

SEIU Local 888 Annual Report

April 2012 – April 2013



Our Vision...

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



We were elected as officers of Local 888 in April 2012. With this report, we want to look back at our first year as your elected officers and report on our progress.

Our first priority was to stabilize our local's finances and make the dues fair for everyone. In October 2012, more than 200 Local 888 members attended our biggest convention ever. At the convention, members voted by a 3-to-1 margin in favor of an historic Dues Equality resolution.

Another commitment was to do a better job uniting members to win better contracts and provide more chapter leadership and staff training.

Towards that end, we reorganized our staff structure to create a team approach for each chapter with support from a union rep. and our new legal department. Members are now seeing more consistent representation and better contracts.

Our mission extends well beyond Local 888. As a union, we support many other organizations and coalitions that fight for the well-being of all working families.

On the occasion of Local 888's ten year anniversary, it is only fitting that we celebrate our accomplishments and the history of our union. A chronology of Local 888 milestones is included in this report.

We are proud of what we've done in our first year in office, but far more remains to be done to make Local 888 live up to its potential. However, we are confident that much more can be achieved with the memberships' continued support and involvement!

In solidarity,

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

Mark Dello Russo
President

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

Brenda Rodriguez
Secretary-Treasurer

Building Our Union

Chapter Visits

There is no substitute for a direct face-to-face meeting between members and your union leaders and staff. Members have an opportunity to ask questions and air their concerns. The officers and staff have an opportunity to hear firsthand about member's top priorities.

The officers, often accompanied by senior staff and field representatives, have visited the following chapters during their first year in office:

Amherst Chapters
Athol Town Hall
Blue Hills Regional Schools
Boston Administrative Guild
Boston City Hall
Boston Police
Boston Centers for Youth and Families
Boston Public Health Commission
Boston Schools Planning & Engineering
Brockton Cafeteria
Brockton Dept. Heads

Brockton Housing Authority Clerical
Chelsea Soldiers Home
Community Action Agency of Somerville
Hyannis and Cape Chapters
Haverhill Custodians & Café
Holyoke City Chapter
Holyoke Soldiers Home
Hopkinton Cafeteria
Lottery Commission
Lowell Clerks
Malden Chapters
Medford DPW

Montachusett Opportunity Council
Oxford Chapters
Plymouth Clerical
Springfield Bus Monitors
UMass Lowell
Watertown Chapters
Webster Chapters
Westborough Chapters
Westwood Chapters
Weymouth Chapters
Woburn Chapters

Regional Meetings

Regional meetings provide another opportunity for constructive dialogue and a chance for people to meet other members outside of their chapter. In their first year, the officers have attended regional meetings in Harwich (Cape Cod), Lowell (Merrimack Valley), and Amherst (Western Mass).

Would you like the officers to visit your chapter? Interested in attending a regional meeting? Call Brenda Rodrigues at (617) 241-3300 or email brodrigues@seiu888.org to schedule a meeting.



Officers Mark DelloRusso and Brenda Rodrigues attend a meeting with Local 888 members at the Brockton Housing Authority.

Winning Better Contracts

Collective bargaining

Local 888 unites more than 8,500 public service, higher education and not-for-profit workers throughout Massachusetts. Members are represented in over 200 bargaining units located in over 90 cities and towns. Some of the largest chapters are City of Boston, U-Mass Lowell professionals, State Lottery employees, and the state Soldiers' Homes in Chelsea and Holyoke. Dozens of new contracts were favorably negotiated and ratified by the membership in the last year.

Settlements included:

Amherst Housing Authority
 Andover Cafeteria and Custodians
 Blue Hills Custodians, Cafeteria, and Clericals
 City of Boston (BCYF, BPD, DND, City Hall and Elderly Commission)
 Boston Public Health Commission Clerks and Techs
 Brewster Ladies Library
 Brockton Housing Authority Maintenance and Clericals
 Brockton Library
 Cohasset Clerical
 Community Action Agency of Somerville (CAAS)
 Town of Dennis
 Everett Custodians
 Fitchburg Cafeteria
 Framingham Professionals
 Hopkinton Paraprofessionals (first contract!)
 Lawrence Library
 Lawrence Housing Clericals
 Lawrence Valley Works Career Center
 Lexington School Custodians
 Lowell School Clerks
 Lowell Library Aides
 Lowell Tech Custodians
 Malden School Custodians and Cafeteria
 Marlboro DPW Foremen
 Medford Cafeteria



Local 888 members at Somerville's Community Action Agency recently negotiated a new contract.

