

Governors Forum 2010

On the morning of Saturday, May 22nd, SEIU Local 509, in conjunction with the SEIU State Council, hosted a Gubernatorial Forum for the candidates running for Massachusetts Governor.

While invitations were extended to the three major candidates, only Deval Patrick and Tim Cahill choose to attend and seek a SEIU endorsement.

More than 300 members gathered to ask the candidates about issues important to them. Members after-



wards graded each of the candidates. Overall, Governor Patrick received a B+ grade and Treasurer Cahill received a C.

As an important part of the SEIU endorsement process, the member feedback on both of the candidates was very useful. Go to SEIU509.org to read some comments made by members at the forum.

Thank you to both of the candidates who attended. Special thank you to all of you who were able to come out and make this a great event.

Health and Safety Victory

After years of bringing health and safety work place issues at our Salem Regional Office to the attention of management at the Department of Revenue the Unions finally scored a major victory for those employed at this location.

The Commonwealth has finally committed to full relocation of the employees in this location. An RFP is to be issued within two weeks and full relocation of the office is to take place within the next seven months. In the interim employees desiring immediate reassignment for health related issues will be granted an immediate reassignment.

The Commonwealth has also committed to proactively monitoring health and safety issues of other agencies in the 35 Congress St location in Salem.

Another major achievement is a new willingness by the Commonwealth to examine its policy of leasing space in mixed-use settings. This is an issue we had requested cooperation on at contract time but were denied. Hopefully now we can make significant gains on this issue and make our future work sites healthy ones.

Remember if you too have an unhealthy work place it is very important to constantly bring it to your managements attention keeping a trail of emails outlining the problem and requesting a solution. An unhealthy work environment can have devastating life long health consequences, every worker deserves a safe and healthy work place.

Special thanks to John Tortelli, Ed Kiley, Laura Adams and all the members of the DOR Chapter and the 509 Health and Safety Committee for their attention to this matter.

HEC Employees Vote to Ratify Contract

Employees at Hampshire Educational Collaborative (HEC) voted overwhelmingly to ratify their first contract. 186 HEC employees voted to ratify the contract and 3 employees voted to reject it. On June 9th, the Board of Governor's for HEC voted to approve and fund the contract pending some more information from the commonwealth.

Congratulations to the bargaining team and all the employees at HEC.

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SEIU 509 Leadership

President Michael Grunko
Treasurer Stephen Lewis

Recording Secretary

Marianne Kiely

Trustees

Patrick Barry
Bruce Callahan
Philip Leduc

Sergeant-at-Arms

John DaCosta

Chapter Presidents

Zevorah Bagni, DCF
Stu Dickson, DDS
Mimi Gordon, DEEC
Bernard Smith, DMA
John Labaki, DMH
Ken Gorman, DOC
Peter Cirioni, DOE
John Tortelli, DOR
Taiye Anjorin, DPH
Ken Ramsay, DTA
Bob O'Haver, IST
Cheryl Rivers, MCB
Judith Costello, MRC
Kathy Whitman, Private Sector

Event photos taken in this issue of the 509 News were taken by Aaron Donovan.

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From Our President:

The Imperfect Union

Michael Grunko

No, I am not talking about Al and Tipper Gore. I am talking about SEIU Local 509. As your president, my daily tasks include getting scolded for everything from agreeing to furloughs to splitting infinitives.

I take complaints; go to meetings with powerful people (members, managers and politicians). At this point in my tenure (I step down in December), I am working hard to make sure that things are in order. Sometimes it seems that there are a million details, learned over 30 years as Treasurer and President that need to be codified, explained and passed on to the next generation of leadership. There are 6 more Joint Executive Board meetings to chair and one Annual Meeting. I will travel to a number of meetings in Denver, and Washington DC planned by our international union and meet with my counterparts from other large locals.

A good part of the problem is that we live in a world of "unrealized expectations". Things that we expected to work out didn't. Some problems are easy to fix. I promise to never split an infinitive again! (You can quote me on that.)

Other things are more difficult. We get upset when we see other workers "getting away with stuff" that are out of bounds for us. This could be prison guards or police getting overtime or Group 4 retirement while we get furloughs. We forget that we will get pay raises that they will not get.

In this issue of the Local 509 News you will find our "Local 509 General Election Manual". If you want to run for Local 509 office in our fall elections it behooves you to review the articles. I take great pride in being part of a very democratic union. Over the years we have developed the manual to help members understand what they will have to do, and when they will have to do it to get nominated and hopefully elected. Despite this every election two or three members who aspire to higher union office manage to get their nomination screwed up or their article for the election issue of the 509 News in late.

Please review the rules. If anything seems unclear or confusing, call me or Stephen Lewis. Our objective is to give every member the opportunity to lead.

Speaking of leading, Patricia Commene, a 20 year Rehab Counselor for the Massachusetts Rehabilitation Commission, is running for the state house seat from the Andover, Lawrence, Tewksbury district. She has the endorsement of COPE and Local 509. If our track record with DCF worker, now State Representative, Jim O'Day is any help, the amount of credibility that Pat will bring to the House once she is elected and the help she can be for our programs and her coworkers is immeasurable. Look up her website and make a contribution of cash or your time. The experience that a Local 509 member can bring to the debate will transcend all that empty tea-party babble.

We also have an SEIU member running to replace Congressman Stephen Lynch. Mac D'Alessandro has qualified for the ballot with over 5000 signatures gathered in two weeks. More than double what he needed. He is a young, smart, honest and progressive.

We won an important victory for the DOR (and other) workers who work at Shetland Park in Salem. I have been trying to get the Commonwealth to recognize that they must not locate offices in mixed-use (industrial/ office) buildings. It is not fair to the workers or the clients to be exposed to toxic chemicals and mold. DOR will get out in seven months and we will be monitoring other offices with the promise that if we can document illness in other areas action will be taken to move workers out. Just a tip: If you experience health related issues that you believe come from bad air/ toxins in your office document that with your manager and Local 509.

We may not be perfect, but with your help we can be better.



Treasurer's Report

Stephen Lewis



We are finally unpacked from our office move and settling in to our new office space. If you are near Watertown during the work week, please stop in for a look at your new union headquarters.

