MTA history project

History of Strikes by MTA Locals from 1969-2025

Information Sources and Links

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Return to Strike Timeline: www.SchoolStrikesHistory.org
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Table of Contents

Andover Strike - 2020 3
Andover Strike - 2023 6
Attleboro Strike - 1986 9
Belmont Strike - 1995 13
Beverly Strike - 1993 16
Beverly Strike - 2024 18
Brockton Strike - 1972 21
Brockton Strike - 1993 23
Brookline Strike - 2020 25
Brookline Strike - 2022 27
Burlington Strike - 1972 31
Danvers Strike — 1984 36
Dedham Strike - 1980 39
Dedham Strike - 1990 43
Dedham Strike - 2005 45
Dedham Strike - 2019 47
Everett Strike - 1987 51
Everett Strike - 1989 53
Fall River Strike - 1978 57
Franklin Strike - 1977 60
Freetown-Lakeville Strike - 1989 69
Gloucester Strike - 2024 71
Grafton Strike - 1980 74
Hanover Strike - 1988 78
Haverhill Strike - 2022 81
Holyoke Strike - 1995 85
Hudson Strike - 1987 87
Lexington Strike - 1987 89
Malden Strike - 2022 91
Marblehead Strike - 2024 94
Medford Strike - 1987 97
Medford Strike - 1994 99
New Bedford Strike - 1969 101
New Bedford Strike - 1975 104
Newton Strike - 2024 107

Norfolk Strike - 1987....113
Northeast Teachers Association Strike - 1986....115
Norton Strike - 1987....116
Plymouth-Carver Strike - 1983....119
Quincy Strike - 1985....121
Quincy Strike - 2007....124
Raynham Strike - 1987....127
Revere Strike - 1987....130
Seekonk Strike - 1987....132
Sharon Strike - 1988....135
Shrewsbury Strike - 2000....137
Somerville Strike - 1972....138
Springfield Strike - 1980....140
Tewksbury Strike - 1985....143
Tewksbury Strike - 1994....146
Wakefield Strike - 1993....148
Waltham Strike - 1983....150
Watertown Strike - 1969....152
Watertown Strike - 1989....157
Weymouth Strike - 1983....159
Winchester Strike - 1990....161
Woburn Strike - 1970....163
Woburn Strike - 2023....167
Worcester Vocational Teachers Strike - 1987....170

Andover Strike - 2020

SI-20-8176 / 47 MLC 33

Local President:

- Andover Education Association

Length of Strike: *1 Day (Barrett)*

- First Day on Strike: August 31, 2020 (Barrett) (Dwyer)
- Return to Work Date: September 1, 2020

Local President:

- AEA President Matt Bach (Barrett)

Main Issues: *Unsafe working conditions;*

- "In Andover, the local was so frustrated with the district's failure to negotiate over safe conditions or workable learning plans that hundreds of members refused to enter their buildings on the first planning day, Aug. 31. The state ruled the action an illegal strike and members were ordered back into the buildings." (Barrett)
- "In our preK-12 locals — Andover and Sharon in particular — members pushed the #OnlyWhenItsSafe message hard - refusing to enter buildings that had not been certified as safe." (Najimy)
- "In Andover, teachers went on strike in 2020 over concerns about safe working conditions during the pandemic, which the state's labor relations board ruled was illegal." (Griswold)

Facts of Note:

- "Andover teachers engaged in an illegal strike when they refused to enter buildings last week, the state Department of Labor Relation has ruled." (WBUR) (Dwyer)
- "Nearly half of the teachers sat outside the school buildings during the first day of professional development last Monday, working on laptops. The union called it a 'workplace safety action,' refusing to enter the buildings because of poor ventilation, which it said is unsafe." (WBUR) (Dwyer)

Quotes:

- "In a statement issued today, the MTA strongly criticized a decision by the Commonwealth Employment Relations Board declaring a recent work-safety action by the Andover Education Association an illegal strike." (MTA)
    - "Andover educators only asked for transparency, information, and cooperation in order to ensure the safety of students, educators and their community. In response, they were met with autocratic decision-making and litigation. The CERB decision aligns with the Baker administration's attitude of proceeding toward 'normalcy' until something tragic happens. It calls for risk-taking over prudent planning, and the health and safety issues remain unresolved. That is reckless and shameful. The MTA vehemently disagrees with the decision - and educators will not be silenced." - former MTA President Merrie Najimy (MTA)

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- Dwyer, Dialynn. “State Labor Board Rules Andover Teachers Participated in Illegal Strike.” Www.boston.com, www.boston.com/news/schools/2020/09/09/teachers-unions-actions-massachusetts-school-reopenings/. Accessed 18 Apr. 2024.

Andover Strike - 2023

SI-23-10320

Local Association:

- Andover Education Association

Length of Strike: *3 Days*

- First Day on Strike: November 9, 2023 (McLennan)
- Return to Work Date: November 14, 2023 (McLennan)

Local President:

- AEA President Matt Bach (McLennan)

Main Issues: *Salaries for ESPs and teachers; Paid family and medical leave; Working conditions;*

- This strike was notable for its focus on the low salaries of instructional assistants
- Paid family and medical leave (McLennan)
- Elementary teacher planning time
- Extended recess of students

Sanctions: *Fines;*

- "...and the Andover Education Association was fined Monday for each day the strike continued." (Dwyer)
- "Yesterday evening, a superior court judge levied substantial fines on the Andover Education Association. The fines begin at $50,000 for yesterday and increase significantly every day ($60,000 today, $70,000 tomorrow, etc.)." (AEA) (Dwyer)
- Facing $50,000 fine (Boston Herald) (Griswold)

Settlement: *Salary increases; Improved working conditions; Improved health care benefits;*

- "By the final year of the contract secured in Andover, starting salaries for IAs will be $39,142, up from $24,537." (McLennan)
- "According to the union, the 'transformative' tentative agreement will have 'an immeasurable impact' on the district, guaranteeing a living wage for instructional assistants, 12 weeks of paid parental leave, the ability to use accrued sick time to care for family members under the Family and Medical Leave Act, and additional time for recess and lunch for elementary students." (Dwyer)
- The contract "dramatically raises pay for Instructional Assistants, includes fair cost-of-living adjustments for teachers, provides paid leave for members to care for family members and to welcome children into their families, and provides extra time for lunch and recess for elementary school students." (MTA 11/14/23)
- The agreement includes salary increases for both teachers and instructional assistants. (Truitt)
- "In addition to the salary increases, AEA members will receive eight weeks of fully paid parental leave and the option to use an additional four weeks of accrued sick time. The agreement also increased elementary teacher planning time and extended recess time for students." (Truitt)

Facts of Note:

- "Two days after the Andover Education Association settled its contract following a five-day strike in November, an instructional assistant gave birth to twins. Before the contract was settled, she had no paid parental leave, and was anxiously hoping she could rely on family members to help care for her newborns and toddler while she went back to work after draining her sick leave. But thanks to the contract the union fought for, she had access to eight weeks of paid leave in addition to her sick days." (Page and McCarthy)
    - "That it took a strike for the Andover School Committee to realize that educators deserve humane, modern parental leave is shameful." (Page and McCarthy)

Quotes:

- "The members of the AEA did not waver in achieving their stated goals. And because educators were crystal clear about what they wanted, why they wanted it and how much their proposals would cost, they won incredible support from the community." (MTA 11/14/23)

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Attleboro Strike - 1986

SI-188

Local Association:

- Attleboro Education Association

Length of Strike: *6 Days (Ries)*

- First Day on Strike: September 2, 1986 (MTA Today, 20 October 1986)
- Return to Work Date: September 10, 1986 (MTA Today, 20 October 1986)

Local President:

- Susan Strzesak (Attleboro Education Association President) (Flanagan) (MTA Today, 20 October 1986)

Main Issues: *School resources; Class sizes; Insurance benefits; Salaries; Working conditions;*

- "…unfulfilled promises, inadequate supplies for their students, and concern over rising class sizes" (MTA Today, 20 October 1986)
    - "Students were sharing outdated texts in many classes, and teachers were spending an average of $200 each out of their own pockets to provide students with the supplies the city should have been providing." (MTA Today, 20 October 1986)
- The city was "seeking to cut back its share of Blue Cross/Blue Shield payments" (MTA Today, 20 October 1986)
- "Other sticking points were creation of a sick-leave bank; class size language; longevity pay; funding for course reimbursement; and improved policies on using teachers as substitutes." (MTA Today, 20 October 1986)
- Contract - pay and student resources.
    - "Students have been sharing books, some so old they predicted man would land on the moon one day, said Steve Wollmer, a union spokesman." (Ries)

- "Information given to the press had the teachers seeking 11.5 percent raises and the school board offering 4.5, but willing, it was said off the record, to go up to 6. A list of 23 other demands — calling for smaller class sizes, newer textbooks and the like — was also involved. But negotiations over health insurance emerged as the main issue in the contract breakdown." (Flanagan)
    - "On the first day of the strike, 300 teachers had marched on City Hall and appealed to Mayor Kai Shang to intercede and settle the strike. It would turn out Shang had held out to decrease the city's share of health insurance coverage to 50 percent; the teachers were adamant to keep it at 75." (Flanagan)

Sanctions:

- [on day 2] "On Wednesday, as picket lines go up outside the city's schools, Lee takes his case to the Massachusetts Labor Relations Commission, which issues a cease and desist order against the AEA." (MTA Today, 20 October 1986)
- [on day 3] "…Judge George Jacobs issues a temporary restraining order, seeking to force teachers back to work." (MTA Today, 20 October 1986)
- "…Judge Jacobs finally acts: he imposes fines of $2,000 per day on the AEA, but effective the next day. The message is clear: he is giving the parties one more session to end the strike." (MTA Today, 20 October 1986)

Settlement: *Salary increases; Retained insurance benefits; Improved school resources;*

- Approved a new, two-year contract that "includes salary increases of 6 percent a year and a guarantee that students will have adequate textbooks." (Ries)
- The contract kept the city's health insurance at 75%. (Flanagan)
- "Not only does the AEA win salary increases of 6 percent for each of two years, but increased longevity payments bring the settlement up to nearly 7 percent a year." (MTA Today, 20 October 1986)
- "The AEA retains existing health care benefits, and the city agrees for the first time to guarantee adequate textbooks for all students. A first-ever sick-leave bank is included, as is a first-ever pool of money for course reimbursement. Some first-ever guidelines on class size are also won, as are improved substitute and layoff language." (MTA Today, 20 October 1986)
- "A complete "no-reprisals" clause concludes the agreement, with the stipulation that AEA members will work a full year, and receive a full year's salary." (MTA Today, 20 October 1986)

Facts of Note:

- "Union teachers in Attleboro Wednesday ratified a new two-year contract worked out in overnight negotiations. A judge had threatened a fine of $2,000 a day if the union failed to obey his back-to-work order." (Ries)
- "Caller after caller into WARA's several talk shows voices support for the AEA and car after car honks its support for the AEA picketers." (MTA Today 20 October 1986)
- Some of the School Committee wanted to just fire all striking teachers. (MTA Today, 20 October 1986)
- In the conclusion of the hearing where Judge Jacobs imposes fines, he speaks out against the state's collective bargaining law. (MTA Today, 20 October 1986)
- "AEA members Joe Delude and Mike Carbone, who have videotaped the entire strike, record the ratification meeting." (MTA Today, 20 October 1986)
- "MTA 'went to the wall for us,' adds John Amaral, a high school English teacher. 'I don't think you'll see another attempt to switch unions.'" (MTA Today, 20 October 1986)

Quotes:

- "If you were in Attleboro 21 years ago, you remember. Teachers getting hauled into court. School committee members angry at teachers. Teachers angry at the school committee. Parents and taxpayers angry at both." (Kirby)
- "We'll be out as long as it takes to get a fair and equitable contract," - Strzesak, Tuesday Sept. 2 (MTA Today, 20 October 1986)
- "...no contract, no work." - AEA President Susan Strzesak (MTA Today, 20 October 1986)

Related Resources:

- New York Times, 3 September 1986
- New York Times, 3 September 1986
    - Includes grainy photo of teachers picketing.

References:

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- Ries, William. “Massachusetts Teachers Vote to End Strike - UPI Archives.” UPI, www.upi.com/Archives/1986/09/10/Massachusetts-teachers-vote-to-end-strike/5857200620854/. Accessed 20 Feb. 2024.

Belmont Strike - 1995

SI-257 / 21 MLC 1533

Local Association:

- Belmont Education Association

Length of Strike: *8 Days (MTA Today)*

- First Day on Strike: January 5, 1995 (MTA Today, 10 February 1995)
- Return to Work Date: January 18, 1995 (MTA Today, 10 February 1995)

Local President:

- BEA President Bob Antonellis (MTA Today, 10 February 1995)

Main Issues: *Salaries; Uncooperative school committee;*

- "infrequent, unproductive bargaining" (MTA Today, 10 February 1995)
- Salaries (MTA Today, 10 February 1995)

Sanctions: *Fines;*

- "On Jan. 13, Middlesex Superior Court Judge Maria Lopez found the BEA in contempt of a Jan. 10 temporary restraining order and issued a fine of $10,000 per day, to be paid daily." (MTA Today, 10 February 1995)
    - "...a significant part of Lopez' decision was her order, at the BEA's request, for daily, six-hour negotiations sessions until the strike settled. Mediation sessions during the strike had been limited to two hours at a time." (MTA Today, 10 February 1995)
- "The BEA paid the $10,000 fine for one day only, Jan. 17, 11 calendar days after the strike began." (MTA Today, 10 February 1995)

Settlement: *Salary increases; New contract language;*

- The agreement ended in two contracts. A one-year contract from September 1994 to August 1995, followed by a three-year contract. The one-year contract has no salary increases. (MTA Today, 10 February 1995)
- The three-year contract includes salary increases, new contract language and other monetary benefits. (MTA Today, 10 February 1995)

Facts of Note:

- "Parent volunteers were used to keep schools open every day of the strike, except on Jan. 12, a snow day." (MTA Today, 10 February 1995)
    - "High school students were also used to watch elementary school children." (MTA Today, 10 February 1995)
- "The most shocking school committee tactic, however, came later in the first week of the strike, when a decision was made to advertise for permanent replacement teachers." (MTA Today, 10 February 1995)
- "Before the strike began, [the professional aides] voted to honor the picket lines. Despite receiving a directive to report to work and being threatened with discipline or job loss, large numbers of professional aides stayed out of the schools during the strike." (MTA Today, 10 February 1995)
- "In press accounts during the strike, Antonellis said that at every turn, the school committee directed its actions to prolonging the strike instead of resolving a contract." (MTA Today, 10 February 1995)
- "Four striking teachers from Belmont, Mass., met with a University official yesterday to complain that Harvard professors with children in Belmont schools have crossed picket lines to help keep schools open." (Schaffer)

Quotes:

- "We did everything we could to avoid this strike. There was an unbelievable amount of public anger expressed during this strike, which made it especially difficult for our members, who are used to a different role with parents. We will do everything we can to help repair any lingering tension in the schools." - Bob Antonellis (MTA Today, 10 February 1995)

References:

- "8 days on the line." MTA Today, 10 February 1995, pp. 7-10.
- Schaffer, Sarah J. "Strikers Speak with Harvard | News | The Harvard Crimson." www.thecrimson.com,

www.thecrimson.com/article/1995/1/18/strikers-speak-with-harvard-pfour-striking/. Accessed 1 Apr. 2024.

Beverly Strike - 1993

SI-248 / 20 MLC 1494

Local Association:

- Beverly Teachers Association

Length of Strike: *5 Days (Spindel)*

- First Day on Strike: November 4, 1993 (Spindel)
- Return to Work Date: November 12, 1993 (Spindel)

Local President:

- BTA President Pamela Turner (Spindel)

Main Issues: *Salaries; Failure to uphold contract;*

- In June 1992, "the Beverly School Committee invoked a 'subject to funding' clause and refused to honor the salary increase in the third year of the BTA contract." (Spindel)
    - After refusing to honor the raises they later returned $450,000 to the city. (Spindel)
- "In the 16 months that followed, Beverly educators tried to recover their money and negotiate a new contract, only to be met by school committee stonewalling and other examples of bad faith:" (Spindel)
    - "After telling BTA that there would be no raises for anyone in 1992-93, the committee turned around and raised the assistant superintendent's salary by $7,500." (Spindel)
    - "While maintaining there was no money for teacher raises, the committee persisted with unnecessary expenditures, including the renovation of administrators' offices." (Spindel)
    - "The committee offered a candidate for school superintendent a $15,000 raise over his predecessor." (Spindel)

Sanctions:

- "By Day 2, the state Labor Relations Commission had issued a cease-and-desist order." (Spindel)

Settlement: *Salary increases;*

- Includes raises for faculty and staff, retirement benefits, longevity pay increases, as well as a no reprisals clause in the contract. (Spindel)

Facts of Note:

- The vote to end the strike "came just hours before a judge threatened to begin fining the union representing the 400 teachers in the Boston suburb $10,000 a day for violating a back-to-work order." (UPI Archives)

References:

- Spindel, Jerry. "After more than a year of stonewalling, broken promises, Beverly teachers act." MTA Today, 29 November 1993, pp. 11-13
- "Beverly, Mass., Teachers Agree to End Strike - UPI Archives." UPI, www.upi.com/Archives/1993/11/11/Beverly-Mass-teachers-agree-to-end-strike/2432752994000/. Accessed 21 Mar. 2024.

Beverly Strike - 2024

SI-24-10951

Local Association:

- Beverly Teachers Association

Length of Strike: *12 Days (The Patch)*

- First Day on Strike: November 8, 2024 (Boston Herald)
- Return to Work Date: Wednesday, November 27, 2024 (Boston Globe)

Local President:

- Julia Brotherton (Co-President) (BTA)
- Andrea Sherman (Co-President) (BTA)

Main Issues: *Salaries; Salaries for ESPs; Working conditions;*

- "Teachers in both of those communities were fighting for higher wages, especially for paraprofessionals, along with better benefits." (WCVB)
- "The Beverly Teachers Association has said it is pushing for smaller class sizes in the 4,500-student district, 12 weeks of paid parental leave and a 'living wage' for paraprofessionals or teachers assistants whose starting salary is $20,000." (WBUR)

Sanctions: *Fines;*

- "Teachers strikes are illegal in Massachusetts, and all three unions — Gloucester, Beverly and Marblehead — were court-ordered last week to start paying $50,000 a day plus $10,000 increases for each day they remained on strike." (Boston Herald)
- "The Beverly Teachers Association, with the longest strike, faced the biggest fine levied for a Massachusetts teacher strike in years: $810,000. (In the return-to-work agreement, the two sides agreed to ask for the fine to be reduced, with the money instead going to the local nonprofit Beverly Bootstraps Community Services.)" (Boston Globe)

Settlement: *Salary increases; Improved working conditions; Student resources;*

- "In a Facebook post about highlighting the union's victories, the Beverly Teachers Association said paraprofessionals will see their wages rise more than 65 percent over the course of the three-year contract, and teachers at the highest salary step will receive a 16 percent raise. The union also won six weeks of paid parental leave, increased tuition reimbursements, reductions in staff meeting time, and more support for dysregulated students and the educators working with them, the post said." (Boston Globe)
- "Like their colleagues in Gloucester, who ended their own strike last Friday, educators in the two North Shore communities secured substantial raises over multiple years, hikes to starting pay for critical but meagerly compensated paraprofessionals, and new paid parental leave benefits, among other gains." (Boston Globe)

Facts of Note:

- "...will return to class Wednesday, as will students in Beverly — who have missed 12 days, eclipsing the Newton teacher strike earlier this year as the longest in recent history." (Boston Globe)
- "In Beverly, the strike entered its twelfth day on Tuesday, making it the longest educator strike in modern state history." (NBC Boston)
- "Union leaders in all three districts concede they did not get everything they wanted, particularly in terms of paraprofessional pay — starting salaries will remain under $34,000 per year in Beverly and Gloucester and $17 per hour in Marblehead. And the paid parental leave guarantees in all three — 15 days in Marblehead, 30 in Beverly, and 35 in Gloucester — don't quite reach the level won in Newton last winter, when educators secured a minimum of 40 days fully paid." (Boston Globe)
- "The Commonwealth Employment Relations Board issued an unprecedented ruling on Nov. 20, 2024, that "the School Committee is not required under Chapter 150E of the Law to henceforth bargain with the Union while the strike is ongoing."

Quotes:

- "This new contract," she continued, "will ensure that paraprofessionals are on track to earning a living wage and our teachers' salaries will finally catch up to what is needed to attract and retain the best educators for our students in Beverly." — Julia Brotherton, president of the Beverly Union (Boston Globe)

- "But the fight isn't over," [Andrea] Sherman said. "Far from it. Although we have seen a huge improvement in raising paraprofessionals' starting salary by 75 percent or more over the course of this contract, we still have work to do." (The Patch)

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Brockton Strike - 1972

Local Association:

- Brockton Education Association

Length of Strike: *1 Day*

- First Day on Strike: January 7, 1972 (MTA Today)
- Return to Work Date: January 10, 1972

Main Issues: *Salaries;*

- "Little progress has been made in contract bargaining extending over the past 16 months." (MTA Today)
- "Disagreement exists between the teachers and the School Committee on several items in the proposed contract including the salary schedule. Bargaining was continuing as negotiations entered the 16th month." (MTA Today)

Sanctions:

- "A ten-day restraining order was issued Jan. 7 against Brockton teachers by the Plymouth County District Court." (MTA Today)

Facts of Note:

- "The court action was thought to be a result of an apparent epidemic of flu and sickness among Brockton teachers. About 600 of the over 1100 teachers in Brockton — called in sick on Jan. 7. The absences of the teachers resulted in the closing of the schools that day." (MTA Today)
- "Negotiations thus far have forced the teachers' to bring a prohibited practices complaint against the Brockton School Committee. At the preliminary complaint hearing the Massachusetts Labor Relations Commission ordered the Brockton School Committee to meet on a regular basis with the Brockton teachers and instructed them to file reports regularly with the Commission that they are complying with the order." (MTA Today)

Quotes:

- “Public unions are now drunk with illegal strike power. In January, 1972, a month with 20 working days, the Bureau of Labor Statistics reported receiving newspaper clippings showing the nation suffered 21 strikes by public employees from Brockton, Mass. Teachers to San Francisco hospital workers.” (Congressional Record 1972, p. 563)

References:

- MTA Today, “Brockton teachers hit by ‘flu”. January 1972, p. 1.
- Congressional Record, “Labor-Management Relations in the Public Sector,” Hearings, Ninety-second Congress, Second Session, p. 563 https://books.google.com/books/about/Labor_management_Relations_in_the_Public.html?id=PVIgAAAAMAAJ retrieved 16 Dec. 2024

Brockton Strike - 1993

SI-247 / 20 MLC 1253 / 20 MLC 1265

Local Association:

- Brockton Education Association

Length of Strike: *7 Days (Wollmer)*

- First Day on Strike: November 12, 1993 (UPI Archive)
- Return to Work Date: November 22, 1993 (Wollmer)
- Additional one-day strike: October 26, 1993 (20 MLC 1253)

Local President:

- BEA President Joseph O'Sullivan (Wollmer)

Main Issues: *Salaries; Health insurance; Working conditions;*

- Teachers were "frustrated by more than a decade of budget cuts and more than 400 days without a contact," (Wollmer)
- "The city was seeking to have BEA members increase health insurance payments from 10 to 20 percent." (Wollmer)
- Due to budget cuts, "[c]lass sizes soared, while textbooks and supplies became increasingly scarce." (Wollmer)
- BEA members were "enduring increasingly deteriorating working conditions." (Wollmer)

Sanctions: *Fines;*

- "The BEA was facing fines assessed at $20,000 per day on Nov. 19, rising by $5,000 per day." (Wollmer)
- "With the settlement, it was unclear at press time how the $45,000 in fines and damages would be handled by the BEA." (Wollmer)

Settlement: *Salary increases; Health insurance stays the same;*

- New three-year contract. (Wollmer)
- "The new pact calls for salary increases of 3, 5, and 3 percent, with additional longevity increases. But perhaps most importantly, the BEA won a major victory by getting the Brockton School Committee and Mayor Winthrop Farwell Jr. to back off on a controversial health care proposal." (Wollmer)

Quotes:

- "But the threat of fines and jailings won't bring us to our knees." - BEA President Joseph O'Sullivan (Wollmer)
- "'You truly had kids that would come in and sit on the radiators,' she said. 'You had books falling apart. You didn't have materials. You didn't have supplies.'" - Kathleen Smith on high schools in Brockton (WBUR)

References:

- Wollmer, Stephen. "Dignity on the line." MTA Today, 29 November 1993, pp. 8-10
- "Brockton, Mass., Teachers End 7-Day Walkout - UPI Archives." UPI, www.upi.com/Archives/1993/11/22/Brockton-Mass-teachers-end-7-day-walkout/1503753944400/. Accessed 21 March 2024.
- "How the State's "Grand" Education Bargain Came to Be — and How It Comes up Short." Www.wbur.org, www.wbur.org/news/2018/06/18/education-reform-act-25-years-later.

