

2025 EXECUTIVE DIRECTOR UPDATE

by Fr. Marc

Best wishes for the new year to all of the Labor Guild Community! If we sound a bit out of breath, this is possibly due to the great success of our **Cushing-Gavin Awards Dinner** this past December. As always, our thanks to host **Lou Antonellis of IBEW 103** in Dorchester, along with our highly professional friends from **UNITE! 26** who worked with **Season's Catering** to make 500 guests feel at home. Our congratulations to long-standing Labor School Faculty Member and Arbitrator **Elizabeth Neumeier, Jim Pinkham** of the **Utility Workers** and state **AFL-CIO, Roland Goff** of the **Massachusetts Nurses Association**, and

Henry Vitale of the **City of Boston**. Personally, I was truly honored to recognize an alumnus of our **Congregation of Holy Cross's Coyle-Cassidy High School**, Roland Goff, with the **Cushing-Gavin Labor Attorney Award**. Meanwhile, weeks following the dinner Henry Vitale has already been in contact with two Deans of **Stonehill College** to offer internships and work-study opportunities at the **Boston Water and Sewer Commission**. There is never any surprise concerning the rationale for our Cushing-Gavin nominees by their peers! Our thanks to **Co-Chairs Maria Marotta of National Grid** and **Board Member Frank Callahan** of the **Building Trades** for helping us follow the evening's agenda.

We remember the pleasant occasion for recognizing **Eileen Norton** and **Paul McCarthy** also and their decades of service. As a result, our Ecclesiastical Sponsor and Guest **Most Rev. Richard Henning**, six weeks into his tenure as **Archbishop of Boston**, probably felt like he was

at South Station the day before Thanksgiving as our esteemed friend **Harry Brett** arranged CGA Awardee photos before the Dinner! Regardless of the crunch of the crowd, Executive Board Members **Brian Hart** and **Billy Vietze** proceeded to calmly discuss with Archbishop Henning a number of possibilities for a Catholic Mass with the Building Trades. More details to follow, so stay tuned!

Have I ever told you that **My Heroes Have Always Been Teamsters?** A routine phone call this past Fall to **Teamsters Local 25 Leader** (and *Labor School Rain-Maker!*) **Raphael McKnight-Gomes** first of all yielded incredible background noise, and then the news that he was part of a Teamsters group engaged in relief work in rural North Carolina following September's **Hurricane Helene**. So while others dealt with Election Season hurts or disappointments in a variety of manner, Raphael and several present Labor School students got up off of the couch to travel and operate heavy machinery in support of residents affected by a hurricane.

So we write this in stone: **We conduct the Labor School for students such as these!** In the present semester, we are pleased to welcome **Tom Breslin** for **Advanced Stewards Training** and **Patti Legault-Frank** for the **Role of the Union Local Secretary**. January also features a Workshop on **Resilience**

During the Challenges of Life (i.e. Covid protocols, election outcomes); **Ashley Adams** with a workshop on **Charting and Mapping** as tools for organizing; and our sponsorship with the **Catholic Health Foundation** of a **"Know Your Rights"** Workshop with the **Brockton Workers Alliance**. These allies are proven to have the ear of the **Cape Verdean** and **Haitian Creole** communities

At the **Annual Meeting** of the Labor Guild on **Thursday, January 23**, we welcomed 2022 CGA Management Awardee **John Folcarelli** to the Executive Board, while also wishing Godspeed to **Mary Gendrolis** and Boyle Fellow **Bruce Tran**. In remembering Bruce's two years of service with the Guild, we have applied for support with the **Commonwealth Corps / VISTA** program for perhaps two young adults to contribute with outreach & networking while providing IT support for the Labor School. In making this application with a large organization, we have the possibility of partnering with **Catholic Charities of the Archdiocese**.

As I mentioned above the diligence of Board Members **Brian Hart** and **Billy Vietze** conducting initial discussions for a Building Trades Mass in a room with the ambience of a crowded subway platform, **President Lisa Field** and I continue to look forward to our first scheduled meeting

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Exec. Director Update Cont.

with Archbishop Henning. **Monsignor Bryan Hehir** asked us several months ago to prepare a brief file on the Guild's history and current issues, mainly the rapid transition to the Zoom remote format during the Covid protocols. Additionally, the same file is also now with several Officers of the State **Knights of Columbus** leadership. The Knights assisted us with our Sunday Mass accompaniment of patients when I was with the **Brockton VA** Chaplaincy,

and their 1880s origin had a great deal to do with Survivors' Benefits. The Guild has also had mentoring meetings with local seminarians, which is a step along the route of putting our name in the minds of pastors.

