

When We Fight We Win!

SEIU Local 888 Annual Report

2013 – 2014



Our Vision:

-- A message from Local 888's President and Secretary-Treasurer



As your elected officers, our top priority is to unite our members to win better contracts.

Towards that end, we've created a team approach to support each chapter with your union rep. backed up by a team from politics, admin, communications and our expanded legal department.

We have also made every effort to provide chapter leaders with more training.



We believe members are now seeing more consistent – and higher quality – representation.

During visits to chapters, members often ask, "What does the union do?" This annual report provides an overview of Local 888's accomplishments, and the responsibilities that each union department has in assisting chapters.

This report also offers a snapshot of Local 888's income and expenses. Because Local 888 members voted for the Dues Equality program at our last convention, our finances are stable and we are able to fund new initiatives. If you need more detailed information, please don't hesitate to contact Brenda.

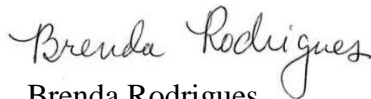
Local 888 is also part of a much larger movement for better wages and working conditions for all workers. Our commitment to the movement is highlighted in this report as well.

On the occasion of Local 888's 2014 membership convention, we are certainly proud of what the membership has accomplished in the last two years. With continued membership involvement and unity on-the-job, your union can live up to its real potential!

In Solidarity,

A handwritten signature in black ink, appearing to read "Mark DelloRusso".

Mark DelloRusso
President

A handwritten signature in black ink, appearing to read "Brenda Rodrigues".

Brenda Rodrigues
Secretary Treasurer

SEIU Local 888 Financial Statement

For the Period From January 1, 2013 - December 31, 2013

	Budget	YTD Actual	Balance
Revenues			
Revenue	\$4,270,000	\$4,991,948	\$721,948
Total Revenues	\$4,270,000	\$4,991,948	\$721,948
Expenses			
Administration & Finance	\$1,943,414	\$1,995,628	(\$52,214)
Communications	\$131,639	\$127,303	\$4,336
Executive	\$264,931	\$269,100	(\$4,169)
External Organizing	\$560,797	\$532,009	\$28,787
Internal Organizing	\$1,042,649	\$966,541	\$76,106
Legal	\$248,901	\$227,530	\$21,370
Political	\$134,645	\$172,888	(\$38,243)
Total Expenses	\$4,326,976	\$4,290,998	\$35,973

SEIU Local 888 Financial Statement

For the Period From January 1, 2014 - August 31, 2014

	Budget	YTD Actual	Balance
Revenues			
Revenue	\$3,242,430	\$3,349,033	\$106,603
Total Revenues	\$3,242,430	\$3,349,033	\$106,603
Expenses			
Administration & Finance	\$1,439,674	\$1,434,302	\$5,370
Communications	\$98,287	\$92,499	\$5,787
Executive	\$193,098	\$178,822	\$14,277
External Organizing	\$445,660	\$413,654	\$32,004
Internal Organizing	\$697,113	\$709,949	(\$12,834)
Legal	\$173,724	\$150,109	\$23,615
Political	\$157,867	\$125,353	\$32,513
Total Expenses	\$3,205,423	\$3,104,689	\$100,732

Arbitrations and Unfair Labor Petitions and Superior Court filings

April 2013 thru April 2014



65 Arbitrations were filed, most with AAA, but 14 City of Boston cases were filed with the Labor Relations Connection which has proven to be a cost saving alternative with faster arbitration dates.

- 44 cases were settled with some compromise (reduction in discipline, favorable contract language etc. or offers to resign and collect unemployment).
- Six cases were wins by "Arbitrator Decision" or complete settlement.
- Nine cases were lost by "Arbitrator Decision."
- Three cases were withdrawn by the union prior to a hearing.

- Three arbitrations filed during that time are still pending.

21 petitions for Unfair Labor Practices were filed by Local 888.

- Two charges were issued by the Department of Labor Relations (DLR) as complaints - and await trial dates. (Cohasset, Winchester)
- Two complaints went to full hearing and one complaint was won out right by the union (Guild- Boston Public Schools) and the school did not appeal. One decision is pending (Boston Police Light Truck).
- Three charges were dismissed.
- Seven charges were settled in a favorable manner before or at the pre-hearing and were withdrawn by the union.
- Seven petitions await an in-person investigation with the DLR.
- One Unfair Labor Practice charge was filed against Local 888, but was dismissed without probable cause.



