



2024 EXECUTIVE DIRECTOR UPDATE

by Fr. Marc

With the tireless collaboration of seasoned hands and new energetic staff, the Guild began December with a nearly seamless **Cushing-Gavin Awards Dinner** hosted by Lou Antonellis and our friends at IBEW #103. *Following three years of Covid-compliance streamed events, all was wonderful!* So many kudos to Eileen Norton, Maureen and Marty Callaghan, Mary Gendrolis for the "corporate memory," as well as Office Manager Andrew Staiti for his productive collaboration with many vendors. We hosted 400 guests for the CGA dinner and introduced newcomers **Nicole Taub** and **Jim Bucking** to the

Guild Community while recognizing long-time members **Gary Altman** and **Steve Tolman**. **President Lisa Field** has joined the Executive Board and Staff to assess the contributions for tables, print ads, digital ads, and other revenue as we engage our post-Covid world. The Guild accepted seasonal invitations to events with the CCT Workers Center in New Bedford (on their 15th anniversary), the Brockton Workers Alliance, the Greater Boston Central Labor Council, among others.

Another aspect of our present world is **proactive attention and treatment for substance abuse disorder**, as seen in recent gatherings. **Shawn Nehiley of Ironworkers Local 7** invited the Guild to a **Building Trades Substance Abuse Disorder Stand Down** in late August. The event saw strong representation from across the **Building Trades, OSHA Director Jim Mulligan**, along with **Board Members Frank Callahan** and **Billy Vietze** joined with the **Labor Assistance Professionals** and others of the Trades

who offer direct intervention and treatment support for trades members. The Guild followed up this important event with a gathering in September funded by the **Catholic Health Foundation of the Archdiocese**. As the result of some frugal and responsible administration of grant funds, the Guild was able to carry over approximately \$8000 even after 18 months of effective outreach in the community. With generous contributions from **the family of longtime Guilder Frank Feeley** for lunch, and our hosts at **Pipefitters Local 537's Training Center in Dorchester**, we sponsored a workshop on **Substance Abuse Disorder and Addiction Treatment**. The proactive outreach policy of the building trades and many professional unions is encouraging. The planning committee invited **Charlene Verga, Peg Tayler**, and **Carol Malia** of MNA; **John Christian of Modern Assistance**; **Dr. Joseph Shrand of Drug Story Theater**; keynote speaker **Jim Wahlberg**; **Tom Vitiello** and **Marc Lyle of Labor Assistance**

Professionals; and **Deacon Richard Murphy** of Hyannis. It is also a good sign in the foundational grants world when your sponsor, in this case **Lynne Sullivan** of the Archdiocese, attends the sponsored event with an informational table. This is a workshop that the Catholic Health Foundation would like to see continue in the future. The Guild is serving a valuable (and traditional) function of bringing parties together in the same room so that addiction stigma may be reduced and therapists and advocates might find needed support themselves. We are grateful to all planners and participants!

On November 16, the Guild witnessed the recognition by the **Black Catholic Community** of the **Archdiocese** of 2022 CGA Awardee **Sr. Tess Browne, S.C.N.**, and **Rev. Bryan Hehir** at the **Bishop Healy Dinner**. Congratulations to our dear friends! We also had the benefit of following the **United Auto Workers** and their victory. How grateful to be able to return to an in-person Cushing-Gavin Dinner without state elections in the interim!

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CGA RECAP

The Labor Guild hosted its 57th annual Cushing-Gavin Awards Dinner on December 1st, 2023. This was our first in-person gathering since 2019, and we were grateful to see so many familiar faces and have new ones join us to celebrate our

outstanding awardees.

Thank you to our hosts at IBEW Local 103 and their fantastic staff, as well as the always exceptional meals and service provided by Seasons Catering and their crew from Unite Here Local 26. Even after a few years of remote CGA

Continued on pg. 2

CGA Recap Cont.

Ceremonies, we were able to pick up where we left off in 2019, and many of our attendees told our staff how nice it was to be back in person. We couldn't agree more!

