



CGA

CUSHING-GAVIN AWARDS

1967-2024



A salute to the labor-relations community of Massachusetts

PRESENTED BY



**Massachusetts
Nurses
Association**

*And Friends: Norton Family, Massachusetts Nurses Association Region V,
Massachusetts Nurses Association Region IV, MNA Professional Employees Union,
and McDonald, Lamond, Canzoneri*

EVERSOURCE



SANDULLI GRACE





**Massachusetts
Nurses
Association**

The Massachusetts Nurses Association congratulates
The 2024 Cushing-Gavin Award Recipients:

Father Edward F. Boyle Award

Elizabeth Neumeier

Arbitrator

Labor Award

Jim Pinkham

Utility Workers Union of America Local 369

Management Award

Henry Vitale, C.P.A.

*Executive Director and Treasurer
Boston Water and Sewer Commission*

Labor Attorney Award

Roland N. Goff

*Director of Strategic Campaigns/Legal Counsel
Massachusetts Nurses Association*

Honorary Cushing-Gavin Award

Eileen Norton

*Director of Organizing, Retired
Massachusetts Nurses Association*

Paul McCarthy

*Principal
Collective Bargaining Associates
Consultants to Organized Labor*

From the Massachusetts Nurses Association & friends:

*McDonald, Lamond and Canzoneri
MNA Professional Employees Union
MNA Region 4
MNA Region 5
The Norton Family*

Congratulations!



Eversource congratulates
this year's
Cushing-Gavin Award
winners for their
well-deserved honor

*To find out more about our commitment to our
employees and social justice,
go to **Eversource.com/Sustainability***

EVERSOURCE

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CGA HISTORY

Considered a major career honor, the CGA was first launched by Guild Chaplain, Father Mortimer (Mort) Gavin, S.J. in 1967. A noted professional mediator and academic, Fr. Mort observed the remarkable contributions of top-notch practitioners. He envisioned an annual Cushing Awards program that would:

- provide well-deserved recognition to individuals for excellence and lifelong service in labor-management affairs
- offer both inspiration and education to the general labor-management community by showcasing outstanding performers
- bring greater visibility to the Guild and all its programs
- contribute critical financial resources supporting the Guild’s on-going work and outreach

The Awards were named initially for Boston’s highly popular and respected Richard Cardinal Cushing, the founder of the post-war Guild. The son of a Boston Elevated Railway blacksmith, Cushing was a forthright advocate of social justice and interfaith relations. He had a long and public record of advocating for a strong, responsible labor movement, while being sensitive to the legitimate needs of the business community.

The Cardinal’s involvement in the Awards’ early days solidified its success, but as essential was the spirit of mutuality he introduced at the very first Awards Dinner.

In 1982, a fourth legal counsel category was added. By 1983, the Cushing-Gavin Awards would also honor Fr. Mort Gavin, the CGA’s founder. In 2007, the Auxiliary Award was renamed the Boyle Award in honor of the 37 years of extraordinary auxiliary work of another beloved Guild Chaplain, Father Edward F. Boyle, S.J.

As Fr. Boyle wrote in 1995, “Numbers alone cannot be the accurate gauge of what this event represents to the labor-management community. That can only be registered in the hearts and minds of those attending, and the fresh commitments and deepened sensitivities nurtured by this event.”

*“Your Eminence: This note is to invite you to come and honor our table...In essence, we are gathering together the men and women who daily must find answers to contract problems and adjust and accommodate and apply in a fast-changing technological frame work. It is a fertile breeding ground for ulcers, blood pressure, and cardiac troubles. Yet there are hundreds of dedicated labor and management and public servants who stay at it and manifest to the whole world that our American system of industrial relations really works. **Somebody ought to congratulate them and to remind the whole general community that this fraternity is performing a salutary and necessary function.”***

FR. MORTIMER H. GAVIN, S.J.

From his 1967 letter to Richard Cardinal Cushing proposing the creation of the “Cushing Awards.”

PAST GUILD CHAPLAIN EXECUTIVE SECRETARIES	
Fr. Francis McDonnell	(1952-1962)
Fr. Mortimer Gavin, S.J.	(1962-1984)
Fr. Edward F. Boyle, S.J.	(1984-2007)
Sr. Mary Priniski, O.P.	(2008-2009)
Fr. Patrick Sullivan, C.S.C.	(2009-2012)
Fr. J. Bryan Hehir	(2012-present)

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"It is easy for all of us to be selfish, and to be anxious only about those things that touch our own life and fortune. But this proves very often to be shortsighted, simply because no one stands alone, no one part of the body is truly healthy unless the whole body is healthy."

"We are discovering how very much we need each other, how much we depend on each other, how much we can learn from each other-- simply said, how much further we can advance the good life of man if we will do it together."

RICHARD CARDINAL CUSHING
At first Cushing Awards Dinner, 1967

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A LETTER FROM THE ARCHBISHOP



ARCHBISHOP'S OFFICE
66 BROOKS DRIVE
BRAINTREE, MASSACHUSETTS 02184-3839
617-782-2544

December 1, 2024

My Dear Friends:

Welcome and thank you for participating in this Annual Dinner of the Archdiocesan Labor Guild. For many years, this event has embodied the deep respect that the Church in Boston has for the labor movement and its collaboration with management in enhancing the life of our society.

