



# SEIU Local 888

**Saturday, October 24, 2020  
10:00 AM – 12:00 PM**

**Via Zoom**



## General session

**Secretary-Treasurer Kevin Nascimento:** Financial report

**President Brenda Rodrigues:** Overview of SEIU Local 888

**Guest Speaker** *Carlene Pavlos, Executive Director of the Massachusetts Public Health Association.*

## Industry Sector Breakouts

**Convention Resolutions** *(use this form to ask questions prior to this section: [seiu888.org/2020res](http://seiu888.org/2020res))*

## COPA Report & Raffle

## Scholarship Award & Convention Raffle

## Wrap up and adjourn

# Local 888 Officers & Executive Board



**Anita Christon**  
Recording Secretary



**Brenda Rodrigues**  
SEIU Local 888 President



**Kevin Nascimento**  
Secretary Treasurer

## *Executive Board & Trustees*

**Kwesi Ablordeppey**, Holyoke Soldiers Home

**Carolyn Carey**, Town of Harwich (2020  
*Convention Parliamentary*)

**James Corcoran**, Mashpee DPW

**Carla Elder**, CAAS

**Jayne Fogarty**, Town of Yarmouth

**John Kallmerten**, State Lottery

**Enio Lopez**, Chelsea Soldiers Home

**Emmanuel Marsh**, State Lottery

**David Reno**, Boston Police Dept.

**Damali Simmonds**, Boston Water & Sewer

**Fred Simmons**, Haverhill Schools Custodians

**LaToya Weaver**, Boston Center for Youth & Families

**Susan Winning**, Retirees Chapter Representative

# Secretary-Treasurer's Report



## **Kevin Nascimento**

### **SEIU Local 888 Secretary-Treasurer**

Member of the Brockton Public Library chapter, Librarian

- Dues summary
- FY2019
- YTD2020 (*September 30, 2020*)
- Outlook rest of year 2020 and FY2021

# Value of Union Dues

**54%**  
*Representation  
& Legal Services*

**21%**  
*Organizational &  
Affiliation Dues*

**16%**  
*Administration  
& Operating*



**2%** *Research & Education*

**7%** *Communication*



# YTD 2020 Financial Report

(Jan-Sept 2020)

## Revenue

	FY2020 Budget	2020 Actual Jan-Sept	2019 Actual Jan-Sept	2019 Variance		Full Year Budget Variance	
				\$	%	\$	%
<b>Totals</b>	\$5,545,709	\$3,772,406	\$3,847,150	(\$74,744)	-1.9%	\$1,526,594	27.5%

## Expenses

	FY2020 Budget	2020 Actual Jan-Sept	2019 Actual Jan-Sept	2019 Variance		Full Year Budget Variance	
				\$	%	\$	%
Expenses per capita	\$1,206,963	\$772,893	\$812,565	(\$39,671)	-5.1%	\$434,070	35.9%
General Operations	\$4,056,021	\$2,870,218	\$2,876,437	(\$6,219)	-0.2%	\$1,185,803	29%
<b>Totals</b>	\$5,262,985	\$3,463,111	\$3,689,001	(\$45,890)	-1.3%	\$1,619,874	30.7%

COPE Revenue YTD money sent to IU	\$33,616
COPE Obligation to IU for 2020	\$45,864
Variance COPE vs COPE obligation	-\$12,248



**Kevin Nascimento**  
Secretary Treasurer

# Secretary-Treasurer's Report

## Looking over the horizon



**Kevin Nascimento**  
Secretary Treasurer

- Use of SEIU COVID-19 per capita rebate for FY2020.
- Conservative budgeting for FY2021
- Align FY2021 budget with long term initiatives
- Strategically support Local888 as we grow membership
- Create more predictable budgeting to smooth out our annual cost reduction challenges
- Reduce expenses overall.

**FY2020** Ending on positive note...

**FY2021** Planning ahead...



## **Brenda Rodrigues, SEIU Local 888 President**


### **Current Labor Leadership:**

- SEIU Public Service Div. Board
- MA AFL-CIO Vice President
- Attorney General's Labor Task Force
- SEIU K-12 Committee

### **Former Union Leadership:**

- Secretary-Treasurer of SEIU Local 888
- Executive Director of SEIU Local 888
- Executive Board Member
- Chapter leader
- Member of Brockton Library





*Please Pause for a*

---

## MOMENT OF SILENCE

In memory of all the  
workers, veterans and  
loved ones we have lost.

