workers but have their greatest impact when members stand together and work collectively. Union leaders work for their members, not to enrich themselves. Unions fight to improve their members' wages and working conditions and, in doing so, they help to raise the standard of living for all..

Our country is so fractured right now. It is hard to imagine how to bridge the gap between people with diametrically opposed views and interests so that we can build a society in which people of all races and nationalities are valued, where workers earn fair wages and benefits and where no one has to choose between feeding their families and paying their bills....

I believe that the process of collective bargaining that unions and management engage in on a regular basis, shows that people and institutions with very different perspectives and interests can listen to each other and find common ground.



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

**SARAH KERR GARRATY**

*Mediator/Arbitrator*

I am grateful for this chance to thank all who are gathered here as a labor-management community for the trust you have demonstrated every time you have put a dispute in my hands.

I grew up in a world where unions were recognized and respected for spearheading the workplace rights that those born in later generations now take for granted.

I don't have to remind this audience that we have been experiencing an erosion of union membership for a long time. Or that we are currently experiencing a systematic and sometimes successful effort to curtail collective bargaining rights on a national scale.

In an era characterized by partisan dysfunction, a many decades long system of dispute resolution founded in negotiation, mediation and only then arbitration, and with the goal of promoting industrial peace, should be a model - not a target. As we seek to preserve this system that has been the life's work of most of the people in this room, we are going to have to be both active and nimble as we advocate against efforts to strangle collective bargaining rights while making a commitment to passing on what we know to younger people interested in what we do.

This may sound like a retirement speech. It is not. As you may have noticed, arbitrators tend to work deep into life. That is because it is a wonderful vocation. The cases come out of every possible work environment and involve the behavior of human beings - who will do almost anything. [...] These outcomes change people's lives. They right wrongs. They provide second chances. They also uphold rights that management has not ceded. It's hard to give up all of that humanity. So I think, for now, I won't.

Thanks again.



**LABOR AWARD**  
**STEPHEN FINNIGAN**  
*Sub-District Director*  
*United Steelworkers*



**MANAGEMENT AWARD**  
**STEPHEN COYLE**  
*Former Chief Executive Office*  
*ALF-CIO Housing Investment Trust*

I would like thank the selection committee for choosing me to receive this most prestigious award as this year's Labor recipient. It is very humbling to know that my name will be listed with all the many great labor leaders who have received this award especially longtime family friend Joe Faherty and my close friend and mentor **Paul Hannon**. It is something I will cherish the rest of my life.

For the members of Local 12003 and 12012: you are my heroes. The struggle we are having with National Grid to protect the next generation of workers is not only just, but morally right.

Over the past few years the Labor movement has been under attack. [...] I have thought to myself, "how is Labor going recover from these attacks?" Then I started thinking about the solidarity I have witnessed by all the unions in this state with the support of our members at National Grid and Local 26 of UNITE-HERE. How the younger workers are getting more involved, especially with the lockout at National Grid, the Greater Boston Labor Council's Future's program, and the United Steelworkers Next Generation program. I realized the greatest Union Town in this Country has a very bright future moving forward, especially with the young labor leaders like **John Drinkwater, Al Vega, Frank Callahan, Brian Doherty** and my good friend **Craig Pinkham**, just to name a few. We may have hit a bump in the road, but we will be back stronger than ever.

USW President **Leo Gerard** said to me when I was going to go to work for the United Steelworkers, "we have the greatest jobs in the world, because every day we go to work we have the opportunity to make someone's life better." I ask the labor representatives that are here: does it get better that that? I don't think so!

Thank you!

Thank you. I woke up this morning without a voice, so I will be brief. 45 years ago, my uncle, brought me to meet with the building trades. He told them that I was going to be a developer, and he wanted the building trades to treat me well. One of the guys there said, "The nephew will be okay if he remembers one thing: everything has to be wall to wall."...

"I have spent 48 years developing in at least 40 American cities and all over the world, completed 625 projects, \$26 billion of development finance, \$40 billion of economic activity, creating 425,000 jobs. About 180,000 of those were on-site construction jobs. With my mentor (former Boston Mayor) **Ray Flynn**, we did \$11 billion worth of development back in the day. The economic impact is important, but this is what I want to say to **Tommy Joyce**, my uncles **Jack** and **Mark Flaherty, Jackie King**, all my uncles in the labor movement as officers in their unions. I wanted to say wherever I was, doing the 100,000 housing units, 85,000 affordable to low income people, wherever we were, whatever we did, at the end of the day, every single project we did was wall to wall union..."

