

UPDATE



December, 2012

Season's Greetings

Local 1067 Results

~ Vice President ~

James Kefalas - 245

Caroyn Mathews - 376

Sean Smith - 100

~ Treasurer ~

Marzi Carlopoli - 404

Vasco Cordeiro - 288

~ Two Year Trustee (2) ~

Donna Colella - 496

Angelo Mazza - 246

Daniel Vieira - 371

Thank You!

We would like to thank the Election Committee for the great job they did on the elections of Table Officers and Trustees. It was a big task and handled with great care.

AFSCME Local 1067

Regional Police Stewards

Eastern Regional:

Douglas E. Rosenberg

Massasoit Police Department

Central Region:

Kevin S. Gaudette

Worcester State University

Greater Boston Area * No Nominations

Western Region: * No Nominations

Annual Dues Increase After Three Years of No Increase

In accordance with Article IV, Section 2 of the AFSCME Council 93 Constitution and Article IX Sections 5, 6 and 7 of the International Union Constitution, the minimum dues rates for AFSCME Council 93 locals, effective January 1, 2013, are as follows:

| | Full Time | Part Time ** | 12 Hours or less |
|------------------------|----------------|----------------|------------------|
| International PCT | \$ 12.30 | \$ 9.20 | \$ 6.20 |
| Council 93 PCT | \$20.00 | \$14.95 | \$ 9.95 |
| Local Share | <u>\$ 3.90</u> | <u>\$ 3.30</u> | <u>\$ 2.70</u> |
| Total per Month | \$36.20 | \$27.45 | \$19.85 |

Table Officers E-Mail Addresses

• *Kevin Hanley* (khanley@bhcc.mass.edu)

• Bunker Hill Community College - 617-228-2154

• *Carolyn Mathews* (cmathews@worcester.edu)

• Worcester State University - 508-929-8647

• *Marzi Carlopoli* (mcarlopo@Berkshire.rr.com)

• Berkshire Community College - 413-329-4927

• *Thomasine Corbett* (Tcorbett@necc.mass.edu)

• Northern Essex Community College - 978-556-3763

Statement of AFSCME Pres. Lee Saunders on the 2012 Election

“This is a good day for the working middle class, the Main Street movement and the American Dream. The American people sent a clear message that we will stand with a President who stands with all Americans. We pulled together to elect leaders who believe that ‘we are all in this together.’

“Working families reelected Pres. Barack Obama, giving him added strength in the fight to create jobs and opportunity. The voters have given a mandate to protect vital programs like Medicare, Social Security and Medicaid, and strengthen the middle class.

“Voters elected pro-worker candidates like Tammy Baldwin, Chris Murphy and Sherrod Brown to the U.S. Senate. And perhaps no race more clearly demonstrates the commitment of voters to uphold the values of Main Street than Elizabeth Warren’s victory in the Massachusetts Senate race. From the beginning, Warren offered a full throated embrace of Main Street’s fight to curb Wall Street’s power – and the active role that government has to play in the struggle.

“We are proud of the role AFSCME members and our sisters and brothers in the labor movement have played in this critical victory. More workers than ever got involved through the AFL-CIO’s political program, the smartest, biggest and broadest effort we’ve ever run. More than 65,000 AFSCME volunteers went into action, combining cutting-edge voter communications with massive grassroots strength.

“We will continue to pull together and fight for the values that inspire working men and women and have helped to produce these electoral victories.”

Framingham State University students

Framingham State University students should be among the happiest with this news. The vacant Centre Pizza location will become University Pizza in mid-December, as Framingham Patch tweeted Tuesday night.

Selectmen Tuesday approved plans for Dimitris Ntatsis and Dimitris Bokas to open the new pizza joint at 961 Worcester Rd, in the former Centre Pizza location.

Centre Pizza, earlier this year, moved to down Route 9 to the plaza at the intersection of Worcester Road and Temple Street, the former Quiznos location.

The owners, who have more than 25 years in the business, said they would like to expand from 38 to 40 seats. They said delivery will be until 9:30 p.m. This will be th owners' sixth pizza location.

