

Reaching into the Hearts of Our Union Members to Save Our Environment & Our Jobs

Work in a Warming World
Atlantic Forum

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My Background

- Undergraduate degree with a concentration in Forestry
- MBA with concentrations in Organizational Behavior and Environmental Management
- Work on environmental initiatives for 30 years



My Background (cont'd)

Experience working with a wide variety of unionized workforces:

- University of Massachusetts Amherst
- Hull Department of Public Works
- Massachusetts Dept. of Environmental Protection
- University of Massachusetts Boston (Adjunct Professor)
- Lasell College



Our Past

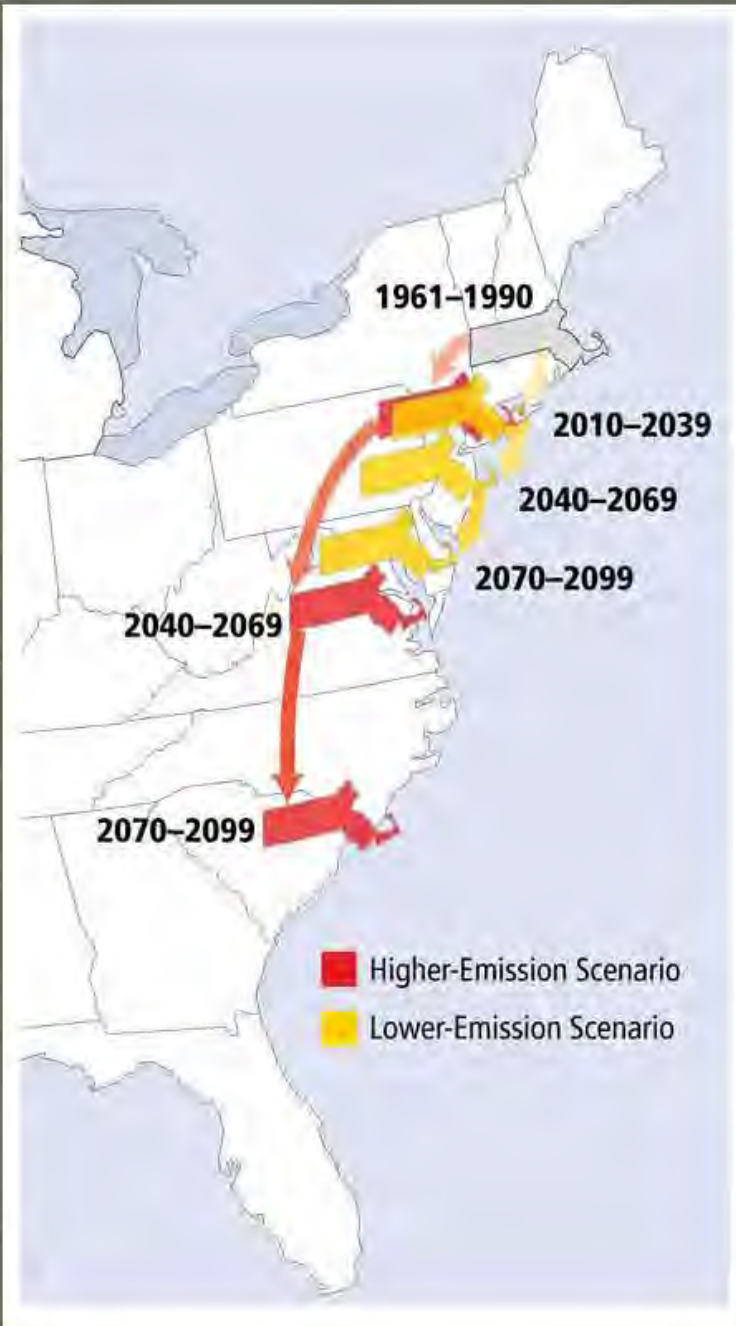


—Digitized by the family of Ernest L. "Tom" Braught, who worked at Tim Piroe for 50 years as a machinist and foreman.

Our Climate



How hot will it be
in our
grandchildren's
and great-
grandchildren's
lives?



Here are some estimates of how hot it will be in their lives

Graphic courtesy of the Union of Concerned Scientists/Northeast Climate Impacts Assessment

Climate Change & Jobs

- We must change how we live and work **now**
- This will require dramatic cultural changes
- We must all work together



Teamwork & Sustainability are Natural Partners

- We must build empowering workplaces where all are involved in the change
- We must build trust with our co-workers



Teamwork & Sustainability are Natural Partners

- We must reach into our co-worker's hearts to help them feel the urgency of this global crisis
- We must work together to craft innovative, sustainable solutions
- We need champions in all levels of our organizations



Our Successes: A focus on the University of Massachusetts Amherst

Autocratic, command & control organization comprised of four unions becomes a model of teamwork and innovation!



Tree Care

LS • CS • PSS

- Free training in tree planting, edging, mulching, and pruning.
- Improved tree care and staff morale.
- Donation of 200 red maples and new ornamental grasses from UMA experimental nursery.



Outdoor Landscape Construction Projects

CS • LARP • Student Association

- Site work by CS.
- Relatively low cost.
- Design, stonework, carpentry, and other site work by *Construction Materials* class.
- \$5,000 Class of '97 gift for materials and maintenance endowment.
- On-site teaching classroom.



In-House Equipment Repair



CS • FS

- Initiated by CS
- Repaired and repainted five-ton roller and heavy equipment trailer.
- Crews brought equipment from home to support project.
- Paint and supplies provided by FS.
- Improved team pride and public image.

