

# UPDATE



November 2013



## Thank You!



There are simply no words to express my heart-felt thanks for the sympathy you have extended toward my family during this time of loss. I know it couldn't have been easy and I really appreciate your understanding.

## Thanksgiving Day in United States



Thanksgiving Day has been an annual holiday in the United States since 1863. Not everyone sees Thanksgiving Day as a cause for celebration. Each year since 1970, a group of Native Americans and their supporters have staged a protest for a National Day of Mourning at Plymouth Rock in Plymouth, Massachusetts on Thanksgiving Day. American Indian Heritage Day is also observed at this time of the year.

There are claims that the first Thanksgiving Day was held in the city of El Paso, Texas in 1598. Another early event was held in 1619 in the Virginia Colony. Many people trace the origins of the modern Thanksgiving Day to the harvest celebration that the Pilgrims held in Plymouth, Massachusetts in 1621. However, their first true thanksgiving was in 1623, when they gave thanks for rain that ended a drought. These early thanksgivings took the form of a special church service, rather than a feast.

In the second half of the 1600s, thanksgivings after the harvest became more common and started to become annual events. However, it was celebrated on different days in different communities and in some places there were more than one thanksgiving each year. George Washington, the first president of the United States, proclaimed the first national Thanksgiving Day in 1789.

## Important Notice

It is once again time for the Local to sit down and bargain our agreement with the Board of Higher Education. This process will start early in 2014. We are asking our members to submit all items that they would like us to request to submit it to us by the end of November so we can put them all together and hand them all to the negotiation team when that committee is formed and put together.

Thank You.  
Kevin Hanley

Daylight Saving Ends  
Nov 3  
2013 Elections in  
Massachusetts  
Nov 5  
Veterans Day  
Nov 11  
Thanksgiving Day  
Nov 28



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Let us not seek the Republican answer or the Democratic answer, but the right answer. Let us not seek to fix the blame for the past. Let us accept our own responsibility for the future.

(John F. Kennedy)



It was at 11am on November 11, 1918 that a temporary peace, or armistice, was signed and the fighting during World War I came to an end. A year later President Woodrow Wilson announced that November 11th would be called Armistice Day in the United States.

In 1938 Armistice Day became a national federal holiday. It was a day dedicated to world peace and held in honor of the veterans of World War I.

In 1954 Congress decided to change the day to Veteran's Day. This was because they wanted to honor the veterans of all wars including World War II and the Korean War.

There were a few more changes to the day. In 1968 the day was moved to the fourth Monday of November. However, it was later changed back to November 11th in 1978 by President Gerald Ford.



Daylight Saving Ends Nov 3, 2013 Turn clocks back and change the batteries in alarms

## November 2013 Events

American Diabetes Month  
 Epilepsy Awareness Month  
 National AIDS Awareness Month  
 National American Indian Heritage Month  
 National Long Term Care Awareness Month

- 1 - All Saints' Day (Christian, Roman Catholic)
- 1 - Dia de los Muertos "Day of the Dead" (Mexico, Latin America)
- 2 - All Souls' Day (Roman Catholic)
- 3 - Diwali (Buddhist, Hindu)
- 4 - Daylight Saving Time ends (United States)**
- 5 - 12/3 - Al Hijra - Muslim New Year

- 11 - **Veteran's Day** (United States)
- 12 - Birthday of Baha'u'llah (Baha'i)
- 14 - Ashura (Islamic, Muslim)
- 27 - December 5 - Hanukkah\* (Jewish)
- 28 - **Thanksgiving** (United States)

## HIGHER ED TRENDS | Fewer people view college education as part of 'American Dream'

In 1986, a full 68 percent of Americans said that they viewed going to college as a big part of the American Dream. Today, according to a new poll, 52 percent do. This was one of the findings in a major new Washington Post-Miller Center Poll that looked at how Americans have changed how they define success in America and how they view the country's future. The results are sobering.

