



AFSCME, Council 93, LULA Training October 2011

Members from 13 Locals of Council 93 gathered in Wakefield for the first LULA training. Over 60 members were gathered for a 3 day training. Denise Brown, Marzi Carlopoli, Thomasine Corbett, and Jason Raynard were four of the members to participate in this training. Staff Representative Karen Hathaway wrote: *"The various locals/members that took part in this training were fantastic!! All of you did a great job which made our job as trainers easy and made for a fun and enjoyable weekend which will be remembered for a long time!"*

## ***Tolman elected AFL-CIO President***

The state's largest union, which represents about 400,000 workers around the state, will be led by Senator Steven Tolman, who succeeds outgoing president Robert Haynes. Tolman is in his seventh term in the Senate after two terms in the House.



Vice President Denise Brown, granddaughter got her first time experience of walking a picket line with her teachers of Mount at Anthony High School in Bennington Vermont. Kudos to **Karissa** and her school mates for standing for their teachers

## **I'm Proud To Be Union**

It's obvious now that times are hard  
Our nations image is deeply scarred.  
The Government gives the Unions blame,  
And too many of us accept the shame.  
Instead of applying the things we've learned  
We take for granted what our forefathers earned.  
Our newest enemy is our Sister or Brother  
Ignorance says we fight each other.  
These back-stabbing people are so confused  
They're not Union Members, they just pay their dues.  
Members don't tell on their Brother, man.  
Or refuse to help when they know they can!  
It's easy to talk, to complain and cuss,  
But our Union's future depends on us!!  
We can put dignity back in our label.  
It won't be easy, but I know we're able.  
Being strong takes more than a few,  
It takes everyone, and that includes you!!

**Let's all be proud to be UNION!**

### ***IMPORTANT AFSCME Local 1067 DATES***

- \* *November 4-6, 2011*      *Council 93 Convention Danvers*
- \* *November 8, 2011*      *E-Board Meeting*
- \* *November 8, 2011*      *Special Meeting (Nominations for Trustee)*
- \* *November 16, 2011*      *Election for The Three Year Trustee Position*
- \* *December 13, 2011*      *E-Board Meeting*



Winslow bill seeks to limit public employee collective bargaining BOSTON -

Efforts to rein in public employee unions that have taken place in other states, were again felt in the Statehouse when a local legislator's bill to limit collective bargaining was considered in a committee meeting.

State Rep. Dan Winslow said his bill, which would take overtime, healthcare and several other issues off of the collective bargaining table for public employees, would strengthen managerial accountability.

"I want to give managers the tools and then the accountability to manage well," said Winslow, R-Norfolk. "We don't have that right now."

Winslow said giving managers authority over issues such as job descriptions and part-time hiring, rather than making them part of the collective bargaining process, would mean better services for citizens.

Limiting collective bargaining could also combat financial inefficiencies, he said.

Winslow repeated his claim that he modeled his bill from a similar one targeting some elements of collective bargaining at the MBTA that U.S. Rep. Barney Frank wrote decades ago as a representative in the Statehouse.

Frank has told the media that bill was meant specifically for the MBTA, and should not be expanded in this manner.

Winslow's bill, which was filed in January, shortly before the contentious collective bargaining debate took root in Wisconsin, allows hours, wages and working conditions to remain fair game in the collective bargaining process.

Winslow said he is in favor of collective bargaining, but not to the extent that it steps into areas that should rest with managerial authority.

"We do not have a labor problem in Massachusetts; we have a management problem," Winslow said. "I believe that it is possible to be pro good management and pro worker."

Winslow presented the bill to the Committee on Public Service last Tuesday. No one else spoke on the bill, but Winslow did submit a supportive written testimony from the Pioneer Institute.

Winslow asked the committee to "let the people decide" if limiting collective bargaining is appropriate. After the hearing, Winslow said it could take months for a ruling from the committee.

Local union officials take issue with Winslow's bill, which they say is anti-union.

"It is simply union busting similar to Wisconsin," said Attleboro Education Association President Adeline M. Bee. "I am extremely disappointed in (Winslow's) inability to understand how important unions have been and continue to be for the working class in this country."

Craig Chapman, the union president for the North Attleboro Police Patrol Officer Association, said Winslow's bill is the latest in a long line of attempts to limit public workers' power.

