

BIGGEST ISSUE EVER!



SPIRIT OF 1776 NEWSLETTER



UMASS EMPLOYEE'S LOCAL 1776 - COUNCIL 93 / AFSCME, AFL-CIO - 545-2831
116 HAMPSHIRE HOUSE, AMHERST, MA 01003

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Union Works to Get 03s Their Raises

SNAFUs Cause Too Many to Wait

WHITMORE – Members across campus started receiving their long overdue pay raises on October 23rd. That's when the union office started getting calls, a lot of calls. Mostly from 03s, "Where is my pay raise? My co-worker has hers, where's mine?" Turns out many 03s were on the UMass computer as "Meal Office" employees... even though they might work at Franklin or Berkshire. Now the Meal Office for some strange reason is excluded from the contract, workers there are not covered by the union. Same is true for Alterations, parts of the University Club, the Campus Hotel. Anyway, we protested the issue with Whitmore and got a favorable resolution.

Personal Days: Another...

The language parts of our 01 and 03 contracts were supposed to go into effect late last spring. That meant, for 01s, an additional personal day awarded each year. The Union had to stay on Whitmore's case all fall. We were worried that members would receive the extra day only to have to use it in the smallest of windows. Issue at this point resolved.

Union Nearly Doubles in Size Integration the Goal

CAMPUS CENTER — At the October General Membership meeting Local 1776 voted to integrate some eight hundred new 03 members, with full voting rights, and equal representation on the union's Executive Board. Welcome 03s! Know that a top priority of the union is eventual full benefits and equitable wages for all of our members. Know that we will fight for this goal. No promises that UMass will agree anytime soon. To achieve this goal means that our 01 and 03 units will have to hold together, stand together. In other words: Solidarity. Please see our special section inside on solidarity and what solidarity means to us as a union of workers.

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Transitions

Back in 1981 we hired our first employee, **Joe Connolly**, then an intern with the Labor Center. Two masters and a doctorate to the contrary, Joe's real education began with us and string of mentors in Local 1776 (Shorty, Tony, Jonathan, Dick...). After 34 years of service Joe will be retiring from the Local by the end of December to go fulltime as director of Labor/Management Workplace Education. He's been doing both jobs for 28 years. Longtime afternoon staff person, **Jon Frank**, will assume a fulltime position with us. Jon is an alumnus of the Labor Center as well and brings 27 years of valued expertise and experience.

Dark Clouds on Horizon AFSCME International Sounds Alert

WASHINGTON DC — On November 30 AFSCME International emailed a warning article, "The Hidden Forces Behind a U.S. Supreme Court Case" detailing a coordinated assault on public workers by anti-union billionaires like the Koch brothers and others. What's at stake are our pay raises, our benefits, our livelihoods. It's the same big money that's behind ALEC, the group which has filed more than 500 anti-labor bills across the country since 2011. ALEC is linked to more than 500 politicians, 543 Republicans and 14 Democrats. Stay tuned.

President's Report

by Joe Malinowski

Things have changed since our last newsletter. Joe Connolly has decided, after 35 years, it is time to retire from Local 1776 to focus on Labor/



Management Workplace Education. Saying Joe will be missed is an understatement. I have enjoyed my time working with Joe. He was always an advocate for our members and found no issue too trivial. Members always felt at ease with Joe's manner. We will work closely with Joe and LMWE to address our member education needs. Stay tuned for announcement of a surprise retirement party for Joe. Jon Frank will be working in the office from 9-4. The E Board is adding a part-time office staffer to keep the office open later for the second shift.

At our October General Membership we voted to recognize our 03 unit. We now have approximately 1800 members. We're adding two chief stewards and one chapter chair position to represent the 03 unit (which is about 98 percent from Auxiliary Services). I will continue to work with staff Reps Martha Fila and Jan DeMaio and Council 93 Legal Counsel to stop the growth of the 03 unit. These brothers and sisters do the same work as we do, many times side-by-side. They should be 01 members. Management's use of 03's has been no more than an attempt to break the union; it 11 must be stopped.

In November, at the Council 93 Convention, I was elected to a term on the council 93 executive board. A major convention theme: the attack on unions across the country. AFSCME and the AFL-CIO are putting much effort into getting our members engaged and involved. I urge all of you to get to know who your state senator and state reps are. If you don't know call us and we will be happy to help you get the contact information. If you are not registered to vote please do so.

Everyday there is a news story about drug and alcohol addiction, a national tragedy. We all know someone battling this disease. Our local has helped members with issues around getting clean and sober. Call us with ideas at 545-2831. I am pretty much at the office on Thursday and Friday, so if you want to reach me direct, feel free. You can call anonymous as well. There is a union coalition on campus that is pushing the university to do more. We have cut wait times for step 3 grievances and arbitrations; management is doing better at scheduling. Through mediation we have been able to settle many cases without going to arbitration.

Looking forward from here, even though we are divided by 01 and 03 units we have a powerful membership of some 1800 members. We will continue to look for a way to eliminate the 03 unit and give all members the benefits **continued page 11**

Steven James Connor HELPING VETERANS IN NEED

Steve Connor is the director of Veterans' Services Department, which serves veterans in Northampton, Williamsburg, Hadley, Amherst, Pelham, Chesterfield, Cummington, Middlefield, and in the VA Medical Center in Leeds. He has spoken at a workshop for vets sponsored by Labor/Management Workplace Education.



Morning Steve, tell me about the work you do. People are often surprised to hear that our services for veterans have been in place since 1861. Who do we help: veterans living in Massachusetts or the surviving spouse or child of a Massachusetts veteran? Is your child a veteran living in Massachusetts and are you dependent on them for financial support?. Essentially we help veterans get what they need. We assist veterans with receiving the benefits due to them, and to provide food and housing, medical, and employment assistance as necessary. For instance, if your income is less than \$1750 as an individual or \$2313 as a married couple and your assets are below \$5,000 or \$9,800 respectively, you could be eligible for cash assistance, as well as assistance for medical insurance and expenses. We also connect vets to the Veterans Administration for a range of services

Who pays for the monies you provide vets? At the end of each month I send to the state a statement which tells them how much and to who we have provided benefits to; the case is reviewed and authorized; upon approval the state will pick up 75% of costs, the city/town covers the balance.

What else do you do in your office? We also help vets do paperwork to enter the Soldiers Home, VA healthcare, and file for disability with the veterans benefits administration (VA). I'm a vet, my father was a vet, my brother was a vet, and five of my uncles were veterans. My brother entered the Soldiers Home about three months before he died. I was totally impressed at how each patient was treated with the greatest respect and dignity. It's a good place. Our office also has a presence at the Hampshire County jail, at the new Veteran's treatment court in Holyoke, and at Housing Court.