## **WEINGARTEN RIGHTS**

Weingarten rights guarantee an employee the right to Union representation during an investigatory interview. These rights, established by the Supreme Court, in 1975 in the case of J'. Weingarten Inc., must be claimed by the employee. The supervisor has no obligation to inform an employee that s/he is entitled to Union representation.

### ***What is an Investigatory Interview?***

An investigatory interview is one in which a Supervisor questions an employee to obtain information which could be used as a basis for discipline or asks an employee to defend his/her conduct. If an employee has a reasonable belief that discipline or discharge may result from what s/he says, the employee has the right to request Union representation.

### ***Examples of such an interview are:***

The interview is part of the employer's disciplinary procedure or is a component of the employer's procedure for determining whether discipline will be imposed.

The purpose of the interview is to investigate an employee's performance where discipline, demotion or other adverse consequences to the employee's job status or working conditions are a possible result.

The purpose of the interview is to elicit facts from the employee to support disciplinary action that is probable or that is being considered, or to obtain admissions of misconduct or other evidence to support a disciplinary decision already made. The employee is required to explain his/her conduct, or defend it during the interview, or is compelled to answer questions or give evidence.

It is an obligation of the Union to educate bargaining unit employees about their Weingarten rights BEFORE an occasion to use them arises. An employee must state to the employer that he/she wants a Union representative present; the employer has no obligation to ask: the employee if she/he wants a representative.

Weingarten Rules

### ***When an investigatory interview occurs, the following rules apply:***

Rule 1 - The employee must make a clear request for Union representation before or during the interview. The employee can't be punished for making this request.

Rule 2 - After the employee makes the request, the supervisor has 3 options. S/he may either:

Grant the request and delay the interview until the Union representative arrives and has a chance to consult privately with the employee: or

Deny the request and end the interview immediately; or

Give the employee a Choice of: 1)having the interview without representation or 2) ending the interview

Rule 3 - If the supervisor denies the request and continues to ask questions, this is an unfair labor practice and the employee has a right to refuse to answer. The employee cannot be disciplined for such refusal but is required to sit there until the supervisor terminates the interview. Leaving before this happens may constitute punishable insubordination.

Union Representative's Rights Under Weingarten

### ***You are not required to merely be 'silent witness'. You have the right to:***

be informed by the supervisor of the subject matter of the interview

take the employee aside for a private conference before questioning begins

speak during the interview

request that the supervisor clarify a question so that what is being asked is understood

give employee advice on how to answer a question

provide additional information to the supervisor at the end of the questioning.

You do not have the right to tell the employee not to answer nor, obviously, to give false answers. An employee can be disciplined for refusing to answer questions.

### ***A standard statement to suggest to members is:***

"If this discussion could in any way lead to my being disciplined or discharged, request that my Union representative be present at the meeting. Without representation, I choose not to answer any questions."

The employer will be ordered to cease and desist and to post a notice. Discipline that is imposed for insisting on

Weingarten rights will be overturned. Discipline will not be overturned if the discipline was for reasons other than insistence on Weingarten rights. Although information gained by the Employer from the employee in a meeting during which a breach of Weingarten rights occurred, may be excluded from a hearing on the matter.

### ***An employee has NO right to the presence of a Union representative where:***

The meeting is merely for the purpose of conveying work instructions, training, or communicating needed corrections in the employee's work techniques.

The employee is assured by the employer prior to the interview that no discipline or employment consequences can result from the interview.

The employer has reached a final decision to impose certain discipline on the employee prior to the interview, and the purpose of the interview is to inform the employee of the discipline or to impose it.

Any conversation or discussion about the previously determined discipline which is initiated by the employee and without employer encouragement or instigation after the employee is informed of the action.

*Even in the above four (4) circumstances, the employee can still ask for representation. Most employers will permit a representative to attend even when not required to.*

## **CAPE COD CC | Sample cuisine from the Cape Cod Community College's future chefs**

For those looking to sample a delightful dish without putting a dent in your wallet, look no further than Cape Cod Community College in West Barnstable. There, students enrolled in the Hospitality Management and Culinary Arts program, are whipping up some divine offerings each Thursday afternoon for the Zammer Luncheon Series.

