

UPDATE

June 2012



Here we go again. There's another Herald story that mentions high salaries in public higher education and once again, writers use a small segment of the workforce to try and create the image that everyone who works at a state or community college is getting rich.

In a May 15 article regarding activities of the Community College Trustees' Association, the Herald notes that more than 260 college workers earn over \$100,000 per year. But as is always the case, writers fail to mention that thousands of employees make less than half of that amount.

As president of the union representing more than 5,000 state and community college workers, it would be nice to see the Herald acknowledge that the majority of employees earn modest wages for the hard work required to keep our campuses running safely and smoothly.

Hopefully, future articles will acknowledge that not every employee on campus receives a fat paycheck.

Kevin J. Hanley,

President

AFSCME Local 1067

Tri - Union Luncheon ~ MCLA



On a cold, foggy, and rainy Wednesday in North Adams the members of Three union got together to have their annual Tri-Union Luncheon. APA, MTA, and AFSCME joined together to recognize there outstanding members. Several guess speaker and a rolling labor movement film was part of the overall program. Our own Marzi Carlopoli gave a very upbeat speech on the positive image of union workers. Sean Smith and Liz Mann handed out several door prizes and also 4 awards. Great job!



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Gov. Deval Patrick says he wants to create a more integrated, effective community college system to better respond to state and local business needs. To accomplish this, the Patrick administration seeks to:

- Change the way the state funds its 15 community colleges. Instead of providing a separate amount to each college each year, Patrick wants to create one single budget line item for all 15 schools, with the funds to be overseen and disbursed by the Department of Higher Education.
- Set strict parameters governing how the trustees of community colleges set tuitions and other fees, and how those fees are used.
- Give the governor's administration more say in selecting, paying and even removing community college presidents, selecting the chairman of each community college board of trustees, and establishing a 15-member commission to recommend state higher education spending limits — all tasks currently handled by the trustees.
- Increase by \$10 million the total annual funding to community colleges. The extra money is meant to be used to help connect community colleges and their students with local industries that need specially trained workers, and develop programs to meet those needs.
- Reward colleges that comply with the new program, by doling out more state money to the schools that are most willing to meet state-generated benchmarks and work with businesses that need workers.



President Hanley,

Thanks for your response to the Herald article. As I am sure you are aware, unfortunately, the media reports what people WANT to know, not what the people SHOULD know. People do not want to hear about the more than 3,000 workers that keep our College system running smoothly. They want to hear about the growing number of people who are bringing down \$100,000 per year. They want to hear about our “top-heavy” administrations, the appointments of Deans, Associate Deans and Vice-Presidents, not the worker bees (the moderately paid staff) that keep our colleges running or the “state worker” that was able to help a student receive their financial aid so they may continue their education or the staff and maintenance workers who work overtime to clear our parking lots and sidewalks when it snows or sets up tents, bleachers and chairs for commencement. Did the media differentiate between who is receiving this \$100,000? Was it the newly appointed Dean, Vice-President or the Director who walks around the campus all day long because they have nothing better to do? Or was it the hard working faculty member who is teaching five or six courses in a semester, because the administration hasn't hired another full-time faculty member? I don't know about the other colleges, but I do know that here at Massasoit Community College, there appears to be an announcement of some type of administrator receiving a promotion about every week, yet we have offices that are understaffed and underpaid, yet there is a huge outcry about the Governor wanting to consolidate some of the community colleges. Gee, I wonder why? If only the media would print/broadcast what the people SHOULD know and not what they WANT to know.

Thanks again for your prompt response.

Best regards,

Sheila A. Fitzpatrick

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"I have to have a raise," the man said to his boss.

"There are three other companies after me."

"Is that so?" asked the manager. "What other companies are after you?"

"The electric company, the telephone company, and the gas company."