Brookline Strike - 2020

SI-20-8287 / 47 MLC 79

Local Association:

- Brookline Educators Union

Length of Strike: *1 Day (NBC)*

- First Day on Strike: November 3, 2020
- Return to Work Date: November 4, 2020

Local President:

- BEU President Jessica Wender-Shubow (NBC)

Main Issues: *Unsafe working conditions;*

- Teachers were picketing "over social distancing concerns in classrooms" and were "calling for more stringent enforcement of coronavirus safety protocols." (NBC)
- "The teachers union is accusing the district of reneging on its commitment to maintain six feet of distance inside school buildings and classrooms. The union claims that the superintendent now wants the ability to change that requirement." (NBC)
- "Union leaders said working conditions in the town's nine schools have become increasingly unsafe with the addition of more students. While classrooms have seemingly been set up to promote six feet of physical distancing, students are often mingling too closely with one another, especially in hallways and other common areas, union leaders said." (The Boston Globe)
- "Talks grew particularly tense last week after school officials indicated they wanted some flexibility on social distancing requirements." (The Boston Globe)

Facts of Note:

- The strike took place on a professional development day for teachers, meaning students weren't impacted by the strike. (NBC)
- Parents were generally not supportive of the one-day strike. (The Boston Globe)

Quotes:

- "What we don't want is one guy thinking he knows how the science should be interpreted," - Jessica Wender-Shubow (NBC)
- "The Brookline School Committee is taking a dangerously cavalier attitude toward the health and safety of students, their families, the workers in our schools, and the community as a whole," - BEU President Jessica Wender-Shubow (The Boston Globe)

References:

- "Brookline Teachers Strike at Polling Places over Coronavirus Safety." NBC Boston, 3 Nov. 2020, www.nbcboston.com/news/coronavirus/brookline-teachers-strike-at-polling-places-over-coronavirus-safety/2222848/. Accessed 22 Apr. 2024.
- Vazniz, James, Globe Staff, et al. "Brookline Teachers to Strike Tuesday in Dispute over Classroom Virus Safety Measures - The Boston Globe." BostonGlobe.com, www.bostonglobe.com/2020/11/02/metro/brookline-teachers-strike-tuesday-dispute-over-classroom-virus-safety-measures/?event=event12. Accessed 22 Apr. 2024.

Brookline Strike - 2022

S.I.-22-9294 / 48 MLC 307

Local Association:

- Brookline Educators Union

Length of Strike: *1 Day (Woolhouse)*

- First Day on Strike: May 16, 2022 (McLennan) (Woolhouse)
- Return to Work Date: May 17, 2022 (McLennan) (Woolhouse)

Local President:

- BEU President Jessica Wender-Shubow (McLennan and Ng) (Woolhouse)

Main Issues: *Prep time; Salaries; Staffing diversity;*

- The BEU and School Committee have "been negotiating a new contract for three years." (WBZ)
- "The BEU is seeking stronger diversity and inclusion language in negotiations." (McLennan and Ng)
- "The BEU maintains that the committee is undermining the quality of the highly regarded school system by flatly rejecting proposals for wage improvements, racial justice measures and better working conditions to ensure that students' needs are met." (McLennan and Ng)
- "The union had said there were three demands going into the strike - livable wages, classroom prep time and a more diverse staff." (CBS) (Wuthmann)

Sanctions: *Fines;*

- "The union agreed to pay $50,000 in damages" (Huffaker)
    - "Under an order holding the union in contempt issued Monday, the union faced escalating fines beginning at $50,000 for each day." (Huffaker)

    - "As part of the tentative deal reached Tuesday morning, the union agreed to pay $50,000 in damages in exchange for the district not pursuing fines related to the contempt order." (Huffaker)

Settlement: *Salary increases; Improved working conditions;*

- The settlement gives teachers raises, defines an agreement on diversity, and provides teachers with "adequate daily prep time." (CBS)
- Settlement includes wage increases, additional monetary benefits, "[s]upport for retaining educators of underrepresented groups," and additional prep time for teachers. (Woolhouse)
- Settlement includes "a 6% increase in all wages and stipends over a three-year period, followed by an 8% increase over the following three years, longevity pay for long-term Brookline teachers, additional prep time and the creation of a working group on workforce diversity and underrepresented staff." (WCVB)

Facts of Note:

- Regarding the strike, "divisions among parents were apparent before the strike even began." (Huffaker)
- "Dozens of teachers dressed in red and holding signs picketed outside their schools Monday in a public show of solidarity." (Wuthmann)

Quotes:

- "We are seeing anti-union attitudes like we never have before," - BEU President Jessica Wender-Shubow (McLennan and Ng)
- "'The School Committee became our best organizers,' Wender-Shubow said. 'When they created 'poison pills' in their contract proposals and threatened to impose conditions we could never accept, that's when people got radicalized.'" (McLennan)
- "We're very, very gratified that although it took us until four in the morning, the school committee finally recognized, in some form, every single one of the issues that we had prepped them to resolve," - Jessica Wender-Shubow (Woolhouse)
- "We must have a humane schedule in the workday. We must have pay that allows educators to have families too and we must have a movement on supporting staff of color that's more than lip service" — BEU President Jessica Wender-Shubow (WBZ)

- “We feel deeply, deeply disregarded, and that the school committee is not understanding what is happening in schools today,” - BEU President Jessica Wender-Shubow (Wuthmann)

Related Resources:

- Statement from BEU on Strike

References:

- McLennan, Scott and Ng, Jonathan. “‘There’s a lot of fight in them’.” MTA Today, Spring 2022. pp. 9, 31
- McLennan, Scott. “Locals show strength and resolve as members demand fair contracts.” MTA Today, Summer 2022, p. 7
- Staff, WBZ-News. “Brookline School Teachers End One-Day Strike with New Deal - CBS Boston.” cbsnews.com, 17 May 2022, www.cbsnews.com/boston/news/brookline-massachusetts-school-teachers-strike-ends/#:~:text=The%20president%20of%20the%20Brookline. Accessed 22 Apr. 2024.
- Woolhouse, Meg. “Brookline Teachers’ Strike Ends after One Day.” GBH, 17 May 2022, www.wgbh.org/news/education-news/2022-05-17/brookline-teachers-strike-ends-after-one-day. Accessed 22 Apr. 2024.
- Staff, WBZ-News. “‘Unfortunate That It Came to This,’ Brookline School Teachers Go on Strike” - CBS Boston, 16 May 2022, www.cbsnews.com/boston/news/brookline-teachers-strike-schools-closed-monday/. Accessed 29 Apr. 2024.
- Huffaker, Christopher, et al. “Brookline Classes Resume Tuesday after One-Day Strike.” The Boston Globe. bostonglobe.com/2022/05/17/metro/brookline-schools-open-today-teachers-union-school-officials-reach-early-morning-agreement/. Accessed 29 Apr. 2024.
- Wuthmann, Walter. “Brookline Teachers Go on Strike after Failed Weekend Contract Negotiations.” wbur.org, 16 May 2022, www.wbur.org/news/2022/05/16/brookline-teachers-union-strike. Accessed 29 Apr. 2024.
- “Teacher Strike Ends in Brookline after Union, School Committee Reach Deal.” WCVB, 17 May 2022, wcvb.com/article/brookline-teachers-strike-ends-massachusetts/40018611. Accessed 29 Apr. 2024.

Burlington Strike - 1972

Local Association:

- Burlington Educators' Association

Length of Strike: *2 weeks (The New York Times, 4 October 1972) (MTA Today p. 1): 9 School Days*

- First Day on Strike: September 20, 1972 (The Harvard Crimson) (RWF) (The Massachusetts Teacher, September/October 1972)
- Return to Work Date: October 3, 1972 (The New York Times, 4 October 1972) (MTA Today p. 1)

Local President:

- BEA President Jay Rutkowski (MTA Today p. 5)

Main Issues: *Salaries; Working conditions; Lack of meaningful bargaining;*

- The teachers "were faced with reluctance of a school committee which refused to attend bargaining sessions, and refused to grant even minor concessions in the interest of agreeing on a contract." (MTA Today p. 4)
- The school committee "offered a raise of 2 percent" which was "far below the raises granted in surrounding towns and insufficient to keep abreast of the rising cost of living." (MTA Today p. 4)
- There was no teacher contract, with teachers concerned over salaries and working conditions. (The Harvard Crimson) (Lowell Sun 1 October 1972) (Fahey)
    - "The prospect of moving to the new, bigger high school is really what prompted the strike, according to one striker, speaking anonymously. Teachers feared they would be saddled with more work, especially bigger class sizes, for the same old pay." (Fahey)
- "The striking teachers … charged that the school committee had failed to bargain in good faith. The strike forced two schools to close." (The Harvard Crimson)

    - “The disagreement between teachers and the school committee began last November when teachers asked for a "cost of living" raise, a spokesman for the BEA said yesterday.” (The Harvard Crimson)
    - “The spokesman explained that no satisfactory agreement had been reached when schools opened in September, and teachers returned to work without contracts. ‘This strike can be explained by the principles of collective bargaining,’ she said.” (The Harvard Crimson)
- “The dispute centered on the lack of a new contract and the lack of meaningful bargaining by the school committee.” (The Massachusetts Teacher, September/October 1972)
    - “The teachers charged that during the past 10 months the School Committee ignored statutory requirements to negotiate wages, hours and conditions of employment.” (The Massachusetts Teacher, September/October 1972)
    - “Also, the committee offered a pay raise of only 2 percent, the teachers sought 6 percent.” (The Massachusetts Teacher, September/October 1972)

Sanctions: *Teachers jailed;*

- “Four officers of the BEA spent seven days in jail for refusing to yield to school committee pressure and return to their classrooms.” (MTA Today p. 1)
- Four teachers, leaders from the Burlington Educators Association (BEA), were jailed.
    - “...four leaders from the Burlington Educators Association (BEA)” were given a “week-long sentence behind bars at the Billerica House of Correction” for contempt of court. (Lowell Sun 1 October 1972)
        - “Four teachers went to jail for violating a court order banning the strike.” (Fahey)
        - The jailed teachers were Jay Rutkowski, James Long, Chester McLaughlin and Louis Intoppa. (Fahey)
        - “Four BEA officers were jailed Wednesday on charges of violating a court order of September 5 that had barred their union from striking against the Burlington schools.” (The Harvard Crimson)
- “Burlington parents amassed 2,500 signatures on a petition calling for all striking teachers to be fired.” (Fahey)

Settlement: *Salary increases; Improved working conditions;*

- "The contract provides a pay raise, sick leave bank, and several improvements in working conditions." (MTA Today p. 1)
- The contract includes salary increases and "redefines the questions of class size and class loads," as well as improved sick leave benefits. (MTA Today p. 4)
- A settlement was reached, raising the starting salary.
    - "Two weeks after the strike began, the town finally reached a settlement with the Burlington Educators Association. The starting salary moved from $7,500 per year to $7,909." (Fahey)
    - "Teachers voted today to accept a two-step pay increase, ending a two-week old strike that had closed the town's public schools. The new contract calls for a minimum salary of $7,900 effective Jan. 1, 1973, and a minimum of $8,150 effective Sept. 1, 1973, with proportionate raises up the scale. The previous scale was from $7,550 to $11,300." (The New York Times, 4 October 1972)

Facts of Note:

- "While a stalemate in salary negotiations between the Burlington School Committee and the BEA has been brewing for some time, a strike was not called until after the Somerville crisis was settled." (Lowell Sun, 1 October 1972)
- "Strike headquarters were quickly set up in the town's fashionable Holiday Inn. Private telephone lines were quickly installed to the MTA suite and two coach buses were chartered daily from Michaud Bus Lines to shunt picketing teachers to various schools. The strike is wearing the patience of children who reportedly are confused and unhappy at walking past their picketing teachers each morning." (Lowell Sun, 1 October 1972)
- "Teachers have not been paid since school opened and reportedly teacher heads of households are experiencing difficult financial times." (Lowell Sun, 1 October 1972)
- "As the strike wore on, picket signs looked battered and frayed and the MTA made available interest-free loans to striking teachers." (Lowell Sun, 1 October 1972)
- "Archibald Cox '34, Williston Professor of Law, this week began mediating the contract disputes that led to a strike of about 700 Burlington teachers against the Burlington School Committee." (The Harvard Crimson)
- "In Burlington, teachers went on strike immediately after a 10-day restraining order expired." (The Massachusetts Teacher, September/October 1972)

- “Teachers had worn badges with black guillotines, symbolizing how the School Committee had cut educational issues out of the bargaining process;” (The Massachusetts Teacher, September/October 1972)
- They had the backing of parents. (The Massachusetts Teacher, September/October 1972)
- “...once the strike began, the school committee — despite telegrams from the BEA asking immediate negotiations — refused to schedule a meeting for 10 days.” (MTA Today p. 4)

Quotes:

- “Picketers dressed casually and sang popular songs as they picketed in circles in front of entrances.” (Lowell Sun, 1 October 1972)
- “Inconsequential,” says participant Peter Macione, now with a half-century of hindsight. All that angst over a few hundred dollars? Not worth it, he says. “The strike was probably the single most unpleasant experience of my life, or at least in teaching. You’d park your car in front of a School Committee person’s house. It was very unpleasant. Some guys really enjoyed it. They were aggressive people. My wife particularly was miserable over it. She did it, but was not very happy at all. I did it because I supported our cause, but I would never participate in something like that again.” (Fahey)
- “Also a bomb threat was called into the police station, so we had to evacuate our house so they could search it. This happened to all the School Committee members.” - Anne Brenton (Fahey)

Related Resources:

- Lowell Sun 1 October 1972
- “When Teachers Went to Jail.” Burlington Retro
- The Crimson
- The New York Times 4 October 1972

References:

- “Article 1 -- No Title.” The New York Times, timesmachine.nytimes.com/timesmachine/1972/10/04/90720730.html?pageNumber=50. Accessed 13 Feb. 2024.
- “Back to school...maybe.” The Massachusetts Teacher. September/October, 1972. p. 5 - 11.

- “Cox Mediates Contract Debate in Burlington Teachers Strike | News | The Harvard Crimson.” Www.thecrimson.com, www.thecrimson.com/article/1972/9/30/cox-mediates-contract-debate-in-burlington/. Accessed 13 Feb. 2024.
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- Lowell Sun, Newspapers.com, 1 Oct. 1972, www.newspapers.com/newspage/47664235/. Accessed 13 Feb. 2024.
- “Burlington teachers win strike.” MTA Today. 13 October 1972. pp. 1, 4-5.

Danvers Strike — 1984

Local Association:

- Danvers Teachers Association (DTA)

Length of Strike: 1 day

- First Day on Strike: March 16, 1984
- Return to Work Date: March 19, 1984

Local President:

- DTA President Sonia M. Baker (MTA Today)

Main Issues:

- "Danvers teachers, having reached a deadlock in their repeated attempts to address the problems of education in Danvers, staged a one-day 'professional day' on Friday, Mar. 16, to demonstrate to the town how concerned the teachers are about the deteriorating quality of the schools." (MTA Today)
- "The DTA and the Danvers School Committee are also divided on a number of bargaining issues. Chief among them are wages, agency fee, stipends for special education and guidance staff, and a list of school committee demands including freedom to assign an additional teaching period, four preparation periods instead of three for secondary teachers, reduction of bumping rights, and changing the student day for secondary schools." (MTA Today)
- "Teachers have been working without a contract since July and have been trying to negotiate a new one since February of 1983." (Danvers Herald 3-22-84)
- "Some of the proposals set forth have a direct impact on providing quality education to the children of Danvers. They talk of teaching six classes, nine-period days and, yes, salary enters into it to a certain extent." - Sonia Baker, DTA President (Danvers Herald 3-22-84)

- "John Mannaheim [sic], a staff member of the Massachusetts Teachers Association, said the main concern of the Danvers teachers is to improve the educational climate for students in Danvers." (Danvers Herald 3-22-84)

Sanctions:

- "Norris and Town Council Paul Kenny went before the state Labor Relations Commission Friday afternoon and won a ruling from the board that the teachers' absence from school constituted an illegal strike." (Danvers Herald 3-22-84)
- "As a result, Kenny said, those teachers that did not report to work will lose one day's pay." (Danvers Herald 3-22-84)
    - "The teachers had said that their old contract entitled them to a 'professional' day off and that they needed to discuss school problems Friday because of the lack of progress in reaching a contract settlement." (Danvers Herald 3-22-84)

Facts of Note:

- "One hundred eighty-nine of the 230-member staff met at the Knights of Columbus Hall, where MTA President Carol A. Doherty and Danvers Teachers Association (DTA) President Sonia M. Baker spoke. The teachers then broke into groups to discuss issues. They also filled in a survey published by the National Study of School Evaluation of Falls Church, Virginia, seeking their opinions about the Danvers school system. The same survey was taken three years ago. The results of the 1984 survey re-emphasize that serious difficulties still exist, and according to Baker, 'have grown worse.'" (MTA Today)
- "Following the meeting, the teachers leafleted the entire town in an effort to inform residents of how critical the educational problems are in Danvers." (MTA Today)
- "Drawing the union leader's ire was the town's refusal to reissue federal income tax W-2 forms to the teachers after a computer error resulted in the forms listing teachers as deceased." (Danvers Herald 3-15-84)
    - "Union President Sonia Baker said the committee's failure to get the forms corrected was another example of its lack of consideration for the teachers, who have been working without a contract since last July." (Danvers Herald 3-15-84)
    - "Baker asked the School Committee to notify the Social Security Administration and straighten the matter out immediately. She said the

town had refused to give the teachers corrected forms." (Danvers Herald 3-15-84)
    - "Chairman Emery Todd told Baker that he would discuss the matter with Town Manager Wayne Marquis but others said the forms were not the committee's responsibility." (Danvers Herald 3-15-84)
- "But that routine had been thrown sharply off balance Friday when 170 members of the Danvers Teachers Association vacated classrooms to meet at the Knights of Columbus Hall on Elm Street." (Danvers Herald 3-22-84)
- "The teachers were joined Friday by representatives of the Massachusetts Teachers Association, the Danvers Nurses Association, and before long, Boston's three major news stations." (Danvers Herald 3-22-84)

Quotes:

- "Members of the DTA are severely frustrated. In spite of the fact that a professional day was held and in spite of the fact the results of the survey were published, there is still no dialogue, still no contact. We are just being ignored. This is incomprehensible to us." — Sonia Baker, DTA President. (MTA Today)
- "This morning is a day that will be recorded in the history of Danvers. It will be recorded as St. Teachers' Day. Today will prove to every citizen in this town and your employer, the School Committee, that we teachers do stand up for what we believe in." — Sonia Baker, President, Danvers Teachers Association (Danvers Herald 3-22-84)

References:

- "A 'Professional Day' by Danvers teachers underscores concern for town's schools." MTA Today. April 18, 1984. P. 4.
- Danvers Herald, 15 Mar. 1984. Retrieved from Danvers Archival Center.
- Danvers Herald, 22 Mar. 1984. Retrieved from Danvers Archival Center.

Dedham Strike - 1980

Local Association:

- Dedham Education Association

Length of Strike: *1 day*

- First Day on Strike: October 21, 1980 (MTA Today November 1980)
- Return to Work Date: October 22, 1980 (MTA Today November 1980)

Main Issues: *RIF; Maternity Leave;*

- "Evaluations in which teachers are singled out as RIF-designees through a secret code invented by the superintendent of schools are at the center of a simmering controversy in Dedham, where contract negotiations have been in mediation since June." (MTA Today September 1980)
- "Dedham teachers are indignant over an evaluation system introduced in the middle of the 1978-79 school year, which requires department heads and elementary principals to rank their teachers in order of effectiveness and to designate the two 'least productive' teachers in each department or elementary school." (MTA Today September 1980)
    - "At least 26 grievances have been filed as a result of the evaluation procedure." (MTA Today September 1980)
- "Last year (1979-1980), evaluations no longer explicitly referred to 'least productive' teachers, but teachers noticed 'something different' about the language and became suspicious." (MTA Today September 1980)
- "In contract negotiations, the DEA is seeking a strong seniority provision governing layoffs." (MTA Today September 1980)
- "Also at issue in negotiations is an attempt by the school committee to eliminate from the contract the customary 'past practices' clause, which establishes that all issues relating to wages, hours and working conditions not specifically spelled out in the contract will conform to customary past practice." (MTA Today September 1980)

- "The school committee also proposes to reduce maternity leave from the current 18 months to eight weeks, and to require that any teacher on sick leave may be examined by a physician named by the school committee. Though the latter proposal avoids claims of discrimination by referring to 'any teacher,' the teachers believe the provision is aimed at pregnant women on disability leave." (MTA Today September 1980)
    - "School department officials have charged that some women are unnecessarily extending their maternity disability leave." (MTA Today September 1980)

Settlement:

- Dedham teachers "agreed to return to their classrooms" after the DEA bargaining team and the Dedham School Committee "agreed to meet again on Saturday to continue discussing a disputed section of a contract concerning the procedure for laying off teachers." (Pave)
- "A ratification meeting was scheduled for Monday, Jan. 19, in Dedham, where tentative agreement on a new three-year contract, retroactive to Sept. 1, was reached after nearly six months of mediation, several demonstrations and a one-day strike." (MTA Today January 1981)
- "The new agreement, which calls for salary increases of 6.5 percent each year, features a carefully worded compromise agreement on the role of evaluations in RIF. That role has been the principal bone of contention during the difficult months of negotiations." (MTA Today January 1981)
- "Under the agreement, strict seniority is the only basis for any reductions in force in 1980-81. Beginning in September, 1981, a teacher can be laid off irrespective of seniority only if the school committee can demonstrate that he or she has performed in a less than satisfactory manner for two consecutive school years." (MTA Today January 1981)
- "Other features of the agreement include a recall period of two years beginning August 31 of the year in which a teacher is laid off; a two-year unpaid career leave; and an increase of 15 days per contract year in sick-leave accumulation, for a new total of 245 days." (MTA Today January 1981)
- "The DEA successfully resisted a committee effort to shorten maternity leave; teachers now will be required merely to inform the superintendent of schools whether they intend to return at the end of their leave." (MTA Today January 1981)

Facts of Note:

- "The Dedham Education Association filed a complaint with the Massachusetts Labor Relations Commission demanding that teachers be told about evaluation criteria and procedures. A week later, Richard J. White, MTA Metropolitan regional services consultant, who filed the complaint for the DEA, received a thick envelope in the mail, containing copies of four memos sent by Supt. Harry W. McKay to all department heads and elementary principals. The memos detailed a secret code to indicate teachers considered 'superior,' 'good,' or 'likely to be RIF'd.' An attached card was signed 'Deep Throat.' White does not know who sent the memos." (MTA Today September 1980)
    - "The code was designed to be understood by an informed third party, Roche said, but the evaluated teacher could read the evaluation and not recognize that he or she had been marked for riffing." (MTA Today September 1980)
- "One of McKay's memos informed administrators that their own evaluations would depend on how well they carried out the superintendent's instructions in evaluating teachers." (MTA Today September 1980)
- "A full-scale work-to-rule is being observed by teachers in Dedham, following a mediation session September 29 at which no progress was made toward a contract settlement." (MTA Today October 1980)
    - "Teachers are refusing to perform duties not specifically required by the contract, in protest against the school committee's recalcitrance, especially on the issue of layoff by seniority." (MTA Today October 1980)
- "A Phase I work-to-rule, in which teachers limited their time in school to contract hours, was in force from Sept. 10 to Sept. 29." (MTA Today October 1980)
- "The DEA has been hampered in getting its message to the community by a strike at the Dedham *Transcript*. Because of the strike, the DEA has refused to furnish information to the newspaper or to take out paid advertising. Instead, it has been holding parents' meetings and distributing leaflets in an effort to explain the teachers' positions to the community at large." (MTA Today October 1980)
- "Dedham teachers march up Whiting Street Oct. 8 to the office of Supt. Harry McKay." (MTA Today October 1980)
- "The 300-member association brought the education process out of the classroom on Tuesday, Oct. 21, for a 'Community Awareness Day.' Throughout the day, teachers picketed the central administration building and selected schools, and invited parents and interested residents to a mass informational meeting that night at the VFW Hall." (MTA Today November 1980)

- “Ann Roche, a special needs teacher and chairman of the DEA’s bargaining team, said that about 98 percent of the union’s 300 members attended yesterday’s 6:30 a.m. membership meeting.” (Pave)
    - “She said all but 12 teachers voted for the one-day walkout.” (Pave)

Quotes:

- “We gradually became aware that other criteria were being used as the basis of evaluation, but we couldn’t find out what they were.” — Anne Roche, bargaining team chairperson (MTA Today, September 1980)
- “...it was touch and go whether we would settle or not.” — Anne Roche (MTA Today, January 1981)

References:

- “Secret code evaluations stir furor in Dedham.” MTA Today. September 1980. P. 26.
- “Dedham in full work-to-rule; RIF by seniority is a major issue.” MTA Today. October 1980. P. 13.
- “DEA firm on RIF criteria; in mediation.” MTA Today. November 1980. P. 7.
- Pave, Marvin. “Dedham teachers to return to classes; walkout ends.” The Boston Globe. October 22, 1980. P. 26.
- “RIF issue solved; Dedham to vote Jan. 19.” MTA Today. January 1981. P. 8.

