

What's the Buzz – 1067 ?



Council 93
Local 1067

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Happy
Holidays

“RAP WITH THE PREZ”

*by Rocco Richardi, President
Local 1067*

Greetings Sisters and Brothers:

As you know our last 3% raise is coming January 7, 2001. We are going to start negotiating for our new contract. There will be training for the new negotiation team before we sit down at the table with Higher Education. The team will be looking for input, from the membership, on what changes you feel we should fight for. I ask you to give these ideas or suggestions to your chief stewards so they can pass them on to the negotiation team. Your input is very important and needed.

Here is a list of the **Negotiation Team members:**
Rocco Richardi, Massasoit CC
Karen Hathaway, Bridgewater State
Chris Olsen, Westfield State
Chuck McGilvray, Mass. College of Art
Chris Wilkins, Bunker Hill CC
Paul Melville, Cape Cod CC
David Josselyn, Massachusetts Bay CC
Bill Land, Mt. Wachusett CC
Nancy Chosta, Quinsigamond CC
Deanna Smith, Massasoit CC
Denise Brown, Mass. College of Liberal Arts
Walter Korzeniewski, Springfield Tech. CC

For Campus Police Sub-Committee:
Jim Kefalas, Salem State
Anthony Imperisoso, Bunkerhill CC
Matt Rushton, Bridgewater State

Alternates:
Allan O'Brien, Massasoit CC
Claire DeVincentis, Bridgewater State
Carolyn Mathews, Worcester State
Marizale Carlopoli, Berkshire CC

Chief Stewards from Units II and II will be holding union meetings to retrieve your input.

PERSONAL LEAVE DAYS

This is a reminder to all - you must use all of your **Personal Leave days** up by December 31, 2000, or you lose them. If you are not sure if you have any left you may contact your Human Resources Office.

You will receive your 3 days of personal leave for the year 2001 on January 1, 2001.

REMEMBER – per the Union Contract “...Any paid personal leave not taken by December 31, 2000 will be forfeited by the employee.”

Name the Newsletter Contest Winner Is

Phyllis Salloway of North Shore CC submitted the winning entry for naming this newsletter. "What's the Buzz, 1067?" Phyllis has been employed at NSCC, at the Danvers Campus, for the past 25 years. She started her state service in the Continuing Education Department and after several transfers has been a Library Assistant II for the past 18 years. Congratulations Phyllis!! And thanks for the great name!

AFSCME DUES INCREASE

Effective January 1, 2001, your dues deduction will be increasing. The deduction for full-time employees will be \$12.33 and for part-time employees \$9.40. This will be per pay period for 24 pay periods per year.

The dues increase is mandated, on a yearly basis, by the AFSCME International Constitution. The Local does not have control over these increases.

KNOW YOUR

CONTRACT!!

by Mark Normantowicz
Holyoke Community College

We received 17 responses to the first contest. Of those nine people answered the three questions correctly. A winner was drawn from the correct responses and it was declared as **Dennis Ascii, EDP Entry Operator II** at **Bridgewater State College**. Congratulations, Dennis!!!!

The correct answers are found in Article 31 of the contract:

Question: How often should an Employee be evaluated?

Answer: With the exception of a probationary employee who shall be evaluated at the completion of the first three (3) months of probationary service and again at the completion of the first five (5) months of probationary service, a performance evaluation of an employee shall be made annually.

Question: When should a Supervisor complete an evaluation?

Answer: Within thirty-(30) days prior or subsequent to the anniversary date of hire or appointment to present position.

Question: Can an Employee grieve the substance of the Evaluation?

Answer: An Employee may not grieve the substance of his/her evaluation, except where such evaluation results in a negative action. However, the employee may grieve the evaluation procedure, as set out in the preceding sections of this Article, to step four (4) of the grievance procedure.

This Month's Questions

Question: If an employee is assigned work by the CEO in a grade lower than that in which the employee performs his/her duties, he/she will be compensated

at his regular rate of pay as if performing his/her regular duties.

True or False ?

Question: How long is the Probationary period of a new employee?

Question: Failure to work a compulsory overtime assignment shall be wrongful and result in the imposition of disciplinary measures. True or False ?

Deadline for entries is January 20, 2001. Answer the questions correctly and your name will be entered in the drawing to win \$25!! Send your answers by e-mail to kthathaway@bridgew.edu.



"ON COMMON GROUND"

by Laverne Banks and
Bill Larson
Roxbury Community College

On October 12, 2000, a "Strike Support Rally" for Clinical Social Workers of Family Services of Greater Boston, (FSGB), SEIU, Local 285 was to be held in support of those who were on strike. Following is a synopsis of what their concerns were. One was for thirty-three (33) social workers to keep \$16,000.00 collectively for seniority pay, a reasonable workload that you allow them to serve their clients and take care of families, and also they rallied against management's union-busting.

