

AFT Massachusetts Convention Program 2022



EMERGE STRONGER

Saturday, May 7, 2022 • IBEW Local 103 Union Hall
256 Freeport Street, Dorchester, MA





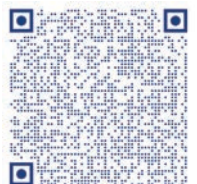
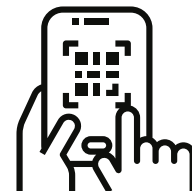
AFT MASSACHUSETTS TOWN HALL

**Join AFT Massachusetts President Beth Kontos and
US Senator Ed Markey on May 25 at 5:00pm via Zoom
to learn about how we're organizing to win the Fair Share
campaign on this November's statewide ballot!**

Find out about this once-in-a-generation opportunity to raise new revenue
for Massachusetts public schools, colleges, roads, bridges, and public
transportation, and learn how you can get involved in the campaign.



The Fair Share Amendment is a proposal to add a small tax on annual individual incomes exceeding \$1 million. While the amendment is expected to impact fewer than 1% of taxpayers, it is projected to raise \$1–2 billion each year for investments in transportation and public education. The Fair Share Amendment is on the ballot statewide on November 8, 2022.



Welcome to the 2022 AFT Massachusetts Convention

Saturday, May 7, 2022 • IBEW Local 103 Union Hall
256 Freeport Street, Dorchester, MA

After the battles and hardship of the last two years, we're ready to Emerge Stronger!

Throughout the COVID-19 pandemic, we've fought hard to win critical workplace protections, protect our students and the public, and adequately fund our public schools and colleges. As we emerge from the crisis phase of the pandemic and into a changed world, it's just as important that we continue fighting to deliver the schools and libraries our communities deserve, the services and staffing our students need, and the workplace protections AFT members rely on.

On May 7, join AFT Massachusetts members from across the state to celebrate our victories, discuss the battles we face, and be inspired to act. We'll hear from speakers, including:

- AFT Massachusetts President Beth Kontos and Secretary-Treasurer Brant Duncan

- Juana Bordas, President of Mestiza Leadership International and author of *Salsa, Soul, and Spirit: Leadership for a Multicultural Age*

- Maurice T. ("Mo") Cunningham, public school advocate and author of *Dark Money and the Politics of School Privatization*.

- AFT Massachusetts leaders from across the state

We'll hear about important initiatives on this year's statewide ballot, present Distinguished Service Awards and scholarships, and further develop our collective strength as educators and organizers.

Save the date, and join your fellow educators and AFT Massachusetts members in celebrating our success and organizing for our future!

#AFTMA #EmergeStronger22



EMERGE STRONGER

Table of Contents

Click on any Table of Contents page number or title to jump to that story.

- | | | | |
|--------------------|---|--------------------|--|
| 1 | 2022 AFT MA Convention President's Report from Beth Kontos | 16 | AFT MA Organizer Profile: Anabel Santiago brings her organizing experience to bear on our issues. |
| 4 | 2022 AFT MA Secretary-Treasurer's Report from Brant Duncan | 17 | AFT MA Organizer Profile:: Charlotte Kelly is working to support the Chelsea Teachers Union during negotiations. |
| 5 | Keynote Speaker Noliwe Rooks and Special Guest Maurice T. ("Mo") Cunningham | 18 | AFT MA Organizer Profile:: Gina O'Toole's new role brings her back to her organizing roots at AFT MA. |
| 6 | AFT MA 2022 Distinguished Service Award Recipients and MA AFL-CIO 2022 Labor Scholarship Award Recipients | 19 | #IamAFT: AFT MA members in action |
| 7 | The A. Philip Randolph Institute: A voice for Black workers promoting racial, social and economic justice. | 20 | Chelsea educators, community leaders combine forces and win big in contract negotiations. |
| 8 | Salem Teachers Union, Salem Public Schools reach Collective Bargaining Agreement. | 21 | Chelsea Teachers Union rallies for their students and schools during contract negotiations. |
| 9 | The Salem Teachers Union organizing for the contracts and schools Salem youth deserve. | 22 | The Holliston Federation of Teachers wins a contract during COVID. |
| 10 | For Berklee Faculty Union's Anti-Racism Committee, action starts with historical perspective and clear facts. | 23 | Boston Public Library Staff hold Unity Gathering after multiple hateful incidents disrupt local libraries. |
| 11 | AFT MA Members in Elective Office: Dracut School Committee Member Renee Young dove into the work. | 24 | UMass Dartmouth Faculty Federation advocating for greater investment, more affordability for public colleges. |
| 12 | AFT MA Spotlight Series: uplifting the voices, members and educators that make up AFT Massachusetts. | 25 | AFT MA holds Back-to-School Fairs with Lynn, Lowell, Lawrence Unions and New Bedford Federation. |
| 14 | AFT MA Member Profile: Amesbury's Tia Costello is developing civics professional development curricula. | 26 | Summer and AFT partner to help you find your path out of student debt. |
| 15 | Springfield Public School Paraprofessionals petition and rally for a fair raise and contract. | 27 | AFT Massachusetts Executive Board Members and Staff |



2022 AFT MASSACHUSETTS PRESIDENT'S REPORT FROM BETH KONTOS

We continue fighting to deliver the schools, healthcare, and libraries our communities deserve.

Dear delegates,

As we gather for the 2022 AFT Massachusetts Convention, I am pleased to report that despite the countless challenges we've faced over the past two years, our union has emerged stronger.



Throughout the COVID-19 pandemic, we've fought hard to win critical workplace protections, protect our students and the public, and adequately fund our public schools and colleges. As we emerge out of the crisis phase of the pandemic and into a changed world, it's just as important that we continue fighting to deliver the schools, healthcare, and libraries our communities deserve, the services and staffing our students need, and the workplace protections AFT members rely on.

A top priority for me as AFT Massachusetts President has been to enhance our union's member organizing capabilities. I was delighted that this year, thanks to our union's strong financial management and partnership with AFT, we were able to create a new organizing department led by Campaign Coordinator Jeremy Shenk and consisting of three full-time organizers: Gina O'Toole, Charlotte Kelly, & Anabel Santiago.

Gina was hired in July, Charlotte in September, and Anabel in December, and we are thrilled to have such a high-functioning group working all over Massachusetts. They are constantly working across the state to win better contracts and living wage campaigns,

allying with community partners on ballot questions and anti-receivership campaigns, running trainings to support local union activists, and doing whatever is needed to activate our membership.

One of the key capacities this group brings to AFT Massachusetts is the ability to staff and help run Contract Action Teams. They helped run campaigns and win important victories in multiple locals:

- The **Holliston Federation of Teachers** ran a "keep your promises" campaign holding the school committee accountable for a tentative agreement they made

before COVID. More than 1,000 people signed a petition, and hundreds of HFT members participated in walk ins, stand outs, and color days. And recently, after mediation and fact finding, the School Committee finally agreed to fair pay increases and a new contract for HFT members.

- The **Chelsea Teachers Union** won so much in their recent contract campaign because of a deep commitment to proactive and ongoing organizing work. Their work resulted in 20% increases for paras over the course of the contract and over 12% increases for teachers.
- The **New Bedford Federation of Paraprofessionals** won a big victory in the fight against New Bedford charter school expansion. Along with allies in the New Bedford Coalition to Save Our Public Schools, they mobilized hundreds of residents to write letters, submit testimony, attend community hearings, and talk with local banks who were supporting the planned charter school. As a result, no new charter school was approved in New Bedford, keeping millions of dollars a year from leaving the democratically-controlled local public schools. ►

"A top priority for me as AFT Massachusetts President has been to enhance our union's member organizing capabilities. I was delighted that this year, thanks to our union's strong financial management and partnership with AFT, we were able to create a new organizing department."