Dedham Strike - 1990

SI-232 / 16 MLC 1624

Local Association:

- Dedham Education Association

Length of Strike: *Four days intermittently: February 9, 14, 15 and March 5, 1990*

- First Day on Strike: February 9, 1990 (SI-232)
- Return to Work Date: March 6, 1990

Local President:

- Maurice Daly, president of Dedham Education Association (SI-232)

Main Issues: *Stalled negotiations;*

- "...frustration with the progress of negotiations toward a collective bargaining agreement." (SI-232)

Sanctions:

- A cease and desist order was issued to the union. (SI-232)

Facts of Note:

- The teachers began work-to-rule actions in October 1989, when "virtually all teachers who held voluntary, unpaid assignments (such as curriculum committee, staff development committee, etc.) resigned their assignments." (SI-232)
- "On November 15, 1989, the meeting of the Dedham School Committee was filled with teachers who held signs that urged settlement of the contract." (SI-232)
- "On January 29, 1990, the meeting of the Dedham School Committee again was filled with approximately 100 picketing teachers." (SI-232)

- On February 9, 70 elementary teachers, 41 middle school teachers and 57 high school teachers “reported to work approximately 25 minutes late without excuse.” (SI-232)
    - “At the High School the teachers reporting late assembled outside and entered the school buildings en masse.” (SI-232)
- Teachers reported to work late again on February 14, February 15 and March 5. (SI-232)

References:

- Town of Dedham School Committee and the MTA, Dedham Education Association, and Maurice Daly, Janis Broderick, Lornie E. Bullerwill, Alan Deutsch and Cheryl Driscoll, as individuals, Interim Order. SI-232. March 8, 1990.

Dedham Strike - 2005

SI-05-271 / 31 MLC 163

Local Association:

- Dedham Education Association

Length of Strike: *3 days*

- First Day on Strike: May 4, 2005
- Return to Work Date: May 9, 2005

Local President:

- DEA President Edward Morneau (31 MLC 163)

Main Issues: *Salaries; Health insurance;*

- The DEA distributed flyers describing how "reducing health insurance benefits would not only increase the disparity [in salaries], it would also result in a Pay Cut." (31 MLC 163)

Sanctions:

- According to 31 MLC 163, the DEA was found to have "engaged in a strike… on May 4, 2005, May 5, and May 6, 2005."

Facts of Note:

- DEA members picketed outside the superintendent's office and/or in front of their schools at times that overlapped with their scheduled work days by several minutes.

References:

- 31 MLC 163 Dedham Education Association et al. and Dedham School Committee, SI-05-271 (May 12, 2005).

Dedham Strike - 2019

SI-19-7658 / 46 MLC 76

Local Association:

- Dedham Education Association

Length of Strike: *1 School Day (McLennan)*

- First Day on Strike: October 25, 2019 (McLennan) (Kusmer 10/24)
- Return to Work Date: October 28, 2019 (McLennan)

Local President:

- DEA president Tim Dwyer (McLennan)

Main Issues: *Contract language; Uncooperative school committee; Salaries; Health care; Working conditions; School policies;*

- "We have not been able to meet with the superintendent or School Committee since Aug. 1" - DEA President Tim Dwyer (McLennan)
- "...weakening health care coverage and [the school committee] resisting a sexual harassment policy proposed by the DEA." (McLennan)
- "A major sticking point in negotiations is language preventing sexual harassment." (WBZ News)
- "The Dedham Education Association said they are fighting for better health insurance, fairer compensation, and language in the contract protecting staff from sexual harassment." (Kusmer 10/24)
- "The major issues on the table were health care benefits, teacher compensation, school policy towards students' cell phone use in the classroom, and the sexual harassment policy," (Kusmer 10/28)

Settlement: *Improved contract language; Improved working conditions; Salary increases; School policy changes;*

- "In the end, the DEA won important contract language concerning sexual harassment policies, students' use of personal technology in the classroom, professional development programs and demands on educators' time." (McLennan)
- "The union also negotiated compensation that takes into account higher personal costs for health care and ensures adequate pay adjustments along an educator's entire career path." (McLennan)
- Wage increases (McLennan)
- The settlement included:
    - "An avenue to grieve sexual harassment claims and a complete overhaul of sexual harassment policies to include training for leadership and staff." (MTA 10/27)
    - "There will be no additional professional development meetings." (MTA 10/27)
    - "Up to 10 days of paid Family and Medical Leave Act leave." (MTA 10/27)
    - "There will be no new restrictions on personal days." (MTA 10/27)
    - "There will be new policies on the use of personal technology in the classroom and the changing of grades." (MTA 10/27)
    - "There is a non-reprisal clause that protects all DEA members from all units, along with a promise from the School Committee that no employees from other labor unions will face reprisals." (MTA 10/27)
    - "A fair compensation package." (MTA 10/27)
- Rachel "Dudley said the union and school officials found compromise on everything they set out to resolve." (Kusmer 10/28)

Facts of Note:

- "Massachusetts Senators Elizabeth Warren and Ed Markey, as well as Vermont Senator Bernie Sanders, took to social media and issued statements of support for the educators." (McLennan)
- "The striking educators again received broad support from colleagues in other districts, as well as from statewide labor leaders." (McLennan)
- Is the "first teachers' strike in Massachusetts in 12 years." (WBZ News)
- "Students and parents picketed alongside their educators." (Walters)

Quotes:

- "We know that it's disruptive, and they know that it's disruptive, but they know that it's important and that our work environment is their learning environment," - DEA President Tim Dwyer (WBZ News)
- "It is illegal, it's not criminal, and we spend a lot of time teaching our students to stand up for ourselves and stand up for what's right, and our members decided that it was time for us to stand up for what we feel is right," - DEA member Rachel Dudley (WBZ News)
- "Our fight for a fair contract is about ensuring that the community has access to the best possible public schools." - Dedham Bargaining Chair Rachel Dudley (MTA 10/24)
- Brooke Petersen, a middle school teacher, "said it's paramount the new contract provide better protections against sexual harassment." (Walters)
    - "I myself have been subjected to pretty foul language," - Brooke Petersen (Walters)
- "Union President Tim Dwyer said the district 'absolutely refused to listen to our proposal on sexual harassment policy.'" (Walters)

Related Resources:

- WBZ News Article (includes tweet from Bernie Sanders in support of strike)
- Boston Globe
- Mass Live

References:

- McLennan, Scott. "Dedham strike ends with contract." MTA Today. Fall 2019. P. 3, 24
- WBZ News. "Dedham Teachers Hit Picket Lines in First Mass. Teachers Strike in 12 Years - CBS Boston." Www.cbsnews.com, 25 Oct. 2019, www.cbsnews.com/boston/news/dedham-teachers-strike-schools-closed-educators-association-picket-line/.
- "Strike Ends with a Settlement for Dedham Teachers." Mass Teacher Association, 27 Oct. 2019, massteacher.org/news/2019/10/dedhamsettlement. Accessed 17 Apr. 2024.
- Kusmer, Anna. "Dedham Public Schools Teachers Going on Strike after Nearly 2 Years of Negotiations." GBH, 24 Oct. 2019, www.wgbh.org/news/local/2019-10-24/dedham-public-schools-teachers-going-on-strike-after-nearly-2-years-of-negotiations. Accessed 17 Apr. 2024.

- Kusmer, Anna. “Dedham Teachers End Strike, Reach Tentative Contract Agreement.” GBH, 28 Oct. 2019, www.wgbh.org/news/local/2019-10-27/dedham-teachers-end-strike-reach-tentative-contract-agreement. Accessed 17 Apr. 2024.
- “Dedham Teachers Vote to Strike.” Mass Teacher Association, 24 Oct. 2019, massteacher.org/news/2019/10/dedham-teachers-vote-to-strike. Accessed 17 Apr. 2024.
- Walters, Quincy. “Parents, Students Join Picketing Teachers in Dedham, Even as State Board Declares Strike Illegal.” Www.wbur.org, 25 Oct. 2019, www.wbur.org/news/2019/10/24/dedham-teachers-strike. Accessed 17 Apr. 2024.

Everett Strike - 1987

SI-208 / 14 MLC 1284

Local Association:

- Everett Teachers Association

Length of Strike: *2 Days (MTA Today 20 November 1987)*

- First Day on Strike: November 5, 1987 (MTA Today 20 November 1987)
- Return to Work Date: November 9, 1987

Local President:

- ETA President Richard Liston (MTA Today 20 November 1987)

Main Issues: *Contract not upheld;*

- "Fourteen months earlier, the ETA had bargained a new contract in good faith. Fourteen months later, they were still awaiting raises of 8 and 8 percent." (MTA Today 20 November 1987)
- "It was an unusual strike — the first time in Massachusetts history that a group of teachers struck not to gain a contract, but to have a contract implemented." (MTA Today 20 November 1987)
- "The contract contains, inter alia, a provision for 8% wage increases during each year of the contract. The teachers have not received the 8% wage increase for either year." (14 MLC 1284)

Settlement: *City agreed to uphold contract;*

- "After only two days, which featured intense media scrutiny and unprecedented pressure on the city's leaders, Mayor John McCarthy agreed in writing to fund the city's share of the two-year contract" (MTA Today 20 November 1987)

Facts of Note:

- "The public, parents, and even the media joined together to demand fairness, and justice was served." (MTA Today 20 November 1987)
- "A large, full-page-wide headline in the Leader-Herald one week before the election had Superintendent of Schools Frederick Gibson warning that the city's schools would close in April if the raises were funded. Massive budget shortfalls were predicted. The ETA, in a leaflet distributed to the entire community, denounced those threats as scare tactics." (MTA Today 20 November 1987)

Quotes:

- "Our contract was signed and sealed," said ETA President Richard Liston. "But it was never delivered." (MTA Today 20 November 1987)
- Picket signs included the phrases: "You've signed the contract now honor it," "Keep your word," and "Education not Politics." (14 MLC 1284)

References:

- "We're not waiting any longer…" MTA Today. 20 November 1987. p. 1, 4
- 12 MLC 1284 Everett School Committee and Everett Teachers Association/MTA, SI-208 (11/6/87). Interim Order.

Everett Strike - 1989

SI-224

Local Association:

- Everett Teachers Association

Length of Strike: *11 School Days (Spindel)*

- First Day on Strike: September 5, 1989 (MTA Today 15 September 1989)
- Return to Work Date: September 20, 1989 (Spindel)

Local President:

- ETA President Richard Liston (MTA Today 15 September 1989)

Main Issues: *Salaries; Working conditions; Failure to uphold contract;*

- "City unwilling to guarantee salaries;" (MTA Today 15 September 1989)
    - "The school committee offered the teachers 5 percent raises - but only 'subject to funding.' At the same time, the teachers saw guaranteed raises of between 15 and 29 percent going to the administrators, and 13.9 percent going to the mayor. And, to add still more insult to still more injury, the administrators were given the exact financial adjustments which had been proposed by — and denied to — the teachers." (Spindel)
- "The city refused to fully implement elementary preparation periods the ETA won in its last contract." (MTA Today 15 September 1989)
- "When a teacher is absent, and the city cannot find a substitute, the absent teacher's students are sent to another classroom, often resulting in class sizes of more than 60. The ETA wants an end to this practice, particularly since the city cut $55,000 out of the substitute account." (MTA Today 15 September 1989)
    - "Or remedial mathematics and reading specialists were used as substitutes, and, as a result, students who needed help in these subjects were not served." (Spindel)

Sanctions: *Fines;*

- "...teachers were also facing court-imposed fines and other legal pressures." (Spindel)
- "Also on day 2, the Massachusetts Labor Relations Commission (MLRC) issued a back to work order, and the next day state Superior Court Justice David Roseman issued a temporary restraining order against ETA, directing teachers to 'cease and desist' from striking. A hearing before the MLRC was also set on ETA's prohibited labor practices complaint, charging the school committee with engaging in 'bad faith, surface bargaining.'" (Spindel)
- "On day 5, ETA was served with a summons to a contempt of court hearing." (Spindel)
- On day 6, "Judge Roseman found the ETA in contempt of court and levied fines of $3,300 per day." (Spindel)
- "The MLRC had asked Judge Roseman to amend the temporary restraining order against ETA to include individual officers and executive board members, who would then face individual fines - or worse." (Spindel)
- "...the MLRC had dismissed ETA's prohibited labor practices complaint against the school committee." (Spindel)

Settlement: *Salary increases; Improved working conditions;*

- A 3-year contract that includes salary increases and other monetary benefits like longevity pay and compensation for both covering absent teachers and for lost preparation time. (Spindel)
- Improved working conditions including "exemption of teachers from detention duty" (Spindel)
- "Striking teachers and the Everett school committee have ratified a new contract, granting the teachers a 5 percent salary increase in each of the next three years at a cost of $1.8 million to the city." (Middlesex News)
- The contract also included longevity pay, "preparation time for elementary school teachers and assurances that the School Committee would pay teachers a penalty if their classes were doubled because substitutes could not be found." (Middlesex News)
- School Committee Chairman David Barletta, who planned to permanently replace striking teachers, "lost his bid for re-election." (Middlesex News)

Facts of Note:

- "For the second time in three years, the 317-member Everett Teachers Association was forced to strike the city's schools." (MTA Today 15 September 1989)
- "Parents and other residents, who had been turning out every day in the hundreds to demonstrate their support for the teachers," were outraged by the substitutes that were crossing picket lines during the strike. (Spindel)
    - In outrage, voters defeated "the primary re-election bid of the committee chairperson, who was perceived to be strongly anti-teacher." (Spindel)
- On day 5, "more than 200 parents marched in support of the teachers" in front of City Hall and continued to demonstrate every day until the end of the strike. (Spindel)
- The School Committee voted to hire substitutes to replace teachers during the strike. During interviews, "virtually every Everett teacher marched at the high school, covering every entrance and exit. Continuous rain kept no one away; on the contrary, even teachers who were ill and disabled insisted on picketing." (Spindel)
    - Fewer than 25 "scabs" crossed picket lines, with many "turned away by teachers" (Spindel)
    - "One of the tensest moments came when a scab spit on a teacher, and had to be quickly whisked away by the police. The teacher filed a complaint, and the police issued an assault citation to the scab." (Spindel)
- "The Everett School Committee voted last night to hire permanent replacements for striking teachers," (Canellos and Hart)
    - "The 4-3 vote in favor of hiring replacements came after a long and emotion-filled meeting attended by parents, many of whom spoke in defense of the striking teachers." (Canellos and Hart)
- Other local associations, including NYNEX and the Electrical Workers, showed their support for teachers. (Spindel)
- "Meanwhile, shortly after noon yesterday, a woman in a dark blue suit walked beside the high school while dozens of striking teachers shouted 'scab' at her. Police escorted the woman through the picket line and into the building." (Ellement)
    - "At the woman's side walked Shirley Lipman, an Everett teacher for 37 years, quietly imploring the woman to turn back, to look elsewhere for a teaching job." (Ellement)

Quotes:

- “We’ve had ENOUGH.” - picket signs during strike (MTA Today 15 September 1989)
- “This is a fight for fairness!” - ETA President Richard Liston, throughout the strike. (Spindel)

References:

- “Everett strikes back.” MTA Today. 15 September 1989. P. 6
- Spindel, Jerry. “11 days to victory.” MTA Today. 23 October 1989. P. 14-17
- Below sources are from news clippings:
    - Canellos, Peter S. and Hart, Jordana. “Replacements ordered for Everett teachers.” The Boston Globe. September 1989.
    - Ellement, John. “Everett teachers picket school, confront possible replacements.” The Boston Globe. September 20, 1989.
    - “Everett teachers OK 3-year contract; schools open Friday.” Middlesex News. September 21, 1989.

Fall River Strike - 1978

SI 64

Local Association:

- Fall River Educators Association

Length of Strike: *16 Days (MTA Today)*

- First Day on Strike: September 11, 1978 (Labor Relations Commission v. Fall River Educators' Ass'n)
- Return to Work Date: October 4, 1978 (Labor Relations Commission v. Fall River Educators' Ass'n)

Local President:

- Joseph M. Quinn

Main Issues: *Salaries; Class sizes; Working conditions; Contract language;*

- Higher salaries (The Washington Post)
- Class sizes, transfer protection, reduction-in-force protections and working conditions (MTA Today)
- The strike was called after 11 months of fruitless negotiations with the city. (MTA Today)

Sanctions: *Fines;*

- "The Fall River Educators' Association (Association) appeals from a judgment that ordered the Association to pay $260,000 to the general fund of the Commonwealth, following an adjudication that the Association had been in contempt of an order of the Superior Court during thirteen days of a strike by Fall River public school teachers in September and October of 1978." (Labor Relations Commission v. Fall River Educators' Ass'n)

Settlement: *Raises; RIF protections;*

- Teachers won a 4 percent salary increase plus a $200 bonus in the first year; 5 percent at the top of the scale the second year and 5 percent at the top of the scale the third year.
- Strong reduction-in-force language and a sick leave bank controlled by teachers.

Facts of Note:

- "Although no Fall River teacher spent time in jail, 13 were arrested for illegal assembly while picketing a school committee member's house." (MTA Today)
- "Picket lines went up outside every city school Sept. 11. More than 95 percent of teachers in Unit A either walked the lines or honored them. During the entire 16-day work stoppage, the number of teachers crossing the lines never exceeded 14 out of the 850 unit members." (MTA Today)
- "Cafeteria workers in Fall River yesterday refused to cross the teachers' picket lines, and school officials told students to bring lunches to school as the officials tried to keep schools open at least through this week." (The Harvard Crimson)

Quotes:

- "A spokesman for FREA noted that on the second day of the strike a fifth-grader was placed in charge of a kindergarten class, and parents were called upon to perform what amounted to babysitting roles in the classroom to keep school open." (MTA Today)
- Some people show their support by honoring picket lines; some send money. But David Freedman, owner of the Gangplank Restaurant in Fall River, took a very basic approach to helping the striking teachers. He fed every one of the 850 striking teachers who came by during the 16-day unpaid period." (MTA Today)

Related Resources:

- Washington Post, 30 September 1978
- Harvard Crimson, 14 September 1978

References:

- "Labor Relations Commission v. Fall River Educators' Ass'n." VLex, case-law.vlex.com/vid/labor-relations-commission-v-891933553. Accessed 15 Feb. 2024.
- "Teachers in Dayton Agree on Contract." The Washington Post. September 30, 1978.

https://www.washingtonpost.com/archive/politics/1978/10/01/teachers-in-dayton-agree-on-contract/04595eb2-c2c5-48f0-8428-33d5066124e1/ Accessed on 15 Feb. 2024.

- "Typographer, Teacher Unions Avert Boston Strike Threats | News | The Harvard Crimson." Www.thecrimson.com, www.thecrimson.com/article/1978/9/14/typographer-teacher-unions-avert-boston-strike/. Accessed 15 Feb. 2024.
- "Fall River teachers win strike." MTA Today, 12 October 1978, pp. 1, 4
- "At least nobody was hungry." MTA Today, 12 October 1978, p. 4

Franklin Strike - 1977

SI 56

Local Association:

- Franklin Education Association

Length of Strike: *10 Days*

- First Day on Strike: September 16, 1977 (Franklin Observer) (MTA Today p. 4)
- Return to Work Date: September 30, 1977 (MTA Today p. 1)

Local President:

- Mary Beth Carlson, FEA President (Martin) (MTA Today)

Main Issues: *Animosity between superintendent and union; Seniority in reductions-in-force; Working conditions;*

- "From the beginning, FEA negotiators stressed they were not on strike for economic issues, but rather for seniority in the face of certain reductions in force," (MTA Today pp. 1, 4)
- "The budget cut and state aid reduction contributed to teachers' fears of layoffs or transfers, leading them to insist on a strict reduction in force (RIF) clause in the proposed 3-year contract to regulate layoffs," (Martin)
    - Further cuts on jobs were expected, teachers were trying to ensure that "job losses would be governed by seniority." (The New York Times 1 October 1977)
    - "fewer students, less state aid" (Martin)
        - "Fewer students mean fewer teachers will be needed," (Martin)
        - Receiving $1.2 million less in state aid in 1978 when compared to 1977. (Martin)
- "There were mounting concerns about pay, seniority, and maternity leave and about rowdy, violent students." (Franklin Observer)

- “Members of the class of ’78 streaked through the high school library—nude—at least once, and yearbooks from the ‘70s are filled with pictures of students fisting beers in the parking lot (the legal drinking age was 18 at the time). And one police officer was clubbed on the head with a brick by a student, while trying to break up a fight.” (Franklin Observer)

Sanctions: *Teachers arrested; Fines;*

- “Minutes after picketing at Franklin’s 11 schools began, police began arresting teachers refusing to leave school property. With the arrest of 112 picketers for trespassing, the tone of the Franklin strike was set.” (MTA Today p. 4)
- *Teachers were jailed:* The numbers jailed vary by media outlet:
  - 73 teachers were jailed. (MTA Today p. 6)
  - Around 67 teachers were jailed (The New York Times, Oct. 1, 1977)
  - Many teachers were arrested and around 80 teachers were jailed. (Huffaker)
  - “… 68 jailings and crippling financial burdens through court-imposed fines,” (Durkin)
  - “The School Committee decided that enough was enough. Police officers and deputy sheriffs arrived at the high school and middle school, arresting 34 teachers in a single day.” (Franklin Observer)
    - “Hauled off in police vans, the first batch of strikers appeared at court in Dedham where they were promptly sentenced to time in county jail.” (Franklin Observer)
  - “A week after the first group had gone to the ‘slammer,’ an astonishing 100 teachers were rounded up and arrested by the police. Appearing before Judge Greaney in Dedham, the teachers were fined $950 each (equivalent to several thousand dollars, today), and sentenced to jail for the roles they played.” (Franklin Observer)
    - ““I hope you don’t confuse what you are doing with the great acts of civil disobedience that led to the creation of this country,” Greaney said to the assembled teachers.”” (Franklin Observer)
- *Teachers were also fined:*
  - “Judge John M. Greaney of Norfolk Superior Court set the contempt of court fine at $50 daily since Monday when he ordered the 265 striking teachers to return to work. He said that the fines would rise to $100 daily if they remained out past next Monday.” (The New York Times, 24 September 1977)
  - The Franklin Education Association and its members were fined.