The Union-busting rally took place on one of Roxbury Community College's (RCC) parking lots. According to a flyer given out by Local 285, Mr. Randall Rucker, Executive Director for FSGB spent \$10,000.00 a day and almost \$100,000.00 employing union-busting goons, rented scab worker vans, and Boston Police details, etc.

Mr. Rucker received a pay raise of \$12,000.00!

When I was made aware of union-busting taking place in one of RCC's parking lots, I called President Grace Carolyn Brown and informed her of the situation. She was very receptive and told me she would investigate further.

When President Rocco Richardi was made aware of the union-busting rally, he immediately sent a letter to President Brown. President Richardi asked that she step back to a neutral position and send them elsewhere. If she were unable to neutralize her stance, he would have no choice but to mobilize the resources of Local 1067. President Brown responded immediately. She wrote Mr. Rucker a letter stating that as of October 27, 2000, the College would no longer permit FSGB to use any of the College's parking lots for union-busting activities. A copy of the letter was faxed to President Richardi.

She was true to her word. At 5:00 p.m. on October 27th the parking lot was cleared of all union-busting activity.

Meanwhile **Bill Larson**, Electrician II, was asked by his supervisor to repair lights in the parking lot where union busting was taking place. He declined, and was suspended for two days without pay. Bill and I have submitted a grievance and are hopeful he will get his two-day suspension revoked.

The union worked closely with President Brown to prevent any undue hardship on the union and Roxbury Community College. We have strengthened union/management relations and we now stand on "Common Ground".

A big "UNION SALUTE" goes out to President Rocco Richardi for taking a stand and making things happen.

SALEM STATE COLLEGE HOLDS SECOND ANNUAL AUTO ETCHING PROGRAM

by Julie Curtis
Salem State College

On September 20, 2000, the Salem State College Special Services Division of the Campus Police Department, in conjunction with the Governor's Auto Theft Strike Force, held its Second Annual Auto Etching Day as a deterrent to auto theft. Not only were members of the college community invited to participate but members of the local community as well.

According to Detective Michael Haggstrom of the Campus Police Special Services Division, "this is an innovative and proven effective, approach to combating auto theft." He explained that the purpose of this program is to mark the glass windows of automobiles and truck's with the vehicle's identification number to make the vehicle less desirable to potential auto thieves. The chemical process of etching involves using acid that reacts only to the glass and does not mar or deface the windows.

Vehicle Identification Numbers are similar to fingerprints because they are unique to the vehicle and allow them to be easily identified by law enforcement officials. "The good news," Haggstrom said "is the process only takes 10-15 minutes, costs only \$10.00 per vehicle and participant's are eligible for up to 15% savings on their comprehensive auto insurance."

The Special Services Division also conducts "Operation ID" where an individual may have their valuables engraved to deter theft. This year's event, which was covered by a Fox TV news, was very successful with 57 vehicles being etched



MY FAVORITE GRIEVANCE

by Carolyn Mathews
Worcester State College

If you are a Chief Steward at one of our State or Community Colleges, you know that it seldom pays to take a vacation!! My favorite grievance happened while I was away on vacation one January about eight years ago.

I returned to work in mid-January after a week's vacation in a lovely sub-tropical climate. Upon my return several members came to my office to inform me of a snow and ice storm that happened during mid-week while I was away. Nothing special I thought...after all it was January in New England. The members then went on to say that the storm prevented most of our members from getting to work and that the only announcement they heard on the radio regarding cancellations for the day at our college was student registration and other student functions that were to take place, even though classes were not in session. Most members called in time, such as sick time, personal, or vacation time to be used for the day because they could not make it into the college. DING...DING...DING!!! Bells and whistles went off in my mind.

I filed a grievance to recapture all the time members were forced to take because they were unable to make it in to work or felt it was too dangerous to try. I felt that if it was too dangerous for students to come to campus to register for the next semester it was most likely too dangerous for our employees to venture out to work.

Over the following weeks I was offered partial (1/2 time) as restitution for member's time taken, but not full compensation. As the grievance wound its way through the grievance process, the situation became noticed somehow by the Vice Chancellor at what is now the Board of Higher Education. A telephone call was made to me and to the administration at my school and within the next few days our members were fully compensated for the time they had taken for that snowy January day when it was impossible for students to make it to campus to register, but employees were expected to report to work.

MEMBERSHIP TIDBITS

Massachusetts College of Liberal Arts: With deep regret we have to announce the resignation of **Sue Bailey**, Chief Steward, Unit I. Sue has been Steward for approximately 15 years. It's sad to see her step down after all giving so much time and dedication. She has provided for the protection of our rights as laborers. We wish her well and give her many thanks. A surprise pizza luncheon was held on November 1st for her. The members provided her with a gift of a lovely coverlet and handmade doily. Sue will be greatly missed. On the brighter side of things, Glenn Lawson in the Library has accepted the nomination of stewardship in Sue's place. We are looking forward to having Glenn on board and working with us. He will be an asset to all of us. We welcome your acceptance Glenn.