Human work of all kinds, manual and intellectual, personal, and corporate is a fundamental way in which each of us can contribute to the common good of our state and our nation. Work is not only a necessity; it is also an expression of human creativity and human dignity. The social teaching of the Catholic Church is founded upon the biblical witness and centuries of theological reflection. In the last two centuries, the Church's reflections have focused on the dignity of labor and of laborers and the importance of working together for the common good.

As a new arrival in Boston, I wish to express my respect and gratitude for you and to assure you of my prayers for you and your families.

Yours in Christ,

Archbishop of Boston

2024 PROGRAM

OPENING GREETING

Lisa Field

President of The Labor Guild
Associate Director
Legislative Division, MNA

GOD BLESS AMERICA

Therese DiMuzio

Officer, Boston Musicians Association
Local 9-535 (AFM)

WELCOME

Archbishop Richard G. Henning, STD

WELCOME AND INVOCATION

Msg. J. Bryan Hehir

Secretary for Health & Social Services,
Archdiocese of Boston

WELCOME - DINNER CO-CHAIRS

Francis X. Callahan

President, Mass. Building Trades

Maria Marotta

Director, Employee & Labor Relations,
National Grid

CITATION AND AWARD PRESENTATIONS

Lisa Field

President of The Labor Guild
Associate Director
Legislative Division, MNA

Rev. Marc Fallon C.S.C.

Executive Director of The Labor Guild

AWARDEE RESPONSES

Henry Vitale, C.P.A.

Elizabeth Neumeier

Roland N. Goff

Jim Pinkham

SPECIAL BOARD RECOGNITION AWARD

Eileen Norton

Paul McCarthy

CLOSING REMARKS/BENEDICTION

Rev. Marc Fallon C.S.C.

Executive Director of The Labor Guild

2024 CGA COMMITTEE

KEVIN COTTER (CO-CHAIR)

EILEEN NORTON (CO-CHAIR)

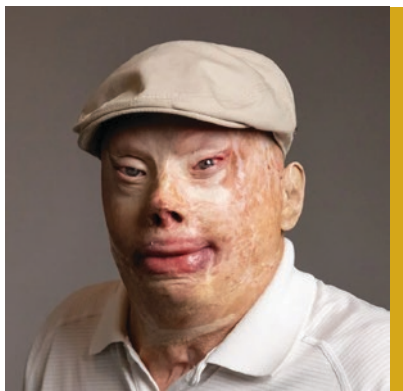
BRIAN NORTON

LISA FIELD

MARTIN CALLAGHAN

STEVE FINNIGAN

REV. MARC FALLON C.S.C.



LABOR AWARD

JIM PINKHAM

Utility Workers Union of America
Local 369

Jim Pinkham is Chairman of the Board of Trustees for UWUA Local 369 and a 42-year veteran of the utility industry.

He began his career in 1982 as a cleaner at the L Street Power Plant before becoming an underground cable splicer for Boston Edison/Eversource. Since being severely injured in a manhole explosion in 1989, Jim has remained very active in Local 369 and the labor movement.

For 15 years, he served as President of the Plymouth/Bristol Central Labor Council, representing labor in 26 communities throughout Southeastern Massachusetts. He also served as Treasurer of the Brotherhood of Utility Workers Council and director of the Pilgrim Foundation Council, a non-profit with a \$5 million endowment that provides funding for municipal projects and community programs in Brockton. Since 2019, Jim has served as a director of the Wound Healing Foundation.

Jim also served on the Executive Council of the Massachusetts AFL-CIO from 2008 until this year when he stepped down. His experience also includes nine years as a Director for Members Plus Credit Union, and seven years as a Director for the South Shore Workforce Investment Board (2006-2012).

His political experience includes serving on the transition team for the Massachusetts State Treasurer. He is a past Vice Chair of the Norwell Democratic Town Committee and remains an active member. He is also a member of the Town of Norwell Board of Registrars.

Jim and his wife of 48 years, Anne Marie, live in Norwell. They have two sons, Jason and Craig, as well as five grandchildren.

LABOR ATTORNEY AWARD

ROLAND N. GOFF

Director of Strategic Campaigns
and Legal Counsel
The Massachusetts Nurses Association



Roland has collaborated with the nurses and health care professionals of the Massachusetts Nurses Association (MNA) since 2000. During this period Roland negotiated numerous collective bargaining agreements with local unit committees, assisted in organizing several strikes, represented the MNA as various state and national organizations, and assisted in the pursuit of the MNA legislative agenda – including the yet to be achieved nurse to patient limits required for safe patient care.

Before coming to the MNA, Roland worked as an associate at Schwarzwald, Robiner & Rock, in Cleveland, Ohio, Harlem Legal Services in New York City, and the Office of Management and Budget for the City of New York. Prior to attending law school, Roland spent two years in a volunteer

program operated by the Sinsinawa Dominicans. During his first year in the program while in Minneapolis, Minnesota, he operated a shelter for homeless people and worked with the Joint Religious Legislative Coalition (JRLC) lobbying Minnesota legislators on social welfare legislation. During his second year in the program, on the Southside of Chicago, Roland operated a food distribution program for neighborhood residents and coached the St. Basil's School basketball team.

