

Full menu for food-service week

Brockton public hearing set, member survey in the works

"It's great to have food service workers recognized for all that we do," said **Karen Warren**, president of SEIU Local 888's Brockton cafeteria workers chapter. "Yes, we cook and serve breakfast and lunch — but we're also trained in such things as how to handle kids' allergies, so as to keep them safe."

"Over 1,000 of our members cook and serve food to students and veterans in dozens of communities every day," said Local 888 President **Brenda Rodrigues**. "But these workers do so much more than just serve good food; they create a safe and comforting environment for all. Everyone says that, 'Food is Love,' and our members do a great job of serving it every day."

Local 888 cafeteria chapters are gearing up for



GANG'S ALL HERE: Brockton cafeteria workers, front row from left, **Lisa Mather, Karen Warren, Jean Roy** and, standing, **Tina Rabs** are seen with Local 888 President **Brenda Rodrigues** and political organizer **Michael Kelly** at a Brockton event.

Food Service Workers' Recognition Week from Oct. 15 to 18.

Local 888 leaders held a press conference Sept. 30 at the State House to kick off events. **A public hearing with state legislators is set for Thurs., Oct. 17, 6 p.m., at the West Brockton Middle School, 271 West St., Brockton.**

Local 888 is currently conducting a survey of its food service members about their work and job satisfaction. A summary of survey results will be shared with elected

officials, school and community leaders and the general public during Food Service Workers' Recognition Week. *The survey is at:*

<https://tinyurl.com/888survey>.

For the full report on Food Service Workers' Week, [click here](#).

To see a copy of the governor's Food Service Workers' Recognition Week, visit:

<http://www.seiu888.org/cafe/>.

Local 888 leaders gear up for Oct. 19 event

"The upcoming 2019 Leadership Conference is a great time to learn more about the nuts-and-bolts of organizing, talk shop with other members in the same industry sector, and hear from inspirational speakers," said Local 888 President **Brenda Rodrigues**. Local 888's 2019 Leadership Conference is set for Sat., Oct. 19, at the Braintree Hill Office Park in Braintree.

Stronger Together
2019 Leadership Conference

After registration and coffee from 9 to 10 a.m., the conference will kick off with a **general session**. This will feature Local 888 leaders, a guest speaker and an overview of proposed changes to bylaws, which will then be voted on by the general membership (see *related article*, page 3).

[See page 3 for more on leadership conference](#)

Mass. lottery to pay medical leave tax

The Massachusetts State Lottery has agreed to fully cover the payroll tax that will fund the state's new family and medical leave law.

"I'm excited that our members are not going to have to pay any additional money for the new law," said **John Kallmerten**, the Local 888 lottery chapter's president. "I'm very pleased with the overall agreement with management that made this possible."

The state's new Paid Family and Medical Leave Act began took effect Oct. 1. SEIU locals in Massachusetts helped pass the new law as part of the Raise Up Coalition.



Under the law, companies with more than 25 workers have to pay a 0.75 percent payroll tax. Municipalities are exempt from the law, but they can opt in.

In general, all employees must cover a portion of that tax, up to about 40 percent of it. That amounts to a maximum of \$190 for a worker making \$50,000 annually. Now, lottery workers won't have to worry about that.

Gov. Charlie Baker has told State House News Service that

it's "only fair" that public employees pay the new tax.

Under the state's new Paid Family and Medical Leave program, the maximum amount of paid time that's available in one year is 26 weeks.

Workers will be eligible for the following on Jan. 1, 2021:

- Up to 12 weeks of paid family leave to care for a new child or sick family member.
- Up to 20 weeks of paid medical leave for a serious health condition.
- Up to 26 weeks of paid family leave to care for a service member.

Librarians shelve B.U. demands, cut down on use of 'merit' pay

After nearly six months of negotiations with management, Boston University librarians have ratified a new contract that paves the way for a fairer, more just workplace. The new agreement limits merit pay and increases funds for professional development.

"This contract was a momentous achievement," said **Ann Seskin**, a B.U. librarian who served on the negotiating team. Members ratified the agreement, with 90 percent voting yes.

B.U. had pushed to weaken "just cause" job security protections for discipline or discharge. But after Local 888 members protested at the bargaining table, the university backed down.

The administration tried to cap the professional development fund that members can draw from at \$12,000. Through negotiations, it was increased to \$19,000 annually -- with any unused funds carried over to the next year.

Up until now, the librarians' yearly salary raises have been completely merit-based. That meant if

the expense of another. After a majority of the one member received extra merit pay, it came at members attended a major negotiating session, they finally convinced management to provide a 2 percent guaranteed across-the-board increase, with a separate fund for additional merit increases.

"We thank SEIU Local 888 for giving us the help we needed to negotiate our new contract," added Seskin. "The union inspired us all with their diligence, professionalism, and passion for their work."



PARVEEN

For an article on **Nasim Parveen**, a Boston University Stone Science librarian since 1989 who has been honored for the beauty of her gardens, [click here](#).

In addition to library staff at Boston University, Local

888 unites higher education employees at Brandeis University, Emerson College and UMass Lowell.