## **BRISTOL CC | Simulated shooting at BCC downtown campus**

Students, faculty and staff at BCC's downtown sites spent part of Thursday preparing for something they hope will never happen: a school shooting. Members of the New Bedford Police Department and Bristol Community College's campus police held an "active shooter" drill for staff and a "lockdown and shelter" drill for faculty and students. The administration's goal is to create safer schools at all of BCC's campus locations.

## **BUNKER HILL CC | Bunker Hill Community College Earns Prestigious \$2 Million Federal Grant**

Bunker Hill Community College (BHCC) is one of just 39 colleges and universities across the country to receive a U.S. Department of Education Title III grant under the Strengthening Institutions Program. The \$2,232,943 grant over five years will enhance a major initiative at the College that employs both technology and personal attention to promote student success in educational, career and life goals. Just one other institution of higher education in Massachusetts was among the recipients.

## **CAPE COD CC | Cape's Cod's "memory" gets an upgrade**

The long-awaited completion of the expanded William Brewster Nickerson Cape Cod History Archives was celebrated in a well-attended dedication ceremony Oct. 9 at Cape Cod Community College. The project, located in the Wilkins Library on the college's West Barnstable campus, has been years in the making and after seeing the finished product, everyone in attendance agreed that the wait was well worth it. Featuring more than double the space – triple if one includes the climate-controlled archival storage area – the renovated facility is bright and open with state-of-the-art work stations. The space is designed to serve as a research center and can double as a classroom.

## **FRAMINGHAM STATE U | Framingham State students protest government shutdown**

A handful of Framingham State University students on Thursday staged a protest over the federal shutdown, urging fellow students to tell their lawmakers on Capitol Hill to end the standoff.

## **HOLYOKE CC / SPRINGFIELD TECH CC | Springfield Technical Community College and Holyoke Community College sign articulation agreement**

Springfield Technical Community College and Holyoke Community College signed an articulation agreement recently which will benefit students transferring from Holyoke's medical billing certificate program to Springfield's medical coding and billing specialist associate degree program.

## **MULTIPLE CAMPUSES | Ed. secretary touts state colleges during Pepperell visit**

On his tour of Varnum Brook Elementary and North Middlesex Regional High School Tuesday, Education Secretary Matt Malone asked every teacher he met what college they attended. When a fourth consecutive teacher answered with Fitchburg State University, Malone said he should publicly thank the college for providing so many teachers and illustrating one of his main points. The strong programs and affordability of state colleges make them ideal for Massachusetts students, Malone said repeatedly throughout the tour. "The diversity of programs and campuses, the price and the rigor," Malone said when asked why state schools are a good choice. "They're putting folks right from college into careers to grow the economy." He recommended that students interested in science pursue University of Massachusetts Lowell, law students look into University of Massachusetts Dartmouth and aspiring astronauts consider Framingham State University.

## **BRIDGEWATER STATE U | Bridgewater State campus is coming to mid-Cape soon**

Yarmouth selectmen support Bridgewater State University's plan to establish a campus in South Yarmouth, in the building previously occupied by the Laurence C. MacArthur Elementary School; which closed last year as part of the Dennis-Yarmouth Regional School District's restructuring.

## **BERKSHIRE CC | High-tech computer lab boosts Taconic, BCC manufacturing programs**

Workforce training efforts in Berkshire County took a giant leap into the 21st century labor market on Tuesday. Local officials officially unveiled a state-of-the-art computer laboratory at Taconic High School that is designed to provide students with the technical skills that they will need to pursue careers in the growing field of advanced manufacturing.

### **MCLA | Editorial: MCLA's dream come true**

The opening of the Feigenbaum Center for Science and Innovation is an achievement that will pay dividends for the Massachusetts College of Liberal Arts in North Adams for decades to come, and is also a boost for the Berkshires. Science is a growth industry, and the presence of the state of the art science center in the county will provide an incentive for local students to pursue a career in the field and may lead to the emergence of related businesses in the Berkshires as well.