We want to welcome new members to the union. The workers at the Hampshire Educational Collaborative have almost completed their contract negotiations, just as they take their summer hiatus from their

jobs for two months. They will become dues paying members in September. Negotiations at the Brien Center have been more contentious. Talks have dragged on and, as of this writing; the workers are planning to strike to express their displeasure at what management has offered at the bargaining table. We hope they will be able to win a fair contract in the near future. When they do, another 300? workers will become a part of Local 509. We have also begun negotiations at Delta for a first contract.

Every three or four years our Local is audited by SEIU for things like proper recording of dues, pension contributions, banking deposits, payroll maintenance and other financial obligations and reporting. This is a process they do with all SEIU Locals around the country. The initial feedback from the auditor is that we compare very favorably with other Locals. As a union Local, in addition to the SEIU audit, we have a certified audit completed each year by an auditing firm we hire. We are also required to file a massive report titled an LM2 with the Department of Labor, a form 990 with the IRS, reports with the MA Secretary of State's office, and the Office of Campaign and Political Finance.

Another downside of the national financial problems is the low interest rates being paid for CD's. We keep our strike fund invested in short term CD's and the return on these has been abysmal over the past year.

SEIU 509 Staff

SEIU 509 is welcoming many new talented staff. Last month, Susan Tousignant joined the SEIU 509 Public Sector Field staff. Susan is a long time member of the MRC chapter and former Chapter President. John Magner has come to SEIU 509 from SEIU 888 to join the Private Sector Field Staff.

The Organizing Department has seen a few new faces as well. Private Sector member Israel Pierre recently joined the SEIU 509 staff as an Organizer. Sefira Bell-Masterson, Justin Palmer and Aaron Donovan have all joined the Organizing Department as well.

Recording Secretary's Message: The Importance of Connection

By Marianne Kiely



In our world today communication is mainly through email, Facebook, Twitter, and all the other social networking sites driven by the Internet. However to quote a Tip O'Neil who said, "All politics is local" couldn't have been more correct. The power we as Union members possess is through our local connections in our individual communities, houses of worship, community organizations, our children's PTAs, through our next door neighbors, and the list goes on. The power of a 1:1 conversation is immeasurable. Through a 1:1 conversation you are able to engage the listener and evoke a response from them and through that response or reaction tool your message that may help you find a common connection on a topic. We rarely do this in terms of issues related to our every day work lives in order to educate the public and improve their perception of us as public employees.

We as a union community have to tap into these opportunities and talk with our neighbors, state reps and state senators in order to move the pro-worker agenda of decent wages, justice in our workplace, and the ability to someday retire above the poverty level. This requires a call to action to you our members to stand up and be willing to make that connection. It doesn't require massive demonstrations but more of a concerted effort by members to take each opportunity to commit to getting involved and stepping up to the plate. Through members lobbying and telling their stories we get our issues brought forward in the Legislature. We need to constantly remind our elected officials that we are part of the electorate and on a pretty consistent basis, discuss with them issues of importance to us in terms of employment issues and our retirement system, and then hold them accountable to us.

If you aren't feeling real comfortable having that 1:1 conversation then take advantage of the opportunity for training through our ongoing National Organizing Corps, (NOC.) This day long training will give you the necessary tools to draw on in learning to tell your story. Call Dennis MacDonald or myself at Local 509 and sign up for the next training. Learn first hand the hidden power of connecting. Someone less famous than Tip O'Neil pointed out in a training one day that if you look at the spelling of the word U N I O N the first 3 letters stand for you and I! So let's stop looking to others to do it for us. Let's step up and CONNECT.

Don't Pay Double Dues

If you pay dues to Local 509 from more than one employer, the union will reimburse you, on a quarterly basis, the sum you pay at the agency where you pay the lesser amount. Contact the union office for a form you need to submit. We will only reimburse for the current fiscal/calendar year.



Department of Children and Families

Zevorah Bagni

This is a copy an email sent to the Commissioner and the Secretariat on 14 June 2010. Hopefully, they will respond before the Legislature is out of session.

Good afternoon Dr. Bigby and Dr. McClain:

Two years ago I wrote a bill to increase the criminal penalties for any perpetrator who assaults a DCF social worker while performing agency duties.

My legislation House bill 1554, filed by Representatives O'Day and Dwyer, is now in the Judiciary Committee.

Commissioner McClain, I read in your article that you are also pursuing legislation to support safety for social workers. I would like to ask for the name of the legislation you referred to in the article, please.

The recent attacks on the Department of Children and Families social workers in the Holyoke area emphasize the need for legislation like Bills 1554 and 2550, the 509- DCF Chapter's bill to move DCF social workers into Group 2 for retirement. Bill 2550 has been reported out of committee favorably and is before the Ways and Committee.

On behalf of every social worker and supervisor who lives with the fear that became reality on 11 June 20 10 for the four social workers in Holyoke, as they tried to protect six children, I need your support .

As you know, three men and one woman, all with more than of 10 years experience, violently were attacked, punched, and bitten. This occurred despite the fact local police were present in full gear. Police had to resort to using mace to immobilize the assailants. The close quarters caused the social workers and the supervisor to be exposed to mace as well. Despite their injuries, they managed to safely remove the children. What had been a meticulously planned removal escalated to a situation that endangered everyone present.

I am asking that you give your written support to both of these legislative remedies. I assure you both that your employees will be grateful for your acknowledgement of the dangers inherent in this work.

In Solidarity for Safety,

Zevorah Ortega-Bagni
President , DCF -Chapter of SEIU- Local 509



Department of Development Disability Services

Stu Dickson

Group 2: We have reached improved cooperation with DDS and EOHHS regarding Service Coordinators and Group 2. Local 509 apologizes for this progress not to have made the printer in time to change the previous issue of the 509 News.

EOHHS and DDS feel that letters are no longer needed by Service Coordinators. DDS as an agency wants to help Service Coordinators with this process. The Retirement Board is the final decision regarding Service Coordinator eligibility. Service Coordinators who feel they still need to submit a letter should contact Stu Dickson at 413-535-1022 x107. Stu will help individualize the letters process to DDS. This is a huge improvement in this situation because some Regional Directors were very concerned about this process. There are few things in state service more fraught with mystery and mystique then Group 2 eligibility. Local 509 is most appreciative for having achieved harmonious resolution of this process within the agency. Service Coordinators must still fill out the Group Classification Questionnaire form as part of the process requesting group 2 eligibility.