Chapman said legislation such as Winslow's collective bargaining bill and the pension bill currently making its way through the Statehouse has targeted public employees unfairly.

"In these tough times that we're in, we're all suffering," Chapman said. "It just seems like, for some reason, public employees unions are being separated and singled out, and I just don't understand the basis for it."

Chapman said employees should be able to bargain in areas of staffing and job descriptions because they have a unique understanding for the needs of their organization.

He said the removal of overtime and part-time employees from collective bargaining could erode the quality of the workforce.

"What's next?" Chapman said. "It's almost like the politicians are looking to strip away all of the public employees' benefits that they've bargained for, for years."

Peter Ubertaccio, a professor of political science at Stonehill College, a program that focuses on public policy, said it is unlikely that Winslow's bill will gain traction in the heavily Democratic Legislature.

"I know that Republicans in the House face formidable odds in getting their bills to the floor," Ubertaccio said. "The odds are definitely against it."

However, Ubertaccio said, the bill is tame when compared to legislation in states such as Wisconsin and Indiana.

"This doesn't seem to me to be a radical attack on union rights," he said.

Even if Winslow's bill fails, Ubertaccio said, it is representative of a point of view that is entrenching itself nationwide.

"There's a large concern with the power of public unions," he said. "This is a reaction to that reality, and I don't think it'll be the last bill you'll see at the state level."

# Massasoit Community College students fume at new smoking restrictions at Brockton campus

Smokers protest rule forcing them to light up at faraway parking lots

Massasoit Community College has joined the growing list of colleges placing more restrictions on smoking on campus.

By Jessica Branco



BROCKTON —

Marc Bloom, 52, sat in the Massasoit Community College's Fine Arts auditorium with an electronic cigarette in his mouth.

Bloom, a Bridgewater resident, is the face behind the petition with 321 signatures requesting to change Massasoit's new smoking policy, which will be implemented on Saturday.

Massasoit's new policy allows smokers to light up in two designated parking lots, lots number two and three.

The policy was based on the results of a spring survey that was emailed to students, faculty, and staff at Massasoit. A total of 1,116 completed the survey.

Bloom is asking for compromise on the smoking policy. His petition is requesting two sheds be built for smokers, one on the small quad, and the other on the large quad, which are both centrally located and more convenient.

"The new designated parking lots are so far away from classrooms, so smokers are all going to be late for class," Bloom said. "Now, it's affecting education."

Bloom presented his petition in front of a group of more than 30.

"Nothing good can come of this. You are giving people the green light to hang out in parking lots," Bloom said. "I predict cars getting broken into, people getting hit by cars, and what about the handicap or people who don't even own a car?"

Bloom's plan also asks for smoking fines to be levied, and for that money to go toward scholarships for students in the respiratory nursing program.

Administrators denied the talk of any fines being imposed on campus.

"We're not thinking fines over here," David Tracy, vice president of Enrollment and Student Services, said. "We would simply ask the smoker to go to their designated spot. If someone doesn't follow, then the code of conduct would be implemented."

Chyvon Miller, a Brockton resident and criminal justice major, spoke out from the audience.

"I know law in and out. You're not going to tell me to do something I don't want to do," Miller said. "If I'm over 18, which I am, I should choose where to smoke outside."

The issue is not new. The college has already considered building small shelters in the past.

"It would cost somewhere between \$8,000 to \$10,000," Tracy said. "It's more of an expense issue."

The debate wrapped up with Tracy saying the smoking policy will still be implemented on Saturday.

Massasoit's new policy comes one month after Bridgewater State University's decision to become smoke-free.

"A lot of colleges are going completely smoke-free, so this is already a compromise," Tracy said.

As for Bloom, he has admitted to testing Bridgewater State University's new system.

"I lit up a cigarette there, and campus police told me to put it out," Bloom explained. "So I told them, 'Excuse me, I pay Bridgewater taxes and your salary. I'm not even a student here, so I'm going to keep smoking. Have a nice day.'"

# Department of Labor Grant for IT Career Training

BOSTON, Oct. 11, 2011 /PRNewswire via COMTEX/ —



Bunker Hill Community College will receive \$2.2 million from the U.S. Department of Labor to develop new jobs skills in IT (Information Technology) for displaced workers, BHCC President Mary L. Fifield announced today. The total grant - almost \$20 million - was awarded to the National Information, Security, and Geospatial Technology Consortium (NISGTC), which will be housed at Collin College in Texas. All of the members of this national consortium, which includes Bunker Hill Community College and six other community colleges, have National Science Foundation affiliations.