Educational Leave

Full-time employees may, upon application and approval, be granted leave of absence with pay for educational purposes to attend conferences, seminars, briefing sessions or functions of a similar nature that are intended to improve or upgrade the individual's skill or professional ability. The employee shall not suffer any loss of seniority or benefits as a result of such leave.

An employee may be allowed to take one (1) course per semester during said employee's regular hours of work. As a consequence of taking a course during regular work hours, an employee's tour of duty shall be adjusted so that in addition to the time during which an employee is released to take such course, said employee will be scheduled for a complete tour of duty. In calculating the tour of duty under such circumstances an employee must take a minimum of thirty (30) minutes as a regular meal break and must include sufficient time, as determined by the Chief Personnel Officer, to travel to and from the work area to the class location.

Let us believe neither half of the good people
tell us of ourselves,
nor half of the evil they say of others.

J. Petit Senn

Charles Cianfarini was kind enough to send along the joke he told at the Tri-Union Luncheon held at MCLA for me to share with you. He found it on the internet so he does not want to take any credit for it. The joke follows:

Managements Right

~ ~ ~

Boat Race

Two corporations - one American and one Japanese - decided to engage in a competitive boat race. Both teams practiced hard and long to reach their peak performance. On the big day they felt ready.

The Japanese won by a mile. Afterward, the American team was discouraged by the loss. Morale sagged. Corporate management decided that the reason for the crushing defeat had to be found, so a consulting firm was hired to investigate the problem and recommended corrective action.

The consultant's finding: The Japanese team had eight people rowing and one person steering; the American team had one person rowing and eight people steering. After a year of study and millions spent analyzing the problem, the consultant firm concluded that too many people were steering and not enough were rowing on the American team.

So as race day neared again the following year, the American team's management structure was completely reorganized. The new structure included four steering managers, three area steering managers and a new performance review system for the person rowing the boat to provide work incentive.

That year, the Japanese team won by two miles. Humiliated, the American corporation laid off the rower for poor performance and gave the managers a bonus for discovering the problem....

I cannot give you the formula for
success, but I can give you the formula
for failure—

which is:

Try to please everybody.

Herbert Bayard Swope



The state's 15 community colleges — facing a Patrick administration plan to control student fees and seize oversight of the schools — are using those same fees to pay for a high-priced Beacon Hill lobbyist to fight the governor's proposal.

The Massachusetts Community College Trustees' Association, a shadowy consortium of college officials, shelled out \$51,480 to lobbyist Michael J. Muse last year to tout spending bills and legalized gambling, using money that comes from student fees, as well as textbook and food revenues. Last month, the group asked Muse to report on Gov. Deval Patrick's wide-ranging reforms, citing "concern and a need for us to act quickly."

"That is entirely reprehensible and should be investigated," said David Tuerck of the watchdog Beacon Hill Institute. "There should be no student fees, no revenue from the community colleges used for lobbying. If those funds are being used for this purpose, they are not going toward educating students. That means state taxpayers are on the hook for the money that is being diverted for lobbying."

Massachusetts community college tuition and fees have doubled in the past decade to an average \$4,545, according to the Boston Foundation, while president salaries have climbed as high as \$237,174 and **260 college workers now earn more than \$100,000 a year** — though Bay State graduation rates at 16 percent are well below the national average of 22 percent.

"This is just one more example of the Massachusetts government's money merry-go-round," said Jim Stergios of the Pioneer Institute, decrying the use of student revenues by public colleges "to convince public officials to give them more public funds."

The trustee association is fighting Patrick's bid — filed as part of his fiscal 2013 budget proposal — to consolidate funding of the now largely autonomous colleges under the Department of Higher Education and let Patrick appoint their board chairmen.

Bill Hart, the \$193,000-a-year executive director of the state-funded Massachusetts Community Colleges Executive Office, organizes trustee association meetings. He argued the money the association uses for lobbying is not public because it comes from "trust funds" set up to handle college revenues, and not from state funding. He defended the hiring of a lobbyist.

