

# DECEMBER NEWSLETTER

**WESTERN MA AREA  
LABOR FEDERATION**  
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## MNA NURSES WIN STRONG CONTRACT AFTER THREAT OF A ONE DAY STRIKE

*From the MNA Website*

*Tentative agreement includes no takeaways – including maintaining current health insurance benefits – and features major gains for nurses and patients*

NORTHAMPTON, Mass. – Registered nurses at Cooley Dickinson Hospital, represented by the Massachusetts Nurses Association (MNA), have reached a tentative agreement with Mass General Brigham (MGB), averting the need for the one-day strike that had been authorized by a 99% strike vote by Cooley nurses. The agreement – featuring significant investment by MGB in nurses and the patient care they provide – was reached late Friday and finalized on Tuesday after intensive negotiations over the last few weeks.

The tentative agreement will be presented to the Cooley Dickinson RN bargaining unit for a ratification vote.

“This tentative agreement reflects the strength, unity, and unwavering commitment of Cooley nurses to safe patient care,”

said Rosie Tottser, Cooley Dickinson RN and MNA Committee Co-Chair. “After many months of standing together, we secured a contract with no takeaways and real improvements that will help us recruit and retain the nurses our patients deserve.”

“We are extremely proud of what we achieved for our nurses, patients, and our entire community,” said Aaron Winston, RN and MNA Committee Co-Chair. “This agreement protects essential RN benefits, substantially improves our wages and will help to ensure Cooley patients have safe staffing levels. We also want to thank the community for standing with us in solidarity.”

**The Cooley nurses’ agreement stands out for its complete lack of takeaways.** These are proposals by management that cut or reduce benefits or working standards in a union contract. **(Continued Page 4).**

### In this newsletter you can expect:

Upcoming Events and Trainings

Cannabis Cultivators Unionize in Easthampton

PSU Threatens No-Confidence in Reyes

17 ALF-Endorsed Candidates Win Elections

**December Meeting**  
**Mon. December 9th, 6:30 PM - 640 Page Blvd, Springfield, MA. Pizza provided.**

## UPCOMING AREA LABOR FEDERATION EVENTS

### 12/2, 12/9, and 12/16: Introductory Stewards Training

Time: 6-7:30 PM | Location: Zoom

**Union stewards are the first line of defense for union members!** Learn the basics of being a union steward from fellow union members in the Area Labor Federation's introductory training. Explore key topics like Weingarten rights, Just Cause principles, fighting grievances, and more!

*RSVP today at [bit.ly/wmalfED](http://bit.ly/wmalfED)!*

### 12/8 December Delegates Meeting

Time: 6:30 PM | Location: WMALF Offices, 640 Page Blvd, Springfield, MA

The Delegates Meeting is the monthly decision making body of the Area Labor Federation. Meetings are open to all members of affiliate unions, but only delegates can vote.

### 12/11: Pioneer Valley Workers Assembly Meeting

Time: 5:30-7 PM | Location: WMALF Offices, 640 Page Blvd, Springfield, MA

Come together with organized labor unions and unorganized workers to discuss current issues in the workplace, contract fights, grievances, hopes to organize, and more!

### 1/31: WMALF Strategic Planning Meeting

Time: 10 am to 4 pm | Location: UAW 2322 Office, 4 Open Square Way, Holyoke, MA

The WMALF will be meeting in January to put together its 2026-27 Strategic Plan. All affiliates are strongly encouraged to send their delegations to build a plan which will advance the interests of all sections of the area labor movement.

*RSVP at [www.wmalf.org/strategicplan/](http://www.wmalf.org/strategicplan/)*

### 3/6: Annual Legislative Breakfast

Time: 8 am to 11 am | Location: MGM Springfield

Our annual legislative breakfast will be held in March at the MGM in Springfield. We look forward to building on the success of last year's breakfast! Save the date and look forward to updates on how to register.

**CONGRATULATIONS TO  
WMALF MEMBER AND  
EDUCATION COMMITTEE  
TRAINER CYNTHIA DAVIS ON  
HER ELECTION TO THE SEIU  
LOCAL 509 JOINT EXECUTIVE  
BOARD!**

## ABOUT THE WESTERN MA AREA LABOR FEDERATION

The **Western Massachusetts Area Labor Federation** is a coalition of more than 60 local unions from across Western Massachusetts dedicated to **building power and a better world for all working people**.

