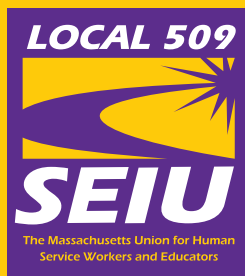


# LOCAL 509 NEWS

---

*Special Election Edition*  
*October 2019*



# TABLE OF CONTENTS

## TABLA DE CONTENIDOS

<b>CONSTITUTIONAL AMENDMENT</b> .....	<b>3</b>
PRO Argument .....	4
CON Argument .....	5
<b>CANDIDATE STATEMENTS</b> .....	<b>6</b>
Department of Revenue - Chapter President .....	6
Institutional School Teachers Chapter - Chapter President .....	7
Department of Developmental Service Chapter - Chapter Executive Board .....	8
Department of Children and Families Chapter - Regional Vice President Central Region .....	11
MassHealth Chapter - Regional Vice President NW Springfield/Tewksbury .....	12
Department of Transitional Assistance Chapter - Chapter Executive Board Region 3 South Shore and Cape .....	13
Department Of Transitional Assistance Chapter - Chapter Executive Board Region 1 Boston .....	14
<b>10 year plan resolutions</b> .....	<b>15</b>
Resolution on Education .....	15
<i>Resolución sobre Educación</i> .....	16
Resolution on Retirement Security .....	17
<i>Resolución sobre sobre la Seguridad de Jubilación</i> .....	17
Resolution on Equality and Respect for All .....	18
<i>Resolución sobre Igualdad y Respeto para Todos</i> .....	19
Resolution on Health Care for All .....	19
<i>Resolución sobre Asistencia Médica para Todos</i> .....	20
Resolution on Immigration Reform .....	20
<i>Resolución sobre Reforma Migratoria</i> .....	20
Climate Justice – Resolution Part 2 .....	21
<i>Justicia Climática – Resolución Parte 2</i> .....	22
<b>Local 509 Endorsed Candidates</b> .....	<b>23</b>
<b><i>Candidatos apoyados por el Local 509</i></b> .....	<b>23</b>

# CONSTITUTIONAL AMENDMENT

This amendment was put forth at the 2019 Annual Meeting. Ballots will be mailed November 4.

## ARTICLE V - ELECTIONS OF OFFICERS

Section 3. Nominations for all officers shall be ~~submitted from the floor~~ **made** at the General Membership Meeting held in the month of October, in an election year. Nominations ~~and seconds~~ for the Chapter Officers shall come from the Chapter and nominees must be members of that chapter. Nominations ~~and seconds~~ for the Local-wide officers shall come from the body as a whole. **To be nominated for Local-wide office (President, Treasurer, and Recording Secretary) or as a Chapter President, members must submit signatures on a nominating petition from members in good standing of Local 509, other than the candidate, by the close of business two (2) business days prior to the date of the General Membership Meeting.** Candidates for Local-wide office must submit one hundred (100) member signatures. Candidates for Chapter President must submit five (5) members signatures; provided, however, that in chapters of one hundred (100) or fewer, two (2) member signatures shall be required. Signatures will be verified, and nominations confirmed at the General Membership Meeting. All members nominated will be notified, in writing, that they were nominated for Local or chapter office. If a member is nominated for more than one position in any election she/he will be asked to choose the one she/he wants. In the absence of a response from the member the nomination for only the highest ranking position will stand.

*Esta enmienda fue sometida en la Reunión Anual de 2019. Se enviarán las boletas el 4 de noviembre.*

## ARTICULO V. ELECCIÓN DE FUNCIONARIOS

*Sección 3. Las nominaciones para todos los funcionarios ~~deberán ser sometidas del piso~~ **deberán ser presentadas** durante la Reunión General de Miembros celebrada en el mes de octubre, en un año de elecciones. Las nominaciones ~~y secundarios~~ para los Funcionarios del Capítulo y sus confirmaciones vendrán del Capítulo y los nominados deben ser miembros de ese capítulo. Las nominaciones ~~y secundarios~~ para los funcionarios del Sindicato Local y sus confirmaciones, provendrán del organismo en su conjunto. **Para ser nominados para un cargo a nivel general del Local (Presidente, Tesorero y Secretario de Actas) o como Presidente de un Capítulo, los miembros deben presentar firmas en una petición de nominación de miembros-en-regla del Local 509, que no sean el candidato, al cierre de dos (2) días hábiles antes de la fecha de la Reunión General de Miembros. Los candidatos para un cargo General del Local deben presentar cien (100) firmas de miembros. Los candidatos a Presidente de Capítulo deben presentar cinco (5) firmas de miembros; sin embargo, en capítulos de cien (100) o menos, se requerirán dos (2) firmas de miembros. Las firmas serán verificadas y las nominaciones confirmadas en la Reunión General de Miembros. Todos los miembros nominados serán notificados, por escrito, que fueron nominados para un puesto en el Local o en el capítulo. Si un miembro es nominado para más de un puesto en cualquier elección, se le pedirá que elija el que desee. A falta de respuesta por parte del miembro, sólo se mantendrá la nominación para el puesto de mayor rango.***

# CONSTITUTIONAL AMENDMENT: PRO ARGUMENT

Our votes cannot be taken for granted. Most unions and seats for public office require a petition. This amendment brings 509 on par with other SEIU locals, and would make it harder for “right to work” candidates to get on our union’s ballot - a scary prospect which other unions recently experienced. It cost the union thousands of your dues dollars to run elections for people who decide minutes before the nomination process they want to run, represent you, and prioritize what your union fights for. There are a few who contend that not all signatures on a petition may represent members in good standing, which could result in a candidate not meeting the nomination requirement. Under our current process, this can occur. Additionally, millions of your dues dollars are placed under the fiduciary trust of local-wide officers. We need competent candidates who seek these offices intentionally. If you want to run for statewide office, why wouldn’t you put in the time to talk with our membership? Local 509 represents many sectors, and people who aspire to represent all 20,000 of us should make the effort to know our work, our struggles, values, and aspirations. Please vote for this change.