Congratulations to our 2023 awardees: Gary D. Altman, Steven A. Tolman, James W. Bucking, and Nicole I. Taub Esq. The Labor-Management Community is incredibly blessed by their contributions, and the humility that they have shown in improving labor-management relations.

Gary Altman was awarded the Father Edward F. Boyle Award for his outstanding service to the labor movement in the public sector for over forty years. He provided his services in labor arbitration and to many New England regions. He is noted for helping to pass Proposition 2 1/2, which dramatically impacted public sector collective bargaining. He was a mediator with the Joint Labor Management Committee for Police and Fire. Gary has been an instructor and trainer on labor relations and arbitration practice with the American Arbitration Association, he served as Co-Chair of the Boston Association Committee on Public Sector Labor Relations, was appointed by Governor Deval Patrick to serve on the Advisory Committee for the Division of Labor Relations and has contributed to various journals on public sector labor law. For the past fifteen years, he was Chair of the Brookline Retirement Board. The Board oversees the Town's defined benefit retirement plan to ensure that the

Town's retirees will be able to retire with their earned and deserved pensions.

Steve Tolman was awarded the Cushing-Gavin Award for his excellent service and contributions to Massachusetts. He began as a worker on the railroad who rose to become Local Chair of the Brotherhood of Railway and Airline Clerks. He was elected to the Massachusetts House of Representatives in 1994. In 1998, he was elected to the Massachusetts Senate, serving seven terms. He was Assistant Majority Leader when he resigned to become President of the Massachusetts AFL-CIO in 2011. He was a major force that helped expose and address the tragedy of addictive pain medication and the opiate epidemic, and was an outspoken advocate for accessible health care, quality public education, enhanced workers' rights, and the preservation of vital safety net programs for those in need. Under his leadership, the Massachusetts AFL-CIO has been a part of groundbreaking victories such as raising the minimum wage, passing the strongest state-earned sick-time law in the country, and establishing a domestic workers bill of rights.

Jim Bucking's primary focus has been on labor relations and collective bargaining. He represents management at the bargaining table, and litigates labor disputes in court, before arbitrators, and at the National Labor Relations Board. Jim represents clients across diverse industries, negotiating dozens of private organizing and labor peace agreements, and hundreds of collective bargaining



CGA Committee Member Martin Callaghan and guests from IBEW Local 103

agreements. Along the way, he has assisted clients in dealing with strikes and lockouts, consumer boycotts, picketing, wildcat strikes, corporate campaigns, and other novel and creative job actions. Most recently, Jim has been active in the country's energy transition, helping wind farm developers navigate the complexities of labor relations in the formation and expansion of an American clean energy workforce. This has included negotiations and disputes with the unions representing dock workers, seafarers, and construction workers. Jim bargained the nation's first offshore wind project labor agreement with the Massachusetts Building Trades Council in 2021.

Nicole I. Taub is the Chief of Staff and Senior Advisor for Policy and Legal Affairs for the Boston Police Department. In this capacity, Ms. Taub is responsible for high-level administrative tasks of the Office of the Police Commissioner, including operations, strategic development, legal affairs, implementation and evaluation, inter-bureau and inter-agency coordination, inter-governmental relations, and personnel management. Before rejoining the Department in March 2023, Ms. Taub worked for the Town of Braintree, serving as the Town Solicitor from July

2018 to December 2019 and as the Town Solicitor and Chief of Staff to the Mayor in January 2020. Ms. Taub provided legal counsel and representation to the Mayor, all Town Departments, Boards and Commissions and the Town Council on matters including municipal finance, Charter and Ordinance interpretation, contracts, zoning, environmental and land use issues, labor and employment, civil rights, and tort liability.