**The WMALF brings people together**, turns union members out in solidarity with each other's fights, makes political endorsements, gets out the vote, and helps coordinate multiple union campaigns. **We are committed to working together to build grassroots power**, coordinating work on common campaigns, and pooling our resources to maximize the Labor Movement's effectiveness throughout Western Massachusetts.

The Area Labor Federation is governed day-to-day by the E-Board, consisting of our elected President, Treasurer, Secretary, Assembly -

Presidents, Representatives from each of the eight largest affiliates, and at-large e-board members

Each affiliate is entitled to delegates based on their number of dues-paying members. **Delegates** have the right to make and vote on proposals and other decisions at the monthly delegates meeting, and elect the E-board.

The **Education Committee** on the ALF organizes our training and political education programs. Other committees can be formed to work on other issues concerning the area labor movement.

The ALF is funded by a per-capita payment by affiliate unions. The work of the ALF would not be possible without this funding. **If you are a member of an unaffiliated union and want to join the fight, contact us to get involved!**

# WMALF AND COMMUNITY ALLIES PASS PRO-LABOR RESOLUTION IN EASTHAMPTON

By Livia Bacon, Organizer at UFCW Local 1459

On the evening of Wednesday, November 19th, a coalition of Easthampton workers rallied outside City Hall in support of a resolution introduced to the City Council that reaffirmed the collective bargaining rights of workers in the city.

The jubilant crowd that gathered across from City Hall was not deterred by the cold and listened to speakers from the Easthampton Education Association, Western Mass Area Labor Federation, and the River Valley DSA. The keynote speaker, former Rock102 DJ and INSA cultivator Bob Kester, gave a rousing speech in which he announced that **he and his fellow cultivators at INSA recently won a union via card-check at their Easthampton facility and were heading in to bargaining later in the week.**

In the City Council meeting itself, the coalition members endured a long meeting fraught with the intricacies of local politics, and even a procedural hiccup that nearly prevented members from speaking in favor of the resolution once it was finally brought to the floor by City Council member and resolution sponsor Thomas Peake.

## WHAT THEY SAID: BOB KESTER, UFCW LOCAL 1459

"My name is Bob Kester, I'm from Westfield, but for the last four years, 40-hours a week, every week, I've been working down at the cultivation plant at INSA... What I'd like to bring to your awareness now is collective bargaining.

Collective bargaining has never really been this important. **The middle class in this country has just about dissipated from existence. We need to rebuild it and I believe that collective bargaining is the way to do that.** Homes are now going for 400k, less than half the country can afford those homes. This is a way to fix that.

[Collective bargaining] gives the power to negotiate your wages, your raises, and working conditions. There's really no other way to do it. **We're facing collective bargaining right now with INSA.** Our department is trailing the average by \$5 in this town according to the MIT proper per hour wage. It's not the living wage, we can do better.

A couple times, to my face, my boss (who demands that I respect him) has said that if I don't like it, there's the door.

In the end, Easthampton workers prevailed as a line of residents, including INSA organizing committee members Jacob Lohr and Mark Florence, rose in support of the resolution. Residents invoked their own personal experiences, current national politics, and Easthampton's proud history as a hub of labor organizing in the Pioneer Valley as reasons for their support of the resolution.

As for the council, co-sponsors Tamara Smith and Koni Denham spoke in favor of the resolution, as did councilor Brad Riley and Council President James Kwiecinski, who spoke to his own background growing up in a union family. In the end, the resolution passed the council unanimously.

With the support of the city government, whose consent and cooperation INSA needs to operate in Easthampton, INSA workers head to the bargaining table with the leverage they need to negotiate a fair and just contract that will help set the standard for other cannabis cultivators looking to organize in Western Mass.

I'm 55 years old, I know there's a third option: that's a union! It amazes me that the 21<sup>st</sup> century businessman doesn't have any recollection of 20<sup>th</sup> century labor law.

I've had a clean record at INSA for four years, but this year I started talking union. I started getting written up - they don't like my tone. I like to think my tone and my hard working coworkers got us to point we are today. **I'm proud to say that as of a month ago, the cultivation department at INSA is UFCW Local 1459 certified!**

In the cultivation department here at INSA, collective bargaining means fair wages, respect from our bosses (finally), and the right to organize. My co-workers are great people and I want the best for them. Collective bargaining is the answer.

