

What's the Buzz – 1067 ?



Council 93 Local 1067

Web Site

www.afscme1067.org

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UNION INTERNET SITES:

Union Web sites of interest are:

Union Jobs Clearinghouse – lists positions for Union staff Reps by state.
<http://www.unionjobs.com>

Read or download dozens of AFSCME books and pamphlets.
<http://www.afscme.org/publications/bookind.htm>

“RAP WITH THE PREZ”

by Rocco Richardi, President
Local 1067

To All Brothers and Sisters:

We are proud to announce that we have completed our new three-year contract for State and Community Colleges. The Team that was negotiating for everyone was a mix of new and old AFSCME negotiators. Some of us used the new skills of negotiating that we received at the Labor Guild in Quincy under the teachings of Paul McCarthy. His instructions were most useful for the bargaining team and it proved out with our new contract. Soon we will have a printed contract (with highlights) in your hands so that you may vote to accept the new contract. We did not lose any retroactive monies because we finished on the day before our contract expired without giving up the farm. The Team negotiated day and night intensely. I truly believe that this is the best we could get out of the state. The Negotiations Team took in every consideration and argued for every member of Unit I and II, and every job description was discussed in full length before we reached agreement. I hope all members like and accept the hard work of our Team.

NEGOTIATIONS

The bargaining team has reached an agreement on a three-year contract.

Stewards have the highlights available.

Watch for details on the upcoming ratification vote

Worcester State College

by: Carolyn Mathews and
Reynaldo Rodriguez

Worcester State College is a public four-year institution founded on September 11, 1874. It is a metropolitan academic institution that responds to the diverse intellectual and career needs of the citizens of Central Massachusetts. Located on 58 rolling acres on the residential westside of Worcester, it is within an hour drive of all major centers in New England and combines urban convenience within a suburban setting.

Founded as a State Normal School in Worcester, the College's name changed to Worcester State Teachers College in 1932 and to Worcester State College in 1963. Since 1974 Worcester State College has been a leader in the programs of Nursing, Education, Business Administration, Occupational Therapy, and Communications.

The campus has the largest Proscenium Theatre in Worcester with 1,094 seats within the Sullivan Auditorium. In addition the campus has its own newspaper-*The Student Voice*, a radio station-WSCW 94.9 FM, and a fully operational television studio-WSTS TV-11. The newly restored John Coughlin Athletic Field boasts state-of-the-art artificial turf and track with lighting for evening events.

In October 2000, Worcester State College opened the Kalyan K. Ghosh Center for Science and Technology. The \$25 million building houses instructional laboratory facilities to support 12 academic programs, faculty offices, an 80 seat computer laboratory, and a 200 seat multi-media lecture hall equipped with state-of-the-art teaching technology.



"A First Timers Impression of the Collective Bargaining Process"

AFSCME Local 1067

By Anthony Imperioso, Police Officer,
Bunker Hill Community College

The collective bargaining process began with an organizational meeting in March of this year. However, the process began in earnest in May and June. The bulk of the negotiations took place on four long 10-12 hour days during the week of June 25th and culminated with a tentative agreement reached between the Commonwealth of Massachusetts Board of Higher Education and AFSCME Local 1067 on June 29, 2001. The agreement for our new three-year contract will become effective upon approval of Governor Jane Swift and the State Legislature.

The meetings took place at both Quinsigamond Community College and Worcester State College. It was my first time at these schools and needless to say, I was thoroughly impressed with the grounds and overall attractiveness of both colleges.

I was asked by AFSCME Local 1067 **President, Rocco Richardi**, to be part of this collective bargaining team for our new contract. I was joined by **Salem State College Police Officer James Kefalas**. This was the first time, in approximately ten years, that a sub-committee for Campus Police was formed to deal with the issues that effect all state and community college Campus Police Officers. Both Jim and I were eventually made part of the permanent negotiating team.

I honestly did not know what to expect from this process. Although I have been involved in Union-Management issues before, this was my first time being involved with AFSCME Council 93/Local 1067 collective bargaining. Frankly, I had heard horror stories about the Board of Higher Education negotiators and the process in general. While the members of the Board of Higher Education were extremely tough negotiators, I can honestly say that I found their team to be sincere and dedicated to reaching an agreement for a new contract.

