

# SOLIDARITY FOREVER FOR THE UNION MAKES US STRONG!

For jobs with justice • For service with dignity  
Take your place in our proud history of struggle!

## Union Drive Is Under Way At Howard Mental Health

By SCOTT MACKAY  
Free Press Staff Writer

A union organizing drive by the American Federation of County, State and Municipal Employees union is under way at Howard Mental Health Services in Burlington.

The 1.8 million-member union, which represents mostly government employees, has signed up between 75 and 80 percent of the 80 to 90 eligible Howard workers, according to Patricia Glynn, regional assistant director of AFSCME for New England.

"They (Howard employees) have been very interested," Glynn said. "It has been flying faster and easier than we thought."

James Leddy, executive director of Howard, which provides a range of counseling and group-home services, said he is not opposed to the union drive.

"We hope employees won't sign authorization cards" for the union.

Glynn said employees probably would ask management to recognize the union as the bargaining unit for the eligible employees, one of two ways a union can win recognition.

If management refuses to recognize the union, AFSCME will ask the National Labor Relations Board to conduct an election, Glynn said.

Leddy has sent a letter to employees stating what he sees as the disadvantages of union membership. Glynn said an employees' steering committee has been arguing for what it believes to be the best interests of the agency and employees to have a third party involved," Leddy said.

## Asking for Union Election

Employees of Howard Mental Health Services have asked the National Labor Relations Board for an election to determine whether the American Federation of State, County and Municipal Employees would form a bargaining unit at the mental health counseling agency.

James Leddy, executive director of the Howard, could not be reached for comment. He said recently that management prefers to deal with employees rather than through a union. Leddy also sent letters to employees asking them to sign authorization cards.

## Friction Growing Over Union Vote

By DEBBIE BOOKCHIN

BURLINGTON — Labor organizers and management from Howard Mental Health Services traded charges Tuesday when they faced off at a National Labor Relations Board hearing to determine who would vote on proposed unionization.

Though the union effort is officially less than a month old, hostilities are growing between management and union personnel.

Howard is the state's largest mental health agency. The union could include more than 100 people at 15 locations.

Supporters hope the workers will join the American Federation of State, County and Municipal Employees.

The NLRB Tuesday began three days of hearings to determine who would be eligible to vote in the union election. Earlier this month, the NLRB was presented with union cards signed by more than half of the full-time employees.

Union organizers Tuesday accused management of hiring a high-priced lawyer and misrepresenting the union's position.

"They've hired a lawyer whose profession is to bust unions," said AFSCME representative Ellen Davidson.

Stillman said, "Management has been making statements that progress has been made in negotiations. He said an agreement had been reached on salaries, insurance coverage, union dues, seniority and the role of the union in laying off and recalling workers."

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## Speedy Union Vote Urged

Sen. Philip Hoff, D-Chittenden, and Burlington Mayor Bernard Sanders are supporting a speedy union representation election at the Howard Mental Health Services Employees at the agency, which runs group homes for retarded mentally ill people, have filed a petition with the National Labor Relations Board to hold a vote or election, according to union organizers.

Howard Mental Health Services employees will vote on whether to join the American Federation of State, County and Municipal Employees (AFSCME) union.

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## GRIEVANCE GRINDING

BURLINGTON

In June of 1983, one of our employees was accused of sexual harassment. The grievance process was slow and painful. We need a union to protect our rights and ensure a fair process.

## Howard Employees Rally

Howard Mental Health Services employees rallied in front of the agency building in Burlington, Vermont, on December 21, 1984. They held signs demanding a union election and protesting management's actions.

## Contract Dispute

Howard Mental Health worker, Paul Caron of Burlington, is seen at a protest. He is holding a sign that says "A GREAT X-MAS GIFT!"