Members to vote on bylaw reform plans

The Local 888 Executive Board has recommended bylaw changes in order to strengthen the union. These will later be voted on by the entire Local 888 membership.

One proposed bylaw change spells out that members shall not take part in sexual harassment or conduct that causes “an intimidating, hostile, humiliating or sexually offensive work environment.”

“We felt it would be good to be proactive and provide leadership on this issue,” said board

member **Susan Winning**, who was on the committee that drew up the bylaws proposals.



WINNING

Another bylaw change has a “back to the future” look: the creation of a chapter for Local 888 retirees — which will have a seat on the executive board. While retirees would not be eligible to vote on chapter contracts, they could take

part in caucuses and Local 888’s Committee on Political Action.

Another addition is futuristic: It allows for the use of electronic voting if the technology ultimately meets the standards of federal labor law.

Other proposed bylaw changes include:

- Calling on Local 888’s elected president, secretary treasurer and recording secretary to lead and work collaboratively. “We were concerned, in particular, with a president just doing what they wanted to do, and not working as a team,” said Winning.
- Allowing for workers who want to be part of Local 888 to become associate members. One example: workers who have not yet gotten their first collective bargaining agreement.
- Members who are laid off or on “appropriate leave from work” can maintain their membership status by continuing to pay dues, at a rate to be determined by the Local 888 Executive Board.



A TIME TO SOCIALIZE, TOO: Elmer Arriaza, Chelsea Soldiers Home, and Local 888 President Brenda Rodrigues at a spring SEIU event.

Leadership event set for Oct. 19

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“I’m excited to share our experiences at the Chelsea Soldiers Home with other Local 888 members,” said **Elmer Arriaza**, the chapter vice president. “We are fighting for people’s rights,” he said, adding it will be his first time attending an 888 leadership conference.

Morning workshops: 11 a.m. to noon will cover such topics as:

- Using your rights at work to win grievances and resolve on-the-job problems.
- Conducting new member orientations so they keep your chapter strong.
- Employing your chapter funds to build members’ power.
- Running a rewarding membership meeting.
- Communicating effectively to build unity.

Industry sector breakouts: 12:30 to 2:00 p.m., will cover: schools, early childhood education, higher education, municipalities, state government, public authorities, and the MassDefenders.

Pre-register for a Door Prize: Members who pre-register for the conference by Oct. 11 will be eligible for a special door prize:

<https://forms.gle/744wHjqZ5KjNsBsh6>

Mass. candidates forum eyes Dems' fiery U.S. Senate fight



Sparks are already flying in the Massachusetts race for U.S. Senate — and that's just between the two front-runners.

Now, Local 888 is co-sponsoring an SEIU candidates forum,

where members can learn all about the issues and grill the U.S. Senate rivals. **The event is set for 10 a.m., Sat., Oct. 26.**



McKEEVER

"We need labor-friendly advocates in the Senate who are willing to fight for our issues," said Local 888 Secretary-Treasurer **Tom McKeever**. "Members should come to hear from the candidates — and ask them tough questions, too."

The forum will feature a round-robin setup. That means SEIU members — and the four candidates — will be split up into four separate rooms, allowing for more informal conversations.

The candidates in the 2020 Democratic Presidential Primary: U.S. Sen. **Ed Markey**, U.S. Rep. **Joe Kennedy**, attorney **Shannon Liss-Riordan** and **Steve Pemberton**, a human resources executive.

Make your voice heard Oct. 26

SEIU's U.S. Senate Candidates Forum is set for Sat., Oct. 26, 10 a.m. to 1 p.m. Sponsors include the SEIU State Council along with Locals 509, 32BJ, 1199 UHE, 888, 1957CIR, and 3FO. The event will be at the 1199 UHE Headquarters, 108 Myrtle St., Quincy.

For more info, call 617-241-3300. Other details:

- Lunch served after the forum.
- Buses will pick up Local 888 members in Springfield, Worcester and Lawrence.



MEET AND GREET: Local 888 Executive Board member **Kevin Nascimento** and Brockton City Councilor **Anne Beauregard** were on hand for the Democratic City Committee's annual Sullivan Memorial Breakfast in Brockton.

Weymouth cafeterias' pact

Members of the Weymouth Public Schools cafeteria chapter unanimously approved a new three-year contract, which includes:

- A pay increase of \$2 per hour for cooks.
- An increase of \$1 per hour for assistant cooks.
- An increase of 6 percent for other workers over three years.
- The addition of another step to the current salary schedule, which will result in an additional 2 percent raise for those already at the top of the pay scale.

The three-year contract includes 2 percent raises in 2020 and 2021 as well. The new contract also clarified exactly what grade and step a member would move to when promoted to a higher position — with at least a 5 percent pay increase involved.

The agreement calls for the Weymouth schools to pay for the members' certification in food safety, and also for their recertification as required by law. Sick leave when retiring or resigning will increase from 20 percent to 35 percent of the value of unused sick leave, with a cap of \$2,500 — up from \$2,000.

