

UPDATE

URGENT LEGISLATIVE ACTION REQUEST

Your brothers and sisters working in the Massachusetts Department of Youth Services need your help.

As you may know, our DYS members are subjected to vicious attacks by the young men and women in their custody on a regular basis.

Incredibly, DYS management refuses to take the lead in pressing criminal charges against these attackers, leaving the decision to prosecute to the individual staff member. If a staff member decides to press charges, he or she must do so as a private citizen with no support from the department. In fact, in many cases, the department fails to cooperate with law enforcement in the prosecution of the individuals who assault our brothers and sisters.

State Representative Thomas G. Moran has filed **amendment # 326** to the proposed House FY13 budget that would require the department to report assaults to the appropriate law enforcement officials and cooperate with any ensuing investigation. The amendment also protects the privacy of our members by preventing the release of their home address and other personal information.

Please contact your state representatives now and ask them to support amendment #326.

AFSCME members can identify and contact their state representatives directly through the Council 93 website member center at <http://www.afscmecouncil93.org/?l=activist>. Those who have not yet registered as a member will be required to complete a simple and brief registration before proceeding.

You can also call your state representative through the main number at the State House at 617-722-2000.

We ask that members **call and email** their state representatives and please remember that at this time, we are **focusing only on state representatives**. We will ask you to contact your state senators at a later date. Any questions can be directed to Jim Durkin at 617-367-6012 or by emailing Jim at jdurkin@afscmecouncil93.org.



LULA training in Mansfield, MA, April 27 - 29, 2012
Local 1067 had 5 members attend this training. Julie Curtis, James Kefalas, Marsha Arroyo, Tony Torres, and Marie Griffin. Along with the week-end training they also helped with a video that is going to be shown at the International Convention. Julie also sang a solo for the video. Thanks to all that gave up there weekend to attend.



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* (mcarlopolo@Berkshire.rr.com)
- Berkshire Community College - 413-329-4927
- *Thomasine Corbett* (Tcorbett@necc.mass.edu)
- Northern Essex Community College - 978-556-3763

Important Announcement From

**Charles Wall, President
Massasoit Community College**



I want to let you know that both Vice President **Peter Akeke** and Vice President **Betty Ann Learned** have announced their retirements effective this June 30. Peter, an alumnus of Massasoit, started in the fall of 2001 as Director of Human Resources and later was given the title and responsibilities of Vice President of Human Resources. Betty Ann came to the College as Vice President of Administration/CFO in the winter of 2007 after service with state agencies and at Springfield Technical Community College. While I and we will have more to say about each in the weeks ahead, it is clear that both will be sorely missed.

I have started preparations for the search processes for each position, and more information will be forthcoming.

Charlie Wall

**Charles Wall
President
Massasoit Community College**

House Passes \$32.4 Billion Budget in Three Days, Budget Debate Headed to Senate

The House's budget passed without any changes to the tax code, virtually ensuring that a budget proposal that reaches Gov. Deval Patrick's desk will include no new taxes or fees. The House spending plan does embrace a delay in a \$45 million business tax break promised in a 2008 corporate tax law. The plan now heads to the Senate which will build its own plan in time for consideration the week before Memorial Day. Click the headline to check out Massachusetts Budget and Policy Center's "Budget Monitor", which analyzes each version of the state budget as it is proposed.

April, Council 93 Executive Board Meeting held in Portland, Maine.

The training that was held at the Council 93 Executive board Meeting was more informative than I had thought it was going to be. It was a training session on Social Media, but the way in which the training was delivered was excellent. It showed us how thru grouping similar people together and then adding further criteria to expand your team that you end up with a very unique group dynamic. After forming each team we were given a problem to solve and then report out a plan to get members active involved and try to resolve the problem. Our group consisted of new union members and seasoned union members, of all age groups and different work sectors as well.