### **FRAMINGHAM STATE U / MASSBAY CC | Framingham State, MassBay offering paid internships to vets**

Framingham State University and MassBay Community College are rolling out a new paid internship program for veterans this semester that could become a model for the rest of the state's higher education system. The \$100,000 pilot, which was included in the state's fiscal 2014 budget, will provide \$76,000 to Framingham State to provide 20 to 30 internships, and \$24,000 to MassBay. Both schools will report the results of their programs to the Joint Committee on Veterans and Federal Affairs in the Legislature in 18 months.

### **FITCHBURG STATE U | Former embattled Worcester housing official fired by Fitchburg State University**

Fitchburg State University Monday fired a grant writer named Jacklyn Sutcivini who had previously been a top Worcester city official and went by the name Jacqueline Vachon-Jackson before she was fired last year. The dismissal came about four hours after the Telegram & Gazette asked whether Ms. Sutcivini was employed by the school, where she was hired as FSU's second grant writer Jan. 6. In a statement, Matthew Bruun, the school's spokesman, said she was "released from her employment as a grant writer effective Monday, Oct. 7."

### **SALEM STATE U | Salem State boosts focus on social media**

When Salem State University went into lockdown recently after a stabbing incident on a campus shuttle bus, sophomore Tyler Carlton was one of the many who turned to social media for the latest updates and information from SSU. He and his classmates are more apt to use Facebook or Twitter, he said, than to check email, search websites or make a phone call. And the university has taken notice.

### **MT. WACHUSETT CC | Devens manufacturing training site opens**

The scissors that cut the ribbon weren't the only product in action at the opening of Mount Wachusett Community College's Manufacturing Workforce Certification Center Friday, as devices at demo booths whirled, buzzed, stretched and inflated around the event. The new center is at the school's Devens campus. College President Daniel Asquino said the school has had a presence in Devens for more than 40 years. Classes were first available there in 1966. The college outgrew the old location, and in 2008 moved to a new location on Jackson Road.

### **NORTHERN ESSEX CC | Honors Experience at NECC a smash hit**

At nearly 15 years old, the Honors Experience — the honors program at Northern Essex Community College — has hit its stride, with more students enrolling in honors classes and graduating from the honors program than ever before. This past spring, a dozen NECC graduates completed the honors program, which, according to English Professor Ginger Hurajt, coordinator of the program, is double the graduates from previous years. "This is good news," Hurajt said. "The program can never be too big."

### **FRAMINGHAM STATE U | FSU professor headed to the Middle East**

Many Americans are aware of the political movements going on in the Middle East right now. But what about the food movements? "There's not a lot of research out there about it," said Framingham State University professor Susan Massad, who this summer received a \$7,000 Fulbright Grant to travel to Palestine later this month to study the region's food distribution system. "I'm really going to be doing some exploration."

### **MCLA | Students noticing upgrades at MCLA**

Biology majors Shannon Lindlau and Lydia Guerrero stood on the third floor of the newly opened \$30 million Feigenbaum Center for Science and Innovation at the Massachusetts College of Liberal Arts. They pressed their foreheads to the glass on the balcony overlooking a few hundred people below gathered for a ribbon-cutting ceremony on the first building built on campus in 40 years.

### **BERKSHIRE CC | Governor Sees Manufacturing 'Renaissance' - iBerkshires.com**

10/04/2013 - Manufacturing's "quiet renaissance" needs to start making more noise, says Gov. Deval Patrick. ... Berkshire Community College President Ellen Kennedy said the governor's support and interest in the role of community colleges made the partnership possible. "This collaboration expand and enhance our ability to train students from high school through college for advanced manufacturing careers," said Patrick. "This pilot program has the potential to transform how manufacturing education is delivered in the 21st century. Berkshire Community College President Ellen Kennedy said the governor's support and interest in the role of community colleges made the partnership possible.