"I think there's a cost of doing business that we employ people all across colleges to do different types of things, some of which comes from these funds set aside as a result of fees," Hart said. "They look at those expenses as a normal expense of doing business."

When asked to define the legal standing of the trustee association, Hart said, "The trustee association is really voluntary and sporadic. They come together a couple times a year and talk about general issues that affect them. It's not a governmental body. ... It's not a (nonprofit) corporation."

Each of the 15 colleges pays \$3,500 a year — \$52,500 in total — to the association, a spokesman for Middlesex Community College said.

At an April 12 meeting, the association heard from Muse, Hart and MCCEO general counsel Ken Tashjy about the proposed state budget, according to a synopsis on the MCCEO website, which stated, "a couple of Outside Sections of the Budget, coupled with level funded campus appropriations have caused concern and a need for us to act quickly." The report added, "Several state representatives have offered to file any amendments we propose ..."

After inquiries last week from the Herald, the synopsis disappeared from the website. Repeated efforts to reach Muse for comment were unsuccessful.

Roxbury college draws scrutiny for apparent gaps in crime reports

May 15, 2012|

Adrian Walker, Globe Staff

Federal officials are auditing Roxbury Community College for suspected lapses in its reporting of crimes committed on campus - the latest in a series of controversies for college president Terrence Gomes.

Officials with the US Department of Education were expected to arrive on campus Tuesday seeking to find out why the college has failed to report serious allegations of crimes on campus. The officials have unofficially learned of at least three reports by students of such crimes, including sexual assault, over the past several years, according to a person familiar with the inquiry.

Federal law requires that allegations of all felony-level crimes be sent to police to investigate. In addition, the federal Clery Act requires all colleges and universities to submit an annual campus crime report.

Since 2008, the college has reported only six on-campus crimes to federal officials - one robbery and five aggravated assaults, characterized by a college official as fistfights, documents provided the Globe show. Those numbers, seen as unusually low for an urban campus, and the absence of more major offenses drew the attention of federal investigators, according to a person familiar with the inquiry.

Tuesday marks the second time federal education officials have visited the college to seek out crime report records and related information.

Department of Education officials first requested the college's crime information in February. In a Feb. 27 letter to Gomes, the Department of Education asked for access to a variety of college records, so that officials can "evaluate your institution's compliance with the ... Disclosure of Campus Security Policy and Campus Crime Statistics Act..." Failure to provide access, the letter said, could result in "administrative action against the institution" - including fines or a loss of funding. Officials are seeking reports dating to 2006.

In addition to filing crime statistics with the federal government, colleges are also required to post that information on their websites.

At least three Roxbury Community College students over the last two years have reported previous crimes - including sexual assaults - on the campus, according to a two college officials who requested anonymity. One student wrote a memo to school officials describing separate sexual assaults at the hands of two staff members, including one of her professors, the official said. A copy of the memo was provided to the Globe.

There is no record that either alleged assault was reported to Boston police. An administrator later told other officials that the allegations were without merit, though the student's financial aid was immediately increased, according to college officials with knowledge of the situation.



Framingham State trustees vote to arm campus officers

By Scott O'Connell/Daily News staff

MetroWest Daily News

Calling it an unfortunate but necessary response to the growing threat of campus shootings, the Framingham State University Board of Trustees last night voted unanimously to arm the school's police. Board members said they are impressed by the campus police's recently attained state accreditation and expressed confidence in officers' abilities to carry guns.

But some members also had lingering reservations, and urged close monitoring throughout the first year of implementation.

"There's a compelling case for arming," said board Chairman Raymond Boulanger. "I wish it weren't necessary. But I think in this world, we have to plan for the worst."

The issue of arming campus police at Framingham State — one of the last public universities in the state to do so — first came up five years ago in the wake of the Virginia Tech massacre, the worst campus shooting in history. Thirty-two people were killed and another 17 wounded in two separate attacks by a single gunman.