Massachusetts Takes Remarkable Look at Public Higher Education

Posted by Andre Mayer on Wed, Nov 07, 2012 @ 01:45 PM

In 2010 Massachusetts Higher Education Commissioner Richard Freeland proposed, and the Board of Higher Education embraced, the Vision Project, a strategic plan to move our state’s public higher education system to a position of national leadership.

To achieve this goal – an ambitious one for a system long in the shadow of independent institutions locally and of public peers nationally – the plan calls for addressing seven key outcomes: college participation (percentage of high school graduates attending college), degree completion, student learning (measured by assessments), workforce alignment (meeting employers’ needs), preparing citizens, closing achievement gaps (among students of various backgrounds), and research (that drives economic development).

“Time to Lead: The Need for Excellence in Public Higher Education,” the first substantial report on the Vision Project, establishes a baseline comparison of the Massachusetts system with the rest of the nation, and lays out goals and strategies to move towards national leadership. This is a remarkable document in two respects. First, it is honest. For 12 key metrics assessing current status on the seven outcomes, it asks, “Is Massachusetts a national leader? - and answers with three “yeses” and nine “nos.” (The leading states are identified.)

Second, it is realistic about the breadth of change that will be required to attain leadership, and about the complexity of the various steps, some of which involve coordination not only within the system but also beyond it, with the public schools, employers, and others.

The effectiveness of our public system of higher education, measured by the number and quality of degrees conferred as well as by research activity, is a critical issue for Massachusetts employers. They need educated people: by 2018, 70 percent of jobs in Massachusetts will require some college, compared to 63 percent nationally. In fact, the future of our key industries depends upon having the world’s best-educated workforce. At a time when the enormous expansion of postsecondary education worldwide has flooded the global labor market with mediocre degrees, high-quality education is increasingly at a premium.

Those well-educated graduates must come, largely, from our public colleges and universities. In sharp contrast to a generation ago, two-thirds of Massachusetts high school graduates who go to college in-state are now in the public system. (That system educates most African-American and Latino students in the state, and the great majority of older undergraduates.) Nine out of ten graduates of the public system remain in Massachusetts after graduation.

Cape Cod Community College to dedicate dental clinic Nov. 13

By Anonymous posted Nov 08, 2012 .

BARNSTABLE — Cape Cod Community College will dedicate its new state-of-the-art dental hygiene clinic Tuesday, Nov. 13, officially naming it the Wilkens Family Dental Hygiene Clinic in honor of Maureen Wilkens and her late husband Frank's long-time support of the college, its students and programs. The event begins at 5:30 p.m. in and around the new facility on the ground level of the M.M. Wilkens Building, formerly The South Building.

Mrs. Wilkens \$1.25 million gift to the dental hygiene renovations campaign is the largest single gift in the college's history. Known since the campus opened as the South Building, the building housing the clinic has been renamed the Maureen Murphy Wilkens Building in her honor.

In addition that day, the dental hygiene program's children's community outreach efforts will carry the name of the Cape Cod Five Cents Savings Bank in recognition of the bank's support led by Dorothy Savarese, president and CEO. The bank pledged \$250,000 to the campaign.

Christmas gift suggestions:

To your enemy, forgiveness.

To an opponent, tolerance.

To a friend, your heart.

To a customer, service.

To all, charity.

To every child, a good example.

To yourself, respect.

Sisters and Brothers of Local 1067:

With the winter approaching, I am sending out a great opportunity that some of our home owners may not be aware of. You can get solar panels put on the roof of your property for free if your property qualifies. You then simply pay for the clean solar power by the month at a lower rate than you are currently paying the utility. This would drastically cut the cost of you electric bill. I met with this company at my house and I will be having the panels installed at my property. This company "SolarCity" is featured on the Hub. However, your property doesn't have to be in the City of Boston to participate in this program. They know that we reach across the state of Massachusetts and will be willing to meet with all our members to see if you qualify for this program. I have attached **Benjamin Nutter** to this email. Benjamin is an Energy Consultant for Solar City. His phone number is **978-995-8628** if you want to call him with any questions. I am always looking for ways to save our members money and this is a great one so long as your property qualifies.

