

Job Specification Committee

The Agreement between the Board of Higher Education and AFSCME Local 1067, specifically Article 23, acknowledges the need to review the existing state job specifications to more accurately reflect the duties and responsibilities performed by incumbents of job titles within the unit.

A Job Specification Review Committee has been formed to develop guidelines and procedures for this review process. The Committee consists of seven members representing AFSCME and six human resources directors from the community colleges and state universities and Care Corner-Dolloff, from the Department of Higher Education as chair.

The Committee has been meeting since December 8, 2010 and determined its purpose is to collect input via surveys from union membership on what they actually do in their jobs coupled with management weighing in on what is needed or expected in the job. The Committee will then rewrite the job specification. These specifications will be submitted to the Commonwealth's Human Resources Division for review and to determine the grade level.

The first survey has been developed for the pilot series, Library Assistants, and will be sent to library assistants at all the community colleges and state universities beginning April 25, 2011. We will be asking for the cooperation of all (supervisors and union members) to respond to the survey as well as providing their input when requested.

The cooperative spirit and tireless efforts of the committee is inspiring and all have their sights on the same goal – up-to-date job specifications that reflect the present day work environment.

Thanks for your cooperation in this matter. Please feel free to contact any table officer if you have any questions.

“The labor movement was the principal force that transformed misery and despair into hope and progress. Out of its bold struggles, economic and social reform gave birth to unemployment insurance, old-age pensions, government relief for the destitute and, above all, new wage levels that meant not mere survival but a tolerable life. The captains of industry did not lead this transformation; they resisted it until they were overcome. When in the thirties the wave of union organization crested over the nation, it carried to secure shores not only itself but the whole society.”

Martin Luther King Jr.

—Speech to the state convention of the Illinois AFL-CIO, Oct. 7, 1965

Important Dates

May 10	Worcester	E-Board Meeting
May 11, & 25	Worcester	Job Spec. Com.
June 14	Worcester	E-Board Meeting
July 12	Worcester	E-Board Meeting
August 9	Worcester	E-Board Meeting
September 13	Worcester	E-Board Meeting
October 11	Worcester	E-Board Meeting
November 8	Worcester	E-Board Meeting
December 13	Worcester	E-Board Meeting

Telling the Whole Story About Public Employee Pension Funds

Yesterday, AFSCME fought back against a misleading report released by The Pew Center on the States on public pensions entitled *The Widening Gap*. In a press release, President McEntee said that the report reflects "ancient history, distorts the true state of public pension funds and is of limited use for anyone hoping to make informed public policy." While our opponents are certainly going to use the report as an excuse to portray the public pension system as "broken" and in need of "reform", the facts don't back that up.

The Pew report provides a snapshot of public pensions from June 2009, near the very depth of the market during the recession. It simply does not accurately reflect the current state of public pensions. The real estate and stock market crash of 2008 and 2009 took its toll on all investors. However, while individual investors are still struggling to recover from these losses, pension funds are well on their way to recovery.

Rather than rely on the stale numbers provided in the Pew report, we should instead examine the current state of public pensions in 2011. Thankfully, the National Conference on Public Employee Retirement Systems released a member survey this month assessing the health of public pensions. Here are some of the key findings from the survey:

- In the past year, public pension fund investments have produced an average return of 13.5% and now have a 20-year average annual return of 8.2%.
- Investment returns are the single most significant source of pension funding – compromising 66% of fund revenues.
- The vast majority of public pension plans are managed responsibly and currently maintain strong funding levels. Public pensions are, on average, 75.7% funded and, with market recovery, that number will continue to increase.

Our opponents would also have you believe that our members are receiving lavish pensions at no cost, but in reality, AFSCME members receive, on average, just \$19,000 per year in pension benefits, while members contributions and investment returns pay 70%-80% of the total cost.

Help Wanted

We are looking for a few more people to help publish a monthly newsletter. Anything will help, short stories, a joke, a picture, history of a school, etc. There are four members of this committee and we are hoping to get more involved. E-mail or call any of the following people to get involved.