At that time, the Framingham board held off on making a decision as the police department's focus shifted to earning accreditation. The summer of 2008 also produced a best practices report focusing on campus safety that recommended 27 steps for Framingham State to take.

"We have fully implemented 25," said university President Timothy Flanagan, including accreditation of the police department this past winter.

One of the last remaining steps was to arm police. Last month, campus Police Chief Brad Medeiros, officers in his department, and members of the Framingham Police force lobbied for the move at two forums for students and neighbors to the school. Their main argument has been that campus officers will be better able to save lives in the event of a campus shooting if they don't have to wait for armed police from the town to arrive.

Proponents also say the officers themselves will be better protected if they carry guns; Boulanger said he was uncomfortable, for example, sending police into potentially dangerous situations armed "with no more than pepper spray."

Several board members last night said they still aren't sure if the threat level on campus warrants the step.

Some worried about the response of students and faculty, as well as the potential for litigation in the event of a police shooting. Student trustee Kendra Sampson, a senior, said there is a prevalent opinion on campus that "it would create even more of a power divide between not just police, but all authority figures on campus."

"If you add a gun, it changes everything," she said.

Many board members said they favor holding an extensive review of the implementation of guns next May; some said they would like the subject to be discussed at all trustee meetings over the next year.

Medeiros said he would have no problem with that.

"It's been a long process," he said. "We have a very professional police department, and that's something we'll strive to maintain."



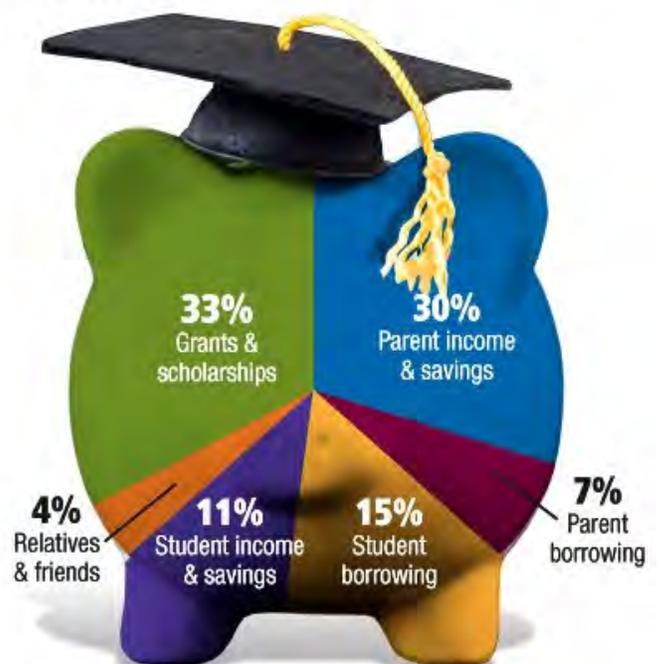
Investing in the Future

Parents generally don't have to be convinced of the value of a college education for their children. Studies show that college graduates not only earn more but are healthier, more satisfied with their jobs, and more likely to remain employed during tough economic times.¹ But paying for college becomes more challenging every year. Over the last decade, undergraduate in-state tuition and fees at four-year public colleges and universities rose at a 5.6% average annual rate above the rate of general inflation. For the 2011–12 academic year, the average cost of tuition, fees, room, and board reached \$17,131.² Private institutions are even more expensive, although their costs are rising at a somewhat slower pace. For the 2011–12 academic year, the average cost for tuition, fees, room, and board was \$38,589 at nonprofit four-year colleges and universities.³ A Tax-Advantaged Savings Plan As with saving for retirement, the key to saving for a college education is to develop a strategy and make regular contributions. One helpful savings vehicle is a Section 529 plan — a state-sponsored or college-sponsored program designed to help families save for future higher-education costs. Each plan has its own rules and restrictions, which can change at any time. The money in a 529 savings plan accumulates on a tax-deferred basis and can be withdrawn free of federal income tax as long as it is used for qualified education expenses at accredited post-secondary schools, such as colleges, universities, community colleges, and certain technical schools. Qualified expenses include tuition, fees, room and board, books, and other supplies. Section 529 plans feature high contribution limits (set by each state), and there are no income restrictions for donors. As with other investments, there are generally fees and expenses associated with participation in a 529 savings plan. There is also the risk that the investments may lose money or not perform well enough to cover college costs as anticipated. The tax implications of a 529 plan should be discussed with your legal and/or tax advisors because they can vary significantly from state to state.