A special thank you to all of our sponsors and everyone who purchased a table or ticket. Your support of the CGA has helped the Labor Guild's mission to improve Labor-Management relations. Your support improves our ability to provide our services to reach working people across the United States. We are especially grateful for this year's presenting sponsors:

Ironworkers District Council of New England together with Building Trades Employers Association Northeast

United Steelworkers District 4
United Labor Life Insurance Company (ULLICO)

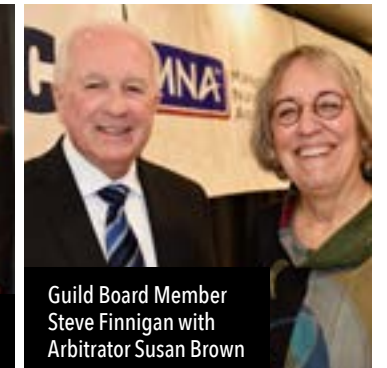
And a huge thank you to Harry Brett of Harry Brett Photography in Braintree, MA! We wouldn't have been able to recap the night without him.



Guild President Lisa Field addresses the crowd



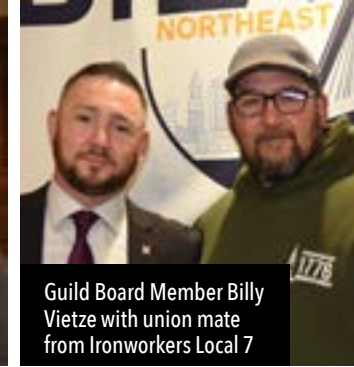
CGA Awardees from the Virtual Ceremonies in 2020, 2021 and 2022 along with Ex-officio member Fr. Bryan Hehir and Guild Executive Director Fr. Marc Fallon



Guild Board Member Steve Finnigan with Arbitrator Susan Brown



Attendees from our hosts IBEW Local 103



Guild Board Member Billy Vietze with union mate from Ironworkers Local 7



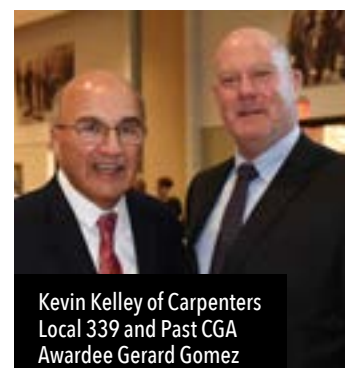
Longtime member Ed Collins Sr. with his son Ed Collins Jr.



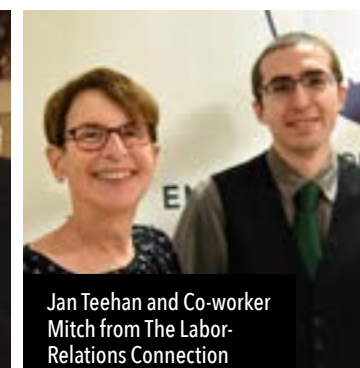
Judith Neumann, 2020 CGA Labor Attorney Awardee Amy Davidson, Sheila Mayberry and others pose for a group photo



The 2023 Labor Guild Executive Board



Kevin Kelley of Carpenters Local 339 and Past CGA Awardee Gerard Gomez



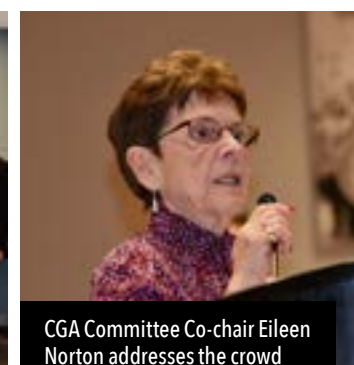
Jan Teehan and Co-worker Mitch from The Labor-Relations Connection



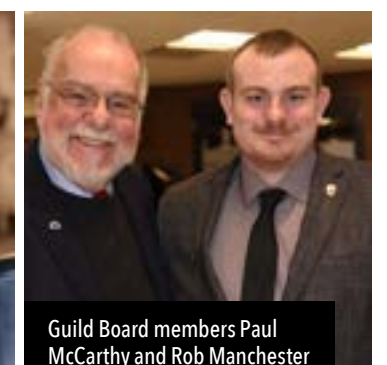
Guild Ex-officio member Fr. Bryan Hehir, along with Guild board member Paul Kelly, greet Arbitrator Susan Brown