Mr. James Leddy, Executive Director  
Howard Mental Health Services  
300 Flynn Avenue  
Burlington, Vermont 05401

Dear Jim,

It has come to my attention that some problems are arising at Howard Mental Health regarding the desire of workers there to join the AFSCME union. It is clearly not within my jurisdiction to comment on whether or not workers at Howard Mental Health should join the union, but I am disturbed at reports that your organization appears to be making it as difficult as possible for a union election to be held. Clearly, American law protects the rights of workers who wish to organize into a union. I hope that Howard Mental Health will honor those rights, and not harass workers who are interested in unionization.

If my office can be of any help in this matter, please do not hesitate to contact me.

Sincerely Yours,  
Bernard Sanders  
Mayor

Oct. 5, 1984

## CERTIFICATION

An election having been conducted in accordance with the provisions of the National Labor Relations Act, the Regional Director of the National Labor Relations Board has determined that the Howard Mental Health Services Employees are entitled to representation by the American Federation of State, County and Municipal Employees (AFSCME) Local 1674.

## AFSCME LOCAL 1674

Howard works because we do.

In Solidarity,

Kate Macomb  
Jane Mendelson  
Anne Blais  
Betsy deCastro  
Pat Fontaine  
Mary Bentley

Howard Mental Health Services



Scheduled raises  
Job protections  
Retirement planning  
Medical benefits  
Time off



Our union members  
make it happen.

**AFSCME**

It ain't magic—  
it's strength in numbers.





# RESPECT

*(il rispetto)*

It's a union thing.







# RESPECT

It's a union thing.



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**OTHER THAN EVERY RIGHT,  
BENEFIT, AND PROTECTION THAT I'M  
GUARANTEED BY OUR CONTRACT ...**

**... GIMME ONE GOOD  
REASON I SHOULD  
JOIN THE UNION!**

**Oh, look, it's That Guy who...**

mysteriously forgets his wallet every time he goes to lunch with co-workers.

readily accepts praise for group efforts that involved everyone else but him.

gets a steward whenever his CTO is denied but won't join the union that guarantees him both.

**We all know him. So, please...**

**DON'T BE THAT GUY.**

Join us in building the workplaces we deserve  
and protecting what Howard workers have  
achieved by decades of proud struggle.



**DO YOUR PART & JOIN THE UNION TODAY!**

Visit [www.howardcenterunion.com](http://www.howardcenterunion.com) or email [howard.union@gmail.com](mailto:howard.union@gmail.com)

A.F.S.C.M.E. LOCAL UNION #1674, HOWARD MENTAL HEALTH CHAPTER

COUNCIL 93, AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, AFL-CIO



اتحادنا

عمالية

هي أصل

قوتنا!



أصبحوا أعضاء اليوم



[www.howardcenterunion.com](http://www.howardcenterunion.com)



# ATTENTION!

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## DANS NOTRE SYNDICAT...

- ✗ Vous n'êtes pas un étranger.
- ✗ Vous n'êtes pas invisible.
- ✗ Votre culture n'est pas arriérée.
- ✗ Votre foi n'est pas souçonneux.

## DANS NOTRE SYNDICAT...

- ✓ Vous êtes simplement un autre d'entre nous: un travailleur ayant droit à la dignité et au respect!

## NOTRE SYNDICAT EST L'AFSCME

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### RENFORCEZ-LE EN Y ADHÉRANT et en faisant adhérer vos camarades de travail!

[howardcenterunion.com](http://howardcenterunion.com) | [howard.union@gmail.com](mailto:howard.union@gmail.com) | (802) 391-0123



**AFSCME Local #1674**  
**Howard Center**



Free riding is the choice to reap the benefits of unionization without contributing as a dues-paying member. It is a willingness to exploit your dues-paying coworkers while weakening the solidarity needed to win more for everyone.

# ARE YOU A FREE RIDER?

If so, we have good news. Many ways remain to express your antisocial identity, even after you've joined our union using the QR code below!