The selection process for this grant was highly competitive. More than 200 community colleges around the country applied and only 32 were selected by the Department of Labor in coordination with the U.S. Department of Education.

Bunker Hill Community College's \$2.2 million grant will be used to work with its affiliated colleges in the Boston-area Advanced Technological Education Connections (BATEC) Center to develop and deliver IT programming, support services and job search/placement assistance to participants. The grant monies will be used, in particular, to train an IT workforce for jobs with documented labor shortages. Expanded partnerships with community-based organizations will be developed so that IT courses and programs can be offered at community sites.

"This is an exciting opportunity for Bunker Hill Community College and its BATEC partners to meet the needs of the IT workforce in the 21st century," said Dean of Professional Studies Bogusia Wojciechowska.

Bunker Hill Community College is the largest community college in Massachusetts. The College enrolls approximately 13,000 students on two campuses and at four satellite locations. BHCC is one of the most diverse institutions of higher education in Massachusetts. Six in ten students are persons of color and more than half of BHCC's students are women. The College also enrolls more than 700 international students who come from more than 90 countries and speak 75 different languages.

## Mt. Wachusett gets fed job-training grant

Sentinel & Enterprise

BOSTON (AP) — A group of Massachusetts community colleges, including Mount Wachusett Community College in Gardner, has received \$20 million in federal funding as part of a nationwide effort to design job-training programs that provide the new technical skills workers need.

"This grant is all about training people for good jobs and advancing the economy in Massachusetts," said Daniel M. Asquino, president of Mount Wachusett. "We will be structuring courses in a way to deliver flexible and relevant education and training, and we will be partnering with the other community colleges to benefit all of the residents of Massachusetts."

The grant was announced Monday by the U.S. Labor Department. The group includes 15 community colleges and is led by Mt. Wachusett and Quinsigamond Community College in Worcester.

The colleges plan to work with other educators, private businesses and government to focus education and training for young and older workers on key sectors of the economy where employers have trouble filling skilled jobs.

Some of those include life sciences, information technology, health care, advanced manufacturing, financial services and clean energy.

# Greylock school students given glimpse of future

[By Jenn Smith, Berkshire Eagle Staff](#)

Posted: 10/01/2011 12:38:21 AM EDT

Third-grade students from Greylock Elementary School react to a chemistry experiment... (Jenn Smith)

NORTHADAMS — Eyes widened, jaws dropped and audible “whoas” abounded.

A group of 27 third-grade students from Greylock Elementary School watched as chemistry lab technician Jeremy C. Smith stirred sodium chloride into a solution, causing a multi-hued chemical reaction.

“How did you make it do that?” asked one youngster.

“I went to college,” said Smith, who conducted the experiment as an employee of the Massachusetts College of Liberal Arts.

MCLA hosted Greylock’s third-grade classes on campus for the fifth straight year Friday, in an effort to get children to start thinking early about pursuing a college education.

The MCLA visit coincided with a state initiative launched this week called “Go Public!” Forums were held in Millbury and Framingham to give prospective families a chance to meet with college students and administrators.

“Most kids don’t know the concept of what MCLA is and what college is all about,” said Greylock third-grade teacher Melissa Boyer, who brought the students to campus with colleague Rob Thomas.

“Some kids look at school as a chore and don’t see where it’s leading them,” Thomas said. “Hopefully this shows them that if they do their job in school, they’ll be able to go somewhere further in the future.”

During the nearly three-hour visit, the third-grade students were escorted around the college by several MCLA student admissions ambassadors. They attended three

interactive workshop presentations conducted by MCLA’s fine and performing arts, chemistry and mathematics departments.

Third-grader Lucas Morrison, like some of his classmates, had previously visited the campus for community activities.

“It feels really cool [to be here],” he said.

Morrison said thinks it is important to go to college because, “You’ve got to learn.”

Classmates Omar Uqdah, Janine King and Alyssa Duncan all said they thought a field trip to a college was a good idea.

“You get to see what college is like,” said Duncan.

“Before you actually go to college. You get a feel for it,” Uqdah said.