2022 AFT MASSACHUSETTS PRESIDENT'S REPORT FROM BETH KONTOS

- In September, the **United Teachers of Lowell** held a district-wide walk-in with participation from more than 90 percent of members, showing incredible strength and unity. Shortly after, the district settled with UTL.
- The **Lynn Teachers Union** held a school committee and mayoral forum with 60 individuals in attendance and over 700 viewers on Facebook. After the forum, the LTU held its endorsement meeting and voted to endorse a candidate for Mayor and six candidates for School Committee. After a campaign to contact LTU members and urge them to get out and vote for LTU's endorsed candidates, the union's endorsed mayoral candidate and five of the six endorsed School Committee candidates were elected.
- The **UMass Dartmouth Faculty Federation and the UMass Maintainers** organized together to avoid harmful budget cuts and layoffs during the pandemic. Members of the unions met with dozens of local State Representatives and State Senators to advocate for additional funding, and UMass Dartmouth was recently awarded \$30 million in funding to modernize one of the campus' main academic buildings.
- After a series of hate-fueled incidents at children's libraries, the **Boston Public Library Professional Staff Association** organized a unity rally that drew more than 100 supporters to show love for the safe space that the library offers our community. The event garnered significant press coverage and helped pressure the city to ensure that the library remains a safe space for employees and patrons.



- The **Springfield Federation of Paraprofessionals**, which is engaged in an ongoing fight for a living wage, held a public forum with over 100 people in attendance, submitted hundreds of Valentine's Day cards to the School Committee, collected over 1,100 signatures on a petition, and organized a rally with a turnout of over 260 people on St. Patrick's Day to deliver the petition to the School Committee.



You can see a 'menu' of the many different ways our organizing team can help your local at <https://bit.ly/37Vfb5l>.

Over the last year, we have also been able to train, support, and pay more member organizers, members of our locals who are assigned by their presidents to work on special projects in their locals. Since 2018, our Member Organizer Institute program has trained over 45 members as Member Organizers and has had 16 different locals participating. We are always looking for locals to send a vibrant member that wants to get more involved with working with their union!

Working with members, we recently kicked off the statewide membership campaign of Educadores en Acción, the Latino Caucus of AFT MA, with hope of joining the national caucus at the national convention this July. We are excited to hold this space for Latino members of AFT Massachusetts to meet, exchange ideas, and organize!



In the state legislature, we've been successful in winning passage of COVID-19 Emergency Paid Sick Time for workers, and we've continued to secure the Chapter 70 education funding increases promised by the Student Opportunity Act. As the current legislative session and budget negotiations continue, our legislative team continues to lobby for expanded support of vocational opportunities, educator and support staff retirement incentives, educator diversity legislation, and innovative alternatives to standardized testing.

AFT Massachusetts will soon be welcoming approximately 1,000 new members who are currently members of the American Association of University Professors (AAUP) at Emerson College,

Suffolk University, and Curry College. They will be formally welcomed at the AFT convention in July. More information will be shared in our Monthly Communicator as details become available.

We work with several statewide coalitions, including the Massachusetts Education Justice Alliance (MEJA) which advocates for equity in our public schools, and the MassRenews coalition that is active in the movement for climate justice. Through MEJA, we conducted testing on masks that were distributed by DESE, and exposed the department's lies about the deficiencies of the masks.

A top AFT Massachusetts priority this year is the campaign to pass the Fair Share Amendment on the statewide ballot this November. If passed, the Fair Share Amendment would create a four percent tax on annual income above \$1 million and generate more than a billion dollars every year for investment in transportation and public education across the state. To deliver the well-funded schools our students deserve, make our public colleges more affordable, and invest in our crumbling roads, bridges, and public transportation infrastructure, we all need to get involved in the Fair Share campaign this year.

Brant Duncan and I are on the Steering Committee for Raise Up Massachusetts, the coalition leading the campaign to pass the Fair Share Amendment. Educating our members about the campaign is a top priority for our organizing team. Please visit www.raiseupma.org to learn more and sign up, or talk to Charlotte Kelly, who is leading our member organizing effort for the campaign.

Throughout the year, we've also engaged in community solidarity efforts as we start to recover from this world-changing pandemic. We began the school year with Back-To-School fairs, where gave away books through AFT's First Book program, distributed school supplies, and administered COVID-19 vaccines to members of our communities. We have made vaccine public service announcement in various languages, which are shared on social media and other communications avenues like Whatsapp to target different populations with public-health focused messaging.

AFT MA is a strong member of the AFL-CIO Massachusetts. We regularly stand in solidarity with our union siblings across the state.



We stood on the picket line with the nurses at St. Vincent Hospital who won a strong contract after a nearly 10-month strike — the longest nurses strike in Massachusetts history. We marched with the machinists of IAM Local 447 who were striking against the Cummins company who wanted to reduce their pay and benefits. We stood with IUE-CWA Local 201 as they pushed back when GE as they wanted to send their work offshore. We stood with our allies in the SEIU at nursing homes, where workers are doing important work for low financial reward and are fighting for a living wage, just like many of our paraprofessionals. And of course, we stand with and support the new organizing efforts of the workers at Amazon and Starbucks who are activated across this country.

Throughout all this work, I am inspired by the dedication and perseverance of our members, who have spent the past two-plus years working through difficult, ever-changing conditions, and never stopped doing their best to serve their students and communities. I am honored to represent you and I look forward to our work together over the coming year.

Beth Kontos

President, AFT Massachusetts

“A top AFT Massachusetts priority this year is the campaign to pass the Fair Share Amendment on the statewide ballot this November...To deliver the well-funded schools our students deserve, make our public colleges more affordable, and invest in our crumbling roads, bridges, and public transportation infrastructure, we all need to get involved in the Fair Share campaign this year.”



2022 AFT MASSACHUSETTS SECRETARY-TREASURER REPORT FROM BRANT DUNCAN

Despite challenges, we have made real progress in our organizing, advocacy, and contract campaigns.

The past two years have tested all of us, but they've also demonstrated more than ever before the strength of our union. In these difficult times, it's clear that we are stronger together than we are alone.

I'm incredibly inspired by the courageous work our members have done over the past two years, both in and out of the classroom, the library, and the nurse's office. Thanks to your dedication to your students and communities, and our union's commitment to organizing and collective action, the state of our union is strong and we are more engaged than ever before.

As your AFT Massachusetts Secretary-Treasurer, it's my job to make sure that our union's resources are used strategically, and I work closely with President Beth Kontos and our Executive Board to appropriate funds. My work is guided by a commitment to maintaining the quality services provided by the exemplary AFT Massachusetts staff to members and their communities.

Real progress made in our organizing, advocacy, and contract campaigns

Over the past year, AFT Massachusetts has not been immune to the tremendous changes brought on by the pandemic. We were sad to see Becker College, where we represented faculty members, close after 237 years due to the financial pressures of the pandemic. And despite the significant amounts of state and federal COVID relief funding we won for our local schools, and the funding from the Student Opportunity Act that continues to ramp up, the significant number of retirements this year and a competitive hiring landscape have left many of our schools and libraries understaffed. As a result, our statewide membership dipped slightly over the past year.



Despite these challenges, we have made real progress in our organizing, advocacy, and contract campaigns. New organizing continues to be a priority, and we were proud to welcome the teachers and nurses of the Greenfield Commonwealth Virtual School to our AFT family.