        - "Franklin teachers had been defeated, sacrificed, some felt, in an experiment encouraged by the state union, and now the Franklin Education Association had to pay $150,000 in fines. Additionally, each teacher had to pay their own $950 fine unless they wanted to go back to jail." (Franklin Observer)
        - "...fined the association $350,000." (MTA)
        - Hours after the strike ended, "Judge John M. Greaney of Superior Court warned union lawyers that he expected the $304,050 in contempt-of-court fines, as much as $1,550 in some individual cases, to be paid." (The New York Times 1 October 1977)
        - "He said individuals must not have their fines paid by the union, and he ruled that the fines must be deducted from paychecks." (The New York Times 1 October 1977)
        - Included a $165,000 fine to the union. (The New York Times 1 October 1977)
- *Timeline of Fines and Arrests*
    - "Judge Greaney on Wednesday, the 21st, jailed all eight officers and negotiators and imposed fines of $15,000 per day on the FEA." (MTA Today p. 4)
    - "Thursday, Judge Greaney jailed 27 more teachers; Friday he imposed $250 fines on 28 more FEA members." (MTA Today p. 4)
    - "On Monday, Sept. 26, the strike entered its second week, and Judge Greaney began it by jailing nine more teachers - all women - and raising the daily fines of other teachers to $100 per day." (MTA Today p. 4-5)
    - "Tuesday, Judge Greaney fined an additional 52 teachers $650 each. By Wednesday, he fined another 20 teachers $950 each and a second judge, John P. Sullivan, fined an additional 31 FEA members, and ordered them back to work." (MTA Today p. 5)
    - "Judge Greaney had already told the FEA that by Friday, all of its remaining members would be in jail." [they settled the contract Friday morning] (MTA Today p. 5)
    - "Thursday was another day in court, as Judge Greaney jailed an additional 20 teachers, and Judge Sullivan jailed nine. Sullivan also fined an additional 20 $1,850 each if they did not return to school by 10 a.m. Friday." (MTA Today p.5)
    - "Sixty-three FEA members were now behind bars." (MTA Today p.5)

Settlement: *Salary increases; Seniority; Improved working conditions;*

- "A judge's threat to jail all striking teachers in this town … brought an end to a bitter two-week school strike just after dawn today." (The New York Times 1 October 1977)
    - The "ratification [of the new contract] brought 63 Franklin teachers home from jails as far away as Pittsfield, and ended the imminent threat of jail for remaining FEA members." (MTA Today p. 1)
- A new contract was made. (Franklin Observer)
    - "The contract that the teachers won does guarantee that seniority will be respected in layoffs except when a teacher receives two negative reports from a principal in five years or when seniority would leave the system without a single teacher in a specialty such as advanced calculus or Italian." (The New York Times 1 October 1977)
        - "The new committee offer contained seniority in RIF's and transfers" (MTA Today p. 5)
    - "The agreement calls for a 4 percent raise in the first year, a 5 percent raise in the second, and a raise of 4 to 6 percent, depending on increases in consumer prices, in the third. The current starting salary is $9,526." (The New York Times 1 October 1977) (MTA Today p. 5)
    - Improved working conditions such as "guaranteed elementary preparation time of 20 minutes per day, minimum" and the "[c]reation of a new sick-leave bank" (MTA Today p. 5)

Facts of Note:

- "Besides a few minor disturbances in the mills at the turn of the 20th century, Franklin had witnessed very little sustained discontent or turmoil as a result of labor problems for most of its history — until the Great Teachers' Strike of 1977." (Franklin Observer)
- "And in the years after the strike, there was plenty of animosity between the teachers who went on strike, and those few who did not." (Franklin Observer)
- "Officials of the union, the Franklin Education Association, did not argue that the strike was legal. They said that the law was unjust because the Franklin School Committee, or school board, was not bargaining in good faith and that they could do nothing but strike." (The New York Times 1 October 1977)
- *Substitutes during the strike:*

    - During the strike, “Substitutes had kept the schools in operation, but attendance had been poor and some students had demonstrated in support of the teachers.” (The New York Times 1 October 1977)
    - “Giuliano’s office told parents that ‘qualified, certified professionals’ would be teaching their children. He did not say many were graduate and undergraduate students from three Boston area colleges, many untrained, and all uncertified to teach.” (MTA Today p. 4)
    - “Students put out their own newsletter during the strike, telling citizens what was really going on inside the schools - substitutes sleeping while allegedly ‘teaching’ classes; other substitutes unable to speak English; and use of physical force against students by other substitutes.” (MTA Today p. 7)
- “On orders from school superintendent Frank Giuliano Jr., who said he acted to protect youngsters, police arrested teachers on the school grounds, charging 112 with trespassing.” (Martin)
- *Support for teachers on strike*:
    - “Support came even from officers of unions in Australia, who were in Cambridge attending the Harvard Trade Union Program.” (MTA Today p. 5)
    - “The message was clear to Franklin teachers: they were far from alone in their struggle. Every teacher and worker present seemed to understand the significance of the Franklin strike, and the stakes involved. It was not just seniority, one of them told the rally, but collective bargaining for all Massachusetts public employees that was the issue in Franklin.” (MTA Today p. 5)
    - “Teachers sold apples for $1 and t-shirts for $10 during the rally, with proceeds going to their Franklin colleagues.” (MTA Today p. 5)
- *Weather during the strike*:
    - It was pouring rain for a considerable portion of the strike. (MTA Today p. 5)

Quotes:

- “We explained to the kids that their mother was going to jail. But try telling that to an eight-year-old. The first thing he wanted to know was, ‘How long? For a year?’ ‘I couldn’t even answer him. And then there are the fines and lost salary ... I don’t know what it will mean. But we’ll manage. I did something I believe in very strongly, and I’d do it again — no matter what it cost.’” - A jailed Franklin teacher [describing her ordeal to the MTA] (MTA Today)
- “I was settling down to sleep when another inmate yelled up from a lower tier: ‘Hey, Teach, is this what you call collective bargaining?’” - Another jailed teacher’s experience. (MTA Today)

- “It’s their move now. I’ve told them we’re willing to negotiate.” - Mary Beth Carlson (Martin)
- “This was the behavior of professional people; they did not use the court as a debating forum.” - Judge Greaney [in regard to teacher conduct in court rooms throughout the strike] (Dunn)
- “The strike was not settled by the jailing of teachers. It was not settled by fines. It was not settled by the courts. It was settled through good faith negotiation. What this strike means in terms of the future for the state is that legislation is needed to avoid a recurrence of a strike such as this.” - FEA spokesperson Joe Ferrari (MTA Today p. 5)

Oral History:

Alice Paes, a former MTA field representative and manager, shared her memories of MTA local strikes in a videotaped interview in 2023. Here are her memories of the Franklin Education Association strike of 1977, edited lightly for length.

Franklin is a middle-class suburban town. It's the birthplace of Horace Mann. There were 285 teachers there. I was their negotiator at the table. The issue there was the [contract] language and the superintendent. It was very personal. It was not about money at all. The teachers detested the superintendent… and they wanted him gone. So they were basically lashing out at him, as well as the fact that they had hardly any language in their contract. That strike began the Friday after Labor Day and lasted for two weeks.

The strike vote there was not unanimous. Sixty-five percent of the teachers voted to strike. No one, however, crossed the picket line, and most of the 35 percent got on board after the vote was taken. On day one of that strike, 95 teachers and MTA staff people were arrested for picketing on school property as opposed to picketing on a sidewalk.

The police arrested all of us and we were hauled into school buses and brought to the Wrentham District Court, where we were processed and then released with a hearing date to come in the future. Although it was unnerving to be arrested like that, it got us instant sympathetic media attention.

So the labor board and the courts, they wanted to crush us. They wanted to send a message that there would be zero tolerance for strikes in Massachusetts. The FEA was fined daily. Individual teachers were fined as well. Over a hundred teachers went to jail. The females went to Framingham. The men were housed in Plymouth House of Correction, until they ran out of room, and then they bussed the rest of the males out to a facility in the Berkshires.

The teachers were served randomly, which was very unnerving. What would happen is a process server would come to town every day and he would have names of teachers that were going to be served. He'd get those names, of course, from the superintendent. And then once they were served, they had to appear before the Superior Court Judge Brainy in the Dedham Superior Court.

I was there every day. This is how it would go. The judge would call them up in front of him and he'd say, "Are you a teacher in Franklin?"

"Yes."
"Are you on strike?"
"Yes."
"Do you know strikes in Massachusetts are illegal?"
"Yes."
"Are you willing to go back to work?"
"No."

And then one of the court officers would come and take them away.

Some of the teachers were stoic. Some of them were defiant. And some of them were just crying. But I can tell you that nobody caved. They all went to jail. That all backfired on the school committee because the parents and the general public became outraged. The press, both the local and national press, latched onto it.

We were headline news every night across the country. The press was very sympathetic. They interviewed the president about her jail experience and she told him how she was processed. She was strip-searched. She was deloused and then put in a cell. I remember the reporter saying to her, "So you were treated like a common criminal." She said, "Yes, we were." Once that got out we started getting donations from across the country. And we had literally hundreds of thousands of dollars coming into Franklin. And so now the question was what we're going to do with all that money. We certainly weren't going to put it in the MTA coffers. We weren't going to put it in the FEA coffers. So we established a teacher's trust fund, and that's where the money went. We had a local teacher from Walpole who volunteered to be the administrator of that trust fund. That's where the money went.

With so many people in jail, we had a hard time manning the picket lines at the schools. So the call went out to other locals and to teachers, and they came and helped. We had them man the picket lines there in the morning and in the afternoon. And why was that? That was because the school committee was determined to keep the schools open. They advertised for subs. And they got some, they got quite a few, because they were paying very well.

In their minds, they were just going to pass those costs off to us at the end of the strike. They also brought in scabs from Boston University. The superintendent was a graduate of Boston University and I believe he taught some courses there, and he knew [BU] President John Silber. So he called Silber and asked him if he could round up students who might want to act as subs in Franklin, and [told him] that they would send buses up there to get them every morning and bring them back and pay them quite well.

We knew that that was going to happen because we had a source in the central administration who was keeping us posted on what was going on with the other side. So we were alerted to this. What we did is every morning when those buses left Franklin we would have a convoy of cars following the buses. When they got there, the teachers would get out of the cars and ring the school buses with their picket signs. The idea being to try to cause the teachers not to get on the buses. They did, however, many of them did get on the buses. That was an event that was going on daily.

At the same time, the judge was ordering fact-finding, which we refused to participate in. [That's a] useless process, as I described before. When we went to the first meeting I told the fact finder to go back and tell the judge to find a good mediator if he ever wanted to get this contract settled. So the judge did actually appoint a private mediator. He was a retired personnel director from John Hancock Life Insurance, who I have to say was amazing and was able to bring the parties to a settlement.

The settlement was a three-year contract. We got, for the first time, reduction in force language, elementary prep time, just cause, maternity leave, sick leave bank, a sick leave bank, and the money was 4%, 5%, and 6%. We also had a no-reprisals clause and a side letter agreement allowing us to arbitrate the damages.

The school committee in the town was seeking over $200,000 worth of damages from the union. We did go to arbitration. We got that reduced to $156,000 and that money was all paid out of the trust fund because we had so much money in that fund. All of the court costs were also paid out of that trust fund.

So we won that strike. It had a huge ripple effect across the state. It sent a message. It was the opposite of the message that the judge was intending to send. I don't use that term "won" often because collective bargaining is not about winning and losing – it's about finding acceptable compromises that the parties can live with.

But this was not that: This was a war. And we won the war. One other point I want to make here is that, about two months after the contract was settled, we were

told by our source in the central administration that the school committee had told the superintendent to find another job. That was just the icing on the cake.

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Freetown-Lakeville Strike - 1989

SI-229 / 16 MLC 1423

Local Association:

- Educators' Association of Freetown and Lakeville

Length of Strike: *11 Days (Plati)*

- First Day on Strike: December 1, 1989 (MTA Today)
- Return to Work Date: December 17, 1989 (Plati)

Local President:

- Educators' Association of Freetown and Lakeville President Linda Callaghan

Main Issues: *Salaries; Working conditions;*

- "...salary increases and guaranteed preparation time for all teachers." (MTA Today)

Sanctions: *Fines;*

- "Judge Robert Prince of Brockton Superior Court issued fines based on the recommendation of the State Labor Relations Commission of $4,000 a day against the association and $20 a day against the union bargaining team." (MTA Today)

Settlement: *Salary increases; Improved working conditions;*

- "...salary increases of 18.6 percent over three years, first time longevity payments and guaranteed preparation time for all teachers." (Plati)
- "...a new health and safety committee will monitor hazards in the school buildings." (Plati)

Facts of Note:

- "Braving sub-freezing temperatures for 11 days in the coldest December on record, 217 members of the Educators Association of Freetown and Lakeville persevered against the weather and an intransigent school committee." (Plati)
- "From the start of the strike, Freetown-Lakeville School Supt. Nancy Sullivan added fuel to the fire when she executed a series of actions intended to intimidate and punish the teachers. Sullivan sent letters of reprimand to all the teachers the first day of the strike. A second letter informed teachers of the administration's intention to conduct dismissal hearings." (Plati)
- "In the evenings, EAFL bargaining members participated in parent-sponsored coffee hours to explain why the teachers were on strike." (Plati)
    - "Parents agreed with the teachers' demand for guaranteed preparation time and overwhelmingly voiced their disapproval of the superintendent's decision not to participate in the bargaining process." (Plati)
- "But the coup de grace came Dec. 10 when the parties resumed bargaining and the school committee offered an economic package less than the one that was on the table before the strike." (Plati)
    - "Teachers were further enraged by the second round of retaliatory tactics when, on payday, the superintendent sent $1 paychecks to most of them along with bills for deductions normally taken out of their checks, some as high as $160." (Plati)

Quotes:

- "Victory after 11 days in bitter December cold" (Plati)
- "There are three major achievements that aren't included in the contract, but which every EAFL member won in this process - unity of spirit, self-respect, and dignity," - EAFL President Linda Callaghan (Plati)

References:

- "On the line." MTA Today. 15 December 1989. P. 5
- Plati, Maria. "Freetown-Lakeville strikes for dignity." MTA Today. 5 February 1990. P. 4-6

Gloucester Strike - 2024

SI-24-10955

Local Association:

- Union of Gloucester Educators (MTA) (AKA Gloucester Teachers Association and Gloucester Association of Educational Paraprofessionals)

Length of Strike: *10 Days (The Boston Globe)*

- First Day on Strike: November 8, 2024 (CBS)
- Return to Work Date: November 25, 2024 (The Boston Herald)

Local President:

- Rachel Salvo Rex, Co-president, representing Gloucester Teachers Association (SI-24-10955)
- Maryann Aiello, Co-president, representing Gloucester Association of Educational Paraprofessionals (SI-24-10955)

Main Issues: *Salaries for ESPs; Parental leave; Working conditions; Student resources;*

- "One of the biggest sticking points in the strike was higher pay for paraprofessionals." (CBS)
- "Union co-president Rachel Salvo Rex, during an afternoon news conference, described agreeing to a livable wage for paraprofessionals as the 'biggest barrier' that prevented negotiations from ending earlier." (Boston Herald)
- "In Gloucester, the union in the 2,800-student district had asked for at least eight weeks of fully paid parental leave. It also wanted significant pay increases for paraprofessionals, safer conditions for students and more prep time for elementary school teachers." (WBUR)

Sanctions: *Fines;*

- “Last week, a judge imposed a $50,000 fine and an additional penalty of $10,000 per day for every day the unions failed to return to work.” (CBS)
- “Teachers strikes are illegal in Massachusetts, and all three unions — Gloucester, Beverly and Marblehead — were court-ordered last week to start paying $50,000 a day plus $10,000 increases for each day they remained on strike.” (Boston Herald)

Settlement: *Salary increases; Improved working conditions;*

- “Last Friday, teachers and paraprofessionals in nearby Gloucester won higher pay and parental leave after striking ...” (Boston Globe)
- “"This agreement accomplishes our primary goals from the start of these negotiations — a significant and necessary adjustment in paraprofessional wages, a meaningful increase to teacher pay, and expanded benefits including new paid parental leave," School Committee chair Kathy Clancy said in a statement.” (CBS)
- Paraprofessionals will see “massive salary increases,” between 40% and 60%, equating to $10,000 – $14,000 over five years. — School Committee Chairwoman Kathy Clancy (Boston Herald)

Facts of Note:

- “Union leaders in all three districts concede they did not get everything they wanted, particularly in terms of paraprofessional pay — starting salaries will remain under $34,000 per year in Beverly and Gloucester and $17 per hour in Marblehead. And the paid parental leave guarantees in all three — 15 days in Marblehead, 30 in Beverly, and 35 in Gloucester — don’t quite reach the level won in Newton last winter, when educators secured a minimum of 40 days fully paid.” (Boston Globe)

Quotes:

- "The Union of Gloucester Educators may be broke, but we're not broken," the union said. (CBS)

References:

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- Union of Gloucester Educators Facebook page. https://fb.watch/wovEFI0Lb3/ Accessed 10 Dec. 2024
- Fain, Shawn, UAW President, addressing No. Shore educators. https://www.facebook.com/watch/?v=1105905407673398 Accessed 10 Dec. 2024

Grafton Strike - 1980

Local Association:

- Grafton Teachers Association

Length of Strike: *3 Days (Blackstone Valley Tribune)*

- First Day on Strike: February 11, 1980 (Lamson 11 February 1980)
- Return to Work Date: February 14, 1980 (Rocco 15 February 1980)

Local President:

- GTA President Elsie S. Baum (Lamson 11 February 1980) (Boston Herald)

Main Issues: *Salaries; Contract language; Working conditions;*

- "Sources close to the negotiations say the two issues preventing a settlement are salaries and a reduction in force, or RIF clause." (Lamson 11 February 1980)
- Committee Chairman James E. Shannon Jr. "said the issues include a dispute over a teacher salary schedule, a reduction-in-force clause, and the right for the School Committee to have teachers teach six periods a day instead of five. The committee believes a teacher could give up supervisory time to teach a sixth period," (Worcester Telegram & Gazette)
- "Gail McGrail, a member of the association, said that the association wants a more traditional salary schedule, with automatic annual pay increases and salary levels based on amounts of college credits too. But the School Committee refuses to discuss a traditional salary schedule, she said." (Worcester Telegram & Gazette)
    - "Teachers' pay is now decided on an individual basis." (Worcester Telegram & Gazette)
- "The issues in the labor dispute involve working conditions, salaries and a regular salary schedule, the workload and work days, and contract language involving layoffs." (Boston Globe)

- "Elsie Baum, GTA president said the issues include increased workload, lack of a fair and equitable layoff plan, and an overall regular salary scale for teachers with the same years of experience and educational background." (Boston Herald)
- "Unresolved issues that led to the association's strike vote are teacher pay schedules, provisions for raises and other salary adjustments, a reduction-in-force clause, a teacher-recall provision and teaching a six-period day." (Telegram 14 February 1980)

Settlement: *Salary increases; Improved contract language;*

- "Striking teachers turned in their picket signs yesterday morning and returned to the classroom after ratifying a new two-year contract." (Rocco 15 February 1980)
- "School Committee Chairman James E. Shannon Jr. said yesterday there was no change in the salary format which, he said, has been a 'major' issue with the teachers." (Rocco 15 February 1980)
- "The new contract, which is retroactive to Aug. 31, will add a total of $140,000 to teachers' salaries in the first year. The amount represents a 7.8 percent increase." (Rocco 15 February 1980)
    - In the second year, teachers will receive an additional $145,000, or 7.7 percent. (Rocco 15 February 1980)
- The contract also included:
    - "If reduction of staff is necessary, the teaching staff will be cut back primarily on the basis of seniority. However, there will be other considerations, such as teacher evaluations and academic preparation." (Rocco 15 February 1980)
    - "Teachers will be recalled on a seniority basis." (Rocco 15 February 1980)
    - "Teachers in grades 7-12 may, if the School Department finds it necessary, be required to instruct, rather than carry out supervisory tasks." (Rocco 15 February 1980)
    - "The contract also includes a clause which states that no action will be taken against teachers for having gone out on strike last Friday." (Rocco 15 February 1980)

Facts of Note:

- "The strike began Friday, a day when schools were closed anyway because of a flu outbreak." (Worcester Telegram & Gazette)
- "Several students joined picket lines this morning to show their support for striking teachers." (Gazette)

- "School and union officials disagreed about the number of regular teachers in the schools yesterday. Greiner said about 15 percent, or about 18 of the 130 regular teachers, were in school yesterday. However, a GTA spokesman said 10 teachers crossed the picket lines." (Lamson 12 February 1980)
- When picketing, "[o]ne teacher in each line at the four schools was in charge of keeping track of the number of students and substitute teachers who went into the schools. As substitute teachers drove across lines, the striking teachers pleaded with them not to go into the schools. Police then asked the striking teachers not to speak to the substitutes." (Lamson 12 February 1980)
- "The School Committee met last night with about 300 parents concerned about the strike situation. But the meeting cut off about an hour after it started. Committee Chairman James Shannon Jr. told the crowd the committee had a meeting with its lawyer, Andrew Lane of Boston." (Lamson 12 February 1980)
    - "At the end of the meeting, several residents shouted for Shannon's resignation and asked if he were still planning to leave for a scheduled trip to California next week." (Lamson 12 February 1980)
- "A dozen students interviewed who were staying out yesterday expressed the feeling that 'nothing was going on' at school." (Rocco)
- "Striking teachers continued to picket this morning despite an order by the state Labor Relations Commission last night to stop what it called an illegal strike." (Lamson 13 February 1980)
    - "...the Grafton Teachers Association said since it had not received a copy of the order, the teachers would continue striking." (Lamson 13 February 1980)

Quotes:

- "It was a boring waste. All we did was sit around and do nothing." - Peter Ursini, a sixth grader, talking about school during the Grafton strike. (Gazette)
- "Last night the Grafton School Committee withdrew every item from the table to which we had tentatively agreed. They have left us no choice." - GTA President Elsie Baum on why they voted to strike. (Telegram 9 February 1980)
- "Another teacher, Ellen Fairbanks, said she will not cross a picket line Monday. 'I will resign, although I don't want to leave the children. I have no choice.'" (Rocco 11 February 1980)
- "It was a tremendously unifying force for the association, and when it was over the teachers had developed a new sense of pride in themselves and the profession." (Peter Blanchard, MTA second vice president and Grafton teacher, MTA Today 7 March 1980)

References:

**The following sources are from a scrapbook of newspaper clippings kept by the MTA.*

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- "Grafton Teachers Still Striking." Worcester Telegram & Gazette. 12 February, 1980.
- "Teachers picket schools." The Boston Globe. 12 February 1980.
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- Lamson, Leah. "Grafton Teachers Ask Resumption of Talks." Gazette. 12 February 1980.
- Rocco, Barbara. "The Fallout." Telegram. 14 February 1980.
- Lamson, Leah. "Grafton Teachers Picket Despite Order to Stop." Evening Gazette. 13 February 1980.
- "Grafton Pact Sought in Marathon Parley." Telegram. 14 February 1980.
- "Teachers in Grafton Strike, Unanimously." Telegram. 9 February 1980.
- Rocco, Barbara. "Grafton, Teachers Talk Again Today." Telegram. 11 February 1980.
- Rocco, Barbara. "Grafton Teachers Return to Classes." Worcester Telegram. 15 February 1980.
- "Teachers return to classroom." Blackstone Valley Tribune. 16 February 1980.

Hanover Strike - 1988

SI-217 / 15 MLC 1182

Local Association:

- Hanover Teachers Association

Length of Strike: *10 Days (Plati)*

- First Day on Strike: September 19, 1988 (Plati)
- Return to Work Date: September 30, 1988 (Plati)

Local President:

- HTA President Melanie Drozdowski

Main Issues: *Salaries; Working conditions;*

- "When it became clear that negotiations were stalled going into the second week of school, HTA members began to lose patience. On Sept. 16, HTA members voted not to return to work on the following Monday without a new contract, but made it clear that they wanted to negotiate throughout the weekend in a last effort to avert a strike. But, the school committee failed to respond to the HTA's telegram urging them to return to the table over the weekend, thus setting the scene for Monday morning's strike." (Plati)
- Salaries
    - "A second flyer distributed on Thursday revealed that while the town has been letting teachers salaries slide, it had registered free cash (available funds) accounts every year since 1981 of up to $1 million." (Plati)
- "Drozdowski said differences over salary were the major sticking point in contract talks along with union demands over teacher preparation time, tuition reimbursement for advanced degrees and bonuses for senior educators." (UPI Archive)

Sanctions:

- "...Plymouth County Superior Court Judge Chris Byron issues a temporary restraining order against the HTA." (Plati)

Settlement: *Salary increases; Improved working conditions;*

- The settlement included salary increases, "five preparation periods for all teachers effective mid-year," and "unlimited accumulation of sick leave," among other benefits. (Plati)

Facts of Note:

- "Once the strike began, the town let a full week elapse before filing a strike investigation petition with the State Labor Relations Commission, an unusually long time in a strike situation." (Plati)
- "Once back at the table on Wednesday afternoon, the school committee took three and a half hours to decide whether to even read the HTA proposal. The committee took the proposal, then quickly cut off the meeting by saying it needed another two days to deliberate." (Plati)
- "On Friday afternoon, close to 100 parents and students assembled in front of the junior high school with signs urging the parties to stay at the table - all night if necessary - to settle a contract." (Plati)

Quotes:

- "HTA - #1 United." - HTA motto during 1988 strike (Plati)
- "'We're back at ground zero,' said Drozdowski. 'We feel they've made a mockery of the bargaining process. It seems as if they would prefer to hold the students of Hanover hostage rather than settle the contract.'" (Plati)
- "In Hanover, Mass., union president Melanie Drozdowski accused officials of being 'willing to have a strike hit the town without any attempt to settle.'" (UPI Archive)
- "The bitter strike, which could have left a legacy of vindictiveness, sparked a burst of volunteerism instead. ... More than 500 parents and teachers packed the high school auditorium in early June for a meeting called by the Hanover Teachers Association, the group that shut down the school nine months before. Eager parents signed 300 postcards urging state lawmakers to support education. More than 100 volunteered for committees to analyze town budgets and compare Hanover's school programs with those in surrounding towns." (Nealon)

Related Resources:

- Patriot Ledger Video about 1988 Hanover Strike
- 15 MLC 1182. Hanover School Committee, et al. and Melanie Drozdowski, and Hanover Teachers Association, et al., SI-217 (9/27/88). Interim Order.