The process was long, tedious, and at times tense. I found both teams to be dedicated and steadfast in working to reach a fair and beneficial agreement for all AFSCME Local 1067 employees in

a timely manner. As a Campus Police Officer, the issues affecting our departments were an important concern during this process. Those issues and concerns, taken from the Campus Police surveys earlier this year, were not only a top priority for me, but they were and continue to be a priority for every member of our negotiating team. I was not sure as to how these Campus Police issues would be addressed, if at all. However, Local 1067 Union President Rocco Richardi and the entire negotiating team made these issues a priority during the process. There was never a minute that any issue or concern went unrecognized. In fact, our **Chief Negotiator Howie Fain**, allowed Officer Jim Kefalas and myself to directly present those issues, concerns, and demands to the Board of Higher Education.

Although not all of the issues and demands have been met in this contract, we did achieve some of them and recognition on the others for the future. However, with representation at the table, we are on the road to achieving those goals that are important to all Campus Police Officers. It takes time, but we are well on the way.

Finally, I was particularly impressed with President Rocco Richardi and all of the Officers of Local 1067. Their commitment to the 3000 members of our Union is strong and determined. Specifically, their decision to include Campus Police as part of this negotiating process serves us well. I can honestly say that collectively, our team fought hard for all members of our Union and every unit position. I believe that this contract, when signed and ratified, will be one of the best we have achieved for all our employees. In general, this collective bargaining process has certainly taught me that our Union truly cares about all workers. It has taught me that: we collectively need to be strong, unified, committed, and determined to make our Union stronger, our voices heard, and our jobs better. As the old saying goes, "in unity there is strength."

MEMBERSHIP TIDBITS

Bridgewater State College — **Maureen Chaves** of Management Science was selected as employee of the month for June. She has been working at the College since September 1999. Maureen is described as a person who "has an unparalleled work ethic," is a

dedicated professional, and is extremely pleasant, even under pressure. Congratulations, Maureen.

Bridgewater State College — **Janine Arduino** of the Maxwell Library, Cataloging Department, has been selected as employee of the month for July. She has been working at the College since March 1998. Janine is described as a person whose "outgoing personality makes her a favorite to all that know her." Congratulations, Janine.

Bridgewater Honors Employees

by Karen Hathaway

Bridgewater State College

The President's Office at Bridgewater State College, in combination with the Human Resources Office, developed the Employee of the Month program approximately five years ago. Any member of the campus community can nominate any AFSCME member, excluded member, or hourly employee. The criteria for this honor include being reliable, responsible, caring, hard working, and volunteers in extra activities. Two stipulations to receiving the award are you can only win once per calendar year and you can't have any current disciplinary actions in your Personnel File. The selection committee is comprised of the Employee of the Month for the current month and the two previous months. It is their responsibility to read all nominations and to rank their top five choices. The first choice is given 10 points, second choice-9 points, and so on down to 6 points for the fifth choice. A staff assistant in Human Resources, Missy Grabau, has the responsibility of tallying the votes and announces the winner!

The Employee is awarded a \$100 gift certificate to a local mall and a reserved parking space for the month. A congratulatory letter from the President is sent to the person with a copy going to their area Vice-President and their Personnel File. A picture of the employee is displayed outside of the Human Resources Office as well as on the College's Web page. An e-mail announcing the current winner is sent out to the entire campus community. The Public Affairs Department contacts the employee and an announcement is sent to the newspaper of the employees' choice. The final honor is the employee

is invited to attend a dinner with the Board of Trustees, the President, and the Vice-Presidents, and awarded a certificate of appreciation from the Board.

This is a good program to honor our AFSCME employees. The next time you are speaking with your Human Resources Director, why don't you suggest it on your campus? Next issue, watch to find out how we honor our employees with service recognition awards.

KNOW YOUR

CONTRACT!!

*by Mark Normantowicz
Holyoke Community College*

The winner of the last contest was **Sonia Rego**, a Clerk IV, from **Bridge-water State College**. Congratulations, Sonia!!!

The correct responses to the questions in the last issue are:

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

Answer: Yes, Article 30-Section 1.

Question: Management can perform a unit member's work. Please state when and why.

Answer: Article 10: Section 10; paragraph F. No managerial employee, as defined by the Massachusetts Public Collective Bargaining Law (Chapter 150), who is excluded from the terms of this Agreement, shall perform the work of any employee covered by this Agreement, except in the case of an emergency, excessive absence of employees from work, lack of an adequate number of employees or for the purpose of providing instructions or training of employees.

