LOCAL LEADERSHIP TEAM IN PLACE

CAMPUS – Following the Nominations Meeting in February, the Local’s leadership team for the next two years is mostly in place. President Francis Martin, Treasurer Randy Boivin, Recording Secretary Jim Wysocki, and Sergeant-at-Arms Patty Dushane all were returned to office without opposition. Mike Soja joins the officers slate as Local’s Vice-president; Mike presently is chief steward for Housing Maintainers. Two other nominees for vice-president, former president Charlotte Chandler-LaRoe and current Vice-president Art Goodhind, declined their nominations. We will publish an updated listing of the Local’s Executive Board in the next Spirit. Over the next two years the leadership team will grapple with issues like pushing for raises in an economic downturn, the misuse of public monies to underwrite contractors on campus, the exploitation of non-benefitted 03s on campus, escalating healthcare costs, and the need for effective career ladders for our members.

PUSHING FOR MORE CAMPUS MONIES

HAMPSTEAD HOUSE – In February President Martin arranged a meeting between campus union leaders and Congressman Olver to strategize around ways to increase federal support for our campus. Congressman Olver has always been very supportive of the campus. Naturally, he’s always been very pro-union. Our campus is in the forefront of major research that benefits the country. For example, we are leaders in green energy research and applications. Our joint Labor/Management Workplace Education Program (UM, AFSCME, USA, and PSU) just received a major grant to teach skills for green trades jobs of the future. LMWEP will be working with the Physical Plant on this special project.

SUPPORT THE PRINT SHOP

WHITMORE – We fully support USA/MTA efforts to prevent layoffs at the Print Shop. All unions on campus stand behind USA/MTA. We encourage you to talk up the Print Shop, the great services they offer, the great prices they charge. We always make use of the Print Shop. It’s important to stick up for each other.

BARGAINING UPDATES

HAMPSTEAD HOUSE – After each bargaining session we have been sending out a special edition of Spirit of 1776 to AFSCME reps and activists on campus for posting. Want to get on that list? Just call us at 5-2831.

THE NATIVE AMERICAN CONNECTION

In this issue we explore the little-known imprint of Native American culture within AFSCME Local 1776. In future issues we’d like to explore additional cultural identities within AFSCME as well.
**President’s Report**  
by Francis Martin, Jr.

> FRANCIS MARTIN INTERVIEW continued from page 5 ... plague, around 1618-19 that wiped out many of the Massachusett. The Pawtuckets lost two of three chiefs. One chief was located below the Merrimac, half way down the coast, towards Boston. His brother was further south. Out of three brothers who were chiefs, two died from this plague. Some of my ancestors were survivors of this plague and later became Christianized Indians. Did they live in praying towns? First at a praying town near Lowell, and then a daughter moved to the praying town of Natick. Later after being left with a doctor, she relocated to Concord and then Boston, and then married a Nauset, Thomas Lawrence. They had two children. Then she married Thomas Wamsquam, who was a Nipmuc, they had four children. You know this history. The story of my Indian ancestors would fill a small book. For me it’s interesting that the history of my Indian ancestors runs parallel to the history of the colonists. They affected each other.

Do you connect to the Native American Center on campus? I’ve been asked to speak about this history by the Native American Center. I appreciate that when the Center receives visitors from off-campus, they often send them my way for a conversation.

**Election Release Time**
The Union submits release time request for members to vote in union elections and for members, who are working at that time, to go to membership meetings. Members going to a Nominations meeting, go on their own time (whether off the clock or on personal/vacation time).

Randy Boivin, Treasurer

**REMEMBERING JACK RECORE**
Recently, my friend, Jack Recore, passed away suddenly. Jack was a friend to many people here at the University. He was caring, happy-go-lucky, and would listen and help out anybody he could. For those of us who have rode motorcycles, played golf, hunted or fished with Jack, we will have memories and laughs that will not be forgotten, but that surely will be missed.