Ice Ban Magic

LS • CS

- Beneficial use of a distillery/agricultural byproduct
- Safer roads and sidewalks.
- Reduced damage to turf.
- Reduced corrosion of vehicles and equipment.
- Improved environmental conditions on campus.
- Reduced cleanup of excess road sand in the spring.
- Lower maintenance costs due to 33%-50% reduction in use of road sand and salt.



Student Work Cooperatives

LS • CS • Urban Forestry •
LARP • PSS • Stockbridge
School of Agriculture

- **Positions in arboriculture, horticulture, landscaping, floriculture, and road construction.**
- **April through August.**
- **Teams comprised of faculty & students possessing classroom knowledge in current technology and our staff who possess extensive hands-on landscape experience.**



In-Vessel Food Waste Composting Project

WM • Food Services •
UMA Farm • Mass. DEP

- Demonstration project testing in-vessel, continuous-feed composting unit.
- Reduced loading on UMA and town sewer systems.
- Name-The-Compost Contest: Earth Enhance.
- Compost used extensively by LS/CS for rebuilding shrub beds, overseeding, new lawns, planters.
- Eliminated purchases of loam.
- Compost sold to University community, the public, and landscape contractors.



Electronics Demanufacturing

WM • Mass. DEP • U.S. EPA

- **\$45,000 grant.**
- **Reduced recycling expenses.**
- **Conservation of valuable natural resources.**
- **Graduate and undergraduate student employment.**
- **Community service - increased access to electronics recycling for local communities.**
- **Local and national media coverage.**
- **Resulted in new state regulations.**



Alternative Fuel Vehicle Project

FS • Mass. Division of Energy Resources

- **Twenty 1994 electric Geo Metros.**
- **One 1988 Chevy S-10.**
- **Two 1998 GM S-10 Pickups.**
- **One 1999 Solectria Citivan.**

Biodiesel conversion program for 36 vehicles



Ford P2000



Adopt-a-Planter Program

Partners: LS, CBC, many campus departments and individuals

- Program doubled in 2nd year to 70 planters.
- Stationary and portable planters made with concrete or recycled plastic lumber.
- Participants receive \$40 voucher for plant material and free buckets of Earth Enhance compost.
- Provides sense of ownership for volunteers.



Our Successes: A focus on Lasell College



Recycling

- Designed and constructed a new recycling and trash transfer site at Forest Suites
- Resulted in greater efficiency, higher recycling rates, and improved working conditions for staff
- Recycling/composting rate has increased from under 10% to over 45% in two years



Recycling

- Karandon Garage converted from landscape storage to a recycling center for scrap metal, mercury containing products, paint, and other materials



- Winslow boiler room used for storing electronics and other materials for recycling

Recycling

- Outdoor recycling expanded to athletic fields and Commencement
- Partnered with the Wellesley, MA Recycling & Disposal Facility to recycle scrap metal, cardboard, paint, air conditioners, tires, and other materials



Reuse & Donations

- During May 2010, a team comprised of Plant Operations staff, students, and faculty designed and implemented the “Lasell Leftovers-Lasers Lending a Hand to Those in Need” initiative in residence halls.



Reuse & Donations (cont'd)

- 1400 lbs of clothing donated to Big Brothers/Big Sisters
- 700 lbs of food donated to Haiti Relief efforts through the Church of God in Waltham, MA
- 250 lbs of art & office supplies donated to teachers in Boston through Extras for Creative Learning
- 100 lbs of small appliances & household items donated to The Wish Project in Lowell, MA



Deconstruction – Saving the Soul of a Old Barn

- Used for decades by the Building & Grounds staff, the B&G Barn, originally scheduled to be demolished in preparation for the construction of the new Donahue Center for Creative and Applied Arts, was instead deconstructed by The ReStore Inc., a division of the western Massachusetts non-profit Center for Ecological Technology



Deconstruction (Cont'd)

- Siding, sheathing, wood flooring and sub flooring, framing lumber, doors, double pane windows, cabinetry, modern electrical switches, outlets and lighting, and modern plumbing fixtures will be reused through the ReStore's Home Improvement Center in Springfield, MA



Deconstruction (cont'd)

- Miscellaneous materials including metal and vinyl were recycled
- The asphalt shingles were recycled and will be used in road base in New Hampshire



Snow & Ice Control

- Switched to a more environmentally sound (and lower priced) ice melt product called Greenscapes and required the vendor backhaul pallets for reuse



Energy – Electricity Sub-metering

- Received a \$6,500 grant from the Tomfohrde Foundation to install electricity meters in four residence halls
- Will enable students and the College to monitor electricity usage in real time



Energy (cont'd)

- Some incandescent bulbs in the Red Barn Childcare facility and Valentine Hall offices were replaced with “daylight” CFL’s in a test program



Energy (cont'd)

- De-lamping has been tested in some over-lit areas including Wass corridors
- Energy efficiency is gradually being improved by insulating buildings, reducing air infiltration, and installing energy efficient windows



Energy (cont'd)

- New heating zones have been installed in some college buildings
- Hoag Residence Hall was renovated during the winter of 2009-1010
- Entire shell of Hoag was insulated
- Heating system in Eager House was divided into eleven zones to conserve energy and improve the comfort of the occupants



Water

- Water usage was reduced by installing low-flow toilets, sink aerators, and shower heads (262 installed in 2009) in college buildings
- A new dishwasher was installed in Valentine Hall, saving significant amounts of water and energy



Teaching our Children

Campus Arboretum

- Delivered new White Oak table to the campus' Child Study Center



Teaching our Children



Implementing Sustainable Operations

Sustainability - "meet present needs without compromising the ability of future generations to meet their needs"

(Brundtland Commission, formally the World Commission on Environment and Development (*WCED*), 1987)



The future...we must do it for them!



Finding Ways That Work...

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