I want to thank everyone for showing up tonight. Its cold, but this is important. If you're still on the fence about whether this is an important subject, look around. **Where else are you gonna find a bunch of teachers showing up to support a bunch of stoners."**

## MNA NURSES FEND OFF TAKEBACKS (CONT. FROM FRONT)

MGB originally proposed several takeaways when negotiations began in January 2025. Cooley nurses fought off all the takeaways. These accomplishments include:

- Preserving the current health insurance program and full-time coverage eligibility for nurses at 30+ hours.
- Preserving nurses' Extended Illness Bank, daily overtime, and free life insurance plans.
- Retaining Veterans Day as a holiday.
- Keeping the Child Birth Center as a closed unit to protect the quality of patient care.
- Maintaining Earned Time Off (ETO) for eight-to-20-hour nurses, as well as ETO accrual based on hours worked rather than scheduled hours.
- Defeating a management-proposed clinical ladder program that would have been disconnected from the actual needs of nurses and patients.

Cooley nurses have been united in advocating for competitive wages and enhanced benefits to improve recruitment and retention, including by holding a well-attended informational picket in June. Inflation has spiked in recent years, but their wages have not kept a pace. In addition, during previous contract negotiations

MGB chipped away at the nurses' contract through inadequate wage increases and reductions in benefits. This TA helps reverse both trends through strong improvements to wages, differentials, and expanded benefits.

- Wages
  - An across-the-board (ATB) increase of more than 8.5% for all grades in year one, retroactive to April 1, 2025.
  - 2.5% ATB increase in Year 2.
  - 3% ATB increase in Year 3.
  - 2% lump sum for nurses at top step in Years 2 and 3 on anniversary dates.
  - The ATB increases are in addition to annual step scale increases nurses receive.
- Differential & Premium Pay Increases
  - Increases to evening, night, charge, on-call, and FA differentials (FA differentials increased to \$10).
  - Added preceptor pay for students.
- Enhanced Benefits
  - Increased bereavement leave for grandparents and grandchildren.
  - Increased certification bonus and tuition reimbursement.

## ALF AFFILIATES JOIN RALLY IN SUPPORT OF MTA-PROFESSIONAL STAFF UNION (PSU) AT UMASS AMHERST

On November 13<sup>th</sup>, members of several ALF affiliates on the UMASS Amherst campus joined a rally held by the Professional Staff Union (PSU) as they fight for a fair contract. **PSU is planning a no-confidence vote in early December** after Chancellor Reyes threatened to impose a contract after over 500 days without a contract.

Members from the Mass Society of Professors (MSP), University Staff Association (USA), and GEO-UAW 2322 were present at the rally, standing in solidarity with the 1,800+ union members in PSU.

PSU is fighting for a 60k per year base salary, while the University is trying to replace cost-of-living raises with arbitrary "performance-based" raises.

Hannah Bernhard, a chapter board member of the PSU who works as a communications manager in the Student Success office, told the ALF that "we are here in droves to demand a **fair contract with living wages, protections for our most vulnerable members, and longevity pay**

**"so that our jobs and the work that we do here matters in the long term.** Admin has resorted to weaponizing the law to force takebacks down our throat because they new we couldn't settle that in bargaining.

"This is our 500<sup>th</sup> day without a contract and **we demand a fair contract with living wages now.**"

After hearing from speakers from PSU and other UMASS campus unions, rally goers marched into the chancellors office, each individually handing a member of his staff an RSVP for the no confidence vote on December 3rd. As they marched down the winding halls of the administrative building, members and allies sang the new PSU hymn.

PSU's fight for a fair contact continues, and updates on their struggle can be found on instagram @professionstaffunion.

## CANDIDATES ENDORSED BY THE ALF WIN IN 17 OUT OF 25 MUNICIPAL RACES ACROSS WESTERN MASS

The Western MA Area Labor Federation is happy to announce that eighteen candidates we endorsed for the 2025 municipal elections won last month.

In Agawam, **Tom Hendrickson and Christine Rickmon** won seats on the City Council in a town known for conservative politics.

In Amherst, **Amber Cano-Martin and Jill Brevik** won seats on the Town Council, unseating incumbents.

Meanwhile, **Mary Costello and Jessica Avery** won election to the Chicopee City Council, providing a pro-labor voice in a city plagued by corruption.