Oxford School Clerical
 Randolph Town Employees and Cafeteria
 Scituate School Cafeteria, Secretaries and Clerks and Paraprofessionals
 Shrewsbury Cafeteria
 Somerville Crossing Guards
 Springfield Crossing Guards
 Wachusett Regional School District Applied Behavioral Analysts
 Watertown Town Hall Associates
 Watertown School Secretaries
 Westborough DPW and Clerical
 Winthrop Custodians and Cafeteria
 Woburn School Custodians, Clericals & Cafeteria
 Woods Hole, Martha's Vineyard and Nantucket Steamship Authority

Is your union contract about to expire? Be sure to contact your union representative to prepare for contract negotiations. If you don't know your Rep. or want to learn more about Local 888's Field Services call (617) 241-3300.

Stronger Together

Arbitrations and ULPs

Local 888 has significantly strengthened its legal department with three lawyers on Local 888's staff and additional support from the labor law practice of Pyle, Rome, & Ehrenberg. Local 888 had a significant unfair labor practice victory against City of Woburn management on the city's obligation to provide members with information and data needed for bargaining.

Arbitrations and Unfair Labor Petitions (April 2012 - April 2013)

70 cases were taken to arbitration, most with AAA but two with the DLR.

9 cases were wins by "Arbitrator Decision" or a complete settlement.

7 cases were lost by "Arbitrator Decision."

4 cases were withdrawn by Local 888 prior to a hearing.

6 cases filed for arbitration are still pending.

44 cases were settled with some compromise (reduction in discipline, favorable contract language etc.).

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

3 charges were issued by the DLR (two are pending and one was settled favorably).

1 charge was dismissed and an appeal to CERB was filed.

1 charge went to full hearing and was won by Local 888.

8 were withdrawn by the union because of favorable outcome.

Leadership Development

With assistance from the UMass Labor Extension Program, Local 888 has held two Chapter Leadership trainings with about 30 participants.

Steward training classes were held for members at Chelsea Soldiers Home and the Worcester Housing Authority. Other membership training sessions were held at the union hall in Charlestown (June 9, 2012, Oct 10, 2012, May 18, 2013), in Springfield (June 19-20, 2012). Local 888 has also sponsored or promoted trainings on: Crossing Guard Safety, Labor Law, the Legal Rights of Union Stewards, and Just Cause protections.

Local 888 has also provided scholarships for women members to attend the WILD Summer Convention and WILD Winter Training.

Local 888 staff has participated in two trainings on collective bargaining, two trainings on health care reform issues and one training on unfair labor practices.

Interested in steward or chapter leadership training? Contact Brenda Rodrigues at (617) 241-3300 or email brodrigues@seiu888.org.



Local 888 members from across the state participated in a leadership development training last spring.

Building Members' Power

Organizing

SEIU Local 888 can't grow—and defend our standards—without organizing. Towards that end, the Organizing Department is focusing on assisting workers in larger public units.

Campaigns are underway with public defenders at the Committee on Public Counseling Services (CPCS), adjuncts at Quincy Community College and the Marlborough Applied Behavioral Analysts. Adjunct faculty at Bentley University filed a petition for an election to join Adjunct Action, a project of the International Union and Local 888.

Member Caucuses and Groups

Local 888 members are encouraged to participate in caucuses or other membership organizations. Currently members are participating in:

- Latino Caucus (New)
- Women's Caucus (New)
- African American Caucus (AFRAM)
- SEIU's Lavender Caucus

The CPCS and adjunct faculty campaigns are long term, but have great potential. For workers to win at CPCS, they must also pass legislation allowing them the right to collectively bargain.

Next year will also see Local 888 training more Volunteer Member Organizers – a key component for successful organizing.