One Civil Action was filed in Superior Court -- in an attempt to vacate a favorable arbitration award that the union won in Billerica but the union prevailed at a bench trial and the town's case was dismissed (the town has an option to appeal to the Massachusetts Appeals Court).

Over 32 "Settlement and Release" agreements were also negotiated by the Local 888 Legal Department and Field Staff that allowed for union members to resign with some positive benefits when faced with termination of their job. These settlements were done through negotiation with the employer in advance of the union having to file for arbitration.

Also through negotiations, a minimum of \$259,200 in wages was gained by members who were facing termination, layoff and job elimination. This amount is in addition to agreements from employers not to contest unemployment benefits.

Legal staff also assisted with all filings and negotiations at the DLR related to new organizing (Military Security Personnel, Mass Port Dispatchers, and Boston Environmental Department).

Political Action Report 2013-2014

Using our political strength to assist members

From February through June of 2014 the Political Department supported a protracted struggle to save 28 good, full time jobs of the **Malden school custodians**.

Malden's mayor wanted to layoff all the custodians and hire a private company at half the cost. Working with the members, we leveraged our political power and coalition partners to gain the support of the majority of the city council and successfully brought the mayor back to the table. By standing up and fighting we were able to save all 28 custodians' jobs.

Early educators who work for **Lowell Day Nursery** came together in September of 2014 to begin a campaign to convince their board of directors to grant their negotiated raises. The political department working with their Field Rep. Sue Chase helped them plan their fight, provided resources, and set up meetings with elected officials. This is an ongoing campaign.



Legislation and campaigns to improve wages and working conditions



CPCS Legislative Campaign - House Bill 2389

In January 2013, SEIU Local 888 filed a bill on behalf the Massachusetts public defenders working at the Committee on Public Counsel Services. These members require a legislative fix to form a union. Since filing the bill, it has been favorably reported out of the Joint Committee on Public Service and is still being considered by the Massachusetts House of Representatives. The public defenders have been very active in contacting their legislators, attending lobby visits and making their case to leadership in the legislature and the public. Their efforts were key to this bill's continued success. Passage of H2389 could result in up to 750 new members in Local 888.

Minimum Wage

Working with the Raise Up Massachusetts coalition SEIU Local 888 supported a key victory winning increases to the Minimum Wage of \$11 an hour in 2017. It will be the highest in the country. We held lobby visits, had in-district meetings with legislators, made phone calls and put in significant financial resources to help make this victory happen.

Pensions and Healthcare

SEIU Local 888 filed House Bill 2370 on behalf the Massachusetts State Police Dispatchers to upgrade their pension group from Group 1 to Group 4 In January 2013. Since its filing, the bill has been favorably reported out of the Joint Committee on Public Service and is still being considered by the Massachusetts House of Representatives. The dispatchers have been very active in contacting their legislators, gaining the support of fellow members and making their case to members of the pension administration. Their efforts are key to this bill's continued success. Passage of this bill will affect over 100 members of Local 888.



Retiree health care "reform" House Bill 59

The Governor's bill to reform the retiree health care system was filed in January 2013. This bill would in some cases make you work twice as long to get the same health benefit currently available to you. Since its filing, we have opposed it at every opportunity by attending rallies, sending post cards, and providing testimony at a State House hearing. While at this point the bill *appears* to be dead, it will undoubtedly resurface again.

Pension campaigns expected in next legislative session (2015-2016)

UMass Lowell Nuclear Reactor Operators G1-G2
Housing Authority Electricians G1-G2

Raise Up Massachusetts

2013 Signature Drive - 3605 signatures

2014 Signature Drive - 1885 signatures

2014 Legislative Campaign - minimum wage victory

Yes on Question 4 is the new incarnation of Raise Up Massachusetts.



Elections

US Senate Special election: Senator Ed Markey

SEIU Local 888 put significant member and staff resources in to Senator Markey's special election campaign, helping him defeat Gabrielle Gomez.



2013 Municipal Elections

SEIU Local 888 put members and staff resources into the City of Boston municipal elections to help build a strong City Council and win the election of a pro-labor mayor. Local 888 also helped in many other city council and mayoral candidates all around the state.