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Haverhill Strike - 2022

S.I.-22-9605 / 49 MLC 112

Local Association:

- Haverhill Education Association

Length of Strike: *4 Days (McLennan and Ng) (Cristantiello 02/02/24) (Larkin)*

- First Day on Strike: October 17, 2022 (McLennan)
- Return to Work Date: October 21, 2022 (Cristantiello)

Local President:

- HEA President Tim Briggs (McLennan) (Cristantiello 02/02/24)

Main Issues: *Salaries; Staffing; Paraprofessionals; Working conditions; Contract language; Diversity;*

- The HEA President "declared that the School Committee was not bargaining in good faith." (McLennan)
- "The HEA has been bargaining for adequate staffing and fair compensation - with Haverhill educators currently paid about $10,000 less than the state average." (McLennan)
- "During a rally, educators spoke out against the district's practice of pulling paraeducators assigned to work with students on Individualized Education Plans to cover classrooms when teachers are absent." (McLennan)
- "The HEA was also seeking contract language to provide adequate preparation time for educators and a program to increase the number of educators of color." (McLennan)
- "The HEA has been drawing attention for years to the damaging effects of austerity budgeting forced upon the students and educators of Haverhill." (MTA 10/21/22)

- The HEA was fighting "for fair pay, a diverse education workforce and safe schools for educators and students." (MTA 10/18/22)
- "In Malden and Haverhill, educators for years have been raising issues related to pay equity, safety in schools, the need for smaller class sizes, the need for sufficient time to prepare coursework and collaborate with colleagues, the need for greater diversity in their education workforce, and the need to raise the pay of Education Support Professionals above the poverty level." (MTA 10/17/22)
- Haverhill teachers "were fighting for higher pay, a safe working environment, educator-directed planning time, and smaller class sizes." (Cristantiello 10/20/22)

Sanctions: *Fines;*

- $110,000 in fines (Cristantiello 02/02/24) (Niezgoda and Palumbo)
- The union agreed to pay fines for "'reimbursement of expenses and/or damages' incurred during the four days of closed schools, including for legal fees and police details." (Larkin)

Settlement: *Salary increases; Improved contract language; Improved working conditions;*

- "The Haverhill Education Association secured a three-year contract with pay increases that will narrow a wage gap between educators in the city district and those who work in surrounding communities." (McLennan and Ng)
- "The HEA also won language addressing school safety and racial justice." (McLennan and Ng)
- The contract "addresses decades of underfunding for the Haverhill Public Schools and their educators - and makes important advances in building safer and more racially just public schools." (MTA 10/21/22)
- "the city of Haverhill has approved a new contract that raises educator pay and secures other union demands, like an anti-racism pledge, school safety system and workload protections." (Larkin)
    - "On top of raises, "the MOU also established a joint task force on school safety that will develop an electronic monitoring system for student disturbances and will expand on efforts to promote diversity and fight racism in the district." (Larkin)
    - "The signed return-to-work agreement includes a commitment that neither the city's school committee nor the union will take disciplinary action due to individuals' conduct during the strike." (Larkin)

Facts of Note:

- "The courageous educators of the HEA withstood politically motivated attacks and legal manipulations designed to undermine their union and the labor movement more generally. While the other side played games, the HEA built on strong relationships with families and the whole Haverhill community. This struggle for a fair contract has strengthened powerful bonds between educators and parents that will benefit the public schools for years to come." (MTA 10/21/22)
- "Students, parents, community activists and educators from our MTA locals across the state - as well as state and federal elected leaders - spoke out in support of the Haverhill educators." (MTA 10/21/22)
- "Haverhill resident Alicia Smolar said school officials had 'held an entire city hostage' and 'played dirty' during the strike." (Larkin)

Quotes:

- "They know that we are dedicated to our students. They have been taking advantage of that dedication and exploiting us" — HEA President Tim Briggs to HEA members and supporters (McLennan)
- "Enough is Enough!" motto for HEA and MEA (MTA 10/17/22)

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Holyoke Strike - 1995

SI-258 / 21 MLC 1539

Local Association:

- Holyoke Teachers Association (now Holyoke Educators Association)

Length of Strike: *4 Days*

- First Day on Strike: January 9, 1995 (Plati)
- Return to Work Date: January 13, 1995 (Plati)

Local President:

- HTA President Jim Sullivan (Plati)

Main Issues: *Salaries; Uncooperative school committee; Contract language;*

- The strike followed "eight frustrating months of negotiations" where "none of the school committee members had ever showed up for a single bargaining session, but sent their attorney instead." (Plati)
- Main issues included salaries, "the committee's attempt to 'micro manage' school teachers and the poor treatment of teachers at committee meetings." (Plati)
- "In addition to the insufficient salary offer, the School Committee was fighting tenaciously to remove the agency fee provision from the HTA contract, a move interpreted as an attempt to dilute the union." (Plati)

Sanctions:

- The Labor Relations Commission issued a back-to-work order. (Plati)

Settlement: *Salary increases; New contract language;*

- "The offer increased the salary offer in the first year, included several positive language changes and offered a workable compromise on the agency fee provision that allowed the HTA to retain the right to penalize non-members." (Plati)

Facts of Note:

- “An overwhelming number of parents, students, city residents, business owners, and union members came out to support the teachers in their quest for dignity and respect.” (Plati)
- “One reporter wrote that she could not find anyone on the city streets who was against the teachers’ strike.” (Plati)
- The school committee placed an ad in the Union News with their last best offer before a planned bargaining session, “suggesting that [the school committee] never intended to seriously bargain with the teachers.” (Plati)

Quotes:

- “There were two words that teachers on picket lines [in Holyoke] mentioned time and again: Respect and Dignity” - Sandra Dias, a reporter for Union News in her analysis of the strike. (Plati)
- “Respect key issue of strike” - Headline in a paper following the strike (Plati)

References:

- Plati, Maria. “United they stand.” MTA Today. 10 February 1995. P. 11-14

Hudson Strike - 1987

SI-211 / 14 MLC 1403

Local Association:

- Hudson Education Association

Length of Strike: *3 Days*

- First Day on Strike: December 7, 1987 (Plati)
- Return to Work Date: December 10, 1987 (Plati)

Local President:

- HEA President Paul Joyce (Plati)

Main Issues: *Salaries; Anti-union hostility;*

- Salaries (Plati)
- "The Hudson teacher strike was as much a reaction to the anti-union hostility shown by the administration as to economic issues." (Plati)

Settlement: *Salary increases;*

- A three-year contract with:
    - salary increases of 6.5, 6.5 and 7 percent. (Plati)
    - "Sabbatical leaves to be reinstated." (Plati)
    - Additional stipends and steps for teachers and staff. (Plati)

Facts of Note:

- The Hudson School Superintendent Peter L. Toohey sent out a letter to HEA members threatening dismissal if they supported a strike. Toohey went as far as to compare the union to Nazi Germany (and made other shocking comparisons) which "shocked the teachers, and thousands of parents and community members." (Plati)

    - “More than 1,200 Hudson residents signed a petition demanding that the school committee immediately denounce the letter while the press hammered at Toohey for his lack of professionalism.” (Plati)
- During the strike: “Inside the elementary buildings, fourth, fifth and sixth-graders were put in charge of the lower grades and each other. Some were told to teach classes.” (Plati)
- “On Tuesday evening 300 students and parents joined teachers in a march to the school committee meeting. At the meeting, students said no meaningful education was going on and called school committee members “cold-hearted.” Parents labeled Toohey a “poor administrator who lied about the quality of education children are getting during the strike.” (Plati)
- “MTA members from schools in Westboro, Marlboro, Assabet, Stow, North Middlesex, Leominster, Algonquin, Gardner, Sudbury, Bolton, Shrewsbury joined the Hudson teachers.” (Plati)

Quotes:

- “We’re tired of being at the bottom of the barrel,” - HEA President Paul Joyce (Plati)
- “Hudson teachers are angry and who can blame them?” (Plati)
- “I am outraged. I think it was a gross error in judgment (by Toohey). He obviously did not have the welfare of our children in mind if he was leaving them unsupervised.” - a parent, Judith Clark (Plati)

References:

- Plati, Maria. “‘We’re tired of being at the bottom.’” MTA Today. 18 December 1987. p. 8-9

Lexington Strike - 1987

SI-209 / 14 MLC 1343

Local Association:

- Lexington Education Association

Length of Strike: *5 Days (Plati)*

- First Day on Strike: November 30, 1987 (Plati)
- Return to Work Date: December 7, 1987

Local President:

- LEA President Richard Sandberg

Main Issues: *Salaries; Teacher evaluation process;*

- "The crisis was the result of the drop in Lexington teacher salaries compared to many surrounding communities with similar economic profiles." (Plati)
- "…in order for Lexington salaries to catch up to six of the nearby school systems, teachers would need salary increases of between 14-24 percent just this year." (Plati)
- "A second issue was looming as a major stumbling block to a new agreement - the LEA wanted the right to ratify any changes in the 36-item evaluation instrument or the process itself." (Plati)
    - "The school committee is looking for an evaluation to be used to dismiss teachers. We are looking at one to improve instruction," - Richard Sandberg (Plati)

Sanctions:

- "By Tuesday, the state Labor Relations Commission had ruled that the strike was illegal and issued a back-to-work order along with an order to both parties to resume bargaining." (Plati)

Settlement: *Salary increases; Influence over evaluation procedure;*

- The contract included salary increases and gave "LEA members … the right to vote on any changes in the evaluation procedure and … have the right to appeal the substance and the procedure of the evaluations." (Plati)

Facts of Note:

- "Lexington residents, including many who no longer have children in school, responded by giving the teachers the public support they needed to settle their contract." (Plati)
- "As teachers manned early-morning picket lines at the town's eight schools, passing cars tooted their horns in support and neighbors brought them coffee and words of encouragement." (Plati)
- The PTA Council conducted a walk in front of the school in support of the strike. (Plati)

Quotes:

- "Lexington has not seen its last revolution," - LEA President Richard Sandberg at the Nov. 12 rally (Plati)
- "One parent angrily told [School Committee Chair Lynda] Wik that the school committee should not have assumed that Lexington residents would reject an override of Proposition 2 1/2 if the purpose was to raise funding for higher teacher salaries." (Plati)
- Picket signs that read "On Strike for Kids' Sake," "No Contract = Crisis," and "Teachers Strike for Kids." (14 MLC 1343)

References:

- Plati, Maria. "'Shock heard round the world'." MTA Today. 18 December 1987. p. 6-7
- 14 MLC 1343. Lexington School Committee and Lexington Education Association, SI-209 (11/30/87). Interim Order.

Malden Strike - 2022

Local Association:

- Malden Education Association

Length of Strike: *1 Day (McLennan and Ng) (Pan)*

- First Day on Strike: October 17, 2022 (McLennan)
- Return to Work Date: October 18, 2022

Local President:

- MEA President Deb Gesualdo (McLennan) (Pan)

Main Issues: *Salaries; Working conditions; Student resources; Housing insecurity; Paraprofessionals;*

- "The MEA has been fighting for a living wage for paraeducators, adequate staffing and a commitment from the school district to work with the city to address housing insecurity among students and their families." (McLennan)
- "In Malden and Haverhill, educators for years have been raising issues related to pay equity, safety in schools, the need for smaller class sizes, the need for sufficient time to prepare coursework and collaborate with colleagues, the need for greater diversity in their education workforce, and the need to raise the pay of Education Support Professionals above the poverty level." (MTA 10/17/22)
- Educators "were fighting for higher pay, a safe working environment, educator-directed planning time, and smaller class sizes." (Cristantiello 10/20/22)
    - "Another priority for Malden teachers was securing a commitment to students ensuring that 'housing insecurity won't be a barrier to academic success.'" (Cristantiello 10/17/22)
- "...salaries for paraprofessionals created an impasse." (Cristantiello 10/17/22)
- "Union leaders in Malden said about 100 educators have left the district in the past year, with many seeking higher pay — and leaving dozens of positions in Malden unfilled." (Larkin)

Settlement: *Salary increases; Improved working conditions; Addressing student needs;*

- "As a result of its contract fight, the Malden Education Association established a new pay scale, enabling paraeducators to get on a path to earn a living wage. The MEA also got the district to commit to a plan that will address housing insecurity among its student population. The three-year pact addresses adequate staffing, caseloads and class sizes." (McLennan and Ng)
- "The Malden local reached a contract agreement during the first day of its strike." (McLennan and Ng)
- "Last night, Malden educators settled their contract — and secured outstanding benefits for members: paid family leave, close to a 30 percent increase for Education Support Professionals, large increases for teachers and administrators, a commitment to help stop evictions of families in that gentrifying city, and on and on." (MTA 10/18/22)
- The new contract "includes raises for teachers and administrators and an entirely new pay scale for paraprofessionals that will 'move them closer to a living wage.'" (Pan)
- "The contract also contains new language to determine the size of caseloads for school social workers, psychologists, occupational therapists, and educators who provide special education services; plus a commitment from the School Committee to push back against evictions during the academic year," (Pan)

Quotes:

- "We are taking back the dignity and the respect that has been stolen from us," - MEA President Deb Gesualdo (McLennan)
- "Enough is Enough!" - motto for strike (MTA 10/17/22)
- "Our members have been engaged throughout the entire process to win a contract that recommits our school community to ensuring that housing insecurity is not a barrier to students' academic success, educators are paid competitively and fairly, and our students' education is not dependent on their ZIP Code." MEA President Deb Gesualdo, (MTA Today, Winter 2023)

References:

- McLennan, Scott. "Locals in two communities go on strike." MTA Today. Fall 2022. P. 11.

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Marblehead Strike - 2024

SI-24-10959

Local Association:

- Marblehead Education Association

Length of Strike: *11 Days*

- First Day on Strike: November 12, 2024 (Boston Herald)
- Return to Work Date: Wednesday, November 27, 2024 (Boston Globe)

Local President:

- Jonathan Heller, co-president (SI-24-10959)
- Sally Shevory, co-president (SI-24-10959)

Main Issues: *Salaries; Salaries for ESPs; Working conditions; Paid parental leave;*

- "Teachers in both of those communities were fighting for higher wages, especially for paraprofessionals, along with better benefits." (WCVB)

Sanctions: *Fines;*

- "Teachers strikes are illegal in Massachusetts, and all three unions — Gloucester, Beverly and Marblehead — were court-ordered last week to start paying $50,000 a day plus $10,000 increases for each day they remained on strike." (Boston Herald)

Settlement: *Salary increases; Improved working conditions;*

- "Union members in Marblehead voted overwhelmingly to approve the contract, which includes improvements in wages, parental leave, and safety measures, union leaders said at a press conference outside Marblehead High School." (Boston Globe)
- "Marblehead teachers won't be paid for the days they did not work while on strike, according to their return-to-work agreement, but they will receive their usual

compensation during the days the school year is extended to make up for students' missed class time." (Boston Globe)

- "Like their colleagues in Gloucester, who ended their own strike last Friday, educators in the two North Shore communities secured substantial raises over multiple years, hikes to starting pay for critical but meagerly compensated paraprofessionals, and new paid parental leave benefits, among other gains." (Boston Globe)

Facts of Note:

- "Marblehead students — who have missed 11 days of school since the union's strike — will return to class Wednesday," (Boston Globe)
- "Marblehead School Committee Chair Jennifer Schaeffner said fully funding the educators' four-year contract agreements will require Marblehead voters to override Proposition 2 1/2, the state's cap on property tax increases. But voters have repeatedly rejected override [sic] the town's requests, most recently in 2023." (Boston Globe)
- "Union leaders in all three districts concede they did not get everything they wanted, particularly in terms of paraprofessional pay — starting salaries will remain under $34,000 per year in Beverly and Gloucester and $17 per hour in Marblehead. And the paid parental leave guarantees in all three — 15 days in Marblehead, 30 in Beverly, and 35 in Gloucester — don't quite reach the level won in Newton last winter, when educators secured a minimum of 40 days fully paid." (Boston Globe)
- "Marblehead parent Erin Opperman said her daughter, a first grader, was getting restless, but she gave kudos to her daughter's teacher for sending home a packet of learning materials." (Boston Globe)

Quotes:

- "We ratified a contract tonight that begins to correct systemic problems which have been decades in the making," said Jonathan Heller, co-president of the Marblehead Education Association. "While we did not fully achieve every goal we were pursuing, we have made significant progress on the issues that matter most to our educators and our community." (Boston Globe)
- "The strike was hard on families. The strike was hard on our community. The strike was hard on us," Heller said at a press conference late Tuesday night. "But the strike was about all of us together making a stand for the schools we want for Marblehead." (Boston Globe)

- “The strike illuminated the dysfunction that existed in our town,” she [Marblehead parent Erin Opperman] said, noting she supported the teachers’ efforts to secure a new contract. “People are more aware of the issues now and will be in a better position to hold elected officials accountable.” (Boston Globe)

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Medford Strike - 1987

SI-206 / 14 MLC 1213

Local Association:

- Medford Teachers Association

Length of Strike: *3 Days (UPI Archives) (MTA Today 16 October 1987)*

- First Day on Strike: October 5, 1987 (MTA Today 16 October 1987)
- Return to Work Date: October 8, 1987 (UPI Archives) (MTA Today 16 October 1987)

Local President:

- Daniel Buckley, president of the Medford Teachers Association (Yonan) (MTA Today 16 October 1987)

Main Issues: *Salaries;*

- Teachers wanted a pay raise of 21% over three years. (UPI Archives)
- Salaries (MTA Today 16 October 1987)

Sanctions:

- "Middlesex Superior Court Judge Joseph Mitchell issued a temporary restraining order, ordering teachers to 'cease and desist' from striking." (MTA Today 16 October 1987)

Settlement: *Salary increases; Improved working conditions;*

- "The new contract gives the teachers salary increases of 6 percent for each of the three years of the agreement, plus an additional percentage hike in the third year to bring wage hikes to about 20 percent over the three-year period." (UPI Archives)
- 3 year contract that includes:
    - "An evaluation instrument designed to help rather than punish teachers;" (MTA Today 16 October 1987)

- “Duty-free elementary prep time;” (MTA Today 16 October 1987)
- Salary increases of 6 percent each year. (MTA Today 16 October 1987)

Facts of Note:

- “Superior Court Judge Joseph Mitchell had ordered Medford teachers Wednesday to comply with a ruling from the state Labor Relations Commission to end the strike. The commission Tuesday found the teachers in violation of state law barring strikes by public employees.” (UPI Archives)
- “Teachers were also joined by retired colleagues and parents” on the picket lines. (MTA Today 16 October 1987)
- “An hour before the session was set to begin, about 400 teachers (plus supporters from the community and other teachers associations) lined the drive to the high school (the mediation site) and greeted the arrival of the bargaining team with wild cheering.” (MTA Today 16 October 1987)
- “One Medford striker went right for the jugular - he persuaded a Xerox repairman not to cross the picket line.” (MTA Today 16 October 1987)
    - “One slight hitch: when the strike ended, teachers blamed their colleague for the fact that the machine was still broken.” (MTA Today 16 October 1987)

References:

- “Striking Teachers in Medford, Mass., Approved a Tentative Agreement... - UPI Archives.” UPI, www.upi.com/Archives/1987/10/08/Striking-teachers-in-Medford-Mass-approved-a-tentative-agreement/9904560664000/. Accessed 21 Feb. 2024.
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Medford Strike - 1994

SI-251 / 21 MLC 1344

Local Association:

- Medford Teachers Association

Length of Strike: *1 Day*

- First Day on Strike: October 7, 1994 (21 MLC 1344)
- Return to Work Date: October 11, 1994

Local President:

- William Ryan (21 MLC 1344)

Main Issues:

- The Union and School Committee have been "negotiating the terms of a collective bargaining agreement to succeed an agreement that expired on June 30, 1993." (21 MLC 1344)

Sanctions:

- A cease and desist order was given to the Medford Teachers Association. (21 MLC 1344)

Facts of Note:

- "The School Committee's petition alleges that, after the Association held a meeting on the morning of October 7, less than twenty (20) of the approximately 400 teachers employed by the School Committee reported to work at their assigned time and, by that conduct, have engaged in an illegal work stoppage." (21 MLC 1344)

- “On October 3, 1994, for approximately one hour before a regularly scheduled School Committee meeting, several Association members demonstrated in front of City Hall, carrying picket signs.” (21 MLC 1344)
- By the time the high school teachers reported to work on October 7, around 45 minutes late, nearly half of the high school students had already left. (21 MLC 1344)

References:

- 21 MLC 1344. Medford School Committee and William Ryan, SI-251 (10/14/94). Interim Order.

New Bedford Strike - 1969

Local Association:

- New Bedford Educators' Association

Length of Strike: *9 School Days (Burbank)*

- First Day on Strike: September 2, 1969 (Burbank)
- Return to Work Date: September 13, 1969 (Burbank)

Local President:

- Mary Pinheiro, president of New Bedford Educators' Association (Burbank)

Main Issues: *Arbitration language; School resources;*

- New Bedford teachers still had no contract after 22 months of negotiations. The School Committee refused to sign the contract its hired negotiator came up with, including a binding arbitration clause and proposed solutions to the high dropout rate and lack of supplies and classrooms. (Burbank) (Lambert)

Sanctions: *Fines;*

- $55,000 fine. Judge George Ponte levied a $50,000 fine on 48 teachers and a $5,000 fine on Frederick J. Lambert, MTA director of field services, for criminal contempt. (The Boston Globe) (Burbank)

Settlement: *Arbitration language;*

- The strike was considered a resounding win for New Bedford teachers, with them signing and approving a one-year contract that included an arbitration clause. (The Boston Globe)
- The aftermath of this strike led to the MTA Board of Directors setting up a professional rights fund to assist teachers during emergency situations like strikes. (Lambert)

Facts of Note:

- First strike of instructional day in an MTA local in the history of the MTA, and the longest teachers' strike in Massachusetts history at that time. (Burbank)
- The first teachers' strike in Massachusetts was in Lawrence, an AFT local. "The Lawrence Teachers' Union, Local 1019, began bargaining for a contract for teachers in Lawrence shortly after the collective bargaining law went into effect in February of 1966. After months of no progress at the bargaining table, LTU members conducted the first strike by public school teachers in Massachusetts." (https://010190.ma.aft.org/contact-us#:~:text=The%20Lawrence%20Teachers'%20Union%2C%20Local,public%20school%20teachers%20in%20Massachusetts.)
- "Until September, 1969, five communities in Massachusetts had witnessed one-or-two-day work stoppages of the 'Professional Day' variety." - Frederick Lambert, MTA Director of Field Services. (Lambert).

Quotes:

- "No Contract, No Work" (Burbank)
- "Two of the 31 schools were closed the first day. Only ten were open by Sept. 12, the last day;" (Burbank)
- This strike was caused by "exasperation" after "22 months of fruitless bargaining" (Burbank)
- "...the School Committee repudiated it, refused to sign, and then refused to negotiate" (Burbank)
- "This decision to go on strike was made with the knowledge that someone might go to jail. The New Bedford Educators' Association was under a court injunction from a year ago, which had halted a walkout then." (Burbank)
- Details regarding the contract New Bedford teachers hoped for:
    - "The teachers sought to alleviate the inordinately high dropout rate by proposing a competitive salary schedule; more specialists and guidance personnel; a cessation of use of personnel outside of their fields; a consistent teacher evaluation procedure; curriculum studies; a central marking system for students correlated to the promotional standards; cancellation of the practice of dividing classes among elementary teachers when the regular teacher was absent; a fair grievance procedure; addition of clerical personnel for administrators; addition of assistant principals; calling a halt to the use of specialists as substitutes; a realistic supply system; an annual posting of positions of "long-term" and "permanent" substitutes who are not certified, as vacancies; replacement of ancient and

inadequate physical equipment in the school plants; an improved discipline procedure; and implementation of text book recommendations." (Lambert)

Related Resources:

- New York Times Newspaper, 1969
- Boston Globe Newspaper, 1969
- WHDH-TV (Television station : Boston, Mass.), WHDH-TV (Television station : Boston, Mass.), and Mass.) WHDH-TV (Television station : Boston. *New Bedford teachers.* September 16, 1968. Web. 14 Feb 2024. <https://ark.digitalcommonwealth.org/ark:/50959/jq088688v>.
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New Bedford Strike - 1975

2 MLC 1215

Local Association:

- New Bedford Educators Association

Length of Strike: *23 Days*

- First Day on Strike: September 8, 1975 (Richard)
- Return to Work Date: October 9, 1975 (Richard) (MTA Today p. 1)

Local President:

- NBEA President Robert F. Oliveira (Burbank et al.)
- Acting President (when Oliveira was jailed) Richard Methia (MTA Today p. 3)

Main Issues: *Salaries;*

- Compensation. (Richard)

Sanctions: *Teachers jailed; Fines;*

- Teachers were jailed during the strike. (Richard) (Huffaker)
    - "Nineteen jailed NBEA members were to be released Oct. 9" following the end of the strike. (MTA Today p. 1)
    - "From the bench of Taunton Superior Court Judge Francis W. Keating ordered 27 NBEA members to jail in the course of the strike. NBEA President Robert F. Oliveira served two sentences totalling 10 days." (Burbank et al.)
    - The arrested teachers were "to serve six month sentences which they could purge by returning to work." (MTA Today p. 3)
- "In addition to the individual privations suffered by our members, the NBEA faces as much as $300,000 in fines as a result of the strike." - Robert Oliveira (Burbank et al.)