## **CIVIC ENGAGEMENT | Real civics put in action**

Until recently Patricia LeBoeuf had only a vague notion of what “civics” actually entails. “I had to look it up,” the precocious 19-year-old Cape Cod Community College student said, having been invited to be on a panel to explore the civic-minded questions of her parents’ and grandparents’ generation. What happened to civics classes? “It’s weird because I had a good civics education,” she told me as we chitchatted in the basement of the college library. “But I never knew the actual definition. I thought it was just government. But it’s bigger than that. Civics is about being a citizen.

## **VETERANS EDUCATION | Senate OKs bill on vets’ benefits**

Massachusetts veterans are one step closer to extended tax breaks, more accessible benefits and employment opportunities after Thursday’s unanimous vote by the state Senate in support of the VALOR II bill. The bill also would mandate training and certification for veterans’ service officers across the state to better connect veterans to the benefits they deserve, said Rep. Randy Hunt, R-Sandwich, who contributed to the bill.

## **WESTFIELD STATE U | State higher education commissioner blasts Westfield State’s Dobbelle, saying “hard to overstate the damage” he’s done**

The state’s top higher education official said Friday that it is “highly questionable” whether Evan Dobbelle should remain as the president of Westfield State University, accusing him in a letter of “repeated examples of inappropriate behavior,” such as spending public funds on himself and engaging in baseless attacks on public officials. Richard M. Freeland, the state’s higher education commissioner, said “it would be hard to overstate the damage that has been done to the reputation of our public colleges and universities” by the controversy surrounding Dobbelle’s lavish spending, including more than \$200,000 in charges on one university-related credit card over a two-year period.

## **WESTFIELD STATE U | Massachusetts higher ed commissioner: ‘Unacceptable behavior’ of Westfield State President Evan Dobbelle damaging to university and state system**

In his harshest criticism yet, the state’s top higher education official on Friday said the continued reckless behavior of Westfield State University President Evan S. Dobbelle is damaging the university and the state higher education system. “It seems to me highly questionable whether President Dobbelle can or should continue to provide leadership to Westfield State University,” Richard M. Freeland wrote in a letter to the university trustees.

## **HIGHER ED TRENDS | Is Diversity in Higher Education Coming to an End?**

The University of Michigan has long held a belief that diversity in the student population is a key component to advanced learning and prides itself on its historical advances in increasing the number of women and minorities in its student population. History has shown, however, that maintaining diversity can be a challenge, even with the best intentions. In spite of various initiatives, grants and the establishment of a Diversity Council, minority enrollment has fallen by more than 30 percent in its undergraduate and graduate programs. Many are wondering if the banning of affirmative action in state schools has something to do with it.

## **HIGHER ED TRENDS | For more families than ever, cost drives the college search - College Bound - Campus and College News from Boston and Cambridge**

When Danvers High School guidance counselor Joy LeBlanc looks each spring to see where her students are accepted, the list includes many of the nation’s elite private colleges and universities. But now more than ever, cost is dictating where students will end up as many families are choosing schools that offer the best value and not the most prestigious name. “Today, it’s more of an issue than it has been in the past,” LeBlanc said. “We’re seeing an increase in the number of students selecting the state college system over private colleges because of the cost.”

## **HIGHER ED TRENDS | Survey finds board members lack knowledge but see big future for ed tech**

Board members are spending more of their time debating issues such as competency-based learning, online courses and technology in the classroom, but many of them feel unprepared to make strategic decisions about the role of technology in their institutions. The Association of Governing Boards of Universities and Colleges surveyed more than 2,000 board members this spring, finding that 57.6 percent of respondents felt they spent more time discussing how educational technology would impact their institutions than the year before.

## **HIGHER ED TRENDS | U.S. adults rank below average in global survey of basic education skills**

Eight years ago, a national survey on adult literacy offered data on the extent to which Americans — even those with college credentials — were declining in their proficiency to do the basic kinds of reading people use in everyday life. The finding, published just as President Bush and his education secretary, Margaret Spellings, were cranking up a national commission on the state of higher education, was often cited as evidence of the failings of colleges and universities.



