



## 2021 EXECUTIVE DIRECTOR UPDATE

There are two documents I have held close since I became director of the Guild.

The first is the business plan that our Board built in 2017. In that plan we outlined what we were going to do about our current members and increasing new members. The goal was, and is, finding and generating new revenue funding streams. It was also about marketing

our educational product to positively affect the atmosphere of Labor and Management Relations. The last piece of the plan requires consistently successful Cushing -Gavin Awards ceremonies as a testament to our unifying commitment to work in conjunction with management, as well as serving labor.

The other document is a draft. "Draft Vision for the Next Phase of the Labor Guild", dated July 2007. It was signed by Fr Ed, Martin Callaghan, Kevin Cotter, Robert Haynes, Thomas Kochan, Thomas Kohler, Paul McCarthy, Brian McDonald, Greg Thornton, and Arnold Zack. Which puts forth the question: Why the Labor Guild must reenergize itself? It answers,

*"Because the times demand it. The labor market climate in*

*almost all sectors has become more divisive, adversarial and continues to deteriorate, driven by national-international economic policies and philosophies that glorify the free market where everything is for sale while forgetting about the effects on people, communities and the environment."*

One speaks to our business model while the other speaks to our moral objectives. These two documents consistently converge throughout our history, for this is what we do. The promotion of human dignity, respect, a fair wage, safe workplace and a place to enhance the atmosphere for both Labor and Management.

We have embarked on a course where new technology bridges the two documents. With the ability to develop new and

*Continued on pg. 4*

## IN THIS EDITION

Executive Director Update	1
School & Workshop Update	1
2020 CGA Winners	2-3
In Memoriam	4
New Board Members	4



Join us this Spring  
for our 137<sup>th</sup> term  
Evenings: 6:30-9:00 pm

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## SCHOOL & WORKSHOP UPDATE

The past eleven months have zoomed by, literally we have spent countless hours preparing and hosting zoom workshops and classes. Following a successful set of summer workshops focused on responding to the COVID pandemic, we held a full semester of classes on zoom. We are thankful for our many talented faculty members who gave their time to not only teach, but also learn to teach in a digital space.

We are also pleased to announce another round of workshops this February. **Mike Raysson**, Author of

*The Art of Organizing: The Boston Museum of Fine Arts Union Drive*, and former Labor Guild Student will present on his experiences in labor education and at the MFA. The teachers this year have stepped up as leaders demanding safe reopening, and we are pleased to welcome, **Ashley Adams** from the Massachusetts Teachers Association will present on how to prepare membership for a campaign. Our good friends at the Massachusetts Nurses Association are helping us with two upcoming workshops. The first workshop, taught by **Charlene Verga**, will cover how we can respond to the opioid epidemic with

knowledge and resources. **Chris Pontus** and **Dr. Kevin Kavanaugh** will be leading us in a workshop that explains the Covid-19 Vaccine. These workshops will all take place on zoom.

In March we will begin our Spring Semester of Labor School. Starting March 8th we will run one course each night Monday through Thursday. These four courses will continue four five weeks when a new set of courses will begin. **Paul McCarthy** is offering his popular negotiations course which will run over the first and second set of classes. **Jim Cooper** will be teaching Agency Allstars, which will introduce students

to leaders of relevant government agencies. We will also have **Deb Sullivan** teaching a course on social justice, a central issue that all students can engage with. **Howard Lenow** will teach a course on public sector law. Board member **Frank Callahan** and **Richard Marlin** with the help of former Boyle Fellow **Dan McNulty** will teach a course on impacting the legislative agenda. A class that pairs well, is our municipal finance course which will prepare students to read and influence municipal budgets. Finally, our ever popular course on Stewards Training will be taught by **Tom Breslin**.

## CONGRATULATIONS TO THE 2020 CUSHING-GAVIN AWARDEES:



### LABOR AWARD

JANET WILDER

Lead Organizer SHARE/AFSCME

Janet resides in Arlington with her husband **Dale Kutyna**, and their son, **Roger**. She grew up in a small town in Pennsylvania and moved to Boston after college. "I didn't know what I wanted to do. "My roommate wanted to move to hike the White Mountains, so we came to Boston."