Group dynamics is an excellent way to learn group diversity. You can see similarities and challenges that are prevalent in every local. Most often there is usually a core group of members that stand out and lead. They lead so that they can achieve a common goal for everyone within the Union. What is forgotten today is that every single member that we represent makes up our local, it is not just one leader, we are part of a family of brothers and sisters and we should be looking out for one another. The other important fact of group dynamics that I learned was that it is alright to disagree and have different perceptions or even ideas. You must however collectively come to an understanding that is acceptable to all. We also need to be respectful of each other's opinions and beliefs. So putting aside Facebook, Twitter and other technologies for communications, I took away from this training how different we all are but how we all want the same thing and that is mutual respect. That to me is what solidarity is all about.

FSU campus police make case to carry guns

By Scott O'Connell/Daily News staff MetroWest Daily News Posted Apr 19, 2012 @ 01:20 AM FRAMINGHAM —

Audience members at a campus forum yesterday on arming Framingham State University police were split on the issue, despite claims it could save lives in the event of a school shooting.

"Your campus is in a pre-Columbine situation," Framingham Deputy Police Chief Craig Davis told the roughly 50 people at the McCarthy College Center, referring to the 1999 high school shootings. "Response (time) is key — that's really what this is all about." The university's Board of Trustees is expected to decide this spring whether to grant a campus police request for guns, capping a nearly five-year process motivated in part by the Virginia Tech massacre in 2007. University Police Chief Brad Medeiros wants to have officers armed in time for the start of fall semester.

Some students at yesterday's forum supported the move, saying it would allow police to respond faster to calls involving firearms. Campus police currently defer to Framingham Police in those situations.

People shouldn't be lulled into a false sense of security by the fact that weapons incidents are rare on campus, freshman Anthony Spinelli said.

"This could be the quietest campus in the country — the threat is still there," he said. "You're going to wish you had given (campus police) that power."

Other students questioned whether arming campus police would make the university safer. Referencing a 2009 incident in which Framingham Police were called in for reports of two armed suspects who ended up being film students with prop guns, sophomore Shanay Walker asked whether university cops, had they been armed at the time, would have fired at them, mistaking them for actual shooters.

Senior Geoff O'Donnell called the campus police's proposal a "Band-Aid" solution to school gun violence.

"I don't feel like arming campus police is addressing the core problem of campus shootings," he said. "I think there needs to be more focus on creating a harmonious community at Framingham State."

Davis admitted giving firearms to university cops wouldn't prevent shootings on campus, but it would save critical time in those situations by allowing officers who know the campus more intimately than town police to respond immediately.

One of the main criticisms of the handling of the Columbine incident, for example, was police's decision to set up a perimeter and wait for backup, which allowed the shooters to kill more victims, he said.

Medeiros also dismissed concerns that arming campus police would change the relationship between the department and the campus community.

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Medeiros also dismissed concerns that arming campus police would change the relationship between the department and the campus community.

"I pledge to you today that you're not going to see an armed bunch of cops with an attitude," he said. "We aim to do nothing but provide a professional service."

The campus Police Department earned state certification in January, one of the preconditions of arming officers recommended by the Board of Trustees when the issue first came up in 2008. University cops have also agreed to undergo psychological evaluations and take annual firearms training if they are allowed to carry guns.

"We're only going to arm police officers who are trained, tested and certified," Medeiros said.

The Board of Trustees is scheduled to address the topic at its next meeting on May 1.

Important Grievance Time Frames

A. Initial Filing:

A grievant shall institute the grievance procedure of this Article by filing with his/her Chief Human Resources Officer during the term of this Agreement a written notice that a grievance exists. Such notice must be filed on the grievance form attached as Appendix H. *No such notice may be filed more than **ten (10) days** from the date of the occurrence of the event or the date on which the unit member had reasonable knowledge of the event or conditions upon which the grievance is based.*

Within three (3) days after receipt of the grievance, the Chief Human Resources Officer shall decide whether to accept said grievance at Step II of the grievance procedure or to remand the grievance to the Step I.

If the Chief Human Resources Officer decides to remand the grievance to Step I of the grievance procedure, then, *within two (2) days after the conclusion of the three-day decision period*, the Chief Human Resources Officer shall notify the Department Head and the grievant of his/her decision to remand the grievance and shall transmit to the Department Head the grievance form and any other materials related to the grievance.