Hours/Lunch Breaks Grievance: We have completed a signed agreement about this with DDS. We expect that people will soon be working 9-5pm instead of 8:30-5pm AND they will be able to use a full 1 hour lunch. We are in the process of working out an implementation date, procedures and notification to the field. This will be adjusted accordingly with each Region's Flextime agreement so that i.e. a worker working 8am-4:30pm will be working 8-4am. This will be standardized across the agency. Workers negatively affected from unilateral change from what had been 9-5pm TO 8:30am-5pm will be investigated in 5 affected offices and in confirmed will have up to 5 comp. days received.

FY 11 Budget: Members need to contact their Representative and Senator to urge House/Senate Conference Committee to retain the SENATE figures for the FY 11 budget. DDS has committed to laying off 70 509 positions (63 Service Coordinators, eliminating 2 vacant Supervisor positions) The House version is twice as bad. The ISP-DDS is implementing the 2 year ISP process. A series of meetings is being held to train Service Coordinators. Over the next year or so 50% of caseloads will be ISP Updates, others ISP's. Response sheets, support strategies and many assessments will be good for 2 years. Future ISP. An ISP Committee with Service Coordinator involvement has met to streamline the process and decrease redundancy. Recommendations will be made to the Commissioner. One idea being presented is to replace the vision statement with specific questions to be asked and answered in order to create a vision statement. Another idea is to eliminate goals from the ISP but have vendors instead come to the meeting prepared with support strategies/goals to be addressed. This is not expected to happen before 1/11. While it felt that this will much improve the docu-

Department of Development Disability Services continued

ment and the process, it will be very labor intensive to do it over the course of a year. Local 509 questions how well this can happen with 3 new waivers process, the 2 year ISP and increased caseloads from layoffs pushing caseloads close to 70 statewide average.



Department of Early Education and Care
Mimi Gordon

As I write this article, we await the final Fiscal 2011 State Budget which still has to be decided by a Conference Committee. The House budget is more favorable than the Senate version regarding the EEC

Administrative account which funds most staff positions. The budget will hopefully be decided by July 1, so we should know by then how the EEC budget looks for the fiscal year beginning in July.

We recently negotiated the workload impact of the revised day care licensing regulations. We had two negotiating sessions at OER and reached an agreement in exactly 21 days which is a credit to the 509 negotiating team: Phyllis Shimer, Renee Desrosiers, Charlotte Clarke and Dave McNally. The important piece of the agreement is that it protects our members through 2011 from being negatively evaluated due to the additional work resulting from the revised regs. The union would have preferred no end date; management initially wanted the end date to be December 2010, so the union and management agreed to December 2011. I will soon mail a copy of the agreement to stewards in each office to distribute to all licensing members.

Through our Chapter Emergency Fund, we recently were able to provide some financial help to a member in the Worcester region who had used all sick and vacation time due to a catastrophic illness. You may know that the fund was the idea of John Follit, an active member in Springfield. John wanted to have the ability help members in rare instances of serious illness or other catastrophic situations which could happen to any of us. At a membership meeting in 1988 it was overwhelmingly approved by our chapter members to contribute 25 cents per member per week. Tragically, John passed away at age 50 from pancreatic cancer. The fund is one of his many legacies.



Mass Health Chapter
Bernard Smith

As you may know, the International is carrying on a search for new talent in all chapters to get involved in creating a better Union. For the most part the field reps will be following through with this initiative. It's a good idea, particularly for people who have something to offer and have not yet done so, particularly for the newer workers who haven't as

Mass Health Chapter continued

yet got involved. The Local does give you a forum in which you can better shape your daily work environment, e.g., local and statewide labor-management meetings. Local meetings would be ideal for our chapter but this has not worked out thus far.

In considering why this is so, there are the usual suspects, like apathy and reluctance to give up your personal-use time, at night or an occasional Saturday. This obstacle can be overcome once someone sees the results of what can actually be done. More difficult to tackle is the petty self-pitying cry-baby whiner and the self-aggrandized entitled types who demand immediate personal gratification. They like to take, but will never give in return. When things don't go according to their special demands, somebody's got to be blamed. The Union gets it every time. A twisted version of sixties pop-psychology has led some to think "venting" is beneficial, actually, it's a search for a whipping boy, and less gets accomplished.

There are still many good, talented folks out there who have something unique to contribute. When the field reps come around, let them know how you can help.



Department of Mental Health
John Labaki

It is great to have this opportunity via the newsletter to provide you with updates. We expect that, between news-

letters, you have been kept informed by way of the supplementary emails that are sent to you on a regular basis. Please let us know if you are not getting them.

A few announcements:

The contract is being prepared for printing. We will be getting the 1% raise by the middle of June and the retroactive raise going back to January 2010 by the end of the month.

We were informed recently that Ms. Ellaina McDowell, Field Representative, will be assigned as our new DMH Chapter advisor. While we welcome Ms. McDowell in this role, we want to convey to Mr. F. Truett our appreciation and gratitude for all his work on behalf of the chapter.

The Supplemental Agreement N Committee for Social Worker titles has prepared a draft to present to Management in the next week or two. Countless thanks to all the committee members: Jane Malkiewicz, chair, Noel Johnson, Cassie Sampas, and Robert Carey.

A Safety in the Workplace committee is being shaped and Robert Carey, will lead this effort.

Local 509 has placed pressure and demands on Management to backfill vacancies. A number of positions have been filled already

Department of Mental Health continued

and a few more will be posted soon.

We were informed by President Grunko last week that Field staff will be meeting with 509 members and help them get involved in the Union.

We are getting ready to meet with DMH Management June 11. Among the topics of discussion is DMH FY' 11 budget, the future role of Case Management, the impact of DMH going from six areas to three on promotions, transfers, etc. We will take this opportunity to present the DMH management team with ideas and feedback that we want them to consider as DMH continues to work on their redesign plan.

Lastly, you all are invited to come and share with the board your thoughts and views. We meet in Milford, Mass at the Courtyard by Marriott (take exit 20 off Route 495) at 6:30 PM on the third Tuesday of the month. It is an open meeting for all DMH 509 members and guests.