Member engagement and organizing is at the core of our work as a union, and thanks to careful financial planning and a grant from the AFT national, we have been able to hire three new organizers, Gina O'Toole, Charlotte Kelly, and Anabel Santiago, who have been hard at work

helping locals across the state organize their contract campaigns and other critical efforts. Through collective action and organizing, we've won strong new contracts in Chelsea and Holliston, secured workplace protections in MOUs throughout the state, and ensured that the Student Opportunity Act will be fully funded to ensure that our school districts have the resources to invest in the schools our students deserve.

Looking forward, we are ready to win stronger contracts with improved learning opportunities for our students and experiences for the patrons of our libraries. We are continuing our work on Beacon Hill to ensure that Student Opportunity Act funds and federal grants can fund direct services and improvised infrastructure for our students. We are ready to pass the Fair Share Amendment on the November ballot and ensure that our schools will have sustainable funding long after federal aid runs out.

As we gather in person for the first time in two years, our union is in a strong financial position and our locals are recommitted to membership engagement and collective action. I'm happy to report that we have weathered the storm and are emerging stronger than before. I can't wait to see what we can accomplish together next. ♦

“My work is guided by a commitment to maintaining the quality services provided by the exemplary AFT Massachusetts staff to members and their communities.”

— Brant Duncan, Secretary-Treasurer, AFT Massachusetts

Keynote Speaker: Juana Bordas

Juana is President of Mestiza Leadership International – a company that focuses on leadership, diversity, and organizational change. A former faculty member for the Center for Creative Leadership (CCL) she taught in the Leadership Development Program – the most highly utilized executive program in the world.

Juana Bordas weaves leadership, diversity, and community building into a multicolored tapestry that moves people into action. She utilizes music, movement, and leadership practices from many cultural traditions to illustrate the richness and wisdom diversity brings. Juana’s energetic and creative speeches have inspired people across America to tap into their passion and lead from their highest values.



Special Guest: Moe Cunningham

Maurice T. (“Mo”) Cunningham is author of *Dark Money* and *the Politics of School Privatization*. He recently retired as associate professor of political science at the University of Massachusetts at Boston.



Congratulations to our AFT Massachusetts 2022 Distinguished Service Award Recipients.

The AFT Massachusetts Distinguished Service Awards are presented annually to AFT Massachusetts members who have demonstrated an outstanding level of service and dedication to their local union.

Educator in the PreK-12 system, vocational education and school collaboratives

Sharon Nash, AFT Amesbury

Member in the public or private higher education system, municipal librarian or nurse

Mary Frances Best, Massachusetts Library Staff Association

Paraprofessional and School Related Personnel (PSRP)

Kim Thompson, Springfield Federation of Paraprofessionals, Local 4098 • Priscilla Terry, AFT Amesbury, Local 1033

Retired AFT Massachusetts member

Marilyn Flowers, Boston Teachers Union

Member 35 years of age or younger or a member new to the union

Tracy Curtin, Boston Teachers Union

Worker Justice

Lynn Teachers Union's Racial and Social Justice Committee:
Kendwy Valdez Torres, Micheal Brown, Michael Lopez, and Phil O'Connor

Congratulations to our Massachusetts AFL-CIO 2022 Labor Scholarship Award Recipients.

Kathleen A. Kelley Scholarship Award

Charles Kirby – St. Johns Prep High School

Albert Shanker Scholarship Award

Callum Burgess, Lowell High School • Keira Comtois, Chelmsford High School • Maeve Gaffny, North Andover High School
Max Gregoire, Tyngsborough High School • Richard Petrucci, Boston Latin School

Sandra Feldman Scholarship Award

Sarah Chawkate, Tewksbury Memorial High School • Abigail Wallace, Saugus High School

Jay Porter Scholarship Award

Alexander Amaral, Bishop Fenwick High School

All recipients will receive a \$1,500.00 scholarship award. Winners were selected based on their score on the Massachusetts AFL-CIO annual labor examination and must have a parent or guardian who is a dues paying member from one of our AFT Massachusetts locals.

The A. Philip Randolph Institute: A voice for Black workers promoting racial, social and economic Justice.

As a union, we know there is no economic justice without racial justice. For decades, Black labor union members have organized to win social, political and economic justice for all working Americans through the A. Philip Randolph Institute.

Founded by and named after Asa Philip Randolph, the great union and civil rights leader who led the Brotherhood of Sleeping Car Porters, organized the 1963 March on Washington, and helped win numerous civil rights victories, the A. Philip Randolph Institute (APRI) is a Constituency Group of the AFL-CIO, bringing together local unions across industries to fight together for shared goals. With more than 125 Chapters in 36 States, APRI members are involved in political education, lobbying and legislative action, community and union organizing.

The APRI Greater Boston Chapter became an official chapter in 2013 and brings together members in Boston, Springfield, Fall River and other communities throughout Massachusetts. The Greater Boston Chapter is affiliated with The Greater Boston Labor Council, AFL-CIO and the Massachusetts AFL-CIO, and is currently led by President Johnny McInnis, Political Director at the Boston Teachers Association and a Vice President of AFT Massachusetts.

Legendary figure in the labor movement and the civil rights movement

“Asa Philip Randolph was a legendary figure in the labor movement and the civil rights movement, and we’re carrying on his work today by bringing the entire labor movement together in the fight for racial justice at work, in our schools, and throughout our communities,” says McInnis. “We invite members from local unions to join us in raising the voices of Black workers and advancing the cause of social and economic justice for working families throughout Massachusetts and across the nation.”

Active members of the A. Philip Randolph Institute Greater Boston Chapter include the Boston Teachers Union, the Carmen’s Union, United Steelworkers, IBEW, and Unite Here, among others.



The Chapter regularly engages in political and union activism, such as phone banking, education, and a virtual caravan to help win the Georgia Senate election, holding a toy drive to help Unite Here families who were on strike, voter registration efforts during the 2020 Presidential Election, and organizing to push for equity in various job fields. In June, the Chapter will be holding a virtual award ceremony for members in the community who are supporting labor initiatives.

The APRI Greater Boston Chapter meets on the fourth Tuesday of the month, previously at the Boston Teachers Union hall and currently virtually. Individual union members can join by sending a \$20 check affiliation fee and their contact information to the Chapter’s offices at 33 Harrison Avenue, 8th Floor, Boston, MA 02111. Local unions can join as an organization by calling the Chapter at 617-723-2639. AFT Massachusetts is a proud member of the APRI Greater Boston Chapter and encourages AFT locals and members to join as well. ♦

“We invite members from local unions to join us in raising the voices of Black workers and advancing the cause of social and economic justice for working families throughout Massachusetts and across the nation.”

— Johnny McInnis, Political Director, Boston Teachers Association



Salem Teachers Union, Salem Public Schools reach Collective Bargaining Agreement; negotiations involved innovative “bargaining for the common good.”

The Salem Teachers Union and Salem Public Schools have reached an agreement on a new contract to last through August 2024. The agreement is responsive to input we heard from parents, students, educators, administrators, School Committee members, and other community stakeholders to ensure that our students receive an exemplary educational experience. This collaboration resulted in a contract that recognizes and celebrates Salem’s diversity and forward-looking leadership.

“At one of the community forums we held, I remember parents saying that they went through their entire education without having teachers that looked like them,” said Ann Berman, President of the Salem Teachers Union. “We are proud to work with Salem Public Schools to make an intentional effort to remedy that problem.”

The new contract builds upon Salem Public School’s key priorities including the desire to be an anti-racist district and specifically contains multilingual material and incentive requirements. These requirements include:

- job postings be made in English and Spanish
- recruitment differential for bilingual staff,
- and efforts to expand culturally responsive library materials in every school.