Roland was born in Taunton, Massachusetts, and graduated from Coyle and Cassidy High School. He received a B.A. in Political Science from Marquette University, a J.D. from Cornell Law School, and a M.P.A. from Columbia University.



FATHER EDWARD F. BOYLE, S.J. AWARD

ELIZABETH NEUMEIER

Arbitrator

Elizabeth Neumeier has been a full-time practitioner in the field of dispute resolution since 1983. Her primary area of practice is the arbitration of labor-management disputes. Ms. Neumeier served for 10 years as an arbitrator for United States Steel Corporation and the United Steelworkers of America in Pittsburgh, PA. She expanded her practice to a wide variety of the private and public sectors after returning to her native Massachusetts in 1993.

Ms. Neumeier was admitted to the National Academy of Arbitrators (NAA) in 1990 and served as a member of the NAA Board of Governors and as Vice President, and she continues to serve on numerous committees, nationally and for the New England region. She chaired the Program Committee for the Labor Arbitration Conference, sponsored by the University of Rhode Island Charles

T. Schmidt, Jr. Labor Research Center in partnership with the NAA New England Region in 2022 and 2023. In 1991-1992 she served President of the Society of Professionals in Dispute Resolution (SPIDR), now the Association for Conflict Resolution (ACR). Ms. Neumeier and her colleague Sheila Mayberry are Faculty Members of the Guild Labor School, most recently presenting a workshop on Arbitration this past November.

Ms. Neumeier has a B.A. in Economics from New York University, a J.D. from Boston University School of Law and is a member of the Massachusetts bar. Massachusetts Governor Deval L. Patrick appointed Ms. Neumeier to the Commonwealth Employment Relations Board in 2008, where she served for eight years. She volunteers with the Maine Adaptive skiing program and on the Gloucester Local Cultural Council.

MANAGEMENT AWARD

HENRY VITALE, C.P.A.

Executive Director and Treasurer
Boston Water and Sewer Commission



Henry F. Vitale is an accomplished leader with a robust track record in strategic business management, organizational development, and company leadership. With over two decades of experience in steering transformative projects and delivering measurable results, Henry has consistently driven growth through innovative approaches and a people-centric ethos.

Henry began his career at the Boston Water and Sewer Commission (BWSC) in 1992 as a Financial Analyst. As a proud Bostonian with a passion for helping people, Henry saw BWSC as the ideal place to build his career. In March 1995, he was appointed Chief Financial Officer and Treasurer, roles in which he demonstrated significant expertise and dedication. His distinguished service and leadership culminated in his appointment as Executive Director in January 2013, where he has since led BWSC with a focus on maintaining its high standards as New England's oldest and largest water, sewer, and stormwater management system.

Under Henry's stewardship, BWSC has earned multiple distinguished accolades. Notably, the Commission's tap water was named "Best of the Best" by the American Water Works Association. The Massachusetts Department of Public Health recognized BWSC with the "Regional Recognition Award" and a "Citation for Consistent Service." Henry's leadership was further acknowledged when he received the Henry L. Shattuck Chairman's Award, an honor given to city department heads who have made exceptional contributions to Boston.

Central to Henry's leadership philosophy is a steadfast commitment to labor management excellence. He champions transparent, collaborative relationships between management and employees, fostering an environment where open dialogue and mutual respect are paramount. This dedication ensures that workforce needs are met equitably, promoting productivity while upholding worker rights. Henry is deeply committed to addressing issues of justice within the workplace. By fostering an environment where every team member is treated with dignity and fairness, Henry empowers employees to excel in their roles, ensuring that Boston residents receive the highest quality water service.

Henry holds a Bachelor of Science degree in Accounting and Marketing from Boston College in Chestnut Hill, Massachusetts, and is a Certified Public Accountant. He is an active member of professional associations, including the American Institute of Certified Public Accountants, the National Society of Public Accountants, the Massachusetts Society of Certified Public Accountants, the American Water Works Association, and the Government Finance Officers Association. Additionally, he serves on the Board of Directors for the Massachusetts Water Resources Authority, is a Trustee of the Boston Ground Water Trust and a member of the Climate Control Commission.

A lifelong Boston resident, Henry is committed to civic engagement and actively participates in various community and professional endeavors, exemplifying his dedication to public service and the continuous improvement of his beloved city.



HONORARY CUSHING-GAVIN AWARD

EILEEN NORTON

Director of Organizing, Retired
Massachusetts Nurses Association

Eileen served on the Executive Board of the Labor Guild for over 20 years. She has served as Past President and is currently serving as Recording secretary and as a Trustee of the Father Ed Boyle fund. Her education includes a Bachelor of Science in Nursing and a Master in Labor and Industrial Relations.

She attended Guild Labor School over 40 years ago and has been connected to the

Labor Guild since then. She retired in 2019 from her position as Director of Organizing at the Massachusetts Nurses Association (MNA). At MNA, she also served as Campaign Manager for Ballot Campaign Yes on 1. Before her position at MNA, she worked at Carney Hospital, where she served as Unit Chair and worked in the Operating Room. She previously worked as a staff nurse in various positions in Rehabilitation and acute care.

HONORARY CUSHING-GAVIN AWARD

PAUL McCARTHY

Principal,
Collective Bargaining Associates-
Consultants to Organized Labor



Paul is a Union Organizational Specialist who works closely with union leaders to help solve organizational problems and build union power and effectiveness. He is a valued and seasoned bargaining consultant, organizer, and strategist with over 40 years

of experience. Paul's union leadership skills training programs and his trouble-shooting expertise are provided exclusively to organized labor throughout the United States and Canada.