In unity,
John



Department of Public Safety Ken Gorman

For the past several years management's point person for Corrections had been Deputy Commissioner Duval. Deputy Duval tenured his retirement at the end of May. Although negotiations could be continuous at times he was open and responsive to the union's concerns. His absence has created, if not temporary, a void in Labor Relations.

There as recently been issues receiving responses on a number concerns. In June Karen Hetherson was appointed to replace Deputy Duval. In her previous role Ms. Hetherson was open to union inquirers. There was an established line of communication and notable cooperation on a number of matters. The union understands that there will be a transitional period for her addressing wider and novel topics.

This being said, Labor Relations have shown a marked decline recently. This attitude appears to permeate throughout the department. Labor relations at OCCC would appear to have gone from a spirit of cooperation and mutual respect during "Mission Change" to one of confrontation and disrespect.

In May we initiated negotiations regarding the Department's medical protocol. Although the initial talks were not completely productive some progress was thought to have transpired. The Department was to furnish the union with a liability exemption letter from legal to run past our legal staff. We have received a "memo"(not from legal or the Commissioner) with no reference

Department of Public Safety continued

to liability. The union has initiated steps to move forward with an unfair labor charge.

Demands to Bargain on a number of topics have filed along with a demand for arbitration on the holiday pay grievance. Work continues on Article 15 issues. These are just some of the concerns we will be working on over the summer months. Finally, on a positive note we recently meet with EOPSS Undersecretary McCroom. For details on that meeting and other updates visit the Chapter site.

Department of Revenue

John Tortelli



The Department of Revenue chapter has had several major victories lately. I expect by now all have heard of our major win regarding worker health at our Salem office and the relocation of these employees and this office. Besides what we gained for our own chapter the agreement reached with the State can have significant benefits for all Union membership. Health issues of

other agencies at the 35 Congress St address will now be monitored and addressed expeditiously. Of huge significance is the states new willingness to take a look at leasing in mixed use buildings. This is an issue we had tried to address in the contract but were unsuccessful. Hopefully this is a new beginning in how office space is obtained. Good work space and healthy workers make for more productive and satisfying work

We were also victorious when a worker was denied Weingarten rights, that is the right to Union representation when requested by the member at a meeting that could result in discipline. A grievance was filed and the member granted a new meeting this time with Union Representation .

The Division of Labor Relations also found significant facts in our charges against DOR for extending the so called snitch rule to all its systems without first negotiating with the Union. A complaint has been issued and our attorney is setting up a trial date.

The Metro office has moved to 100 Cambridge St Boston collocating within our main office, this appears to be great work space. A Union committee was set up to work with management on planning client interviewing space, I believe we came up with a model plan.

On a different note we had several members terminated for confidentiality violations and had others receive formal warnings for Internet use, please remember everything you do is monitored.

Our Chapter will be doing its part in the Locals member strength campaign. We will be hosting pizza lunch time office meetings to hear your thoughts on Union activity as well as introducing current Field Reps to the membership. Please plan to attend when we visit



Department of Revenue continued

your office. Thank you to Field Rep Susan Tousignant for attending and Steward Charles Penta for coordinating our first very successful meeting which was held in the Chelsea office. Unity means strength get involved.

Wishing everyone a most enjoyable summer.



Department of Transitional Assistance
Ken Ramsay

Interesting, confusing, bizarre. How would you describe the past few weeks? Looking at your pay advice, you might be scratching your head when seeing a simultaneous entry for furlough deduction and overtime pay. And yes, we are happy to see

workers being hired with more on the way.

While this may seem contradictory, I will say that I am happy that the administration finally acknowledged the difficulty of doing the job in the normal work week by offering overtime. The overtime trigger was the thousands of people whose unemployment benefits will be ending and their anticipated arrival at the place of last resort which is DTA.

It is also important to give a warm welcome to our new sisters and brothers who are starting to show up in the field. Region by region people are being hired and will be making the much needed help felt in the near future.

On a cautious note we will be experiencing the implementation of Beacon 3 by the end of June. We have heard from people in the know that it may be problematic. We hope it works, but I must once again caution people not to free time. The system needs to enhance your ability to do the job in 37.5 hours weekly. If the system doesn't do that, it needs to be fixed as opposed to people working overtime without compensation.

June 3rd marked the conclusion of the 74th DTA Conference. Our Union session was well attended and spirited. I thank both Arthur Casey and Mark Williams (both Conference Board Members representing 509) for putting the session together.

A special thanks to Mark Williams for volunteering to run the 509 hospitality room.

Remember; an injury to one member is an injury to all of us. Stay strong and don't surrender!



Mass Commission for the Blind
Cheryl Rivers

Iam very proud to report that Carol Menton who is employed at the Massachusetts Commission for the Deaf and Hard of Hearing was the recipient of the "Gil Adrien Advocacy Award". Congratulations, Carol.

Teri Rogg let us know that DIA is relocating in July. The new address is 1 Congress Street, 10th. Floor, Boston, Ma. The tentative date for relocation is July 19, 2010. Teri, thank you for keeping us up to date with DIA issues and concerns.

At MCB, there has recently been construction on the 5th floor of 48 Boylston Street. But, the 5th floor is now ready for habitation. To my knowledge, the Commissioner, Deputy Commissioners, and two managers will be located on the 5th floor.

When we had a Labor/Management meeting in March 2010, I asked management what was happening on the 5th floor. The answer I received was that we need space due to all the postings being filled. Yes, it is true that there have been postings. However, our SEIU 509, Unit 8 treasurer's report shows the following number of SEIU 509, Unit 8 members at MCB from July, 2009 through March, 2010:

- July 2009 - 141 SEIU members
 - August 2009 - 140 SEIU members
 - September 2009 - 139 SEIU members
 - October 2009 - 141 SEIU members
 - November 2009 - 140 SEIU members
 - December 2009 - 140 SEIU members
 - January 2010 - 135 SEIU members
 - March 2010 - 136 SEIU members
- OOPS!

Units of employees are also being shuffled around from one area/floor to another. We're not quite sure why, but there is conjecture. As usual, when persons don't know what to make of a situation, many think the worst. Communication would be most beneficial. Please remember: MEMBER STRENGTH. We need to ensure that our Union and everything it stands for is not chipped away. It is so true that there is strength in numbers.