"It's always a great pleasure to come home to Boston. And this is a great honor for me. I volunteered for **Cardinal Cushing** in 1968 to help develop affordable housing on Church land. I would go a Parish for the last Mass on Sunday, the chancery would tell the pastor I was coming, I'd go to Mass, then walk out after a cup of coffee, and the pastor would tell me, "As you can see Steve, we need the land for parking."

("Monsignor) **Mike Groden** from the Church and I worked together for 50 years, and we've helped finance some of those projects."

"All of you, this amazing group of people on this head stage, and also these honorees, remarkable people: your dedication to social justice, to the rights of workers, to better communities, it inspires me. I cannot tell you how much I truly appreciated this award."





## YOUNG WORKERS WINTER SERIES II

This Winter, the Labor Guild Young Workers' Caucus hosted its second annual "Young Workers' Workshop" series. The caucus has organized this workshop series as part of its mission to serve, educate, and mobilize young workers in the Greater Boston area. Our hope is that those who attend the workshops will be inspired to consider attending this Spring's Guild School and become involved in the Labor Guild Young Workers' Caucus.

The first workshop kicked off with "How Unions Can Take on Corporate Power." Labor

movement veterans **Rand Wilson** (SEIU 888) and **Myles Calvey**, Business Manager of IBEW 2222 led the session with an in-depth discussion of the strategies and tactics union members can use to level the playing field against wealthy corporations.

The second workshop was led by **Jennifer Doe**, Public Sector Organizer for SEIU 509 and **Elizabeth Pellerito** of the UMass Lowell Labor Education Program. The topic was "Fighting Sexism in the Workplace and Beyond." Although the topic was broad,

the presenters used thought exercises and the experiences of the workshop participants to generate a compelling and relevant discussion of the multi-faceted nature and impact of patriarchy in the workplace.

The next panel examined key aspects of what it takes to organize Young Workers, and was led by **Chris Smolinsky** (Teamsters 25), and two members of the Boston College Graduate Employees Union – UAW and their efforts to get BC to the bargaining table after winning their representation election.

The final workshop discussed "Wielding Social Media for the Labor Movement," with a presentation from Jeff Hall of 617 Media.

The Labor Guild Youth Caucus would like to thank **Sean O'Brien**, **Jim Donovan** and the **Teamsters Local 25 team** for hosting and strongly supporting this workshop series. We are also deeply grateful to our wonderful speakers for donating their time to the education of Boston's next generation.

### *A Bit of Personal News. Continued.*

encouragement of our students and upholding their best values has been a priority of mine and of our wonderful staff.

**To our students, alums and faculty:** You are our inspiration. The experience watching you grow right in front of us is thrilling. Then seeing what YOU DO with it... IT NEVER GETS OLD. Heartfelt thanks to our dedicated and talented faculty who generously share their knowledge, experience and time.

**To our friends and allies:** To all the labor and business leaders who share their wisdom and guidance; to all our great unions and union employers who support the Guild and collective bargaining; and to all our community, interfaith and social justice allies – THANK YOU!

Finally, I am so grateful to **Cardinal Sean O'Malley** and our **Chaplain Fr. Bryan Hehir** for their strong support of the Guild and its economic justice mission, and their personal kindness and generosity.

**This incoming Guild team inherits a vibrant organization that's got its mojo back.** Please continue to actively support the Labor Guild's great mission because important work remains to be done. I will watch with tremendous interest and enthusiasm as the Guild continues to grow and change. I'll always be a dedicated Guilder and can be reached at [allyson.every@gmail.com](mailto:allyson.every@gmail.com). Thank you for all you taught me, for so many laughs, meaningful moments and truly wonderful times. In solidarity.

## HTUP CLASS OF 2019'S SIX MASSACHUSETTS GRADUATES

Based out of Harvard Law's Labor & Worklife Program, Harvard Trade Union Program (HTUP) works closely with trade unions around the world to bring excellence in labor education to trade union leadership. Each year, there's a fair representation of local labor leaders in this intensive six-week residential program. Thanks to **Sharon Block** who is WLP Executive Director, and congratulations to **Alida J. Catillo**, the HTUP's new Director.