***Israel Pierre, SEIU Local 509 Treasurer***

---

*Nuestros votos nunca deben darse por sentados. La mayoría de los sindicatos y escaños para cargos públicos requieren una petición. Esta enmienda trae el 509 a la par con otros locales de SEIU, y dificultaría que los candidatos con “derecho al trabajo” participen en la votación de nuestro sindicato, una perspectiva aterradora que otros sindicatos experimentaron recientemente. Le costó al sindicato miles de dólares para organizar elecciones para las personas que deciden minutos antes del proceso de nominación que desean presentar, representarlo y priorizar por qué lucha su sindicato. Hay algunos que sostienen que no todas las firmas en una petición pueden representar a miembros con buena reputación, lo que podría resultar en que un candidato no cumpla con el requisito de nominación. Bajo nuestro proceso actual, esto puede ocurrir. Además, millones de sus cuotas se colocan bajo la confianza fiduciaria de los oficiales locales. Necesitamos candidatos competentes que busquen estos cargos intencionalmente. Si desea postularse para un cargo en todo el estado, ¿por qué no dedicar el tiempo para hablar con nuestros miembros? El Local 509 representa muchos sectores, y las personas que aspiran a representar a los 20,000 de nosotros deben hacer el esfuerzo de conocer nuestro trabajo, nuestras luchas, valores y aspiraciones. Por favor vote por este cambio.*

***Israel Pierre, Tesorero de SEIU Local 509***

# CONSTITUTIONAL AMENDMENT: CON ARGUMENT

Please vote NO on this amendment.

In a democratic union the members get to decide who, among them, should be their leaders. If you only have one candidate there is no choice to make.

Now, at our pre-election nominations meeting, any member wishing to run for president needs a nomination and second to get her name on the ballot.

If this amendment is adopted, 100 verified signatures, collected and submitted several days before the meeting, will be required.

This will make it harder for members, especially those from small chapters, those who work in remote locations and those who want to oppose those now in office, to get their names on the ballot. More positions will go unfilled.

For 50 years now, Local 509 has prospered with this simple, open and welcoming nomination rule.

Ironically, this change is proposed in the first Local 509 presidential election ever, when only one candidate was nominated. Therefore, there will be no election and no choice.

In a large, successful labor union, like SEIU Local 509, being an incumbent or being supported by incumbents is a great advantage. There is no need to increase that advantage.

Please vote NO on this amendment.

***Michael Grunko, retired Local 509 President, current COPE Vice Chair  
and John Tortelli, retired DOR Chapter President***

We print all submissions exactly as they are received to ensure accuracy for our records. The candidate statements are for contested chapter races as a result of the nominations at the October 12 Annual Meeting and will be included in a ballot to the chapter membership for vote on November 4.

## CANDIDATE STATEMENTS: DEPARTMENT OF REVENUE - CHAPTER PRESIDENT

---

### LAURA ADAMS

No statement submitted.

---

### DAVID FOLEY

Brothers and Sisters,

I've been serving the members of this agency as a steward and executive board officer since my probation period ended, and it's been my honor to have served the past three years as your chapter president. Through many meetings with management I knew I could always depend on our officers and stewards to argue alongside me. When I asked you to put your name forward and send the Secretary a petition advocating for more staff, I knew almost all of you would do it. When I spoke to reporters about what was happening inside DOR, I never doubted that every one of you had my back. Thank you for giving me this opportunity and for nominating me to serve a final term.



Win or lose, I will continue to fight for you in your office, at Cambridge Street, and in the State House. I will continue to ensure that CSE members' voices remain an integral and prominent part of our Local. I will continue to fight for higher wages and better contract language. If re-elected, I promise to fight effectively to make sure that this agency is staffed properly. I promise to continue holding management accountable when they are violating your contractual rights, and I will stop them when they try to remove those rights. I promise that over the next three years I will continue building a network of stewards and members – the guts of this union – to grow our power in our workplace. We've come a long way over the past 3 years, but we've got a lot of work ahead of us before we can enjoy the stability we had before HD. I'm asking for your vote to help get us there. Let's finish what we started.

In Solidarity,  
Dave

---

### DAVID FOLEY

*Hermanos y hermanas,*

*He estado sirviendo a los miembros de esta agencia como delegado y funcionario de la junta ejecutiva desde que terminó mi período de prueba, y es un honor para mí haber servido los últimos tres años como presidente de su capítulo.*

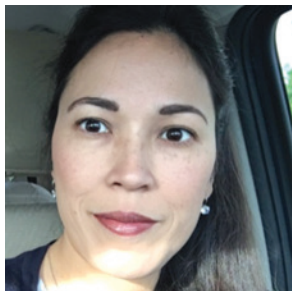
*A través de muchas reuniones con la gerencia, supe que siempre podía depender de nuestros oficiales y mayordomos para discutir a mi lado. Cuando le pedí que presentara su nombre y le enviara al Secretario una petición abogando por más personal, supe que casi todos lo harían. Cuando hablé con los periodistas sobre lo que sucedía dentro del DOR, nunca dudé de que cada uno de ustedes me respaldarían. Gracias por darme esta oportunidad y por nominarme para servir un término final.*

*Ganar o perder, continuaré luchando por usted en su oficina, en Cambridge Street y en la Casa del Estado. Continuaré asegurándome de que las voces de los miembros de CSE sigan siendo una parte integral y prominente de nuestro Local. Seguiré luchando por salarios más altos y un mejor lenguaje contractual. Si soy reelegido, prometo luchar eficazmente para asegurarme de que esta agencia cuente con el personal adecuado. Prometo continuar responsabilizando a la gerencia cuando están violando sus derechos contractuales, y los detendré cuando intenten eliminar esos derechos. Prometo que en los próximos tres años continuaré construyendo una red de delegados y miembros, la fuerza de esta unión, para aumentar nuestro poder en nuestro lugar de trabajo. Hemos recorrido un largo camino en los últimos 3 años, pero tenemos mucho trabajo por delante antes de poder disfrutar de la estabilidad que teníamos antes de HD. Le pido su voto para ayudarnos a llegar allí. Vamos a terminar lo que empezamos.*

*En solidaridad,  
Dave*

## CANDIDATE STATEMENTS: INSTITUTIONAL SCHOOL TEACHERS CHAPTER - CHAPTER PRESIDENT

### CANDACE FOURNIER



Candace is running for IST Chapter Board President. She is a Teacher (C) at SBCC and has been with the DOC since 2008. Candace has taught ABE, ESL, Pre-ASE and ASE. For five years she held the position of school counselor and is currently teaching in the RHU and SHU at SBCC. Her involvement in the union has been strong with consistent attendance at chapter board meetings and as a chapter executive board member. In further preparation, she has completed the SEIU 509 steward and negotiation trainings as well as sat in on fact finding hearings, and presented in both step II and step III grievance hearings.