**JOIN HERE**



**AFSCME**<sup>®</sup>  
*in the public service*

## Things you could still enjoy without free riding:



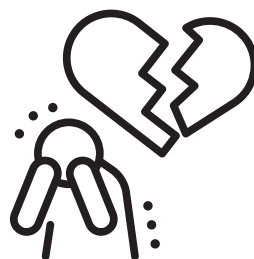
**TRIPPING A STRANGER**

**BREAKING A PROMISE**



**SHARPENING YOUR KNIVES**

**CHEATING ON YOUR SPOUSE**



**SHARPENING A FRIEND'S KNIVES**

**SHEDDING YOUR OLD SKIN**





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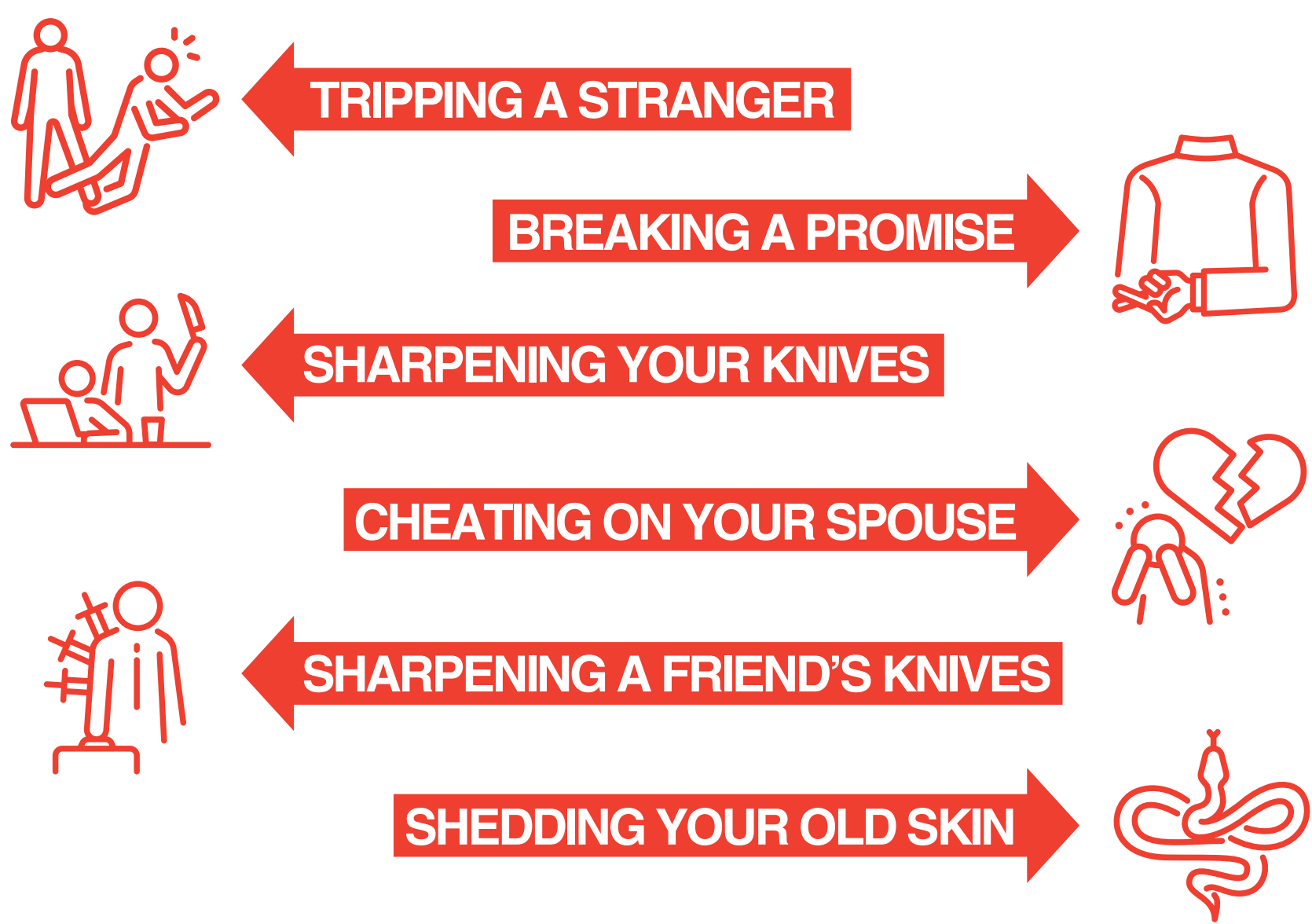
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AMERICAN FEDERATION  
STATE COUNTY  
AFL-CIO  
MUNICIPAL  
EMPLOYEES