There are many favorable comments on the **Oral History Video** project for the Guild, prompted by **Jim Cooper, John Higgins,** and **Rosemary Pye** and under the sponsorship of the College of Labor and Employment Lawyers. We have had a 7-minute trailer

available recently, which was screened at the CGA Dinner in December. Please see the Guild website to see the trailer.

For our calendar events, the **Massachusetts Building Trades Unions** will meet in Springfield March 10-11. Immediately following this, **Global Labor Justice** will monitor a major Seafood Processors Convention at the Convention Center. This network is in touch with **Indonesian fishers** who work on **Taiwanese open-ocean vessels** for 12-15 months at a stretch.

Primary among the list of grievances is the absence of Wi-Fi to facilitate family communication. GLJ also tracks the working conditions for **South Asian women working in the supply chains** of Nike, Converse, and other manufacturers. The concluding weekend of March is a busy one with the glittering **Teamsters Local 25 Autism Gala** (Please see above for "heroes.") on Saturday, March 29, while the **New England Jewish Labor Seder** will be hosted by our friends of IBEW 103 on Sunday, March 30.

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



CGA Boyle Awardee Elizabeth Neumeier with Fr. Marc Fallon

and Craig, as well as five grandchildren.

Roland N. Goff was awarded the Labor Attorney Award.



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

CGA RECAP

The Labor Guild hosted its 58th annual Cushing-Gavin Awards Dinner on December 6th, 2024. This was 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.

Congratulations to our 2024 awardees: Elizabeth Neumeier, Jim Pinkham, Roland N. Goff, and Henry Vitale, C.P.A. The Labor-Management Community

is incredibly blessed by their contributions, and the humility that they have shown in improving labor-management relations.

Elizabeth Neumeier was awarded the Father Edward F. Boyle Award for her outstanding service to the labor movement in the public sector for over forty-one years. She provided her services in labor arbitration and to many New England regions. 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



Lisa Field, Executive Board President addressing the crowd

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 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.

Jim Pinkham

was awarded the Labor Award for his excellent service and contributions to Massachusetts. 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,



Labor Guild Executive Board



Archbishop Henning with CGA Boyle Awardee Elizabeth Neumeier and her family



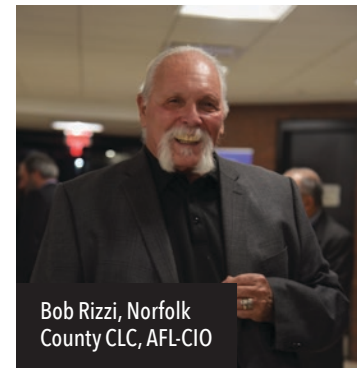
CGA Labor Awardee Jim Pinkham with Fr. Marc Fallon



CGA Attendees from United Steel Workers



CGA Labor Attorney Awardee Roland Goff with Fr. Marc Fallon



Bob Rizzi, Norfolk County CLC, AFL-CIO



Archbishop Henning, CGA Co-chairs Maria Marotta, National Grid, Frank Callahan, Mass Building Trades, and Fr. Marc Fallon



Archbishop Henning, CGA Labor Awardee Jim Pinkham, his wife Anne Marie, and Fr. Marc Fallon



Archbishop Henning, CGA Labor Attorney Awardee Roland Goff, his wife Judge Jennifer C. Boal, and Fr. Marc Fallon

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.

Henry Vitale, C.P.A. was awarded the Management Award. 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



Fr. Marc Fallon with CGA Management Awardee Henry Vitale



Labor Guild Executive Board members Brian Hart and Billy Vietz

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



Archbishop Henning, CGA Management Awardee Henry Vitale, and his wife Joanne



Monsignor J. Bryan Hehir, CGA Honorary awardee Paul McCarthy, and Archbishop Henning



The Norton family with Monsignor J. Bryan Hehir, Archbishop Henning, and Fr. Marc Fallon



CGA 1997 Boyle Awardee Gerry Gomez, Archbishop Henning, and 2018 CGA Labor Awardee Steve Finnigan



Honorary CGA Awardee Paul McCarthy with Executive Board President Lisa Feild



Past CGA awardees Tom Kochan and F. Donal O'Brien



Honorary CGA Awardee Eileen Norton with Executive Board President Lisa Feild



The Vitale family with Archbishop Henning and Fr. Marc Fallon.



2023 CGA Labor Awardee Steve Tolman, Archbishop Henning and 2006 CGA Management Awardee Fred Laskey.



Roland Goff and Eileen Norton, MNA



Hugh and Cindy Boyd with Archbishop Henning and Fr. Marc Fallon



Tom Breslin, MNA (retired) with Karen Coughlin, MNA



Rosemary Pye and John Higgins with Monsignor J. Bryan Hehir, Archbishop Henning, and Fr. Marc Fallon



Eileen Norton with Monsignor J. Bryan Hehir, Archbishop Henning, and Fr. Marc Fallon



Past CGA winners with Archbishop Henning and Fr. Marc Fallen



Executive Board member Steve Finnigan, Archbishop Henning, and Guild President Lisa Field

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.