# **2013 ANNUAL MEMBERSHIP MEETING**

**TO BE ANNOUNCED  
NEXT WEEK  
NOTICES WILL BE SENT OUT  
E-MAIL**

All member of AFSCME, Local 1067 are welcome to come and ask Questions of their table officers.

**Open Forum**

## **MT. WACHUSETT CC | College to open workforce center**

The new Manufacturing Workforce Certification Center, operated by Mount Wachusett Community College at its Devens campus, will officially open next week. The center has been developed “in response to the local need for a reliable and skilled advanced manufacturing workforce,” according to a press release from the college. The center will offer credit and non-credit training that meets the need of employers through worker training.

## **MT. WACHUSETT CC | MWCC student group raises funds for child advocacy**

LEAD (Let’s Empower, Advocate and Do) is a student-initiated organization founded in the wake of the Sandy Hook Elementary School tragedy. It is also a United Way Youth Venture team powered by Mount Wachusett Community College, a program that empowers youth to make a difference in their school and community. LEAD recently organized the successful 26 Angels benefit at Leominster High School, which raised more than \$1,000 for three child-advocacy organizations. The 26 Angels benefit featured 26 guest speakers, a specialist panel discussion and musical entertainment. The purpose of the 26 Angels benefit was to spread awareness on violence prevention and mental illness and to honor the memory of the Sandy Hook victims.

## **QUINSIGAMOND CC | QCC to kick off 50-year celebration**

When Quinsigamond Community College opened 50 years ago Monday, it could have been mistaken for a program at the College of the Holy Cross. After all, that’s where it was. Quinsigamond Community College’s leaders intended for its first home to be 251 Belmont St., now a grassy site between Skyline and Mary Scano drives. But the building renovations were not done in time, and Holy Cross agreed to let the new school use space on Mount Saint James for a year. Two hundred and seventy-eight students showed up that first semester.

## **MASSASOIT CC | College Jumpstart begins second year**

For the second year in a row, the Plymouth Area Chamber of Commerce is helping Plymouth North and South high school graduates get a leg up on employment. The College Jumpstart Program gives a select group of Plymouth graduates a chance to complete certificate programs, boosting their chances for finding meaningful work. Here’s a rundown on this program that is successfully placing young Plymouth residents in jobs.

## **NORTH SHORE CC | NSCC center provides base for student veterans**

North Shore Community College dedicated a new veterans center at its Ferncroft Road campus yesterday, giving returning veterans their own “bunker,” a safe space that they can call their own. The center, with its couches, lockers, conference room, computer workstations, laptops and snacks will be a place where student veterans and military members can study, relax, figure out which courses they need to take or just connect with others as they parachute from the military, to school to the work place.

## **BRISTOL CC | Chamber, BCC team up for workforce TV show**

To keep the conversation fresh about local workforce training, the Fall River Area Chamber of Commerce and Bristol Community College have joined forces to create a new television show. “Workforce Connection” is a 30-minute program that recently started airing on Fall River Community Media channel 95, 5:30 p.m. on Friday and at various other times throughout the month. Chamber President and CEO Robert Mellion said he aims to illuminate previously little known ways to strengthen workforce development efforts in the region.

## **GREENFIELD CC | More state grants for GCC; will allow for expanded online courses, connect students with regional STEM program**

There will soon be even more Greenfield Community College online courses, faculty time will increase in the college’s department-focused tutoring studios and a handful of students will be able to take advantage of a regional science and technology enrichment program. The college learned this week that it received \$132,000 in state grants to continue work started by grants awarded in past years. The state allocated \$7.5 million this year from its Performance Incentive Fund to pay for 14 new public college projects and continue paying for 47 ongoing projects.

## **HOLYOKE CC / SPRINGFIELD TECH CC | STCC re-opens**

Classes will be back in session Wednesday, at Springfield Technical Community College, one day after a threatening note forced the campus to close. Both Springfield Police and STCC have not exactly said what was written on the piece of paper, which had caused a precautionary evacuation late Tuesday morning. ...Tuesday’s scare marked the second such incident at a western Massachusetts community college this week. On Monday, Holyoke Community College was shut down as a precaution following the discovery of a “specific and threatening” note there. Classes at HCC were back in session on Tuesday.