You're everywhere! How many people do you serve? When I first started I just covered the city of Northampton and our office was helping about twelve vets a month. We now serve approximately 150 citizens of Northampton and we have the highest per capita rate of assistance anywhere in the state. We have also grown into a district and we provide services to 10 other communities along route nine and into Western Hampshire County. At the moment, on average, we provide about 250 people per month with financial assistance.

Sounds like you're highly effective in reaching out to vets. Do you have to serve in war to be a qualified vet for your services? No, but you have to have gone through a stint of active duty sometime in your service.

How long have you been in this position? Thirteen years. This past year I've been working with the state to upgrade the work of Veteran's agents in Massachusetts. I'm really proud that for the first time all agents will be going through a training program and at the end of the day we will be tested and if we pass we will be certified. I pushed hard for this; I believe it legitimizes the work that we **do continued on page 14**

UNION NEWS ILLUSTRATED

Future Leaders of AFSCME 1776



Wan Silver



Matt Caballero



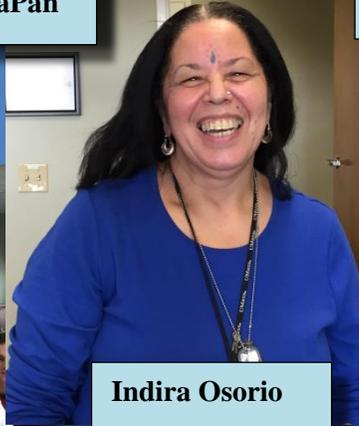
Abi LaPan



Zack Clarke



Anthony Nepal



Indira Osorio



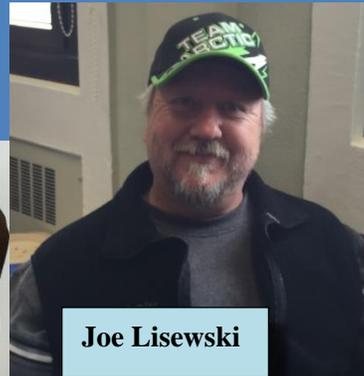
Steve Kuchyt



Kerry Naumowicz



Richard LaBombard

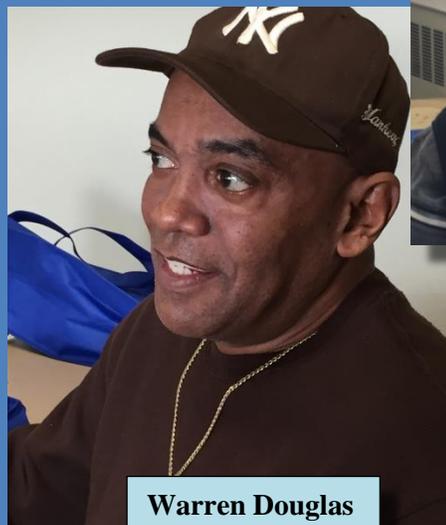


Joe Lisewski

Stewards Training 2015



Patricia Tomala



Warren Douglas



Pat Griffin

My very first week on the job, in 1981, I heard hint of a story that has intrigued me for almost 35 years. Word was that the daughter of a UMass president had helped to start Local 1776. Hmm. I didn't act on this mystery until this past summer, when I tracked the daughter of UMass president Jean Mather to a small town in Vermont. The daughter, Barbara Lewis Johnson — wise, gracious, self-effacing, and very funny — did indeed help found our union, the credit union as well. She was there at the start of the Labor Center too. Later, after a career in labor, she rose to great prominence at Harvard University, then served as Vice President of Human Resources for both Dartmouth and the University of Vermont. Here is her amazing story. JFC.

Cass, a grass roots labor guy, who gave me a real awareness of the political issues of social class. Joe was uncompromising in his loyalty to the labor movement, its dynamic history. As a Labor Educator, he was very dedicated to preserving knowledge of the union experience, and he was actively involved in promoting labor legislation. When public sector collective bargaining became a reality in Massachusetts, I went along with Joe to some of the classes he offered for the unions, and he offered me the opportunity to teach. I was very interested in worker education, especially its development within the labor movement. During this time I reached out to Local 1776. I remember a conversation with Ben and Harvey, in which they strongly supported my

began to engage groups of workers, often three or four of us together, leading the conversation. It was a lot of person-to-person work. We'd work on writing flyers, and we'd go to see people on their breaks or before and after work.

Mike Botelho from AFSCME International got some money sent our way to cover some of our organizing costs. Howard Doyle from Council 41 was not as enthusiastic at the time, but the International sent an organizer, Don Maddy, to help us. Council 41 did eventually provide legal counsel through Gus Camelio, the son of former Mass. AFL-CIO President Sal Camelio, who served on the Advisory Board for the Labor Center.

What were the issues at the time? Pay raises? Benefits? The real issue at the time was lack of voice. Voice takes on a particular meaning in academic settings, because of the natural social elevation of faculty members, in particular. Higher education itself creates a perceived non-faculty underclass. Growing up in academia, as I did, I was less impressed by the "mystique" of the academy. My Dad used to say, "Don't forget that the faculty pull on their pants every morning, one leg at a time, just like everyone else."

Twenty years later, at Workplace Education we found that the most compelling theme from AFSCME members in the classroom concerned visibility. When that maintainer greets the professor with a "good morning" and the professor not only does not reply or acknowledge, the professor might look through the maintainer as if the maintainer were actually invisible. A familiar case to clerical workers is when you might have two administrators in a room with a secretary who is taking notes. One says to the other, "This is highly confidential. No one else can know," as though no one else is in the room. Of course, if word leaks out, suddenly it is the secretary who is remembered as the probable source of the leak.

You were a woman in your early twenties helping guys like Paul, Bucky, and Shorty. How did these first Local

Founding Mother

An Interview with Barbara Lewis Johnson

Hi Barbara. Would you be willing to talk about the start of the Labor Center here on campus. You knew the first director and the second. The Labor Center started in 1964, following an upsurge in interest in labor education at several universities; I began working there soon afterward as a principal clerk. The three individuals who led the new Center were Ben Seligman, Harvey Friedman, and Joe Cass. As the new Center's Director, Ben was both erudite and class conscious, the consummate labor scholar. He had served as the Director of Education and Research for the Retail Clothing Workers union before accepting a professorship in Economics and the Directorship of the Labor Center. Ben was a prolific author of journal articles and books and text books, whose scholarship satisfied the academic community, while he was ardently pro-labor, satisfying the Mass. AFL-CIO.

Harvey Friedman also had education credentials and came to the Center from the Amalgamated Clothing Workers Union where he had been education director. Harvey focused on working with students in the Master in Labor Studies program, as well as various labor education programs. He was an interesting bridge between Ben and Joe

interest in helping to expand the influence of Local 1776 at the University.