This year, the Labor Guild awarded two Honorary Cushing-Gavin Awards to **Eileen Norton** and **Paul McCarthy** in recognition of their tireless work on behalf of The Labor Guild.

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:

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

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.

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

IN MEMORY

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.

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.

Lucille Brett is remembered for her contributions at Dorchester Savings Bank and Kemper Insurance, while uniting with long-standing Cushing-Gavin Awards photographer (and husband) Harry to raise four children and support many at St. Albert the Great Parish in Weymouth.

"**Phil**" **Kerr** is remembered for his 54 years of marriage to his wife Kay; their eight children; his 66 years with Pipefitters Local #537 and ultimate election to the United Association of Plumbers, Pipefitters, and Steamfitters in Washington. For symmetry, his Funeral Mass required 8 priests.

2025 VALENTINE'S APPEAL

As we greet all of the Labor Guild community with our Valentine's Day Appeal, I am pleased to remind everyone that he remains a Saint in the Catholic Church and is venerated and remembered in several other faith communities. Just don't look for his listing in the current listing of Saints' Days for the daily Mass! We can assume that the Second Vatican Council prompted a review of factual narratives, and while our friend is remembered there are several story-lines to choose from. Among them, the Bishop Valentine cured a blind young woman in an emperor's household, the miracle surely holding the emperor's attention from then forward. Another speaks of the Priest Valentine who would witness the marriages of couples secretly, as this would prevent the Roman Empire from conscripting the husband. The memories and veneration, no doubt, have to do with his support of married couples and family members as the basis for supporting all in the community.

While the organization and lived experience of the Diocese of Fall River is of a smaller scale than the Archdiocese, both Catholic Social Services and Catholic Charities are based upon the tradition of **caritas**, the outreach and compassionate support of those in need. Elsewhere in this edition of Labor Life, I mentioned my routine phone call to **Raphael McKnight-Gomes** that yielded the news that a group from **Teamsters Local 25** were in North Carolina for disaster relief following Hurricane Helene. A few minutes after meeting **Cushing-Gavin Management Awardee Henry Vitale** this past Fall he was asking me how he could invite Stonehill College students for work-study and internships with the City of Boston. And while the election cycle year-to-year schedules can be challenging, we know that Labor Guild Members who travel or jump on phone banks have **genuine concern and compassion** for Sisters & Brothers in the Right-to-Work States. This is the source of pain in light of certain election results; this is not a issue of pride or vanity, but rather the **real struggle for workplace rights and human dignity** that the opponents work to remove and diminish daily.

As we continue our **shared journey of solidarity** during these uncertain times, please remember the **selflessness** of our members, the **generosity** of our Labor School Faculty, and the **critical foundation of individual and organizational memberships** to the sustainable future of the Labor Guild. While we don't always control the issues and conduct of our opponents, we do have more to say concerning our mutual support and contributed financial resources.



For more information on all that the Labor Guild is doing, visit our website laborguild.com or scan the QR code

In solidarity, Fr. Marc

The Labor Guild 2025 ANNUAL DUES

First Name / Last Name

Mailing Address

City

State

Zip

Email

Phone

Organization

Org. Position

INDIVIDUAL MEMBERSHIP DUES

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

ORGANIZATIONAL MEMBERSHIP DUES

- Organizations w/ up to 250 Members \$250
- Organizations w/ 251-500 Members \$500
- Organizations w/ 500+ Members \$1,000
- Join **The Fr. Edward F. Boyle SJ Leadership Legacy** _____

DONATIONS

- \$25
- \$50
- \$100
- \$500
- In Honor or _____
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The Labor Guild, 66 Brooks Drive, Braintree, MA 02184

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



LABOR SCHOOL CLASSES & WORKSHOPS RECAP

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 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

Students interested in this class 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.

EFFECTIVE COMMUNICATION WITH YOUR MEMBERS

Labor Guild Board Member Elissa Cadillac shared contemporary strategies for keeping your membership on the same digital page. The AFCSME experience proves valuable for all intentions of including one & all in the conversation.

HEARTWELL RESILIENCE & WELL-BEING SYMPOSIUM

With thanks to the Frank Feeley Family, the Heartwell Institute of Worcester led members of the Labor Guild community in a program of meditation, mindfulness, resilience, and self-care for challenging times on January 16. Staff presented techniques allowing committed, hard-working members of the Labor – Management Community to "take a step back" and engage in healthy practices for sustainability over the long run. The remnants of Covid protocols, stressful election campaigns with perhaps mixed results, and the challenges of maintaining supportive relationships may be all part of the mix. And by supporting a sister or brother, we are also looking after our own selves!

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