Current and Past CGA Awardees pose for a group shot



CGA Committee Co-chair Eileen Norton addresses the crowd



Guild Board members Paul McCarthy and Rob Manchester

CONGRATULATIONS TO THE 2023 CUSHING-GAVIN AWARDEES:



LABOR AWARD

STEVEN A. TOLMAN

President, Massachusetts AFL-CIO

In October 1972 Steven A. Tolman went to work on the railroad, and five years later he was elected to his first union office, Local Chairman of the

Brotherhood of Railway and Airline Clerks. After 23 years working for Amtrak and remaining active in the Transportation Communications Union/ International Association of Machinists, Steven's leadership took a new turn in 1994 when he was elected to the Massachusetts House of Representatives. Four years later, in 1998, he was elected to the Massachusetts Senate where he served seven terms. Senator Tolman was one of the Legislature's leading voices – some would say firebrand -- for working families. He was Assistant Majority Leader when he resigned to become President of the Massachusetts AFL-CIO in 2011.

While serving in elected office, Steve worked tirelessly to expose and address the tragedy of addictive pain medication and the opiate epidemic, and was an outspoken advocate for accessible health care, quality public education, enhanced workers' rights, and the preservation of vital safety net programs for those in need.

Under his leadership, the Massachusetts AFL-CIO has been a part of ground breaking victories in electoral politics as well as advancing a policy agenda – such as raising the minimum wage, passing the strongest state earned sick-time law in the country, and establishing a domestic workers bill of rights – in the fight for the rights of all workers, those organized and those not yet organized.

Steven holds a B.A. in Labor Studies and Law from UMass Boston and is a 1980 graduate of the Harvard Trade Union Program.



MANAGEMENT ATTORNEY AWARD

JAMES W. BUCKING

Partner, Foley Hoag LLP

Jim Bucking is a partner at Foley Hoag in Boston, where he has worked for the entirety of his 32-year career in the Labor & Employment group. He chaired the practice for nearly twenty years until he became firm-wide Managing Partner in 2022.

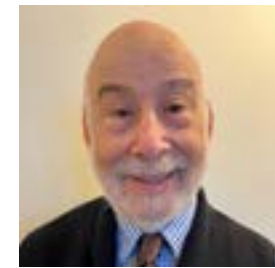
Jim's primary focus has been on labor relations and collective bargaining. He represents management at the bargaining table, and litigates labor disputes in court, before arbitrators, and at the National Labor Relations Board.

Jim represents clients across diverse industries, whether they are unionized, non-union, or a mixture of the two. He has particular expertise in the health care, energy generation, transportation, hospitality, janitorial and retail sectors. Jim has advised unionized companies looking to acquire non-union operations, non-union companies acquiring represented workforces, and in a variety of similar strategic transactions. He has negotiated dozens of private organizing and labor peace agreements, as well as hundreds of collective bargaining agreements. Along the way he has assisted clients in dealing with strikes and lockouts, consumer boycotts, picketing, wildcat strikes, corporate campaigns, and other novel and creative job actions.

Most recently, Jim has been active in the country's energy transition, helping wind farm developers navigate the complexities of labor relations in the formation and expansion of an American clean energy workforce. This has included negotiations and disputes with the unions representing longshoremen, seafarers and construction workers. Jim bargained the nation's first offshore-wind project labor agreement with the Massachusetts Building Trades Council in 2021.

Jim has been active in the American Bar Association's Labor & Employment Section, where he has worked closely with the NLRB's General Counsel and Board members over the past two decades. For several years he was management co-chair of the Committee on Practice and Procedure before the National Labor Relations Board.

Jim graduated from the University of Pennsylvania Law School in 1991 after receiving his bachelor's degree at Northeastern University. He has lived in Needham with his family since 1992.



THE BOYLE AWARD

GARY D. ALTMAN

Arbitrator & Mediator

Gary grew up in Norwood Massachusetts, with his parents, brother Jeffrey and sister Elizabeth. He graduated from Norwood High

School, and it was there that he learned firsthand the roles of disciplinary suspensions in the progressive discipline system. He attended Catholic University Law School, and after graduating worked as the Law Clerk to the Honorable Edward Lampron, Chief Justice of the New Hampshire Supreme Court.