Again, your property doesn't have to be in the City to qualify. This is for everyone so feel free to share this with everyone who can take advantage! This program will end soon, so don't wait. You can also call 888-765-2489. While they are there, if you qualify, they can also set up your free home energy assessment. That's where they come and replace all your light-bulbs for free and show you ways to better insulate your home and conserve energy.

Thanks everyone and have a great day!

Kevin Hanley, President of AFSCME Local 1067.

This program is for a limited time for all that mention 1067. So tell all your friends and family to say 1067 – They will not ask of an ID from 1067.

Good Luck! It was well worth the time I spent with Ben.

Benjamin Nutter

978-995-8628

bnutter@solarcity.com



Solar Powered Savings

SolarCity will install a solar system on your home for free. You simply pay for your clean solar power by the month – just like your utility bill – only lower. So you save money month after month for years to come.

'Career academy' mulled for at-risk Lowell students

By Sarah Favot, 11/08/2012

LOWELL — The School Department is in the early stages of establishing an Entrepreneurial Career Academy for high-school students who are deemed "high risk" based on low test scores, repeated absences, course failures and other emotional or behavioral challenges.

Assistant Superintendent for Student Support Services Ann Murphy told the School Committee Wednesday night she is in the very early stages of meeting with representatives from the Workforce Investment Board and Middlesex Community College to focus on how to serve students who are at-risk of dropping out.

Murphy said she envisions experiential learning would be incorporated into the curriculum, such as internships and work-shadowing.

"We know that not every program is going to provide for every student," Murphy said. "Ultimately, I'm not going to be thinking there is one alternative school that is going to be able to serve all students, but this is a different approach."

The planning was spurred by James Leary's motion to work with Greater Lowell Technical High School to establish a vocational technical alternative school within the district.

Leary said he wanted the district to address the needs and interests of students who are not accepted into GLTHS.

"I think this is a good base as we go forward," said Leary of the Entrepreneurial Career Academy.

The School Committee also discussed the possibility of changing a policy regarding how funds received from before- and after-school programs run by Community Teamwork Inc. and YMCA are expended in the district.

Kim Scott had questioned audits of the K-8 student-activity accounts that showed revenue received by the district from these programs are deposited in student-activity accounts in the schools where the programs are held — Bailey, Lincoln, McAuliffe, Murkland, Pawtucketville Memorial, Reilly and Stoklossa — and not into the use of the school facilities revolving account.

Deputy Superintendent of Finance and Operations Jay Lang said after consulting with the city solicitor and auditor, the funds should be put in the use of the school facilities revolving account and the School Committee could vote to transfer the funds to each school's student-activities account.

Lang said the idea behind allowing the school that hosts the programs to expend the funds for student activities, a long-standing practice, is that the school is inconvenienced because it doesn't have use of its facilities due to the programs, so in exchange for the inconvenience, the school can spend the money on student activities.

After some discussion, the committee voted to refer the matter to the facilities subcommittee.

After the meeting, Scott said, "Facility rental fees are for use for wear and tear, repairs, utility costs, custodial costs. It is the opinion of Jay Lang that principals need an incentive to offer after-school and before-school care at their schools. The taxpayers own the buildings and not the administration and no fee should be needed."

In other business, the School Committee:

* Voted 6-1, with Kristin Ross-Sitcawich opposed, to create a temporary part-time energy management-systems monitor who will work 4-7 a.m. during the winter months to ensure the heating systems are working at all of the school buildings before students and staff arrive.

The committee appropriated \$11,375 for the position.

* Unanimously voted to ratify a one-year contract, from July 1, 2011 to June 30, with school custodians and cafeteria employees for a 3 percent increase to all steps and lanes of the salary grid as of Jan. 1 and a 35-cent increase in hourly wages of all building-service employees and cafeteria employees after the 3 percent increase is applied.

* Voted unanimously to create a third custodian position at the Rogers School due to the establishment of an additional kindergarten program there. It appropriated \$35,000 to fund the position.

