

# What's the Buzz – 1067?



**Council 93  
Local 1067**

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**Local 1067 Officers:**

**President - Rocco Richardi**  
**Vice President - Chris Olsen**  
**Treasurer – Karen Hathaway**  
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**Kevin Hanley**  
**Roslyn Mancuso**  
**Angelo Mazza**

**Parliamentarian – Chris Wilkins**

**Newsletter Committee:**

**Advisor**  
**Jon Goliber**  
[Jgoliber@afscmecouncil93.org](mailto:Jgoliber@afscmecouncil93.org)

**Editor**

**Karen Hathaway**  
[khathaway@bridgew.edu](mailto:khathaway@bridgew.edu)

**Publisher**

**Ednamarie Fox**  
[eddief@frc.mass.edu](mailto:eddief@frc.mass.edu)

**Staff Writers:**

**Julie Cutris**  
[julie.curtis@salem.mass.edu](mailto:julie.curtis@salem.mass.edu)  
**Claire DeVincentis**  
[Cdevincentis@bridgew.edu](mailto:Cdevincentis@bridgew.edu)  
**Carolyn Mathews**  
[Cmathews@worchester.edu](mailto:Cmathews@worchester.edu)  
**Mary Kronholm**  
[Mkronholm@wisdom.wsc.mass.edu](mailto:Mkronholm@wisdom.wsc.mass.edu)  
**Mark Normantowicz**  
[Mrrnorman@aol.com](mailto:Mrrnorman@aol.com)  
**Allan O'Brien**  
[Aobrien@massasoit.mass.edu](mailto:Aobrien@massasoit.mass.edu)

## **“RAP WITH THE PREZ”**

*by Rocco Richardi, President  
Local 1067*

As you know we are entering into contract negotiations. I have given a copy of the proposals (wish list) that we are going to fight for to all Chief Stewards units I and . I believe that I have picked an excellent negotiation team led by Howie Fain, Assistant Field Service Director, Council 93. He also negotiates the University contracts. We are proud and pleased that he is our Chief Negotiator. I do not expect this contract to be done in a rapid fashion like the past two that we have negotiated. I do not want to rush a contract because we do not want to give anything back and we have to keep an eye on health care costs. So rather than get a raise and lose it due to rushing-I will not let this happen. I will keep your Chief Stewards supplied with all the information that I can give them on the negotiations. We will have a Web page soon. Our communications should be some where near the 21st century and I will be able to get information out to you in a timely manner that you can access yourself once we get the Web page up and running. We will definitely give you the best contract that we can negotiate so you can vote to accept it.

### **OPEN GENERAL MEMBERSHIP MEETING AFSCME, LOCAL 1067**

**Saturday, June 23, 2001**  
Worcester State College  
South Auditorium, Student Center  
**10:00 a.m.**

Please bring any union issues. This is your time to express your concerns.

- Some issues to be discussed are:
- Lower percentage for quorum
  - Per capita dues increase for Local 1067
    - Contract Negotiations
  - Upgrades and revision of Job Specs

**Coffee and Donuts will  
be served at this  
meeting.**

## **My Favorite Grievance**

*by Julie Curtis, Salem State College*

My favorite grievance happened back in 1993, when a Campus Police Officer was denied overtime for time spent at the local hospital after he was accidentally punctured with a hypodermic needle. The incident happened at 1:00 p.m. when Campus Police were called to respond to a report that a dormitory student was having an allergic reaction to an injection of Benadryl; and as the needle was handed over to the police, the officer was punctured in his left ring finger. The officer went to the emergency room to have it examined, but by the time he was seen by a physician and informed he was all right, his 7:00 a.m. to 3:00 p.m. shift was done. When the officer put in for overtime it was denied with the notation, “no overtime for treatment.”

When I spoke to the Campus Police Officer about the incident, he stated that while waiting to be treated, he continued to get calls over the radio and directed campus police operations from that site because there were no other sergeants on duty. Further, he mentioned that the President at the College happened to walk by right after the incident happened, and seeing how anxious the officer was after being stuck by the hypodermic needle, advised him to seek medical attention immediately. So I figured, why not contact the President of the College and see if she would back-up the officer’s story about instructing him to seek medical attention. You can imagine both the officer’s and my surprise, when after sending the President of the College an memorandum asking for her assistance, she responded in writing, that “yes, she had directed the officer to go to the hospital to have himself checked out.”