In 1980, Gary was appointed as one of three Commissioners to the Massachusetts Labor Relations Commission, the precursor of today's Division of Labor Relations. Soon after his appointment the voters passed Proposition 2 1/2, which had a dramatic impact on public sector collective bargaining, and the caseload of the Commission more than doubled. They were exciting times, the Public Sector Labor law was relatively new, and he recalls the dedicated and wonderful staff. He remains friends with many of his colleagues with who he worked at the Commission some forty years ago.

After his term with the Commission, Gary was recruited by his friend and mentor Jim Costello to work as a mediator with the Joint Labor Management Committee for Police and Fire. Gary remembers that Jimmy convinced Professor John Dunlop, the Chair of the Committee, to hire him. This experience gave him the confidence and practical experience to work as a full-time arbitrator and mediator, which he has been doing since 1993. He has arbitrated and mediated in all New England States, during these thirty plus years, and travelled to Guantanamo Bay, Cuba, to arbitrate a case when school teachers still worked at the Navy Base.

Gary has been and instructor and trainer on labor relations and arbitration practice with the American Arbitration Association, he served as Co-Chair of the Boston Association Committee on Public Sector Labor Relations, was appointed by Governor Deval Patrick to serve on the Advisory Committee for the Division of Labor Relations, and has contributed to various journals on public sector labor law. For the past fifteen years he has served as Chair of the Brookline Retirement Board. The Board oversees the Town's defined benefit retirement plan to ensure that Town's retirees will be able to retire with their earned and deserved pensions.

Gary has lived in Brookline's Coolidge Corner for the past forty three years, where he and his wife Judy Ferber raised their children, Paula and Aaron. Paula is attorney with a Boston firm, and Aaron is Assistant Dean at Northern Essex Community College. Finally, Gary would like to state his overpowering gratitude to his wife of 45 years, Judy Ferber, a retired lawyer, and native of the Bronx, New York. Judy paid his tuition for law school, and they have been married for 45 years. In addition to raising their children, working full-time as a lawyer, she has proofread all of his decisions, and has improved his writing, but more importantly has made him a better person.



MANAGEMENT AWARD

NICOLE I. TAUB, ESQ

Chief of Staff and Senior Advisor for Policy and Legal Affairs, Office of the Police Commissioner, City of Boston

Nicole I. Taub is the Chief of Staff and Senior Advisor for Policy and Legal Affairs for the Boston Police Department. In this capacity, Ms. Taub is responsible for high level administrative tasks of the Office of the Police Commissioner, including operations, strategic development, legal affairs, implementation and evaluation, inter-bureau and inter-agency coordination, inter-governmental relations and personnel management. Prior to rejoining the Department in March 2023, Ms. Taub worked for the Town of Braintree, serving as the Town Solicitor from July 2018 to December 2019 and as the Town Solicitor and Chief of Staff to the Mayor in January 2020. Ms. Taub provided legal counsel and representation to the Mayor, all Town Departments, Boards and Commissions and the Town Council on matters including municipal finance, Charter and Ordinance interpretation, contracts, zoning, environmental and land use issues, labor and employment, civil rights and tort liability; served as the liaison on behalf of the Mayor to the Town Council and at meetings of Town stake holders to further the Mayor's initiatives; and oversaw the preparation, presentation and maintenance of the Town operating and capital budgets. From June 2007 through June 2018, Ms. Taub was employed by the Boston Police Department as Senior Staff Attorney in the Office of the Legal Advisor, providing legal counsel on policies and procedures, legislative, personnel and policy matters and disciplinary issues; representing the Department in civil, criminal and administrative proceedings; drafting and reviewing contracts; and responding to information requests. Ms. Taub earned her J.D. from Northeastern University and a Bachelor's Degree in Criminal Justice, with a Minor in Business Administration, from the University of Florida.