I ask that when you get home, look in the mirror. Ask yourself these questions: What will people think and say about me should I die suddenly? Will I be remembered as a person who was helpful, kind to others, willing to listen to someone who was troubled. Was I willing to go out of my way to help. Did I spend time with family. Did I enjoy life – was I a good person. Jack was this person. My friend, Jack, you will be sadly missed, but never forgotten.

Art Goodhind, Vice-president

**ARBITRATION BACK-LOG**
by Lisa Field, Council 93 Staff Representative

When I came on board, I was a little stunned by the backlog of arbitration cases and Step III cases. Since then, we have worked hard to have Step III cases heard and in several instances resolved at Step III. If you have a case at Step III, you will be notified of the date of the hearing as well as a date to meet with me to prepare for your case. I am present at all Step III hearings.

To explain the arbitration process, if a case is not resolved at Step III it goes first before the Local’s Grievance Review Committee. The GRC is comprised of members of the Local’s Executive Board, the staff representative from Council 93, and it is chaired by President Martin. The GRC makes recommendations on the merits of each case to the Local’s Executive Board. The Board votes on whether to send a case to arbitration. Arbitration costs are very expensive so the Board takes this responsibility very seriously. Once a case is voted on to send to arbitration, Council 93 is notified to file it. The Council’s legal department files it but a date is not set. Here at UMASS Amherst, the union and management will review cases to determine which cases both sides agree to mediate. Mediation is all about trying to resolve cases. If the parties do not agree to mediation or if mediation is not successful, then a date is set for arbitration. Once a date is set for arbitration, Council 93’s Grievance Review Committee reviews the case to determine its merits. Again, this is done because arbitrations are costly. If there is an issue on whether or not to go forward with the arbitration, Council 93’s GRC will contact the grievant and the Local’s president. If Council 93’s GRC votes to withdraw the case, there is an appeal process that the Local president can utilize. Since I have come on board, we have been on top of the arbitration process moving things along with new cases. The backlog of “old” cases remains an issue and I ask for your patience as we try to work through the cases moving them either to mediation or setting a date for arbitration. It is frustrating. During the month of February, we did have a date for mediation and we did either resolve or are still resolving four cases. We are also working on scheduling another mediation date. If you have a case at mediation, you will be notified of the date of the mediation as well as a date to meet with me to prepare for your case.

To the Editor:
A headline reads "Highest state wages found at UMass." It's true but not for all. The managers are well taken care of financially. The records show the highest wages are paid to UMass department heads even after retirement.

Some managers come back to work part time to supplement their income while the real backbone of the college – staff and faculty – have to beg for a cost-of-living raise every three years or so.

There is a problem with a top-heavy management structure. It is a matter of public record and the Chancellor should be embarrassed by making hard working rank-and-file employees beg for a living wage while the top are sucking the well dry!

Donald Chapdelaine, Chicopee
NATIVE AMERICAN HERITAGE?

Don’t be surprised if you have Native Americans in your family tree, particularly if you fall into one of the groups listed below:

• Mexican, Caribbean, Central and South American peoples (high number of indigenous peoples, high number of inter-racial marriages)
• French Canadian/Acadian peoples (métis marriages encouraged)
• African-American peoples

WHY THE AFSCME UNIT?

Maybe every union at UMass has the same high connection to Native American culture as AFSCME. We suspect, however, that the deep imprint of Indian culture within AFSCME is linked to the low status and low pay of our members. ‘Though countless New England Indians died from European disease, ‘though others were killed by colonial settlers (for example, during the massacre at Turners Falls), ‘though others were sold into slavery by English authorities, many Indians survived. Some of these sought refuge in Quebec, others headed west, others stayed in small New England conclaves, and still others slipped quietly into American society... many times doing the kind of jobs that AFSCME does here on campus. So, no surprise.