When the President’s memorandum, plus the officer’s statements that he continued his duties while waiting for treatment, were presented at the Step Two hearing, the Director of Human Resources ruled in our favor and granted the overtime request.

This grievance is still remembered at Salem State College, as the time the Union got the President to help them win a grievance!

## KNOW YOUR

### **CONTRACT!!**

by Mark Normantowicz

Holyoke Community College

The winner of the last "Know Your Contract Contest" was Lynn Wilkins from Bunker Hill Community College.

The correct answers were:

**Question:** Find and correctly site the Article and Section quoted, "The Union shall represent all persons in the bargaining unit without regard to race, color, religious creed, national origin, age, religious affiliation (if any), gender, marital status, sexual orientation or participation in the activities of the Union.

**Answer:** Article 9: Fair Practices; Section 4.

**Question:** Find and correctly site the Article and Section quoted, "Where it is currently the practice, at least two employees shall be assigned when working underground, in tunnels, in crawl spaces, in hazardous areas where steam, sewage, electrical, or other systems exist, in trenches with a depth of five or more feet, or when working more than ten feet above the floor or the ground. For other institutions, appropriate precautions (i.e., additional staffing, close supervision, etc.) will be taken to ensure the safety of employees working in these hazardous areas.

**Answer:** Article 26: Safety Procedures; Section 4.

**Question:** Find and correctly site the Article and Section quoted, "An employee shall have the right to inspect his/her Official Personnel File during regular business hours upon request and when necessary by appointment, and shall have a right to copy at his/her expense. The Union or a representative thereof, shall have access to an employee's Official Personnel File upon prior written authorization of such employee.

**Answer:** Article 30: Official Personnel Files; Section 1.

## This Month's Questions

**Question:** Do you have a right to inspect your personnel file?

**Question:** Management can perform a unit members' work. Please state when and why.

**Question:** Are you allowed to obtain training, or attend conferences, or seminars to promote your professional development?

Please e-mail all responses to khathaway@bridgew.edu.

### **Meet Your Staff Rep**

by: *Patty Couhig*

I started state service in 1975 working for the Department of Mental Health. As a mental health worker I was responsible for direct care on the units. Some of my responsibilities and accomplishments included supervising a vocational training program in the rehabilitation department, development and execution of a Special Education/GED Program at Westboro State Hospital, and the implementation of a new "Clubhouse model" rehab program which provided alternative options for residents.

I became active in my local serving as Recording Secretary for one year, Secretary Treasurer for two years, and then President for 15 years. I also served on the Council 93 Executive Board, as Secretary for the Worcester-Framingham Labor Council, and as the Legal Defense Treasurer for SUMMUP.

I graduated from Westfield State College, Cum Laude, with a Bachelor of Science in Education. Currently, I am a certified teacher. While at Westfield I was a member of Kappa Delta Pi Honor Society, received a Wisdom and Merit Award, and was an exchange student for a semester. How ironic that I now represent the employees there! One of my first endeavors as a Staff Rep was a meeting with **Chris Olsen** and **Debbie Niles-Foster** in the living room of my old dorm. It was strange to be back in such a different capacity. Oh! To be back as a student out to have fun!!

My current assignment includes Worcester State College and Quinsigamond Community College. In the past, I represented members at Fitchburg, Framingham, Mass. College of Art, Mass. College of Liberal Arts,

Westfield, Berkshire, Holyoke, Springfield Technical Community College, Mass. Bay Community College, Mount Wachusett Community College, and Roxbury Community College. I also represent members in the Department of Mental Health, Mental Retardation, Environmental Management, Youth Services, Public Health, and a private college in Franklin along with a private human services provider throughout Western Massachusetts with approximately 3000 members from one end of the state to the other! The old Chevy has become my home away from home, coming up on a quarter million miles!!

### **INTERNET SITE:**

A few Union Web sites of interest are:

The Keys to Healthy Computing  
[www.afscme.org/health/keys\\_tc.htm](http://www.afscme.org/health/keys_tc.htm)  
[www.afscme.org/about/stewtc.htm](http://www.afscme.org/about/stewtc.htm)

Get a copy of the new **AFSCME Steward Handbook**. A guide for building a strong union.

and

[www.aflcio.org](http://www.aflcio.org) - Family Time at the AFL. Homework Helpers if your child is puzzled by a math problem or needs reference materials for a book report. Help with College Cost - find a comprehensive list of Union sponsored scholarships, as well as information on federal financial aid.