The Labor Guild sends special congratulations to the Class of 2019's six outstanding Massachusetts graduates. As it happens, all are Guild members, School alums, and/or friends. They are:

- **Kenell Broomstein**, Business Agent, International Brotherhood of Electrical Workers - Local 103, (IBEW), Boston, MA
- **Michael Gagliardi**, Field Representative, Laborers International Union of North America, Local 175, Westford, MA
- **Tonia King**, Associate Director of Organizing, Massachusetts Nurses Association (MNA), Boston, MA
- **Tyrek Lee**, Administrative Technology Liaison, Service Employees International Union (SEIU), Local 1199, Boston, MA
- **Chrissy Lynch**, Director of Ops., Building and Construction Trades Council of the Metropolitan Boston District. Quincy, MA
- **Jason Richardson**, Director of HR, National Association of Government Employees (NAGE), Cambridge/Boston, MA



## 2018 CGA - A WONDERFUL NIGHT!

Our 2018 Cushing-Gavin Awards Dinner honored the work and accomplishments of four remarkable labor relations professionals: Labor Awardee **Stephen Finnigan**, Sub-District Directors, United Steelworkers; Labor Attorney Awardee **Anne R. Sills, Esq.**, Partner, Segal Roitman, LLP; Boyle Awardee **Sarah Kerr Garraty, Esq.**, Mediator/Arbitrator; and our Management Awardee Stephen Coyle, Former Chief Executive Office, AFL-CIO Housing Investment Trust and former Director of the Boston Redevelopment Authority (BRA).

We were delighted that **Cardinal Sean O'Malley** was able to attend the Reception to meet and congratulate our 2018 Awardees, their families and colleagues.

IBEW #103's great Freeport Hall was at capacity for the reception and a delicious dinner. While this issue includes excerpts of our four Awardees acceptance speeches, our two CGA Co-Chairs **Tom Flynn** and **Fred Laskey**, and **Mayor Marty Walsh** shared their insights with the audience as well:

### **Thomas J. Flynn, 2018 CGA Labor Co-Chair**

Executive Secretary/Treasurer, New England Regional Council of Carpenters (NERCC)

*"What an institution the Cushing-Gavin Awards are. That legacy is a tribute to the work that the Labor Guild has done for so many years. The board, the staff, the instructors do an amazing job with a diverse group. It's*

*important work, making sure people can participate in labor management relations in a way that creates a positive, productive workplace that benefits everyone who comes together here."*

*"When I was elected as a Business Agent 25 years ago, one of the first things they advised me to do was go down to the Labor Guild and take classes at the Labor Guild school.*

*And who would have thought 25 years later, I'd be standing before you as the Executive Secretary-Treasurer of the New England Regional Council of Carpenters, representing almost 30,000 union carpenters. So, thank you to the Labor Guild."*

### **Martin Walsh, Mayor of Boston, After Dinner Address**

*"I want to thank Allyson and the Labor Guild. I want to thank this important organization. I want to thank all of you in the grassroots movement, in the labor movement for the great work that you do. It reminds us of people's rights and well-being and the importance of continuing to fight them. It's not just about economic factors, it's also about community. And that's*

*something that I learned growing up in the labor movement. It's not just about fighting on the job site, it's about building a community."*

*"When you see the erosion of the middle class in America, you can look at the decline of the labor movement, you can see the parallels there. And it's something that we have to start thinking a little differently about how we're going to advance in the 21st century.*

*Because I think we have an opportunity in this century, with some of the challenges we're going through right now, to re-evaluate where we are as a county, to re-evaluate where we are as a society, whether it's business side or labor side, and really make things fairer."*

**Frederick A. Laskey, 2018 CGA Management Co-Chair, CGA '06**, Executive Director, Massachusetts Water Resources Authority (MWRA)

*"People have worked their careers to earn this award. They're not trying to win the award, but because of their accomplishments and their dedication to the rights of workers, they have earned the distinction tonight to be here."*

### *Building Trades Workshop Series Continued.*

environment and the role of project labor agreements (PLAs) by MBTC President **Frank Callahan**. The second night was a discussion led by **Brian Doherty**, on how attendees could effectively advocate for workers' rights and increased union market share in the realm of municipal, state and federal politics. For week three, **Rich Marlin**, MBTC's Legislative Director, detailed the legislative process in the Massachusetts House and Senate, and its impact on the building trades. In the final week, Frank Callahan's sum-up provided an overview of how

all the organizing methods and strategies tie together.