She hoped to make a difference in the world. "Maybe I get that from the missionaries in my family." She gravitated to issues around women and work, and after working several different jobs, she met **Kris Rondeau** and the organizers at HUCTW/AFSCME. They had just organized the clerical and technical workers at Harvard University, and were starting an organizing drive at UMass Medical Center. Janet was drawn to their organizing model, which focused on one-to-one relationship building, and organizing around participation in decisions at work. Janet joined the team organizing the SHARE Union local at UMass Medical, led by **Elisabeth Szanto**. Building the union and winning that election in 1997 was the most intense experience of her career. She says, "Choosing a union changed the future in dramatic ways for 2000 workers."

SHARE members now number 3000, include public sector workers at UMass Medical school, and hospital workers at UMass Memorial Medical Center. In addition, Janet recently led a successful organizing drive at UMass Memorial Marlborough Hospital. Currently, Janet takes the lead for SHARE in contract negotiations at both hospitals.

The work that Janet is most proud of is the negotiated labor-management partnership at UMass Memorial Medical Center. "Over the last 20 years, we had negotiated region-leading wages and benefits, a great work security program, an innovative alternative dispute resolution process, and we had good relationships at the top. But we hadn't changed how it felt to be at work for our members on the front-line." Through the labor-management partnership, they are spreading unit-based teams to all departments. Co-led by a union rep and a manager, the team gives front-line caregivers a voice in improving conditions for both workers and patients. "The partnership has been invaluable for collaborating around the COVID-19 pandemic too," adds Janet.

In her view, there is tremendous potential for labor and management to partner around the case for high quality affordable healthcare in this country. Janet says, "Our healthcare system is broken. It's really important to include healthcare workers as key stakeholders in any discussion of how to fix healthcare. We can't play quality, affordability and good jobs off each other."



### LABOR ATTORNEY AWARD

AMY DAVIDSON, ESQ.

Partner, Sandulli Grace P.C.

Amy Laura Davidson has been a partner in the law firm of Sandulli Grace, P.C., for twenty-eight years. The firm specializes in the representation of unions in collective bargaining, grievance arbitration, and litigation in court and at the Department of Labor Relations. Her clients include the Massachusetts Teachers Association (MTA), Boston Police Patrolmen's Association (BPPA), the Massachusetts Coalition of Police (MCOP), firefighter locals affiliated with the Professional Firefighters of Massachusetts (PFFM), and various independent local unions in cities and towns across the Commonwealth.

Amy began her legal career as a hearing officer at the Massachusetts Labor Relations Commission (now the Department of Labor Relations), hearing and deciding cases under G.L. c. 150E and defending the Commission's decisions in the Massachusetts Appeals Court. She was then recruited by the in-house counsel's office at the National Association of Government Employees/International Brotherhood of Police Officers, where she remained for two years before joining Sandulli Grace.

Amy has maintained a strong interest in shaping public-sector labor law since her early employment with the Labor Relations Commission. She played a pivotal role in the innovative litigation that secured the right of Massachusetts municipal employees to negotiate over health insurance benefits. In 1998, Amy worked with the BPPA to successfully lobby for the passage of St.1998, c. 9, which amended G.L. c. 150E to afford police officers in cities the same rights to negotiate their working conditions and enforce their collective bargaining agreements as other public employees in the Commonwealth. Amy has been co-chair of the Boston Bar Association's Annual Workshop for Public-Sector Labor Relations Specialists for over twenty years. In the 2006, she served on a labor-management committee, formed for the purpose of analyzing ongoing difficulties at the Labor Relations Commission and making recommendations to the Secretary of Labor. After the reorganization of the Commonwealth's labor agencies in 2007, **Governor Deval Patrick** appointed Amy to the Advisory Council to the Department of Labor Relations. From 2010 to 2014, she served as chair.

Amy also has a longstanding interest in educating workers and union activists about collective bargaining. For many years, she has created and led seminars and workshops at the MCOP Annual Police Seminar, the PFFM's Biennial Convention and the MTA's Annual Summer Leadership Conference.

Amy received her J.D. from Northeastern University School of Law in 1980. She holds a B.A. in Sociology summa cum laude from University of Connecticut.



## THE BOYLE AWARD

**JOHN HANSON**

Chairman, Joint Labor Management Committee for Municipal Police and Fire

It was in second grade when a young **Janice Dunlevy** announce to her class during recess: "Anyone in my way gets a five-cent kick"! Unfortunately, it was John who happened to be in the way and received that nickel kick. John would never have imagined back then that he was just introduced to his future bride of 42 years.