Other interesting Web sites are:

[www.pta.org](http://www.pta.org) - The National Parent Teacher Association features message boards and e-mail listservers for activists who want to improve their children's schools. It also keeps parents abreast of legislation in Washington, DC, which affects schools and children.

[www.state.ma.us/lrc/Decisions-TOC.html](http://www.state.ma.us/lrc/Decisions-TOC.html) - Labor Relations

Commission web site, which contains the decisions from many cases, heard before the Labor Relations Board.

## HELPFUL HINTS

- ' **Soothe a bee sting** - make a paste of water and baking soda and rub it onto the sting. Leave it there for about five minutes, then rinse. The baking soda neutralizes the insect venom, and as the paste dries, it helps draw the toxins out of the skin.
- ' **Stamp out Spring Allergies** - To prevent pollen allergies, have a spoonful of locally produced honey daily. Because the honey contains pollen from your area, it helps you build immunity to its allergenic effects.
- ' **Low Cost Skin Saver** - Boost the effectiveness of moisturizer. Cut open two vitamin E capsules and mix them into an inexpensive brand of moisturizer. It's as effective as a fancy cream.
- ' Are plastic grocery bags taking over your kitchen? Stuff them into an empty paper towel tube and store it in a drawer.
- ' When drying denim, throw in a dry towel. The towel absorbs some of the moisture and makes the jeans dry quicker.
- ' Make new candles burn longer by placing them in the freezer for a few hours before lighting.

### **Berkshire Community College**

by Sharon T. Davis

Founded in 1960, Berkshire Community College (BCC) was the first of the fifteen colleges, which make up the Massachusetts community college system. For twelve years, the College operated in a former junior high school made available by the city of Pittsfield. There, the number of day students grew from 153 to 1,222. In 1972, the College moved four miles from the center of Pittsfield to a cluster of modern building on a beautiful 180-acre site. Buildings

are named for famous Berkshireites: Susan B. Anthony, Melville, Hawthorne, and Koussevitzky. The property includes a marked nature trail, a pond, extensive playing fields, and an outdoor pool.

In 1984, the College's South County Center opened in Great Barrington. Its purpose is to allow easier access to BCC academic courses for students who live or work in southern Berkshire County, northwest Connecticut, or Columbia County in New York. Last year the College celebrated its 40<sup>th</sup> anniversary and more than 2,400 students were enrolled in day and evening courses at the main and/or South County Center.

BCC now offers more than 40 associate degrees and certificate programs, including options and concentrations. The office of LifeLong Learning offers a wide range of non-credit courses and workshops both on site and online. The College's Business and Industry Development team offers customized training programs for employees of businesses in Berkshire County at the College or at workplace sites.

BCC employs 57 AFSMCE members. For a campus of 180-acres we have only six, very dedicated, Unit II personnel who handle all the maintenance: i.e. lawn mowing, snow plowing and "related work as required."

For further information about the College check out BCC's Web site, [www.cc.berkshire.org](http://www.cc.berkshire.org).

### **MEMBERSHIP TIDBITS**

**Bridgewater State College-Denis Loura** of the Facilities Department has been selected as the Bridgewater State College Employee of the Month for March 2001.

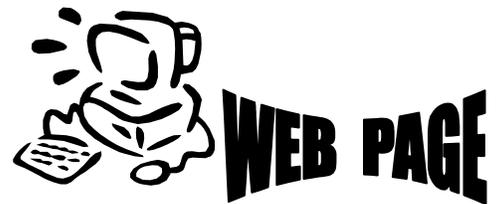
Denis has been working at the College since September 1996. He is described in his nominations as a "very meticulous and hard-working" individual who shows pride in his tasks.

**Bridgewater State College-Doris Murray** of the Counseling Department has been selected as the Bridgewater State College Employee of the Month for April 2001.

Doris has been working at the College since November 1993. She is described in her nominations as "...amazingly reliable despite the many and varied tasks that she juggles..." She is also, "dedicated, hard working, and an asset to the Counseling Center team".

**Bridgewater State College-Debi Bousquet** of Public Affairs has been selected as the Bridgewater State College Employee of the Month for May 2001.

Debi has been working at the College since March 1988. She is described in her nominations as a person who "wants to lighten everyone else's workload..." she is also, "very upbeat," "a prominent player in all major campus events," and an employee whose "laughter is from the heart and whose positive outlook is infectious!"



Watch for the debut of our  
Local (1067) Web site  
within the next few weeks.

[www.afscme1067.org](http://www.afscme1067.org)



Happy Birthday

to

Deanna Smith

Local 1067 Secretary