Additionally, she has been a member of the Labor Management team and a key member of T-1 Supplement Negotiations for the past two contracts.

Candace is a licensed attorney in the state of Massachusetts since 2002. Further applicable experience includes training as a skilled mediator. This has enabled her to successfully mediate disputes between state employees within the DOC, including SEIU 509 members.

Candace wants to expand chapter participation through advocacy of the House Bill H2168; to ensure fairness in retirement benefits for institutional teachers that include Teachers, Ed Specs, and Librarians. She hopes to bring the chapter together and advocate on behalf of all chapter members for better working conditions, an improved alignment of benefits, restore communication with management, and tackle improvements to work schedules.

---

## JACY WATSON

Hello! I am Jacy Watson and I'm running for IST Chapter President. I started working as the cosmetology teacher at MCIF in 2013 and became involved in our chapter three years ago. Since then, I have served as a steward and executive board member. I have been on the labor management team for two years and the supplemental contract negotiations team for three years.



As a steward, I have had the opportunity to support members facing challenging obstacles in the workplace. I have demonstrated a commitment to health and safety in labor management meetings as well as in the institutional setting.

I ensured major structural damage was reconstructed in a timely and safe manner. I was also responsible for organizing an air quality check and clean up after a mold presence was discovered.

My involvement has given me unique insight into the processes that affect us most. Through negotiations, I have had the opportunity to see the union/management relationship on the frontline. This invaluable experience has prepared me to better serve our membership and its varied and complex needs.

I have demonstrated a strong commitment to communication and unity. I actively connect, listen to, and engage with all members. I have sought to unify our membership by providing opportunities to come together, recently helping organize our first annual member mixer.

I have been a Labor Guild member for two years where I studied Public Speaking, Advanced Stewardship, Health and Safety in the Work Place, and Building Strong Coalitions. This coursework has better prepared me to take on the role as your Chapter President.

As President, I pledge to work diligently to create transparent, accessible, honest representation for all our members. A vote for me is a vote for you! Let's put the YOU back in Union!

# CANDIDATE STATEMENTS: DEPARTMENT OF DEVELOPMENTAL SERVICE CHAPTER - CHAPTER EXECUTIVE BOARD

*MEMBER/COMMUNITY AT-LARGE 5 SEATS, 8 CANDIDATES*

---

## LISA AROMANDO-SMITH

Hello, my name is Lisa Aromando-Smith; I've been employed by the Department of Developmental Services for the past 35 years. I began my career as a Direct Care Employee, then a Recreational Therapist, a Vocational Instructor, and currently as a Rehabilitation Counselor for Regional Employment Services.

Prior to becoming a Rehabilitation Counselor, I was an active Union member and leader for AFSCME for many years. When our facility was slated to close, I assisted members in the process of bidding on new positions and relocating throughout the state. I was involved in Local and Statewide Labor/ Manage-



ment meetings and was also a representative on the negotiating team for the Alliance Contract for many years. I had the opportunity to fill a vacant seat as a “DDS Community at Large Member”, for the past 9 months, and have enjoyed this experience. I am a proud supporter of Union Strong, and would like to continue to represent you as a “DDS Community at Large Member.”

Thank you for your time and support, have a nice day!

---

## **GINA HECK**

My name is Gina (Surabian) Heck; I have worked for the Department of Developmental Services for 29 years. I have served in various roles during my 29 years as a member of a Union. I have been a proud member of the Union serving in both AFSCME and SEIU . Presently, I serve on the SEIU 509 Chapter Board. This role has allowed me to work with other members to help make positive changes in our union. I am an active member of SEIU, attending various trainings and workshops to promote a stronger union. I attend and participate in Central West Regional Labor/Management meetings. I assist in the 509 Stewards in my office in addressing concerns related to contract violations, grievances and meeting with management to review systems and issues within the work place. I would appreciate your vote to continue to sit on the Chapter Board and advocate for SEIU members.

---

## **JASON MEDEIROS**

Hello Fellow Members,

My name is Jason Medeiros I am running for a seat on the CEB of SEIU 509. I was born and raised in New Bedford, Massachusetts to a Puerto Rican father and Portuguese mother and now belong to a diverse, multicultural family. I have worked in the Human Services and education fields for about 23 years and have served as a Steward for 2 different offices. Although I have been working for many years, I’ve only been a union member since entering DDS 4 years ago. I tell you this because I am not complacent and do not take my union rights for granted. I know what it’s like to be non-union and watch opportunities pass you by unfairly, suffer pay cuts and experience management intimidation. This is unacceptable and I will fight for these ideals if I’m given the chance to serve you. I’ve been in leadership positions for most of my career and can provide sound judgement when making decisions. I plan on bringing new ideas and energy to the chapter leadership and promise to listen to our members when making decisions. I humbly ask you to consider me when casting your vote.

Thank You.

---

## **SHERRON NYE**

Sherron Nye Habilitation Coordinator

I have been a Habilitation Coordinator for approximately 36 years, 30 of those years in a facility, Monson Developmental Center, involving day programming and for the past six years, I have functioned as a Community Integration Specialist. While at the facility, I was a Union Steward for 15 years. During this time, I participated in a couple of contract negotiations. Regarding the 2010 contract, I was instrumental in the development and presentation of arguments which resulted in the Habilitation Coordinator block

being selected as one of the titles to receive an upgrade from the pool of money designated for upgrades. I also served on the Facility Closing Committee. I have been a member of The Chapter Executive Board for the past nine years. I believe it is important for the Chapter Board to be reflective of all DDS titles covered by 509. This is why I am asking for your vote so I can continue to represent my title Habilitation Coordinators and the other smaller in number titles in DDS.