MEET THE LABOR GUILD

SINCE 1945, THE GUILD HAS PROVIDED OVER 50,000 STUDENTS AND WORKING PRACTITIONERS WITH:

- relevant practitioner-led labor education, professional training and personal development through our school, workshops, conferences, and labor and policy forums
- excellent, neutral conference and meeting spaces
- useful, engaging peer networking and excellent leadership opportunities
- our yearly Cushing-Gavin Awards Dinner, which honors exceptional professionals from our regional labor relations community.

Drawing from our deep roots in Catholic Social Teaching, The Labor Guild is dedicated to promoting the dignity of the individual person/worker as the cornerstone of a just economic system.

We believe that economic decisions have human consequences and moral context. We believe that people have the right to decent and productive work, to decent and fair wages and benefits, to private property and economic initiative.

As a membership organization, The Labor Guild is open to all who are interested in promoting just, compassionate, and productive workplaces. The Labor Guild supports effective, principled collective bargaining in the workplace.

We value management excellence and have witnessed the essential role and vital contributions of great managers and enlightened employers in the workplace. We admire and respect the invaluable role of committed labor leaders and activists in improving the lives, working conditions, and economic security of their members and their communities.

CGA DINNER CO-CHAIRS

FRANCIS X. CALLAHAN

President,
Mass. Building Trades



MARIA MAROTTA

Director, Employee & Labor Relations,
National Grid



IN MEMORIAM

*We note the loss of sisters and brothers
who made countless contributions to Labor – Management dialogue.*

Following service with the NLRB, **Burton Rosenthal** joined Segal-Roitman LLP and shared his leadership for many years, accepting the Cushing-Gavin Labor Attorney Award in 2010. His passing in December 2023 followed a long siege with Parkinson's.

As a young adult, **Kevin J. Murray** surprised some by returning to the Postal Workers after attaining his Master's in Public Administration. Following this with 40 years on the NLRB staff, he and spouse Wendy Bittner were central to the Labor Guild's presence in the local community.

Dorchester native **Charles Bankowski** was with The Boston Globe as a mechanic for many years, while actively supporting American Legion Post 65 and the Guild.

We join with the extended family of the late Rev. Ed Boyle, S.J., in mourning the loss of his sister-in-law **Dolores Boyle**, wife of John Joseph "Jack" Boyle.

Which came first: Hell's Kitchen (West Side of Manhattan) or **Rev. Patrick J. Sullivan, C.S.C.?** Holding a Doctorate in Sociology, Fr. Pat held academic positions with the Congregation of Holy Cross schools King's College and the University of Notre Dame. An active participant in the 1970s JP Stevens Textiles Campaign, he published extensively on Catholic institutions that failed to recognize the human right of collective bargaining. A "late-career" presence with the Guild who greatly enjoyed his time with the Boston Labor – Management Community as our Executive Director, he maintained contact with many former students. Some made the journey from Oregon, Minnesota, our Nation's Capitol, and elsewhere for his Funeral Mass at Stonehill College.

The devoted couple Kevin and **Elizabeth (Betty) Cotter** maintained a presence in Quincy and beyond, raising a family of compassionate and attentive children and grand-children who accompanied her closely the past several years.

Coming to ULLICO from a strong LiUNA background in southern Illinois, **Ed Smith** expanded the pro-union investment opportunities for organized labor pension managers. The Labor Guild numbers among many recipients of ULLICO generosity in annual contributions, as his management focused on improving the lives and educational opportunities of all workers.

Chuck Monahan concluded a 56-year membership with IBEW Local 103 as he passed in the closing days of 2023. He served the Guild on the Executive Board and as President, accepting the Cushing-Gavin Labor Award in 2000.

Long-time Guild Member **Stephen F. Coyle** served as CEO of the AFL-CIO Housing Investment Trust, bringing the dream of affordable housing to a lived reality for so many. A 2018 Cushing-Gavin Management Awardee.

A Guild Member of many years' standing, **Robert C. Cerrato, Jr.** served UFCW 328 members on Cape Cod and the Islands as Shop Steward. He was also a Delegate to the Greater Southeastern Massachusetts Central Labor Council.

THANK YOU TABLE SPONSORS

American Federation of Teachers Massachusetts	Plumbers Local 12
Boston Pipefitters Local 537	Sandulli Grace PC
Eversource	SHARE/AFSCME
Foley Hoag	UFCW Local 1445
Heat & Frost Insulators Local 6	UFCW Local 328
International Brotherhood of Electrical Workers Local 2222	ULLICO
International Brotherhood of Electrical Workers Local 104	United Steel Workers District 4
Iron Workers District Council of New England	United Steel Workers Local 12003
Iron Workers Local 7	Utility Workers Union of Americal Local 369
Massachusetts Nurses Association	Brotherhood of Utility Workers Union of Americal Local B329
Massachusetts Nurses Association Region IV	Pinkham Family Table
Massachusetts Nurses Association Region V	McDonald, Lamond, Canzoneri
Professional Employees Union Massachusetts Nurses Association	Segal Roitman LLP
Modern Assistance Programs	National Grid
Murphy, Hesse, Toomey & Lehane LLP	IUPAT DC 35
Massachusetts Water and Resources Authority	IBEW Local 103
NASRCC	Northeast Regional Council of SMART
New England MCA	IBEW Local 1505
Norton Family	USW SENA Local 9158
	Utility Workers of America International
	OPEIU Local 6

Please note: This list is accurate at the time of press release 11/19/2024.