Denise Brown	brown8222@roadrunner.com
Tommie Corbett	Tcorbett@necc.mass.edu
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Quotes - May 2011

There are things which seem incredible to most men who have not studied mathematics.—Aristotle

But there is another reason for the high repute of mathematics: It is mathematics that offers the exact natural sciences a certain measure of security which, without mathematics, they could not attain.—Albert Einstein

In mathematics, the art of asking questions is more valuable than solving problems.—Georg Cantor

My own prescription for health is less paperwork and more running barefoot through the grass.—Leslie Grimmer

If you wish to keep as well as possible, the less you think about your health, the better.—Oliver Wendell Holmes

Anything worth doing is worth doing too soon.—Barbara Sher

Prudence keeps life safe, but it does not often make it happy.—Samuel Johnson

Fear is the father of courage and the mother of safety.—Henry H. Tweedy

The test of a vocation is the love of the drudgery it involves.—Logan Pearsall Smith

Get happiness out of your work, or you may never know what happiness is.—Elbert Hubbard

All sciences are connected; they lend each other material aid as parts of one great whole, each doing its own work, not for itself alone, but for the other parts; as the eye guides the body and the foot sustains it and leads it from place to place.—Roger Bacon

In science, "fact" can only mean "confirmed to such a degree that it would be perverse to withhold provisional assent." I suppose that apples might start to rise tomorrow, but the possibility does not merit equal time in physics classrooms.—Stephen Jay Gould

It is better to have enough ideas for some of them to be wrong, than to be always right by having no ideas at all.—Edward de Bono

Creativity is inventing, experimenting, growing, taking risks, breaking rules, making mistakes, and having fun.—Mary Lou Cook

A rock pile ceases to be a rock pile the moment a single man contemplates it, bearing within him the image of a cathedral.—Antoine de Saint-Exupéry

Be glad of life, because it gives you the chance to love and to work and to play and to look up at the stars.—Henry Van Dyke

Quotes - May 2011 cont.

Achievement is not always success, while reputed failure often is. It is honest endeavor, persistent effort to do the best possible under any and all circumstances.—Orison Swett Marden

A free lunch is only found in mousetraps.—John Capuzzi

Destiny is not a matter of chance, but a matter of choice. It is not a thing to be waited for. It is a thing to be achieved.—William Jennings Bryan

A good boss makes his men realize they have more ability than they think they have, so that they consistently do better work than they thought they could.—Charles Erwin Wilson

All of the great leaders have had one characteristic in common: It was the willingness to confront unequivocally the major anxiety of their people in their time. This, and not much else, is the essence of leadership.—John Kenneth Galbraith

Being a full-time mother is one of the highest salaried jobs in my field, since the payment is pure love.—Mildred B. Vermont

Some mothers are kissing mothers and some are scolding mothers, but it is love just the same, and most mothers kiss and scold together.—Pearl S. Buck

When you are a mother, you are never really alone in your thoughts. A mother always has to think twice, once for herself and once for her child.—Sophia Loren

Graduation speeches were invented largely in the belief that college students should never be released into the world until they have been properly sedated.—Garry Trudeau

The trouble with jogging is that by the time you realize you're not in shape for it, it's too far to walk back.—Franklin Jones



Bumper stickers you may not have seen

Looking for a unique message to stick on the back of your car?

Try some of these . . .

- *Depression is just anger without the enthusiasm.*
- *I'm not cheap—but I am on special this week.*
- *I drive way too fast to worry about cholesterol.*
- *I intend to live forever . . . so far, so good.*
- *Mental backup in progress —DO NOT DISTURB!*
- *The only substitute for good manners is fast reflexes.*
- *When everything's coming your way, you're in the wrong lane.*

It is another busy week for AFSCME members and our allies as we continue to hold events across the country to draw public attention to the attacks on working families. In today's edition of the Battleground Bulletin, we feature yesterday's rallies in New Jersey and the packed schedule for the rest of the week.