Agreements on “common good” provisions

The Union and Salem Public Schools also reached agreements on other “common good” provisions such as affirming the district’s previous strong commitment to safe and well maintained school facilities for all. Salem Public Schools invested substantially and early during the pandemic in investigating and improving air handling equipment in every school in the district. The FY2022 City capital budget includes an additional \$1,134,000 in investments in school buildings and equipment, further demonstrating the district’s commitment to ensuring safe and accessible learning environments for all Salem staff and students.



#SalemSTUDentsDeserve Equity at School

- 
Full staffing to meet the social and emotional needs of students
- 
Classroom supplies for educators and students
- 
A new equitable high school schedule

“I am so happy that the Mayor and School Committee are making efforts to improve building safety and cleanliness,” said Beth Anne Cornell, a parent of a Carlton Elementary student who will be attending Collins Middle School next year. “Especially after the year we all went through with COVID, these efforts will ensure we can keep the focus on the education of our children – not the condition of our facilities.”

The agreement also makes a significant investment in the para-professionals working in the district. By the end of the agreement, these critical support staff will make \$25,000 a year, enough to qualify as a living wage, as outlined by the Massachusetts Institute for Technology living wage calculator for two adults working with one child. With the Massachusetts private sector minimum wage increasing to \$15 an hour by 2023, ►

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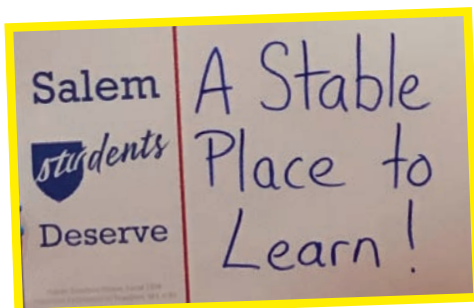


“At one of the community forums we held, I remember parents saying that they went through their entire education without having teachers that looked like them. We are proud to work with Salem Public Schools to make an intentional effort to remedy that problem.”

— Ann Berman, President, Salem Teachers Union



The Salem Teachers Union organizing for the education and schools Salem youth deserve!



For Berklee Faculty Union's Anti-Racism Committee, action starts with historical perspective and clear facts.

Last summer, in response to the murder of George Floyd by a Minneapolis police officer and the protests against police brutality that took place across the country soon after, the Berklee Faculty Union formed a new Anti-Racism Committee (ARC). Many other organizations, including AFT Massachusetts locals, have formed similar groups to more actively participate in the Black Lives Matter movement and to organize against racism in our institutions.

For Prince Charles Alexander, a Professor at Berklee who teaches advanced production and mixing and serves as Chair of the Berklee Faculty Union's ARC, this moment is reminiscent of the Civil Rights Movement of the 50s and 60s.

"Right now is as interesting of a climate as the Civil Rights Movement; there's as much momentum as I've seen since then," said Prince Charles, who recalls his aunt traveling to Washington, D.C. to attend the 1963 March on Washington for Jobs and Freedom, where Dr. Martin Luther King Jr. gave his historic "I Have a Dream" speech. "The Civil Rights Movement included white people, Black people, Hispanic people, and Asian people in a unified effort — that's what it takes to achieve real change. If Black people didn't create racism, how can they solve it? We need white people to step up and be involved in these goals."

The Berklee Faculty Union's Anti-Racism Committee first met in early July 2020, and is led by a four-member committee: Professor of Music Production and Engineering Prince Charles Alexander, Assistant Professor of Harmony Vanessa Morris, Professor of Composition Marti Epstein, and Assistant Professor of Theater Paul Masters.

Providing opportunities for substantive conversations about race

For groups considering forming their own Anti-Racism Committee, Prince Charles emphasizes the importance of combining historical perspective with new energy, examining existing disparities, and providing opportunities for substantive conversations about race.

"These conversations have been going on for decades, if not hundreds of years. Some say the time for conversation is over,



but it's important to honor it," he says. "Even before we do anything, we need to inform ourselves of the current inequities. That can point to where there are issues that need to be addressed."

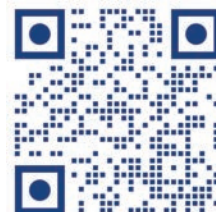
As an example, Prince Charles mentions serving on the Boston Public Schools' Advanced Work Class Committee (AWC), as he has two children enrolled in BPS schools. In that committee, he's examined the disparities in our public education system by looking at the racial makeup of various schools, and how that corresponds to their funding levels and graduation rates.

"This is the primary charge of any anti-racism work: look at the numbers and ask: can these numbers look different?" he says. "Can the race inequity in education be altered? Can the faculty be one of the bodies that contributes to that change?"

The ARC at Berklee has worked to open up a dialogue on a campus that remains predominantly white.

"Doing this work through the faculty union can be helpful in terms of training, and in may come up between faculty members ▶

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"This is the primary charge of any anti-racism work: look at the numbers and ask: can these numbers look different? Can the race inequity in education be altered? Can the faculty be one of the bodies that contributes to that change?"

Prince Charles Alexander, Chair, Berklee Faculty Union's Anti-Racism Committee

AFT MASSACHUSETTS MEMBERS IN ELECTIVE OFFICE

Dracut School Committee Member Renee Young dove into the work of safely reopening schools.

With public education undergoing such challenging conditions during the COVID-19 pandemic, it's more important than ever to have lawmakers who understand what it's like in our classrooms. That's why so many AFT members across the country are putting their hat in the ring; running for office to serve their communities on school committees, in town halls, in state legislatures, and in the halls of Congress.

One AFT Massachusetts member who serves in public office is Dracut School Committee Member Renee Young, a history teacher at Billerica Memorial High School and member of the Billerica Federation of Teachers.

Renee is a lifelong resident of Dracut and a graduate of Dracut High School. She graduated from Assumption College in Worcester in 2008 with a Bachelor of Arts in History, a concentration in Secondary Education, and a minor in Sociology, and went on to earn a Master of Arts in Teaching History from Fitchburg State University in 2012.

"I graduated from high school knowing I wanted to be a history teacher," says Renee. "I love teaching and making an impact on kids' lives. I teach 8th grade civics, and I tell my students that you can have the most impact on the local level."

Upon graduating from Assumption, Renee began her teaching career. She spent the first two years of her career teaching Social Studies at the Marshall Middle School in Billerica. For the past 10 years, she has taught history at Billerica Memorial High School.

Running for election during a pandemic

In 2020, Renee ran for Dracut School Committee and won an open seat during the June 28 town election. Due to the pandemic, her campaigning took place entirely on social media, in the newspaper, over the phone, and with yard signs. And once elected, she dove right into the work of safely reopening schools, working on a joint committee with members of the select board and school committee.

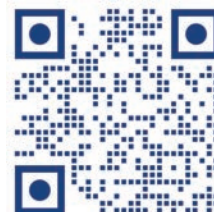


"This year has been all about COVID, and while those safety issues will continue to be present this fall, I'm looking forward to doing some additional goal setting as a school committee this year," says Renee.

A driving reason behind her run for office was that Dracut had the 2nd lowest per-pupil expenditure in the state, barely meeting the foundation budget's minimum required spending levels. The district's pay scale starts relatively high, but doesn't increase significantly with experience, so many good teachers leave for higher-paying districts after several years.

"I got a good education here in Dracut, but with our low spending level, you have to be creative," she says. "As a teacher, I know how we can help streamline things, and motivate teachers to stay despite lower ▶

To continue reading online scan the QR code.