* Unanimously voted to create five part-time positions as part of the STEM IDEA Lab program to be paid for by a grant the district received: A part-time program assistant, who will be an undergraduate college student to be paid \$14 per hour; two video-game programming instructors, who if a certified teacher will be paid \$30 per hour or if a college student will be paid \$14 per hour; and two lab assistants/tutors who will be Lowell High School students to be paid \$8 per hour.

* Unanimously approved Leary's motion to request the superintendent to initiate discussion and develop an educational cooperation plan with the current and future charter schools in Lowell.

* Unanimously approved Leary's motion to reopen discussion with The Lowell Plan, Friends of Lowell High School, Lowell High administration and staff, UMass Lowell, MCC and city administration to the future of facility and budget needs of Lowell High School.

Unwavering commitment at GCC

GREENFIELD — After years of uncertainty and wrangling with state officials, a team of local educators brought a community college to the town of Greenfield. It was 1962 when the school's doors first opened.

Fifty years and approximately 200,000 students later, Greenfield Community College has not strayed from its original mission to provide education to anyone who seeks it, said GCC President Robert Pura at the college's 50th anniversary celebration Saturday.

"GCC opened its doors on Federal Street, waited for the train to pass on Arch and then settled into the clay and the hills here atop Lake Hitchcock," Pura said. "Now 50 years later, we sit together ... committed to the very same values that were the founding blocks of GCC: access and excellence."

It was a theme echoed throughout GCC's halls Saturday afternoon and evening as alumni and staff from the past 50 years returned to share their memories with old friends and colleagues.

"I was a very poor academic achiever in high school. I was a good kid but didn't know what I wanted to do," said Brian Gilmore, a 1967 graduate and the college's director of student activities from 1970-1975.

The college provided him with the confidence he needed going forward, Gilmore said. Today, he is the executive vice president of Associated Industries of Massachusetts.

For Mary McClintock, a graduate of the college's outdoor leadership program in 1982, GCC offered the right program at the right time.

"I had started out in college wanting to ... do outdoor leadership and environment education but got derailed," said McClintock, a freelance writer who sometimes does work for the college. "GCC got me back on my track, and got me the training and connections in the community."

Alumni mingled in the lobby, with some students from the "classic era" (1962-1973) making their way upstairs to a second floor conference room. Upstairs in the library, alumni and staff recounted memories in a recording booth.

Faculty members, past and present, thumbed through 50 years' worth of newspaper clippings about the college. It recounted GCC's journey from a series of buildings spread all over town to the construction of a new central campus in 1974.

There was a time, some said, when everyone knew everybody's name as well as the car they drove.

While that's no longer the case, they said the makeup of the student body hasn't changed — there are still traditional students, veterans returning from overseas and adults wanting to finish their education.

"You had to adapt your lessons for all groups, you had to be very flexible," said Al Rainford, who taught accounting and taxation for 35 years until his retirement in 2005. "(There were) students who had problems creating an understandable sentence, others who could have gone to any Ivy League school and came here because of economic or family reasons."

During Pura's keynote address at the GCC Foundation's annual meeting — held in conjunction with the 50th anniversary celebration — the president spoke of the importance of a liberal education, one that could free students to any opportunities they wanted.

It is something any student should have access to, he said, whether they attend Harvard University or Greenfield Community College.

"The roads between GCC and Harvard, between their purpose and ours, between our dreams for our students and theirs, must never be washed away, no matter how heavy the rain," he said.

Among the nearly 200 in attendance Saturday night were local legislators Denise Andrews, Paul Mark and Stanley Rosenberg. They presented Pura and the college congratulatory citations from the state House of Representatives and Senate.

Collective Bargaining Benefits Non-Union Workers, Too

BY PABLO ROS | SEPTEMBER 04, 2012

A new report by the Economic Policy Institute, a non-partisan think tank, demonstrates that collective bargaining isn't just good for unionized workers' wages but for those of workers in general.

Unions have influenced the pay of non-union workers by fighting for norms and practices that have "become more widespread throughout the economy, thereby improving pay and working conditions for the entire workforce," the report states.