In Holyoke, where HTA is currently fighting for a fair contract, longtime ALF ally **Richard Purcell** won a seat on the city council.

In Northampton, four candidates won election: **Meg Robbins and Rachel Maiore** won seats on the City Council, while **Tiffany Jewell and Mike Stein** will bring pro-educator voices to the School Committee.

Another four endorsed candidates won election in Springfield, where **Kateri Walsh and Trayce Whitfield** won city council seats. They are joined by **Denise Hurst and Ayanna Crawford** on the School Committee.

In West Springfield, **Will Reichelt**, an ally of ALF Affiliate SMART-TD Local 352, won re-election to the mayor's office.

Finally, **Jefferey Gosselin** won his seat back on the Westfield School Committee.

In all, thirty-four candidates applied for the ALF's endorsement by completing our questionnaire. Most candidates also sat for an interview. After the affiliate unions gave feedback at the October delegates meeting, the Board voted to endorse 25 of the candidates who applied.

Affiliate unions should look to these elected officials as potential allies in our fight for better wages and working conditions across Western MA. If your union is working on a project which could benefit from elected support, please reach out to the elected directly, or to the ALF organizer to set up a meeting.

For the upcoming **state and congressional elections**, the ALF does not have the final say in AFL-CIO endorsements. State level endorsements are determined by the Mass AFL-CIO, and federal endorsements are determined by the AFL-CIO.

However, the WMALF will have the opportunity to make recommendations and will be responsible for carrying out endorsement interviews. In order to have a voice in these recommendations, we encourage our affiliate unions to ensure they are sending a full delegation to the monthly delegate meetings.



# ALF, LABOR NOTES, AND COMMUNITY ALLIES GATHER FOR REGIONAL FIGHT BACK SCHOOL

By Jerry Levinsky, MTA-MSP member and WMALF Board Member

The Western Mass Area Labor Federation, in coordination with Labor Notes and a number of labor and community groups throughout the region, held a Fightback School on Sunday, November 16, 2025, at the UMASS campus in Springfield. The goals included: Developing a shared understanding of what is happening economically and politically, determining how we want to take on these impacts here in Western Mass, assessing our power and the power we will need to take on this fight, and making initial plans for organizing.

The initial session was spent identifying the most critical issues affecting working people. After discussion and following a prioritization vote by the group, three priorities emerged: Labor Rights, Affordability, and Palestinian Justice. Participants noted the inter-relationship: "affordability is like the positive image of the world we live in, where we can afford to have housing and be ourselves without a positive vision" ...." The labor power piece isn't separate; it is how we get the affordable world in the first place..." "The anti-imperialism piece is about where the money is currently, and we must win it back to make an affordable world". "All these things are the same fight."

For the remainder of the day, we broke out into smaller groups based on these issues to discuss our vision for change and identify our allies and opposition around these issues.

Here is a summary of what people said on that theme:

- One of our goals as a region should be to build up the WMALF, an existing structure where unions can collaborate on issues together.
- We should work to make it more beneficial for our individual organizations and the broader local movement.
- We need ALL local unions and ALL workers to be more aware of what is happening with the WMALF.
- If we do something beyond this meeting, perhaps the WMALF could be the home structure for that.

At the end of the day, the group agreed on the need to reach out and bring more people into the discussions. A follow-up is tentatively being planned for February—more information to follow.

## PROFESSIONAL STAFF UNION HOLD NO CONFIDENCE VOTE TARGETING CHANCELLOR REYES


After 18 months of bargaining, the Professional Staff Union (MTA-PSU) is still fighting for a fair contract for their 1,600+ bargaining unit at UMASS Amherst.

PSU is fighting for a 60k/year base salary in line with the increasing cost of living in Amherst, while fighting takebacks that would transform COLA raises into arbitrary "performance based"

raises. On December 3<sup>rd</sup>, PSU launches a no-confidence vote against Reyes, which would make them the 3<sup>rd</sup> union to vote no confidence in the chancellor. As of the time of writing, the results have not been released, but union leaders expressed confidence in the turnout for the vote. Union member Carley Paleologopolous explained the no-confidence vote as follows in a PSU article:

**NEED TO UPDATE YOUR DELEGATION TO THE WMALF**

Save the paperwork, have your leadership fill out the form online today! Just use the QR code to the right.



