

State House Employee Union

Introduction:

The purpose of this document is to highlight the goals, aspirations, and membership requirements of the Massachusetts State House Employee Union. As State House Employees, we simply ask for the right to collective bargaining; clear and comprehensive contracts; well defined roles and responsibilities; freedom from harassment and discrimination; equity in aspects of work; a healthy and supportive workplace; and a unified voice when the time for negotiations arise.

We have recently begun negotiations with IBEW Local 2222, who have organized the campaign staff for Senator Elizabeth Warren's 2020 presidential run, and would like to include all stakeholders in this process.

IBEW Mission Statement:

The International Brotherhood of Electrical Workers (IBEW) Local 2222 represents thousands of telecommunications & hi-tech workers in the greater Boston area. They are committed to providing a contract to all their members that is second to none in the industry. The entire IBEW 2222 family, the general membership, along with the officers, staff and leadership team, are united in the notion that 'United We Bargain, Divided We Beg'.

Goals of the Union:

- Livable starting annual salary for all new employees compensated at 40 hours per week
- Employment contracts that are negotiated by the union with our employers and renewed every few years
- Clear and comprehensive vacation, personal, sick and compensatory time
- Minimum annual cost of living raises
- Protections from mental and sexual abuse and unsafe workplace conditions
- A clear, comprehensive, and easily accessible reporting process for all forms of harassment and discrimination
- Equity in promotion, pay, and hiring
- The adoption of fair hiring practices that emphasize the need of racial and ethnic diversity in the workplace and the importance of racial and gender diversity at all hiring levels
- Clear job descriptions and equitable distribution of duties among staff
- Comprehensive training for new hires
- Professional development and career skill trainings for employees
- Dedicated union representatives elected by our peers from our peers that:
 - Help mitigate any human resource/personnel issues
 - Help build a more diverse, equitable, healthy workplace
 - Act as a unified voice for all union members with House/Senate leadership

Union Formation and Membership:

In order to join IBEW Local 2222, we are required to have 50% plus one vote of all state house legislative employees agree to the union requirements. The union would require from its members:

- 1% of the employee's annual base pay
- \$19 per month per union member
- Dues will not be collected unless the first contract is ratified

Moving Forward:

Listed above are just some of the possible benefits of creating a Massachusetts State House Employee Union and all ideas, critiques, questions, and criticisms are welcome and open for discussion. These efforts are in no way a condemnation of current leadership but rather a desire of employees to ensure a clear understanding of their rights and responsibilities, a safe work environment, and a defined path to address any future concerns. State House employees care deeply about the work they do for the residents of the Commonwealth and the members they serve, however, we seek to guarantee future protections for those who will serve as State House employees in the years to come.

If you would like to get involved in this movement or want a staff contact, you may email Steve Smith, your IBEW union organizer, at Steve_Smith@ibew.org or at 978-302-3690. Please know that your privacy will be respected at ALL times and any correspondence is completely confidential.