"I graduated from high school knowing I wanted to be a history teacher. I love teaching and making an impact on kids' lives. I teach 8th grade civics, and I tell my students that you can have the most impact on the local level."

— Renee Young, history teacher, Billerica Memorial High School



AFT MA Spotlight Series

#AFTVoices Member
Spotlight Series! This series
aims to uplift the voices,
members and educators that
make up AFT Massachusetts.



COVID impacted everything about how we teach. Students are struggling with patience, emotional regulation and pace. The arts are important and crucial to how students grow and develop. It is a skill all students should have access to.

Now that we're back, I'm working on how we collaborate with lots of flexibility. We're processing so much and through art, I'm letting them have choice and agency. I'm seeing it make a difference in how they respond to the moment and bounce back.

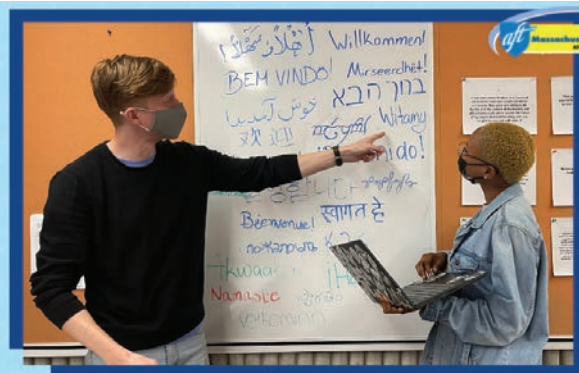
Erin Sutton
Secondary Art Teacher of the Year
Lynn Classical High School



"For 6 hours, we know our students and are their advocates. If they're having a bad day, they often come find us before their teacher. I make study guides, find resources and make sure they succeed. As a result, we need to be seen as equal to educators and paid fairly.

We're shouting it far and wide to have people support our We're Worth It campaign. We need a process for voicing our issues and coming up with solutions."

Aamina Mian
Paraprofessional
Chelmsford High School



Supporting students means supporting staff. It means supporting teachers. It means supporting the union to continue fighting for us.

To keep doing this work, we need funding and the power to collectively bargain for what we need.

JOSH BOTVIN
Lecturer, UMass Dartmouth
UMass Dartmouth Faculty Federation



COVID has emphasized just how little money we para's earn. We're not making enough to cover our bills. We're not making enough to provide for ourselves or our families.

I feel like, if the district acknowledged what we did in the classroom and actually approved a living wage, it would be beneficial to the school, our own families and the entire community.

Narly Bedoya
5th grade, Special Ed. Paraprofessional
Chair of the Negotiations Team
Springfield Federation of Paraprofessionals



"Libraries are the epicenter of our communities. During the summer, our library is designated as a cooling center. During the winter, we're a warming center.

We're essential not just because we're a library, but because of the services we provide that aren't offered anywhere else."

Katrina Donovan
Children's Librarian
Winthrop Public Library and Museum



I'm focused on the social and emotional toll COVID has taken on young people. We're fighting for more school guidance counselor positions because of the academic, social & emotional support they provide. The need has only grown worse since the pandemic began.

We need resources that truly meet students where they're at.

ROSALINDA MIDENCE

Student Support Coordinator
Boston Day, Evening Academy
Boston Teachers Union



"Authentic, humane, culturally responsive classrooms are vital. Multi-language learners deserve an educational environment that embraces their families, culture and whole selves from day one.

My team and I are extremely hands on, building partnerships between students, ESL, homeroom and special education teachers, and parents. These partnerships are incredibly important to ensure cultures are embraced inside and outside the classroom.

Marta Garcia

MA Teacher of the Year
Multi-Lingual Learner Teacher
Witchcraft Heights Elementary



AFT brought me closer to people. We are brothers and sisters, we stand in solidarity.

We may not have the same idea, but we find a way to make it work.

We critically think, collaboratively.

GARY TORRES

Paraprofessional and Member Organizer
Lynn Teachers Union



School social workers are essential because we help teachers with the very real, non-academic barriers to learning: homelessness, social-related issues, mental health.

We do what others are unaware of and help.

LAURA SANCHEZ

School Social Worker
Clinical Director
Lynn Teachers Union



In the classroom, we are pinballs. Paraprofessionals are the teachers second hand. We don't just support students, but the whole class.

Everyday, we make sure no one falls behind or falls through the cracks.

JEZABEL MUHAMMAD

Member Organizer
Small Group Paraprofessional
New Bedford Public Schools



I believe in unions because I know there is power in numbers. I know they have my back. I know that I have the power of the union behind me, fighting for the good of all of us.

LORI HORKMAN

Educator, AFT Member
Lynn Teachers Union

AFT MASSACHUSETTS MEMBER PROFILE

Amesbury's Tia Costello is developing civics professional development curricula.

Before AFT Amesbury member Tia Costello was selected as one of just 12 teachers nationwide to be part of an AFT Civics Design Team that will develop civics curricula and professional development for K-12 educators, she spent a decade teaching social studies to Amesbury middle school students. But her path to becoming a national civics education leader began long before that.

Tia began her career working in government, working for the US Census Bureau in the 2000 and 2010 censuses, including as an outreach manager for the Boston region. In between censuses, she obtained her MEd through Lesley University, taking classes on the weekends in Amesbury.

After her work on the 2010 census was finished, she was hired as a long-term substitute at Amesbury Middle School in January 2012. That September, she started working as a fifth grade ELA teacher, before quickly moving to sixth grade, where she spent five years teaching classical history.

Then, in 2019, Massachusetts mandated that all eighth graders receive a full year of civics instruction, and Tia jumped at the opportunity to share her passion for government and teach students the essential lesson of how to be thoughtful, active participants in our constitutional democracy. She's now one of two eighth grade civics teachers at Amesbury Middle School (the other is her husband, who's been teaching in Amesbury for over 20 years).

Teaching students how to be thoughtful, active participants in our constitutional democracy

"Especially in the climate that we're in, it's important that educators understand how to talk about politics and ensure that we can have conversations without tuning each other out," says Tia. "It's important for teachers of civics to have passion, teach dynamically, and encourage, not shy away from, student participation."

"Civics education builds agency in kids. They realize that as adults, they can vote, but they can also do much more than just that. They can be full participants in our democracy."

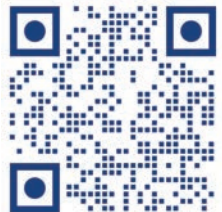
Tia Costello, AFT Amesbury



Massachusetts' eighth-grade civics curriculum includes a civic action project that all students complete, in which students apply civic knowledge and skills to engage with the process of creating social and political change in their communities. Students select a specific topic of interest, develop a theory of change, and then take action to specifically address the root cause of their issue, either by seeking to influence public opinion or advancing a specific policy.

"I really do believe that kids learn best when they get to do things themselves," says Tia. "Even though they're not old enough to vote, once they get involved in something, they realize they can make a difference. Civics education builds agency in kids. They realize that as adults, they can vote, but they can also do much more than just that. They can be full participants in our democracy." ►

To continue reading online scan the QR code.



"Civics education helps kids to think critically, and gets them excited for school.

When they know they have a voice in the classroom, they're less passive and more passionate about learning. We are so proud of Tia for being selected for this important work for our educators and students, and for representing AFT Amesbury so significantly."

— Cindy Yetman, President, AFT Amesbury

Springfield Public School Paraprofessionals petition and rally for a fair raise and contract.



After working tirelessly throughout the COVID-19 pandemic without a contract, Springfield public school paraprofessionals and their supporters delivered a petition to the Springfield School Committee signed by over 1,000 people calling on the School Committee to provide paraprofessionals with a fair living wage that truly reflects the work they do day in and day out on behalf of the children and families of Springfield.