AFSCME Stands Up To Christie's Bullying Tactics

Yesterday, huge crowds joined Secretary-Treasurer Lee Saunders, AFSCME Council 1 Executive Director Gordon, Rev. Al Sharpton, AFT President Randi Weingarten and a host of other allies at rallies in Vineland

to protest Gov. Chris Christie's devastating budget plan. Saunders demanded that the "millionaires tax" be reinstated, saying "You cannot cut yourself out of this problem. You've got to have the wealthy pay their fair share. Why take away a tax that people can afford?"

The series of events began in Vineland with a protest of the governor's proposal to shut down the Vineland Developmental Center, which would eliminate nearly 1,500 jobs and provide uncertain futures for the 400 women with developmental disabilities who reside there. The events continued with a panel discussion at Shiloh Baptist Church in Trenton and a rally in support of workers' rights at City Hall in Newark. Of the AFSCME members employed at Vineland, Gordon said, "We're not just here to collect a paycheck, we're here because we care. It's time for New Jersey families to stand together."

Supporters at the Vineland rally made their ambitions clear with repeated chants of "a better New Jersey for all!"



House votes to restrict unions

Measure would curb bargaining on health care

April 27, 2011 | By Michael Levenson, Globe Staff



Robert J. Haynes, president of the Massachusetts AFL-CIO, said the union... (M. McDonald for the Boston Globe)

House lawmakers voted overwhelmingly last night to strip **police officers, teachers, and other municipal employees** of most of their rights to bargain over health care, saying the change would save millions of dollars for financially strapped cities and towns.

The 111-to-42 vote followed tougher measures to broadly eliminate collective bargaining rights for public employees in Ohio, Wisconsin, and other states. But unlike those efforts, the push in Massachusetts was led by Democrats who have traditionally stood with labor to oppose any reduction in workers' rights.

Unions fought hard to stop the bill, launching a radio ad that assailed the plan and warning legislators that if they voted for the measure, they could lose their union backing in the next election. After the vote, labor leaders accused House Speaker Robert A. DeLeo and other Democrats of turning their backs on public employees.

"It's pretty stunning," said Robert J. Haynes, president of the Massachusetts AFL-CIO. "These are the same Democrats that all these labor unions elected. The same Democrats who we contributed to in their campaigns. The same Democrats who tell us over and over again that they're with us, that they believe in collective bargaining, that they believe in unions... It's a done deal for our relationship with the people inside that chamber."

"We are going to fight this thing to the bitter end," he added. "Massachusetts is not the place that takes collective bargaining away from public employees."

The battle now turns to the Senate, where President Therese Murray has indicated that she is reluctant to strip workers of their right to bargain over their health care plans.

DeLeo said the House measure would save \$100 million for **cities and towns** in the upcoming budget year, helping them avoid layoffs and reductions in services. He called his plan one of the most significant reforms the state can adopt to help control escalating health care costs.

"By spending less on the health care costs of municipal employees, our cities and towns will be able to retain jobs and allot more funding to necessary services like education and public safety," he said in a statement.

Last night, as union leaders lobbied against the plan, DeLeo offered two concessions intended to shore up support from wavering legislators.

The first concession gives public employees 30 days to discuss changes to their health plans with local officials, instead of allowing the officials to act without any input from union members. But local officials would still, at the end of that period, be able to impose their changes unilaterally.

Who's the best Mom?