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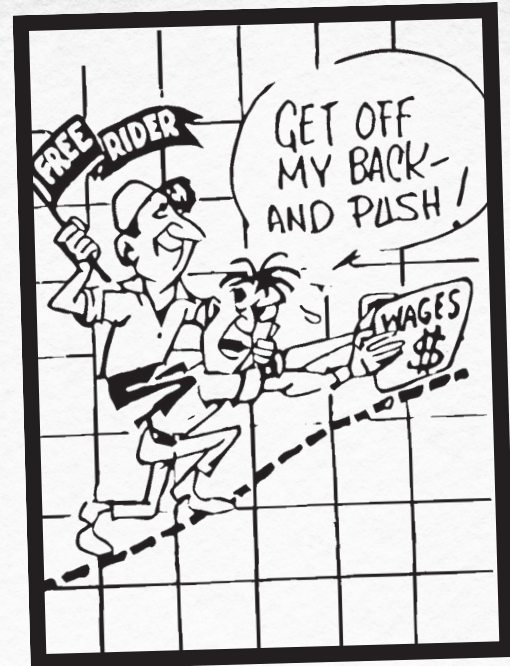
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# **free rider** or free-rider

*noun*

- ① *Informal.* a person who obtains something without effort or cost.
- ② an employee who takes all the benefits of belonging to a union, but who refuses to become a dues-paying member.



# Our contract expires on June 30, 2024.

ARE YOU A UNION MEMBER?  
WHAT ABOUT YOUR COWORKERS?

How much or little we win in our next  
contract depends entirely on your answers.

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# No Free Riding!

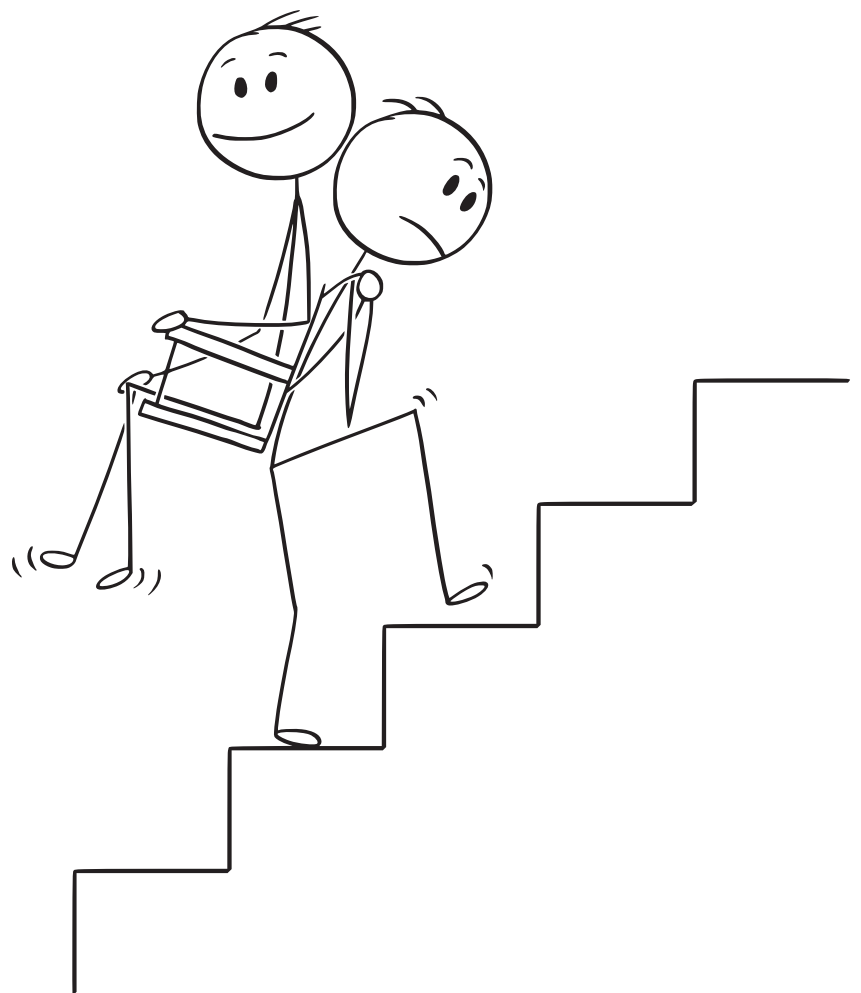
*Would you go on a group dinner and refuse to chip in  
when the bill arrived?*