Family and Friends of 2023 CGA Management Awardee Nicole I. Taub



Family Members of 2023 CGA Fr. Boyle Awardee Gary D. Altman

THE LABOR GUILD

SCHOOL OF LABOR MANAGEMENT RELATIONS

2-NIGHT SPRING WORKSHOP COMING IN MAY

UNION NOMINATIONS AND ELECTIONS

May 28th and 29th, 2024 with Patti Legault-Frank

In this workshop, we'll cover the basics of union nominations and elections and what your union needs to be in compliance. This workshop will help you assess your union's process to assure you meet minimum standards. You will be provided with samples of bylaw language; policies; nomination and election notices; and, election ballots to assure your governance documents cover all contingencies.

SUBSTANCE USE DISORDER AND RECOVERY SYMPOSIUM

In the Fall, the Labor Guild hosted a symposium regarding Substance Use Disorder and Resources available to workers, management and their loved ones. The symposium was held on September 20th, 2023 and covered the challenges of substance use disorder as well as the many recovery programs available to workers, both

from their own unions and from external organizations. This event was free to attend due to a generous grant provided by the Catholic Health Foundation, and The Guild expresses our gratitude to our wonderful hosts- Pipefitters Local 537- who allowed us to use their beautiful training facility in Dorchester. We are also extremely grateful for the contributions of the family of longtime Guilders Frank Feeley, for providing breakfast and lunch for the attendees. The program ran from 9 AM-230 PM

and featured presentations from the Massachusetts Nurses Association, Modern Assistance, Drugstory Theater, and a NARCAN training provided by a member of IUPAT DC35. The program also included keynote speaker Jim Wahlberg, a panel comprised of members of the MNA, Teamsters Care EAP, and the Laborers' LEAN Program, and various union and other organizational vendors. We hope to hold this event again next Fall, so keep an eye on our website for information.

CATHOLICTV MASSES WITH FATHER MARC

The Labor Guild is excited to share that our Executive

Director Father Marc Fallon will be celebrating two masses live on Catholic TV. The first mass is on The Feast of St. Joseph the Worker on Tuesday, March 19th 2024, and the second mass is on

Mayday, Wednesday May 1st, 2024. Members can tune in live to Catholic TV to these events and stay tuned for more information via our website and Mailchimp emails.

ANNUAL MEMORIAL MASS

The Labor Guild held its annual Memorial Mass on October 19th, 2023. We were honored to have a committed group of attendees, including a group

from Ironworkers Local 7 who graciously read the names of all of those listed in Memoriam, including three members from their local. We also welcomed members of the Feeley Family, 3 of our 4 2022 CGA Awardees- Sister Tess Browne, Myles Calvey

and John Folcarelli- as well as former Labor Guild Executive Director Allyson Every.

Our Executive Director Father Marc Fallon led the service accompanied by Stonehill musicians Father George Piggford, C.S.C,

FALL SCHOOL RECAP

by Bruce Tran

In Fall of 2023, we offered the following course selections:

Daniel Fogarty, Partner, Sandulli-Grace PC taught **The American Labor Relations System: Yesterday, Today and Tomorrow**. This class reviewed America's history in labor politics and how they continue to shape labor policies.

Conflict Resolution was taught by **Paul McCarthy**, Principal, Collective Bargaining Associates-Consultants to Organized Labor. This class helped students identify, understand, and correct their communication shortcomings, enabling them to become first-rate, one-on-one communicators and conflict resolvers.

To know about the law is to know the ins and outs of policies that affect them and their community. **Massachusetts Public Sector Law** was taught by

Howard Lenow, Founding Partner, Lenow & McCarthy, and this course sought to help students understand the state's public sector laws in a variety of applications.

A steward's job is important in that you protect the jobs and welfare of your fellow employees and use your leadership skills to build the union. **Advanced Steward Training** hosted by **Tom Breslin**, Retired Associate Director of Labor Education, Massachusetts Nurses Association helped students understand the more nuanced and advanced

IN MEMORY

It is our duty to remember the many contributions to the Labor – Management Community of a number of valued colleagues who have been called from our midst.