---

## **KENNETH OSTIGUY**

Kenneth Ostiguy-Habilitation Coordinator

I have over 30 years of experience working in the Human Services field. For sixteen years I worked with MA-DDS and fourteen years at The Stetson School. I have spent at least half of those years under the protection and benefit of my union. I am very aware of what it's like working without union benefits. Over the years, these benefits have allowed me to grow in my career aspirations and provided guidance and protection through less than favorable times.

I have been a Habilitation Coordinator at Templeton Community Services for several years now. I finally feel confident that I can competently fulfill my duties at work and make a serious commitment to working on union business.

My union has been there for me whenever I needed them. I'm at a time and place in life where I feel that I could give my time and energy back to such a worthwhile cause. For many years, my family and I have reaped the benefits of the hard work that others have done. I believe my time has come to contribute to that work.

---

## **RICHARD PARADIS**

No statement submitted.

---

## **CAROL PURICELLI**

Hello Sisters and Brothers of the SEIU Local 509 DDS Chapter. My name is Carol Puricelli and I am a Residential Supervisor in Region 6. I have worked for DDS for 37 years. I have been a Residential Supervisor since 1989. I currently participate in Statewide Labor / Management Meetings to discuss the job responsibilities that we have. The job responsibilities have changed over the past 30 years. I welcome any comments / suggestions that you may have for the next Labor / Management Meeting. I am currently on the ADA / Reasonable Accommodations Committee with SEIU Local 509. I have participated in Contract Negotiations. I also participate in the 10 Year Strategic Planning Committee for SEIU Local 509. I have been on the DDS Chapter Board SEIU Local 509 for 12 years. I have handled many issues pertaining to our job responsibilities. I would ask for you to consider voting for me to stay on the SEIU Local 509 DDS Chapter Board. Thank you.

---

## **MICHAEL REPPUCCI**

No statement submitted.

# CANDIDATE STATEMENTS: DEPARTMENT OF CHILDREN AND FAMILIES CHAPTER - REGIONAL VICE PRESIDENT CENTRAL REGION

---

## SARAH CARMICHAEL

As Chief Steward at NCAO, it is clear to me our region is significantly under represented on a statewide level and issues within the area offices will continue to remain unresolved if our voices are not heard.

We are constantly being dealt new regional directives which demand more and more from us. I'm urging you to ask yourself, how much longer can we go on like this? The time to stand up for ourselves is now.

My election as Central Region VP ensures a new style of leadership where each members voice is valued and deserves to be represented. It's time this region stops spinning in circles and start pushing forward together.

Unity - noun. The state of being united or joined as a whole.

---

## KHRYSTIAN KING

As your Regional Vice President I've successfully represented workers fighting high caseloads, wrongful terminations, unjust discipline, involuntary overtime, disrespect, discrimination, sexual harassment, hostile work environments, licensure and more in my first term. I have a documented history of challenging the Agency and if necessary the Union on behalf of the Region.

My advocacy runs concurrent with efforts to provide supports to workers directly impacting the field. These efforts have successfully resulted in a concentration of resources/pilots specifically within the Central Region. None of which would have been possible without the support of the Chapter President and my fellow Vice Presidents.

Currently, we are on the verge of ongoing statewide implementation of policies, while simultaneously experiencing a surge in the disciplining of workers. I have successfully chaired disciplinary hearings, participated in arbitrations, and navigated intense negotiations in the protection of workers.

This region is the most challenged in the state; and therefore an experienced and respected Vice President is a must.

It would be an honor to continue the never ending work to find relief for workers while we balance the lack of placements, supervised visitations and task compliance; with life and well being. I humbly ask for you vote.

# CANDIDATE STATEMENTS:

## MASSHEALTH CHAPTER - REGIONAL VICE PRESIDENT NW SPRINGFIELD/TEWKSBURY

---

### CAROL BUTLER

I would be honored to earn your vote to continue to represent you as the Vice President for your region. As the past President, I have accomplished many positive outcomes for our chapter. I personally have made myself available to those in need at all times, even weekends. I have taken my role as President seriously and I'm dedicated to making management follow the contract. I explored issues fully and I'm dedicated to fighting for our Chapter members. It is a difficult job, but I'm proud of the work we've accomplished. I hope I can count on your support, so I may be part of our amazing team to make our Chapter a powerhouse..

I bring enthusiasm and experience for the negotiations that our underway presently. I will continue fighting for you within our Agency by: Continuing to hold management accountable for issues caused by our system's vendor. Fighting for 5 personal days for all of our members. Bargaining for Supervisors to be part of the AWS programs we have. Continue the fight for bilingual differential. And, I will lobby with the Political team to have more money for hiring not outsourcing.

Vote for Carol Butler!!!!

---

### PAMELA THOMAS

Hi my name is Pamela Thomas and I am running for Vice President of Springfield/ Tewksbury Mass-health chapter title. I've worked for the Commonwealth for more than 20 years and have been an active SEIU member as well.

I have been a steward that has fought for the rights of all. I am currently on our Chapter Board, and participate in Labor Management, bargaining and committee meeting with the commitment of doing what's best for our members. While serving on ADA Accommodation and Racial Justice committees we are making strives to strengthen our union. My goal for V.P. will be fighting for the rights of all members to improve the workplace atmosphere, hold management accountable and solidify our contract. I'm looking forward to continuing to move towards eliminating outsourcing, have a fair process for promotions and better communication with you the membership.

If elected V.P. I would be able to achieve goals set statewide for our membership and with our teamwork we will make a difference. Please join me in making a difference.

# CANDIDATE STATEMENTS: DEPARTMENT OF TRANSITIONAL ASSISTANCE CHAPTER - CHAPTER EXECUTIVE BOARD REGION 3 SOUTH SHORE AND CAPE

*2 SEATS, 3 CANDIDATES*

---

## **LEJEAN ALLISON**

Greetings Fellow 509 Members,

My name is LeJean Allison. I have been with DTA for a little over 6 years now. I have previously held a position as steward in a local office.

Today, as in the past, I bring transparency, hard work, dedication and integrity to the table. I will strive to be just and fair as a member of the Chapter Executive Board.

Thank you for your consideration and anticipated vote.

Sincerely,  
LeJean Allison

---

## **STACY SIMMONS**

No statement submitted.