Want to learn more about how you can build the labor movement and help Local 888 grow? Contact Rudy Renaud at (413) 475-0895 or by email krenaud@seiu888.org

Communications



The Spark
SEIU
Boston-Area Adjunct Faculty Launch
Citywide Push to Form Union

Get the push!
This week 6 members of a group of over 100 adjunct professors across the Boston area signed a petition to join the SEIU Local 888. The petition is a first step in the process for their professional and service roles as the basis of a higher education workers union in the city. The petition is the first step in the process for their professional and service roles as the basis of a higher education workers union in the city. The petition is the first step in the process for their professional and service roles as the basis of a higher education workers union in the city.

Local 888 Members Key to Marathon Response
From union dispatches, to emergency medical assistance to rescue workers, Local 888 members were the first to respond to the Boston Marathon bombing. In the days following the attack, Local 888 members were the first to respond to the Boston Marathon bombing. In the days following the attack, Local 888 members were the first to respond to the Boston Marathon bombing. In the days following the attack, Local 888 members were the first to respond to the Boston Marathon bombing.

Local 888 publishes a monthly newsletter, *The Spark*, that provides members with local union news, political updates, profiles of members, and reports from chapters about grievance wins and contract settlements.

Local 888 also maintains www.seiu888.org which has a leadership and staff roster, the union's constitution and bylaws, materials for chapter leaders, member benefits, and union news from *The Spark*.

Local 888 also has a Facebook page, www.facebook.com/SEIULocal888 that is the most up-to-date source for what's happening at Local 888.

Would you like to contribute an article or picture to the Spark? Contact Rand Wilson at (617) 241-3300 or by email rwilson@seiu888.org

Politics and Committee on Political Action (COPA)

Local 888's leaders made a commitment to our members to elect pro-worker candidates. For the elections in 2012, six new Member Political Organizers (MPOs) worked in the field. Weeks of hard work paid off – Elizabeth Warren was elected to the US Senate and all but one of our endorsed candidates won their elections in November.

Building Members' Power

COPA (Continued...)

In 2013, SEIU members also played a key role in a very close State Senate race. Local 888's COPA committee interviewed both candidates and endorsed Representative Linda Dorcena Forry on April 5. More than a dozen SEIU MPOs worked in Mattapan and Dorchester knocking on more than 9,000 doors to help get votes for Forry. Rep. Forry won by just 378 votes!

SEIU Local 888 also endorsed and supported a member and former member running for office: Paula Nute, won her race for Treasurer/Collector in Carver, MA and Patricia Harris won Register of Berkshire Middle Registry of Deeds. Both candidates won office with the support of the COPA program.

With the start of 2013, the COPA Committee has been meeting the third Tuesday of the month. Participation has increased with an average of 12 members attending. With many municipal and special elections scheduled the committee will have plenty to do during the remainder of 2013!

2013 Legislative Priorities for SEIU Local 888 members

With active member participation, Local 888 is seeking to pass new laws to increase our members' pension benefits, grow our union, expand existing health and safety protections for state workers, hold non-profit institutions more accountable, and make it easier for state employees to retire. The titles, sponsors and bill numbers and the committee that it has been assigned to are listed below:

- **An Act Relative to the Collective Bargaining Rights for Employees of the Committee on Public Counsel Services.** H.2389, Joint Committee on Public Service
- **Earned Sick Time Act.** H.1739, Labor and Workforce Development
- **Act to Provide Safe Workspace for Employees of the Commonwealth Executive Order and Legislation.** H.2460, Joint Committee on Public Service
- **An Act relative to the retirement benefits of State Police Dispatchers.** H.2370, Joint Committee on Public Service
- **An Act to establish tax transparency and strengthen the reporting requirements of public charities and to establish reporting requirements for the trustees and directors of public charities.** H.2678, Joint Committee on Revenue
- **An act relative to determining the cost of a service based retirement option for Group 1 and Group 2 career employees.** H.2224, Joint Committee on Revenue



Senator Elizabeth Warren with Local 888 Executive Board member Kwesi Ablordeppy.

To learn more about these bills visit: www.seiu888.org/copa/2013-legislative-priorities

If you want to help win legislation, become an MPO or join the COPA committee, please contact Dan Hoffer at dhoffer@seiu888.org.