North Shore Community College:
Carol Leighton, Bookkeeper II, Student Accounts Department, gave birth to her first child, Thomas David, on November 2nd, weighing 9 lbs. 4 oz. Congratulations to Carol and her family!!

Bridgewater State College:
Stephanie Chaves was named Employee of the Month for November 2000. She is a Clerk III in the Accounting and Finance Department. Stephanie has been working at Bridgewater State for a little over a year.

Patricia Allison was named Employee of the Month for December 2000. She is a Bookkeeper II in the Payroll Department. Pat has been working at Bridgewater State for about two years.

INTERNET SITE: Do your holiday shopping at the worker-friendly department store on the Web – www.afscme.workingfamilies.com It is a secure site that offers union-made/American-made products. And while you are there, you will also find local and labor news, weather, sports and even your horoscope. There's lots to do and a lot to learn!!

Two other Web sites of interest are: www.vote.com and www.govWorks.com Try them.



The Labor Guild
ARCHDIOCESE OF BOSTON
883 HANCOCK STREET
QUINCY, MA. 02170
617-786-1822
by *Allan O'Brien*

I have been attending the Labor Guild for over a year and I can't even measure the benefits that it has brought to me, and the people that I am blessed to represent at Massasoit Community College. Even though I have managed to get a degree in Business and Theology, I find that I have been able to use what I have learned at the Guild immediately. Everything that is offered there is so relevant and important to the Labor movement that it's like being a child locked in a candy store. Let's take a look at this Labor candy store for union officials and those who will be in the future.

The Guild was founded in 1945 and re-charted in 1952. It is a membership group of both men and women whose work involves labor management relations. It is composed of a tight knit community of trade union members and officers; management and labor relations representatives who are involved in a full spectrum of life sustaining functions that serve both the private, and public sectors. If I were to attach a mission statement to the Guild it would be this; To promote good order and justice in the workplace by inspiring, motivating, and helping men and women to act with conscience, know how, and courage in labor-management relations. There are two propositions that the Labor Guild holds very dear to itself and would be considered its *modus operandi*, or creed if you will. The first is that it holds as fundamental, in all that it does, the proposition of Vatican Council II,

which is affirmed by all the major Christian and Jewish religious bodies, that "Among the basic rights of the human person is to be numbered the right of freely founding unions for working people." In the same token it affirms and proposes that of the National Labor relations Act of 1947, as amended, (sec. 101) "It is here by declared to be the policy of the United States to encourage collective bargaining and to protect the exercise by workers of full freedom of association for negotiating the terms and conditions of their employment

The Labor Guild Sponsors this most excellent School of Industrial Relations. It is staffed by a faculty of Union and Management practitioners, labor lawyers, arbitrators, and Federal and State agency staff. The following is an example of the cuisine that is served; Arbitration, Labor Law, Conflict Resolution, Labor Management, Negotiations, Steward Training, and much more. Anybody can posture or project an image, but if your bluff gets called, you've got substance. Every thing that you need to know and use is right there. You can become a dynamo in the field of Labor Relations.

A strong union is an informed, well trained unit. You are the union and the union is you. Are you informed? Are you knowledgeable in labor relations? If not the Labor Guild is for you. For more information you can contact the Guild at 617-786-1822 or e-mail me at Aobrien@massasoit.mass.edu.

Bridgewater State College
by *Claire DeVincentis*

Bridgewater State College was founded in 1840 as "Bridgewater Normal School." It is one of the oldest public colleges in America beginning with a class of 28 men and women and one instructor who met in the old town hall of Bridgewater. Today it has a faculty of 270, a staff of more than 300, and a student body in excess of 9000. More than 80% of the faculty hold terminal degrees.

The first building was built on an acre of donated land in 1846 and it has grown to 240 acres with 30 academic,

administrative, and residential building. All buildings are technologically wired and equipped. In 1995 Bridgewater constructed the John Joseph Moakely Center for Technological Applications. This building established Bridgewater State College as a leading pioneer in New England in Educational Technology.

In 1997 the MBTA completed their Old Colony Boston to Middleboro/Lakeville commuter rail in the heart of Bridgewater's campus making Bridgewater more accessible to students throughout the region.

In October of this year Bridgewater broke ground on a new residential hall that will also house a cafeteria facility that will service the west side of campus. The College has three schools, Arts and Sciences, Education and Allied Studies, and Management and Aviation Science. It offers 28 undergraduate majors and its Graduate School that opened in 1937 offers degrees in 12 majors and concentrations in 25 other areas.

Although it has grown largely as a liberal arts and science institution, it still remains the leader in training teachers.



Local 1067 Vice-President Race

As Chairperson of the Election Committee it is with great pleasure that I bring to you the following results of our election for vice-president.

Marziale Carpoli –	172 votes.
Christopher Olsen –	414 votes.
Blank votes –	7 votes.
Cast and counted	593 votes

We wish Chris Olsen "Good Luck" and we know that he will continue to do a great job.

Allan O'Brien