What was Local 1776 like in the early '60's? Who played leading roles? Some fifty years later you are our witness to history. The three 1776 leaders were Paul Korpita (president), Ed "Bucky" Bukowski (treasurer), and Shorty Messier (recording secretary). I learned that the Local had separated from MSEA in order to represent what they saw as the unique needs and interests of UMass employees. At that time 1776 was primarily a janitors' union, but there was a need to reach out to the other groups of workers on campus. Paul, Bucky, Shorty, and I brainstormed about how to "test the waters". They knew a lot about the people they worked with, they were highly respected, and they were very strategic thinkers. We mapped out the campus and created a communication plan.

I remember many meetings with Paul and Bucky in which they shared what they and Shorty had been doing up to then. There were workers in more than 100 buildings, working all shifts. Back then there were two ways to communicate: in-person or on paper. In-person was the more effective, and we

1776 leaders treat you? I didn't experience any gender bias from them at all. We enjoyed a great friendship. As soon as I told them I wanted to help, they were very willing to include me.

From virtually the start of the Local in 1963, for the next five or six years, Paul, Bucky, Shorty, and you — pioneers all — led the Local. By 1968 we were at the Labor Board for determination of our unit. We went in with one unit for all UMass workers; the Board forced us into separate units.

Explaining why even today we've remnants of those separate units, seats on our executive board for chapter chairs. Yes.

You sat on the 1776 Board in the sixties. You were the first editor of this very newsletter, *Spirit of 1776*. Would you tell us about the Board and the newsletter back then? The focus of the newsletter was to promote awareness of the common good and the promise of collective bargaining as a means to gain voice and representation. It was important for all job groups to be heard at the Board, and I was there as a clerical worker. The Board represented the interests of the rank and file members, as I am sure it does today. The difference is that collective bargaining and union activism were quite new to public employees in Massachusetts at that time.

Can you speak to the start of the credit union on campus, now known as the Five College Credit Union? The idea of starting the credit union came from Guy Lucier, a community activist living in Monson, with who worked in the Labor Center. Guy was a staff member of a leadership training program, funded by a federal grant to the Labor Center from the OEO (Office of Economic Opportunity). The purpose of the grant was to apply worker education techniques to support natural leaders who emerged in poor, rural communities in New England as a way to promote community activism. Working with Guy added depth to my own understanding of social justice, more broadly defined than the union movement. Through his work on rural poverty, and because of his strong trade union background, he knew how difficult basic, daily living often was for working people and the poor. Guy

knew the importance of learning to save and to budget, which are both more possible with an employee-oriented credit union. And we all realized this as



an opportunity for Local 1776 to get involved with UMass employees in very practical activities beyond the contract campaign.

The credit union started in the basement of Draper where the Labor Center had an unused room in the basement. Some people thought the effort would not get off the ground, but we patched together an office, and Guy, and the 1776 leadership advertised for someone to pull together the credit union. We found Arthur Neault, an accountant with a background in credit union management. From the beginning, Arthur tied his own compensation to the assets of the credit union. It was sink or swim for him. There was an advisory group for the credit union: 1776 president Paul Korpita chaired the group. Shorty Messier and I were also on it. In the 1980's the Credit Union, by then the Five College Credit Union, held an anniversary to which Paul, Shorty and I were invited. That was the last time I saw Paul.

You're the daughter of a former UMass president. You helped launch the Labor Center. You're a founding member of Local 1776. You helped initiate the

credit union. Help us connect the dots...

Like my parents I was born in Colorado. During WWII my mom, my sister, and I moved to Virginia to be near my father

who was serving in the Navy. After the war, we returned to Colorado where my father completed his Master's Degree, and then we went to Princeton, where he began his doctoral work. Our next move was to Maryland where my father worked at the American Council for Education, and we moved to Amherst in 1952 when my father was appointed as Provost at UMass. After serving as Acting President when President Van Meter suffered a stroke, my father was appointed as President by the Board of Trustees at the age of thirty-nine. In addition to developing a long-range plan for expansion of the UMass physical campus, my father's administration is best known for the so-called

"Freedom Bill," which gave the University autonomy to appoint tenure-track faculty members. Prior to that, every tenure-track academic appointment had to be approved by the state legislature, and it was difficult to recruit individuals with strong academic credentials. My father took the issue of high-quality, affordable public education to parents and potential parents of UMass undergraduate students, speaking at local gatherings of all sorts, advocating for passage of the "Freedom Bill." Although my sister and I spent our high school years immersed in discussions of these issues, our close family structure helped us all get through this challenging time.

I graduated from high school at sixteen, and moved with my parents to Iowa, where my dad was Head of the American College Testing Service for two years. I attended Iowa State University and transferred to Iowa City Business College in order to gain some practical business skills. My high school sweetheart was in the Navy, stationed in Norfolk, VA, so I wanted to get a job in Washington to be closer to him. Through friends of my father's I got a job at the National Catholic Education **continued on page 12**

What's your notion of SOLIDARITY? What meaning does SOLIDARITY have for YOU?

"Solidarity to me is strength, a symbol of unity among people. Solidarity evokes human emotion, for when we are in solidarity we support each other physically and mentally. More than ever, after more than a century of too much materialistic development, we need solidarity."

— **Pasang Norbu**, union steward

"To me, solidarity is the unification of a group, (as AFSCME). Within that group we support, protect, and promote each member in their work, education, and quality of life, thus allowing each individual to extend that quality of life into their communities, i.e., family, work environment, and neighborhoods. This unification grows with new membership and a willingness to include all. Stewardship is an important responsibility of each member. In Solidarity!"

— **Sally Davis**, union steward

"Solidarity? Achieving comradery at the highest level."

— **Warren Douglas**, union steward

"Solidarity is easy when you can imagine yourself in the others' shoes; the challenge is when you cannot. However, that's when it's most important."

— **Howie Fain**, Council 93 Staff Representative Emeritus

"For me as an O3 worker, solidarity means that everyone, O1s and O3s, have a chance to get job upgrades and promotions."

— **Wan Silver**, O3 activist

"If we agree as a union to a stand, we should work collectively for that cause. We should all stand in agreement. Everyone makes a difference. For that reason I have never missed a union vote. When I think of solidarity I think of someone who with grace always listens to us... because we matter. I also think of the campus unions sticking together as well."

— **Leslie Benson**, 1776 activist

"An injury to one is an injury to all. Not original to me but words to live by."

— **Jonathan Tuttle**, Local 1776 president, 1978-82, 1984-6

"Togetherness, coming together to form a whole."

— **Tarik Coble**, union steward

"Complete unity for a cause bigger than oneself and the enrichment of all."

— **Charlotte Chandler-Laroe**, Local 1776 president, 1996-2000

"Solidarity is a group of people coming together for a common goal. It can be a labor union, it can be a community group, but united in strength for a cause. I want to remind people in this day and time of selfism that one of our own founding fathers, Ben Franklin, at the signing of the Declaration of Independence said, 'We must all hang together, or assuredly we shall all hang.' The Declaration was a treasonable document after all. We wouldn't be here today, in this country, in this union local, if it weren't for people willing to take a risk."