*Would you crash with a friend for months without  
contributing toward rent or groceries?*

Union members won our pay  
and working conditions and  
contribute to winning better.

If you are in a union position  
but don't join, then you are  
free-riding on your  
workmates.

It's that simple.



Join our union so we can all get ahead.

**JOIN HERE**



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# No Free Riding!

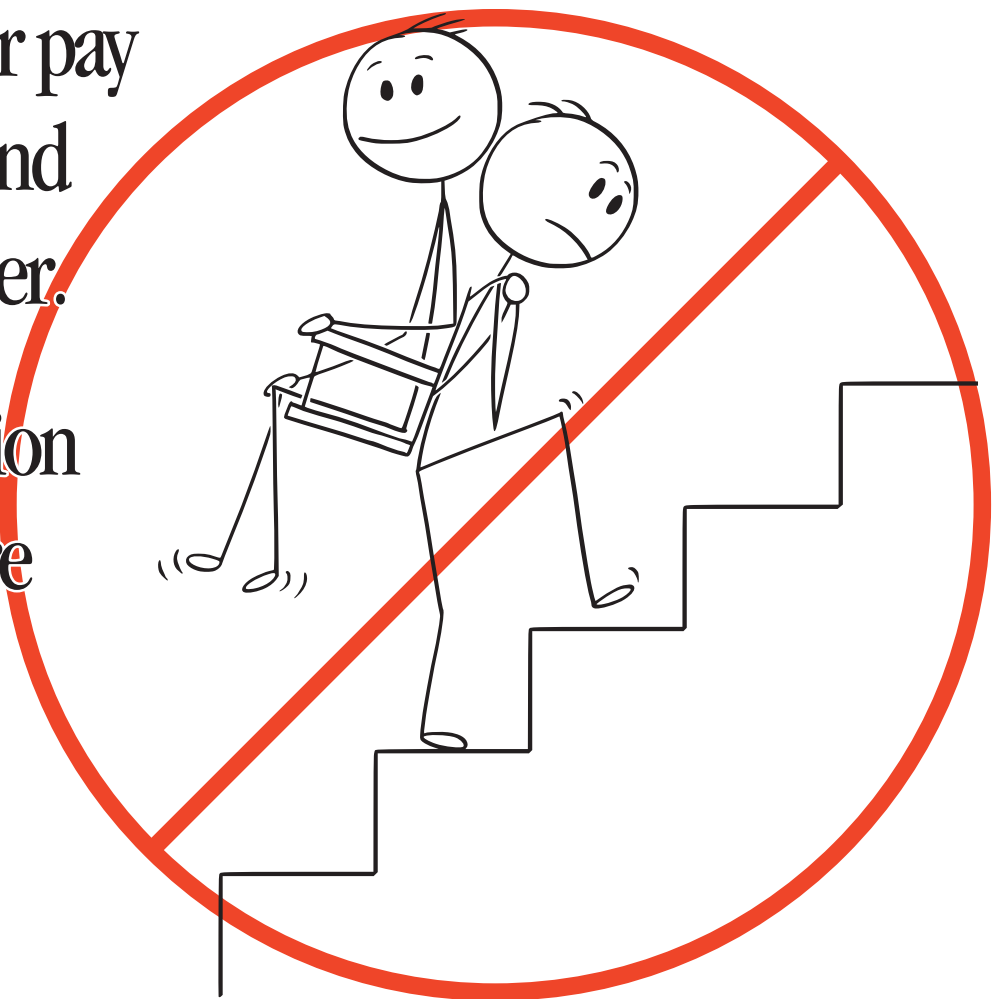
Would you go on a group dinner and refuse to chip in when the bill arrived?