- "A fine of $330,000, plus interest-free loans to NBEA members totalling $170,000 from the MTA Professional Rights Fund." (Gilmore)
- "As part of the settlement, and with the approval of Judge Keating, fines totaling nearly $1.5 million against individual NBEA members and the association were dropped; the NBEA will have to pay, by June 1, 1976, all costs incurred by the city as a result of the strike. Estimates of those costs ranged from $100,000 to $300,000" (MTA Today, p. 1,3)
    - "Each New Bedford teacher will be liable for between $200 and $300 in court-assessed fines to cover the costs of operating the schools during the strike." (MTA Today p. 3)

Settlement: *Salary increases; Improved working conditions; Improved contract language;*

- A two-year contract with salary increases, improved working conditions (class sizes, elementary preparation time), and improved contract language. (MTA Today p. 1)
- "the NBEA agreed to no pay increase in the first year of the new contract but received 12 percent in the second year in addition to assurances on pay differentials, preparation time, and a guarantee of adequate instructional supplies." (Richard)
- The new contract included a clause allowing arbitration. (Richard)

Facts of Note:

- "When the teacher strike of 1975 was over, members of the class of 1976, unhappy with the decision to extend the school year to make up for the lost classroom instruction time, staged a walkout of their own." (Richard)
- "The strike was also important to teachers all across the Commonwealth, because it upheld the collective bargaining process and proved that a school committee could not refuse to negotiate." (Burbank et al.)
- "The MTA Professional Rights Fund, established after the 1969 New Bedford strike, will be used to raise funds to assist the teachers of New Bedford." (MTA Today p. 3)
- "Striking New Bedford teachers received massive support from the city's labor unions in their effort to reach a contract settlement through voluntary binding arbitration." (MTA Today p. 6)

Quotes:

- "The ride from the court in Taunton to the New Bedford jail was quiet but when we arrived there were 250 - 300 people standing in front of the jail. They applauded when we got out of the car. I knew more than ever that I was right." - Robert Oliveira (Burbank et al.)
- "I believe the New Bedford strike will have an influence all around the state. Why? Because an assessment was made by the school committee that due to the economic tightness and the number of people available to fill teaching positions, the NBEA would not fight for what it believed to be right. But it became clear as the days wore on that teachers will stand up and fight for what they believe in under any circumstances." - Robert Oliveira (Burbank et al.)
- "In all good conscience, your Honor, I cannot go to work tomorrow. I do not have a workable contract." - NBEA member, Nancy Walsh to Judge Keating (MTA Today p. 4)

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Newton Strike - 2024

SI-23-10203

Local Association:

- Newton Teachers Association

Length of Strike: *11 days (McLennan 2024) (Jung) (AP)*

- First Day on Strike: January 19, 2024 (MTA 01/24/24) (Jung) (Pan et al.)
- Return to Work Date: February 5, 2024 (WBUR) (AP)

Local President:

- NTA President Mike Zilles (McLennan) (Cristantiello 02/02/24)

Main Issues: *Salaries; Paraprofessionals; Mental health supports for students; Parental leave;*

- "What's different this time is that they seem to be doubling down on not only trying to settle on a cheap contract, but also winning significant concessions from us." - NTA President Mike Zilles (McLennan)
- "...16 months of negotiations, during which the Newton School Committee did not meaningfully engage in the negotiations process," led to the strike. (Zilles et al.)
- "The NTA and school committee have been bargaining for one year, with little agreement over appropriate wages, especially for paraprofessionals. The NTA is also trying to win additional staff to support student social and emotional wellness, while the school committee wants to increase educator responsibilities for no additional pay and increase health care costs for educators." (McLennan)
- "Unit C members were outspoken about the need to boost wages." (McLennan 2024)
- Fighting for "fair pay, especially for our lowest paid ESP members, paid parental leave, prep time and a social worker in every building — to address the mental health crisis in our schools." (MTA 01/24/24)

- Educators were fighting for "living wages for Education Support Professionals, social workers for their students, paid parental leave, smaller class sizes and appropriate preparation and planning time." (MTA 02/07/24)
- The "mobilization to push for things like higher pay and more mental health supports for students" began before the strike. (Jung)
- "…educators, burnt out and beaten down by a bruising pandemic, are demanding better pay and benefits to keep up with the staggering costs of living here." (Pan et al.)

Sanctions: *Fines;*

- "the NTA has so far been fined more than $500,000" (Cristantiello 02/02/24)
- "In addition to salary losses, a judge fined the teachers association more than $600,000 for violating the state's ban on strikes by public workers and on Friday threatened to double daily fines to $100,000 if no agreement was reached by Sunday." (AP)
- "As of Friday, the total amount owned by the union had reached $625,000." (WBUR)

Settlement: *Salary increases; Improved working conditions; Improved student resources;*

- "As a result of the new contract, many full-time Unit C members will see starting wages in March 2027 of $36,778, representing a 30 percent hike." (McLennan 2024)
- The contract "improves learning conditions for students and working conditions for educators." (MTA 02/02/24)
- "The members of the NTA overwhelmingly ratified the contract not only because it offered pay adjustments that far outpaced those the School Committee had previously offered but also because this contract will dramatically improve the working and learning conditions in Newton's schools." (Zilles et al.)
- "Before this contract, in order to get students safely on and off buses, the district relied on volunteers, which is no way to ensure student safety. Now students will be guaranteed supervision as the contract makes common-sense adjustments to paraprofessionals' schedules and compensates them for their time." (Zilles et al.)
- "This contract also protects prep time and limits tasks that take away educators and staff from directly working with students - huge and valuable wins. Securing paid family leave that didn't come at the expense of significant increases in other health care costs was a big victory." (Zilles et al.)

- "Protecting class sizes and getting a commitment to increasing the number of social workers in our schools over the life of the contract will also make our schools better." (Zilles et al.)
- The new contract includes salary increases for teacher aides "and a district promise to hire at least five more social workers at the elementary schools." (Jung)
    - It also increased parental leave and negotiated wage increases to adjust the cost of living for all educators. (Jung)
    - "A return to work agreement, meantime, specifies that no educators will face disciplinary action for the work stoppage." (Jung)
- The contract "includes an increase in the cost of living adjustment rate, increased pay for 'Unit C' members, also known as paraprofessionals or instructional aides, longer parental leave and an agreement to staff every of Newton's 22 schools with a social worker." (WBUR)
- The contract "includes a 12.6 percent cost of living increase over four years for teachers, a larger increase for classroom aides, and a dramatic expansion of paid parental leave." (Huffaker)

Facts of Note:

- In September 2023, CERB ruled that the NTA and its members had been engaged in a strike when they boycotted a districtwide meeting in August of 2023. The CERB refused to close this case due to the dispute not being resolved. Because of this, both the 2023 boycott and 2024 strike fall under the same Strike Investigation. (SI-23-10203)
- "One veteran educator speaking at a school committee meeting told the board that it was 'poisoning' the school environment with misinformation and tactics meant to pit families against educators." (McLennan)
- "The NTA began the school year by organizing a highly successful boycott of an historically voluntary convocation event, and by remaining silent at all building-level staff meetings. The school committee immediately responded by filing a strike petition." (McLennan)
    - "Ironically, the educators were working in their classrooms, preparing for students' return, yet the union was still found to be 'withholding their labor,' after state labor officials agreed with the management's claim that the August convocation wasn't voluntary." (McLennan)
- "The contracts that emerged after educators in Andover and Newton went on strike shined a light on the outlandishly low wages paid to paraeducators and to the vital services they provide school districts." (McLennan 2024)

- "This is now the longest strike a local educator union has led since the 1970s." (MTA 02/01/24)
    - "It has become one of the longest teachers strikes the state has seen in decades, even amidst a recent surge of strikes over the past five years." (Cristantiello 02/02/24)
- "Parents have asked a judge to consider the arrest of Newton Teachers Association President Michael Zilles, and Gov. Maura Healey stepped in to ask Middlesex Superior Court to take further action to end the strike by potentially forcing the two sides into a binding arbitration process." (Cristantiello 02/02/24)
- "At the bargaining table, the School Committee's insistence that it had no more money was consistently undermined. In the last week of the strike alone, there were at least four instances in which Mayor Ruthanne Fuller granted additional funds to the School Committee, though the amount the mayor provided remained consistently less than what she had available." (Zilles et al.)
- "Even when Newton's students were out of their classrooms during the first week of the strike, the School Committee refused to bargain with any sense of urgency. At the end of that week, the courts acknowledged as much — that the committee bargaining team and its lawyer were perhaps weaponizing the fines the NTA was incurring each day it remained out on strike in order to hold out, and Middlesex Superior Court Judge Christopher Barry-Smith lowered the fines. At the end of the strike's second week the judge attached a possible increase in fines to a mechanism allowing the NTA to challenge the School Committee's commitment to good-faith bargaining. The contract was settled within hours." (Zilles et al.)

Quotes:

- "Your attack on teachers is unprecedented, very public and shameful," NTA member Fran Rametta to the school committee at the Sept. 11 meeting (McLennan)
- "They want to send a warning to other activist unions and they are weaponizing the strike petition to stifle legitimate work-to-rule actions," - NTA President Mike Zilles (McLennan)
- "'We have to make sure that teachers don't use their prep time to go off and take a yoga class.' That's a paraphrase of a laughable comment that Newton Public Schools Committee Chair Chris Brezski made on GBH radio. For educators who barely have enough time to go to the bathroom or wolf down lunch, it was an attitude that captured the disconnect you all sometimes feel between school committees and your real, daily experiences educating our youth." (Max Page and Deb McCarthy in weekly message to MTA members, 02/15/24:

https://massteacher.org/news/2024/02/the-real-prep-time-of-newton-educators

- "It was tough. It was like at what point do we compromise to get the agreement and on what do we hold firm," - NTA president Mike Zilles (Jung)

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Norfolk Strike - 1987

Local Association:

- Norfolk Teachers Association

Length of Strike: *1 Day*

- August 1987 (Opening day meeting)

Local President:

- Ann Ezepik (MTA Today)

Main Issues:

- The NTA represented 41 female and one male elementary school teachers. They boycotted the superintendent's opening day meeting to focus negotiations on the fact that NTA salaries were $3,500 to $5,000 lower than for teachers at King Philip Regional High School (MTA Today, 16 October 1987)

Settlement:

- Salary restructured resulting in third-year increases from 36 to 55 percent.
- New evaluation procedures.
- Tuition reimbursements up to a maximum of $800 per course.

Facts of Note:

- "At a school committee meeting Aug. 12, more than 100 parents demanded that the school committee offer the teachers a package that included parity with King Philip. Nearly 50 parents visited the NTA office the day of the boycott to offer their support." (MTA Today)
- "The one day work stoppage was the culmination of a year of public activities by NTA members." (MTA Today)

Quotes:

- "... quality education begins with rewarding your excellent teachers with a salary that is equitable with the surrounding towns. ..." — Diane Kirby, former NTA president after she left Norfolk for a higher paying job in a neighboring community.

References:

- "3-year contract provides for 55% increases: Elementary final [sic] achieves parity with high school." MTA Today, 16 October 1987.

Northeast Teachers Association Strike - 1986

SI-190 / 13 MLC 1213

Local Association:

- Northeast Teachers Association

Length of Strike: *1 Day*

- First Day on Strike: October 2, 1986
- Return to Work Date: October 3, 1986

Sanctions:

- Cease and desist order

Facts of Note:

- The contract had expired on August 31, 1986, and bargaining had not resulted in a successor agreement. Of the 136 members of the bargaining unit, 92 were absent on October 2, 1986, with nine of them with anticipated absences and the remaining 83 calling in sick. Members who did report to work sent a memo to the superintendent that read, "Our attendance here today is not to be construed in any way as approval for the manner in which the School Committee's team is conducting negotiations. We fully support the efforts of our N.T.A. negotiating team." Due to the high rate of absenteeism, the superintendent canceled school.
- The MLC determined that four NTA officers had illegally condoned the sick-out. They and the NTA were ordered to cease and desist work stoppage activities.

Related Resources:

- Massachusetts Labor Cases 13 MLC 1214.

Norton Strike - 1987

SI-205 / 14 MLC 1201

Local Association:

- Norton Teachers Association

Length of Strike: *7 Days (MTA Today 16 October 1987)*

- First Day on Strike: September 17, 1987 (UPI Archives) (MTA Today 16 October 1987)
- Return to Work date: September 27, 1987 (MTA Today 16 October 1987)

Local President:

- NTA president Diane Giordano (MTA Today 16 October 1987)

Main Issues: *Salaries; Working conditions;*

- Teachers are "seeking more money, smaller class sizes and longevity pay." (UPI Archives)
- Salaries, working conditions, lack of elementary preparation time, unfair workloads at the Norton Middle School (MTA Today 16 October 1987)

Sanctions: *Fines;*

- "The Commission obtained an injunction and, after a contempt trial, a judgment of $2,500 was assessed against the Association." (Massachusetts Labor Relations Commission 26)
- "And, on Wednesday, he found the NTA in contempt, ordering fines of $1,250 per day against the association." (MTA Today 16 October 1987)

Settlement: *Salary increases; Improved working conditions;*

- 3 year contract (MTA Today 16 October 1987)
    - "Salary increases of 6, 6.5, and 7 percent." (MTA Today 16 October 1987)

- “First-ever longevity payments for veteran teachers.” (MTA Today 16 October 1987)
- “A long-overdue reduction in the middle school workload.” (MTA Today 16 October 1987)
- “Guaranteed elementary preparation time.” (MTA Today 16 October 1987)
- “A first-ever sick-leave bank.” (MTA Today 16 October 1987)
- “Limits on after-school meetings.” (MTA Today 16 October 1987)
- “A first-ever course reimbursement fund of $5,000.” (MTA Today 16 October 1987)
- “First-ever adoptive leave.” (MTA Today 16 October 1987)
- “Complete no-reprisals language with an agreement that teachers will work a full year, and receive a full year’s pay.” (MTA Today 16 October 1987)

Facts of Note:

- “Contract talks between teachers and school officials in the southeastern Massachusetts community began Tuesday night and broke down at 3 a.m. today with no settlement reached. School officials canceled classes for about 2,500 students because of the strike.” (UPI Archives)
- “More than 300 MTA members joined the NTA for a one-mile march on Sept. 24, which ended with a stirring rally at Norton Middle School.” (MTA Today 16 October 1987)
    - “The rally ended with hundreds of balloons rising over the Norton Middle School.” (MTA Today 16 October 1987)

Quotes:

- Teachers distributed leaflets saying “We didn’t want a strike. Just a fair contract.” (MTA Today 16 October 1987)
- “‘This strike symbolizes the frustration felt by all teachers. This strike is about dignity, and about our commitment to the future.’” — NTA President Diane Giordano (MTA Today 16 October 1987)

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Plymouth-Carver Strike - 1983

SI-155

Local Association:

- Education Association of Plymouth & Carver

Length of Strike: *1 Day (MTA Today 18 November 1983 p. 1)*

- First Day on Strike: October 25, 1983
- Return to Work Date: October 26, 1983

Local President:

- Plymouth-Carver President Joan Barry (MTA Today 18 November 1983 p. 1)

Main Issues: *Salaries; Working conditions;*

- Salaries, class size, language, and "protracted contract talks" (MTA Today 18 November 1983 p. 1-4)

Sanctions:

- "An unfair labor practice charge filed by the school committee against the EAPC was heard by the Massachusetts Labor Relations Commission on Oct. 28, requesting that Barry testify and that a cease and desist order be issued. Both requests were denied by the Commission." (MTA Today 18 November 1983 p. 4)

Settlement:

- "The next negotiating session, originally scheduled for Nov. 17, was moved ahead a week, and Barry believes the change came because the school committee is beginning to feel teacher and public pressure."(MTA Today 18 November 1983 p. 4)
- "We are waiting to see what the next negotiation session will bring," Barry said, "before we decide on any further job action." (MTA Today 18 November 1983 p. 4)

Facts of Note:

- “Only 10 of 456 EAPC members crossed picket lines on the day of the strike.” (MTA Today 18 November 1983 p. 4)
    - “Over 98 percent of Plymouth-Carver’s teachers honored picket lines.” (MTA Today 18 November 1983 p. 4)
- “This is the third year in a row that EAPC members have returned to school without a contract.” (MTA Today 18 November 1983 p. 4)

References:

- “Plymouth-Carver teachers strike.” MTA Today. 18 November 1983. p. 1
- “Contract impasses force work stoppages.” MTA Today. 18 November 1983. p. 4

Quincy Strike - 1985

SI-174

Local Association:

- Quincy Education Association

Length of Strike: *1 Day (MTA Today 19 April 1985)*

- First Day on Strike: April 12, 1985 (MTA Today, 19 April 1985)
- Return to Work Date: Aprili 22, 1985: "The strike was called only for Friday, but QEA members agreed to reconvene on Apr. 22, after the one-week school vacation, to consider extending the walkout." (MTA Today, 19 April 1985)

Local President:

- QEA President Mary Curtin (MTA Today, 19 April 1985)

Main Issues: *Salaries; Working conditions;*

- "Six years of frustration, resulting from a succession of bitter contract disputes, culminated at 4 a.m., when negotiators for the city refused to move off a zero percent salary offer for the first half of the 1984-85 year." (MTA Today, 19 April 1985)
- Salaries (MTA Today, 19 April 1985)
- "Quincy teachers received a zero percent raise in the first half of the 1982-83 school year, and a negotiated 5 percent raise in 1979 was never funded by the city council and school committee."
- "Members of the QEA negotiating team repeatedly rejected the school committee's demand to accept a zero percent increase for the first half of this year and also strongly opposed another school committee position that would force Quincy Junior College teachers to work a third more hours with no commensurate increase in salary." (MTA Today, 19 April 1985)

- "Hundreds of school teachers who struck for one day recently to protest lack of a contract" (UPI)

Settlement: *Salary increases; Improved working conditions;*

- "On Sunday, April 22, Quincy teachers reached tentative agreement on a three-year contract. QEA members voted to return to work, and will meet within 10 days to vote on ratification." (MTA Today, 19 April 1985)
- "The contract provides cumulative across-the-board salary increases of 15.8 percent over the three years, as follows: a 3 percent raise in 1984-85, retroactive to September, 1984; a 6 percent raise for 1985-86; a 4 percent raise effective Sept. 1, 1986; and an additional 2 percent effective in January, 1987." (MTA Today, 24 May 1985) (UPI)
- "Other gains included the elimination of 40 extra hours per year currently worked by physical education teachers; increases of between 16 and 25 percent in the hourly wages paid for part-time work by unit members; and a first-ever discretionary alternative career leave of up to two years." (MTA Today, 24 May 1985)

Facts of Note:

- "Community support for the walkout was considerable. Many of the city's 9,200 students and scores of parents joined the teachers on the picket lines, while neighbors opened their homes to the teachers in a gesture of support." (MTA Today, 19 April 1985)
    - "Parents and students alike told the many reporters covering the strike that they shared their teachers' frustrations, and that the strike was justified." (MTA Today, 19 April 1985)
- "Last fall, the QEA, the MTA, and the NEA voted to censure McCauley and the school committee "for failure to support good schools" and recommended that colleagues in Massachusetts not seek employment in Quincy." (MTA Today, 19 April 1985)

Quotes:

- Quote from Mary Curtin: "It's in-pocket money that counts, because that's the only money you can spend," she said. "And the fact is that the city has given us zero in-pocket money in two of the past six years, and wants to give us 1.5 percent in-pocket money this year." (MTA Today, 19 April 1985)
- "This zero offer was the last straw," said Curtin. (MTA Today, 19 April 1985)

References:

- “Quincy teachers strike.” MTA Today. 19 April 1985. p. 1, 5
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Quincy Strike - 2007

SI-07-276

Local Association:

- Quincy Education Association

Length of Strike: *4 Days (Nathan and Barrett)*

- First Day on Strike: June 8, 2007 (Nathan and Barrett)
- Return to Work Date: June 14, 2007 (Nathan and Barrett)

Local President:

- QEA President Paul Phillips (Nathan and Barrett)

Main Issues: *Salaries; Health insurance;*

- "One June 7, QEA members voted unanimously to reject a contract proposal that would have doubled the teachers' contribution to their health insurance plan from 10 percent to 20 percent in two steps and provided only a minimum raise." (Nathan and Barrett)
    - "We understand that this is about a fair contract. We also understand that health insurance is in trouble across the state, and we're willing to pay more. But taking a pay cut is unacceptable." — Building Captain Janice Sullivan (Nathan and Barrett)

Sanctions: *Fines;*

- "...a Norfolk County Superior Court judge levied a fine of $150,000 on the third day of the work stoppage and threatened more financial penalties if the action continued." (Nathan and Barrett) (WBZ News)
    - It was ruled that QEA only had to pay $100,000, $50,000 less than the original order. (Mann)

Settlement: *Protection against pay cuts; 3-step plan for health insurance;*

- "...the bargaining teams reached an agreement on a five-year deal that protects members from taking a pay cut." (Nathan and Barrett)
- "The proposal calls for raises totaling 17 percent over the five years while phasing in a new health insurance split from 90/10 to 80/20 in three steps rather than in the two steps the mayor wanted." (Nathan and Barrett)

Facts of Note:

- There was "100 percent participation on the picket lines." (Nathan and Barrett)
- "Paraprofessionals, secretaries, custodians and bus drivers also honored the [picket] lines." (Nathan and Barrett)
- "The teachers received an outpouring of support from retired Quincy teachers, parents and students, along with educators from other districts, members of other unions and community residents, who in some cases joined QEA members on the picket lines and brought water and other supplies." (Nathan and Barrett)

Quotes:

- "The solidarity among all educators in Quincy is astounding," — Peter Swanson, building captain and Science Department chair at Quincy High School (Nathan and Barrett)
- "Nine hundred people I trust every day to take care of my children told me that they needed to do this. I believe them and I trust them. For what they do for our children, they deserve more." — Fiona Canavan, Quincy PTO activist (Nathan and Barrett)

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Raynham Strike - 1987

SI-210 / 14 MLC 1355

Local Association:

- Raynham Education Association (now Bridgewater-Raynham Education Association)

Length of Strike: *7 Days (Spindel)*

- First Day on Strike: November 25, 1987 (Spindel)
- Return to Work Date: December 7, 1987 (Spindel)

Local President:

- REA President Pauline Cleary (Spindel)

Main Issues: *Salaries; Working conditions;*

- "[T]here were several issues, among them, class size, transfer language, elementary prep time, recognition of tutors and nurses, maternity leave and salaries." (Spindel)
- "The situation was exacerbated by the fact that the school committee refused to discuss many of the issues. During an all-night bargaining session, Nov. 24-25, the committee simply handed the REA bargaining team a pre-prepared list, which it called its 'final offer.'" (Spindel)
    - "On Nov. 30, the Monday after Thanksgiving weekend, when the state mediator ordered the parties back to the bargaining table in an effort to end the strike, the committee again would do no more than restate its 'final offer' - the same one teachers had rejected the week before - telling teachers, in effect, 'Take it or leave it.'" (Spindel)

- "Elementary school teachers went on strike today after rejecting the latest contract offer, which fell short of their demands on salary and class size issues, officials said." (UPI Archives)
- "While some movement was made on the money issue, Spindel said virtually no progress was made on issues of class size and the lack of preparation time." (UPI Archives)
    - Spindel says that some elementary-level classes have over 30 students in them. (UPI Archives)

Sanctions:

- "By Friday, Bristol Superior Court Judge Mal Graham issued a temporary restraining order against REA and set a preliminary injunction hearing for Monday, Dec. 7." (Spindel)

Settlement: *Salary increases; Improved working conditions;*

- 3-year contract
    - Salary increases (Spindel)
    - "Recognition of tutors and nurses under the contract." (Spindel)
    - "Guaranteed preparation time of 150 minutes per week for teachers in grades 1-5." (Spindel)
    - "Class size goals, which, if exceeded, might involve the assignment of an aide; plus a teacher-administrator committee to study the problem." (Spindel)
    - "Maternity/paternity leave which allows the new parent the option of returning to work in September or January." (Spindel)

Facts of Note:

- "…picketed not only by most REA members, but by more than 200 parents as well, who came out in support of the teachers." (Spindel)
- "There was no shortage of laughter or tears during the seven days of the strike, and perhaps there was even more of the former than the latter. One resident did call up the REA strike headquarters to complain that it looked like "teachers are having too much fun on the picket lines." " (Spindel)
    - "'We have to keep our spirits up,' REA President Pauline Cleary explained. 'If we didn't laugh, we'd have to cry.'"(Spindel)

References:

- Spindel, Jerry. "'Never prouder to be a teacher.'" MTA Today. 18 December 1987. p. 4-5
- "Elementary School Teachers Went on Strike Today after Rejecting... - UPI Archives." UPI, www.upi.com/Archives/1987/11/25/Elementary-school-teachers-went-on-strike-today-after-rejecting/4973564814800/. Accessed 14 Mar. 2024.