EPI's analysis ties "the ongoing erosion of unionization and the declining bargaining power of unions" to general stagnation in workers' real wages and compensation. Those wages rose only 10.7 percent between 1973 and 2011, with most of that growth occurring in the late 1990s. Over the last decade, wage inequality has continued to grow between workers at the top and those in the middle.

"This has made the last decade a 'lost decade' for wage growth," writes Lawrence Mishel, the author of the report.

Indeed, given the important role that unions play in setting standards for both union and nonunion workers, "we must ensure that every worker has access to collective bargaining," he concludes.

For more on the decline of unionization as it affects the middle class, check out *The Main Street Moment: Fighting Back to Save the American Dream*, a recently released book from AFSCME Pres. Lee Saunders and former Pres. Gerald W. McEntee.



Boycott Hyatt

UNITE HERE is waging a global boycott of Hyatt to protest its abuse of housekeepers and other hotel workers and AFSCME sisters and brothers are committing to stand in solidarity with the hotel chain's workers.

Here are the facts:

Hyatt has replaced longtime housekeepers and other hotel workers with minimum-wage temporary workers.

Hyatt has mandated crushing workloads for its housekeepers, increasing the likelihood of serious injury and even disability.

Hyatt has abused and mistreated workers, issuing outrageous demands that they return to work two or three days after major surgery.

Hyatt has aggressively lobbied against legislation in California that would make housekeeping work safer.

Hyatt has refused to remain neutral as non-union hotel workers organize.

Visit HyattHurts.org for more information about the Hyatt campaign. You'll get tips for Facebook posts, tweets and emails that can help raise awareness about the campaign. Join the boycott of Hyatt properties nationwide and to vote Hyatt the "Worst Hotel Employer in America" at VoteHyattWorst.org.

An injury to one is an injury to all. Let's join together in supporting UNITE HERE and lifting up the workers of Hyatt.

Statement of AFSCME President Lee Saunders on Hurricane Sandy



"The total damage done by the torrential rains and powerful winds of Sandy is not yet fully known, but it should be clear to everyone that once again our nation's first responders have done a remarkable job under the most trying and difficult circumstances. AFSCME members are proud of the brave efforts of our sisters and brothers who have pulled together to meet the challenges faced by communities up and down the eastern region of the country.

"In the coming days, weeks, and even months public service workers, electrical crews, transit workers, health care professionals, sanitation workers and so many others will work tirelessly to put our devastated cities and towns back together. There will be many days and nights of hard, difficult and heavy work. I know that AFSCME members across the country will be mobilizing to provide help and support for those who have suffered during this devastating storm. We will, as always, do our part to help repair the damage and rebuild the communities impacted by this disaster."

Union-Made Beers



Why Buy American Made Products

When you're reaching for a beer, why not buy union-made? Here's a brief list of beers and ales made by members of the International Association of Machinists and Aerospace Workers (IAM), the International Brotherhood of Electrical Workers (IBEW), the International Brother of Teamsters (IBT), the United Autoworkers (UAW) and the United Food and Commercial Workers (UFCW). If we're missing any, let us know at info@unionprivilege.org.

| Beer Name | Union |
|-------------------------------------|--------------|
| Anheuser-Busch | IBT |
| Budweiser | IBT |
| Bud Light | IBT |
| Budweiser American Ale | IBT |
| Busch | IAM |
| Hamm's | UAW |
| Hamm's Draft | UAW |
| Hamm's Light | UAW |
| Henry Weinhard's Private Reserve | UAW |
| Henry Weinhard's Blue Boar Pale Ale | UAW |
| Icehouse | UAW |
| Iron City | IUE-CWA |
| Labatt's Blue | IBT |
| Leinenkugel's | UAW |
| Lionshead | IUOE |
| Mad River | |
| IAM | |
| Michelob | IAM |
| Mickey's Malt | UAW |
| Mickey's Ice | UAW |
| Miller | UAW |
| Miller Lite | |
| Miller Genuine Draft | UAW |
| Miller Genuine Draft Light | UAW |
| Miller High Life | UAW |
| Miller High Life Light | UAW |
| Miller Lite Ice | UAW |
| Milwaukee's Best | UAW |
| Milwaukee's Best Light | UAW |
| Milwaukee's Best Ice | UAW |
| Molson | IBT |
| Moosehead | IBT |
| Natural Light | IAM |
| O'Doul's | IAM |
| Olde English 800 | UAW |
| Pabst | UAW |
| Red Dog | UAW |
| Rolling Rock | IAM |
| Sharp's (non alcoholic) | UAW |
| Shock Top | IAM |
| Steelhead Fine Ale | IAM |
| Stegmaier | IUOE |