Notwithstanding the above, any grievance *concerning the termination of the employment of a unit member shall be forwarded to Step III*. In addition, unless mutually agreed otherwise, the Union may initiate arbitration of all termination cases which have been filed at Step IV and *which have not been heard or scheduled within a ninety (90) day time frame from date filed*.

B. Step I: Department Head (remand only)

If a grievance is remanded to Step I of the grievance procedure by the Chief Human Resources Officer, then, within five (5) days after receipt by the Department Head, said Department Head shall meet with the grievant and attempt to resolve the grievance. If, after such meeting, the grievant and Department Head fail to agree upon a resolution of the grievance, the Department Head shall render a written decision within ten days of the said meeting.

C. Step II: Chief Human Resources Officer

Within five (5) days after the expiration of the final time period provided for in Step I, a grievant may elect to proceed to Step II of the grievance procedure.

Within five (5) days of either the decision of the Chief Human Resources Officer to retain jurisdiction of a grievance originally filed with said Chief Human Resources Officer, or receipt of a Step II grievance, *he/she shall arrange to meet with the grievant*.

If the grievance is not resolved as a result of such meeting, then within ten (10) days of said meeting the Chief Human Resources Officer shall respond in writing.

Said response shall include whether the grievance alleges that a specific provision of the Agreement has been breached, whether the grievance has been filed in a timely manner; and, whether the Agreement has been breached in application to the grievant.

D. Step III: Chief Executive Officer of the Campus or Designee.

If the grievant elects to proceed to this Step, *then within seven (7) days of receipt of the Step II decision*, he/she shall send a notice of his/her appeal to the CEO. The CEO shall meet or arrange to meet *within (5) days* with the grievant for review of the grievance (such arranged date not to delay the meeting more than fourteen (14) days) and shall render a written decision within ten (10) days of the date of the meeting. Although new violations may be identified at this level, *no further issues or contract violations may be added subsequent to the close of the hearing at Step III.*

E. Step IV. Chancellor of the Board of Higher Education.

If the grievant elects to proceed to this Step, then *within ten (10) days of receipt of the Step III decision* he/she shall send notice of his/her election to proceed to Step IV to the Chancellor or his designee, a copy of which shall be sent to the CEO of the College.

The Chancellor shall refer all such Step IV grievances received to the Board of Higher Education Grievance Review Committee (hereinafter The Review Committee). The Review Committee shall be comprised of five (5) members as follows: one member, who shall be the Chairperson of the Committee, shall be from the staff of the Board of Higher Education and shall be appointed by the Chancellor; one member shall be an excluded administrator from the Community Colleges who shall be appointed by the Chancellor; one member shall be an excluded administrator from the State Colleges who shall be appointed by the Chancellor; one member shall be from the staff of A.F.S.C.M.E., appointed by the Union; and, one member shall be a Union official appointed by the Union. Members of the Review Committee shall not have fixed terms and shall serve at the pleasure of the Chancellor or the Union, respectively.



"You see, Dr. King understood that it is organizing that makes us most human. He knew that when we use our social nature to lift each other up, we express our full humanity. We don't realize our potential in life the way corporate America and their media tells us -- not by pushing others aside or crawling over anyone else's back or kissing somebody's a**, but by linking arms and lifting everyone, everyone's family, everyone's kids, everyone's standard of living. And so today, my brothers and sisters, we are confronted by his memory. We are called by his struggle. We are challenged by his sacrifice."

"They have waged class war on us. It is time for our class to fight back. It's time for us to reach out to one another to fight for the right to organize, to fight corporations that would fight us, to demand that trade agreements protect workers and workers' rights, children, our environment, and our quality of life, and to fight for human dignity."

Stewart Acuff

House backs \$32.3B Mass. budget; Senate is next

By Associated Press Thursday, April 26, 2012

House lawmakers passed and sent to the Senate a \$32.3 billion state budget after approving an amendment that tightens restrictions on the use of electronic benefits cards by welfare recipients.