---

## **JACQUELINE SOLANA**

I would like to ask for your vote for DTA Chapter Executive Board member of the Southeast Region. With over 3 years experience as a SNAP worker, 5 years experience in the Program Integrity Unit, and 3 years as a Board member, I strive for fairness and equality within the workplace for my fellow 509 members. Although I may no longer work in the SNAP unit, my approach to union related issues is to find out all aspects of the situation at hand and to rationalize the most equitable solution for those involved. Constant changes in the DTA and many other public agencies call for a new outlook from within SEIU that allows for adaptability to meet many of the challenges we face as employees and members. Most of those who know me would say I am very passionate about motivating an active membership and doing what's right for members. I promise to bring this passion and unbiased outlook to the Chapter Executive Board for my fellow members. Thank you.

Sincerely,  
Jacqueline Solana

# CANDIDATE STATEMENTS: DEPARTMENT OF TRANSITIONAL ASSISTANCE CHAPTER - CHAPTER EXECUTIVE BOARD REGION 1 BOSTON

*2 SEATS, 3 CANDIDATES*

---

## **DEBORAH GRACE**

No statement submitted.

---

## **JASON JOSEPH**

No statement submitted.

---

## **JOVETTA RICHARDS**

No statement submitted.

# 10 YEAR PLAN RESOLUTIONS

## RESOLUCIONES DEL PLAN ESTRATÉGICO DE 10 AÑOS

These resolutions were developed by local 509 members and adopted at our 2019 annual meeting, using data we collected about our members' priorities and concerns. Going forward, these resolutions will guide our union's work as we continue fighting for justice inside and outside the workplace.

*Con información sobre las prioridades y preocupaciones de nuestros afiliados, miembros del Local 509 desarrollaron estas resoluciones para guiar nuestra lucha por justicia adentro y afuera del trabajo durante los próximos 10 años. Cada una de estas resoluciones fueron aprobadas por los afiliados de Local 509 en nuestra Reunión Anual de 2019.*



## RESOLUTION ON EDUCATION

SEIU Local 509, as part of its core mission seeks to create a more just and equitable society. As a union of educators and human service workers, we recognize the vital role that education plays in achieving justice and equity. On this date, Oct. 12, 2019 the members of SEIU Local 509 say and affirm the following:

Whereas, SEIU Local 509 members provide education to individuals throughout their lives, from early education through higher education;

Whereas, Education Justice was voted on and approved by SEIU at the 2016 International Convention; and

Whereas, members of Local 509 have identified the overwhelming burden of student loan debt and the high cost of early education as a burden for their families and community;

Therefore, be it resolved, SEIU Local 509 will support efforts: be it legislation, candidates and/or organizations and campaigns that seek to:

- \* Make higher education affordable by: eliminating current student loan debt, assuring that debt free higher education is available to all, and drastically increasing federal funding for these efforts.
- \* Expand union member benefits that grant access to free and affordable higher education, especially to institutions where faculty earn a living wage and are treated with respect.
- \* Outlaw for profit higher education companies.
- \* Fully fund training for building trades and tech jobs, as well as programs for those with learning and other disabilities.
- \* Greatly expand access to affordable early education options, including drastically raising the income limit for public vouchers; including affordable and accessible transportation options; increasing HeadStart, and drastically increasing federal funding for these efforts.

\* Create a public elementary education system where your zip code does not determine the quality of your education; including eliminating the reliance on property taxes to fund schools.

\* Require so called “non profit universities” to make payments in lieu of taxes, PILOT programs.

## **RESOLUCIÓN SOBRE EDUCACIÓN**

*EL Local 509 del SEIU\*, como parte de su misión principal, busca crear una sociedad más justa y equitativa. Como sindicato de educadores y trabajadores de servicios humanos, reconocemos el papel vital que desempeña la educación en el logro de la justicia y la equidad. En esta fecha, octubre 12 del 2019 los miembros del Local 509 del SEIU\* dicen y afirman lo siguiente:*

*Considerando que los miembros del Local 509 del SEIU\* brindan educación a las personas durante toda su vida, desde la educación temprana hasta la educación superior.*

*Considerando que la Justicia Educativa fue votada y aprobada por el SEIU\* en la Convención Internacional del 2016, y*

*Considerando que los miembros del Local 509 han identificado la abrumadora carga de la deuda de préstamos estudiantiles y el alto costo de la educación temprana como una carga para sus familias y la comunidad.*

*Por lo tanto se resuelve que, el Local 509 del SEIU\* apoyará los esfuerzos: ya sea legislación, candidatos y/u organizaciones y campañas que buscan:*

\* *Hacer que la educación superior sea asequible: eliminando la deuda actual de préstamos estudiantiles, asegurando que la educación superior sin deudas esté disponible para todos y aumentando drásticamente los fondos federales para estos esfuerzos.*

\* *Ampliar los beneficios de los miembros del sindicato que otorgan acceso a educación superior gratuita y asequible, especialmente a las instituciones donde los docentes ganan un salario digno y son tratados con respeto.*

\* *Hacer ilegal por ley, las empresas de educación superior con fines de lucro.*

\* *Financiar completamente la capacitación para la creación de oficios y empleos tecnológicos, así bien como programas para personas con dificultades de aprendizaje y otras.*

\* *Expandir en gran medida el acceso a opciones de educación temprana asequibles, incluido el aumento drástico del límite de ingresos calificadorio para los cupones públicos; incluyendo opciones de transporte accesibles y asequibles; aumentando el HeadStart\* y aumentando drásticamente los fondos federales para estos esfuerzos.*

\* *Crear un sistema público de educación primaria donde su código postal no determine la calidad de su educación; incluida la eliminación de la dependencia de los impuestos a la propiedad para financiar las escuelas.*

\* *Exigir que las llamadas “universidades sin fines de lucro” realicen pagos en lugar de impuestos, programas PILOTO.*

*\*por su sigla en inglés*





## RESOLUTION ON RETIREMENT SECURITY

SEIU Local 509, as part of its core mission, seeks to work as union members in the establishment and maintenance of fair wages, hours, working conditions and professional standards and to help to build a strong labor movement that is reflective of the needs of working men and women. Further, SEIU Local 509 seeks to foster the value of a public commitment for human services and education.

The work done by Local 509 members is crucial to improving the lives of our clients and our communities as a whole. As we service to the public, we must seek to ensure that the people who do work in the public interest and in the public good are not only compensated fairly while working, but are able to have a life in retirement that is reflective of the value of the work they did while working.