Most states offer their own 529 programs, which may provide advantages and benefits exclusively for their residents and taxpayers. A college education could be an important investment in the future. If you anticipate paying for college, you might develop your savings strategy sooner rather than later. Before investing in a 529 plan, please consider the investment objectives, risks, charges, and expenses carefully. The official disclosure statements and applicable prospectuses — which contain this and other information about the investment options, underlying investments, and the investment company — can be obtained from your financial professional. You should read this material carefully before investing. 1–3) The College Board, 2010–2011 The information in this article is not intended as tax or legal advice, and it may not be relied on for the purpose of avoiding any federal tax penalties. You are encouraged to seek tax or legal advice from an independent professional advisor.

Funding Higher Education

How the typical family pays for college (the average percentage of the total cost of attendance paid from each source)



Source: Sallie Mae, 2011

Hit & Run injures two Mass Maritime Cadets, one other. by apparent OUI driver in Bourne



BUZZARDS BAY -Firefighters and a medical helicopter crew prepare to transport a reported female cadet of the Massachusetts Maritime Academy to an awaiting helicopter after she and two other people were struck by a hit and run driver.

The victims were struck by a vehicle on Academy Driver at the entrance to the Massachusetts Maritime Academy in Bourne Friday (05-18-12) morning around 1:30 AM.

According to fire officials and emergency broadcast reports, at least two of the victims are students at the school. The other two victims were transported by ambulance to area hospitals.

About a half hour after the incident, Bourne and Wareham Police located the alleged hit and run driver and vehicle on Main Street in Buzzards Bay . The driver was given a field sobriety test and was seen in a police vehicle in handcuffs. The vehicle involved in the accident is registered in Rhode Island . There is no word yet on the exact extent of the victims' injuries

*We don't live in a world of
reality,
we live in a world of
perceptions.*

Gerald J. Simmons

3 Cape students honored as standouts

By JASON COOK jcook@capecodonline.com May 11, 2012

Three Cape Cod college students were among 29 honored Thursday by Gov. Deval Patrick for academic excellence and outstanding civic engagement in the 29 Who Shine Awards.

Each of the state's 29 public colleges and universities nominated a candidate based on "criteria established by the Massachusetts Department of Higher Education," according to a statement from the governor's office. The Cape honorees were Sviatlana Rose, 28, of West Dennis; Jack Gomes, 21, of Acushnet; and Peter T. Schock, 23, of Chatham.

Rose, a mother of six originally from Russia, is set to graduate from Cape Cod Community College with a 3.96 grade point average. She earned an associate degree in math, science and pre-engineering and after continuing her studies at a four-year college, plans to pursue a career as a pediatric radiologist in Massachusetts, according to her biography.

Gomes is a cadet at Massachusetts Maritime Academy in Buzzards Bay studying international maritime business. After completing his junior year, he applied for the cadet regimental commander position and was chosen for the position from a pool of dozens of applicants, according to his biography. He led a cadet management team of 70 subordinate leaders while maintaining a cumulative GPA of 3.18.

Schock has maintained a 4.0 GPA in finance at the University of Massachusetts Dartmouth and was elected by his peers to the university's board of trustees. He has been active in support of the Crohn's and Colitis Foundation of America, raising more than \$12,000 for Team Challenge Half Marathon Program in Nevada.

The students were honored at a Statehouse ceremony.