— **Mike Griffin**, Local 1776 Treasurer Emeritus

"Unity of interests, needs, and strength."

— **Martha Mott**, Council 93 Staff Representative for O1s

"Coming together for a cause, such as Black Lives Matter or the labor movement, to protect against an establishment or a system that oppresses the rights and needs of certain groups of people."

— **Lillian Coleman**, union steward emeritus

"I strongly believe in solidarity. It's not a word that can be simply defined, but rather, must be experienced and reflected upon afterwards in order to fully understand its meaning and depth. Initially the movement in Poland, Solidarność, connected with me because of my heritage. Upon becoming a union member it meant sticking together and "we'll go places!"

— **Stan Libucha**, union cartoonist 1981-now, Chapter Chair Emeritus

"Solidarity means to me never being alone, that no matter what challenge you face, what battle you take on, you always have your sisters and brothers side by side fighting the fight with you."

— **Bob Bower**, Special Advisor to the President, Mass AFL-CIO

"Solidarity is about reciprocity, community, support, and action. It can be about a small relationship and the mutual support you might give to a friend or family member in a time of need or it can be about larger relationships and the power that comes with setting out to accomplish community goals or solve community problems. Solidarity is about being responsible, respectful, and intentional. With solidarity comes movement, change, and possibility."

— **Brandi Perri**, Local 1776 intern, doctoral student



“Solidarity, for me, means people without a lot of power standing up to people with a lot of power. Solidarity gives us a chance.”

— **Tom Dworkin**, union activist

“Solidarity to me means a united front. We might have our differences within a local or within the labor movement but we put those differences aside and work together on what unites us.”

— **Lisa Field**, Council 93 Staff Representative emeritus

“This summer I went to the Solidarity Museum, in Gdansk, Poland. Although the Solidarity movement started in Gdansk, it eventually spread throughout Poland. A young priest at a parish near Warsaw was murdered by Communists. His driver was in collusion with the Communists. The Communists beat the priest to death and threw his body into the Vistula River; they found the priest’s body three days later. Before his murder, the priest had been gathering large crowds and speaking on solidarity; the Communists looked on him as an enemy. The action of the Communists backfired. Now, the Poles were not only in favor of Solidarity, but angered beyond belief at the murder of the priest. So solidarity means to me: you’re either for or against. Here on campus we need to stick together to protect our jobs and stop people from picking on others.”

— **Francis Martin**, Local 1776 President, 2000-2013

“To me, solidarity is more a feeling than a word. It’s the sense of accomplishment you get from helping out with individual issues that you know could ultimately help many others down the road.”

— **Mike Townsend**, Chapter Chairperson

“So the notion of solidarity is simply people banding together to fight for a common interest or paraphrasing British Author Christopher Hitchens ‘solidarity is an attitude of resistance’ or ‘fight the power’ as Public Enemy put it!”

— **Mike Foster**, Staff Representative emeritus

“Solidarity is the heart of unionism — united we stand divide we fall. In solidarity we can fight back the attacks on workers and their wages and benefits.”

— **Donna Johnson**, President USA/MTA

“I stand, you stand, we stand together.”

— **Samuel Bordeaux**, union steward

“Strong, standing with you.”

— **Joe Broussard**, Chief Steward Emeritus

“Unity.”

— **Sherry Allan**, union activist

“Solidarity means that whatever trails may come your way, you always have the sisters and brothers of your Union family to help you overcome them.”

— **Jan-Michael DiMaio**, Council 93 Staff Representative for 03s

“To stand together in both good and bad times.”

— **Richard Coach**, 1776 president 1986-94, Chief Steward

“Organization and unity.”

— **Don Sabola**, Chapter Chairperson

“People working together for the betterment of the entire team.”

— **Steve O’Brien**, Chief Steward

“Teamwork.”

— **Vicki Davis**, Chief Steward

“United as one.”

— **Marie Parker**, union activist

“Coming together as one, joining forces to support a cause that will benefit all.”

— **Pat Hardnett**, Office Manager, USA/MTA

Pope Francis on Solidarity

“I would like to make an appeal to those in possession of greater resources, to public authorities and to all people of goodwill who are working for social justice: never tire of working for a more just world, marked by greater solidarity!”

¶ *“Solidarity, this word frightens the developed world. People try to avoid saying it. Solidarity to them is almost a bad word. But it is our word! Serving means recognizing and accepting requests for justice and hope, and seeking roads together, real paths that lead to liberation.”* ¶ *“The culture of selfishness and individualism that often prevails in our society is not — I repeat, *not* — what builds up and leads to a more habitable world: rather, it is the culture of solidarity that does so. In the culture of solidarity we see others not as rivals or statistics, but as brothers and sisters. And we are all brothers and sisters!”* ¶ *“Hence the need to rethink solidarity no longer as simply assistance for the poorest, but a global rethinking of the whole system, as a quest for ways to reform it and correct it in a way consistent with fundamental rights of all human beings.”*

Excerpts from *The Church of Mercy*



"We are all in this together. There is no individual salvation. Need to trust each other to live a life of empathy, compassion, and bravery. This is the basis of hope for all of us, our children, and the earth we live on."

— **Herb Bryan**, Chief Steward emeritus

"United as one."

— **Marie Parker**, union activist

"The notion of solidarity, I believe, is to make the effort as an individual to actively support a group that is moving towards a common goal."

— **Abigail LaPan**, soon to be a new steward

"Walking with marginalized peoples."

— **Amy Brodigan**, Labor/Management Workplace Education

"Each campus union has its own agenda. Each caters to that agenda. Solidarity means that when the chips are down each campus union will take care of their own and each will take care of their coalition partners as well. That is the ideal."

— **Randy Boivin**, Treasurer

"To me, solidarity means we put aside other differences to stand together because the power of our unity and determination is stronger than the power money can buy."

— **Connie Nelson**, Executive Director, Roundtable

"A few can be conquered by the many. Solidarity means strength in numbers."

— **Mike Haynes**, union activist

"I think of solidarity as having 2 elements. First, solidarity is grounded in an appreciation of the connection between yourself or your group and another—how your struggles are linked. Solidarity is described very well by Lilla Watson Murri, an Aboriginal Australian organizer: "If you have come here to help me, you are wasting your time. But if you have come because your liberation is bound up with mine then let us work together." Solidarity is more than a feeling; it includes a commitment to talking action based on that understanding of shared struggle. There's always a verb linked with solidarity: standing in solidarity; acting in solidarity; speaking out in solidarity. For me, acting in solidarity is precious because it is how we build a broader and more effective movement to liberate the earth and all its people from the rule of those who steal our labor, land and lives."