# Overview of SEIU Local 888

- **8,500 members**
- **200+ chapters**
- **Industry sectors:** Early childhood education, Public schools, Higher education, Public authorities, State employees, and Municipal workers.
- **Key occupations:** Cafeteria workers, Clericals, Custodians, Dispatchers, DPW workers, Librarians, Maintenance & Engineering, Managers, Paraprofessionals, Transportation drivers & Parking attendants.
- **Leadership:** Three officers, three trustees, and 18 executive board members elected at-large. Meetings are held every other month.



**Brenda Rodrigues**  
Local 888 President

# Overview of SEIU Local 888



**Brenda Rodrigues**  
Local 888 President

- **Departments:** Internal Organizing, External Organizing, Member Services, Legal, Political, and Executive
- **Professional staff** (7 managers, 10 internal organizers, 3 external organizers, 3 admin staff, 2 member services, 2 staff attorneys, 1 political organizer)
- **Health & Welfare Fund** (Mass Employers, Lottery, UMass Lowell)
- **Committee on Political Action** (COPA)
- **Offices:** Boston, Braintree, Springfield and Worcester.

# Our 2020 strategic objectives

Despite the pandemic, our chapter leaders, executive board and staff have continued to make progress on the eight major goals we adopted in our 2020 Strategic Plan at the beginning of this year:

- 1. Post-Janus sustainability**
- 2. Become a "21st Century" union**
- 3. Win good contracts with collective bargaining**
- 4. Build union power by uniting more workers**
- 5. Win better jobs and stronger communities through political action**
- 6. Use new programs to "add value" for members**
- 7. Strengthen our leaders and membership with training and education**
- 8. Support leaders and staff with improved administrative services**



**Brenda Rodrigues**  
Local 888 President

# Highlights of 2020



**Brenda Rodrigues**  
Local 888 President

- Completed negotiations for 40 new agreements
- Working on an additional 35 contracts
- Implemented online voting for contract ratifications
- Impact bargaining on COVID-related return to work issues
- Held 10 online Know Your Rights trainings (*20 sessions between 4/21 – 9/30*)
- Held 5 online Member Welcome Orientations (*10 sessions between 6/25 – 9/30*)
- Membership ratified new bylaws
  - Established retiree chapter
  - Allowing online voting for elections
- Members won numerous arbitrations, reversing unfair discipline or terminations and winning back pay

# Highlights of 2020



**Brenda Rodrigues**  
Local 888 President

- Expanded with new members in Lawrence, Haverhill, Randolph and four chapters at BU
- Organizing campaigns in higher education and nonprofits
- Held second annual "Higher Education Labor Summit" and webinar: "Working in Higher Ed in Uncertain Times"
- Neutrality and access agreement with Mass Gaming Commission
- Voluntary recognition procedure with Community Catalyst
- Continued support for Public Defenders to win collective bargaining at the Committee for Public Counsel Services
- Member Portal utilization increased by 17%
- Housing Trust Fund achieved financial stability
- Created an affordable retiree dental plan