Revere Strike - 1987

SI-202 / 14 MLC 1177

Local Association:

- Revere Teachers Association

Length of Strike: *3 days (MTA Today, 16 October 1987)*

- First Day on Strike: September 9, 1987 (MTA Today 16, October 1987)
- Return to Work Date: September 14, 1987

Local President:

- RTA President Richard Champa (MTA Today, 16 October 1987)

Main Issues: *Salaries; Working conditions;*

- Salaries, elementary preparation time (MTA Today, 16 October 1987)

Settlement: *Salary increases; Improved working conditions;*

- 2-year contract with
    - "Salary increases of 5 and 7 percent" (MTA Today 16 October 1987)
    - "Increased longevity payments in the second year for veteran teachers." (MTA Today, 16 October 1987)
    - "Guaranteed elementary preparation time for the system's 170 elementary teachers." (MTA Today 16, October 1987)
    - "Just cause protection for RTA members, starting with the 1988-89 school year." (MTA Today, 16 October 1987)
    - "Increased sick leave accumulation, to ward off catastrophic illness." (MTA Today, 16 October 1987)
    - "Complete no-reprisals language." (MTA Today, 16 October 1987)

Facts of Note:

- "We have pointed out to the Mayor and the School Committee that more than $400,000 is available in the current school salary account," said Champa. "It is available because more than 30 names of teachers are listed, despite the fact that they are either deceased, on leave of absence, or retired." (MTA Today, 16 October 1987)

Quotes:

- "Revere reaches frustration when offered $1.98 a day" (MTA Today, 16 October 1987)
- "The first day of the strike — the first scheduled day of school — was chaotic. Administrators, janitors, and some parents tried to 'teach' for the day, with little success. Films and study halls were utilized to keep students 'busy'." (MTA Today, 16 October 1987)

References:

- "Final straw came Aug. 18." MTA Today, 16 October 1987, pp. 8-9

Seekonk Strike - 1987

SI-204 / 14 MLC 1198

Local Association:

- Seekonk Educators Association

Length of Strike: *3 Days (UPI Archives) (Plati)*

- First Day on Strike: September 11, 1987 (14 MLC 1198)
- Return to Work Date: September 16, 1987 (UPI Archives)
- "[E}ngaged in a strike on September 11, 14, and 15, 1987." (14 MLC 1198)

Local President:

- Joyce Christiansen, president (14 MLC 1198) (Plati)
- Mary Coyle, vice president (14 MLC 1198)

Main Issues: *Salaries; Insurance benefits;*

- Salaries (Plati)
- "SEA members forced the town to deal with a longstanding equity issue - the historic gap between Seekonk salaries and comparable Rhode Island communities where teachers earn between $2,000 and $3,000 more a year." (Plati)
- "In response to another major issue, the agreement requires the school committee to recommend to the town meeting an increase in the contribution to Blue Cross/Blue Shield benefits by 45 percent over three years." (Plati)
- The collective bargaining agreement had expired, and they were trying to bargain for a successor. (14 MLC 1198)
- Teachers sent the superintendent a leaflet explaining why they were on strike. "In essence, the leaflet contained the bargaining history of the parties, a chart of comparative teacher salaries in surrounding communities, and a plea to call members of the School Committee to urge them to settle the contract." (14 MLC 1198)

Sanctions:

- "Later that day, the LRC issued a back to work order to the SEA and an order to resume bargaining to both parties." (Plati)

Settlement: *Salary increases; Improved working conditions;*

- 3-year contract that gives teachers a 6.5% raise the first year and a 7% raise the second and third years. (UPI Archives)
- Contract with
    - "Across the board salary increments of 6.5 percent in the first year and 7 percent in the second and third years." (Plati)
    - "Longevity payments ranging from $200 to $600 over the life of the contract for SEA members with 15 or more years of experience." (Plati)
    - "Relief from lunch and recess duties at the elementary level." (Plati)
    - "Limit of 5 teaching periods at the secondary level." (Plati)
    - "A guarantee that the town will recommend increasing Blue Cross/Blue Shield benefits" (Plati)
    - "Salary increases for nurses of close to $6,000 over three years." (Plati)
    - "Sick leave buy back of 10 percent of the per diem rate for between 75-150 accumulated sick days." (Plati)
    - "Provision that elementary teachers will only be required to perform bus and morning corridor duties." (Plati)
    - "An agency fee provision" (Plati)
    - "Early retirement incentives between $2,000-$5,200." (Plati)
    - "No reprisals provision for striking SEA members and no change in the work year." (Plati)
    - Additional personal leave and funeral leave" (Plati)

Facts of Note:

- "September 8, 1987 was teacher orientation day. Joyce Christiansen, the President of the Association, asked Superintendent of Schools Charles Micciche if there could be a one hour delay so that the teachers could have a meeting. He granted her request. When the teachers arrived for the orientation meeting, Mary Coyle, a Vice President of the Association, spoke to the gathering. She told the teachers that the Association had rejected the School Committee's last offer and had voted to strike on September 11, 1987." (14 MLC 1198)
- "Most of the custodians, clerks, and cafeteria workers told the SEA they would honor their picket lines and left school early." (Plati)

- “A UPS driver showed his support by refusing to make a delivery at one of the schools.” (Plati)
- “Seekonk police, firefighters and town employees also joined the teachers in their silent demonstration.” (Plati)

Quotes:

- “‘Please stand strong and fight for what is right and fair. You are all worth it.’ - Letter from a parent” (Plati)

Related Resources:

- 14 MLC 1198 Seekonk School Committee and Seekonk Educators Association, SI-204 (9/15/87). Interim Order. “I. Strikes | Mass.gov.” Www.mass.gov, www.mass.gov/info-details/i-strikes.

References:

- 14 MLC 1198 Seekonk School Committee and Seekonk Educators Association, SI-204 (9/15/87). Interim Order. “I. Strikes | Mass.gov.” Www.mass.gov, www.mass.gov/info-details/i-strikes.
- Plati, Maria. “Seekonk: teachers who ‘give more than 100%’ strike to close salary gap.” MTA Today. 16 October 1987. p. 16-17
- “Two Teacher Strikes Settled - UPI Archives.” UPI, www.upi.com/Archives/1987/09/16/Two-teacher-strikes-settled/7033558763200/. Accessed 21 Feb. 2024.

Sharon Strike - 1988

SI-213 / 14 MLC 1410

Local Association:

- Sharon Teachers Association

Length of Strike: *4 Days (Plati)*

- First Day on Strike: January 5, 1988 (Plati)
- Return to Work Date: January 11, 1988 (Plati)

Local President:

- STA President Stuart Berkowitz (Plati)

Main Issues: *Salaries; Evaluations;*

- "...salaries which had not kept pace with other professions and proposed evaluation procedures which were detrimental to teachers." (Plati)
- "Sharon teachers were fighting against the negative language proposals regarding evaluations as strongly as they were fighting for improved benefits." (Plati)
    - "The STA made it clear early on that it would not accept a school committee proposal for a new 'skillful teacher' evaluation procedure. The proposal would have required mandatory courses and additional uncompensated duties." (Plati)

Settlement: *Pledge to raise money for salary increases; Improved working conditions;*

- The new contract includes:
    - "... a first-time commitment by a school committee to work with the STA for an override of Proposition 2 ½ to raise revenues for additional increases." (Plati)

    - "The STA also obtained a commitment from the school committee to accept the optional $20,000 minimum salary signed into law last month." (Plati)
    - "...the STA obtained guaranteed preparation time for elementary teachers," (Plati)
- "It was, ultimately, the town's pledge to raise the money to add to the increases in the last two years that convinced the teachers that the contract offer was a fair one." (Plati)

Facts of Note:

- The strike occurred during days that "were among the coldest of this winter." (Plati)
- "Supportive parents and students brought them [teachers] coffee, donuts, and soup, ...many of them joined the teachers on the picket line." (Plati)
- "A few of the unit members carried signs that read, 'Save our Schools,' and 'Education Costs.'" (14 MLC 1410)

Quotes:

- "Pride. Principle. Professionalism." - the STA motto during the strike (Plati)
- "The kids deserve an education. The teachers deserve reasonable pay and working conditions. And this town has got to accept the responsibility for making that possible. You get what you pay for." - a 1988 article in the Sharon Advocate regarding the teachers' strike. (Plati)

References:

- Plati, Maria. "'Unity and loyalty' spur teachers." MTA Today. 3 February 1988. P. 4-5
- 14 MLC 1410. Sharon School Committee and Sharon Education Association, SI-213 (1/5/88). Interim Order.

Shrewsbury Strike - 2000

SI-262 / 26 MLC 103

Local Association:

- Shrewsbury Education Association

Length of Strike: *1 Day*

- First Day on Strike: January 18, 2000 (26 MLC 103)
- Return to Work Date: January 19, 2000

Local President:

- Shrewsbury Education Association President Patricia Panucci

Facts of Note:

- The collective bargaining agreement expired on August 29, 1999. Contract talks had not resulted in a new contract. On September 30, 1999, the Association created a crisis team. On Jan. 13, the superintendent heard from one of the school principals that bargaining unit members would not be attending the professional development day on January 18.
- The district reported that the usual absentee rate for teachers due to illness is 15-20. On January 18, 175 out of 365 teachers called in sick. The commission held that the employees and local Association had engaged in an illegal strike. A cease and desist order was issued.

References:

- 26 MLC 103

Somerville Strike - 1972

Local Association:

- Somerville Teachers Association (Now Somerville Educators Union)

Length of Strike: *6 Days (The Massachusetts Teacher, September/October 1972)*

- First Day on Strike: September 8, 1972
- Return to Work Date: September 18, 1972

Local President:

- STA President Jane McGrath (The Massachusetts Teacher, September/October 1972)

Main Issues: *Collective bargaining delays; Salaries;*

- "In Somerville, teachers had to resort to a strike to get a contract from the iron-fisted school committee." (The Massachusetts Teacher, September/October 1972)
- Major issue: "Whether teachers have a right to bargain collectively for conditions that affect their employment." (The Massachusetts Teacher, September/October 1972)

Sanctions:

- "Teachers in Somerville settled their strike minutes before they were scheduled to appear in court en masse to answer an injunction." (The Massachusetts Teacher, September/October 1972)

Settlement: *Collective bargaining language; Improved working conditions; Salary increases;*

- The new contract provides the right of collective bargaining and gives them a "significant voice in educational decisions", $150,000 for a general educational

study run by 3 teachers, hiring of specialists in elementary education, (The Massachusetts Teacher, September/October 1972)

- "The teachers gained a voice in determining class size, and in hiring cooperative teachers. A limit of 15 students was set for secondary corrective reading classes, and elementary teachers won a preparation period of one Wednesday a month this year, with a chance for two days next September." (The Massachusetts Teacher, September/October 1972)
- "The two-year contract provided a 5 percent raise this September, with 5.5 percent next September; a sick leave bank, and other benefits." (The Massachusetts Teacher, September/October 1972)

Facts of Note:

- "Somerville police joined the teacher pickets, carrying placards which denounced the city's slowness in settling a contract with police as well as teachers." (The Massachusetts Teacher, September/October 1972)

Quotes:

- "STA President Jane McGrath said the teachers had the choice of ratifying the contract or boarding buses parked outside ready for a trip to court." (The Massachusetts Teacher, September/October 1972)

References:

- "Back to school…maybe." the Massachusetts Teacher. September/October, 1972. p. 5 - 11. https://babel.hathitrust.org/cgi/pt?id=uiug.30112109557576&seq=13&q1=Somerville+teachers+strike
- "2-Year Pact Approved." The New York Times. 19 September 1972.

Springfield Strike - 1980

SI-100

Local Association:

- Springfield Education Association

Length of Strike: *14 Days (MTA Today,* 22 May 1980*) (The New York Times, 17 May 1980)*

- First Day on Strike: April 29, 1980 (Kelly) (The New York Times 17 May 1980).
- Return to Work Date: May 19, 1980 (The New York Times 17 May 1980).

Main Issues: *Salaries; Working conditions; Sick leave;*

- Salaries, working conditions, sick leave (Kelly)

Sanctions: *Teachers jailed; Fines;*

- 27 teachers were jailed. (Kelly) (The New York Times 17 May 1980).
- There were "hefty fines" given to the Springfield Education Association and its members. (Kelly)
- "SEA had accumulated court-ordered fines totalling $230,000." (MTA Today 22 May 1980)
- "The compromise agreement provides that money saved by the city in budgeted but unpaid salaries during the strike be applied to strike-related costs incurred by the city. … estimated at $1.2 million." (MTA Today 22 May 1980)

Settlement: *Salary increases; Improved working conditions;*

- Teachers agreed to a 30-month contract including raises. (Kelly) (The New York Times 17 May 1980).
    - "...annual raises of between 6 and 6.6 percent" (Kelly)
    - "The agreement also calls for bonuses ranging from $419 to $550 for teachers this school year and across-the-board raises averaging 6.6 percent

and 7 percent in the remaining years of the 30-month contract." (The New York Times 17 May 1980).

- "Both sides acknowledged at the time that money was not the key stumbling block. The pact provided improved pupil-teacher ratios, more classroom preparation time, and the creation of a sick leave 'bank' for serious illness." (Kelly)
- Elementary teachers "for the first time" won the right to preparation time of one 30-minute period a week in the first year of the contract and two in the second. (MTA Today 22 May 1980)
- "The contract, approved by an estimated 5-to-1 majority by more than 1,500 teachers, includes a modified reprisals clause that protects individual teachers against damage suits by the city." (The New York Times 17 May 1980).

Quotes

- "I support my husband one hundred percent. … I'm not angry at the judge, I'm angered at the mayor." — Diane Cormier, wife of jailed teacher Roland Cormier (MTA Today 22 May 1980)
- The incarcerated teachers were held at the Monson Development Center, not a jail. "The teachers were unanimous in praising their jailers, the deputy administrators and officers from the sheriff's office, for their cooperation and considerate treatment." (MTA Today 22 May 1980)

Related Resources:

- New York Times, 17 May 1980
- Kelly, Ray. "Vintage Photos: 1980 Springfield Teachers' Strike." MassLive, 30 Apr. 2015, www.masslive.com/news/2015/04/springfield_teachers_strike_19.html.

References:

- "14-day Springfield strike ends; 27 freed" MTA Today, 22 May 1980.
- "Around the Nation; Teachers Vote to End Strike in Springfield, Mass. E.P.A. Asks A-Plant Test for Destruction of PCB 3 Killed as Severe Flooding Strikes Southern Louisiana Jewish Unit Claims a "First" in Divorce given to Woman." The New York Times, timesmachine.nytimes.com/timesmachine/1980/05/17/111242200.html?pageNumber=8. Accessed 15 Feb. 2024.
- Kelly, Ray. "Vintage Photos: 1980 Springfield Teachers' Strike." MassLive, 30 Apr. 2015, www.masslive.com/news/2015/04/springfield_teachers_strike_19.html.

Tewksbury Strike - 1985

SI-180 / 12 MLC 1353

Local Association:

- Tewksbury Teachers Association

Length of Strike: *3 Days (Massachusetts Board of Conciliation and Arbitration) (MTA Today, 25 November 1985)*

- First Day on Strike: October 31, 1985 (12 MLC 1353) (Massachusetts Board of Conciliation and Arbitration)
- Return to Work Date: November 5, 1985 (MTA Today, 25 November 1985)

Local President:

- Richard Mousseau (President of Tewksbury Teachers Association) (12 MLC 1353) (MTA Today, 25 November 1985)

Main Issues: *Salaries;*

- Salaries (MTA Today, 25 November 1985)
    - "Tewksbury teachers - among the lowest paid among the 15 communities in the Merrimack Valley, and earning some $2,000 less on average than all other teachers in Massachusetts - were protesting the Tewksbury School Committee's withdrawal of a three-year package to which both sides had tentatively agreed in August." (MTA Today, 25 November 1985)
    - "Teachers are seeking a new contract and a raise." (The New York Times, 3 November 1985)
        - "The principal issue was salaries; Tewksbury teachers were among the lowest paid in the Commonwealth." (Massachusetts Board of Conciliation and Arbitration)
- "The TTA, affiliated with the MTA, and the School Committee are parties to a collective bargaining agreement that expired on August 31, 1985. The parties have

been in negotiations since November, 1984, for a successor agreement. The negotiations have been unsuccessful." (12 MLC 1353)

Settlement: *Settlement didn't pass;*

- "On Nov. 17, after nearly a year of negotiations and a three-day strike, the Tewksbury Teachers Association lost a hard-fought referendum campaign, and with it, the support of their community." (MTA Today, 25 November 1985)
    - "If passed, the Nov. 16 referendum would have exempted some $1.2 million in bonded indebtedness from the limits of Prop 2 1/2. But it went down by 55-45 percent, thereby dooming the three-year wage settlement that had ended the TTA's three-day strike." (MTA Today, 25 November 1985)
- "Chairman Cochman entered the mediation sessions when the teachers returned to work. It was agreed that the TTA would receive a 3-year package pending the passage of a debt-exclusion voter referendum scheduled for November 1985. When the referendum failed, the parties returned to the bargaining table. Chairman Cochran successfully mediated a new agreement which was overwhelmingly ratified by the teachers in April of 1986." (Massachusetts Board of Conciliation and Arbitration)

Facts of Note:

- "Classes for Tewksbury's 3,945 public school students were canceled Friday for the second day after only 8 of the system's 273 teachers reported for work." (The New York Times, 3 November 1985)
- "In August 1985 an agreement was reached, but the School Committee withdrew its offer at an October 7th town meeting when it was disclosed the town's budget was some $2 million over Proposition 2 ½ limits." (Massachusetts Board of Conciliation and Arbitration)
- "When Tewksbury teachers conducted a three-day strike in early November, many students took to the streets to tell passing motorists that they supported their teachers." (MTA Today, 25 November 1985)
- "The day before the election, a Lowell Sun story by Robert Gavin dealt a serious blow to the TTA cause. Even seasoned observers of the Sun's treatment of the education community felt Gavin's effort reached new lows. It featured 'interviews' with unidentified 'parents' and 'mothers,' attacking the TTA for the strike, and accusing TTA members — unjustifiably — of 'exerting pressure on the kids' in classrooms to urge their parents to vote for the referendum." (MTA Today, 25 November 1985)

Quotes:

- “Tewksbury voters sent a clear message to the town’s teachers on Nov. 16: education is no longer a priority.” (MTA Today, 25 November 1985)

Related Resources:

- New York Times, 3 November 1985
- Massachusetts Board of Conciliation and Arbitration, One Hundredth Annual Report, July 1, 1986 - June 30, 1986

References:

- 12 MLC 1353 TEWKSBURY SCHOOL COMMITTEE AND TEWKSBURY TEACHERS ASSOCIATION, SI - 180 (11/1/85).
- Massachusetts Board of Conciliation and Arbitration. “One Hundredth Annual Report, July 1, 1985 - June 30, 1986.” Archives.lib.state.ma.us, 1987, archives.lib.state.ma.us/items/0e408e25-aa26-4307-9cff-ea13116921ac. Accessed 19 Feb. 2024.
- “Tewksbury Schools Dispute.” The New York Times, timesmachine.nytimes.com/timesmachine/1985/11/03/126153.html?pageNumber=77. Accessed 19 Feb. 2024.
- “Education loses in Tewksbury.” MTA Today. 25 November 1985. p. 1, 5, 13-15

Tewksbury Strike - 1994

SI-255 / 21 MLC 1494

Local Association:

- Tewksbury Teachers Association

Length of Strike: *7 Days (MTA Today)*

- First Day on Strike: December 1, 1994 (MTA Today)
- Return to Work Date: December 12, 1994 (MTA Today)

Local President:

- TTA President Gerald Rideout (MTA Today)

Main Issues: *Salaries; Working conditions; Uncooperative school committee;*

- After scheduling bargaining sessions for the summer, "the school committee unilaterally canceled four of the six sessions." (MTA Today)
- "When bargaining finally did resume Oct. 25, the school committee offered a one-year contract with no salary increase, two additional professional development days at per diem rates (not added to the base), and a reduction of the one-hour duty-free noon block to 45 minutes for elementary teachers." (MTA Today)

Sanctions:

- "The school committee filed a strike investigation petition with the Massachusetts Labor Relations Council on Monday, Dec. 5, the third day of the strike. On Dec. 6, the MLRC issued a back-to-work order and on Thursday, Dec. 8, went to Middlesex Superior Court in Lowell to seek enforcement. Judge Thayer Fremont-Smith issued a preliminary injunction and scheduled a contempt hearing for Monday, Dec. 10." (MTA Today)

Settlement: *Salary increases;*

- The new contract includes raises, "[a] daily 50-minute, duty free noon block" for elementary teachers, and longevity payments. (MTA Today)

Facts of Note:

- One school committee member characterized teachers as lazy and greedy. (MTA Today)
- "More than 95 percent of TTA members walked the lines and were joined by parents, retirees and colleagues from other communities." (MTA Today)

Quotes:

- "Teachers felt their backs were to the wall. Considering the outrageous treatment we'd received from the school committee, we knew we could not accept anything less than a fair contract." — TTA President Gerald Rideout (MTA Today)

References:

- "Tewksbury teachers fight for fairness - again." MTA Today, 30 December 1994. pp. 1, 10-12.

Wakefield Strike - 1993

Local Association:

- Wakefield Education Association

Length of Strike: *2 Days (Plati)*

- First Day on Strike: May 14, 1993 (Plati)
- Return to Work Date: May 18, 1993 (Plati)

Local President:

- WTA President Sharon Kellar (Plati)

Main Issues: *Salaries; Failure to uphold contract;*

- The strike "was the result of the school committee's failure to fund the contractually-agreed-to salary increase which was due to take effect March 1." (Plati)

Settlement: *Updated contract language;*

- "...the problematic 'subject to funding' clause had been removed from the contract," (Plati)

Facts of Note:

- Budget cuts that were supposed to be taken from materials and supplies were instead taken from teachers' salaries by not funding a salary increase. (Plati)
- Wakefield received $330,000 "in new state aid." Although teachers asked for this to be used to fund the salary increase, "[t]he committee ignored the request and instead spent every dollar of the $330,000 on new items not previously budgeted for in the school budget on the very night of Kellar's request." (Plati)
- "Teacher delegations from Belmont, Everett, Melrose, North Reading, Somerville and Tewksbury were among those travelling to Wakefield to show support." (Plati)

References:

- Plati, Maria. “Wakefield walks the line.” MTA Today, 11 June 1993. pp. 1, 8-10.

Waltham Strike - 1983

SI-157

Local Association:

- Waltham Educators Association

Length of Strike: *1 Day*

- First Day on Strike: November 4, 1983 (MTA Today, 18 November 1983)
- Return to Work Date: November 7, 1983 (MTA Today, 18 November 1983)

Local President:

- WEA president, Jim Papachristos (MTA Today, 15 September 1983)

Main Issues: *Salaries; Sick leave;*

- "protracted negotiations" and lack of salary increase in contract negotiations. (MTA Today 15 September 1983) (MTA Today 18 November 1983 p. 1)
- "Salaries, early retirement, recall language, career exploration leave, and sick leave for aides lead the list of issues stalling negotiations for 20 months." (MTA Today, 15 September 1983)
- "Waltham teachers are among the lowest paid in the entire metropolitan Boston area." (MTA Today, 18 November 1983 p. 4)

Sanctions:

- "The city took its case to the State Labor Relations Commission, which ordered the teachers to return to school the following Monday." (MTA Today, 18 November 1983 p. 4)

Settlement:

- "Although teachers are now in school, they are picketing all city schools for 15 minutes before class every day." (MTA Today 18 November 1983 p. 4)
- "A fact-finding session has been scheduled for Nov. 16. Until that date, Waltham teachers are "on hold," according to Don Merwin, MTA Metropolitan Regional Services Consultant for Waltham." (MTA Today 18 November 1983 p. 4)

Facts of Note:

- "Following the vote, teachers picketed at all schools, held a mass demonstration at City Hall, and then marched before the Mayor's home until early afternoon - all during a cold and driving rain." (MTA Today 18 November 1983 p. 4)

Quotes:

- "MTA President Carol A. Doherty told the aroused crowd to "hang in there. You are right," she said. "You will be treated fairly and with dignity." " (MTA Today, 18 November 1983 p. 4)

References:

- "Waltham teachers authorize strike; negotiations continue." MTA Today, 15 September 1983. p. 10
- "A pair of one-day strikes." MTA Today, 18 November 1983. p. 1
- "Waltham teachers brave foul weather in one-day strike." MTA Today, 18 November 1983. p. 4

Watertown Strike - 1969

Local Association:

- The Watertown Teachers Association (now Watertown Education Association)

Length of Strike: 2 *Days*

- First Day on Strike: Thursday (Kayakachoian) May 22, 1969
- Return to Work Date: Tuesday (Kayakachoian) May 27, 1969

Local President:

- Joseph Zarba (Kayakachoian 24-05-1969)

Main Issues: *salaries; working conditions;*

- "The Watertown Teachers Assn. voted to end their 'professional days' which began Thursday. The days off were intended to press the teachers demands for fair working conditions and adoption of a new salary pact." (Kayakachoian 24-05-1969)
- "The teachers are seeking a pay raise of $100 retroactive to the first year and $600 effective in September. The school board has offered $700 when classes begin in the Fall." (Kayakachoian 24-05-1969)
- "The teachers tabled two measures aimed at John J. Carver, school board chairman, and Antonio Mosca and Donald Bowler, members of the salary subcommittees. The measurer urged their recall and their resignation. The teachers claim the three are to blame for the delay in arriving at an agreeable settlement after almost eight months of talks." (Kayakachoian 24-05-1969)
- "The Watertown Teachers Assn. yesterday voted to remain away from classes until the school committee agrees to their demands for fair treatment and a chance to become a 'partner in good education.'" (Kayakachoian 23-05-1969)
- "Joseph Zarba, president of the Watertown Teachers Association which represents 325 instructors, said the wage increases sought by teachers is secondary. He charged that the teachers were being treated like second class citizens and slaves by the school committee." (Kayakachoian 23-05-1969)