If you're here you probably don't need any reminding, but if you're just looking for some more reasons, or some points to convince your friends of the benefit of buying American made products, here are some of the top reasons to buy American.

1. Jobs - Above all else, when you buy American you save or create AMERICAN JOBS! These are the jobs that are at the foundation of our economy, and have unfortunately been moving overseas, but by buying American you can help to reverse that trend.

2. Environmental - Many of the top countries where our goods come from have little or no regulations to protect the environment, and the manufacturers have no regard for the earth and they pollute and abuse the soil, air, and the water. When you buy American you know there are regulations in place to protect the environment so our children can appreciate this beautiful country as much as we do.

3. Human Rights - The countries the United States import from often have nonexistent standards regular working conditions. Many of the factories producing US bound goods are worse than our prisons, and filled with children working extremely long days. No one wants to support that, and by buying American you know you aren't we have regulations and agencies in this country to prevent those types of atrocities.

4. Democracy - Americans believe in and stand up for democracy whenever we can, and by choosing to buy American you are supporting the ideals of democracy.

5. Conservation - When buying products that are produced overseas built into the price is the cost of shipping that product all the way from that country to the United States, usually crossing the Atlantic or Pacific Ocean. This wastes an extremely large amount of petroleum and produces unnecessary emissions into the atmosphere.

6. Domino Effect - When you buy American that money stays in the United States. That money goes to pay the wage of many people that are directly or indirectly responsible for creating your product. Each of them in turn spends this money on goods (hopefully American made) and services, and the cycle continues. The more you buy American, the more the economy is stimulated, and the more jobs are created. Plus, American workers pay taxes on wages earned in America.

7. MORE JOBS - For every manufacturing job there are FIVE additional jobs created. Do the math. Dollar for dollar it is a great investment in this amazing country!



Labor Union Basics



Union members have the benefit of negotiating with their employer as a group. This basic right gives them much more power than if they were to negotiate individually. On average, union employees make 27 percent more than nonunion workers. Ninety-two percent of union workers have job-related health coverage versus 68 percent for nonunion workers. Union workers also have a great advantage over nonunion workers in securing guaranteed pensions.

A labor union is an organization of workers dedicated to protecting their interests and improving wages, hours and working conditions. Many different types of workers belong to unions: mechanics, teachers, factory workers, actors, police officers, airline pilots, janitors, doctors, writers and so forth. To form a bargaining unit -- a group who will be represented by a union in dealing with their employer -- a group of workers must be voluntarily recognized by their employer, or a majority of workers in a bargaining unit must vote for representation.

In general, it is legal for employers to try to persuade employees not to unionize. However, it is illegal for a company to attempt to prevent employees from unionizing by promises of violence, threats or other coercive action. It is also illegal for unions to use lies or threats of violence to intimidate employees into joining a union.

An employer is required by law to bargain in good faith with a union, although an employer is not required to agree to any particular terms. Once an agreement is reached through negotiations, a collective bargaining agreement (CBA) is signed. A CBA is a negotiated agreement between a labor union and an employer that sets terms of employment for members of that union and provisions for wages, hours, conditions, vacation, sick days, benefits, etc. After a CBA is signed, an employer can't change anything detailed in the agreement without the union representative's approval. The CBA lasts for a set period of time, and the union monitors the employer to make sure the employer abides by the contract. If a union believes an employer has breached the CBA, the union can file a grievance, which may be ultimately resolved through a process known as arbitration.