The course aims to raise the involvement of rank-and-file workers in everything from the legislative and lobbying process to member organizing.

The sessions are well attended by carpenters, ironworkers, teamsters, steelworkers, electricians, and more filling the meeting room.

The MBTC and the Labor Guild want to express sincere thanks to **Heat and Frost Insulators Local 6** for their excellent support of this series, especially for providing a venue.

## IN MEMORIAM

**We celebrate the lives and great accomplishments of these cherished Guilders. All were wonderful friends of the Guild.**

**Donald J. White**, Ph.D., Nov 18, 2018, age 96. Boston College labor economist, graduate Dean, visionary leader who helped make BC a university and financially secure. He was a labor arbitrator, and beloved Guild Kitchen Cabinet member and Guild School economics teacher going back to 1953 into the 1960s. Husband of the late Helene Riley, father of Gregory, the late Elizabeth, and Helene, and three grandchildren.

**Patricia Ann (Boyle) Coughlan**, December 24, 2018. Nurse, talented tennis player and instructor, Guild volunteer. Beloved wife of Jack, mother of Tracy, Karen, Andrew and Stephanie; and grandmother of seven. One of six children, Pat was the dearly loved sister of Jack, Marylee Pelosky, Gerard, and the late Fr. Edward F. Boyle, S.J. and Suzanne Boyle Doherty.

**Richard D. (Dick) Zaiger, Esq.**, Feb 4, 2019. Arbitrator. Formerly Regional Director, Federal Labor Relations Authority (FLRA), Boston. Beloved husband of Joanne, father of Adam, and grandfather of Ellie, Alana, and Liv.



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## LABOR GUILD SCHOOL OF LABOR MANAGEMENT RELATIONS

Monday Nights, March 11 - May 13

[laborguild.com/courses](http://laborguild.com/courses)



Spring 2019 is our 133rd Term!

### FIRST PERIOD - 6:30-7:40 PM

#### THE STEWARD'S JOB

**Tom Breslin, former Assistant Director of Labor Education, MNA.**

The steward's job is one of the most important roles within the union. Often intriguing and sometimes headache inducing, your job is to lead, organize, and negotiate with management. You must understand your contract language, have good problem-solving skills and recognize that sometime compromise is the right way to move forward. There are always new things to learn so you can best represent your members while building solidarity in your union.

#### THE AMERICAN LABOR RELATIONS SYSTEM: Yesterday, Today, and Tomorrow

**Kenneth Grace, Esq., Partner, Sandulli Grace P.C.**

This popular, continually-updated course explains the legal, economic, and political framework and context of labor relations in US workplaces. Topics covered will include: collective bargaining; contract administration; major labor legislation; individual representation and employment law; public vs. private collective bargaining; organized labor's past contributions; and more. Through excellent instruction and handout materials, this course will touch on history, current challenges, and future prospects and options for labor.

#### EFFECTIVE CONFLICT RESOLUTION

**Paul McCarthy, Union Educational Consultant, Collective Bargaining Associates**

This interactive class will help all participants learn and develop leadership techniques to become more proficient in the effective practice of conflict resolution.

### SECOND PERIOD - 7:50 - 9:00 PM

#### RETIREMENT: What You Need to Know in 2019

**David Kowalski, UWUA Local 318**

**Mark Smith, Treasurer, AFSCME Local 1700, and Guest Experts.**

Whether your retirement is close or decades away, you'll receive invaluable information to share with other members of your local, and to think about YOUR retirement preparations. It is never too early to plan and set your future financial goals. Guest experts will offer their most current information and research. Learn the differences between defined benefit and defined savings/ contribution plans; multi-employer pensions, public and private employer plans. The value of having multiple streams of income throughout your retirement years and the importance of compounding interest over time. Social Security, how it works and the best time to utilize it for your needs. Find out about Medicare benefits and limits, the need for supplemental coverage and access to the Affordable Healthcare Benefits. This is a great course for those looking to design bargaining strategy around retirement benefits.