Building Our Union

Financial Report

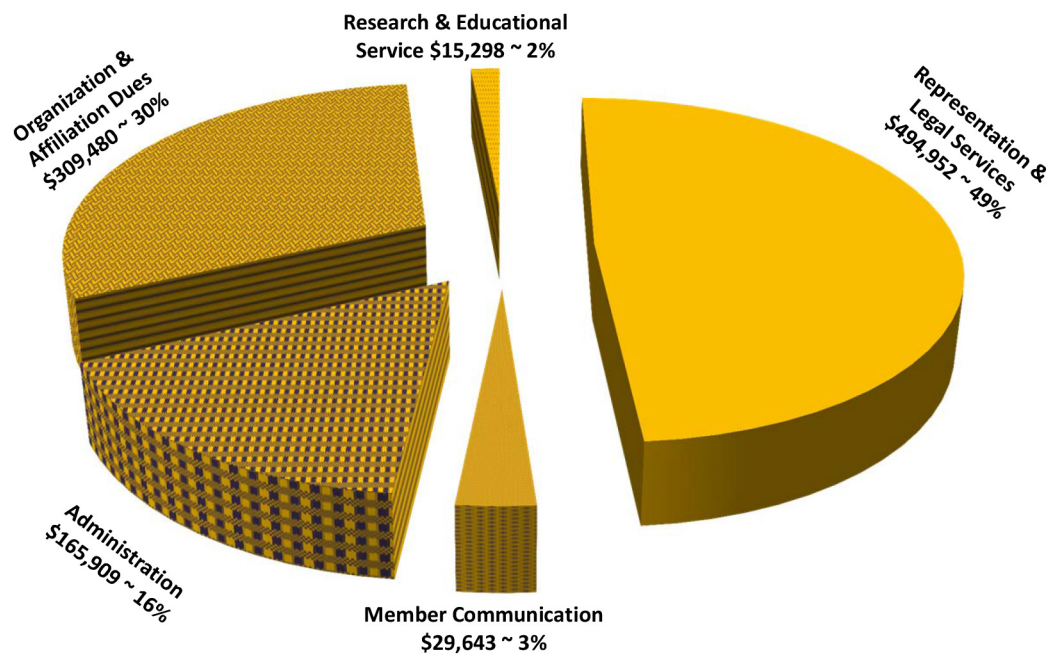
When new officers took over in April 2012, Local 888 was running a deficit with expenses exceeding income. In October 2012, members voted overwhelmingly to change the dues structure to make it more fair and equitable. With the new dues structure and careful financial stewardship, Local 888's finances have stabilized.



Questions about Local 888 dues, chapter funds and local union finances should be emailed to: myunion@seiu888.org.

Local 888 members overwhelmingly voted to change their dues structure at the 2012 convention.

SEIU Local 888, 1st Quarter Financial Statement For the Period from January 1, 2013 to March 31, 2013



10 Years of Building Our Union

April 2003

SEIU Local 888 was founded as part of a statewide re-organization of SEIU members in Massachusetts. It was created out of a merger of some members of Locals 285, 254, 509, Firemen and Oilers Local 3 and NAGE to increase union strength by uniting members in similar industries or jobs into one local. The first Local 888 executive board is comprised of board members from the previous locals.

At its founding, SEIU Local 888 members were about 64% municipal workers, 20% higher education, 12% state workers, 2% county workers, and 2% private sector workers.

Susanna Segat (formerly Director of the SEIU Massachusetts State Council and a Deputy Trustee of SEIU Local 254) was appointed by the SEIU national union to serve as the Local Trustee and administrator until members democratically elected their own officers. The union opened up new offices in the Schrafft's Building in Charlestown, MA.



Public defenders who work for the Committee on Public Counseling Services are trying to pass legislation allowing them the right to collectively bargain.

February 2004

Members hold their first union wide meeting in Braintree to draft a constitution and bylaws for the membership to vote on.

May 2004

The Braintree group meets again to draft language for the constitution and bylaws.

April 12, 2006

First union election for Local 888 officers and executive board is held. Susanna Segat is elected president, Gail Nicholson is elected secretary-treasurer and Al Zenkus is elected recording secretary along with 20 new executive board members.

June 5, 2006

Officers and executive board sworn in by SEIU International Secretary-Treasurer Anna Berger.

October 14, 2006

First-ever local-wide member convention.