- "The teachers by a unanimous vote agreed to continue their so-called 'professional day' off that began yesterday until the full school committee holds 'meaningful talks' with association representatives." (Kayakachoian 23-05-1969)
- "The teachers are also seeking a $100 raise retroactively to Jan. 1 and $600 more in September. They also want a promise by school officials to adhere to uniform promotional practices based on examinations." (Kayakachoian 23-05-1969)
- "No figures have been released by the teachers or the committee, but it is believed instructors want the minimum salary of $6000 increased to $6700." (The Boston Globe)
- "The teachers action culminates prolonged contract negotiations, which in turn followed prolonged initial collective bargaining talks which resulted in a contract being signed as school opened last fall. New negotiations opened almost immediately on the new contract and continued through the winter until an impasse was reached." (The Watertown Press, 22 May 1969)
- "Following an executive session last week, on Tuesday, the School Committee apparently remained unagreed on a provision agreed to by Mr. Oates, that $100 of contemplated increased be retroactive to Jan. 1, 1969." (The Watertown Press, 22 May 1969)
- "Mr. Lambert said it was not just a question of the money involved but a feeling on the part of the teachers that they had not been given respect and consideration by the School Committee. He said the most recent instance of this was when Joseph McManus of the Teachers Association asked at the School Committee meeting that Association representatives be informed in writing of the decision of the School Committee in executive session, with Mr. Lambert stating no notification at all was given of the committee action." (The Watertown Press, 22 May 1969)
- "Mr. Lambert said the teachers were concerned also with the promotion plan." (The Watertown Press, 22 May 1969)
- "[Joe Zarba] pointed out other personnel in the school department received increases as of Jan. 1 and said he felt postponing the increases to September was a ploy used in many communities to fool the taxpayers concerning the ultimate affect on the tax rate." (The Watertown Press, 29 May 1969)

Sanctions:

- "Watertown's 350 teachers and administrators were ordered back to work yesterday by a temporary restraining order issued by the State Supreme Court." (Kayakachoian 24-05-1969)
- "The instructors were also told they would not get paid for the two days they stayed out." (Kayakachoian 24-05-1969)

- "The injunction, signed by Chief Justice G. Joseph Toro of the Supreme Court, was given to Joseph Zarba, president of the Watertown teachers. Deputy sheriff Frank Duriss served the legal document at the Knights of Columbus hall where the teachers had gathered after school committeeman James Oates pointed Zarba out." (Kayakachoian 24-05-1969)
- "The teachers' paychecks were held up because the school board felt that they should be docked for the two days they were away from classes. The checks, which had been made out, were stopped. But town treasurer Philip Pane sent $34,000 in cash under heavy police guard to the K. of C. Hall to give each teacher $100 for the week-end." (Kayakachoian 24-05-1969)
    - "The Massachusetts Teachers Association, meanwhile, offered $100 loans to Watertown teachers." (Kayakachoian 24-05-1969)
- "The selectmen, Tuesday, issued a formal statement outlining their position in refusing to authorize payment of professional school personnel participating in 'Professional Days' last week. The statement indicated that in authorizing such payment, the selectmen had to be sure that no funds were paid for services not rendered." (The Watertown Press, 29 May 1969)

Settlement:

- "The state Board of Conciliation and Arbitration has scheduled a meeting between the teachers and the school committee for Tuesday at 1 p.m. in the new state office building in Boston. Robert Browning, chairman of the state agency, in a telegram to the instructors urged them to refrain from any 'overt acts' in the meantime." (Kayakachoian 24-05-1969)

Facts of Note:

- "The court order climaxed two days of work stoppage that disrupted classes in all school buildings. On Thursday, about half of the 6300 children showed up for classes with 33 instructors and 13 administrators on duty. School Supt. Raymond Delaney ordered classes dismissed Friday at 10:45 a.m. when it became apparent that the strain on the limited number of teachers was too much. The number of students in school fell to around 2500." (Kayakachoian 24-05-1969)
- "J. Casey Olds, president of the Massachusetts Teachers Association, says that a writ of mandamus will be sought from the courts to force the school department to pay in full because the checks cover a period before the school boycott." (Kayakachoian 24-05-1969)

- "Only 33 teachers and 13 administrative personnel and principals were on duty in the 11 local schools. Attendance was reported to be less than 50 percent with only 2846 out of 6300 boys and girls reporting for classes, according to Supt. of Schools Raymond J. Delaney." (Kayakachoian 23-05-1969)
- "A 'professional day', at which teachers voted not to report to their school assignments, will be in effect today in Watertown. Following a meeting on Wednesday afternoon of nearly an hour in length, from which reporters and all 'outsiders' were barred, the teachers - in a standing voice vote - voted to support the recommendation of president Joseph Zarba for a 'professional day' the following day. The vote was near unanimous, reported by the teachers group to be 291 - 16." (The Watertown Press, 22 May 1969)
- "The 'professional day', in effect a strike, has occurred only once before in this state, it is understood, in the city of Lowell. The Teachers Assoc., in a news release, indicated uncertainty if there would be additional 'professional days' beyond today, Thursday." (The Watertown Press, 22 May 1969)

Quotes:

- "A bayonet has been placed at my back as a result of the court order and if you don't go back I'll be in jail." - Joseph Zarba to the WTA members (Kayakachoian 24-05-1969)
    - "Zarba had successfully dodged deputy sheriffs Thursday as they attempted to issue an earlier restraining order from the Middlesex Superior Court." (Kayakachoian 24-05-1969)

Related Resources:

- *The Boston Globe, 16 May 1969*
- *The Boston Globe, 22 May 1969*
- *The Boston Globe, 23 May 1969*
- *The Boston Globe, 23 May 1969 (2nd Article)*
- *The Boston Globe, 24 May 1969*

References:

- Kayakachoian, Gary. "Holidays End In Watertown." The Boston Globe. 24 May 1969.
- Kayakachoian, Gary. "2d Teacher Holiday Voted in Watertown Despite Injunction." The Boston Globe. 23 May 1969.
- "Watertown Teachers Decide On Next Steps in Wage Talks." The Boston Globe. 16 May 1969.

- "'Professional Day' Voted by Teachers Boycott Classes Today." The Watertown Press. 22 May 1969.
- "School Committee, Teachers Continue Talks Today." The Watertown Press. 29 May 1969.

Watertown Strike - 1989

SI-221

Local Association:

- Watertown Educators Association

Length of Strike: *5 Days (MTA Today, 26 May 1989)*

- First Day on Strike: April 23, 1989 (Spindel)
- Return to Work Date: April 30, 1989 (MTA Today, 26 May 1989)

Local President:

- WTA President Joseph DiLeo (Spindel)

Main Issues: *Salaries; Uncooperative school committee;*

- Salaries (Spindel)
    - "Watertown teacher salaries were falling further and further behind those of surrounding communities, and teachers found themselves confronting a more and more uncooperative school committee." (Spindel)
    - "Watertown was paying its teachers 19 percent less than it had 15 years before, in dollars corrected for inflation." (Spindel)
- "WTA accused the school committee of proposing three illegal contract items: one which would have required the WTA to waive the rights of certain of its members regarding due process in the event of termination; another which would have taken away the rights of teachers to challenge committee decisions in regard to sabbaticals; and a third which would have maximized longevity bonuses at the 35th year of service, then reduced them to zero by the 41st year." (Spindel)
    - "This last proposal was a blatant example of age discrimination, and an insult to teachers who'd given their professional lives to Watertown schools," - Joseph DiLeo (Spindel)

    - “[Maureen] Loukas said the committee wanted to decrease bonuses after 35 years, and eliminate them after 40, to encourage teachers to retire.” Maureen Loukas is the chairman of the town’s School Committee. (The Boston Globe)
- “The committee also wanted to subject teachers to an evaluation procedure which would have been in effect 24 hours a day, on and off the job.” (Spindel)

Sanctions:

- “Twenty-four WTA members — the leadership, members of the bargaining team, and others chosen at random — were served with back-to-work orders.” (Spindel)

Settlement: *Salary increases;*

- “The agreement which ended the Watertown strike will give teachers effective raises of more than 23 percent over three years.” (Spindel)
- It also includes other monetary benefits such as sick leave buyback, payment for supervision of after-school events, and reimbursement for professional expenses. (Spindel)

Facts of Note:

- Teachers had buttons inscribed with “W.O.E.” which stood for “Withdrawal of Enthusiasm” (Spindel)
- “Several parents joined teachers on the picket lines, and hundreds attended special informational meetings sponsored by parent-activists.” (Spindel)

Quotes:

- “...the committee wanted to be Big Brother,” - Joseph DiLeo in regards to the 24 hour policy (Spindel)

References:

- “Watertown strike ends.” MTA Today. 26 May 1989. P. 12
- Spindel, Jerry. “Watertown fights for fairness.” MTA Today, 26 June 1989. pp. 7-9
- “The Boston Globe from Boston, Massachusetts.” Newspapers.com, 24 Apr. 1989, www.newspapers.com/newspage/439094826/. Accessed 20 Mar. 2024.

Weymouth Strike - 1983

SI-154-A

Local Association:

- Weymouth Educators Association

Length of Strike: *1 day (MTA Today 21 October 1983)*

- First Day on Strike: September 1, 1983 (MTA Today, 21 October 1983)
- Return to Work date: September 2, 1983

Local President:

- WTA President Marcia Hanabury (MTA Today, 21 October 1983)

Main Issues: *Salaries; Contract language;*

- "More than 600 Weymouth teachers — 97% of the total — conducted the strike to express their frustration over stalled negotiations, as the WTA and the school committee were unable to reach agreement on a number of issues, headed by salaries and RIF language." (MTA Today, 21 October 1983)

Settlement: *Salary increases;*

- "Weymouth teachers, following a successful one-day strike on Sept. 1, have reached an agreement on a new two-year contract," (MTA Today, 21 October 1983)
- Settlement is a "two-year package" that includes:
    - "A zero salary increase this year, but a 10 percent increase in 1984-85, with six percent guaranteed, and the other four percent subject to funding by the town meeting. Regardless of funding, the base for all teachers will increase by 10 percent for 1985-86." (MTA Today, 21 October 1983)
    - "Agreement that any teacher who "bumps" into a subject area in which he/she has not taught within the previous five years may be required to take refresher courses for up to 10 hours, at school committee expense. The

committee had sought to severely restrict bumping rights for WTA members." (MTA Today, 21 October 1983)
    - "A 100 percent agency service fee for all bargaining unit members." (MTA Today, 21 October 1983)
    - "Longevity payments beginning in 1984-85, of $350 after 15 years and $600 after 20 years." (MTA Today, 21 October 1983)
    - "Creation of two additional salary steps for all school nurses." (MTA Today, 21 October 1983)
    - "Creation of a pilot job-sharing program, on a voluntary basis." (MTA Today, 21 October 1983)
    - "No reprisals against any persons who participated in the one-day strike, other than the loss of one day's pay." (MTA Today, 21 October 1983)

References:

- "Weymouth teachers settle after one day work stoppage." MTA Today, 21 October 1983. p. 4

Winchester Strike - 1990

SI-235

Local Association:

- Winchester Education Association

Length of Strike: *1 Day*

- First Day on Strike: November 30, 1990
- Return to Work Date: December 3, 1990

Local President:

- WEA President Peggy Sullivan

Main Issues: *Memorandum didn't pass;*

- "On or about Monday, November 26, 1990, the Town Meeting members considered a warrant article request for approval of an appropriation of $191,250.00 to fund the Memorandum of Understanding. By a vote of 79 to 67 the Town Meeting failed to authorize the requested appropriation." (SI-235)
    - "WEA representative Marshall told the School Committee representatives that the teachers felt that they had to make a statement because they felt that they'd been insulted by the Town Meeting vote." (SI-235)

Sanctions:

- Cease and desist order issued. (SI-235)

Facts of Note:

- "On Thursday, November 29, 1990, representatives of the School Committee and the WEA met beginning at approximately 4 p.m. to discuss how to proceed following the rejection of the appropriation request at the Town Meeting. During the course of the discussions between the parties the School Committee learned

that an unusual number of teachers had called in "sick" for Friday, November 30, 1990." (SI-235)
    - "By approximately 8 p.m. the School Committee had been notified by approximately one hundred sixteen (116) teachers of their intent to be absent due to sickness on Friday, November 30, 1990." (SI-235)
- "On November 30, 1990, one hundred ninety-nine (199) teachers were absent from work. Of this number, fifteen (15) had arranged in advance for permission to be absent." (SI-235)

References:

- SI-235. Winchester School Committee v. Winchester Education Association. November 30, 1990. Interim Order.

Woburn Strike - 1970

Local Association:

- Woburn Teachers Association

Length of Strike: *3 Days*

- First Day on Strike: April 1, 1970.
- Return to Work Date: April 6, 1970.

Local President:

- Arthur Hurley, president
- Sally Potter, vice president
- Susan Brennan, secretary
- Janet Bellizia, secretary

Main Issues: *Salaries; School resources;*

- "The teachers voted 218 to 112 to strike last night when their contract expired. They are seeking a $7,300 to $11,700 pay scale, while the city offered $7,100 to 10,000." (The New York Times, 2 April 1970)
- "...we were fighting for textbooks (to eliminate sharing), classes for students who did not speak English, specialty teachers (art, music, gym, library) and money." (O'Connell)

Sanctions: *Teachers jailed;*

- Warrants were issued for 7 members of the Woburn Teachers Association. (The New York Times, 2 April 1970)
- "Four Woburn teachers who took part in a teachers strike in defiance of a court order were held in contempt of court today and sent to Suffolk County Jail without right of bail." (The New York Times, 3 April 1970)
    - The teachers were Arthur Hurley, Susan Brennan, Sally Potter, and Janet Bellizia. (Hurley et al.)

    - Were in jail for 2 days and 1 night. (O'Connell)
- Superior Court Judge Robert Sullivan told teachers they "were in contempt of court for defying a cease-and-desist order. He gave us three choices: go back to work and tell the teachers to go back and end the strike, to resign as teachers in the Woburn school system, or go to jail." The four of them chose to go to jail. (O'Connell)

Settlement: *Additional teachers;*

- "It's all settled!!! The contract is great - six more special teachers. I can't believe it!" - Janet Bellizia (Hurley et al.)
- Contract agreement made on April 3, 1970. (O'Connell)

Facts of Note:

- The four teachers jailed were known as " the Woburn Four." (Hurley et al.)
- "By February 1970 we had filed for and been through mediation. The teachers and support staff were now picketing at City Hall, in front of School Committee members' homes and places of work." (O'Connell)
- The teachers negotiating filed for fact-finding to use the report to settle their contract but the School Committee refused which is when teachers decided they were left with no choice but to strike on the day their contract ended. (O'Connell)
- "On the first day of the strike, we closed 14 of 15 schools." (O'Connell)
- "On April 2, day two of the strike, we were back on the picket lines again and this time we closed all 15 of the schools." (O'Connell)
- This was the first strike that sent teachers to jail in Massachusetts. (O'Connell)

Quotes:

- "Teachers defied a court order against striking the city's public schools today, and warrants were issued for seven members of the Woburn Teachers Association. The walkout closed 14 of the city's 15 schools." (The New York Times, 2 April 1970)
- In reference to 4 jailed teachers. "They were told to either resign or return to work, but chose to stay in the Charles Street Jail." (Hurley et al.)
- "I'm convinced we did the right thing. It is not comfortable breaking the law." - Arthur Hurley (Hurley et al.)
- "The teachers need support and need action." - Arthur Hurley (Hurley et al.)
- "Will stay here as long as necessary to get a good contract and better education in town." - Arthur Hurley (Hurley et al.)

- “We refused to: a) return to work and deny that which 400 teachers want and need - the right to help better themselves as professionals, the right to educate children to the best of their capacity; or b) to resign - and cop-outs like this always stink.” - Susan Brennan (Hurley et al.)
- “We’ve worked so hard trying to get a contract and now we can’t be there to fight with the School Committee.” - Janet Bellizia (Hurley et al.)
- “On the evening of April 1, we held a general meeting to let the staff know how the negotiations were going and to continue rallying the teachers. … While our meeting was in progress, a sheriff from Suffolk County came into the room and served the union officers with restraining orders and ordered us to appear in court the following morning.” (O’Connell)
- “As we walked by my father on our way to jail, he said: ‘Go to jail. Go directly to jail. Do not pass Go. Do not collect $200.’” (O’Connell)
- “Why did I go to jail? Because I really believe that your thoughts and deeds are results of conscience; I believe a person must feel deeply, honestly, sincerely that he or she is working for better education, that all possibilities of negotiation have been thoroughly exhausted. ” - Susan Brennan in MTA Today, May 1970.

Related Resources:

- New York Times Newspaper, 1970
- New York Times Newspaper, 3 April 1970
- *Audience at Woburn High School during meeting about teachers strike*. April 3, 1970. Web. 12 Feb 2024. <https://ark.digitalcommonwealth.org/ark:/50959/0v838s24p>. *
- *Woburn teachers' strike headquarters, Arrowhead Motor Inn, Bedford*. April 2, 1970. Web. 12 Feb 2024. <https://ark.digitalcommonwealth.org/ark:/50959/0z70c7132>.
- *Striking Woburn teachers on picket line at Malcolm S. White Elementary School*. 1970-04-03. Retrieved from the Digital Public Library of America, https://ark.digitalcommonwealth.org/ark:/50959/0v838q40n. (Accessed February 12, 2024.)

References:

- “Four Teachers Jailed.” The New York Times, timesmachine.nytimes.com/timesmachine/1970/04/03/83656108.html?pageNumber=25. Accessed 12 Feb. 2024.
- Hurley, A., Brennan, S. Potter, S. and Bellizia, J. “The Woburn Story: Why I went to jail.” the Massachusetts Teacher. May, 1970. p. 12 - 17.

- O'Connell, Janet. Our Legacy Project. Conducted by Jackie Gorrie.
- "Teachers Defy Court Order." The New York Times, timesmachine.nytimes.com/timesmachine/1970/04/02/76729252.html?pageNumber=43. Accessed 12 Feb. 2024.

Woburn Strike - 2023

S.I.-23-9811 / 49 MLC 222

Local Association:

- Woburn Teachers Association

Length of Strike: *5 school days (McLennan and Ng) (Larkin)*

- First Day on Strike: January 30, 2023 (Hilliard)
- Return to Work Date: February 6, 2023

Local President:

- WTA President Barbara Locke (MTA 1/31/23) (Hilliard)

Main Issues: *Salaries; Working conditions; Paraprofessionals;*

- Improved pay and working conditions, including Education Support Professionals. (McLennan and Ng)
- "The WTA has been adamant that paraeducators — those who work with the district's most vulnerable students and are crucial to the functioning of Woburn's schools — deserve to earn a living wage, and that all educators get fair cost-of-living wage increases during a time of high inflation. The WTA is fighting to make sure that students' needs are met, from having access to physical education to ensuring that class sizes are reasonable." (MTA 1/30/23)
- The union is striking "for living wages for Education Support Professionals, smaller class sizes for the Woburn community, control over preparation and collaboration time, and fair wages for all." (MTA 1/31/23)

Sanctions: *Fines;*

- "The strike comes with a cost for the union. They will pay $85,000 in fines to the state and $225,000 to the city as part of their return-to-work agreement." (Larkin)

- "Following five hours of negotiation Sunday, the union agreed to pay the city the $225,000 in reimbursement over four years" and "[t]he union will also donate $20,000 to local charities." (Hilliard)
- "Locke has said the Woburn teachers union has gone into debt to pay $85,000 in fines since the strike began." (Hilliard)

Settlement: *Salary increases;*

- "The contract itself will bring huge gains and greater justice for Woburn educators, especially the essential paraprofessionals who will see a dramatic increase in wages - a 40 percent hike in starting pay - moving them closer to earning a true living wage. The teachers will also see better cost-of-living increases than they have seen in many years, including a starting pay for new teachers of $60,000." (MTA Today, 7 Feb. 2023)
- "The deal includes double-digit pay increases for teachers and paraprofessionals and smaller class sizes in the fourth and fifth grades." (Larkin)
- "Another union demand — the expansion of physical education in elementary grades to two days a week — made it into the contract, but only as a recommendation, not as a binding provision." (Larkin)
- The deal includes salary increases and adds "10 minutes to each school day." (Hilliard)

Facts of Note:

- "The WTA generated enormous support among parents and the community - as evidenced by a bake sale and fundraiser that raised nearly $25,000 in 90 minutes! When people start dropping $100 for an oatmeal raisin cookie, you know you have won the hearts of the community." (MTA Today, 7 Feb. 2023)
- "Despite last week's cold weather, union rallies were often attended by dozens of parents and students, who also supplied striking workers with food and coffee." (Larkin)

Related Resources:

- MTA - Public statement per CERB order 1/31/23
- MTA - Public statement per court order 2/3/23
- MTA - Statement regarding Woburn work stoppage per court order 2/5/23

References:

- McLennan, Scott and Ng, Jonathan. “MTA locals are fighting for change.” MTA Today, Winter 2023. p. 8.
- “MTA Leadership: Woburn Educators Are ‘Adamant’ That Paraprofessionals Earn a Living Wage.” Massachusetts Teachers Association, 30 Jan. 2023, massteacher.org/news/2023/01/woburn-statement. Accessed 1 May 2024.
- “Union News: Woburn Educators Fight for a Fair Contract.” Massachusetts Teachers Association, 31 Jan. 2023, massteacher.org/news/2023/01/woburn-educators-fight-for-a-fair-contract. Accessed 1 May 2024.
- “New Contract Will Bring “Tremendous Gains and Greater Justice for Woburn Educators.” ” Massachusetts Teachers Association, massteacher.org/news/2023/02/woburn-settlement. Accessed 1 May 2024.
- “Union News: Woburn Educators Win Strong Contract.” Massachusetts Teachers Association, 7 Feb. 2023, massteacher.org/news/2023/02/woburn-educators-win-strong-contract. Accessed 1 May 2024.
- Larkin, Max. “Woburn Teachers Reach Deal with City Hours before Strike Stretches into Second Week.” wbur.org, www.wbur.org/news/2023/02/05/woburn-teachers-strike-settlement-higher-pay.
- Hilliard, John. “Woburn Teachers, City Reach Settlement,” The Boston Globe, 5 February 2023, www.bostonglobe.com/2023/02/05/metro/woburn-teachers-school-committee-expected-resume-contact-talks-noon/. Accessed 1 May 2024.

Worcester Vocational Teachers Strike - 1987

SI-198 / 13 MLC 1627 / 13 MLC 1471

Local Association:

- Worcester Vocational Teachers Association

Length of Strike: *5 days (MTA Today, 29 May 1987)*

- First Day on Strike: April 27, 1987 (MTA Today, 29 May 1987)
- Return to Work Date: May 4, 1987 (MTA Today, 29 May 1987)

Local President:

- WVTA President Roland Woodill (MTA Today, 29 May 1987)

Main Issues: *Salaries;*

- "The Worcester Vocational Teachers Association (WVTA) took the ultimate action of protest on April 27 with a five-day strike that halted vocational education for some 2,000 students." (MTA Today, 29 May 1987)
- Equity (MTA Today, 29 May 1987)
    - "WVTA members, who earned thousands of dollars less than their counterparts in the Worcester public schools, were demanding professional equity with the 1,700-member Educational Association of Worcester (EAW)." (MTA Today, 29 May 1987)

Sanctions:

- "…Worcester County Superior Court Judge William H. Welch issued a temporary restraining order at the request of the state Labor Relations Commission." (MTA Today, 29 May 1987)

Settlement: *Salary increases; Improved working conditions;*

- The settlement:

- "Salary: The two-year settlement contains a 6 percent increase retroactive to July of 1986 and the addition of a salary step (11) equivalent to 4 percent effective May 4, 1987. The second year of the contract provides for an increment of 5 percent in July, 1987." (MTA Today 29 May 1987)
- "Academic Work Load Schedule: A 35 period schedule to include no more than 25 instructional periods, at least five preparation periods and no more than five administrative periods for non-instructional duties, (no more than two of which can be used to fill in for an absent colleague in a monitoring capacity)." (MTA Today, 29 May 1987)
- "Sick Leave: An extended sick leave plan containing two major provisions:" (MTA Today, 29 May 1987)
  - "With 10 years of full-time service, members would be entitled up to 200 sick days with the onset of a long-term illness." (MTA Today, 29 May 1987)
  - "With one year of full-time service, members would be entitled to up to 95 sick days, with the onset of a long-term illness." (MTA Today, 29 May 1987)
- "Librarians Regrading: School librarians possessing school librarian certification will move to Level II on the first step of the salary schedule." (MTA Today, 29 May 1987)
- "Snow days: Provision changed so that teachers will not be required to work on days that students are excused because of inclement weather." (MTA Today, 29 May 1987)

Facts of Note:

- The WVTA represented 167 teachers at Worcester Industrial Technical Institute, Worcester Vocational Technical High School, David Hale Fanning High School, and the School of Health and Technical Occupations of Belmont Hill.
- "The EAW backed the WVTA's demands by wearing buttons that said 'EAW Supports Worcester Voc — Equals in Education.'" (MTA Today, 29 May 1987)
- "The striking teachers were joined on the picket line by EAW President Roger Brown and other EAW members who picketed before school hours." (MTA Today, 29 May 1987)
- "Throughout the week, teachers received "thumbs-up" support from individuals who refused to cross the picket line, and delivery trucks refused to drop off food supplies at schools. One driver refused to deliver oil to the machine shop." (MTA Today, 29 May 1987)

- “By Tuesday, it was obvious that the administration was having difficulty keeping order among the students, who began a series of mass walkouts in support of their teachers.” (MTA Today, 29 May 1987)
- Teachers continued to picket after a snowstorm that left 16 inches of accumulated snow on the ground. (MTA Today, 29 May 1987)

Quotes:

- “We voted to stay out until we obtain equity and we are prepared to stay out until the contract dispute is resolved.” - WVTA President Roland Woodill (MTA Today, 29 May 1987)

References:

- Plati, Maria. “Worcester Voke takes ultimate step.” MTA Today, 29 May 1987. pp. 4-6