The budget for the fiscal year starting July 1 won final passage at around midnight on a 150-4 vote following three days of debate. It calls for no new taxes or fees but seeks about \$790 million in one-time revenues, including a \$400 million withdrawal from the state's "Rainy Day" fund.

House Speaker Robert DeLeo called the spending plan "a very fiscally responsible budget."

"It's just another follow-up to the good news that we received this year about our bond rating increase," he told reporters Thursday.

One of the House's final actions before passing the bill was approval late Wednesday of an amendment targeting abuse of Electronic Benefit Transfer (EBT) cards, which work much like debit cards for people who receive welfare assistance from the state.

The measure would add several items to the list of purchases that could not be made with the cards, including firearms, cosmetics, professional services other than medical care, strip clubs, travel services, health clubs, tattoo parlors, jewelry, gambling, payment of restitution or bail, and gambling. EBT cards are already prohibited for alcohol, lottery tickets and tobacco purchases in Massachusetts.

Lawmakers added some exceptions to the original proposed restrictions. For example, the ban on cosmetics would not include personal hygiene items such as shampoo, deodorant and toothpaste; the ban on travel services would not include travel due to a death in the family or other emergency.

The measure would also increase penalties for trafficking of EBT cards, calling for jail sentences of up to 3 years and fines of up to \$10,000 for the illegal sale or purchase of the cards.

DeLeo said the restrictions are intended to ensure the system "serves the most in need."

Critics of the changes said they went too far and amounted to an attack on poor people, the vast majority of whom they said use their benefits responsibly.

Gov. Deval Patrick on Thursday did not commit to signing the EBT changes, saying he would wait and see what emerges after the budget goes through the Senate. But he suggested the amendment was really a "veiled debate" over whether to provide benefits at all to low-income people.

"The program is important," Patrick said during his monthly "Ask the Governor" show on WTKK-FM. "It's a way forward for the most vulnerable folks to help them with housing, with what they need to do to get a job, to educate their kids."

Patrick, who noted his own experience with welfare as a child growing up in Chicago, added that his administration has already recovered millions through an aggressive crackdown on welfare fraud.

The House did not consider other proposed EBT restrictions, including a ban on out-of-state sales or a prohibition on using the cards to extract cash from ATM machines. The amendment would create a special commission to examine a possible ban on ATM withdrawals, though Patrick expressed doubt that a so-called "cashless" EBT system would work.

House Ways and Means Committee Chairman Brian Dempsey, D-Haverhill, said the amendments approved during this week's debate added about \$59 million to the House plan after federal reimbursements are factored in, putting it slightly above Gov. Deval Patrick's plan.

Dempsey said the added spending was "a very reasonable adjustment" offset in large part by \$32 million in savings from the state's Commonwealth Care health insurance program and another \$20 million in savings from the retiree trust fund. Democratic leaders negotiated many of the details of proposed budget amendments behind closed doors before allowing them to be debated on the floor.

Dempsey defended that process, saying it allowed House leaders to meet with members on one topic when the main budget debate continued on another.

"It's really about logistics," he said. "It's very difficult to have a debate in the House chamber when you have 30 or 40 folks who are interested in talking about a particular issue."

Often, however, there was little or no debate in the chamber while the closed-door sessions were taking place.

Lawmakers also turned aside several Republican-backed amendments, including one that would have rolled back the state sales tax from 6.25 percent to five percent in three stages beginning July 1, 2013. Also rejected overwhelmingly was a proposal to charge inmates at county jails a \$5 a day fee.

The budget increases state aid to public school districts by \$164 million and calls for greater coordination among the state's 15 community colleges.

The spending blueprint backs Patrick's proposal to close a state psychiatric hospital in Taunton and move most patients to a new facility in Worcester, but lawmakers also called for the state to provide for 30 new inpatient mental health beds in southeastern Massachusetts.

Framingham State aims to slow pace of growth

By Jaclyn Reiss

After experiencing surging enrollment for several years, Framingham State University is limiting the annual increase in its overall undergraduate enrollment to 2 percent this September and planning to build a new \$42 million, 350-bed dormitory by 2015 to help deal with growing demand for on-campus housing.