View all of our generous sponsors, supporters, and table patrons, at laborguild.com/cushing-gavin-awards/

LABOR	BOYLE AWARD
1967 DONN BERRY , IBEW #103	DANIEL HURLEY , FMCS
1968 VAL MURPHY , Utility Workers, Boston Labor Council	DONALD WHITE , Boston College, Arbitrator
1969 THOMAS OWENS , Brewery Workers	JOSEPH O'DONNELL , Harvard, HTUP
1970 FRED RAMSEY , Construction	WENDELL MACDONALD , BLS-USDOL
1971 CLIFTON CALDWELL , Meat Cutters	DAVID GRODSKY , State Med. & Council
1972 EDWARD MOORE , Paperworkers	PAUL MULKERN , U.S. Department of Labor
1973 ERIKA PINAULT , AFSCME	HOWARD MYERS , Northeastern University
1974 JOSEPH STEFANI , Hotel & Restaurant Workers	WILLIAM J. FALLEN , Arbitrator
1975 PAUL MCNAMARA , United Transportation	JOHN CHURCH , AAA
1976 RICHARD COLEMAN, ESQ. , Segal, Roitman & Coleman	RICHARD GOGGIN , Federal Mediation Service
1977 LAWRENCE C. SULLIVAN , Boston Labor Council	CHARLES MYERS , MIT Arbitrator
1978 FRANK EVERY , Machinists Dist. Lodge #38	JOHN T. DUNLOP , Harvard University, Arbitrator
1979 JOHN F. O'MALLEY , AFL-CIO Region 8	ROBERT FUCHS , NLRB
1980 JOHN A. CALLAHAN , State AFL-CIO	JOHN E. HIGGINS , Arbitrator
1981 THOMAS CLIMO , Sugar Workers #166, ILA	MARCIA GREENBAUM , Arbitrator
1982 MICHAEL BOTELHO , AFSCME Council #93	JAMES HEALY , Arbitrator, Harvard University
1983 THOMAS EVERS , State Building Trades	ROBERT J. HALLORAN , Blue Cross-Blue Shield
1984 JOSEPH FAHERTY , Utility Workers #387	WILFRID RODGERS , The Boston Globe
1985 ARTHUR OSBORN , Mass. AFL-CIO	SHERMAN G. SASS , Martin E. Segal Co.
1986 JAMES E. MAHONEY , OPEIU Local #6	ARNOLD M. ZACK , Arbitrator
1987 JOSEPH BONAVIDA , AFSCME Council #93	RICHARD M. REILLY , AAA
1988 THOMAS MCINTYRE , Bricklayers International	JOHN J. MARTIN , FMCS
1989 KRISTINE RONDEAU , AFSCME	MICHAEL F. WALSH , NLRB
1990 ROBERT PETRONELLA , UFCW	PAUL EUSTACE , Mass. Secretary of Labor
1991 JAMES GRANDE , Operating Engineers, Apprentice Training Program	DIANE ZAAR COCHRAN , Board of Conciliation and Arbitration
1992 JOSEPH NIGRO , Boston Building Trades Council	HELEN MORESCHI , Mass. Department of Industrial Accidents
1993 ROBERT J. HAYNES , Mass. AFL-CIO	R. ROBERT RODWELL , United Way
1994 CAROL KNOX , UAW Reg 9A	EDWARD F. EAGAN , OSHA
1995 JOHN PHINNEY , UFCW #1445	PAUL MCDEVITT , Modern Assistance
1996 DONALD WRIGHTMAN , UWUA	ROBERTA GOLICK , Arbitrator
1997 JOSEPH DART , Mass. Building Trades	GERARD GOMEZ , FMCS

MANAGEMENT**JOHN HENNESSY**, Boston Edison**DAVID FINE**, The Stop & Shop Companies**JOEL LEIGHTON**, Mass. AGC**EUGENE BARNES**, Boston Newspaper Publishers**E. LEONARD KANE**, Raytheon Company**THOMAS CATHCART**, Eastern Gas & Fuel**THOMAS L.P. O'DONNELL**, Attorney, Arbitrator, Ropes & Gray**PETER KILLELEA**, Boston Gas Company**SHELDON APPEL**, Perkit Box Company**WILLIAM O. MURDOCK**, John Hancock**JOHN MURPHY**, Bird & Son Inc.**THOMAS GUNNING**, Building Trades Employers**BERTRAM CREESE**, Leather Manufacturers Association**MALCOLM MACKINNON**, The Boston Globe**ARTHUR VERSHBOW**, Modern Die & Machine**HAROLD RAYBOULD**, Quincy Market & Cold Storage**JOHN R. MCKEON**, State Office Employee Relations**WILLIAM VAUGHN, III**, The Stop & Shop Company**PAUL F. DEMPSEY**, Mass. Hospital Association**JOHN J. MANNING**, Boston Herald**THOMAS SULLIVAN**, Greater Boston PHCC**ANTHONY SAPIENZA**, Grieco Bros., Inc.**JOHN L. RITCHIE**, Trial Court**JOHN J. COHANE**, Boston Gas Company**JACK SHAUGHNESSY**, Shaughnessy Company**MICHAEL METZLER**, St. Elizabeth's Hospital**JOHN J. HIGGINS**, Boston Edison Company**DAVID PERINI**, Perini Corporation**THEODORE BRODIE**, N.E. Insulation**TIMOTHY MANNING**, Harvard University**DOUGLAS MACDONAID**, MWRA**LABOR/MANAGEMENT COUNSEL**