In honor of Mother's Day, challenge yourself to match up this list of famous TV mothers with their offspring. Some are role models of excellent parent-child relationships. Others, not so much:

- | | |
|---|------------------------------------|
| 1. Kitty Foreman (That 70s Show) | a. Buffy, Dawn |
| 2. Marion Cunningham (Happy Days) | b. Kevin, Karen, Wayne |
| 3. Jill Taylor (Home Improvement) | c. Angela, Danielle |
| 4. Debra Barone (Everybody Loves Raymond) | d. Richie, Joanie |
| 5. Patricia Chase (My So-Called Life) | e. Brad, Randy, Mark |
| 6. Joyce Summers (Buffy the Vampire Slayer) | f. Alex, Mallory, Jennifer, Andrew |
| 7. Nancy Botwin (Weeds) | g. Eric, Laurie |
| 8. Norma Arnold (The Wonder Years) | h. Fiona, Grace |
| 9. Jackie Peyton (Nurse Jackie) | i. Silas, Shane |
| 10. Elyse Keaton (Family Ties) | j. Michael, Geoffrey, Ally |

Answers: 1 (g); 2 (d); 3 (e); 4 (j); 5 (c); 6 (a); 7 (i); 8 (b); 9 (h); 10 (f)

On Memorial Day, remember these battles

Memorial Day is a time to remember those brave men and women who sacrificed their lives in defense of their country. It began as a day of remembrance for soldiers of the Civil War, then was extended after World War I to include those who served in all of America's wars.

As you stand in silence or lay a wreath, consider the price we paid for victory in these historic battles that, each in its own way, shaped the nation:

- **Trenton (1776).** George Washington defeated Hessian forces by crossing the Delaware for the first major victory in the Revolutionary War.
- **The Alamo (1836).** Approximately 150 Texas settlers held off a Mexican force of 1,500 troops, enduring a 13-day siege before being overwhelmed. Though the Alamo fell, the defeat caught the attention of the nation and inspired many to join the revolution there.
- **Gettysburg (1863).** Union forces in a three-day battle with the Confederate Army halted the South's invasion of the North during the U.S. Civil War.
- **Midway (1942).** The U.S. Navy decisively defeated the Imperial Japanese Navy in a battle that weakened the Japanese fleet's ability to undertake a further major offensive against the United States.
- **D-Day (1944).** Allied Forces landed in Normandy, France, in the largest amphibious invasion in history.

Bernie Sanders on The Ten Worst Corporate Tax Avoiders: **It's Time for Them to Pay up and Share the Sacrifice**

The following is a news release from the office of Sen. Bernie Sanders (Vermont-I)

While hard working Americans fill out their income tax returns this tax season, General Electric and other giant profitable corporations are avoiding U.S. taxes altogether.

With Congress returning to Capitol Hill on Monday to debate steep spending cuts, Sen. Bernie Sanders (I-Vt.) said the wealthiest Americans and most profitable corporations must do their share to help bring down our record-breaking deficit.

Sanders renewed his call for shared sacrifice after it was reported that General Electric and other major corporations paid no U.S. taxes after posting huge profits. Sanders said it is grossly unfair for congressional Republicans to propose major cuts to Head Start, Pell Grants, the Social Security Administration, nutrition grants for pregnant low-income women and the Environmental Protection Agency while ignoring the reality that some of the most profitable corporations pay nothing or almost nothing in federal income taxes.

Sanders compiled a list of some of some of the 10 worst corporate income tax avoiders:

- 1) *Exxon Mobil made \$19 billion in profits in 2009. Exxon not only paid no federal income taxes, it actually received a \$156 million rebate from the IRS, according to its SEC filings.*
- 2) *Bank of America received a \$1.9 billion tax refund from the IRS last year, although it made \$4.4 billion in profits and received a bailout from the Federal Reserve and the Treasury Department of nearly \$1 trillion.*
- 3) *Over the past five years, while General Electric made \$26 billion in profits in the United States, it received a \$4.1 billion refund from the IRS.*
- 4) *Chevron received a \$19 million refund from the IRS last year after it made \$10 billion in profits in 2009.*
- 5) *Boeing, which received a \$30 billion contract from the Pentagon to build 179 airborne tankers, got a \$124 million refund from the IRS last year.*
- 6) *Valero Energy, the 25th largest company in America with \$68 billion in sales last year received a \$157 million tax refund check from the IRS and, over the past three years, it received a \$134 million tax break from the oil and gas manufacturing tax deduction.*
- 7) *Goldman Sachs in 2008 only paid 1.1 percent of its income in taxes even though it earned a profit of \$2.3 billion and received an almost \$800 billion from the Federal Reserve and U.S. Treasury Department.*
- 8) *Citigroup last year made more than \$4 billion in profits but paid no federal income taxes. It received a \$2.5 trillion bailout from the Federal Reserve and U.S. Treasury.*
- 9) *ConocoPhillips, the fifth largest oil company in the United States, made \$16 billion in profits from 2007 through 2009, but received \$451 million in tax breaks through the oil and gas manufacturing deduction.*
- 10) *Over the past five years, Carnival Cruise Lines made more than \$11 billion in profits, but its federal income tax rate during those years was just 1.1 percent.*