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

Answer: Yes. Article 25, Professional Development.

This Month's Questions

What is the Web address of our Local?

What will you find on the site?

Using the Web site, what does Article 29 really say or discuss?

Please email responses to:

khathaway@bridgew.edu

GOVERNMENT PENSION OFFSET LAW

*By Carol Concannon, Unit I Steward,
Massachusetts Maritime Academy*

1.3 million members of the American Federation of State, County and Municipal Employees (AFSCME) will be affected by the Government Pension Offset law that affects Social Security Retirement or Disability Benefits. Your spouse's or Widow(er)'s Social Security benefits can also be affected under this law.

Contact the Social Security Administration and request information on this offset law by requesting the following publications:

Government Pension Offset (Publication No. 05-10007)

A Pension From Work Not Covered by Social Security (Publication No. 05-10045).

On the national front, Charles M. Loveless, Director of Legislation, AFSCME International, is working hard for us by supporting legislation to reverse or lessen the harsh effects of the Government Pension Offset law. Government Pension Reform bill H. R. 1217—recently introduced by Rep. William Jefferson—seeks to guarantee a combined social security/government pension of not less than \$1200 per month.

Get involved in the debate on this issue. Call your federal representatives and senators and tell them how you feel about the Offset for Government Employees.

Salem State College Sponsors Boston Marathon Runner

by Julie Curtis

Salem State College

As many of our membership are aware, every year each institution of AFSCME Local 1067 (all 24 State and Community Colleges), is allowed \$100.00 to use as a sponsorship in their

name. This year Salem State College was pleased to be part of a Salem, MA, resident's sponsorship during last April's running of the Boston Marathon.

Ms. Melissa Shea, wife of a City of Salem Police Officer and mother of four children, ran her first marathon this year in the name of The Kidney Foundation. Melissa was proud to announce that she finished the marathon in 4 hours and 2 minutes! She ran in the names of both a 27 year-old cousin who has been the recipient of two kidney transplants and a sister-in-law who has kidney disease.

When I spoke to Melissa after she received her donation from Local 1067, she explained that she began training last February when she heard of her cousin's second transplant. She was proud to announce that thanks to AFSCME Local 1067's generosity, her total donations came to \$2,000.00. Melissa wanted everyone at AFSCME Local 1067 (and especially at Salem State College), to know how very grateful she was for all the support she had received and that she was looking forward to running in next year's Boston Marathon.



The Secrets Your Doodles Reveal

This column is dedicated to — **Marziale Carlopoli** of **Berkshire Community College**.

He is the only person who consistently turns an ordinary table cover into an 'Artistic Creation'!!

Did you know that ninety percent of us doodle when we are bored? Doodles aren't just a mindless exercise, just like our dreams, our doodles are doorways into the subconscious. Those little squiggles and circles can reveal your inner state of mind. Take a look at your doodles and find out what they reveal about your inner self....

Are you a looper and squiggler? Then you're a free Spirit! Whenever there's an opportunity to try something new, you're willing to cast caution to the wind. You're adventuresome and love to explore new turf. Your "give-it-a-whirl" attitude is a great example to friends who are less daring. You're an Inspiration!

Are you a dot doodler? You're relaxed. Believe it or not, dots are the number one doodle! What do your dot

doodles say about you? Rather than getting hung up on a rigid schedule, you're likely to be more carefree. This doesn't mean you're disorganized; you get stuff done, but you're easygoing about it. And this relaxed attitude has a soothing effect on everyone around you.

Do you like geometric shapes? You're upbeat! Not all geometric shapes mean the same thing, but they all signal an optimistic nature. Circles are indicators of fun-loving affection; triangles unveil high energy; and squares and 3-D boxes reveal the ability to maneuver around challenges. No matter what comes up, you look on the bright side.

Are you a face doodler? You're an open book. You would make a terrible poker player because your feelings and emotions show on your face! Whether you're feeling blue or in the pink, everyone around you knows where you're at. And since you're so sincere, even people who don't know you very well are quick to put their trust in you.

Do you draw flowers, clouds, birds, or trees? You're an idealist. Decorative doodles that reflect nature mean you're not only imaginative, but also someone who has high ideals. Nature doodlers should put their thoughts into writing. They have plenty of good ideas about how to make the world a better place and a flair for expressing themselves creatively.