"Reyes is the top leader on our campus. Reyes makes 18 times the lowest-paid PSU staff member. He makes nearly 12 times what I make. Our pay system is broken—Reyes knows this, but instead of working in concert with campus unions to address this issue, he wants to turn our guaranteed-by-the-governor COLA increases into a zero-sum game, where only some employees receive it. That alone is unconscionable. Coming from one of the highest-paid employees in the state system, it's downright despicable. It's so despicable that the university won't acknowledge that plan publicly, even though it's written in proposals they've put on the table."

# WHAT TO SAY WHEN UMASS AMHERST ADMINISTRATORS CLAIM "THERE'S NO MONEY!"

From a Report by Kevin Young, MTA-MSP and ALF Board Member

UMass Amherst has one of the highest union densities within our region. UAW 2322 (Grad Students), MSP (Professors), AFSCME Local 1776 (Facilities), PSU (Professional Staff), and USA (Clerical, Technical, and Admin Staff) represent around 10,000 union workers on the campus.

There's no need to cut the resources on which students, workers, and the community depend. Here are a few of the alternatives:

- Deploying a portion of the campus's budget surplus. The surplus was \$105 million in 2022, \$113 million in 2023, and \$100 million in 2024. Those surpluses were far higher than the 2% operating margin requested by the Trustees. (In FY2025 the campus surplus was around 4%, or well over \$60 million, though the figures have not yet been publicly released.)
- Using the Stabilization Fund available at the UMass system level. This fund held \$164 million as of 2025, up from \$109 million in 2018. (This is what Trustee Michael O'Brien called the "asteroid" fund, when in 2021 he scoffed at the notion of using it to help workers.)
- Capping salaries for administrators. A salary cap of \$200,000 in 2024 would have saved enough money to raise the salaries of around 1,100 staff to \$60,000.
- Reducing the number of administrative positions. From 2010 to 2025, the number of UMA employees with "chancellor," "provost," or "dean" in their titles rose from 56 to 136.
- Reallocating a portion of the \$62 million Athletics budget. In September 2025, the UMA athletic director announced that \$25-30 million would soon be spent on "a complete overhaul of our stadium." Spending on Athletics increased 30% between FY24 and FY25.
- Using a portion of the UMass endowment. The endowment is valued at \$1.6 billion, at least \$451 million of which is unrestricted and available for emergency spending.
- Fighting for public funds from the Massachusetts state legislature. The most important source of funds is the 2022 Fair Share Amendment (or "Millionaires Tax"), which levies a 4% surtax on incomes over \$1 million. This tax will deliver \$2 billion or more to state coffers each year in perpetuity. This is the direct result of a hard-fought campaign by labor unions and community groups, including MTA locals across the state.

- Fundraising from private sources for projects that benefit students, workers, and the broader society, such as scholarships for working-class students and UMass Amherst's obligation to stop burning dirty fuels by 2032.

Analysis of some potential sources of savings and/or revenue yields the following conservative estimates. An asterisk (\*) denotes savings or revenue that would repeat every year. Although the UMA campus would share the money in the second category with other entities in Massachusetts, its large size would entitle it to a significant percentage of those totals.

Funds under direct control of UMA or UMass system: **\$32 million annually, \$177 million one-time.**

- Spending down the 2024 UMA budget surplus to 2% = \$65 million
- Spending 15% of the UMass Stabilization Fund (system level) = \$25 million
- Spending 15% of UMA's share of the UMass endowment = \$87 million
- Reallocating 33% of UMA Athletics spending = \$20 million\*
- Capping UMA administrator salaries at \$200,000 = \$12 million\*

Public funds that UMA and UMass could access: \$2.4 billion annually, \$4.1 billion one-time

- Annual revenues from the Millionaires Tax = >\$2 billion
- Corporate Fair Share legislation = \$400 million (1)
- Spending 15% of the state's Rainy Day fund = \$1.2 billion (2)
- DRIVE Act = \$400 million (3)
- BRIGHT Act = \$2.5 billion (4)

1 The Corporate Fair Share bill would levy a special tax on corporations that transfer profits to offshore tax havens.  
 2 The Raise Up Massachusetts coalition, which includes MTA, proposes spending 15% of the Rainy Day Fund, or \$1.2 billion, to cover emergency needs.  
 3 The DRIVE Act would provide \$400 million to fill the gap left by federal cuts to research funding. Half the funds would be drawn from Fair Share revenues and would be reserved for public colleges and universities. Since UMass Amherst and the UMass Chan Medical School in Worcester are the primary research-based campuses, they would receive most of that \$200 million. UMass might also receive a portion of the other \$200 million, which would be funded by a combination of taxes on the wealthy and interest earned on the state's Commonwealth Stabilization Fund.  
 4 The BRIGHT Act would bring \$2.5 billion to public colleges and universities – including \$1.25 billion to UMass campuses – for use on buildings and infrastructure. Priorities emphasized in the legislation include campus decarbonization and deferred maintenance for older buildings. Funding would come partly from Fair Share revenues.