Sanders has called for closing corporate tax loopholes and eliminating tax breaks for oil and gas companies. He also introduced legislation to impose a 5.4 percent surtax on millionaires that would yield up to \$50 billion a year. The senator has said that spending cuts must be paired with new revenue so the federal budget is not balanced solely on the backs of working families.

"We have a deficit problem. It has to be addressed," Sanders said, "but it cannot be addressed on the backs of the sick, the elderly, the poor, young people, the most vulnerable in this country. The wealthiest people and the largest corporations in this country have got to contribute. We've got to talk about shared sacrifice."

May 2011

Monthly

ALS Awareness Month. Commonly known as “Lou Gehrig's Disease,” amyotrophic lateral sclerosis (ALS) is a progressive neurodegenerative disease that affects nerve cells in the brain and the spinal cord, eventually leading to death. For information on fighting this disease,

Asian Pacific American Heritage Month. This month honors the contributions of Asian Pacific Americans. May was chosen to commemorate the immigration of the first Japanese to the United States on May 7, 1843, and to mark the anniversary of the completion of the transcontinental railroad by Chinese immigrants on May 10, 1869.

Jewish American Heritage Month. This annual recognition of Jewish American achievements and celebration of Jewish American contributions to the United States was signed into law by President George W. Bush in 2006.

National Mental Health Month. Established in 1949 to raise awareness for the treatment for mental illnesses, to promote health and wellness in homes, communities, and schools, and to dispel misunderstandings about the nature of the disease.

National Youth Traffic Safety Month. According to NHTSA data, eight out of the 10 deadliest days for youth on our nation's highways fall from May through August. Every May, young people nationwide engage in peer-to-peer education efforts to save lives and prevent injuries.

Weekly

Drinking Water Week, May 1-7. We often take water for granted—until we're thirsty and it's not available. For more than 30 years, the American Water Works Association and its members have celebrated Drink-ing Water Week—a unique opportunity for both water professionals and the communities they serve to join together to recognize the vital role water plays in our daily lives.

National Nurses Week, May 6-12. Often described as both an art and a science, the nursing profession embraces dedicated people with varied interests, strengths, and passions. National Nurses Week is celebrated annually from May 6, also known as National Nurses Day, through May 12, the birthday of Florence Nightingale, the founder of modern nursing.

Reading is Fun Week, May 8-14. Sponsored by Reading is Fundamental to highlight the joy of reading and remind everyone that reading is fun and can be enjoyed every day.

National Safe Boating Week, May 21-27. As the boating season kicks in, focus on keeping your family and friends safe whenever you're on the water.

Daily

May Day, May 1. Traditional celebration of springtime.

Star Wars Day, May 4. Unofficial celebration of the Star Wars movies, based on a bad pun: “May the fourth be with you.”

Cinco de Mayo, May 5. Celebration of the day Mexican troops defeated invading French forces in 1862.

Mother's Day, May 8. The second Sunday of May, honoring all mothers.

Armed Forces Day, May 21. Pay tribute to the men and women who volunteer their lives for the security of the nation.

Memorial Day, May 30. A day to honor the men and women who have died in battle, and to pray for peace in the future.