Asked if he thought all kids should go to college, Ugdah said, “It depends on what you want to grow up to be.”

King has already made up her mind. Asked if she wanted to go to college someday King didn’t take long to reply.

“Definitely,” she said.

## ***AFSCME's Springer Elected Mass AFL-CIO Executive Vice President***

AFSCME Council 93 is proud to announce the election of Jen Springer as Executive Vice President At-Large of the Massachusetts AFL-CIO.



Newly and re-elected AFL-CIO leaders from l-r Jim Lindsey, Mike Simpson, Donene Williams, Jen Springer and Chris Olsen

Springer, who serves as Council 93's Metro Boston Coordinator and Assistant General Counsel, was elected at the state federation's convention earlier this month along with new AFL-CIO President Steven Tolman.

Springer's election as an Executive Vice President combined with the election of other AFSCME leaders to board positions gives AFSCME a strong voice within the Mass AFL-CIO. AFSCME members Jim Lindsey (Local 3485) and Chris Olsen (Local 1067) were re-elected to the organization's Executive Council, while Council 93 President Donene Williams and Mike Simpson (Local 419) were newly elected to the Executive Council.

With nearly 50 delegates carrying more than 15,000 votes, Council 93 clearly had the largest union presence in the convention hall. Thanks in large part to Jim Lindsey, AFSCME delegates were well organized and well informed.

Council 93 congratulates new AFL-CIO President Steven Tolman and all newly elected and re-elected officers and leaders of the Massachusetts AFL-CIO.



The AFSCME delegates and staff who turned out in force for the Massachusetts AFL-CIO Convention pose for a group victory photo following successful elections that saw five AFSCME leaders elected to key posts.



AFSCME Members have photo taken with Lieutenant Governor Timothy P. Murray



## Pres. McEntee to Public Safety Officers:

### 'This Is a Time of Real Opportunity'

by Jon Melegrito | September 17, 2011

AFSCME Pres. Gerald McEntee tells more than 400 participants to this year's Public Safety Congress that they are "part of the life and blood of this union. Your issues are our issues. Your concerns are our concerns." (Photo by Luis Gomez)

Despite unprecedented attacks on AFSCME members' jobs, benefits and collective bargaining rights, the union has the opportunity to work together as never before, AFSCME Pres. Gerald McEntee said in his keynote address today to the Public Safety Congress – a gathering of corrections and sworn law enforcement employees occurring this week in Houston.

The challenges facing the 400 attendees and their colleagues back home are many, McEntee said. "Whether it is a governor who is hell-bent on privatizing prisons, or a mayor who wants to cut pay and benefits," McEntee said, finding ways to work together to counter them is "what this conference is all about."

"This is a time of real opportunity to strengthen our vital partnership," President McEntee added. "When it comes to keeping our union strong, AFSCME International and our 130,000 members in the public safety field are united. This weekend, let's share information and learn about best practices. Let's take our commitment to each other, and as a fighting union, to a new and higher level." Attendees responded to the challenge with enthusiastic cheers.

Also addressing today's morning session were City of Houston Mayor Annise D. Parker and Texas State Sen. John Whitmire, chairman of the criminal justice committee. "You can't cut (budgets) without it affecting public safety and its employees," Whitmire said. He received a standing ovation when he closed his speech with, "Make elections matter. Organize. Organize. Organize."

An honor guard composed of members of AFSCME Texas Council 7 presented the colors during the opening ceremony.

Today's program also featured a "Voices from the Frontlines" panel, where leaders and activists from Connecticut, Ohio and Wisconsin discussed their efforts to fight back against assaults on workers and threats to the middle class. The presenters were Capt. Joseph McNeil of the Stratford, Conn., police force, Corrections Officer Tim Shafer of OCSEA/AFSCME Local 11 and Marty Beil, executive director of Wisconsin Council 24.

The second day ended with regional roundtables and workshops on various issues, including collective bargaining, prison privatization, women and public safety, trends in pensions and "The 3 Ds of Social Media: The Dos, the Don'ts and the Dangers."