"These stories remind us all of the power of education to transform lives," Patrick said in a statement. "Investing in them is exactly how we invent a brighter future for Massachusetts."

When I take a long time, I am slow.

When my boss takes a long time, he is thorough.

When I don't do it, I am lazy.

When my boss doesn't do it, he is too busy.

When I do something without being told, I am trying to be smart.

When my boss does the same, that is initiative.

When I please my boss, I am ass-kissing.

When my boss pleases his boss, he is co-operating.

When I do good, my boss never remembers.

When I do wrong, he never forgets.

When I make a mistake, I am an idiot.

When my boss makes a mistake, he's only human.

When I am out of the office, I am wandering around.

When my boss is out of the office, he's on business.



Dear Sisters and Brothers:

Tuesday morning representatives from AFSCME and the Board of Higher Education met to impact bargain over the State Universities and Community College's implementation of MassHR Self-Service Time and Attendance. Present at the meeting were, Gordon Blaquiere, Thomasine Corbett, Julie Marçal, Carol Fallon, Victor Ng, Care Corner-Dolloff and Kevin Hanley. We discussed the list of concerns that the Union had emailed to BHE that morning about the implementation of MassHR as well as additional questions that arose during the meeting. It is the BHE understanding that we have addressed AFSCME's concerns about MassHR's impact on its unit members at this point. As the process moves forward, I invite you to bring concerns to me as they arise.

We agreed that in the next few days AFSCME will be sending out an email to the membership, explaining that they will begin receiving electronic "postcards" introducing them to MassHR. Shortly thereafter, the schools will begin sending out the postcards to unit members, which employees will receive with some frequency until implementation. At this point, the first wave of implementation at most state universities and community colleges is scheduled for the third week in July.

Please be in touch if you have any additional concerns on this topic.

In Solidarity,

Kevin Hanley

Kevin Hanley

Westfield State University

At the May 19th Commencement of Westfield State University the honor of Staff Emeritus was bestowed upon trustee, Chris Olsen and former Unit 1 steward, Mary Kronholm.



Over 10,000 High Earners Paid No US Taxes!

by: [Kristina Chew](#)

A study from the Internal Revenue Service has found that one out of 189 high earners in the US paid no income tax in 2009. That is, 10,080 households who reported adjusted gross income of at least \$200,000 annually — 0.26 percent of high earners — paid no income taxes in the US or to other countries. It is further reason to support President Obama's "Buffett rule," which would tax high-earners at a rate of 30 percent or higher. The IRS also reports that the number of high earners who paid no taxes rose from 0.51 percent to 0.53 percent. Under US tax law, citizens must pay US taxes for income earned around the world; they do receive tax credits for payments they make to other governments.

The number of households whose income exceeded \$200,000 fell from 2008 (4.4 million households or 3.1 percent of the population) to 2009 (3.9 million households or 2.8) percent.

High earners are able to avoid paying taxes — even the alternative minimum tax, established in 1969 after 155 people earning \$200,000 were found to have paid no taxes — through a variety of legal means including deductible charitable contributions, the exclusion for state and local government interest ("tax-exempt interest"), medical and dental expenses and other items. Via the Buffett rule and other proposals, Obama has supported limits in precisely these areas, deductions and the tax exemption for municipal bond interest. As the IRS report notes, "High-income returns are more often nontaxable as a result of a combination of reasons, none of which, by itself, would result in nontaxability." (p. 15)

A chart on p. 16 of the IRS report shows the primary reasons for no tax liability in 2009.

Overall the IRS found that there were 35,061 households, or 0.88 percent, that paid nothing.



PLEASE REMEMBER!

IT IS THE MEMBERS OF THIS LOCAL THAT MAKE US STRONG!

YOU ARE THE EYES AND EARS OF OUR FINE UNION.

WE NEED YOU TO REPORT WHAT IS HAPPENING TO THE STEWARDS SO THAT WE CAN POLICE OUR CONTRACT!