2014 Elections

In every election cycle, SEIU Local 888 commits significant resources to building a pro worker majority in the State House. By protecting our allies and electing pro-worker candidates, we can better address our members concerns in the State House around retirement, pensions, health care and working conditions. Our electoral activity is directly related to our political influence. This year is no different. We have a chance to elect a new governor and other constitutional officers that will directly affect the quality of our contracts moving forward.

Committee on Political Action

The Committee on Political Action (COPA) is getting stronger every day. Our membership is at an all-time high. Since January 2013 we have signed up 379 new members into COPA. Just this year alone, 239 members have stepped-up and invested in their political power. This represents a 129 percent increase over what was achieved in 2013. These new contributions have given Local 888 the revenue to hire a full time organizer in July of 2013 and an additional organizer for the election cycle ending in November, 2014. These funds have allowed Local 888 members to have stronger political campaigns in Malden and Lowell and speak with a louder voice in the state legislature.



In addition, SEIU Local 888 has the highest average contribution in the Public Division at \$12.20 per month. Local 888's Committee on Political Action has been recognized by the SEIU International Union for setting best practices around COPA and is one of the fastest growing committees in the Public Division.

PAC Coming soon: For the first time SEIU Local 888 is raising enough COPA funds to cover our obligations to our International Union. This means that in January of 2015, the International Union will send us our first PAC check. With this new income, we will fund our very own Political Action Committee that we can use right here in Massachusetts.

Membership participation in COPA sends a strong message that you and the members of your chapter take politics seriously. It gives your union the resources to fight for pro-worker laws and funding for the quality services you and your family care about. In addition, COPA participation gives members a vote on the Political Committee to have a say in who we support and how. SEIU Local 888 COPA fights for the candidates who will stand up for working people, regardless of party affiliation. To find out more about COPA, visit: www.seiu888.org/copa.



Organizing Report

The Organizing Department has been reaching out to potential members at workplaces that where employees are doing work similar to our current membership.

Department staff have also been working with potential residual bargaining units and continuing to work with over 800 employees of the Committee for Public Counsel Services, otherwise known as the **Mass Defenders**—our "cornerstone campaign."

With the Mass Defenders, not only must we pass new legislation to enable them to form a union but also sign up a strong majority of the work force on cards so that once the legislation passes our union will be their bargaining agent.

We are also working to build our new Associate Member campaign for contracted and per-diem interpreters across the state called "**Interpreters United.**"

Below is a brief overview of our new and pending bargaining units:

Marlboro ABAs - Approximately 100 ABAs. They are currently working on their first contract.

Ashburnham DPW - These 20 workers already have a first contract.



Everett Nurses -The 25 school nurses in Everett are working on their first contract.

City of Boston - Obtained the cards and then filed for Written Majority Recognition for two bargaining units. We currently are waiting certification.

Port Authority - We agreed to organize a small unit of dispatchers working for the Port Authority with the intention to use it to organize more of the non-union workers here. The dispatchers are already working on their first contract.

Educational Collaboratives - Staff and members have been reaching out to workers at Educational Collaboratives (ECs) across the state since January. These are quasi-state agencies that deliver special educational services to multiple school districts. To date we have blitzed three ECs—Fitchburg Leominster, Lunenburg and Clinton Educational Collaborative, Concord Area Special Educational Collaborative, and Central Massachusetts Special Educational Collaborative.

As of today, we are very close to having a majority of teaching assistants on cards at the Central Massachusetts Special Education Collaborative.

Mass Defenders - Currently our large-scale long-term project is CPCS. To date we have over a majority of the work force on cards. The problem is that this is a moving target and every time we have a majority on cards, employees who have signed either quit, or, their card has expired. Cards are only good for one year. So, we are constantly meeting with workers to help organize them and to sign them up on cards.

The legislation was reported favorably out of committee and is moving forward.

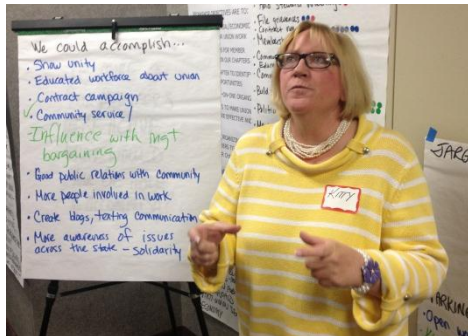


Highlights of 2013 - 2014

April 2013

Unit A and Unit B **Town of Dennis Employees** ratified new three year contracts.