Prior to the hearing, the Springfield Federation of Paraprofessionals hosted a rally outside of Springfield City Hall with paras, teachers, parents, and students in support of these workers, who play a critical role in the city's schools. Paraprofessionals assist teachers with classroom instruction, provide individualized support to struggling students and students with disabilities, monitor bus arrival and departure, and help maintain order throughout the school.



Springfield Federation of Paraprofessionals President Cathy Mastronardi receives the AFT's Albert Shanker Heroes Award! The Shanker Heroes Award is an annual award celebrating the activism and leadership of AFT paraprofessionals! Way to go Cathy!



AFT MASSACHUSETTS ORGANIZER PROFILE

Anabel Santiago brings her comprehensive community organizing experience to bear on our issues.

As a Salem Public Schools graduate, as a student at UMASS Dartmouth, and during her years of community organizing on issues including the No on Question 2 ballot campaign, the fight for a \$15 minimum wage, and COVID response efforts, Anabel Santiago has spent her life learning and working around AFT Massachusetts members. Now, as an AFT Massachusetts Organizer, she's working with locals across the state, bringing her comprehensive community organizing experience to bear on the issues our members care about.

Working primarily with the Springfield Federation of Paraprofessionals, Anabel spends her time supporting the local in their fight for a living wage organizing the local's contract action team, holding one-on-ones with paraprofessionals, planning trainings and activities to increase union membership engagement, and working with them to build out a calendar of actions to pressure the local school committee. After a well-attended forum on Valentine's Day that garnered significant media coverage, she is working with Springfield paras to plan a March 17 rally, during a rare opportunity for public comment at a Springfield School Committee meeting.

"As members of the School Committee are walking in, we'll be rallying outside, and organizing testimony from paras and community supporters," says Anabel.

Bringing a wealth of experience and deep relationships with community allies

Anabel is also working with UMASS Dartmouth Unions United building out a contract action team currently focused on a legislative campaign: the local has a contract but needs to ensure it is funded through the state budget process. Across these campaigns, Anabel brings a wealth of experience and deep relationships with community allies across the state.

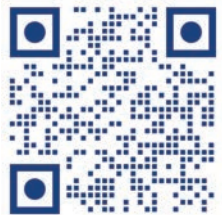


"Working with Anabel has been great, especially her work engaging with the community about the School Committee's refusal to provide paraprofessionals with the wage increase they deserve," said Cathy Mastronardi, President of the Springfield Federation of Paraprofessionals. "We've seen her work firsthand — bringing her community organizing experience and passion for the issues most important to our members — and we look forward to our invaluable contributions at this critical time."

Being at AFT Massachusetts is full circle for Anabel, reuniting her with one of her favorite high school teachers, AFT Massachusetts President Beth Kontos. At Salem High, Anabel took Beth's 'Street Law' class, which incorporated civics, history, law, and current events, including a memorable field trip to the Middleton Jail during a unit on criminal justice.

"I remember her being one of the teachers that was able to connect with students the most," says Anabel. "She was real, he was herself; she wasn't trying to fake it ►"

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"I'm seeing how powerful it is to organize in the workplace. The difference in this type of organizing is that it is crystal clear what people's stake is in our fights and it makes them unafraid to challenge decision makers and demand what they deserve. It's really exciting that AFT Massachusetts is pushing and supporting locals to do more organizing, and to be proactive rather than reactive."

— Anabel Santiago, Organizer, AFT Massachusetts

AFT MASSACHUSETTS ORGANIZER PROFILE

Charlotte Kelly is working to support the Chelsea Teachers Union during their contract negotiations.

As Executive Director of the Massachusetts Education Justice Alliance (MEJA), the coalition of organizations, including AFT Massachusetts, that fought and won the passage of the Student Opportunity Act, Charlotte Kelly spent three years at the forefront of the transformation Fund Our Future campaign that will invest more than a billion dollars into public schools across Massachusetts. Now, as AFT Massachusetts's new Organizer, she's working to ensure that that money makes its way to the classroom to support the students and educators who need it the most.

Tasked with supporting high-profile campaigns across the entire union, Charlotte is currently working to support the Chelsea Teachers Union (CTU) during their contract negotiations. That work brings her back to a community she got to know well during the campaign to pass the Student Opportunity Act (SOA).

"Chelsea is a community that has lived under austerity measures for years, and is now set up to gain significant money under the Student Opportunity Act," says Charlotte. "I've worked for years with the CTU and other community groups to win that funding. Between SOA and ESSER [federal COVID relief funding for schools], Chelsea schools are getting millions. We're pushing for living wages for paras, compensation for multilingual educators, adequate prep time for teachers, paras, and counselors, and competitive pay."

Spent her undergraduate years organizing with fellow students, community, and labor partners

Charlotte explains that educator pay in Chelsea is significantly below neighboring communities like Winthrop, Revere, Malden, and Everett.

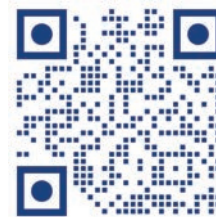
"So many of these issues are racial justice issues," she says. "Educators are forced to choose between struggling to financially afford staying in Chelsea or leaving for other districts with more fair compensation, smaller caseloads, and supports, we can see



how these working conditions leads to CPS low retention rate. We know young people see the turnover and feel the instability in their schools. Chelsea students deserve stability in their schools, they deserve educators who are not stretch beyond their limits, and they deserve educators of color to be paid competitive and fair wages for their labor."

"We're excited to work with Charlotte on the ground in Chelsea to fight for the resources we need to create the schools our students deserve," said Kathryn Anderson, President of the Chelsea Teachers' Union and an eighth-grade special education teacher at the Browne Middle School. "Charlotte has proven to be a strong leader in our negotiations as we look to finalize a new contract with the City. Her dedication to working for a more equitable and just education system is remarkable and we look forward to continuing to work hand-in-hand with Charlotte in our fight to get our kids the staff and services they deserve." ►

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“Educators are forced to choose between struggling to financially afford staying in Chelsea or leaving for other districts...Chelsea students deserve stability in their schools, they deserve educators who are not stretch beyond their limits, and they deserve educators of color to be paid competitive and fair wages for their labor.”

Charlotte Kelly, Organizer, AFT Massachusetts



AFT MASSACHUSETTS ORGANIZER PROFILE

Gina O'Toole's new role brings her back to her organizing roots at AFT Massachusetts.

Gina O'Toole was a paraprofessional with 12 years of experience with Lynn Public Schools when she walked into an AFT Massachusetts Member Organizer Program first meeting in 2018. It was just after the US Supreme Court's Janus decision, a ruling that remains one of the biggest threats to organized labor in decades.

That meeting, the launch of the Member Organizer Institute AFT National's MOI (Member Organizer Institute) program, sent Gina on a new career path. She took on a new role at AFT Massachusetts as one of the union's member organizers on behalf of her local the Lynn Teachers Union.

Later that summer Gina was hired by AFT Massachusetts as a Member Organizer. She is currently on a union leave of absence from Lynn Public Schools.

"Gina has been a leader in our Lynn local for years and she excels at member engagement," said AFT Massachusetts President Beth Kontos. "When the time came for us to hire an organizer at AFT Massachusetts, she was the natural choice."

"Nothing beats a union member's ability to draw from personal work and union experience to engage and activate potential members," continued Kontos. "The AFT Member Organizing Institute supports the vital work being done in our locals to build capacity and identify emerging leaders like Gina."

