

NEWSLETTER

Local 1075

March 2024

Meet Our Executive Board:

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Debra Lathrop - VP
Elementary
Joe Fargnoli - VP Secondary
Michaela Keenan - Secretary
Greg Wightman - Treasurer
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Ted Mitchell - Public Relations

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Matt Paiva - CHS Rep.
Christine Conklin - ASFMS Rep.
Derek Larginho - ASFMS Rep.
Jennifer Limoges - Western Rep.
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Julie Marran - Hopkins Hill Rep.
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The Lowell Women That Fought to Form a Union

In the 1830s, the Lowell mill women, who worked in the textile mills of Lowell, Massachusetts, organized and initiated strikes to protest against harsh working conditions and wage cuts. These women, predominantly young and from various parts of New England, endured long hours and undesirable working environments. Despite facing opposition from management and owners, the mill girls persisted in their efforts to improve their working conditions.

Their initial strikes in 1834 and 1836 were met with defeat, as management possessed the power and resources to suppress the protests. Undeterred, the mill girls shifted their focus to political action in the 1840s. Despite being unable to vote themselves, they organized the Lowell Female Labor Reform Association and lobbied for a 10-hour workday through petitions, campaigns, and organizing chapters in other mill towns.

Although their immediate victories were limited, such as New Hampshire passing a 10-hour workday law in 1847, which proved unenforceable, the Lowell mill girls laid the groundwork for future labor movements. They demonstrated that working women could unite, support each other, and fight against injustice in the workplace. Their actions paved the way for subsequent social justice movements and contributed to the transformation of labor rights in the United States. Today, the legacy of the Lowell mill girls serves as a testament to the power of ordinary women engaging in extraordinary acts to effect change.

Membership Meeting Dates:

May 9th

Join us for the last one this year!



Support the Paycheck Fairness Act

The gender wage gap leads to a **loss of nearly \$400,000 over the course of a working woman's career.** For women of color, that loss is even steeper.

Read that again: \$400,000.

The Paycheck Fairness Act would help close the wage gap in a few different ways by:

- Making it unlawful to prohibit employees from talking about their wages.
- Increasing penalties for violating the equal pay provision.
- Directing the Department of Labor to provide trainings for negotiating compensation and working conditions.

It's time. Women should get equal pay for equal work.

Please fill out this **FORM** to write your representative.

CTA Newsletter

Median wealth is higher for union households

Median household wealth by union membership, 2022

Nonunion

\$199,948

Union

\$338,482

Disparity in Wages Between Union & Non-Union Jobs: Organize for a Living Wage!

A recent analysis by the Center for American Progress reveals a substantial wealth gap between unionized workers and their nonunion counterparts, spanning across education levels. Typically, unionized workers earn 10%-20% more than nonunion workers, but the wealth gaps are considerably wider, suggesting that union membership yields long-term benefits. Union members not only enjoy higher pay but also greater job security, access to defined benefit retirement plans, and better healthcare coverage, reducing the likelihood of falling into debt due to medical expenses. By analyzing 2022 data from the Federal Reserve's Survey of Consumer Finances, researchers found that union

households had a median wealth of \$338,482 compared to \$199,948 for nonunion households. Moreover, unionized workers exhibited higher rates of homeownership and participation in defined benefit pension plans. The disparity in wealth is significant across educational backgrounds, with unionized workers consistently outpacing their nonunion counterparts in terms of accumulated wealth, even among college-educated individuals. This analysis underscores the role of union membership as an alternative path to wealth accumulation, particularly for those who may not pursue higher education.

AFL-CIO
AMERICA'S UNIONS



Book Review: The Hammer: Power, Inequality, and the Struggle for the Soul of Labor

67% of Americans surveyed approve of unions, but only 10% of U.S. workers belong to one! In his book, Hamilton Nolan covers many labor campaigns in our country and the challenges faced by their organizers. He documents their fights against restrictive collective bargaining rights, especially in the South and other issues like the COVID-19 pandemic. He argues that unions must change their mindset in the political arena to increase their membership and power.

When Hamilton Nolan was asked what he hoped people would learn from the book is a "shift in perspective away from politics being elections and politicians, toward the idea that politics can be accomplished by building labor power. If we can get working people and also unions and the institutions in the labor movement to turn their primary focus to building labor power and organizing new workers, what we will find is that political power naturally comes along with that. We can make the politicians come to us by making the labor movement strong."

Unions simply don't have the campaign contribution funds to compete with corporate America. Unions must have the membership numbers to compete.



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