Chapter leaders gathered in Leominster for a **Chapter Leadership Initiative** to learn strategies and tips to build a more effective organization.



Co-sponsored with UMass Labor Extension.

Boston Police Department chapter's Unfair Labor Practice Charge was upheld by the Department of Labor Relations (DLR) after management unilaterally transferred driving the crime scene lighting truck away from Local 888 members to another union group.

May 2013

Local 888 President Mark DelloRusso testifies before the Joint Committee on Revenue in support of **House Bill 2678** calling for more transparency and accountability in the financial operations of private colleges and universities.

Concerned parents and teachers at the **Montachusett Opportunity Council's Head Start** program joined forces to rally in Fitchburg opposing automatic budget cuts known as "the sequester."



Somerville crossing guard Mary White was recognized with an award from the Boston Archdiocese for outstanding faithfulness and commitment.

June 2013

Watertown's 911 dispatchers who were on duty during the Marathon bombing received awards from the National Emergency Number Association.

Marlborough Paraeducators used "Interest Based Bargaining," a process that emphasizes shared values and problem solving, to reach a new agreement with the School Committee.

Daniel Chapman, Gilberto Perez, Yu Xie and Rosa Matias won the **Chelsea Soldiers' Home** Annual Performance Recognition Awards for 2013

Applied behavioral assistants employed by the **Wachusett Regional School District** (Holden, Paxton, Princeton, Rutland, and Sterling) unanimously ratified a one-year extension of their current agreement with step increases resulting in about a 3.5 percent increase.



A group of over 100 **adjunct professors** from Boston-area colleges

kicked-off the **Adjunct Action** campaign to unionize contingent faculty across the Boston metro area to raise standards for their profession and win a voice in the future of higher education.



Members at **Chelsea City Hall** ratified a new three year contract with wage increases each year of 2.5, 2.5 and 3 percent.

All four of the bargaining units (totaling nearly 400 members) at the **Boston Public Health Commission** ratified new six year contracts (retroactive for three years).

Maintenance employees and custodians at the **Amherst Housing Authority** voted unanimously to approve a new contract.

Springfield crossing guards ratified their first contract uniting 125 new members. The two-year agreement came after months of difficult bargaining.

Millis Town Employees ratified their first contract with wage increases of 2%, 2%, 2%, increases in longevity and "Just Cause" protection.

Lottery members testified in support of House Bill 2224 which would allow long term state employees to use banked sick and vacation time to fully fund their pensions so they can retire early.

Carver Town Employees unanimously ratified a new three year contract with 2% raises in the first year and a wage reopener for years two and three.

Brandeis Librarians, both exempt and non-exempt, won new five year contracts with significant across-the-board raises that brought them up to prevailing wages at other universities.

Lowell School Clerks and Librarians won 2.5% raises in each year of a new contract retroactive to July 1, 2012.

Millis Town Hall, library and other workers negotiated and ratified their first contract with "Just

Cause" protections. Workers won their collective bargaining rights after achieving majority certification by the DLR in January 2012.

Everett Parking enforcement attendants and meter maids ratified a new one year contract.

Boston Public Schools Planning and Engineering Dept. members ratified a new six year contract which runs from September 1, 2010 through August 2015. About 40 members work in the P&E Department.

Local 888 held its ten year anniversary celebration with a barbecue, golf tournament and games and rides for the kids.

July 2013

Helicopter maintenance technicians who perform essential maintenance for the State Police Air Wing in Plymouth were recognized for their role in the apprehension of the Boston Marathon bombing suspect.

Military installation officers who protect the Barnes and Otis Air National Guard Bases voted unanimously for their first contract. The new agreement restores unilateral pay cuts made prior to the guards joining Local 888, raises wages, gives credit for prior service and includes weekend differential pay.

Gloucester Administrators ratified a three year contract with a 2% wage increase for all three years.

Lowell School Clerks and Librarians won 2.5% raises in each year of a new contract that is retroactive to July 1, 2012. About 100 members are covered by the agreement.

August 2013

Approximately 20 DPW, Water and Sewer employees who work for the **Town of Ashburnham** officially became part of the Local 888 family.