Mass Rehabilitation Commission
Susan Tousignant

Judy Costello from the Lawrence VR office has been elected as the new MRC Chapter President. Judy has served as the MRC Chapter President in the past for almost 9 years and brings a wealth of



Mass Rehabilitation Commission continued

knowledge to the position. Judy will be sworn in at the next Joint Executive Board meeting in July and begins her term on July 1st. Judy can be reached at 978-685-1731 X611.

Welcome also to Alan Dennen who was elected to the Chapter Executive Board representing the DDS Boston office. Congratulations Judy and Alan!



Private Sector Chapter Kathy Whitman

“Summertime and the living ain’t easy.” These are not the words to the song; it has been adjusted to the economic times. We have seen spring come and almost go too quickly, that has been the reality for several years. We go from almost freezing last week to over 80 this week. I planted my tomato plants finally, now just to keep my neighbors sticky fingers from grabbing them when they get ripe.

I know all of us are having a hard time making ends meet. Some of us are luckier than others, we still have a job. Some signs are there that things are turning around but not enough. We watched gasoline go from \$2.65 to almost \$3 a gallon; now it is dropping a little to \$2.75 and we think we are lucky. That seems to be the economic reality in order to get us to accept a price hike; they jump prices up over the top, and then go back down so we think it is not so bad. Are they fooling anybody?

Lately, we have been dealing with the CBFS reality. State workers got laid off, some came to work for the private sector but the culture shock of the work load caused a lot of them to either leave or they lost their jobs because they never realized the different work loads put on the private sector; never mind the pay difference. But the reality is state government is changing the way it does business, it is getting out of the human services industry to save money, they think.

Of course, state workers are fighting to save their jobs. We all would do the same thing. There is a group of people from DMH both state and private sector that are not happy with what has been done, or how it was done in the new CBFS model. It may have been a good idea, but the implementation was way off. The reality is that workers are over worked and are dropping like flies. There are plenty of willing bodies to fill in the vacancies, but what is happening to the clients? Remember when we went around the state with clients telling their story when they had to deal with staff turnover? It is now worse then it was back then. And, there is no sign of it getting better; another reality.

The real reality is it takes more than one person to get anything done, which is why we organized and why we work together for support, power and strength. The reality is if we try to get things changed by ourselves, nothing will change. It is only when we

Private Sector Chapter continued

gather together 4,000 strong that we can influence what happens. As we keep growing, Brien Center, Delta Projects and with all those on the drawing board to organize; we will become more supportive, more powerful and more strong. We can then get things changed. 4,000 strong and growing; we are moving to a new reality.



Professional Education and Librarian Chapter Peter Cirioni

Driving through the Virginia Eastern Shore on my recent vacation, I noticed an impressive industrial plant. The area’s economy is dominated by poultry firms n Tyson Chicken, Perdue.

The sign read “Poultry Waste Management Facility.” Due to the nature of the industry, somebody has to handle this issue.

Then, I came to a distressing conclusion - partly based upon the reality that a great family vacation was ending and also due to my warped sense of humor - that much of the work I do as a union officer is chicken waste management.

Members have been placed on management’s “hot seat” for signing in too early, working through lunch, working late. What harm to the Commonwealth could that behavior create?

Clearly, chicken waste management.

Now management is micromanaging members’ use of time - “Comp time must be used before vacation time!!”

I query, “Why? We’re professionals, and adults. We know how to manage the time we’ve accrued.”

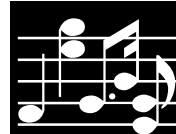
They response, “We’ll get back to you on that.”

Clearly, chicken waste management.

Last month’s I wrote that a union is grounded in the concepts of:
Job protection;

- Pay equity;
- Benefits;
- Ensuring a voice with management; and
- Due process.

I forgot dealing with chicken waste management.



SEIU 509 is always looking for ways to liven up union events. If you have a talent or skill that you would like to showcase or present at SEIU 509 events, please contact Vanessa Story at vstory@509seiu.com.



Mac D'Alessandro for Congress!



SEIU 509 is excited to announce their endorsement of Mac D'Alessandro for the 9th Congressional District. Mac has worked for almost 10 years for SEIU, working closely with Local 509 as Political Director of SEIU Local 285 and as New England Political Director. He is a long time crusader for working families, and as a husband and father of two understands what they are going through.

Mac is running to bring real change to the 9th CD and is challenging Steve Lynch in the Democratic Primary this September. SEIU 509 does not think it is good enough to say you're Democrat if you're constantly siding with Wall Street and insurance companies. That is why we are proud to support Mac D'Alessandro and his bid for Congress.

You can learn more about Mac and his campaign by visiting his website at <http://www.macforcongress2010.com>. Mac is an amazing candidate and will need all of our help to get him to DC. Please think about supporting him financially (by donating via his webpage) or volunteering for his campaign.

Resolution for DDS Service Coordinators

We have reached a successful resolution for a grievance regarding a recent change of work hours and lunch breaks for DDS Service Coordinators.

Standardized hours across the agency for DDS Service Coordinators will soon be typically 9 am to 5 pm with a one hour lunch break. Currently, the hours have been 8:30 am to 5 pm with sometimes a half hour lunch and 2 fifteen minute breaks. This is also in accordance with flextime agreements. Work start and finish times will adjust accordingly. DDS members confirmed to have been negatively impacted by these unilateral changes will have up to 5 comp days restored as part of resolution of this grievance. This will not affect those members pay or retirement.

We expect a speedy implementation of this agreement soon.



Above: 509 members at a NOC training in Taunton on June 16th.

Do you want to amend the Local 509 Constitution?

To be considered this year, any proposed amendments to the SEIU Local 509 Constitution must be received at the Local 509 office before Friday, August 27, 2010 at 12:00 noon, either:

- A. By petition signed by 50 members in good standing of Local 509,
- B. By two-thirds vote of the Joint Executive Board, or
- C. By two-thirds vote of a Chapter Executive Board.

Each amendment requires a separate petition or vote in order to qualify. If more than one amendment is submitted on a single set of signatures or by a single vote by a chapter board or the Joint Executive Board, only the first proposed amendment will qualify.

Amendments that qualify will be printed in the "509 News" and mailed to all Local 509 members at least 30 days before the annual meeting.