As a toddler John learned the political process of collecting signatures and the art of campaigning with his Dad. It was only natural for him to study Political Science at Northeastern University, where he was very active in the anti-war movement. His first job was with SEIU Local 509. Newly elected President **Lois Belfour** hired John as the local's Legislative Director. John recognizes her as, "his first example of a true progressive union leader".

Six years later John went to work for the Dukakis administration as Assistant to the Secretary of Administration and Finance. There he had the opportunity to work with two mentors, **Secretary Frank Keefe**, who formerly worked as Lowell's city planner and **Edward Lashman Jr.**, who was a labor leader during the merger of the AFL-CIO and served as White House liaison to HUD in the LBJ administration.

While working on his master's degree in Public Administration, at the Kennedy School at Harvard he met **John Dunlop** the former Dean of Harvard College and Secretary of Labor under President Gerald Ford. Professor Dunlop at the time was working on a research project and asked John to participate. That project was to create the first data base for the Joint Labor Management Committee.

He worked for Professor Dunlop for seven years as a Mediator at the JLMC and an additional seven years as an Arbitrator / Mediator at the Board of Conciliation and Arbitration. He moved into a private practice in 2005.

John was appointed by the Governor after being unanimously elected by its board to be its fourth Chair of the JLMC. There, working with the committee leadership and members they began to put together a team of well-seasoned retired municipal managers and former police and fire union presidents to work together as Senior Staff for Labor and Management. Working as a team these individuals used their experience and expertise to help parties to resolve their differences in a non-confrontational environment.

When asked if there was any one incident or moment that influenced his life, he replied. "It seems I have been on this progression moving in a certain direction where people took a chance on me, whether it be Lois Balfour early on, or Frank Keefe or Ed Lashman or John Dunlop who got me into mediation. I learned an awful lot from some very, very smart people."

And this too is part of John's natural progression. Congratulations, we are honored to present you with the CGA, Fr. Edward F. Boyle Award.



## MANAGEMENT AWARD

**ARTHUR R. OSBORN JR.**

President, Osborn Labor Management Consulting

Arthur grew up with his three siblings, in Lexington. His first job he was a member of the Amalgamated Meat Cutters and Food Store Workers Union. He served six years active duty in the US Navy serving as an engineer on Aircraft Carriers USS Kitty Hawk and USS Forrestal during the Vietnam War. Arthur then went to work at Raytheon, where he was convinced by his coworkers to run for shop steward. He eventually worked his way to becoming a full time Union Officer of IBEW 1505, serving as Vice President, President, and Business Agent. He also served as the President of the Lowell Central Labor Council and Vice President on the Mass AFL/CIO executive board. During this period, he studied Labor and Law at UMASS Boston, participated in the Harvard University Trade Union Program and the George Meany Labor Institute, as well as enrolling in labor classes at the Labor Guild.

After 20 years serving in labor, he transitioned into management Labor Relations. This was not an easy decision for Arthur. A piece of him felt like he was betraying the cause that he worked so hard for and the working people he defended. Helping him make that decision was his Dad, his Uncle Richard. Who encouraged him to be the best that he could be and not to forget where he came from. It was Fr. Ed Boyle, who told him that "good management people are as important as good labor people. "When both parties understand that, it leads to the essence of the mission of the Labor Guild." So, Arthur accepted that position as Labor Relations Manager for Raytheon in Guam. He continued up the corporate ladder to Director of Global Labor Relations, Waltham, Ma. Eventually he began his consulting practice Osborn Labor-Management Consulting.

As mentors, Arthur recognizes his Dad who always taught him to root for the underdog and be the best that you can be. **Jim Mulloney**, who taught him to "follow the contract, if there is something you don't like try to change it the next negotiations", and **Jack Torpey** who guided and mentored him throughout his career. Arthur sites his greatest accomplishments as his marriage to **Wendy**, his two children **Yvonne** and **Arthur III** and his two granddaughters **Emily** and **Haley**.

He sees his occupation as a diminishing trade. "Corporations do not seem to put the importance of dedicated Labor Relations professionals that they should. They want to assign these tasks as a secondary part of an HR professional. Labor and Management both need to get back to basics of working together for a common good. Each side must understand that to survive. Their success depends on each other. Empathy must play a part in any labor management relationship".



