



Kris Rondeau is the director of AFSCME New England Organizing Project. She has been a union organizer and contract negotiator for over four decades. She believes creating relationships and community building is the foundation for every healthy organization. Kindness is the fundamental value of her constellation of unions.

Kris and her colleagues navigated The Harvard Union of

Clerical and Technical Workers (HUCTW) to victory on May 17, 1988. The HUCTW drive and election received national media attention. John Hoerr's book, *We Can't Eat Prestige*, captures the history, spirit and strategy of the Harvard Union endeavor.

Members of her team went on to organize UMASS Memorial Medical Center and UMASS Medical School in Worcester, Massachusetts. This was the largest successful union drive in central Massachusetts over the last 60 years. Kris continues to guide the UMASS Worcester union (State Healthcare and Research Employees aka SHARE) as well as the Union of Social Workers (USW) at the Cambridge Health Alliance in Cambridge, MA.

Over the years, Kris and her team have organized 30,000 workers, mostly women in the service sector industries of healthcare and higher education. They have also facilitated victories at the University of Minnesota and the University of Illinois.

Kris is interested in non-traditional labor/management negotiating styles, everyday negotiating, alternative dispute resolution, workplace flexibility and continuous adult learning. She is especially interested in mental health care.

She speaks about and teaches her model of organizing to a variety of organizations nationally and internationally.