AFSCME ACTIVISTS with a NATIVE AMERICAN CONNECTION

A surprising number of long-time AFSCME activists have some sort of Indian connection – whether a Native American background or an abiding interest in Indian ways. For example, President Francis Martin (of Abenaki, Nipmuc, Pawtucket, and Nauset descent) has a deep knowledge of New England tribes. Vice-president Artie Goodhind has several times traveled out to Lakota country to roam the Little Big Horn, the Crazy Horse Memorial, and the sacred Black Hills. Lead Negotiator Gordon “Blackie” Blaquire has distant Indian ancestors, most probably Mi’kmaq. Brothers Leon Terault (former treasurer for the union, long-time picnic volunteer) and Tom Terault (long-time steward for the carpentry shop, long-time picnic volunteer) are part Canadian Indian. Former business agent Mike Foster is part Blackfoot. Former president Charlotte Chandler-Laroe and former Grounds steward Janet Nadeau both have distant Canadian Indian ancestors. Go to a local pow-wow and you might spot former union president Dave Mitchell. Former vice-president Juan Roberts and his brother, Manny, come from a prominent Native American/African-American family that goes back at least seven generations in the town of Amherst. Former vice-president Whitey Sovinski remembers, as a youth, turning up barrelfuls of Indian arrowheads on his family’s farm along the Connecticut. Grounds member Eric Desbien is part Abenaki. Custodial steward Jennie Fraser has Indian and African ancestors. Harry Thornton, long-time picnic volunteer, has Indian ancestors through both of his grandmothers. Custodial activist Permella Broussard is part Indian (a tribe from southern West Virginia). Francisco Segura, long-time union member out of Dining Services, has Indian ancestors dating back to Columbus. Manuel Morocho, also in Dining Services, originally from Ecuador, is full-blooded Inca. Former treasurer Sam Brown is a student of Indian history, among other texts he’s read Bury My Heart at Wounded Knee three-times over. Likewise, former chief steward Jim Slocombe is expert in Native American history. Lastly, former president Jonathan Tuttle’s connection takes a different tack... his distant grandmother was hatcheted during the French/Indian attack on Deerfield in 1704.

NATIVE AMERICAN HERITAGE?

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• French Canadian/Acadian peoples (métis marriages encouraged)
• African-American peoples

Going out to Lakota country and seeing the history and knowing of broken promises/treaties made to Indian nations, there are parallels (like with our contracts) with how campus management treats workers on campus.

Art Goodhind, Vice-president, Local 1776

MOST ILLUSTRIOUS INDIGENOUS UNION LEADER?

César Chavez, president of the United Farm Workers, comes right to mind. Charismatic, humble, bold, courageous, persistent, visionary, the moral compass of the American labor movement. In 1986, Chavez visited campus. The Local donated funds to his campaign. He signed a UFW poster with a dedication to the local, the poster hangs proudly still in the union office.
In Conversation: HARRY THORNTON and CATHY COLLINS

Harry Thornton and Cathy Collins are both Maintenance Tech II’s on campus. Harry is part Native American. He and his extended relatives are stewards for an ancient Indian burial ground in the Valley. His work partner, union activist Cathy Collins, has an abiding love of Indian lore and culture.

Harry: My grandmother was 80% Blackfoot. The Blackfoot lived a tough life, tougher than we can imagine. Everybody is spoiled today. Cathy: One thing that I found was really cool was that some Indian societies were matriarchal... they were run by women. Harry: Oh yeah? I know that my Indian ancestors had a lot of respect for their women. Cathy: Often women would be the decision-makers for their tribes. They had respect for the land, the animals, for everything. Harry: Indians were one with nature. I like that. When they hunted they were part of the woods and surroundings. People don’t have that today. I like Indian spirituality with its emphasis on the sacred. Mount Sugarloaf, right here in our backyard, was a sacred mountain, it meant a lot to area Indians. Indians find the sacred in their surroundings. Even the animals they killed were sacred. We’re a destructive people compared to them. Cathy: We’re the savages, the barbarians. Harry: I try to take advantage of chances to connect with Indian events. I go to pow-wows; I’ve gone to the Pequot museum in Connecticut. I have great respect for Native American culture. Cathy: They did everything. What they did (and do) makes more sense. We seem to waste a lot. Indians used everything. They made their clothes out of the animals they killed. They made use of every bit of that animal. Not everything was perfect. With so many tribes Indians would certainly fight among themselves. There were good and bad Indians, just like among us. But Indians did look at the world differently. One thing that I’ve learned from my background, I think I have more respect for what I have. I’m not really a materialistic person; I don’t have a lot. But what I do have I appreciate. I don’t have money but I have family; I have eight grandchildren. They mean a lot to me.