At the annual meeting on October 30, 2010, the amendments will be debated. They may be perfected (amended further) by majority vote. The members at the annual meeting will then decide by majority vote whether to send each amendment to the membership for ratification. If approved, a special constitutional amendment ballot will be mailed to the membership.

The amendment(s) will be approved if two-thirds of those who vote support them. If approved by the membership, they will be sent to the International Union for review. Once approved, the amendments are added to the SEIU Local 509 Constitution.

If you have any questions please call Stephen Lewis at 617-924-8509 x518.



Committee on Political Education

Stephen Lewis

Although it is only the beginning of the summer, the air temperature is not the only thing starting to heat up. I'm referring to the Massachusetts general elections which consist of the primary in September and the general election in November. The background of the elections is an economy that has taken a severe hit over the past year plus. No state in the country has escaped the devastation caused by the financial, investment and banking firms. Even countries are being devastated by the neo-liberal model of capitalism where the market is god and workers are disposable.

Local 509 members have experienced layoffs, minimal or delayed pay increases, more work being piled on, and attacks in the media about the need to reduce state jobs. It has not been a pleasant year. Soon we will be faced with the choice of who to vote for and support to lead our state over the next two and four years. The race for the top spot will be decided in November among candidates from three political parties and one Independent.

Two of the candidates are falling over each other to see who can claim they will lay off the most state employees and cut state spending. One is stating clearly that he wants to steer state money to businesses. They also want to cut state taxes which will mean less revenue for the state to provide services to the people of the Commonwealth, and more attacks on our benefits. Then we have the current governor who has disappointed us with some things, but has been very supportive with others. We can't blame him for the financial devastation that has hit our country, but need to judge him for how he has managed the mess he inherited and whether he has been fair to us. Unlike two of the other candidates, he is not campaigning for election by promising to layoff state workers and cut our benefits. We will weigh carefully who we think will do best by our members.

Organizing Committee

Dennis MacDonald

Local 509 had its fourth 2010 NOC (National Organizing Corps) training in Taunton on June 16. The sixteen enthusiastic members represented a diverse mix of Stewards and Officers from seven different chapters. Participants understood the urgency of organizing as there are presently over 50,000 unorganized human service workers in Massachusetts. To date, 49 members have had NOC training. Word of mouth has been key in encouraging others to attend trainings as members have reported the NOC as "fun and informative"; "a high energy positive experience"; "motivating"; "the most inspiring among hundreds of trainings" and other accolades.

As JEB member Derek Goodwin described it, "when we learned to tell our stories, I had that light bulb moment when I realized how it all ties to organizing and tailored my approach to it."

As a member and NOC trainer, I have seen repeatedly that members are natural Organizers. Direct care workers relate to us because we tell our stories straight from the heart; you can't write a script for these experiences.

Trainees truly understand the impact that they as members have on human service workers, that each member has a unique, powerful story to share that may inspire others to form a Union in their own agency. 509 members recognize that we must unite together as Sisters and Brothers, from both the Public and Private Sectors, to organize the unorganized, for it is the only way in which we can collectively gain more strength and power to win fights in our individual shops and to win battles on Beacon Hill.

Update on the SEIU Member Strength Program

For the past 8 months, SEIU 509 Staff have been engaged in the Member Strength Program. The Member Strength Program is designed to help local unions within SEIU engage more members in activities in the union. With more members involved, we stand a much better chance defending and improving the living standard and working conditions of our members. The goal is to involve members in existing campaigns to:

- ❖ Get better union contracts
- ❖ Staff our agencies properly
- ❖ Stop cost shifting of health insurance
- ❖ Stop contracting out of jobs
- ❖ Elect more pro worker, pro human service politicians
- ❖ Hold these politicians accountable
- ❖ Build a larger and more powerful movement of human service workers

Just to name a few.

The goal is also to develop new ways for members to be involved in the union. We completed a "base line" assessment of member's engagement in the union and found that 42% of our members participated in some union activity last year, and 2% were active leaders. Clearly, we have room to grow.

Starting next month, the field staff of the union will begin holding individual meetings with members in order to identify their concerns and willingness to be involved in the union. As this process unfolds members will be asked if they would bring their skills and talents to bear to help build a more powerful union. The field staff will not be encouraging members to run for office in the union, rather, they will focus on the various campaigns listed above. If you have questions or suggestions on the Member Strength Program, you should email ccohn@509seiu.com or call 617-924-8509 ext. 530.

In Unity,

Cliff Cohn, SEIU Local 509 Member Strength Director

SEIU 509 General Election Guide



Below you will find everything you need to know about the upcoming Fall union wide election.

The Election

The Local 509 General Election will be conducted by an independent non-profit organization, the Labor Guild.

Only “members in good standing” who have signed membership cards and paid dues for the month ending 10/30/2010 will be allowed to vote.

Ballots will be mailed to each member’s last known address on **November 22, 2010**. Ballots must be returned to the Labor Guild by mail no later than **December 7, 2010**. The ballots will be counted on **December 9, 2010** at the Labor Guild office in Quincy. They will be tallied by chapter and within the DPW and DSS Chapters by region.

In each contest the candidate receiving the greatest number of votes will be elected.

At the candidate’s option, observers (selected by the candidate) may be present at the preparation, mailing, receipt and/or counting of ballots. Candidates should notify the Guild to obtain the exact date and time these event will occur.

Notice of Nominations

Nominations for all Local 509 elective offices will take place on Saturday, October 30, 2010 at the Local 509 Annual Meeting. These offices include all Local-wide offices: President, Treasurer, Recording Secretary, Trustees (3), and Sergeant-at-Arms, and other Joint Executive Board Members (listed below) and all Chapter offices (listed below).

Local 509 has long been a thoroughly democratic union. Each of our 253 officers is directly elected by the members. As a union member you have the opportunity to run for office and, if elected, represent your fellow union members.

Every union election is important. Many elections have been decided by a few votes. Members who fail to vote undermine our tradition of democracy. You can support that tradition by becoming involved in the Local 509 elections, either by running for office or supporting the candidates of your choice.

Although many union officers will be running for re-election, others are prohibited by the Constitution from running for a third three-year term. The current Local 509 president and the Chapter Presidents of the EEC, MassHealth and IST chapters are barred from running for another term. Other incumbents may choose not to run or may seek higher office.