#### INTRODUCTION TO STRATEGIC CAMPAIGN COMMUNICATIONS

**Henry DeGroot, Guild Staff / Boyle Fellow**

This course provides an introduction to strategic communications as used in the labor movement. Through lectures, class discussion, film, and guest speakers, the course will familiarize students with how communications can be leveraged for social justice initiatives, including an overview of strategic thinking and communications tactics. The course will investigate communications campaigns of the past, as well as new developments in the field including the use of social media. At the end of the course, students will feel more empowered to assist in the communication efforts of their union local, as well as apply communication-thinking to all aspects of union organizing.



# REGISTER NOW!

## LABOR GUILD SCHOOL OF LABOR MANAGEMENT RELATIONS

Monday Nights, March 11 - May 13

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### ARBITRATION WORKSHOP SERIES

Susan R. Brown, CGA '99, Arbitrator  
Shelley Kroll, Esq., CGA '14, Segal Roitman LLP

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Learn how your collective bargaining agreement operates when it is used at arbitration.

#### ***Strengthen your skills!***

Learn the best tips for preparing your grievances to maximize success at arbitration. Hear do's and don'ts from an arbitrator's perspective.

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Get the instruction and feedback you need to effectively present at arbitration.

**Tuition: \$125**

Wednesdays 6 pm - 8 pm

4/3, 4/10, 4/17, 5/1 (no class 4/24)

New England Joint Board UNITE HERE  
33 Harrison Ave. 8th Floor, Boston MA

### Labor Guild Youth Caucus

The Labor Guild Youth Caucus meets before first period, from 5:30 - 6:30 pm. Youth Caucus members discuss ongoing issues in the labor movement, and plan solidarity interventions in ongoing labor disputes.



#### Register online

[laborguild.com/courses](http://laborguild.com/courses)

#### Questions?

Contact us at

[office@laborguild.com](mailto:office@laborguild.com)  
(781) 340-7887

#### No School

Patriot's Day

4/15/19

### First Period (check one)

- ☐ The Steward's Job
- ☐ Effective Conflict Resolution
- ☐ The American Labor Relations System:  
Yesterday, Today, and Tomorrow

### Second Period (check one)

- ☐ Retirement: What you need to know in 2019
- ☐ Introduction to Strategic Campaign Communication

**Tuition: \$125 for one or two courses. Scholarships are available.**

First Name / Last Name

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Title

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# UPCOMING LABOR EVENTS – SAVE THE DATE!

**MAR  
11**

**WEDNESDAY 6:30 PM – 9:00 PM**

Labor Guild School Starts!

Labor Guild, 66 Brooks Dr., Braintree MA

Contact: 781-340-7887 | [laborguild.com](http://laborguild.com)

**MAR  
19**

**TUESDAY – THURSDAY, 3/19 – 3/21**

Mass Building and Trades 100th Annual Conference

Hotel 1620, Plymouth MA

**MAR  
21**

**SATURDAY 10:00 AM – 2:00 PM**

Public Higher Ed Advocacy Day

Massachusetts State House

**APR  
3**

**WEDNESDAYS (4/3, 4/10, 4/17 & 5/1) 4:00 PM – 8:00 PM**

Labor Guild Arbitration Workshop Series

New England Joint Board UNITE HERE, Boston MA

**APR  
6**

**SATURDAY 8:30 AM – 4:00 PM**

Boston Labor Conference

UMass Boston Labor Resource Center

**APR  
6**

**SATURDAY 11:00 AM – 3:00 PM**

Pathways to Good Jobs

Madison Park Technical High School, Boston MA

**APR  
7**

**SUNDAY 4:30 PM – 7:30 PM**

NE Jewish Labor Committee's 19th Annual Labor Seder

Temple Israel, 477 Longwood Ave., Boston MA

**MAY  
13**

**MONDAY 6:30 PM**

Labor Guild School Graduation

Labor Guild, 66 Brooks Dr., Braintree MA

Labor Life is a publication of the Labor Guild,

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Editor/Executive Director: Allyson Every

Writers: Allyson Every, Henry de Groot



73

**PLEASE RENEW YOUR 2019  
MEMBERSHIP DUES!**

**SPRING 2019 GUILD SCHOOL TERM**  
**Starts 3/11 in Braintree (Guild offices)**  
*Register Today!*  
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Spring 2019 Term News and Course Descriptions  
2018 CGA Recap and Awardee Remarks  
Young Workers Winter Series II  
Guild Community News & More!

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