September 2013

Local 888 President Mark DelloRusso testified in support of **Senate Bill 1256** Early retirement incentive.

Plymouth Clerical staff stood firm to win a new three-year contract, with reopener language, a half day off on Christmas Eve, and increasing the minimum hours from one to three hours at overtime rate for night meetings, call backs and special assignments.

Town of Yarmouth Employees, Unit A and Unit B ratified their three year contracts.

The **Town of Amherst** employees ratified a new three year contract that includes a cost of living increase of 2% for each year.

Oxford Cafeteria Workers and Custodians ratified a new contract that includes wage increases, shift differentials and an increase in clothing allowance.

Carver Town employees unanimously ratified a new three year contract with 2% raises in the first year and a wage reopener for years two and three.

Sandwich DPW and Clerical units ratified their new contracts.



Tantasqua Custodians and Food Service members ratified their contracts.

Local 888 awarded five **union scholarships** for members and their immediate family.

Applied Behavioral Analysts who work at the **Marlborough Public Schools** formed a new union and elected a bargaining committee to begin negotiating their first contract.

October 2013

Local 888's **Western Mass Caucus** hosted a spaghetti dinner/dance to benefit the Shriners Hospital for Children in Springfield.

Westborough Clerical workers file an Unfair Labor Practice charge.

Celebration of the opening of the new **Merrimack Valley office** in Lowell. There are more than 20 Local 888 chapters in the Merrimack Valley.



Local 888 members are joined by hundreds of other state employees at a statehouse hearing and lobby day regarding proposed major changes to the **state's retiree health care benefits—HB 59.**

After a forum open to both candidates for Mayor of Boston, Local 888 members overwhelmingly endorse **Marty Walsh.**

Brockton Librarians win grievance on educational incentive pay.

Brockton School food service workers ratified a new three year contract with cost of living raises of 2%, 1% and 1%.

Randolph Town Hall members won a new three year agreement that addresses new evening hours at the Town Hall.

Springfield Bus Monitors won their grievance on a unilateral change in their working conditions.

Everett Nurses Unite in Local 888 for a strong voice in their work and careers in the Everett Schools. The group won union recognition with "majority sign up" and is making plans to win a good first contract.



After a community campaign, **Westborough** selectmen vote to maintain services at senior center and stop proposed outsourcing of a custodian's position to a private contract cleaning company.

November 2013

Public Defenders urged lawmakers to include their agency in the state collective bargaining law by passing **House Bill 2389** which would help them gain a voice at work.

Local 888 collects **Toys for Tots**



January 2014



Some 250 members of Local 888 and their families from across the Merrimack Valley turned out for the first ever **Hockey Night at UMass Lowell.** Local 888 sponsored the game and hosted a family free skate and a reception for members, in an effort to raise awareness about the

union in the Merrimack Valley.

Fifteen **State Police Dispatchers** testified at a hearing on **House Bill 2370** that would move their retirement eligibility from Group One to Group Four. The dispatchers also submitted over 50 letters of support for H.2370.

Five Local 888 members are awarded \$500 **union scholarships.**

February 2014

A new Memorandum of Understanding for a successor agreement between Mass DOT and the Coalition of Mass DOT unions was ratified.

March 2014

Members of Local 888 were joined by nearly 400 other SEIU members at a forum with the five candidates for governor in the election set for November 2014.

Local 888 held a special luncheon and appreciation for long time City of Boston union member and labor activist **Greg King**, who was recently diagnosed with cancer.



April 2014

Local 888 leaders joined other Massachusetts SEIU locals for candidate interviews for the offices of Attorney General, State Treasurer and Lieutenant Governor.

Ashburnham DPW workers ratify first contract.

Members at the **Community Action Agency of Somerville**



ratified a new one year contract that includes a 1.3% salary increase as well as paid snow days for members who work as family advocates.

Professionals at UMass Lowell held membership meetings across campus to prepare for contract negotiations.

May 2014



Over 100 community and labor members turned out to support **Malden school custodians** at a rally to keep quality services in local schools. After the rally, many of the custodians and their supporters packed a meeting of the Malden School Committee.

Westwood clerical workers ratified a new contract covering about 20 members. The agreement was hard fought because management (unsuccessfully) was looking to take several positions out of the union.