Our Constitution spells out how our elections will be conducted. It includes the provision that all election procedures must be in full compliance with the provisions of the Labor Management Reporting and Disclosure Act (LMRDA). Copies of the Local 509 and SEIU Constitutions can be obtained by calling Local 509. The LMRDA and pamphlets explaining its provisions can be obtained at <http://www.dol.gov/olms/regs/compliance/localelec/localelec.htm#checklist> or by calling the Boston Office of the U.S. Department of Labor.

The Local 509 Joint Executive Board appoints the Labor Guild as an independent authority to conduct the elections. The following information will explain how Local 509 will apply these rules in the conduct of the election.

In order to run for office you must be a “Member in good standing” (see box) four weeks prior to the date of nominations. You must be nominated from the floor of the annual meeting when nominations for the office you seek are called. You do not need to be present. Your nomination must be seconded. If you are running for Chapter office the nomination and second must come from within your own chapter.

If you are thinking of running for office or getting involved in a campaign, please keep this section of the 509 News for future reference. Copies will be furnished upon request.

The Campaign

Distribution of Campaign literature to members (mailing).

- ❖ This will be done by a professional mailing house.
- ❖ It will be done at the candidate’s expense. Advance payment will be required.
- ❖ The candidate may choose to mail to all members eligible to vote in his/her election, or to a portion of those members defined by chapter or by region, if available.
- ❖ The Union will not examine or censor candidates’ literature.

Inspection of current membership lists.

Each candidate will have the opportunity to inspect the current Local 509 membership lists once during the period from October 20 to December 7, 2010.

Warning to prospective candidates.

The Local and International Union Constitutions incorporate the following provisions:
“No candidate (including prospective candidate) for any International office or office in a Local Union or affiliated body or supporter of a candidate may solicit or accept financial support or any other direct or indirect support of any kind from any non-member of the International Union.” Candidates Statements

A special edition of the Local 509 News will be published for the election. Candidates for contested Union office may submit a statement for publication. All candidate statements must be received no later than 5:00 p.m. Friday, November 5, 2010.

Candidates’ statements must be transmitted by e-mail or typed, double-spaced, on plain white paper.

E-mail statements to: vstory@509seiu.com. Mail statements to Vanessa Story, SEIU Local 509, 100 Talcott Ave Watertown, MA 02472 The candidate must submit the copy in corrected proofread form. The editor will not make any changes including the correction of errors, i.e. misspelling or typing errors.



What's a "member in good standing?"

In order to be a candidate for office in Local 509 or to cast a ballot in a Local 509 election you must be a "Member in good standing." In the 2010 general elections the following criteria must apply: A signed Local 509 membership application must be received at least four weeks prior to the date of the annual meeting (to be eligible for nomination) or the date the ballots will be mailed (to be able to vote).

Dues must be deducted (where payroll deduction is authorized) or paid (where dues are paid directly) for the week ending four weeks prior to the dates. If an employer has failed to remit dues in a timely fashion the most recent remission will be used.

The member must be employed within a jurisdiction represented by Local 509 four weeks prior to the dates or be on approved leave-of-absence from a Local 509 jurisdiction. This applies equally to members who have had dues deducted and those who have paid directly. Members who have retired and continue to pay dues shall be included within the definition of "approved leave-of-absence."

Retired Members

All retired members who are paying dues to Local 509 will be eligible to vote. However, retired members who would like to run for Local 509 or chapter office must pay a higher "full" dues rate. If a member is paying the \$1.25 per week retired member dues she/he will be able to attend the annual meeting and vote in the Local 509 election for Local-wide offices. However, the member will not be eligible to be nominated for Local 509 office. This condition is required by the SEIU Constitution in order to be nominated.

The use of Local 509 or SEIU logos or resources

Local 509 members and officers are encouraged to engage in vigorous debate on all issues and for contests for elected Local 509 office. However, no member, elected official, employee or other agent of Local 509 shall use Local 509's name, its logo, its stationery, its lists (other than those provided by Local 509 expressly for this election) or other resources to communicate with the membership or the general public for the following reasons:

1. To support or oppose a candidate for Local 509 elected office.
2. To support or oppose an amendment to Local 509's Constitution and Bylaws.

Important phone numbers:

SEIU Local 509 617/924-8509, *Treasurer Stephen Lewis* Ext. 518
Labor Guild: 781/340-7887

LOCAL 509 GENERAL ELECTION, OFFICES TO BE NOMINATED AT ANNUAL MEETING

Elected Local-wide:	President/Exc.Dir. 1	Treasurer 1	Recording Secretary 1	Trustees 3	Sergeant-at-Arms 1	
Elected by Chapter:	Chapter President	Secretary of Grievances	Recording Secretary	Vice- Presidents	Joint Executive Board Members*	Chapter Executive Board Members*

*The numbers below reflect membership as of 7/01/2010.

Increases or decreases in the number of members may, at the time of nominations, result in changes in the number of JEB seats allocated to chapters and the number of chapter board seats allocated to regions in the DPW and DCF Chapters

Dept. of Public Welfare

DPW Vice-Presidents also serve on the Joint Executive Board

	Chapter-wide	1	1	1	0	0	0
Total chapter officers	Region 1 Boston	0	0	0	1	0	3
if all positions are filled: 19	Region 2 North Shore	0	0	0	1	0	1
	Region 3 South Shore, Cape Cod	0	0	0	1	0	2
	Region 4 Merrimack Valley and Malden	0	0	0	1	0	1
	Region 5 Worcester, Central Mass	0	0	0	1	0	1
	Region 6 Western Mass	0	0	0	1	0	2
	Div of Housing & Community Dev	0	0	0	0	0	0

Dept. of Children and Families Chapter

DCF Vice-Presidents and Secretary also serve on the Joint Executive Board

	Chapter-wide	1	1	1	0	1	0
Total chapter officers	Springfield	0	0	0	1	1	5
if all positions are filled: 43	Worcester	0	0	0	1	1	4
	Lawrence	0	0	0	1	1	4
	Greater Boston	0	0	0	1	1	4
	New Bedford	0	0	0	1	1	6
	Boston	0	0	0	1	1	4