Whereas, SEIU Local 509 members care for the most vulnerable citizens of the Commonwealth; they ensure our public safety is protected; they educate our children; and they provide high quality higher education for people from across the globe;

Whereas, we assert that if the work we do is to be valued, it must include ensuring we are compensated fairly throughout our lives;

Whereas, as dedicated professionals who choose to work in this field we understand we are giving up the opportunity to earn more money in exchange for helping those with whom we work;

Whereas, the work we do has dignity, value, and is of critical importance to our clients, students, children, and communities;

Therefore, be it resolved:

SEIU Local 509 will work to pass our Retirement for All bill that will give employees across the Commonwealth the ability to plan for their retirement. We will work with our state members on creating legislation that will allow for them to have access to all of their Social Security benefits. SEIU Local 509 will partner with other unions and allies to stop the government from “borrowing” from our Social Security coffers. We will look at other obstacles to retirement security and inequity and find ways to end those practices (such as age discrimination in the Groups for state workers). Lastly, SEIU Local 509 will build a plan to educate their members about retirement security and find ways to help everyone build for their future.

## RESOLUCIÓN SOBRE LA SEGURIDAD DE JUBILACIÓN

*El Local 509 del SEIU\*, como parte de su misión principal, procura trabajar como miembros sindicales en el establecimiento y el mantenimiento de salarios, horas, condiciones de trabajo y estándares profesionales justos, y para ayudar a desarrollar una fuerza laboral contundente, que refleje las necesidades de los trabajadores y las trabajadoras. Además, el Local 509 del SEIU\* procura fomentar el valor de un compromiso público para los servicios humanos y la educación.*

*El trabajo realizado por los miembros del Local 509 es crucial para mejorar la vida de nuestros clientes y de nuestras comunidades en general. A medida que prestamos servicios al público, debemos tratar de asegurarnos de que las personas que trabajan en aras del interés y del bien público, no solo reciban una compensación justa mientras trabajan, sino que puedan tener una vida de jubilación que refleje el valor de la labor que hicieron cuando trabajaban.*

*Considerando que, los miembros del Local 509 del SEIU\* atienden a los ciudadanos más vulnerables de todo el Estado; garantizan que nuestra seguridad pública esté protegida; educan a nuestros hijos; y proporcionan educación superior de alta calidad a personas de todo el mundo;*

*Considerando que, nosotros afirmamos que si el trabajo que hacemos ha de ser valorado, se debe incluir la garantía de que seamos justamente compensados a través de nuestras vidas;*

*Considerando que, como profesionales dedicados que eligen trabajar en este campo, entendemos que estamos renunciando a la oportunidad de ganar más dinero a cambio de ayudar a aquellos con quienes trabajamos;*

*Considerando que, el trabajo que hacemos tiene dignidad, valor y es de vital importancia para nuestros clientes, estudiantes, niños y comunidades;*

*Por lo tanto, se resuelve que:*

*El Local 509 del SEIU\* trabajará para aprobar nuestra ley de Jubilación para Todos, la cual le dará a los empleados de todo el Estado la posibilidad de planificar su jubilación. Trabajaremos con los miembros de nuestro Estado para crear una legislación que les permita tener acceso a todos sus beneficios del Seguro Social. El Local 509 del SEIU\* se asociará con otros sindicatos y aliados para evitar que el gobierno “tome prestado” de nuestras arcas del Seguro Social. Examinaremos otros obstáculos para la seguridad de la jubilación, así como la inequidad de esta, y encontraremos formas de poner fin a esas prácticas (tales como la discriminación por edad en los Grupos de trabajadores estatales). Por último, El Local 509 del SEIU\* desarrollará un plan para educar a sus miembros sobre la garantía de la jubilación, y buscará maneras de ayudar a todos a construir su futuro.*

*Por lo tanto, se resuelve: el Local 509 del SEIU se unirá a aliados y socios, con el fin de construir un sistema de asistencia médica que se base en la atención médica para todos (no solo para algunos), una asistencia médica que sea equitativa y socialmente justa, una asistencia médica que no se base en márgenes de ganancias, una asistencia médica que valore la calidad y el acceso sobre todo lo demás.*

*\*por su sigla en inglés*

## RESOLUTION ON EQUALITY AND RESPECT FOR ALL



SEIU Local 509, as part of its core mission, seeks to eradicate discriminatory practices by the employer and society at-large. As part of this mission, and because we are a union of social workers, human service workers and educators, we strive to address issues of racial justice at all times. On this date, October 12, 2019, the members of SEIU Local 509 say and affirm the following:

Whereas, SEIU Local 509 believes in equality and respect for all workers across genders, races, abilities, religions, age, country of origin and sexual orientation.

Whereas, SEIU Local 509 believes in developing leaders that reflect the diversity of our membership.

Whereas, SEIU Local 509 will fight for all members to participate in committees without fear of retaliation.

Therefore it be resolved: SEIU Local 509 will educate our members on diversity and racial justice. We will work to include inclusive language in the contracts we bargain. SEIU Local 509 will revive the Equity and Inclusion Task Force. We will support and collaborate with community organizations on campaigns that focus on racial and social justice.

## RESOLUCIÓN SOBRE IGUALDAD Y RESPETO PARA TODOS

*El Local 509 del SEIU\*, como parte de su misión principal, busca erradicar las prácticas discriminatorias por parte del empleador y la sociedad en general. Como parte de esta misión y debido a que somos un sindicato de trabajadores sociales, trabajadores de servicios humanos y educadores, nos esforzamos por abordar los problemas de justicia racial en todo momento. En esta fecha, 12 de octubre del 2019, los miembros del Local 509 del SEIU\* dicen y afirman lo siguiente:*

*Considerando que el Local 509 del SEIU\* cree en la igualdad y el respeto para todos los trabajadores de todos los géneros, razas, habilidades, religiones, edad, país de origen y orientación sexual.*

*Considerando que el Local 509 del SEIU\* cree en el desarrollo de líderes que reflejen la diversidad de nuestra membresía.*

*Considerando que el Local 509 del SEIU\* luchará para que todos los miembros participen en comités sin temor a represalias.*

*Por lo tanto, se resuelve: el Local 509 del SEIU\* educará a nuestros miembros sobre la diversidad y la justicia racial. Trabajaremos para incluir un lenguaje inclusivo en los contratos que negociamos. El Local 509 del SEIU\* revivirá la Fuerza Laboral de Equidad e Inclusión. Apoyaremos y colaboraremos con organizaciones comunitarias en campañas que se centren en la justicia racial y social.*

*\*por su sigla en inglés*



## RESOLUTION ON HEALTH CARE FOR ALL

SEIU Local 509, as part of its core mission, seeks to eradicate discriminatory practices by the employer and society at-large. As part of this mission, and because we are a union of social workers, human service workers and educators, we strive to address issues of racial justice at all times. On this date, October 12, 2019, the members of SEIU Local 509 say and affirm the following:

Whereas, SEIU Local 509 believes that health care is a right that everyone should have access to.