Union members pay dues to cover the union's costs.

Labor unions are an important constituency for elected officials. Unions hold elections to determine officers who will make decisions and represent the members. There are many laws governing union elections, which we'll discuss later in the article.

A locally based group of workers who have a charter from a national or international union is known as a union local. The union local might be made up of workers from the same company or region. They may also be workers from the same business sector, employed by different companies.

Through their CBAs and the grievance and arbitration processes, unions help to protect their employees from unjust dismissal. Therefore, most union employees cannot be fired without "just cause," unlike many nonunion employees who are considered "at-will" employees and can be fired at any time and for almost any reason.

Another powerful union tool is the strike. As we mentioned earlier, a strike is when a group of workers stops working in protest to labor conditions or as a bargaining tool during negotiations between labor and management. There is significant debate about whether or not strikes are effective, but there may be circumstances where a strike is a necessary last resort for a union.

In 1935, Congress passed the National Labor Relations Act (NLRA) to "encourage a healthy relationship between private-sector workers and their employers" [ref]. Prior to the NLRA, employers were not required by law to recognize a union or to bargain in good faith. By establishing employees' basic rights to join unions and engage in collective bargaining, Congress hoped to reduce work stoppages, strikes and other conflicts between labor and management that had all too often resulted in violence. The act also created the National Labor Relations Board (NLRB) as the organization to enforce the NLRA.

The NLRA accomplished three significant objectives:

Allowed workers to have elections to decide if they want to be represented

Established laws protecting employees from discrimination based on union- or group-related activity

Created the NLRB as an administrative organization to enforce the law

Perhaps most importantly, the NLRA allowed unions to represent employees under the law. The act's text states that it covers employees whose employers are involved in interstate commerce, but this is a broad definition, one that is easily applied. The act also outlined the basic rights for workers, something many had been lobbying about for decades. In addition to the right to union representation and participation, the NLRA allowed employees to engage in collective bargaining and protected concerted activities -- with or without a union -- that attempt to improve working conditions. The NLRA also granted employees the right to choose not to take part in any of those activities, hopefully preventing unions or employers from exerting undue pressure on employees.

Some workers are specifically excluded from the protections of the NLRA:

- * Agricultural laborers
- * Domestic service workers
- * People employed by a parent or spouse
- * Independent contractors
- * Supervisors (supervisors who have been discriminated against for refusing to violate the NLRA may be covered)
- * Railroad and airline employees
- * **Federal, state and local government employees**
- * Employees of any entity that does not fit the NLRA's definition of an employer
- * Confidential employees

MassArt offers students a chance to sell as they learn

Massachusetts College of Art and Design alumni, staff and students produce almost everything in MassArt Made. The year-old store enables MassArt, the nation's first public college of art and design, to showcase its students' work while also promoting the school.

Daria Bukesova, 21, a senior architecture student, sells her colorful, there for \$12 to \$20. The earrings are MassArt Made's most popular item.

Fiona Stoltze, 20, a senior fibers major, sells silk chiffon scarves. She created three yards of dyed and screen-printed chiffon for her final project in a design class.

"I loved the idea of wearing it, so I decided to scale it down a bit to make scarves," she said.

All of the store's artists receive 50 percent of the proceeds from works they sell, while the store retains 40 percent, and MassArt's financial aid services gets the remaining 10 percent.

All artist work is on consignment with the shop. Whatever MassArt Made doesn't sell, the artist gets back after a six-month contract ends.

Fine arts take longer to sell, so store manager Ginger Russell assigns a longer contingency period to paintings. "It's really a case-by-case basis," she said.

Choosing artists is no simple process. Russell and a "jury" of alumni and MassArt staff members hold quarterly meetings to select the store's art. Candidates submit images of their art, along with brief biographies specifying their connection to the school. Typically, the jury receives 10 submissions in each round.

Russell said the jury chooses the artwork based on style, quality, and range. She'll also consider the types of items that are selling best.

"I try to take into account what kind of item it is, and how other like items have sold compared to it," Russell said. She tries to represent all the school's academic departments, she added.