## **MASS MARITIME | Maritime academy weighs arming its police force**

In the wake of the 2007 massacre at Virginia Polytechnic Institute and the mass shooting in December at Sandy Hook Elementary School in Newtown, Conn., the conversation on arming campus police is hardly new to Massachusetts Maritime Academy. But in a closed-door meeting earlier this month, the academy’s board of trustees raised the possibility that campus police officers — currently armed with batons and pepper spray — would add handguns to their utility belts. The timetable for the board’s decision is unclear, as the trustees could take months weighing the risks against the rewards of arming the campus force of seven full-time officers.

## **NORTH SHORE CC | NSCC named Military Friendly School**

For the third year in a row, North Shore Community College has been designated a Military Friendly School by the national organization Victory Media, the premier media entity for military personnel transitioning into civilian life. The designation honors the top 20 percent of colleges, universities and trade schools, which are doing the most to embrace America’s military service members and veterans as students.

### **MULTIPLE CAMPUSES | Community colleges' casino training efforts draw little interest**

The state's community colleges are ramping up to provide a trained workforce when casinos open in Massachusetts, but so far, at least in this corner of the state, students aren't ready to ante up. While Cape Cod Community College is offering a class in casino management to 13 students this fall, BCC canceled two casino related courses for lack of interested students, and no one is currently enrolled in online courses in blackjack and poker dealing offered by Massasoit Community College.

### **BERKSHIRE CC | Berkshires get \$350K grant for health care career placement**

Saddled with the highest job vacancy rate in the state's history, Berkshire County has received a \$350,000 state training grant to help under- and unemployed residents find jobs in the local health care field. ...Participants in the program are Berkshire Health Systems, the county's largest employer, Northern Berkshire Health Systems, Berkshire Community College and the BerkshireWorks Career Center. Colleen Rossi is the project manager. The eight partners are providing an additional \$200,700 toward the training initiative.

### **MT. WACHUSETT CC | MWCC receives \$6.5M federal grant for worker training**

Mount Wachusett Community College on Wednesday received a \$6.5 million grant from the U.S. Department of Labor to support advanced manufacturing training in North Central Massachusetts. MWCC is part of a consortium of four community colleges in the U.S. that received \$15.9 million in total to provide accelerated training and credentials to students pursuing careers or job advancement in the advanced manufacturing field.

### **MT. WACHUSETT CC | MWCC Receives Continued Recognition as a Top Military Friendly School**

or the fifth consecutive year, Mount Wachusett Community College has been recognized as a top military friendly school for creating a culture of positive energy and academic support for veterans, active military members and their dependents.

### **WESTFIELD STATE U | Past state audits of Westfield State University called for stronger safeguards**

State auditors urged Westfield State University to adopt stronger spending policies three times since 2006, but school officials were slow to carry out the recommendations, state records show. Weak financial controls, including a failure to identify spending risks, left the school vulnerable to waste, fraud and abuse, Auditor A. Joseph DeNucci's office concluded in three audits between 2005 to 2010. Despite some improvements by 2010, the school's financial policies still fell short of state requirements and posed a threat to its mission, DeNucci found in an audit released in Oct. 19, 2010.

### **WESTFIELD STATE U | Gov. Deval Patrick seeks thorough answers, accountability regarding Westfield State University President Evan Dobbelle spending controversy**

Gov. Deval Patrick, during a Springfield visit on Friday, said Westfield State University President Evan Dobbelle needs to provide some thorough answers in response to concerns and questions regarding his travel expenses. "It's concerning," Patrick said, while visiting Alfred G. Zanetti Montessori School in Springfield. "There are a number of questions that have not been adequately answered."