Whereas, SEIU Local 509 believes that there inherently inequities in the health care system as it stands and we need to eradicate them and even the playing field.

Whereas, SEIU Local 509 believes that insurance companies are more worried about their profit margins than the care and coverage they are offering. And that depending on your employer these benefits, coverage and cost vary greatly.

Therefore it be resolved: SEIU Local 509 will join allies and partners on building a health care system that is based on health care for all (not only some), health care that is equitable and socially just, health care that is not based on profit margins, health care that values quality and access over all else.

## **RESOLUCIÓN SOBRE ASISTENCIA MÉDICA PARA TODOS**

*El Local 509 del SEIU\*, como parte de su misión principal, busca erradicar las prácticas discriminatorias por parte del empleador y la sociedad en general. Como parte de esta misión y debido a que somos un sindicato de trabajadores sociales, trabajadores de servicios humanos y educadores, nos esforzamos por abordar los problemas de justicia racial en todo momento. En esta fecha, 12 de octubre del 2019, los miembros del Local 509 del SEIU\* dicen y afirman lo siguiente:*

*Considerando que el Local 509 del SEIU\* cree que la asistencia médica es un derecho al que todos deben tener acceso.*

*Considerando que el Local 509 del SEIU\* cree que existen inequidades inherentes en el sistema de salud en la manera como está, por tanto, consideramos erradicarlas y nivelar el campo de trabajo.*

*Considerando que el Local 509 del SEIU\* cree que las compañías de seguros están más preocupadas por sus márgenes de ganancias que por la atención y la cobertura que ofrecen. Y que dependiendo de su empleador, estos beneficios, cobertura y costo varían ampliamente.*

*Por lo tanto, se resuelve: el Local 509 del SEIU se unirá a aliados y socios, con el fin de construir un sistema de asistencia médica que se base en la atención médica para todos (no solo para algunos), una asistencia médica que sea equitativa y socialmente justa, una asistencia médica que no se base en márgenes de ganancias, una asistencia médica que valore la calidad y el acceso sobre todo lo demás.*

*\*por su sigla en inglés*

## **RESOLUTION ON IMMIGRATION REFORM**



SEIU Local 509, as part of its core mission, seeks to eradicate discriminatory practices by the employer and society at-large. As part of this mission, and because we are a union of social workers, human service workers and educators, we strive to address issues of racial justice at all times. On this date, October 12, 2019, the members of SEIU Local 509 say and affirm the following:

Whereas, SEIU Local 509 believes that all immigrants should have a path to citizenship.

Whereas, SEIU Local 509 believes in supporting and advocating for immigrants and their rights.

Therefore it be resolved: SEIU Local 509 will stand with our allies in fighting for a equitable immigration system and support immigrants in any way that we can. We will support public officials and organizations that are working to make a path of citizenship for immigrants. SEIU Local will oppose entities (both public and private) that oppose immigration or are looking to hinder the rights of immigrants.

## **RESOLUCIÓN SOBRE REFORMA MIGRATORIA**

*El Local 509 del SEIU\*, como parte de su misión principal, busca erradicar las prácticas discriminatorias por parte del empleador y la sociedad en general. Como parte de esta misión y debido a que somos un sindicato de trabajadores sociales, trabajadores de servicios humanos y educadores, nos esforzamos por abordar los problemas de justicia racial en todo momento. En esta fecha, 12 de octubre del 2019, los miembros del Local 509 del SEIU\* dicen y afirman lo siguiente:*

*Considerando que el Local 509 del SEIU\* cree que todos los inmigrantes deben tener un camino hacia la ciudadanía.*

*Considerando que el Local 509 del SEIU\* cree en el apoyo y la defensa de los inmigrantes y sus derechos. Por lo tanto resuelve: El Local 509 del SEIU\* apoyará a nuestros aliados en la lucha por un sistema de inmigración equitativo y apoyará a los inmigrantes de cualquier manera que sea posible. Apoyaremos a los funcionarios públicos y a las organizaciones que están trabajando en la creación de un camino en búsqueda de la obtención de la ciudadanía para los inmigrantes. El Local 509 del SEIU\* se opondrá a las entidades (públicas y privadas) que se oponen a la inmigración o buscan obstaculizar los derechos de los inmigrantes.*

*\*por su sigla en inglés*



## CLIMATE JUSTICE – RESOLUTION PART 2

Make sure that Part 1, includes the following:

Whereas the scientific consensus is that climate change is real.

Whereas the impact of the climate crisis is shaped by racism, classism and poverty.

Whereas the largest single source of the carbon pollution in MA is cars.

Whereas elimination of use of fossil fuel in favor of renewable energy is an imperative.

Whereas solutions exist and working people will be the catalyst to create the political will to implement them.

Be it resolved that

Part 2.

- \* Bargain for carbon-free public transportation that is free for all, clean and made by union labor in the United States.
- \* Support Local and Federal Legislation that promotes alternative, renewable energy; rebates for solar energy consumers for a win-win for all.
- \* Bargain in contracts and support legislation that stipulates that any jobs created to address the climate crisis must be union jobs.
- \* Demand and ensure that communities most affected by the climate crisis must have a voice at the table and access to the union jobs created to address the climate crisis.
- \* Enforce or add into the contracts the use of recyclable and renewable materials and supplies in our workplaces.
- \* Post updates at our website and all media of our climate justice activities to promote engagement thru community activities related to climate justice (e.g.: gardening, food sharing, recycling, tree planting, etc.)
- \* Educate all members to create a culture of awareness of our daily practices that impact our environment and ways to transform our behaviors to help save our planet for all of us (e.g.: carpooling; recycling; alternative energy sources/solar panels; supporting communities and nations most impacted by climate change; green roofs, planting trees, adopt-a tree, recycling stations at all State buildings) at workplaces and our Local.
- \* Support environmentally certified buildings (LEED).
- \* Support environmentally sound changes in work conditions, such as a 4-day work-week, telecommuting and flex-time.