Artists determine the price of an item, sometimes based on prices from other sales venues. Russell works with artists selling for the first time to determine a price. She takes into account the materials, the hours spent on the piece, the craftsmanship, and some market research, she said.

Prices vary widely: Key chains start as low as \$7, while necklaces can cost as much as \$650.

MassArt Made's main goal is to promote the school and its students – rather than to turn a profit. That's evident when campus tours stop there, making the store "admissions Part Two," said Martha Barry, a MassArt graphic design student and MassArt Made employee. Barry answers prospective students' questions about the artwork, as well as classes and on-campus housing.

Customers wander in off the street and from nearby hospitals. "A lot of our customers like the pottery for gifts," Russell said. Pottery fills the store's high windows.

On a recent day, Carol and John Pavan of Acton, Ma., walked straight to the shelves of pottery when they entered the store. It was Carol's first visit.

"I do pottery myself, so it's really nice to look at," she said, as she examined a pale green- and-white bowl selling for \$35.

John Pavan is a veteran MassArt Made shopper. When his daughter toured MassArt about a year ago, he noticed the "very different variety of stuff." On this visit, he said he was pleased to see the store hadn't changed.

The store has been a boost for the student artists who sell their goods there. Stoltze, who sells scarves in the store, is interested in designing interior textiles when she graduates.



"I still enjoy creating wearables," she said, noting that MassArt Made has helped her learn how to sell them.

Bukesova, whose clay earrings are so popular, said selling at MassArt Made has been a turning point for her.

"I never imagined that my jewelry would sell so well. I think it's the best compliment any artist could get," Bukesova said. She is considering making jewelry full-time when she graduates.



Casino job training rights sought

By [Mark Arsenault](#)

A collection of community colleges and job training organizations asked the state gambling commission Tuesday to recognize the consortium as the "exclusive provider of licensure training" for casino-related jobs, drawing complaints from owners of a private casino dealer school who fear they could be forced out of the business.

The gambling commission has authority over nearly every aspect of casino development in Massachusetts, including the -licensing of casino employees.

The consortium, known as the Massachusetts Casino -Careers Training Institute, presented the commission with a proposal, under which the board and the institute would work together on issues of job training and licensing. The proposal, presented Tuesday, included exclusivity language, which would help ensure the quality of the training, said -William F. Messner, president of Holyoke Community College.

Messner suggested a for-profit casino school could be included, but that did not appease representatives of the New England Casino Dealer Academy in North Attleboro, which has not yet opened.

"It looks like they're trying to back-door this deal, get an exclusive, and push us out of the business before we start," said Michael A. Tassoni, president and chief financial officer of the school, in remarks to the commission. "The community colleges have zero expertise in the casino business. Do they have any instructors who are qualified to teach?"

The commission put off any action for at least a week.

Starting a New Year with a New Outlook!

*Around the corner I have a friend,
In this great city that has no end,
Yet the days go by and weeks rush on,
And before I know it, a year is gone.
And I never seemy old friends face,
For life is a swift and terrible race,
He knows I like him just as well,
As in the days when I rang his bell.
And he rang mine but we were younger then,
And now we are busy, tired men.
Tired of playing a foolish game,
Tired of trying to make a name.
'Tomorrow' I say! 'I will call on Jim
Just to show that I'm thinking of him.'
But tomorrow comes and tomorrow goes,
And distance between us grows and grows.
Around the corner, yet miles away,
'Here's a telegram sir,' ' Jim died today.'
And that's what we get and deserve in the end.
Around the corner, a vanished friend.
Remember to always say what you mean.
If you love someone, tell them.
Because when you decide that it is the right time
it might be too late...
Seize the day.
Never have regrets.
And most importantly, stay close to your friends
and family, for they have helped make you
the person that you are today.*



“Cheers to a new year and another chance for us to get it right.”



Marzi Carlopoli
Marie Griffin
Richard Cuevas
Carolyn Mathews
Bruce Giannetta

Berkshire CC
Bunker Hill CC
Bunker Hill CC
Worcester SU
Middlesex CC