Roderick Jackson

Paul Tracey

Burt Rosenthal

Robert Cerrato

Stephen F. Coyle

Edward Hastings

Joseph Conti

Chuck Monahan

Edward Smith

T. Edward Sheehan

Elizabeth "Betty" Cotter

(Please see the Guild website for a number of available links for these colleagues.)

and Daniel Hall. Labor Guild Board member Billy Vietze of Ironworkers Local 7 and staff member Andrew Staiti offered the Scripture readings and the Prayers of the Faithful.

challenges that stewards face and how to navigate them.

Understanding, Reviewing and Amending Bylaws

was instructed by **Patti Legault-Frank**, consulting Parliamentarian and Governance Specialist. This course reviewed the importance and function of your union bylaws; what they should and should not include; how to review, evaluate and amend them; their place in relation to other governance policies and laws; and, when and how formal bylaw interpretations may be made.



The Holiday Season is known to prompt memories of friends and relationships over the years, yet also activities. As the uncle of ten and the great-uncle of eleven, I have been the recipient, more than the active participant in, family photography for a number of decades now. That said, I cannot believe that in this tech age I lack the chance to hear again Stacey Monahan's heartfelt, compelling, and really overwhelming memories of her late father Chuck at his Memorial Service at IBEW 103. While so many of us teeter on that tightrope of commitments to the union community, work itself, and family commitments (with a good number including the supportive communities of the recovery movement), Stacey let us all know that her father attended to scores of 103 colleagues, candidates for recovery, and others while maintaining his own family as first-among-firsts in his life. Addressing an auditorium filled with IBEW sisters and brothers, his daughter let us know that she never had any doubt concerning the priority of her relationship with her father in his life.

In another example of human compassion, so often just below the surface in the community relationships of Guilders, we spent several months planning the recent Cushing-Gavin Awards with our long-time brother Kevin Cotter always available by phone. He made no mention that he was caring for his beloved wife Betty Cotter during her remaining days.

The Labor Guild has faculty members leaving their comfort zones, during a time in which so many would prefer remote Zoom meetings, to conduct in-person workshops for underserved young people in the Labor Community. On behalf of our new students at Building Pathways, many thanks to our brother Paul McCarthy! We were the ones who offered a considered, dignified on-line forum to local SAG/AFTRA representatives during their recent negotiations.

While Chuck, Kevin, and Paul all have earned distinguished records with the Labor Guild, we have so many new initiatives focused on sharing the compelling justice of our Labor School and outreach that we all feel the momentum! Please take a moment to renew your individual or local's membership for 2024 in our customary Valentine's Appeal. The generosity of so many Guilders is moving us forward on many platforms, venues, and settings!

Rev. Marc Fallon, C.S.C.

For more information on all that the Labor Guild is doing, and some new features available to members, visit our website laborguild.com or scan the QR code



The Labor Guild 2024 ANNUAL DUES

First Name / Last Name

Mailing Address

City

State

Zip

Email

Phone

Organization

Org. Position

INDIVIDUAL MEMBERSHIP DUES

- Basic \$35 Sponsor \$100
 Retiree \$20 Benefactor \$150
 Any amount that's right for you \$_____

ORGANIZATIONAL MEMBERSHIP DUES

- Basic \$500
 Large Organization \$1,000
 Join **The Fr. Edward F. Boyle SJ Leadership Legacy** _____

DONATIONS

- \$25 \$50 \$100 \$500
 In Honor of _____
 In Memory of _____
 Any amount that's right for you \$_____

MAIL COMPLETED FORM TO:

The Labor Guild, 66 Brooks Drive,
Braintree, MA 02184

or join/renew online at
laborguild.com/join-donate



**SESSION 1****POWER AND STRUGGLE:****THE FORCES THAT SHAPED THE LABOR MOVEMENT****Dave Kowalski, Retired Labor Guild Executive Director**
Mondays, February 26th to March 25th, 6-8PM.