— **Mary Jo Connelly**, LMWE Emeritus and PSU Boston

"Team-building and unit togetherness."

— **Diane Wentworth**, Chief Steward activist

"Solidarity is the cure for the diseases of inequality, racism and sexism."

— **Susan Moir**, Director, UMass Boston Labor Center

"Solidarity is understanding each other's issues, having each other's back, and being willing to stand up against injustice."

— **Steve Tolman**, President, Mass AFL-CIO

"Togetherness, man. When you strive for the same thing for the masses, that's what solidarity means to me."

— **Eugene Alexander**, 03 union activist

"Solidarity is unity and mutual interest among individuals in a group; unanimity and agreement of feeling or action."

— **Maureen Carney**, Mass AFL-CIO, Northampton City Councilor

"Some notions of solidarity: Since we are all trying to make a better place, each of us works better when everyone else is working well. So, when working conditions improve for anybody, they improve for everybody. When we work together, even for the immediate benefit of just a few, everyone eventually is better off."

— **Randy Phillis**, president, Massachusetts Society of Professors

"Solidarity, to me is shared purpose based on a common set of values and experiences that enables individuals and groups to take unified action. Often, the results exceed what any individual or group could accomplish independently."

— **Barbara Lewis Johnson**, Local 1776 founder 1965-1968

"What does Solidarity mean to me? During the early 80's it was a term (Solidarnose) I associated with a Polish Labor Union's Struggle. Later I recognized "In Solidarity" as a way Union Leaders commonly signed all their letters and correspondence. Today, I believe Solidarity is declaration of allegiance, a decision to stand in community, kinship or coalition based on a shared understanding and common purpose. Inclusion, mutual responsibility and respect strengthen any alliance. Currently on campus UMass Unions United and The Chancellors Initiative on Workplace Climate and Bullying exemplify the spirit of solidarity. With broad community involvement, support and unity of interest each has inspired a call for cultural or political change. Solidarity is so much more than a valediction!"

— **Kathy Rhines**, PSU Chair emeritus, Anti-Bullying Initiative



“Kind of says it right inside the word — solid, solid in the sense of a group of people who may have different ideas and beliefs, but nonetheless coming together to reach/capture a common goal.”

— **Matt Caballero**, new union steward

“Solidarity is looking beyond your own needs to work for the greater good.”

— **Harneen Chernow**, Exec. Director, 1199 Training & Upgrading Fund

“Solidarity Forever needs to be more than a song. It needs to be the principle underlying our work as union members. We exhibit Solidarity on the micro level when we stand up for someone who is being bullied. We exhibit it on the macro level when we refuse to cross another union’s picket line. In each case, we act this way not just out of altruism but out of a profound understanding of broad self-interest. We know that the bosses — whether at one university or as a global capitalist class — are well organized and act in solidarity with each other. If we don’t do the same, we are fighting with one hand — nay, with 9 fingers — tied behind our backs. But if we do support each other, we quickly learn there are more of us than them, that we have incredible power, and that joining together for a righteous cause feels damn good! But while we’re at it, we should learn the song.” [See page 14]

— **Ferd Wulkan**, MSP Staffperson

“For me solidarity means forming a bond. Solidarity means brothers and sisters together, acting as one. Solidarity is community.”

— **Bill Allan**, former Chief Steward, longtime picnic volunteer

“Everybody joining together to give one’s support to a cause.”

— **Carl Tudryn** and **Stephen Zilinski**, union members

“I see someone who lives solidarity. There is nobility to his spirit. He is compassionate. He listens to his true-calling. His paths were many, but he chose the path of solidarity.”

— **Albert Spady**, union steward

“Solidarity to me and our local environment means all workers, 01 and 03, looking out for each other. 01s should strive for 03s to enjoy more and better benefits and to have chances for 01 position jobs. 03s should support 01 bargaining efforts and the creation of more 01 positions. All of this makes our local stronger. It is a win-win situation.”

— **Jim Wysocki**, Recording Secretary

“Solidarity means never having to fight alone.”

— **Melanie Jacque**, Local 1776 Vice-president

“Solidarity means we are as one, thinking as one, planning as one, and strategizing as one. One message, one thought pattern. That way we are more effective at what we do.”

— **Scott Labonte**, former Chief Steward

“All for one and one for all!”

— **Mike Hastings**, activist union retiree, longtime picnic volunteer

“Separate is not equal.”

— **Pat Griffin**, 03 union steward

“Solidarity means standing together. It means listening and hearing each other. It means not just focusing on our own immediate circle, but our wider human circle. It means standing up and speaking out, even when it’s hard and unpopular. It means daring to risk. It means we’re not alone; we’re all in this together, and we will win! Solidarity means even embracing our enemies and finding ways to build solidarity with them.”

— **Daria Fisk**, Labor/Management Workplace Education emeritus

“Remember your roots.”

— **Tina O’Connor**, former union steward

“Solidarity means helping everyone.”

— **Ed Patterson**, union steward, 1776 President 2000

“Solidarity is doing the right thing no matter who you piss off.”

— **Ron Patneau**, President, Hampshire/Franklin Labor Council

“I remember the first time I leafletted with strangers. People I never met, who were standing side by side to support people we never met. It was so powerful for me to share that experience, and feel the commitment of strangers gathered to stop the injustice. When someone mentions solidarity, this is where my emotions carry me. That feeling is something that is difficult for me to fully describe, but is also so clear in my head and my heart.”

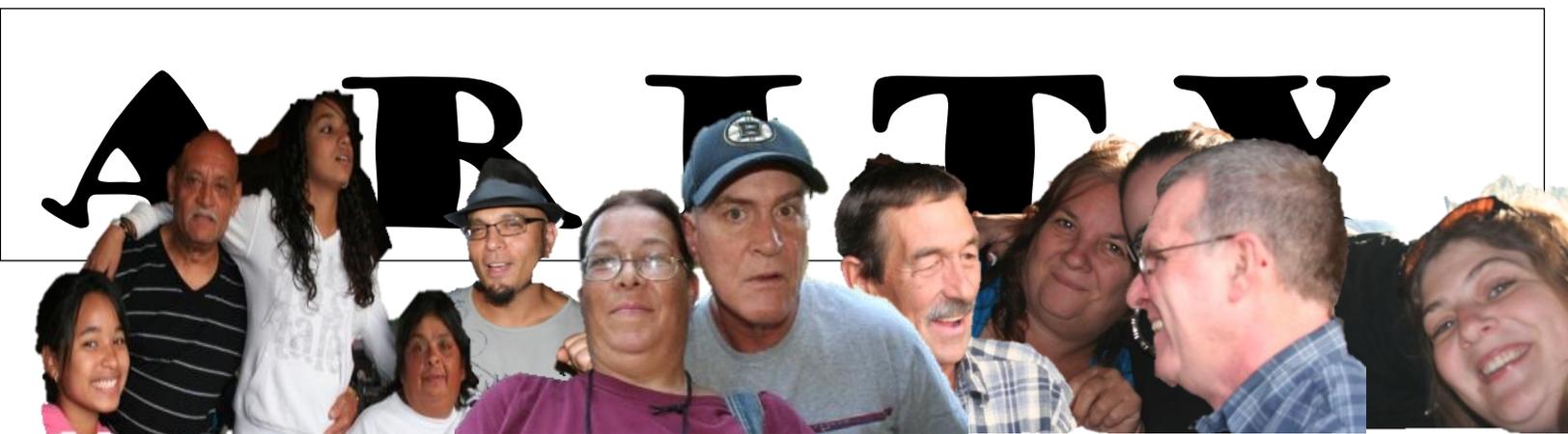
— **JoAnne Martone**, Co-Chair, Professional Staff Union

“For me it’s all about integrity, holding to the integrity of the cause for a positive result for all the people connected to that cause.”