**Congratulations
to Our
Many Past**

CGA

Recipients

JAMES GRADY, ESQ., Grady, Dumont & Dwyer**ALLAN A. TEPPER, ESQ.**, Snyder, Tepper & Comen**ROBERT MANNING, ESQ.**, Angoff, Goldman, et al.**ALVIN M. GLAZERMAN, ESQ.**, Edwards & Angell.**ROBERT M. SEGAL, ESQ.**, Segal, Roitman, & Coleman.**ALLAN W. DRACHMAN, ESQ.**, Deutsch, Williams, et al**ARTHUR FLAMM, ESQ.**, Flamm & Birmingham**ARTHUR P. MURPHY, ESQ.**, Murphy, Hesse, et al**AUGUSTUS CAMELIO, ESQ.**, AFSCME Council #93**WILLIAM JOY, SR., ESQ.**, Morgan, Brown & Joy**WARREN PYLE, ESQ.**, Angoff, Goldman, et al**ELLEN C. KEARNS, ESQ.**, Kearns & Rubin**DONALD J. SIEGEL, ESQ.**, Segal, Roitman & Coleman**MICHAEL LEHANE, ESQ.**, Murphy, Hesse, et al**PAUL KELLY, ESQ.**, Segal, Roitman & Coleman**KATHERINE HESSE, ESQ.**, Murphy, Hesse, et al.

LABOR		BOYLE AWARD	
1998	WILLIAM RYAN , IUOE #4	THOMAS KOCHAN , MIT	
1999	PHILLIP TROMBLY , Brotherhood, UWUA	SUSAN R. BROWN , Arbitrator	
2000	CHUCK MONAHAN , IBEW #103	ELAINE BERNARD , Harvard, HTUP	
2001	PAUL HANNON , Steelworkers	JOAN DOLAN , Arbitrator	
2002	KATHLEEN A. CASAVANT , Mass. AFL-CIO	JOSEPH KANE , NLRB	
2003	ROBERT BANKS , Ironworkers #7	DAVID GRAFTON , OSHA	
2004	KEVIN COTTER , Plumbers #12	JOHN COUGHLIN , Blue Cross/Blue Shield	
2005	KATHLEEN KELLEY , AFT	LAWRENCE HOLDEN , Arbitrator	
2006	JAY HURLEY , Iron Workers #7	L. CHRISTINE OLIVER , MD, OSH, MGH	
2007	MICHAEL MONAHAN , IBEW #103	EDWARD J. BOYLE , S.J., Archdiocesan Labor Guild	
2008	ROCIO SAENZ , SEIU #615	ROBERT B. MCKERISIE , MIT/Sloan School of Management	
2009	MARTIN CALLAGHAN , Boston Newspaper Printing Pressmen's Union Local #3	SUZANNE M. BUMP , MA Secretary of Labor & Workplace Development	
2010	LOUIS G. RASETTA , Int'l Union of Operating Engineers, Local 4	NANCY PEACE , Arbitrator Consultant	
2011	JENNIFER SPRINGER , AFSCME Council #93	ROSEMARY PYE , National Labor Relations Board	
2012	JOHN P. DUMAS , IBEW #103	BARRY BLUESTONE , Dukakis Center, Northeastern University	
2013	JULIE BETTS PINKHAM , RN, Massachusetts Nurses Association (MNA)	JAMES S. COOPER , Arbitrator	
2014	WILLIAM D. MCLAUGHLIN , President; IUOE (Operating Engineers) Local 4	PAUL CHABOT , Commissioner; Federal Mediation & Conciliation Service	
2015	RICHARD O. CHARETTE , Retired President, United Food & Commercial Workers Local #1445	GINA M. ALONGI , Executive Director, Massachusetts Coalition of Taft-Hartley Trust Funds	
2016	FRANCIS C. BOUDROW , Business Manager Heat & Frost Insulators and Allied Workers, Local 6	MICHAEL D FELSEN, ESQ. , Regional Solicitor US Dept of Labor	
2017	CYNTHIA A. RODRIGUES , President, Greater Southeastern MA Labor Council - New England Joint Board Member, UNITE HERE	DAVID WEIL, PH.D. , Dean, Heller School, Brandeis - Former Administrator, Wage & Hour Division, U.S. Dept of Labor	
2018	STEPHEN FINNIGAN , Sub-District Director United Steelworkers	SARAH KERR GARRATY, ESQ. , Mediator/Arbitrator	
2019	RICHARD ROGERS , Executive Secretary – Treasurer of the Greater Boston Labor Council	FRANCIS DONAL O'BRIEN , Arbitrator/Mediator	
2020	JANET WILDER , Lead Organizer SHARE/AFSCME	JOHN HANSON , Chairman, Joint Labor Management Committee for Municipal Police and Fire	
2021	JOSEPH DELOREY, ESQ., OF COUNSEL , AFSCME Council 93	MARJORIE WITTNER , Chair, Commonwealth of Massachusetts Employment Relations Board	
2022	MYLES CALVEY , Business Manager, International Brotherhood of Electrical Workers Local 2222	MARIE-THÉRÈSE "TESS" BROWNE, SCN , Sisters of Charity of Nazareth	
2023	STEVEN A. TOLMAN , President, Massachusetts AFL-CIO	GARY D. ALTMAN , Arbitrator & Mediator	