Would you crash with a friend for months without contributing toward rent or groceries?

Union members won your pay and working conditions and contribute to winning better.

If you are in a union position but don't join, then you are free-riding on your workmates.

It's that simple.



**Join our union so we can all get ahead.**

**JOIN HERE**



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**AFSCME®**  
**in the public service**

It's easy to spot a fake  
friend at work.

**You've got her back.**

**Free Rider**

**Dues Payer**

**She's got your chops.**

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**LOCAL 1674**  
40 years of public service



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# AFSCME

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# MAKE HOWARD WORK

A.F.S.C.M.E. Local Union #1674, Howard Mental Health



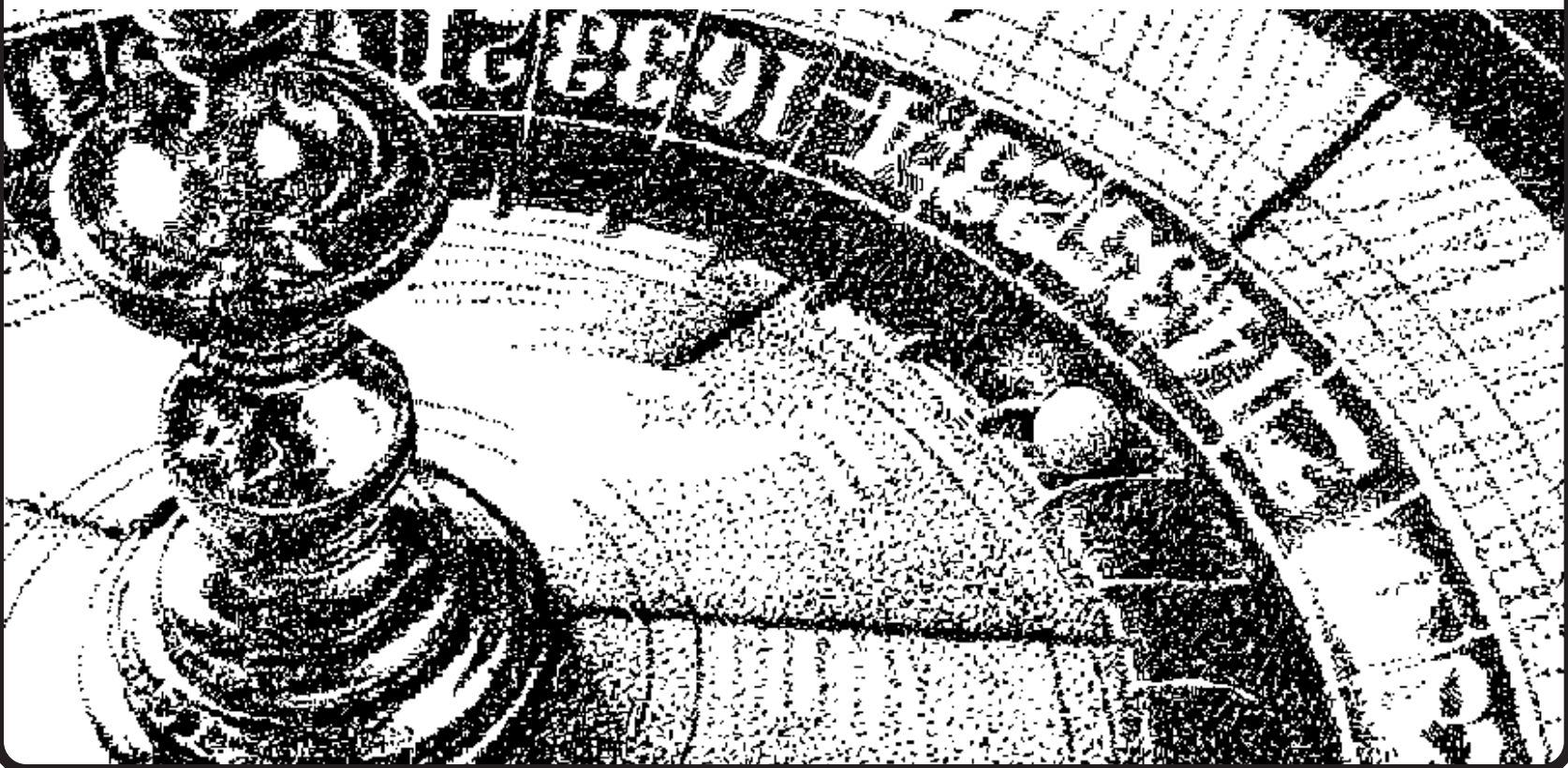
Council #93, American Federation of State, County and Municipal Employees, AFL-CIO