*Story by: Jim Kefalas, Chief Steward Unit 2 Salem State University (Campus Police Office) jkefalas@salemstate.edu*

On September 15-18 AFSCME Local 1067 Regional Police Rep Joe Grondin (North Shore CC) and I (Jim Kefalas) traveled to the 3<sup>rd</sup> AFSCME Public Safety Congress in Houston, Texas. The conference was attended by 400 AFSCME public employees which included corrections, probation and parole, emergency services and law enforcement (police, disp) personnel from around the country. The event was held in the Hilton Americas Houston Hotel located in the heart of downtown Houston.

Many in attendance commented that this Public Safety Congress was the most important ever held as we are facing the most severe attacks on public employee workers and their unions in history. Public safety workers as well as civilian public employees are facing drastic cuts in funding, layoffs and attacks on our pensions and health care.

The 3<sup>rd</sup> AFSCME Public Safety Congress opened with heartfelt speeches from Houston Mayor Annise Parker and Texas Senator John Whitmire. The two Texas politicians both relayed that while in full support of law enforcement, still face the same budgetary issues that we face in the Bay State. The keynote address on opening day was delivered by AFSCME President Gerald W. McEntee. President McEntee began his address by reflecting on September 11<sup>th</sup>, 2001 and the great many AFSCME employees who assisted so selflessly at ground zero following the terrorist attacks on the World Trade Center. President McEntee specifically mentioned AFSCME public employees such as nurses, EMT's and maintenance workers. President McEntee stated "the AFSCME public safety employees number 130,000 strong and remain united despite serious attacks on our rights to bargain collectively". President McEntee also stated "we (AFSCME) must support President Obama's jobs plan, we need these jobs and we need them now". McEntee added "you have a loud and strong voice and you need to use it".

Following President McEntee's address, Joe and I participated in a Regional Roundtable which consisted of the New England and Mid Atlantic states. Among the big picture topics discussed was political mobilization, organizing, and education and leadership development. The roundtable and all attendees were in a spirited discussion regarding privatization, attacks on our pension plans and the ongoing safety issues in the workplace. A toll free phone number was given that will enable law enforcement personnel to contact AFSCME public safety leadership and also contact their respective legislators in state. That toll free # is :1 877-267-2485

On Saturday and Sunday of the conference there were several professional development workshops in which to attend. On Saturday I attended COLLECTIVE BARGAINING FOR PUBLIC SAFETY: A VOICE ON THE JOB. This workshop enabled public safety personnel to learn about and discuss the source of our collective bargaining rights. On Sunday I attended an EMPLOYEE ASSISTANCE PROGRAMS (EAP) workshop which provides an overview of EAP's, how they work, and their importance for law enforcement personnel.

On Sunday of the convention the keynote address was given by AFSCME Secretary-Treasurer Lee Saunders. Mr. Saunders stated "we (AFSCME) don't have to deal with challenges alone, stand together with your fellow AFSCME members". Secretary-Treasurer Saunders added "public safety officers risk their lives every day, correction officers lead in injuries suffered on the job".

Also representing AFSCME Council 93 in Houston was Area Field Services Director Pat Glynn, Council 93 Organizing Director Alva Arellano and Council 93 North Shore Staff Rep Steve Lyons. In addition to the conference workload, we were also able to visit the National Police Museum which is located inside the headquarters of the Houston PD.

AFSCME Council 93 has created a public safety network in the council's four-state region; developing training opportunities for public safety workers using resources from AFSCME International.

If you would like to add your name to the AFSCME Council 93 Public Safety Network please email Alva Arellano [aarellano@afscmecouncil93.org](mailto:aarellano@afscmecouncil93.org) or call her at 617-367-3686

In closing, the Public Safety Congress was an opportunity to network with law enforcement personnel around the country, exchange ideas and hopefully return to our local unions to pass along what was learned in Houston. Many thanks to the Local 1067 Executive Board for their support in sending both Joe Grondin and I to this important conference.

# NOTICE



## **SPECIAL MEETING FOR NOMINATIONS 1 - 3 YEAR TRUSTEE**

***November 8, 2011  
at the close of the monthly  
Executive Board Meeting  
Approximately 1:00p.m.  
WORCESTER LODGE OF ELKS #243  
233 Mill Street, Worcester MA 01602***

***Election will be held on November 16, 2011 if needed at each college  
(location to be posted on union board)***





# MCLA Staff lead the march for jobless!

Protesting America's poor economy

## Speaking for the jobless



Above, Katherine Montgomery, left, and Liz Mann, right, walk in protest on St. Anthony's Drive in North Adams on Tuesday afternoon. The group is marching to a rally at City Hall to address their unemployment dismay. Below, Kelly Lee holds a sign as he walks with protestors heading downtown.