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FROM THE EXECUTIVE DIRECTOR



Having had the opportunity to resume the Guild tradition of a television Mass for the Labor Day Weekend, courtesy of **Bishop Robert Reed** and his attentive staff in Watertown, the **Bread and Roses Festival** is an in-person opportunity to join in solidarity and publicize the Labor School in Lawrence.

Tom Raiche of the Merrimack Valley CLC, Board Member **Gina O'Toole** of the **Lawrence Federation of Teachers**, while **Lefty Merrill** and our friends of the **Merrimack Valley Project** were agreeable neighbors and engaging conversationalists, per the norm. (The MV Project staff anticipate some important community organizing with the closure of the former Steward Nashoba Valley Medical Center.)

Our ex-officio Board Member for the Archdiocese is now known as **Monsignor J. Bryan Hehir**. It was an honor for staff and members to represent the Guild at his Mass and luncheon in September. We welcome **Most Rev. Richard Henning**, installed as Boston's **Archbishop** on October 31, at 2:00 p.m. at the Cathedral of the Holy Cross. Our thanks to Board Members who represented our organization on Halloween in Boston! Over the summer Msgr. Hehir agreed to be the contact person for the Archdiocese on all aspects of the Cushing-Gavin Dinner.

Best wishes to **Jim Cooper** and his family as he needed to travel to the beautiful Rocky Mountains of Wyoming for his daughter's wedding. **Paul Kelly** stepped in coordinate the Selection Committee that numbered a strong showing of two dozen past Awardees. Paul is collaborating with the Catholic Funders database, and has put out a half-dozen Letters of Interest. (These are for listed funds in the area that do not maintain a website.)

While the dust was far from settled in the **Steward** scandalous scuffle with **MNA**, the **Commonwealth**, and so many unpaid staff and contractors, **Labor School** alum **Fred Floreal** of the **Postal Workers** invited your scribe to a rally at Summer St. and Dorchester Ave. to begin October. (See photo of windy rally participants.) Our thanks to **Darlene Lombos** for keeping all participants in marching order.



Our thanks to **Therese DiMuzio** and all who gathered for the Guild **Memorial Mass** on November 14. It is so important to remember the shoulders that we stand upon in bringing affordable, accessible Labor Education to young local members while promoting respectful Labor – Management Dialogue. **Myles Calvey** and **Paul Kelly** joined **President Lisa Field** in reciting our Memorial Honor Roll. Meanwhile the animated socializing at the reception prompted the Executive Director to remind those present of our time limit on the building security detail.

We are in touch with **Deacon Tim Donohue** of the Archdiocese concerning the approaching 10th Anniversary of **Pope Francis' Encyclical Letter *Laudato Si***. While the state **AFL-CIO** has a contact person for the Green Economy and new developments, we anticipate presenting a workshop supported by **Catholic Health Foundation** funds on **Vineyard Wind** and other projects.

In solidarity,
Rev. Marc Fallon C.S.C., Executive Director

GUILD UPDATES

Labor School Update

Power and Struggle, The Forces That Shaped the Labor Movement

Executive Board member David Kowalski taught this class in the Spring Semester, with a course drawing on economics, government, and the history of the labor movement. David discussed the simultaneous development of industrial corporations and organized labor. Labor leaders developed union locals based on their struggles and experiences. Labor law developed so as to give capitalism the balance of regulation.

You Won Your Union Election, Now What?

This course, taught by Deb Sullivan, included group discussion to contrast different unions and how they are similar or different. Students obtained a copy of their contract and bylaws and were expected to join in and participate in the discussion. Guest speakers joined the course, explaining their roles and expectations.

The Empowered Negotiator, A Collective Bargaining Workshop

In this class, Paul McCarthy taught students how to create and combine all the elements necessary to maximize their 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. If you want to understand the real mechanics of the Collective Bargaining process, and develop effective leadership skills, then this workshop is for you.

Hot Topics in Workplace Disputes

The purpose of this course is to expose students to important developing issues facing employees and employers in the workplace today. Michael

Loconto had students hear from experienced arbitrators from 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 used recent arbitration and court decisions to illustrate how decision-makers reached an outcome.

Basic Steward Training

Deb Sullivan covered the basic duties and responsibilities of a Shop Steward. Students participate in case studies to develop and enhance problem-solving techniques to navigate daily issues swiftly and professionally. Students also build more effective communication skills between trades and their members, supervisors, and/or business managers.

Union Meetings and Robert's Rules

Patti LeGault-Frank gave Chairs and Members the tools needed to have more effective union meetings that comply with their bylaws. Recording secretary responsibilities and meeting notices and minutes will also be covered.