Manuel Morocho Interview

AFSCME member Manuel Morocho was born in Ecuador. Both his parents are Inca Indian. Historians estimate that there were some 10 million Quichua Incas prior to the Spanish conquest in 1531. Within two centuries, the Indian population suffered a catastrophic decline, down as low as ½ million.

Manuel, what does being Quichua Inca mean to you? I take great pride in my Inca background, it means a lot to me. Can you speak the Incan language? I can. I speak Quichua. How do you connect to your Inca heritage?

Parallels between...

The Native American Experience and 21st Century Service Workers

Invisibility. As blue-collar workers we are the invisibles on campus. In that sense we are not that different from the many blue-collar and poor invisibles across the country. Particularly invisible within the poor and working classes are women, children, the elderly, the physically and mentally challenged, people of different sexual orientation, and people of color in these groups. Contemporary Native Americans too are the invisibles. And right in our own backyard. Right in our own union. Where, you ask, are the American Indians that once inhabited New England and Nova Scotia: the Nipmuc, the Abenaki, the Narragansett, the Mi’kmaq, the Pocumtuk, even the Massachusetts? Look around you. Not all native peoples in our region died out, or went away... Some became members of Local 1776.

Treaty/Contract Violations. Over the course of 250 years, the 13 colonies and then the United States Government were party to hundreds of treaties with native peoples across the continent. There are claims that every one of these treaties was broken by the colonies or the United States. What is less well known: the colonies and our government entered into these treaties with the full intent of breaking these agreements. Is that so different from employers entering into contracts (“treaties”) with organized workers, with the absolute intent of regularly breaking these contracts. Each year, our members file scores of grievances claiming that the University has broken our joint contract. Year in, year out, the employer makes little attempt to hold its agents (bosses) to the fire for breaking the contract... that says a volume about intent and values.
Even though I’ve always been intrigued by my Indian/African heritage, I’m more proud of it now. It’s amazing to be part of two powerful cultures. I’ve known Harry [Thornton] since the first grade, we’ve been friends forever. Same with Sam Brown. Back then I was never aware of Harry’s Indian background. Growing up it wasn’t something we talked about. People looked down on Indians. The older I get the more I understand. That’s just the way it is. I take pride that Francis Martin has shared his leadership know-how with our union. During hard times I gather strength from my ancestors... knowing all they went through. That matters to me. I do think that we were brought up to be generous, to value friends and family.
Native American Culture – What’s the Appeal for Labor?

Amerindian culture appeals to union activists for variety of reasons...

1. In general, Indian culture has held generosity (as opposed to greed) in the highest regard. And generosity, with the sister values of charity and fairness, is a bedrock principle of the labor movement.

2. Likewise, Indian culture tends to revere courage, persistence, and wisdom – all attributes that a good union steward strives to emulate.

3. Indian history offers us stirring examples of dogged resistance in the face of overwhelming power. Think Sitting Bull, Wilma Mankiller, Tecumseh, Buffalo Calf Road Woman, and Crazy Horse.

4. In some Indian tribes (e.g., the Wampanoag) women exercise great power and command respect... a powerful alternative model to women’s marginal status in many westernized societies. (Conversely, and sadly, other tribes are ravished by very high incidents of domestic violence).