### **WESTFIELD STATE U | Support, doubt in Pittsfield for embattled Westfield State President Dobbelle**

Some at Westfield State University want to see President Evan Dobbelle suspended — or forced to explain his spending habits — but in his hometown of Pittsfield, there's a wait-and-see attitude concerning the embattled former mayor. Dobbelle, mayor of Pittsfield from 1973-75, also is a former U.S. chief of protocol for the White House in the administration of President Jimmy Carter, and has served as president of Middlesex Community College in Lowell, Trinity College in Hartford, Conn., City College of San Francisco, and the University of Hawaii during his career. He is now under fire in Westfield over his spending practices and alleged violations of the university's credit card policies. Some trustees have said they want to hold a meeting to consider suspending Dobbelle from his post, but he has denied the allegations and reportedly hired an attorney and a spokesman.

### **WESTFIELD STATE U | Westfield State may suspend President Dobbelle, who says he's victim of "vendetta"**

Westfield State University trustees are trying to call a special meeting to consider suspending embattled president Evan Dobbelle, who is facing intense criticism for his lavish spending and violations of university credit card policies — including a new letter from state officials threatening to intervene in the school's finances. Kevin R. Queenin, the trustee board secretary, has told others that he has four of the six votes he needs to call the meeting — and perhaps suspend

### **SALEM STATE U | Salem State University in lock-down mode after man stabs two people on school shuttle bus**

Salem State University students and faculty have been ordered to shelter in place this afternoon after a student and a driver were stabbed aboard a shuttle bus, and the school has now cancelled classes for the rest of the day. The order was issued by the Salem State Police Department at 12:35 p.m. in response to the possibility that the stabbing suspect had made his way back onto the campus. "The suspect from the stabbing that occurred earlier today might have returned to campus," the school said in its posting. "The entire Salem State university campus is to shelter in place at this time. Doors should be closed and locked; refrain going near windows until further notice."

Hi Kevin,

Just got a look at the "Official Announcement" re: Retirement Incentive Program being offered to University employees. It is addressed to all AFSCME, APA, MSCA and Non-Unit Retirement Eligible Employees. It comes from their Human Resources Dept.

I believe we are all under the same contract so I am wondering if this is going to be offered to all other AFSCME employees at State and Community Colleges?

Please advise,

Thanks for your attention to this

*This is something that is being offered through the commonwealth. It was sent to all of the colleges and the Presidents of the Community Colleges said they could not afford this, and choose not to take place. The State Colleges did accept it with the guidelines being set by the Presidents at each site. This had nothing to do with the collective bargaining agreement.*



Happy Thanksgiving



Happy Thanksgiving

Hi,

I know that there is an early retirement incentive for certain agencies for \$10,000. However, I did hear that a bill #1256 is in talking stages with Joint Committee of Public Service – can you give me more information and do you think that it will pass.

Thank you,

*I know the bill. It was filed by Sen. Michael Moore and is one of many individuals bills filed re: early retirement incentives. This one adds five year (age, service of combo of both) and requires retirement within 12 months of enactment. It's still in committee and I don't expect it to move soon. Historically, early retirement incentive legislation doesn't get very far unless it is included as part of a governor, house or senate budget bill, where the savings are built into the budget. Will let you know if I hear of anything serious coming down the pike.*



December E-Board meeting we will be collecting un-wrapped toys for toys-for-tots. Anyone wishing to donate may give their gift to the steward and they will bring it to the meeting. Any college wishing to hold a drive can do so and we will pick-up the toys.

Thank You for helping our community

From 2000 to 2012,  
productivity in the U.S.  
grew by 24.9%

In the same period,  
wages declined or  
stayed flat for the  
entire bottom 60% of  
the wage distribution.



### Subject: Kudos to Shuttle Drivers

In this period of frequent negativism I'd like to COMMEND the dedicated students (and others) who serve a shuttle bus drivers serving the campus and south parking lot late into the night (3 am, I believe) every night. I live on Llewellyn Drive and see the vans circulating into the South Lot every few minutes, hour after hour. This shuttle service is not only convenient for students but also provides a presence that helps protect students and their cars from potential harm. We should thank these shuttle drivers for the service they provide and the sacrifice of their own time.



Hope you feel  
better soon

None to report