Human Trafficking Symposium

On June 11th The Labor Guild hosted the Human Trafficking Symposium to spread awareness of the ever-growing criminal industry in the United States. After an introduction from Father Marc Fallon and Lisa Field, keynote speaker Stacy Reed, CEO and Founder of Stacy's Joy Consulting LLC, discussed her personal story. Next were legal responses from the local law enforcement organizations, local government, and UNITE! 26 hospitality industry workers in a panel discussion featuring Peabody Detective Dave Bonfanti, Massachusetts state Representative Walsh, and Jamie McNeil, and William Brown of UNITE! 26.

Detective Bonfanti discussed how working cases on human trafficking affects one emotionally, as one realizes the absence of supportive and

School Updates *continued*

protective family and community for many victims. Rep. Thomas P. Walsh has presented Bill H.2416 "An Act requiring human trafficking recognition training for certain hospitality workers" in the State House. Next Sister Marilyn McGoldrick from the Sisters of St. Joseph and the Anti-Trafficking Coalition of the Boston Unit of the Leadership Conference of Women Religious and Sheelah Gobar, Program Manager of the Support to End Exploitation Now, (SEEN), with the Children's Advocacy Center of Suffolk County turned to child trafficking. Sister Marilyn discussed the movie *Sounds of Freedom*, which brought child trafficking into the forefront of public consciousness. Department of Homeland Security Special Agent Errol Flynn (not the actor!) discussed his role and experiences in investigating both sex and labor trafficking.

Basic Steward Training

This course by Deb Sullivan covered the basic duties and responsibilities of a Shop Steward. Building skills by emphasizing strategic planning for local unions, member mobilization, recording documentation, and the grievance process. Students participate in case studies to develop and enhance problem-solving techniques to navigate daily issues swiftly and professionally. Students also build more effective communication skills between trades and their members, supervisors, and/or business managers. This course gives Chairs and Members the tools they need to have more effective union meetings that will comply with their bylaws. Recording secretary responsibilities and meeting notices and minutes will also be covered.

Union Power Tools

Ashley Adams shows union leaders how to build a strong fighting union. Specifically, we cover the topics of charting (also known as "mapping"), running action-oriented and effective meetings, leadership recruitment and development, and how to stage union-building fights in a way that incrementally increases the group's ability to fight and win – much like a trainer develops a boxer.

Advanced Communication Skills to Resolve Conflict

Students discuss and practice the mechanics of effective and clear communication using case studies to help them become more proficient in working with and relating to others. In addition, this class Paul McCarthy helped boost leadership skills, resulting in better interpersonal relationships by learning methods on how to resolve, defuse, and avoid unnecessary conflict. This five-week course was designed to be highly interactive and an enjoyable learning experience for all participants.

Careers in Arbitration & Mediation

Interested students heard from experienced arbitrators and a mediator with the Federal Mediation and Conciliation Service in a workshop moderated by Mike Loconto. The speakers were from across the country and had backgrounds in labor, management, and the courts. They discuss their profession and view a brief presentation with basic details about certificate courses, training programs, and other requirements and business development. With plenty of time for questions and answers, the speakers will address common concerns about barriers to entry, sustainability, and the market for new arbitrators and mediators.

Critical Steps to Prepare for Arbitration

When a grievance cannot be resolved by direct conversations or through the grievance process, arbitration may be necessary. Sheila Mayberry and Elizabeth Neumeier show through example that before arriving at the arbitration hearing, thorough preparation can make the hearing more efficient, and hence less costly, and ensure that the arbitrator has the record necessary to make a sound decision. In this workshop, we cover clarity about what remedy is being sought. Such examples include the theory of the case, necessary witnesses, and necessary exhibits. We follow past practices or decisions, including written and oral closing arguments.

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Winter Labor School Begins January

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for their tireless voices promoting labor.**

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to all the leaders who have made
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- with special affection
for the late Father Ed,
our longtime chaplain
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*Brian McDonald, Jack Wolfe
and all at MOR Associates*



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THANK YOU ALSO TO THE LABOR
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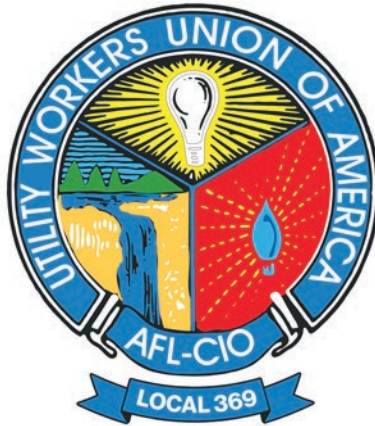
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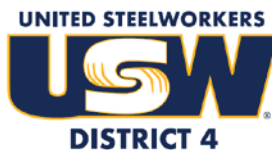
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ELIZABETH NEUMEIER

Arbitrator

Labor Award

JIM PINKHAM

Utility Workers Union of America Local 369

Management Award

HENRY VITALE, C.P.A.

Executive Director and Treasurer
Boston Water and Sewer Commission

Labor Attorney Award

ROLAND N. GOFF

Director of Strategic Campaigns and Legal Counsel
The Massachusetts Nurses Association

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and to Eileen and Paul for
their years of service

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congratulations.

Thank you to
Eileen Norton
and Paul McCarthy,
for your many years of
devoted service to
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