## JUSTICIA CLIMÁTICA - RESOLUCIÓN PARTE 2

Asegúrese de que la Parte 1 incluya lo siguiente:

*Considerando que el consenso científico afirma que el cambio climático es real.*

*Considerando que el impacto de la crisis climática está forjado por el racismo, el clasismo y la pobreza.*

*Considerando que la mayor fuente de contaminación de carbono en MA son los automóviles.*

*Considerando que la eliminación del uso de combustibles fósiles en favor de las energías renovables es un imperativo.*

*Considerando que existen soluciones y la gente trabajadora será el catalizador para crear la voluntad política para implementarlas.*

Se resuelve que

Parte 2.

\* *Negociar un transporte público sin carbono que sea gratuito para todos, limpio y realizado por trabajadores sindicalizados en los Estados Unidos.*

\* *Apoyar la legislación local y federal que promueve alternativas para energía renovable; descuentos para los usuarios de energía solar con ganancia mutua para todos.*

\* *Negociar contratos y apoyar la legislación que estipula que cualquier trabajo creado para abordar la crisis climática debe ser un empleo sindical.*

\* *Exigir y garantizar que las comunidades más afectadas por la crisis climática deben tener una voz en la mesa, y acceso a los empleos sindicales creados para abordar la crisis climática.*

\* *Hacer cumplir o agregar a los contratos el uso de materiales y suministros reciclables y renovables en nuestros lugares de trabajo.*

\* *Publicar actualizaciones en nuestra página web y en todos los medios acerca de nuestras actividades de justicia climática para promover el compromiso a través de actividades comunitarias relacionadas con la justicia climática (por ejemplo: jardinería, reparto de alimentos, reciclaje, plantación de árboles, etc.)*

\* *Educar a todos los miembros creando una cultura de conciencia acerca de nuestras prácticas diarias, que impacten nuestro entorno y maneras de transformar nuestros comportamientos para ayudar a salvar el planeta para nuestro uso (por ejemplo: compartir el automóvil; reciclar, fuentes alternativas de energía/paneles solares; apoyar comunidades y naciones más afectadas por el cambio climático; techos verdes, plantación de árboles, adopción de un árbol, estaciones de reciclaje en todos los edificios estatales) en los lugares de trabajo y nuestro Local.*

\* *Apoyo a edificios con certificación ambiental (LEED\*).*

\* *Apoyar cambios ambientalmente racionales en las condiciones de trabajo, como una semana laboral de 4 días, teletrabajo y tiempo flexible.*

*\*por su sigla en inglés*

# LOCAL 509 ENDORSED CANDIDATES

## CANDIDATOS APOYADOS POR EL LOCAL 509

### BOSTON

**Kim Janey**

Boston City Council D-7  
*Concejo Municipal de Boston Distrito 7*

**Ricardo Arroyo**

Boston City Council D-5  
*Concejo Municipal de Boston Distrito 5*

### BROCKTON

**Jimmy Pereira**

Brockton Mayor  
*Alcalde de Brockton*

### CHELSEA

**Damali Vidot-Rosa**

City Council At-Large  
*Concejo Municipal en General*

**Enio Lopez**

City Council D-4  
*Concejo Municipal Distrito 4*

### HAVERHILL

**Fred Simmons**

City Council  
*Concejo Municipal*

### LAWRENCE

**Celina Reyes**

City Council At-Large  
*Concejo Municipal en General*

**Joshua Alba**

School Committee Ward D  
*Comité de las Escuelas, Distrito D*

### LOWELL

**John Drinkwater**

City Council At-Large  
*Concejo Municipal en General*

### LYNN

**Hong Net**

City Council At-Large  
*Concejo Municipal en General*

**Brian Castellanos**

School Committee At-Large  
*Comité de las Escuelas en General*

**Brian LaPierre**

City Council At-Large  
*Concejo Municipal en General*

**Cinda Danh**

City Council Ward 6  
*Concejo Municipal Distrito 6*

### MEDFORD

**Mayor Stephanie Muccini Burke**

Medford Mayor  
*Alcalde de Medford*

### MELROSE

**Rep Paul Brodeur**

Melrose Mayor  
*Alcalde de Melrose*

### NEWTON

**Bryan Barash**

City Council Ward 2  
*Concejo Municipal Distrito 2*

### PITTSFIELD

**Pete White**

City Council  
*Concejo Municipal*

**Jonathan Lothrop**

City Council Ward 5  
*Concejo Municipal Distrito 5*

### SOMERVILLE

**Marianne Walles**

Somerville Mayor  
*Alcalde de Somerville*

### SPRINGFIELD

**Jynai McDonald**

City Council Ward 4  
*Concejo Municipal en General*

### TAUNTON

**Barry Sanders**

City Council At-Large  
*Concejo Municipal en General*

### WALTHAM

**Jonathan Paz**

City Council Ward 9  
*Concejo Municipal Distrito 9*

### WORCESTER

**Khrystian King**

City Council At-Large  
*Concejo Municipal en General*

**Laura Clancey**

School Committee  
*Comité de las Escuelas*

**LOCAL 509**



**SEIU**

The Massachusetts Union for Human  
Service Workers and Educators

# LOCAL 509 NEWS

*Special Election Edition  
October 2019*

## **VOTE IN YOUR CITY OR TOWN NOVEMBER 5!**

Election Day is November 5! Do you have a plan to vote? Make sure you check out our list of Local 509 endorsed candidates in your area before you go to the polls!

## **¡VOTE EN SU CIUDAD O PUEBLO EL 5 DE NOVIEMBRE!**

El día de las elecciones es el 5 de noviembre. ¿Está preparado/a para votar? ¡Asegúrese de mirar nuestra lista de candidatos apoyados por Local 509 en su área antes de ir a las urnas!