December 2007

The legacy of past restructuring left Local 888's chapters paying widely different dues rates. Local 888 President Segat leads an effort to change union dues to make them more equitable because all members enjoy the same union services, but not everyone was paying the same fair share of union dues. Members vote to grandfather existing members paying flat rate dues, with all new members (as of 2008) paying 1.6 percent dues.

(Continued on next page...)

10 Years of Building Our Union

(Continued from page 9...)

The dues cap was raised \$2 for flat rate members and for 1.6 percentage members from \$14 to \$16. The vote also created a new Chapter Funds policy, although it was not implemented until 2009.

November 19, 2008

Second member convention held at Boston Teachers Union.

April 29, 2009

Second union election for officers and executive board is held. Bruce Boccardy from Boston's Department of Neighborhood Development is elected president of Local 888 and Tony Koumantzelis from UMass Lowell is elected secretary-treasurer.

August 22, 2009

Local 888 open house and family picnic.



Springfield crossing guard and Chapter Chair Joe Perry. Crossing guards in Springfield and Somerville have recently become part of Local 888.

March 8, 2010

"Bargaining Bash" on making negotiations, organizing, and politics work for Local 888 members.

January 2011

Local 888 moves its headquarters to the former Hood Dairy building on Roland Street in Charlestown.

April 11, 2011

Third member convention held at SEIU 1199 in Dorchester.

April 2012

Third union election for officers and executive board is held. Mark DelloRusso from the state Lottery Commission is elected president and Brenda Rodrigues, originally a member and former chapter chair at the Brockton Library is elected secretary-treasurer of Local 888.

October 13, 2012

At the union's third convention, the largest ever, SEIU Local 888 members voted by more than three-to-one to pass a "Dues Equality" proposal to put all members on the same 1.6 percent dues structure. ■

Officers

Mark DelloRusso, President
Brenda Rodrigues, Secretary Treasurer
Tina Swift, Recording Secretary

Executive Board

Kwesi Ablordeppey, Holyoke Soldiers Home
Regina Capone, Town of Winchester
Frank Chillemi, Town of Westwood
James Corcoran, Mashpee
Gerald Durkin, UMass Lowell
Diane Foley, Weymouth School Drivers & Monitors
Mike Kelly, State Lottery Commission
Charlotte Killam, Boston Water & Sewer Commission

Lori Moran, Watertown Town Hall
Suzanne Noel, Dracut Town Hall
Carmen Pagan, Chelsea Soldiers Home
Lorna Pleas, Boston Elderly Comm.
Lyn Scolamiero, Plymouth Clerical
Kelly Shay, Boston Dept. of Neighborhood Development
Gail Silva, Westborough Town Hall
Fred Simmons, Haverhill School Custodians
Jorge Vargas, BPS Planning & Engineering

Trustees

Greg Barry, State Lottery Commission
Domingos DaRosa, Boston Centers for Youth and Families
Susan Winning, UMass Lowell

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, Asst. Dir. of Field Operations
 Madeline Garcia, Field Representative
 Daniel Hoffer, Political Director
 John Magner, Legal Director
 Maureen Medeiros, Field Representative

Antonio Nunes, Finance & Administration Director
 Joan Pritchard, Field Representative
 Orvine Ramos, Admin. Coordinator
 Rudy Renaud, Organizing Director
 Brenda Rodrigues, Secretary-Treasurer
 Jennifer Springer, General Counsel\Field Services Director
 Bill Storella, Field Representative
 Christina Villafranca, Organizer
 Ashana Ward, Admin. Assistant
 Rand Wilson, Communications & Policy Director
 Ian Woolverton, Organizer

Labor and Organizational Affiliations

SEIU Local 888 is affiliated with the SEIU Massachusetts State Council • Massachusetts AFL-CIO • Nothshore Labor Council • Greater Boston Labor Council • Pioneer Valley Labor Council • Merrimack Valley Labor Council • MassAlliance • Jobs with Justice

SEIU Local 888 Union Hall

52 Roland Street
Charlestown, MA 02129

Central MA Local 888 Office

330 SW Cutoff
Worcester, MA 01604

Western MA Local 888 Office

489 Whitney Avenue
Holyoke, MA 01040

Phone: 617-241-3300, Fax: 617-241-5150

Learn more about Local 888: visit www.seiu888.org.

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