Do you like to draw stars? You're ambitious! Stars are a sign that you're reaching for something higher, whether it's a great new job or a satisfying relationship. If your stars are all different shapes, it says that you're creative. Symmetrical stars point to a more analytical approach. Either way, you always strive to improve.

WESTFIELD STATE COLLEGE

Along about the first of the year, **AFSCME stewards Mary Kronholm and Nadine Kennedy** asked former Steward **Arthur O'Leary** if he would take on the responsibility of organizing our Unity Picnic. This picnic has been taking place for several years, and Brother Art had turned it into a significant event for the AFSCME membership. The picnic brings us all together for an afternoon of games, socializing, and good food – after the stress of graduation.

Most AFSCME members do not have a chance to get to know everyone on campus, and this is the time to make new friends and catch up with folks. For weeks Art plots and plans, arranging for the place, the food, door prizes and usually, the weather. His attention to detail – decorations, for instance, – really make our picnic a grand afternoon. There are cards, board games, horseshoes, and other games for everyone to play. The Administration is invited and always comes. We included the AFSCME officers and this year President Rocco Richardi brought some green and yellow AFSCME t-shirts, which we added to the Bookstore gift certificates as door prizes.

The membership has the afternoon – on College time – to eat, visit, and have a good time – that never fails. We at Westfield State College are fortunate that the College not only allows this, but also really encourages AFSCME to hold this picnic.

YOUR HEALTH AND WELFARE FUND

The Massachusetts Public Employees Health and Welfare Fund was created in 1983 through collective bargaining between the Commonwealth of Massachusetts and the Alliance, a coalition of four public employee unions: AFSCME Council 93, SEIU Local 509, SEIU Local 254, and SEIU Local 285. In 1989, the State Police Association of Massachusetts (SPAM) Health and Welfare Fund merged with the Fund. During the ensuing years additional affiliates of the Alliance Unions, including AFSCME Local 1067 (State and Community Colleges), have joined the Fund. The unions felt that creation of the Fund would offer their members a new, fully-employer paid benefit and would also give the unions joint control in the design, implementation, and administration of the program.

The Commonwealth of Massachusetts began remitting contributions to the Fund for each full-time equivalent employee represented by the Alliance effective January 1, 1984. The Fund's trustees, with input from their professional advisors, designed and implemented the Fund's first benefit plan; a dental program began on July 1, 1985. Vision care services were added to the plan in 1987.

The Fund is not an agency of the Commonwealth of Massachusetts. It is a separately incorporated, voluntary employees' beneficiary association (VEBA), which is exempt from taxation. The plan is funded entirely by employer contributions.

A ten-member Board of Trustees, consisting of five representatives from labor and five from management, governs the Fund. The Trustees are responsible for making policy decisions about how the assets held in trust for the employees will be allocated and to set the overall mission of the Fund. The Trustees meet approximately six times per year.

An Executive Director manages the day-to-day operations of the Fund on behalf of the Board of Trustees from an office in Boston. The office staff maintains eligibility records, verifies eligibility for members and providers, mails enrollment information to eligible members, works with the dental and vision vendors to ensure benefits are being provided according to agreed upon policies, et cetera.

Fund members are eligible for the dental and vision plans on the first day of the month after completing six full months of employment. For example, if an employee is hired on January 5th, he/she becomes eligible for the plans on August 1st. Prior to becoming eligible for benefits "pending" members receive a Summary Plan Description and an enrollment form as notification of their upcoming eligibility. Members must return their enrollment form to add dependents and to select a dental plan.

The Dental Plan

Members have a choice between three dental plans – the Closed (Preferred Provider) Plan, the Open (Indemnity) Plan, or the Dental Wellness Plan. All family members must be enrolled in the same dental plan. Members who enroll in the Closed Plan must receive all their dental treatment from one of the approximately 425 dentists that participate in the Fund's Closed Plan. Members who enroll in the Fund's Open Plan may receive services from any dentist of their choice, and the Fund reimburses an amount based on the Table of Allowances that is set by the Trustees. Members who enroll in the Dental Wellness Plan must receive all their services from

the DentaQuest facility in Southborough, Massachusetts.

The dentists who participate in the Fund's Closed Plan agree to accept deeply discounted fees for their services. These fees are set by the Board of Trustees and reviewed annually. Member co-payments are also set by the Board of Trustees, and are listed in the annual Summary Plan Description.