— **Christine Corrow**, Chief Steward

“Solidarity to me means a reciprocal, visible and meaningful show of support for a group of people who share a common interest. Solidarity creates a sense of unity that furthers the goals of the labor movement.”

— **Lori Reardon**, staffperson for the Massachusetts Society of Professors



Joe Connolly will be retiring from Local 1776 later this year. Joe edits *Spirit of 1776*, co-coordinates the union picnic, conducts research, answers the phone, and covers the office. No more. Joe will retire from here to focus on his work as director of Labor/Management Workplace Education, a partnership of AFSCME, USA/MTA, PSU, and UMass that provides classes like workplace English, computer skills, leadership skills, career ladder services, job counseling and much more to our members.

Mumbling to Myself

So, Joe, retiring from the Local, eh? Having worked for the union some 34 years, I got to thinking: you're turning sixty next spring, Joe, how *does* this end? I could imagine myself doing what I do at age 65 or 66. Then I could imagine myself getting sick, sort of hanging on, with pitying people shaking their heads, "Remember when he was vigorous, jumping all around at those union picnics!" So, part of me doesn't want to let the job slip past me. When I first started here, a long time ago, I was full-time. Then in 1987 I helped start Labor/Management Workplace Education. For 28 years I've worked here the mornings, and at LMWE the afternoons, one of the more unique job combos on campus. Well, LMWE has grown, with many staff and many on-going projects. I'm swamped there. Nothing like loads of work to hit you on the head to make you focus; LMWE decided for me. Actually, I believe that working 100% time at LMWE allows me to better help 1776 members.

Any regrets? Not having the time to follow up on our groundbreaking series of worker art shows. Not putting more time in the field, out of the office. Not working more strategically towards an organizing model of unionism. Not staying long enough to see our 03s at the union picnic. I could go on!

What keeps you going? Union members. I've met the most incredible people in this job. Members have reached out to me and welcomed me into their lives. People have opened up and shared confidences. Even when I've helped only a little, people have expressed much gratitude. And that has meant a lot to me, a real lot. Plus, given that I love to travel and experience different cultures, I enjoy a hidden perk on the job. At my desk, on a phone, connecting with say a worker learning English, I'm suddenly in Cambodia or China, Vietnam, Peru, Guatemala, Tibet, Mexico, Poland... on the cheap. I'm rewarded many times over, but also humbled. I'm humbled in a way that only someone who speaks mangled French with a German accent can be humbled. Speaking of cultural backgrounds, I defy any union member with a French-Canadian past (bloodline cousins all) to deny our undeniable kinship... ain't gonna happen!

Enough with the pretty words, give me numbers, hard numbers. Ok, 750 people volunteering at the union picnics; 12,000-14,000 people attending the union picnics; and, *and*, fielding some 130,000 phone calls/office visits since 1981. I only hung up on someone once in that span, not a bad ratio!

Not bad. Favorite nickname bestowed? Hmm. Toss-up. We've got Potato-Head, sometimes expressed as the more formal Mr. Potato-Head — courtesy of Sam Brown, Mish

Parker, Whitey Sovinski, and Judy Lisewski. I used to down 20 spuds a day. And we've got Joey-Baby, name of choice for members of an exclusive club: Tim-Baby, Johnny-Baby, and Peter-Baby, mature men one and all.

Dr. Joey-Baby, thoughts on unions? Sod off! Unions are a vital component of democracy. Without a strong union movement I don't think we have democracy. In a culture that really valued democracy, our best minds would be flooding unions to pitch in and lend a hand to the struggles of working adults and the poor. I can't think of a better calling than union work.

What surprises you? My first week on the job and I was thrown into a strike situation. Picket lines, tense negotiations, you can imagine. I would've never guessed that 34 years on not a single other strike action in all those years.

Thankful for... Many things! 1776 has been such a strong supporter of Workplace Education, 28 years of terrific support.

What will you miss the most? I'll miss AFSCME members keeping me honest each workday morning. I'll miss the laughs, laughed a lot on this job! I'll miss my friends and neighbors!



"...if you were the underdog I was in your corner."

Who inspires you? I'm inspired by the member who stands up to the bully, by the member who steps up to serve as a union steward or as a picnic volunteer. I'm inspired by the woman who challenges ole boy networks (Patty, Vicki, Lee Ann, Donna, Mel, Christine on the board right now!), by anyone a trailblazer, by members learning English. I'm inspired by those who think beyond self-interest, and with a sense of history. I'm also inspired by the leadership of a Sokha Mao (Cambodian Water Project); by the righteousness of a Jonathan Tuttle (winning equal pay for our women members); by the everyday decency of a Dick Coach, a Leslie Benson, a Shah Zahabdeen, a Sally Davis, a Jim Slocombe, a Bill Allan (and many more); by the creative mind of a Hector Fabien Berrios; by the mighty pen of a Stanley Libucha; by the passion of a Charlotte Chandler-Laroe; by the youth of a Francis Martin (taking classes, writing books in his seventies); by the oratory of a Dave Mitchell and the inquisitiveness of an Ed Patterson; by the deep attention of a Joe Mal to member mental health issues; by the Dharmic core of a Jon Frank, by the persistence of Sam Brown and Phil Mathews (asbestos safety legislation); by the sacrifice of Mike and Betty Griffin (countless hours at many a union picnic); by the grace and humility of Hoa Le and Yen Nguyen; by the honesty of a line of treasurers from Leon to Randy; by the imprint of presidents from Jonathan to Joe; by the collective integrity of E Boards from 1981

Continued on the next page

Connolly continued from page 10

onwards; by the dedication of staff reps Steve, Howie, Mike, Lisa, Martha, and Jan... But I've entrapped myself, not enough space, leaving out too many people. In general, I'm inspired by displays of courage, forthrightness, intelligence, artistry, wisdom... I owe a thousand thanks.