When students finish this class, they will have a good understanding of: Where Unions and Corporations came from. Our country before capitalism. How industry started in this country. How and why industry grew in the early years. Where and how holding companies began and their effects on industry, labor, the economy, and government. Where Labor Day came from and the development of unions as we know them. Our predominant labor leaders and how our struggles formed who we are. The effect Labor had in changing our laws in favor of our cause. How and why labor law developed. Economic theory. The differences between liberal and conservative and the history of each.

YOU WON YOUR UNION ELECTION, NOW WHAT?**Deb Sullivan, Massachusetts Nurses Association, Retired, Parliamentarian & Mediator**
Tuesdays, February 27th to March 26th, 6-8PM.

This course will include group discussion to contrast different unions and how they are similar or differ. Students are requested to bring a copy of their contract and bylaws and are expected to join in and participate in discussion. Guest speakers will be asked to join us and explain their roles and expectations. Reference on where to find resources will be provided. Each week, a different topic will be covered, including the roles of the following: Steward/Committee member, Chief steward/Committee chair, BOD/Executive Board/Trustee, Agent/President/Sect-Treasurer, Business Manager/Executive Director.

FOUNDATIONS OF LABOR LAW**Paul Kelly, Partner, Segal Roitman**
Wednesdays, February 28th to March 27th, 6-8PM.

This class will look at the cases and statutes that molded American labor relations from the industrial revolution to the present, from conspiracies in restraint of trade to protected concerted activity and beyond. It will also look at the cases and statutes that molded American labor relations from the industrial revolution to the present, from conspiracies in restraint of trade to NLRA protected concerted activity, from Garmon pre-emption to ERISA, from injunctions to Landrum Griffin and agency enforcement to arbitration.

THE EMPOWERED NEGOTIATOR:**A COLLECTIVE BARGAINING WORKSHOP****Paul McCarthy, Collective Bargaining Associates**
Wednesdays, February 28th to April 10th, from 6-8PM.

In this "back by popular demand" class, students will learn how to create and combine all of the elements necessary to maximize your advantages at the collective bargaining table. This includes: understanding the perception of power and its importance to successful negotiations, bargaining strategy development, bargaining table protocols, involving the membership, how to go about enhancing your bargaining power, and negotiations simulations.

SESSION 2**HOT TOPICS IN WORKPLACE DISPUTES****Michael Loconto, Arbitrator**
Mondays, April 22nd to May 20th, 6-8PM.

The purpose of this course is to expose students to important developing issues that are facing employees and employers in the workplace today. Hear from experienced arbitrators about a wide range of issues, from the legalization of cannabis and its effect on workplace drug screening, to the rise of social media and related First Amendment issues, and new leave issues created by the pandemic and recent changes to the law (other topics in development). We will use recent arbitration and court decisions to illustrate how decision makers reached an outcome. By the end of this course, students will have tools to provide better representation for their members and employers and reach better outcomes at and prior to arbitration.

BASIC STEWARD TRAINING**Instructor TBD**
Tuesdays, April 23rd to May 21st, 6-8PM.

This course will cover the basic duties and responsibilities of a Shop Steward. Building your skills by emphasizing strategic planning for local unions, member mobilization, recording documentation, and the grievance process. Students will participate in case studies to develop and enhance problem-solving techniques to navigate through daily issues swiftly and professionally. Students will also build more effective skills to communicate between trades as well as with their members, foreman, supervisors, and/or business managers. To make the course more meaningful, students should bring their own ideas for discussion. It is recommended but not a requirement.

UNION MEETINGS AND ROBERT'S RULES OF ORDER**Patti Legault-Frank, Parliamentarian & Governance Specialist**
Wednesdays April 24th to May 22nd from 6-8PM.

Running a meeting, or exercising your rights as a member, can be challenging. Union bylaws typically require meetings to comply with Robert's Rules of Order. This workshop will give Chairs and Members the tools they need to have more effective union meetings that will be in compliance with their bylaws. Recording secretary responsibilities and meeting notices and minutes will also be covered.

**Editor/Executive
Director:**
Fr. Marc Fallon, C.S.C.**Writers:**
Fr. Marc Fallon
Bruce Tran
Andrew Staiti