# NO CONTRACT MEANS NO COFFEE AS STARBUCKS BARISTAS WALK OUT

By Jenny Brown in *Labor Notes* on 11/14/25

Chanting “What’s outrageous? Starbucks wages! What’s appalling? Starbucks stalling! What’s disgusting? Union busting!”, Starbucks workers at stores across the country walked out Thursday. They are on strike against unfair labor practices and the company’s stonewalling at the bargaining table.

The strike started with 65 stores in 40 cities, and could spread to as many as 550. The union, Starbucks Workers United, said it is prepared to make this the “longest and largest unfair labor practice strike in Starbucks history.” After rounds of practice pickets in October and November, workers voted 92 percent vote to strike.

The strike started on Starbucks’ big annual promotional “Red Cup Day,” a day many workers dread, Sabina Aguirre, a Columbus, Ohio, barista told the [Labor Notes Podcast](#). Starbucks distributes a re-usable cup with most drinks as a promotion, leading to long lines. “It’s one of the busiest days for Starbucks all year,” said Aguirre. “It’s so well known to be a day of overwork and frustration on behalf of the employees.”

## SHUN ALL STARBUCKS BREW

The union has organized 650 stores, but the company operates 10,000 stores in the U.S., so striking baristas are asking everyone to [shun all Starbucks stores](#), whether union or not, for the duration of the strike, and tell the company why.

Starbucks started bargaining with its unionized workers in February of 2024, after inflicting record unfair labor practices starting in 2021, when the first stores in Buffalo organized with Starbucks Workers United, a division of Workers United/SEIU. But then progress stopped.

“It was just very disheartening, because so much progress was made in the earlier part of 2024, before the new CEO, Brian [Niccol], took over in September of last year,” said Tyler Cochran, who works in downtown Manhattan. “Obviously, we knew that getting to the economic portion of the bargaining is always going to be the most challenging part. So the timing there kind of aligned with Brian taking over.” Niccol came from Chipotle, where the company closed the first store that filed to unionize, [later paying \\$240,000 to workers](#) there in a settlement with the National Labor

Relations Board. Niccol makes 666 times the pay of the average barista, Cochran said.

In the face of flagging sales, Niccol launched a billion dollar program to refurbish stores to get people “Back to Starbucks,” but baristas consistently say that adequate staffing is the main thing that would make stores more appealing to customers. Lines are often out the door, baristas said.

They also say that the company scrimps by not fixing broken equipment—they pointed to busted pitcher washers, leaking cold brew machines, and a refrigerator that wasn’t fixed for a week, necessitating storing milk on the counter.

The company has dozens of unresolved unfair labor practices, most of them related to the company illegally punishing or surveilling workers for union activities, but also over workplace safety violations, said Aguirre. In addition to those, the top grievances strikers hope to fix with a contract are inadequate hours and pay that leaves them applying for food stamps.

Starbucks pays between \$15 and \$19 an hour, except where the minimum wage is higher. Aguirre, in Columbus, said she makes \$15.50. “Contrast that with earlier in the year they threw a store manager convention in Las Vegas which cost an estimated \$80 million,” said Cochran. “It’s like, you know, they have money that they’re choosing to spend in certain ways.”

Many baristas can’t get health insurance or other benefits because they don’t consistently get enough hours. Even for those that do receive it, if they drop below the hours limit over a six-month period they can lose their health insurance for another six months.

Paradoxically, while baristas are asking for more hours, understaffing persists. “It feels like we’re constantly being made to do more with less,” Aguirre said. “They assume that by placing a time constraint on [orders] it will automatically solve the problem when, as we all know, staffing fixes these issues, nothing else.”

*[To learn where to support picket lines and help in other ways, go to [nocontractnocoffee.org](#).]*