Dale Hamel, the university executive vice president, said the limit on the increase in the number of students comes after the university has seen enrollment hikes of 12 percent each year in the past two years, up from 4 percent four years ago.

Hamel said the enrollment increase, the largest of any of the nine schools in the state university system, comes as students seek less expensive higher education options in the face of economic difficulty. He added that Framingham State offers a beautiful campus close to Boston, a low faculty-to-student ratio, and high job and internship placement rates.

“Students who historically considered smaller private institutions in the Commonwealth are now coming to Framingham State as their first choice,” Hamel said. Although the proposed dorm, part of the university’s five-year capital master plan, is slated to hold 350 beds, 250 of those will serve relocated students displaced from O’Connor Hall, which is projected to become classrooms and faculty offices, meaning the new dorm will add 100 extra beds. In addition to the dorm, the school is proposing to build an \$18 million garage by 2014 on top of the parking lot near the intersection of Maynard Road and Church Street, which would add 300 spaces to the existing 500 spots.

Even though the school plans to limit enrollment growth to 2 percent per year for the next five years.

That limit would reduce the incoming freshmen class size and make the university more selective, demand for on-campus housing continues to rise at a consistent rate, Hamel said.

Editorial: Generous gifts will benefit Valley community

The Eagle Tribune Thu Apr 19, 2012, 10:19 AM EDT

Recent generous donations made by local families will help improve the lives of all who live in the Merrimack Valley.

The gifts debunk the lie that those who are financially successful are members of a greedy “1 percent” bent on enriching themselves at the expense of others. Throughout American history, the wealthy and successful have used portions of their fortunes to better the lives of all.

Among these gifts is \$1 million given to Northern Essex Community College by a foundation established by engineer and entrepreneur Ibrahim El-Hefni, who died in 2005. El-Hefni arrived in the United States from Egypt in the 1960s and established his business, Microwave Research Company, in the basement of his North Andover home.

Members of his family were on hand in Lawrence for the groundbreaking for the El-Hefni Health and Technological Center, a \$27.4 million project being constructed at the site of the former InTown Mall. The center, scheduled to open in 2013, will house the majority of the college’s 17 health care certificate and associate degree programs.

“This building will revitalize downtown Lawrence, bringing more students to the city and preparing more residents for jobs in high-demand health-care fields,” Northern Essex President Lane Glenn said. One-third of the community college’s 1,048 graduates last year were in the health field.

In Andover, the family of a descendant of one of history’s more famous industrialists has given \$1 million toward an expansion of the Andover/North Andover YMCA.

The donation comes from Rosalyn Wood, widow of Cornelius Ayer Wood Jr., who died in 2005. He was the grandson of textile magnate William M. Wood, who built the American Woolen empire in the early 20th century that made him one of the wealthiest men in the world at the time.

Her donation, to be made over the next five years, will be used to help build the proposed Active Living Center for Older Adults, aimed at serving the physical and nutritional needs for older adult YMCA members, and other seniors in the community.

“In many communities, seniors get overlooked,” Wood said. “I am happy to help ensure that never happens in the Merrimack Valley, with great organizations like the YMCA.”

Finally, a more modest donation has been made by an anonymous family to support the construction of playgrounds in Andover. The unnamed Andover family gave \$50,000 to build a playground at the town’s future youth sports field complex on Blanchard Street. The complex will include three baseball fields and one collegiate-sized soccer field that can be split into three smaller fields.

The family that made the donation hopes the playground will turn the complex into more of a community space.

“I think the donation is incredibly generous,” said Carl Grygiel, vice president of the Andover Soccer Association. “Putting a playground there means the neighbors, who may never play soccer or Little League, have a reason to go to that space.”

What comes from each of these generous donations — the college’s medical teaching center, the YMCA facility, the playground — will enhance the civic life of the Merrimack Valley. The gifts reveal the strong community spirit of their donors.

We are grateful to live in a community that has such public spirited individuals in it. We thank them for their gifts and hope that the facilities they make possible are put to good use.