Assigned as the lead organizer of AFT Massachusetts member organizers program

Gina's organizing duties include assisting the Lawrence, Lynn, Chelmsford teachers' unions, the New Bedford paraprofessionals union, and UMass Dartmouth Faculty Federation/ESU unit along with the AFT MA Massachusetts Maintainers Unit. She has been assigned the lead organizer of AFT Massachusetts member organizers program, the very program where Gina got her start with organizing. Just like Gina, those members are recruited by their local president, to do organizing work specifically to focus on member engagement.



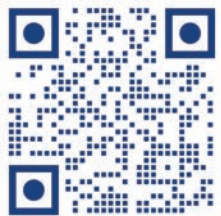
"My dad was active in his local, IUE-CWA Local 201, at the GE plant in Lynn," Gina says. "The plant employed thousands of people at the time and the union made you feel like you were part of a family that looked out for each other."

"The locals I work with are all different, each with their own different needs," she added, "but I still see the same thing – people feel like they belong to something. Something that they can count on and makes them stronger."

The pandemic presented a unique set of challenges for union organizers everywhere. Zoom is a great tool to get more people involved, and organized labor as whole benefited from a surge in participation. But Gina really enjoys pulling people together in person.

"Having Gina as part of our team has been an enormous help to me and the LTU (Lawrence Teachers' Union)" says Kim Barry, president of the Lawrence Teachers Union. "Our weeklong series of walk-ins ▶

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"My dad was active in his local, IUE-CWA Local 201, at the GE plant in Lynn. The plant employed thousands of people at the time and the union made you feel like you were part of a family that looked out for each other."

— Gina O'Toole, Member Organizer, AFT Massachusetts

2022 AFT MASSACHUSETTS CONVENTION REPORT



Chelsea educators, community leaders combine forces and win big in contract negotiations.

It's no secret that Massachusetts has been hit hard by COVID, but for low-income and communities of color, it's been particularly damaging. Chelsea, one of Massachusetts poorest communities, have been ringing the crisis alarm for decades. This ringing came to head, however, in December 2021 when community leaders, parents, students, educators and paraprofessionals joined forces, demanding a slew of improvements for school and staff alike. After years of building power and taking collective action, the Chelsea Teachers Union won many of their demands. We sat down and spoke with Kathryn Anderson, President of the Chelsea Teachers' Union (CTU), to see what this win for the local and the community means moving forward.

"Chelsea was hit hard by COVID," said Anderson. "It was only made worse because our community as a whole has been underserved, underfunded, and underemployed." Local school districts have become a magnifying glass for the intersection between community, young people, and educational workers. Anderson adds, "it's not just about all these things coming together, but it tells the story of what districts have been going through for a very long time." Chelsea has endured drastic budget cuts for decades, leaving educators and students worse for the wear. "The biggest pressure we've seen is increasing class sizes and community pressures. During the pandemic, nearly half of our student population experienced a food and /or housing crisis and over 80% of our community had lost income or had a major health crisis."

Turning despair into an opportunity to work together, alongside community members

Pressure, combined with isolation, has left many educators feeling alone and without many options. That was until CTU members decided to turn this despair into an opportunity to work together, alongside community members. "I used to feel like educators and school staff were a community who have worked hard throughout being on the front lines of the pandemic, just to be tossed away. That feeling dissolved though, when

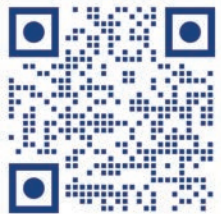


folks attended our latest action," said Kathryn. In December, after weeks of collective action among CTU members and local community members, they won a slew of demands, improving the outcomes of their latest contract negotiations.

After the rally, the negotiation wins were made public. CTU settled on wage reopener for clerks at a 10% raise over 3 years, while teachers got a 14% raise over the next 3 years. Depending on how many years they've been in the district, paraprofessionals will see an average raise of 18%, up to almost 25%. Some of the greatest wins came to paraprofessionals, which Kathryn credits to the strong organizing efforts between CTU members and community members. CTU got agreement to compensate bilingual paraprofessionals for daily translation, prep time is compensated for all para's, and lead para's at every grade to help mentor new para's, aiming to address our current turnover rate.

"Teaching is such an isolating profession, but time and time again our union has given me hope," said Kathryn. "When I talk with coworkers, we realize we're not alone. In fact, we can work together to be the ►

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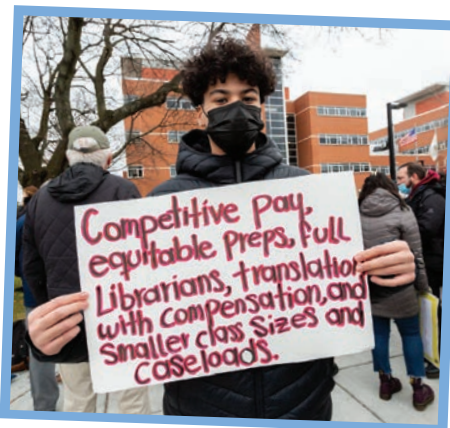
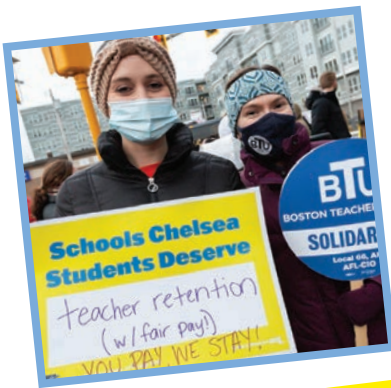


"Teaching is such an isolating profession, but time and time again our union has given me hope. When I talk with coworkers, we realize we're not alone. In fact, we can work together to be the solutions we need. That's how we were able to win in our latest round of negotiations and how we're going to collaborate and win more moving ahead."

Kathryn Anderson, President, Chelsea Teachers' Union



Members of the Chelsea Teachers Union rallied for their students and schools outside of Chelsea High School on Wednesday, May 9th, 2021, as the Union prepared for another negotiating session for a new contract.



The Holliston Federation of Teachers wins a contract during COVID.

When the Holliston Federation of Teachers began negotiating a contract agreement in late 2019, things went about as smoothly as they could. Using a form of negotiating called “interest-based bargaining” that brought both sides together to focus on the best interest of Holliston schools, students, and community, the union and the Holliston School Committee reached an agreement on March 12, 2020. According to a letter sent to teachers by the School Committee, the agreement was reached “with integrity and good faith on both sides.”

“Both sides left the table feeling good,” said Jaime Cutone, President of the Holliston Federation of Teachers (HFT). “And the next day, schools closed.”

As the COVID-19 pandemic shuttered schools, restaurants, and other public spaces in Holliston and across the country, concerns emerged about the potential for financial hardship at municipal governments. Remembering the last recession, many city and town leaders expected years of financial hardship and the need to raise significant revenue or make major budget cuts.

Holliston School Committee’s offer to Holliston Federation included no raise for 2020

“Despite our agreement, members of the School Committee were concerned about the potential impact on town finances and began to express concern about the cost of our contract,” said Cutone. “We asked them to ratify our deal, and come back to us if actual financial concerns developed so we could solve the problem together.”

After the passage of multiple federal COVID relief bills made it clear that government support would prevent the worst financial impacts of the pandemic, the HFT voted to ratify their contract on May 5, 2020. A short time later, the School Committee voted not to ratify the agreement, citing continued financial concerns. The School Committee then approached the union with an offer that included no raise, and a minimum raise of 1 percent for the next two years.