Lessons learned? Everyone has a back story; I approach people now with that in mind. I love that quote by Pope Francis, "Who am I to judge?" I'm best when I listen, look around, and keep an open mind. Our union is best when doing the same. I've found that people are rarely the problem, more often it's the situations they're in. And too often the situation is laced with fear, here on campus and elsewhere. With fear comes aggression, flight, finger-pointing, victimhood, blustering stupidity, a freezing up of potential. Building a union is not much different from building a community, one good deed at a time, identifying strengths (they're everywhere), and knocking down fear one peg at a time.

Advice? Beware arrogance. Beware a circling of the wagons mentality. Beware rhetoric. Beware all things rote. Beware complacency and self-congratulation.

Now Mr. Beware Self-Congratulation, what are you proudest of? That I didn't hold back; I gave my all; if you were the underdog I was in your corner. Channeling the values of my parents, my wife, Karen, my kids, Will and Jeannie, I aimed to treat each and every union member with respect and dignity. Don't know if I did, but it's a good feeling nonetheless!



Letter to the Editor

To the editor:

Recently I heard that Joe Connolly is retiring from the union. Joe Connolly is a people-person. I consider Joe one of the nicest people I've ever met, and one of the calmest. I consider Joe first a friend, someone I can go to for advice for various matters having to do with UMass. All that I've seen of him is of a noble and sterling character; someone who you could say has met and is living his true calling — helping others.

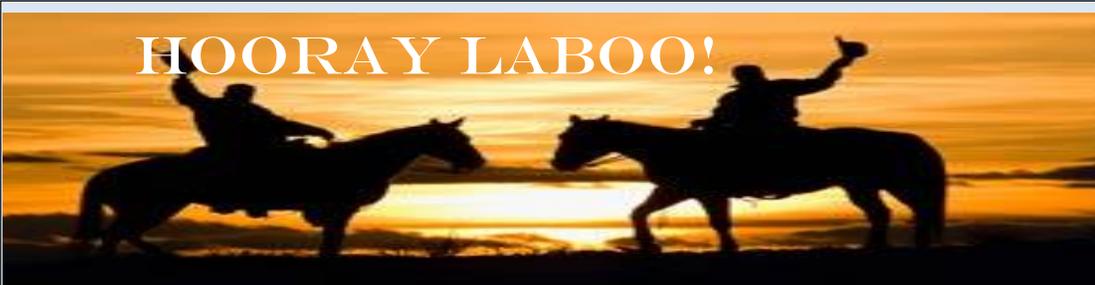
He will be sorely missed at the union office.

Albert Spady, Union Steward
Southwest, ResLife

President's Report from page 2. And pay they deserve. This will be a slow process and will require legal help from Council 93, but we are working on it. Many of our 03 members are excited to be unionized. We have offered and will continue to offer steward training. Recently, we filled the long-vacant chief steward spot for day custodial, and the chief steward position for Landscapes Services. Management continues to violate our contract; recently an employee was taken off payroll because they did not have enough sick time to cover an absence, even though the employee had ample accrued time to cover themselves. This was corrected, but it is just one example of a manager doing what they want for whatever reason. We have a lot of work ahead of us, we need members to realize they do not have to come to work and put up with poor treatment. The issues our ESL members face is huge. For their safety and that of their co-workers and our students, we need to address this issue. English classes are a start. What can we do to serve these members better? If you are fluent in more than one language consider stepping up to help your co-workers understand their rights. Please call us if you can help with this.

In closing I would again like to thank Joe Connolly for his dedicated years of service. Thanks most of all, Joe, for the friendship. Many of us are friends with Joe; he will be missed, yet he will still be there to help us.

HOORAY LABOO!



Hats off to **Stanley Libucha**, who for thirty-four years as Art Director for the *Spirit of 1776* has elegantly, and quite artfully, poked at the pretensions of those in power while knowingly, humorously, and majestically rendering the lives and times of AFSCME Local 1776 members through the years. We think you passed the audition Laboo! Stanley has been drawing so long people might not know that for years before he served with high distinction and great character as the Chapter Chairperson of the Physical Plant. Stan, thanks for bringing us along for the ride!

Howie Fain News

Howie FAIN, our great staff rep from not that long ago, made news headlines earlier this year. Howie who teaches in the Worcester Public School system was chosen by NASA to launch into the stratosphere. The take-off postponed from this fall is being rescheduled for some time in 2016. Here's looking up at you Howie!

Barbara Lewis Johnson continued from page 5

Association and I found an apartment in Arlington, while my fiancé was away at sea.

You're seventeen, and on your own? I got married soon after my arrival in Virginia, and our first child was born the following year. When my husband was accepted into the undergraduate Engineering program at UMass, we moved back to Amherst. I got a job in the Office of the Dean of Arts and Sciences, reviewing graduation credentials of students. I enjoyed working with the students who were often quite challenged over meeting their graduation requirements. In 1965 I applied for a promotional opportunity, and I was hired as principal clerk for the newly established Labor Relations Research Center.

What was your father like? On a personal level or with a small group of friends, he was fully engaged and a wonderful listener. In contrast, he was a powerful public presence, totally comfortable in front of a thousand people, and a fiery speaker. But he disliked public parties and receptions, and he was a terrible "schmooser." He was a wonderful father to me, looking out for me, while encouraging my independence.

Sense of humor? He could tell very funny stories. And while he was quite shy one-on-one, he felt perfectly comfortable reciting many humorous (or serious) poems, suitable for any occasion.

Dad was completely committed, from his own life experience, to seeing that everyone should have access to affordable, high quality public higher education. Throughout his life he valued work and working people. He wasn't at all surprised when I got involved with unions. I used to tell him about our union efforts at UMass and elsewhere, and he would always encourage me.

What was his background? He was descended from a long line of preachers that go back to Cotton Mather. His dad left a teaching position when he was "called" to become a preacher for the miners of Southern Colorado. My dad grew up in a log cabin in the Colorado mountains, with his four brothers. He was the middle son, chosen by his parents to be the one to go to college and maybe become a minister. My mother grew up on a small dairy farm in Eastern Colorado.

What was your mother like? She was independent and strong. Along with my dad, she tops my list of high integrity people. The part of me that cares about always doing the right thing comes from her. She was an exceptional role model for my sister and me. She loved to problem-solve; she believed there was nothing you couldn't resolve if you got the right people working on it. She was both clever and unstoppable, and she had great organizing skills. Even though my mother was a housewife of the '50's in many ways, she was self-aware, and she chafed at the traditional role. Given her economic background, she could not afford to go to college. And yet she helped my father grade papers and she critiqued his speeches. He always acknowledged her role; he knew how difficult it was for women to be recognized in the workplace. It was clear to my sister and me that our parents were partners. Dad's career plan wouldn't have been successful without her contributions.