**NOTHING  
ABOUT YOUR  
JOB**

**SHOULD BE A**

**GAMBLE**



**LOCAL 1674**  
40 years of public service

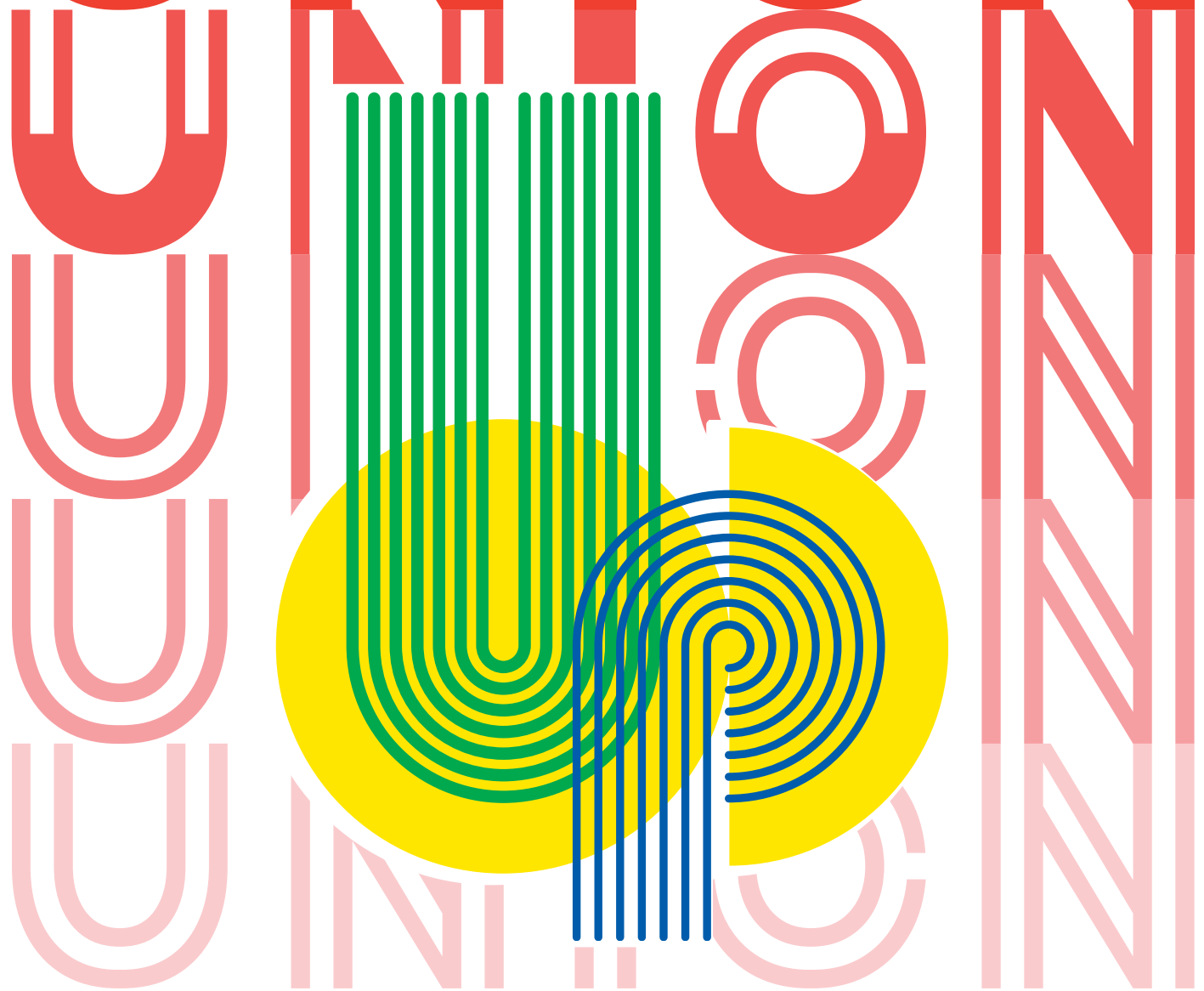


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UNION



POWER

POWER

POWER



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UNITED  
WE  
BARGAIN



DIVIDED  
WE  
BEG



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**JOIN US**



UNITED  
WE  
BARGAIN



DIVIDED  
WE  
BEG



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Figure 1. The effect of the concentration of the *Agrobacterium* suspension on the transformation efficiency of *Agrobacterium* strains.



# JOIN US



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in the public service

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**THE UNION MAKES US STRONG!**



**LOCAL 1674**  
40 years of public service