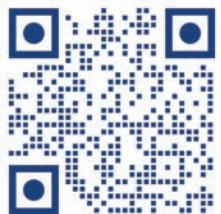


“From May 2020 to June 2021, we met with the School Committee almost monthly, including mediation from March to May 2021, and over that time it became clear that the financial calamity that they claimed had not occurred,” said Cutone. “The town did not experience a decrease in state funding or town revenue, and even had about \$3 million in unanticipated revenue in fiscal year 2021. Over time, the School Committee’s justification for renegeing on our contract became not about financial insecurity, but what they were willing to pay in terms of compensation.”

As Holliston teachers approached a year working under an expired contract, It became clear to the union that more would need to happen to move the School Committee off of their position.

“We engaged in a strategic escalation campaign over the course of a year: putting pressure on decision makers while building our own strength as a union,” said Cutone. “It was critical that our membership understood that seeing the whole process through was the only chance at seeing success despite the lengthy process.” ▶

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“We engaged in a strategic escalation campaign over the course of a year: putting pressure on decision makers while building our own strength as a union. It was critical that our membership understood that seeing the whole process through was the only chance at seeing success despite the lengthy process.”

Jaime Cutone, President, Holliston Federation of Teachers

Boston Public Library Staff hold Unity Gathering after multiple hateful incidents disrupt local libraries.

In the wake of several separate incidents of disruption and hate at local libraries, the members of the Boston Public Library Professional Staff Association called for a public show of unity and kindness. On Saturday, February 19 at 12:00 noon, at the Boston Public Library's Central Library, union members stood out and spoke up at a 'Fill the Library with Love' unity gathering to support staff and patrons who have been through these attacks and show love for the safe space that the library offers our community.

Union invited public to 'Fill the Library with Love' to begin healing, stand up to hatred and bullying

In the three separate recent incidents, a group that is opposed to masking, vaccines, and diversity came into children's rooms at the Central Library and the Hyde Park Library to protest COVID protection measures. While there, they intimidated and harassed members of the public and staff at the library and refused to leave when asked. During another incident at the Central Library, a bust of Maya Angelou had gasoline dumped on it. These actions created an atmosphere of intimidation and fear that should never exist in the library.

The union is hoped that by surrounding the library with love we can begin to heal from the damage caused by these actions. In standing up to hatred and bullying, the library can be made a safe space again.



"Dedicated public library workers provide unique, essential spaces and services at branches across the City and at the Central Library," said Maty Cropley, president of BPLPSA. "At the heart of our work is community and relationship building. Saturday's gathering was about bringing people and library staff together to fill the library with love in the face of recent ugly incidents that targeted the children's room in two locations and the library staff who work there every day. We need to work to make sure that all are safe in this space, and we need to ensure that the City provides effective safety measures to prevent hateful disruptions in our libraries." ♦

"At the heart of our work is community and relationship building. Saturday's gathering is about bringing people and library staff together to fill the library with love in the face of recent ugly incidents that targeted the children's room."

Maty Cropley, President, Boston Public Library Professional Staff Association



Our campaign to beat Big Tech and defend the rights of workers, consumers, and taxpayers in Massachusetts

JOIN OUR MOVEMENT!



UMass Dartmouth Faculty Federation advocating for greater investment, more affordability for public colleges.

As a new report reveals that Massachusetts students are being priced out of public college by rising tuition and fees, members of the UMass Dartmouth Faculty Federation are advocating for greater state investment in Massachusetts' public colleges in order to make them affordable to the middle class again.

"Earning a degree from a state college – which was once heralded as a pathway of opportunity – has become completely unfeasible for most middle-class families and students across Massachusetts," says Dr. Grant O'Rielly, President of the UMass Dartmouth Faculty Federation.

The new study from the Hildreth Institute, a local higher education policy think tank, found that tuition and fees at the state's public colleges and universities have increased at one of the fastest rates in the nation, drastically exceeding family incomes. Since 2000, median family income in Massachusetts has risen only 13%, but even after adjusting for inflation, tuition and fees at UMass Dartmouth have increased by 57% – a \$6,205 price hike. That's the second largest hike in the UMass system (behind UMass Lowell at 59.6%).

UMD Faculty Federation engaging in the campaign to pass the Fair Share Amendment

"The faculty see it on our campuses and in our classrooms. Enrollment is down. Students and families are being told that in order to attend a state school, they'll need to take out burdensome loans because even the maximum amount of state aid will cover only a fraction of their costs," says Dr. O'Rielly. "If we're serious about supporting and lifting up families across the state and serious about ensuring that we prepare the youth of



Massachusetts to contribute to the future economy of the Commonwealth – breaking down the barriers to public higher education is a critical first step."

As they advocate for affordability in our public colleges, the UMass Dartmouth Faculty Federation is joining AFT Massachusetts members across the state in engaging in the campaign to pass the Fair Share Amendment, the proposed state tax on annual incomes above \$1 million which will appear on the November 2022 statewide ballot. The Fair Share Amendment would generate over \$1 billion every year for spending on transportation and public education, including making public college more affordable.

"Passing the Fair Share Amendment will help us make our public colleges more affordable, improve our public schools, and rebuild our crumbling roads, bridges, and public transportation infrastructure," says AFT Massachusetts President Beth Kontos. "It's the best investment we can make for the future of Massachusetts, and AFT Massachusetts is all in to win the Fair Share campaign on the ballot this November." ♦

"If we're serious about supporting and lifting up families across the state and serious about ensuring that we prepare the youth of Massachusetts to contribute to the future economy of the Commonwealth – breaking down the barriers to public higher education is a critical first step."

Dr. Grant O'Rielly, President, UMass Dartmouth Faculty Federation



To help working families and build a stronger economy, we must invest in quality public schools and colleges and a reliable transportation system. For more info or to volunteer scan the QR code.



VOTE YES | NOVEMBER 8, 2022



Summer

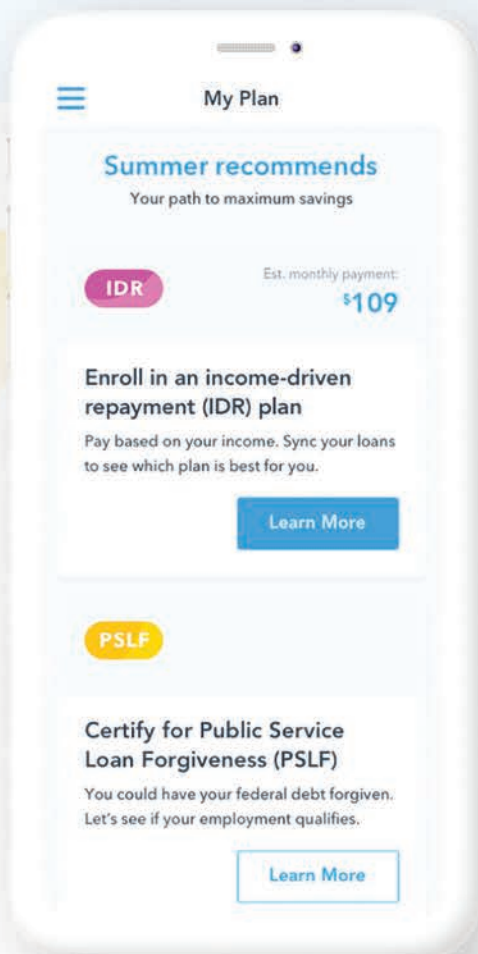
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Our Mission

The American Federation of Teachers is a union of professionals that champions fairness; democracy; economic opportunity; and high-quality public education, healthcare and public services for our students, their families and our communities.

We are committed to advancing these principles through community engagement, organizing, collective bargaining and political activism, and especially through the work our members do.



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