## Downtown marches call out big business

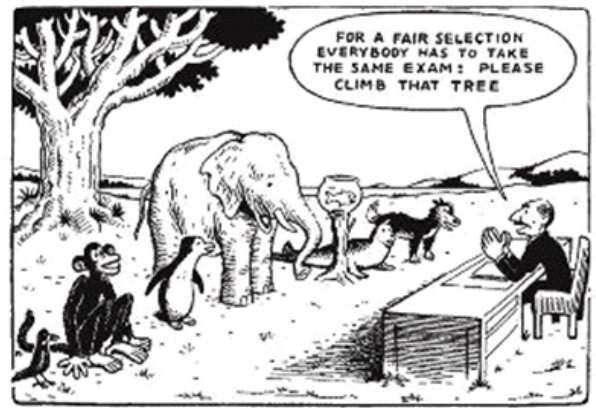
By Jennifer Huberdeau  
North Adams Transcript

**NORTH ADAMS** — Local residents called for an end to corporate welfare and for boycotts of the country's five largest banks and corporations during a rally held on the steps of City Hall on Tuesday afternoon.

The rally, which included a march through downtown, was organized by the local April 4th Coalition and Western Mass Jobs With Justice to mark the six-month anniversary of the original April 4th rally earlier this year and to reinvigorate the local grassroots movement supporting the working class, the unem-

ployed and the underemployed. "We're being told [at the federal level] that we can no longer afford services for the poor, the hungry, the weak, the elderly, the young or the middle class; but we can afford tax breaks for the very rich," Dana Rapp, president of the MCLA Faculty Union and April 4th Coalition steering committee member, said to the a crowd of about 30 people gathered at City Hall. "We're told we can no longer afford to pay teachers, firefighters, police officers or postal workers, but we can afford increased profits and tax relief for multi-national corpora-

Please see RALLY, Page A5



# November 2011

## Month

**American Diabetes Month.** Diabetes, an illness in which the body is unable to produce or use the insulin its needs to process glucose, afflicts millions of Americans and can lead to disability and death. American Diabetes Month was created to raise awareness about the seriousness of this disease and the importance of treatment.

**National American Indian Heritage Month.** Honoring the original peoples of the American continent, and celebrating the important contributions Native Americans have made to this country.

**National Alzheimer's Disease Awareness Month.** According to the Alzheimer's Association, more than 5 million Americans are living with Alzheimer's, and as many as 10 million family members are responsible for them as caregivers.

**National Adoption Month.** In 1995, President Bill Clinton proclaimed November National Adoption Month, a time to celebrate family and remind people that hundreds of thousands of children in foster homes are waiting to be adopted.

**Peanut Butter Lovers' Month.** One acre of peanuts will make enough of these tasty legumes (not nuts!) to produce about 30,000 peanut butter sandwiches. Americans eat close to 700 million pounds of peanut butter each year.

## Week

**National Animal Shelter Appreciation Week, Nov. 6-12.** Dating back to 1996, this campaign acknowledges and promotes the invaluable role shelters play in their communities, and increases public awareness of animal welfare issues and shelter services.

**National Young Readers Week, Nov. 7-11.** Co-founded by Pizza Hut and the Center for the Book in the Library of Congress in 1989, National Young Readers Week encourages teachers and parents to create lifelong readers. Many schools recruit local celebrities to read a children's book aloud in class.

**Geography Awareness Week, Nov. 13-19.** Sponsored by the National Geographic Society, and established in 1987 by President Ronald Reagan, the purpose of Geography Awareness Week is to promote geographic education in schools and among the public.

## Day

**Sadie Hawkins Day, Nov. 2.** Created in the 1930s by the "Li'l Abner" comic strip, a day when women and girls are encouraged to ask the man or boy they like for a date.

**Veterans Day, Nov. 11.** To honor the sacrifices and contributions of those men and women who served in the Armed Services.

**Mickey Mouse Day, Nov. 18.** In 1928, Steamboat Willie, the cartoon that introduced Mickey Mouse to the world, was released in New York City.

**Thanksgiving, Nov. 24.** Feast on a turkey, and remember those settlers who first came to our shores.