Each spring, all eligible Fund members receive a new Summary Plan Description and an enrollment form. Members may change their dental plan during this annual Open Enrollment period.

The Fund hires a dental plan administrator to process and pay all dental claims according to the plan design determined by the Board of Trustees. Since 1993, Delta Dental Plan of Massachusetts has served as the Fund's dental plan administrator. All dental claims are therefore sent directly to Delta Dental from Closed Plan dentists and non-participating dentists located in Massachusetts.

The Professional Relations Department at Delta Dental Plan is responsible for recruiting new dentists. Dentists are recruited when it is determined, as a result of statistical analysis, that members do not have adequate access to a Closed Plan office. Dentists will often inquire about participating in the network after hearing about the plan from a patient. When a dental office submits a completed application, a site visit is made to check for compliance with health and safety regulations, cleanliness, et cetera. An inquiry is performed on the background of the dentist to ensure that there are no problems with their credentials and to confirm that the quality assurance standards established by the Trustees are met. Once an office passes the site visit and background check, they are eligible to join the Closed Plan network, subject to the discretion of the Fund.

The Vision Plan

Davis Vision has administered the vision program since its inception in 1987. Davis Vision has successfully competed against other vision care vendors in four bidding processes. The trustees feel that Davis Vision offers a high quality, low-cost benefit to the Fund members.

The Fund has two vision care programs, the Preferred Provider Vision Plan and the Alternative Vision Plan. Members may select their plan at the time of service. To receive services from a Preferred Vision Provider, the member simply contacts a provider of their choice to make an appointment. The provider's office verifies eligibility and obtains authorization – there is no paperwork required on the part of the member. Providers that participate in the Preferred Provider Vision Plan are subject to the quality assurance standards established by Davis Vision and approved by the Board of Trustees.

Members may receive services from a provider that does not participate in the Preferred Provider Vision Plan. This is the Alternative Vision Plan. The member calls the Vision Care Processing Unit to obtain a claim form and is reimbursed for their services according to a fixed schedule that is determined by the trustees. Members who elect to receive services from a Preferred Provider pay less for their vision services than members who participate in the Alternative Vision Plan.

Brian Stickler, Field Services Director, AFSCME Council 93 and Labor Chair, Massachusetts Public Employees Fund ; and Susan Fournier, Executive Director, Massachusetts Public Employees Fund prepared this article.

GENERAL WEB SITES OF INTEREST

www.half.com - features used and new movies, music, books and video games, all for half price or less! And when you're done enjoying your own purchases, you can sell them here, too!!

www.howtocleananything.com got lipstick on your favorite shirt? Wax on your carpet? Egg on your car paint? No need to despair! This web site will answer all your cleaning questions, from getting chocolate off your best dress to removing super-glue from your Formica countertops. There are also pet cleaning instructions, so fluffy and fido can look good too!!

www.gasbuddy.com Gas Buddy Organization Inc. – informed consumers are wise consumers – lists gas stations with cheap gas.

Keep your kids busy this summer with science fun. The following Web sites are full of super-safe and super-easy experiments that kids can do alone or with their friends. All use ingredients that you have lying around the house. Go to

www.exploratorium.edu/science_explorer/volcano.html

to find instructions to make miniature lava lamps. Then try advanced projects at www.oozinggoo.com/howto.html If your child is a space nut, head to NASA's site created just for kids at <http://spaceplace.jpl.nasa.gov> Turn white flowers into a colorful bouquet at www.funology.com/laboratory/lab005.cfm

First there was mud, then there were worms. Now there is the yuckiest site on the internet run by the discovery channel at

<http://yucky.kids.discovery.com>

ODDS & ENDS

No more ants - Keep ants away by planting mint, lavender, chives, and garlic. They hate the smell of these plants.

Ant-free picnic - Prevent ants from marching up your picnic table by placing each table leg into a small tuna can that's been filled with water. Ants won't be able to swim to the table.

Rust free tools - protect shovels, hoes and other gardening tools by coating them with cooking spray before use. The spray will prevent the metal from rusting and make clean up easier.

No splatter frying - Sprinkle a little salt in the frying pan before you start cooking. The salt will prevent hot fat from splattering.

Safer Toddlers - Place a piece of colored tape at eye level on a glass door. This will protect toddlers from walking into the door when it is closed.

Odor-free paint - Eliminate paint odor by placing a plate filled with salt in the room. It will "soak up" the odor.