**JOIN US**





*Join* **AFSCME**

**The union for everybody.  
Except bosses.**



JOIN THE  
UNION



ORGANIZE

FOR

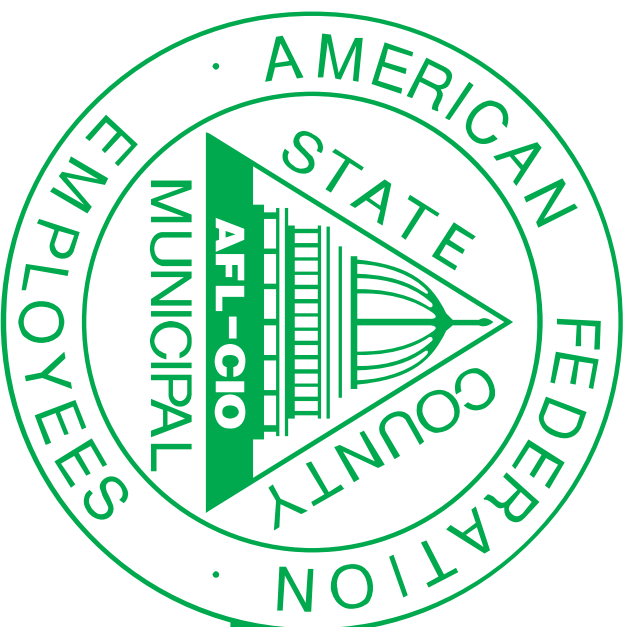
POWER

**HOWARD CENTER  
WORKERS' UNION**



[HOWARDCENTERUNION.COM](http://HOWARDCENTERUNION.COM)





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*in the public service*

Howard Center works because we do.





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*40 years of public service*

Howard Center works because we do.

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TO JOIN OUR  
UNION BECAUSE...***

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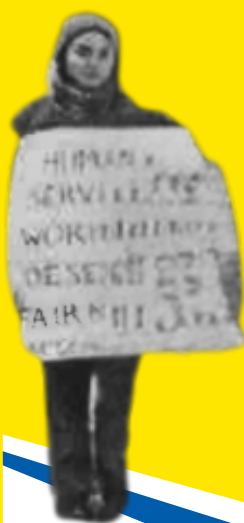
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**AFSCME®**  
in the public service

**take your place  
in 40 years**



**of proud struggle!**



**JOIN US**