# SEIU Local 888 Staff



**Ian Adelman**, External Organizer

**Darlene Archibald**, Internal Organizer

**Patrick Atwell**, Internal Organizer

**Cory Bombredi**, Internal Organizer

**Lidia Calvo**, Membership Coordinator

**Emily Carrasquillo**, Database Coordinator

**Joan Caruso**, Internal Organizer

**Joshua Clancy**, Internal Organizer

**Donald Cronin**, Organizing Director

**Linda DeLuca**, Director of Health and Welfare

**Ashana Finklea**, Office Administrator

**Larry Higgins**, Senior Internal Organizer

**Rachel Idowu**, Housing Trust Administrator

**John Peavy**, Political Organizer

**John Magner**, Legal Director

**Maureen Medeiros**, Dir. of Internal Organizing

**Joe Montagna**, Internal Organizer

**Christine Morgan**, External Organizer

**Antonio C. Nunes**, Director of Members Services

**Vicki McAuley**, Director of Finance and HR

**Neal O'Brien**, Senior Internal Organizer

**Johannes Raatz**, NME Project Lead

**Orvine Ramos**, Accounts Receivable Coordinator

**Hersch Rothmel**, External Organizer

**Madeline Soto**, Internal Organizer

**Rand Wilson**, Organizer & Chief of Staff

**Tracy Wright**, Internal Organizer



## **Carleen Pavlos**

Executive Director, Massachusetts Public Health Association

Introduced by Executive Board member  
**Shaylin Walsh-Hogan**, Emerson College



# Industry Sector Breakouts

## **School employees**

Convenors: Becky Black and Diana Umina,  
Hopkinton Paraprofessionals

## **Early Childhood workers**

Convenor: Jonathan Dudley, MOC

## **Higher Education workers**

Convenors: Shaylin Hogan, Emerson College and  
Esther Brandon, Brandeis Library

## **Municipal employees**

Convenor: Chris Dery, president, Tyngsboro mid-  
managers

## **City of Boston employees**

Convenor: Sean Murphy, Boston BPD

## **State Workers**

Convenors: Mike Slater and Butch Polarra

## **Local 888 Retirees**

Convenor: Susan Winning

# Convention Resolutions

- Resolution #1 **"Improve Local Public Health Standards for Every Community!"** *presented by Kwesi Ablordeppey, Executive Board member*
- Resolution #2 **"Protect the Vote, Protect the Results"** *presented by Jonathan Dudley, Montachusett Opportunity Council*
- Resolution #3 **"Membership Bill of Health Rights"** *presented by Jorge Vargas, Latino Caucus, Boston Schools Planning and Engineering*

# COPA Achievements



489 members registered  
to vote *(as of 8/31/20)*



31 Candidates  
28 won their 1st primary



416 COPA Contributors



33 members attended  
GOTV events

# Pledge to Support Working Families

“I pledge to support workers rights to collectively bargain, I will use the power of my office to uplift working families, including Local 888 members, as well as people who are not. I also pledge to recruit my colleagues, friends, and family to do the same so that we can reclaim our democracy and build an economy that works for us all!”

**Mike Brady**, State Senate 2nd Plymouth and Bristol

**Christine Crean**, State Senate Worcester and Norfolk

**Becca Rausch**, State Senate Norfolk, Bristol, Middlesex

**Christine Barber**, State Rep 34th Middlesex

**Mike Connolly**, State Rep 26th Middlesex

**Jim Dever**, State Rep 5th Barnstable

**Emmanuel Dockter**, State Rep 5th Plymouth

**Michelle Du Bois** State Rep 10th Plymouth

**Natalie Higgins**, State Rep 4th Worcester

**Joe McGonagle**, State Rep 28th Middlesex

**Joan Meschino**, State Rep 3rd Plymouth

**Tram Nguyen**, State Rep 18th Essex

**Erika Uyterhoeven**, State Rep 27th Middlesex



**OUR WORK IS ESSENTIAL.**

**OUR VOTES ARE ESSENTIAL.**

**“MY VOTE IS ESSENTIAL”  
VOTER MOBILIZATION  
VIRTUAL TOWNHALL**

**OCT 24 - 1 PM ET // 10 AM PST**

**RSVP:**

**[WWW.MOBILIZE.US/SEIU/EVENT/347024/](http://WWW.MOBILIZE.US/SEIU/EVENT/347024/)**

Joe Biden and Kamala Harris know that working people are key to making this country work for everyone--not just the wealthy and powerful. That's why SEIU members are coming together to mobilize thousands of working people to vote early.

On Oct 24, you are invited to join SEIU members and special guests for a virtual townhall and phone bank to voters in battleground states.

# Scholarship and Raffles

**Carolyn Carey, Executive Board member, Harwich Mid-Managers**



# Thank you for attending the SEIU Local 888 Membership Convention



## **SEIU Local 888 Headquarters**

25 Braintree Hill Office Park, Braintree, MA 02184

Phone (617) 241-3300

FAX (617) 241-3303

Website: [www.SEIU888.org](http://www.SEIU888.org)

Facebook: [SEIULocal888](https://www.facebook.com/SEIULocal888)

Email: [myunion@seiu888.org](mailto:myunion@seiu888.org)