## IN MEMORIAM

In a year marked by too much mourning, the Labor Guild remembers two remarkable members who have recently passed. We also salute with reverence the frontline workers especially in healthcare who have lost their lives to this deadly pandemic.

**Joseph Faherty** - was involved as a member, business agent, and president of Local 387 utility workers union. He was elected and served as the President of the Massachusetts AFL-CIO. Joseph received a Cushing-Gavin Award for labor in 1984.

**Marcia Greenbaum** - graduated from Cornell University's School of Industrial and Labor Relations and served as the President of the Society of Professionals in Dispute Resolution. She received a Cushing-Gavin Award in 1981.

**Margret (Peggy) Grace** - was the beloved wife of Guild friend and instructor, Ken Grace (CGA 2012). The couple was married by their dear friend Fr. Ed Boyle.

**John Sweeney** - was the former President of the AFL-CIO, and a long time Labor Leader. As president of Local 32B, he led the merger with Local 32J, to form what is today SEIU 32BJ. He became SEIU International President in 1980. In 1995, John became president of the AFL-CIO. Throughout his career, he was committed to supporting racial and gender equality in the labor movement.

In Memory of **Rev. James Healey** /Buffalo NY

### Executive Director Update - Continued from pg. 1

more educational products online we can reach more people, more often than we could have ever imagined. Which in turn, will bring more interest to our mission as well as income. As we go forward, we will need to develop methods of delivering courses so that workers can partake of the information on their schedules not just on ours. I believe we can be the leader in affordable labor education for workers. It is our hope that the continuing pursuance of grant and foundation funding will offset the cost of producing our educational product.

By following this course, I believe we will bring these two documents into cohesive

balance of both our mission and the financial stability needed to sustain the future of the Labor Guild. Our strategy is beginning to bear fruit, class sizes are increasing and we are reaching out to people outside of our borders. Last year, in the face of a Pandemic our fundraising efforts were impressive. We are most grateful to you for that. It is you, our faithful supporters who stand by us that keep us going. It is our deep and dedicated faculty staff that makes the Labor Guild work. We can not do our work without you. We are so very grateful. Together, we can and will change the labor-management environment for the better.

## WELCOME NEW BOARD MEMBERS

The Labor Guild is grateful for the service of two new board members. We look forward to their leadership.



**James Marengi** has been a proud and dedicated member of the International Union of Operating Engineers Local 4 since 2008. He is a graduate of the Local 4 Apprenticeship program, and was elected Union Guard in 2019.

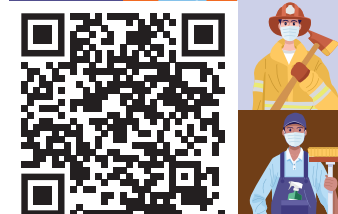


In 2017 **Kenell Broomstein** became the first woman of color to ascend to the role of Business Agent in a Boston construction industry union. In her role as a Business Agent of the International Brotherhood of Electrical Workers Local 103, Kenell advocates for good union jobs in the community, organizes new members and takes a lead role mobilizing the membership for a variety of political and community initiatives. Notably, she spearheaded Local 103's endorsement campaign of **Congresswoman Ayanna**

**Pressley** - the first African-American woman elected to Congress from Massachusetts. Kenell has built her career fighting for working families, women and people of color. She is a role model within the union and in the Greater Boston community.

Throughout her career, Kenell has taken on a number of leadership roles both within and beyond IBEW Local 103. She is a member of the IBEW International Women's Committee advocating for womens' rights in the construction industry, including extended maternity leave, clean break areas, and nursing stations for mothers on the job. Kenell is a leader of the IBEW Minority Caucus and a member of the Greater Boston Labor Council Future Committee, where she is working to organize communities of color to join the labor movement and seize the many opportunities it has to offer.

Kenell was born and raised in Lynn, MA where she graduated in 2004 from Lynn Technical Vocational High School's Electrical trade program. She currently serves on the school's Advisory Board. This year, Kenell graduated from Harvard University's Trade Union Program. She continues to develop her craft and strives to be a leader and positive role model for trades workers' and women's rights. Kenell is the proud mother of two sons.



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