After a nearly two year-long campaign, **aircraft technicians** who maintain the state's police helicopters will finally get reclassified from "Aeronautical Inspector" to "Aircraft Maintenance Technician."

June 2014



Local 888 members attended rallies in Boston, Worcester and Springfield for a **Day of Action for Low Wage Workers**, while some members who make less than \$15 an hour wore special "**Low Pay is Not OK**" stickers on the job that day.

After a rally for better services and local jobs by **Malden's school custodians** and their community

supporters, a veto-proof majority of city councillors voted to transfer oversight of their jobs from the School Dept. to the Public Facilities Dept. setting the stage for a new proposal from the mayor.

The Malden City Council voted to support the Mayor's plan to provide an additional \$2,226,293 to the School Dept. to keep all 28 custodians working at the Malden Schools. The funding will also provide for hiring a new custodial supervisor to ensure improvement in school cleanliness.



July 2014



Unit Two members ratified a new tentative agreement reached between the Alliance Bargaining Committee and the state that includes the **Chelsea and Holyoke Soldiers Homes**.

Somerville Crossing guards approved a new three year contract that includes wage increases, inclement weather pay and new uniforms.

Malden Cafeteria workers overwhelmingly ratified a new four year contract with significant pay upgrades and an additional personal day.

The SEIU-backed **Raise Up coalition** ended its bid to put a question on the November ballot to increase the state's **minimum wage** after the legislature approved a bill increasing the \$8-per-hour minimum wage to \$11 by 2017.

The bill to increase the minimum wage also gave a big boost to the safety of the state's workforce. The bill included a measure that will extend protections similar to **OSHA to executive branch employees**.



August 2014

Lottery members overwhelmingly ratified a new contract and held a "signing ceremony" with Treasurer Steven Grossman.

Fitchburg Registry of Deeds members unanimously ratified a new contract that includes a nine percent raise over three years.

Custodians at Bay Path Regional Technical High School ratified a new contract.

Local 888's summer interns from the National Occupational Health Internship Program finished their **report on the health and safety conditions of DPW workers** in Massachusetts. Their work helped Local 888 develop new member education and training materials.





Officers

Mark DelloRusso, President
Brenda Rodrigues, Secretary Treasurer
Anita Christon, Recording Secretary

Local 888 Executive Board

Kwesi Ablordeppey, Holyoke Soldiers Home
Regina Capone, Town of Winchester
Carolyn Carey, Town of Harwich
Frank Chillemi, Westwood Town Hall
James Corcoran, Mashpee DPW
Diane Foley, Weymouth School Drivers & Monitors
Lorna Heron, Boston Elderly Comm.
Mike Kelly, State Lottery Commission
Charlotte Killam, Boston Water & Sewer Commission

Janet King, UMass Lowell
Lori Moran, Watertown T.H. Associates
Suzanne Noel, Dracut Town Hall
Carmen Pagan, Chelsea Soldiers Home
Lyn Scolamiero, Plymouth Clerical
Kelly Shay, Boston DND
Gail Silva, Westborough Town Hall
Fred Simmons, Haverhill Schools Custodians
Jorge Vargas, BPS Planning & Engineering

Trustees

Greg Barry, State Lottery Commission
Susan Winning, UMass Lowell

Local 888 Staff

Peter Bala, Field Representative
Lidia Calvo, Office Manager
Sue Chase, Field Representative
Mari Cooney, Field Representative
Donald Cronin, Organizer
Steven D'Amico, Field Representative
Mark DelloRusso, President
Lisa Field, Dir. of Field Operations
Jamie Gaynes, Political Organizer
Madeline Garcia, Field Representative
Daniel Hoffer, Political Director
John Magner, Legal Director
Gayle McMahon, Organizer
Maureen Medeiros, Field Representative

Antonio Nunes, Finance & Administration Director
Neal O'Brien, Field Representative
Ron Patenaude, Field Representative
Joan Pritchard, Field Representative
Orvine Ramos, Dues Administrator
Rudy Renaud, Organizing Director
Brenda Rodrigues, Secretary-Treasurer
Jennifer Springer, General Counsel\Legislative Director
Bill Storella, Field Representative
Christina Villafranca, Organizer
Ashana Ward, Administrative Assistant
Rand Wilson, Communication & Policy Director
Ian Woolverton, Organizer

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