Your parents were really good role models. What values did you grow up with? Four come to mind. First, the value of hard

work: it was clear to me growing up that my parents equally valued manual and intellectual work. Even as I grew up in the President's House on the hill, my mother continued to make all of my clothes and my sister's clothes by hand. There was a maid assigned to the house, but Mom most often worked side by side with her. Second, we learned to value the contributions of each individual to whatever we did as a family. Third, we learned that the way to get to where you want to be is to persevere. I've often already been doing some type of work before I got the official credential or title associated with the role. It reminds me of a saying attributed to Woody Allen: "85% of success in life is showing up." And fourth, I grew up learning to value decency and compassion--doing the right thing and doing my best.

You knew Jonathan Tuttle way back when... I knew Jonathan when we were both in Amherst high school. I remember him as being very smart and quick-witted. He was involved in theater productions and I recall his sense of humor when he served as emcee at school events. In later years, I could always imagine Jonathan as part of a group like "Saturday Night Live."

What happened after you left UMass? After I left UMass, I moved to the Boston area for my husband's first job, and I was hired as Education and Political Director for the Northern N.E. District Council and Boston Joint Board of the International Ladies' Garment Workers Union. My work with ILGWU was formative, in many ways, because I met many strong, women leaders there; however, with its deep historic ties to the early days of immigrant labor, the union was paternalistic in its treatment of its members, and I was challenged by the union officers when I used my role to strengthen the knowledge and expand the experience of rank and file leaders. After that, I wanted to get back to organizing, and I applied for a position with the International Union of Electrical, Radio and Machine Workers (IUE), which was known for its local union autonomy. Also during the 70's, I became politically active in the anti-war movement, and I gained some experience as a factory worker, both in the small machine shop industry and as a meat packer. By then I was a single parent of three daughters, and I felt compelled to try to complete my education and to provide for them. After working in various administrative roles, I returned to the higher education arena, which is where I made a decision to try to influence the work lives of employees from the "other side of the table." I have spent more than 25 years as a human resources executive in universities.

With your unique combination of perspectives, what, in your mind, is Labor's promise? Labor's promise remains that of keeping the authentic needs, interests, and voices of working people at the forefront of considerations of business leaders for whom those are rarely a primary driving force.

Where do you see the labor movement heading in the next decade or two? Much attention has been paid in the press and elsewhere to the changing nature of the work force – increasing multiculturalism, changing attitudes toward work and the workplace. Unions today will provide an authentic voice for the emerging workforce, while businesses will be increasingly resistant to making the fundamental changes that will enable them to attract and retain **continued on page 14**

YOUR CHOICE



REMEMBER!

After 30 days employment, you are responsible for paying either union dues or an agency service fee. To avoid back payments, contact your union steward or the Local's office at 545-2831. Thank you.

OFFICE HOURS

We're open Monday through Friday from 9 a.m. to 4 p.m. and we are closed on holidays.

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.

We're catching you up on some grievance cases that have resolved the past two years...

Physical Plant Chapter Chair **Mike Townsend** reports that the Union successfully resolved a case concerning a **seniority bypass**, the grievant was awarded a three grade promotion. As we go to press a class action grievance concerning members **forced to stay the night during a snow storm** without compensation was heard at third step (Whitmore). Vice-president **Melanie Jacque** reports that an **overtime** case was resolved, that management has backed away from imposing "sick leave probation" on a union member, and that a **letter of reprimand** grievance was favorably resolved.

Auxiliary Services Chapter Chair **Don Sabola** reports that a grievance concerning management failing to provide **12 day notice** was resolved favorably, that a member received **\$400**

for **working out of classification** as a grievance settlement, that a **discipline** case was settled, and that denial of **September vacation time** grievance was settled favorably. Chief Steward **Christine Corrow** reports that a **management doing bargaining work** case was resolved and that a **discipline** case was reduced to a verbal warning.

ResLife Chapter Chair **Al Beaulieu** reports that a three day discipline case was reduced to a one day discipline as a result of a grievance settlement, and that **call-back** grievance was resolved with the grievant being awarded **two call-backs**. Also, the Union favorably settled a **management doing bargaining work** case.

In Memory of

Peter Wright

Longtime Legislative Director of AFSCME Council 93
who was always there when we needed him

In Memory of

Kenny Taitt

Beloved Son of AFSCME member Kenny Taitt

AFSCME Local 1776

116 Hampshire House
University of Massachusetts
Amherst, MA 01003

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.

Barbara L. Johnson, continued from page 12

these workers. Organized labor has transformed over the past few decades, and it is more resilient than ever. I watch with great interest as unions reinvent themselves and combine in different ways, while bargaining methods change to reflect the values of the new work force.

VETERANS continued from page 2

How did you get into this line of work? The mayor of Northampton approached me after my predecessor left the job and asked if I'd be interested. I replied that I had no interest attending parades and showing up for ceremonies. At the time I was working with young adults with autism. She said, no, it was much more than that, it was an opportunity, for instance, to address real issues like vet homelessness.

Do you provide help for vets struggling with alcohol or drug addiction? Yes. We get them the rehab they need. We also help vets with PTSD, TBI and other wounds of war and service.

If we had an AFSCME member at UMass who needed rehab but his department was baulking at him or her taking sick time for rehab, could you help in any way? Yes, I would be happy to intercede.

If our members want to contact you, what's the best way? They should call my secretary, Rebecca at 587-1299. People could also email our office at:

vetadmin@northamptonma.gov

Thanks very much, Steve!

Solidarity Forever

Here are Ferd (staffperson at the faculty union) Wulkan's favorite verses, some traditional, some written last year at UMass:

All the world that's owned by idle drones is ours and ours alone
We have laid the wide foundations, built it skyward stone by stone
It is ours not to slave in, but to master and to own
While the union makes us strong

It is we who grade the papers, clean the hallways and the dorms,
It is we who schedule classes, advise students, fill out forms;
We have earned respectful treatment instead of endless scorn

All the world that's owned by idle drones is ours and ours alone
We have laid the wide foundations, built it skyward stone by stone
It is ours not to slave in, but to master and to own
While the union makes us strong

It is we who grade the papers, clean the hallways and the dorms,
It is we who schedule classes, advise students, fill out forms;
We have earned respectful treatment instead of endless scorn
For the Union makes us strong

They have taken untold millions that they never toiled to earn
But without our brain and muscle not a single wheel can turn
We can break their haughty power gain our freedom when we learn
That the Union makes us strong.

They divide us by our color; they divide us by our tongue,
They divide us men and women; they divide us old and young,
But they'll tremble at our voices, when they hear these verses sung,
For the Union makes us strong!

They have taken untold millions that they never toiled to earn
But without our brain and muscle not a single wheel can turn
We can break their haughty power gain our freedom when we learn
That the Union makes us strong.

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