5. As unions of late have taken more aggressive pro-environmental positions, Native American reverence for the natural environment guides us in re-thinking how we relate to our planet.

What Unions Have Borrowed from Native America

The union movement has certain core values, values that are often at odds with the workplace. Among these core values are:

• Democracy. A belief that decisions should be made by the many, not the few.

• Community. A belief that we sink or swim together. In other words: solidarity. Not to be confused the dog-eat-dog perspective that pits one person against another.

• Liberty. A belief that freedom is good and that on-your-back, top-down oversight just doesn’t make sense.

• Equality. A belief that no man is a king, no woman a queen, and authority, when needed, is a necessary nuisance.

For each of these values the union movement is at least partially indebted to Native Americans. 18th century philosophers promoting these values were profoundly influenced by explorer descriptions of Indians in the New World. And, just as the founding fathers of our country heavily borrowed from Indians when thinking through a more democratic system for an emerging United States of America, so union leaders, consciously or not, have mined Indian ways when challenging the practices of today’s corporate workplace.

Eric Desbiens

Eric is an AFSCME member who works in Grounds. I’m part Abenaki Indian. I have several great aunts who each year go to a reservation in upstate New York to celebrate. I think the Abenaki were one of the first tribes to experience “genetic and ethnic cleansing.” We were put into convents and schools to make us white. Although I’m a mix of a lot of things, being Abenaki means a lot to me. When I hunt and fish, when I’m out in the woods I feel it. It’s neat. I draw strength from my heritage. My ancestors were horribly treated by whites. I think the casinos are a way to restore something that was taken away a long time ago.

Poorest County in the U.S.A.?

You might guess a county somewhere in Mississippi, Alabama, or Louisiana... maybe a former slave-holding county with high concentrations of African-Americans. Turns out, year after year, the poorest county is to be found in South Dakota, home to several Lakota Sioux reservations. These are the people of notable 19th century leaders like Crazy Horse and Red Cloud. Not unlike rural counties in the South, reservation counties have suffered continuous economic assault generation after generation.

Sam Brown: The story of indigenous American people is a sad and tragic one. I think Dee Brown's "Bury My Heart at Wounded Knee" should be required reading in high schools. The book recounts the sufferings of the Native American from their perspective. The betrayals and broken promises at the hands of the US Government and agents acting in their name. What we did to the indigenous peoples of this country is horrendous - shameful. Reading the book was a heartbreaking and awakening experience.

The Fort Laramie Treaty of 1868 gave the Black Hills to Red Cloud's Oglala Sioux "In Perpetuity" and guaranteed US Government enforcement to prevent encroachment by white men. Within two years Custer was leading a column into the Black Hills to protect white miners who were there in violation of the treaty. Custer also participated in the massacre of 92 women and children at Washita Falls.

In 1864 Colonel John M.Chivington (who had raised a "Volunteer" army of "Indian Fighters" to keep from being conscripted to fight in the Civil War) led his "Army" against Black Kettle's peaceful Cheyenne camped on the Sand Hill River (under a US Army Guarantee of safety). Chivington's men massacred 105 women and children and 28 men (mostly elderly men as the warriors were away on a hunt).

Sam Brown, a long-time Local 1776 activist, served as Local treasurer, chief steward, steward, and (MassCOSH Award-winning) asbestos-safety advocate.
Officce Hours
MON, TUES, WED, THURS, and FRIDAY from 9 a.m. to 4 p.m.

Grievance News
Grievance Officer
At any one time the Local has dozens of grievances and reallocations going. Since a number of these are class-actions with more than one unit member involved, a lot of us have a direct stake in filed by other members. What follows are some recent grievance/reallocation developments.

More Grievance Settlements
Day Custodial Chief Steward JOE BROUSSARD reports that a grievance concerning excessive workloads has been settled. And a grievance concerning abuse by a supervisor has been filed... Grounds Chief Steward BRIAN COFFEY reports that an agreement has been reached over use of a taken sick day... President FRANCIS MARTIN reports that a settlement has been reached at UHS concerning the taking of leave time... Housing Maintainers Chief Steward MIKE SOJA reports that a grievance concerning treating a worker differently and unequally has been resolved. Also, a grievance over out-of title work has been resolved... Vice-president ART GOODHIND reports that three Custodial grievances have been favorably settled concerning the issues of harassment of a worker, slander towards a worker, and disciplining a worker... Dining Services Chief Steward CAROL TAYLOR reports that an agreement was reached concerning parking for Dining Services workers in lots 62 and 63...

Remembering Michael Orsini
Mickey and me worked for years together at the University. Mickey was in the air national guard right from high school. Myself, I was in the Army National Guard for eight years, then I joined Mickey in 1979 at the Air National Guard in Westfield. Mickey completed 20 years in 1990 and retired, and I completed my 20 in 1991. You have to wait until you’re 60 to collect form the reserves. So, there you are. Mickey was always a hard-worker, genuine, and dependable. Always had a good worker and a good attitude. Always.

Alan Mokrycki, AFSCME member, Carpenter

Alan with Mickey, July 4, 2009
Manuel Morocho continued from page 4 ... My family and I connect through food, through cultural traditions. Each May 1st we remember when the conquistadors destroyed our community, our language and culture. **How are Indians treated in Ecuador nowadays?** Not good. Indians in line at a store might not be served. It’s pretty bad discrimination. **Do you draw strength from your heritage?** I’ve never thought about that. In my family, my mother still dresses in Indian clothes, so do my sisters. Only my brother and me dress like Americans. I want to mention that my sister, Avelina Morocho, is the first woman to be mayor of Suscal, back in Ecuador. [Manuel’s sister, Avelina Morocho, is the first Indigenous woman to be elected to the position of mayor in all of South America!] She’s one of the first Indian leaders in the region. There are some sixty to seventy Ecuatorians now living in Amherst, most of us came from the same town in Ecuador. Each Sunday we get together to play Ecuavoly. **What’s that?** Like U.S. volleyball except only three people per side and you play with a high net. Each of those three people has a very specific job in the game.

Half of the world’s population of six billion live on less than $2 a day, while 1.3 billion get by on less than $1 a day.

From *Economic Apartheid in America: A Primer on Economic Inequality & Insecurity* by Chuck Collins and Felice Yeskel with United for a Fair Economy.

AFSCME Local 1776
116 Hampshire House, UMass
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The Spirit of 1776 is a publication of AFSCME Local 1776. We aim to be a voice of the membership. Moreover, our goal is to advocate for the membership. We believe that communication between members is a means to that end. To be effective, we need your participation. **How can you participate?** Send us ideas for stories. Angry? Write us. Someone deserves congratulations? Write us. Read something of interest to members in a magazine or newspaper? Clip it, and send it in. Original articles, editorials, news items, cartoons, criticism, and praise are always welcome. All materials should be forwarded to the Union office. **We strive to publish four times per year.** If you are interested in writing, reporting, cartooning, editing, typing, or layout, please contact us. **Empower yourself. Empower us.**

**NEWS AROUND THE LOCAL**

**GET WELL WISHES** to great union picnic volunteer Dennis Green, to Manny Roberts, to John Lyman, and to Jeff Price.

**NEWS AROUND THE COUNTRY**

**WORKERS RIGHTS DEBATE:** For a number of years the Labor Relations Commission in Washington has been tilted towards business interests. Recently, President Obama moved to appoint a pro-labor person to the Board. Immediately corporate lobbyists geared up. Reports are that Senator Scott Brown insisted, suddenly, on moving up his swearing in ceremony so that he could vote on Obama’s nominee. Rushing to Washington, Brown cast his vote. Senator Brown’s first major act in congress was to vote against a pro-worker appointment to the Labor Board.