Mental Health Chapter

Total chapter officers	Chapter-wide	1	0	1	0	3	0
if all positions are filled: 17	MH Region (2 seats each)	0	0	0	0	0	6
	MH (At-large)	0	0	0	0	0	4
	MH Inpatient Facilities (At-large)	0	0	0	0	0	2

Developmental Services Chapter

	Chapter-wide	1	0	1	0	4	0
Total chapter officers	MR Regions (1 each) except Western/Central	0	0	0	0	0	3
if all positions are filled: 18	Western/Central Region	0	0	0	0	0	2
	MR Developmental Centers (At-Large)	0	0	0	0	0	3
	MR Community (At-large)	0	0	0	0	0	4

Mass. Rehabilitation Professional Chapter

Total chapter officers	Chapter-wide	1	1	1	0	0	5*
if all positions are filled: 19	Voc Rehab Regions (1 each)	0	0	0	0	1	5
	Disability Determination Service (DDS)	0	0	0	0	1	4#

* Includes one from Administrative Office

One elected from Worcester office

Professional Education and Librarians Chapter

Total chapter officers	Chapter-wide	1	1	1	0	1	0
if all positions are filled: 14	Dept of Education	0	0	0	0	0	8
	Board of Library Commissioners	0	0	0	0	0	1
	State Library	0	0	0	0	0	1

Chapter of Public Safety

(Includes Corrections, Dept. of Youth Services and Parole Board)

	Chapter-wide	1	1	1	0	2	0
Total chapter officers:	DOC North Region	0	0	0	0	0	3
if all positions are filled: 16	DOC Central Region	0	0	0	0	0	2
	DOC South Region	0	0	0	0	0	4
	DYS	0	0	0	0	0	1
	Transitional Parole	0	0	0	0	0	1

Institutional School Teachers Chapter

(All state IST's and Professional Education Workers employed by DOC)

Total chapter officers:	Chapter-wide	1	1	1	0	1	0
if all positions are filled:	IST's at-large	0	0	0	0	0	5
11	DOC Librarians	0	0	0	0	0	1
	DOC Ed Specs	0	0	0	0	0	1

Department of Public Health Chapter

(Includes DOC Chaplains, Soldiers Homes and Dept of Youth Services)

Total chapter officers:	Chapter-wide	1	0	1	0	1	2
if all positions are filled:	DPH Central Office	0	0	0	0	0	1
11	DPH Hospitals	0	0	0	0	0	1
	DPH at-large	0	0	0	0	0	1
	DOC Chaplains	0	0	0	0	0	1
	Soldiers Homes	0	0	0	0	0	1
	DYS	0	0	0	0	0	1

Massachusetts Comission for the Blind Chapter

(Includes: Comm for Deaf & Hard of Hearing, Div of Industrial Accidents)

Total chapter officers:	Chapter-wide	1	1	1	0	1	0
if all positions are filled:	MCB At-large	0	0	0	0	0	7
13	Dear and Hard of Hearing	0	0	0	1	0	0
	Industrial Accident Board	0	0	0	1	0	0

Early Education and Care / RMP Chapter

Total chapter officers:

if all positions are filled:	Chapter-wide	1	0	1	0	1	5
8							

Department of Revenue / Child Support Enforcement Chapter

Total chapter officers:

if all positions are filled:	Chapter-wide	1	1	1	0	2	6
11							

MassHealth / EHS Chapter

(A run-off election between the 2 Regional VP's will determine who will serve on the JEB)

Total chapter officers:	Chapter-wide	1	0	1	0	1	2
if all positions are filled:	Springfield				1		1
12	Tewksbury				Votes with Springfield for VP		1
	Revere				Votes with Taunton for VP		1
	Charlestown/Central				Votes with Taunton for VP		1
	Taunton				1		1

Private Sector Human Services Chapter

(Chapter Vice President serves on the JEB)

(For this Chapter numbers assume adoption of revised appendix A language)	Chapter-wide	1	0	1	1	4	4
	Sr. Home Care	0	0	0	0	1	*
	Community Health Links	0	0	0	0	2	*
	Eliot Human Services	0	0	0	0	2	*
	Western Mass at large	0	0	0	0	2	*
	South East Mass At- Large	0	0	0	0	1	*
	Metro Boston At Large	0	0	0	0	1	*
Total chapter officers:	Metro North At-large	0	0	0	0	3	*
if all positions are filled:	Brien Center	0	0	0	0	2	*
61	Hampshire Educational Collaborative	0	0	0	0	1	*

*Each collective Bargaining Unit elects 1 chapter board officer for a total of:

35

SEIU 509 Leadership Vacancies

Nominations for vacancies must be submitted in writing to Vanessa Story at the union office via fax, email <mailto:vstory@509seiu.com>, or US mail. Nominations are due by 8/6/10 at noon.

Nominees who are unopposed shall be declared elected on that date. If offices are contested, election dates will be announced and candidates will be notified.

Only "members in good standing" are eligible for nomination.

A "member in good standing" is one who:

- ❖ has submitted a signed Local 509 membership application at least four weeks prior to the deadline for nominations;
- ❖ has had dues deducted for the four weeks prior to the deadline for nominations; and
- ❖ was employed in the jurisdiction, on approved leave of absence, or retired from a Local 509 jurisdiction.

The current vacancies are:

Definitions:

CEB: Chapter Executive Board Member

JEB: Joint Executive Board Member

Department of Revenue

No Vacancies at this time

Mass Rehab Professional Chapter

CEB: Voc Rehab Western Region, Voc Rehab Northeast Region (two seats), Disability Determination (from Worcester Office), Disability Determination

Department of Developmental Services

CEB: Developmental Centers At-Large, Metro Boston region

Institutional School Teachers No vacancies at this time.

Mass Commission for the Blind

CEB: Member at large (two seats), Regional Vice-President/ Department of Industrial Accidents

Department of Medical Assistance

CEB: Member/Tewksbury, Taunton, At-Large Seat

Department of Public Health Chapter Recording Secretary

CEB: At-large (3 seats), DPH Central office, DYS, Hospitals

Department of Mental Health Chapter

CEB: Northeast Area, In-Patient Facilities

Department of Early Education and Care

CEB: Board Member

Department of Transitional Assistance

CEB: Worcester region , Western Mass region

Department of Children & Families

JEB: Central Region

CEB: Western Region, Central Region, Metro Boston Region, Southeast Region, Greater Boston Region (2 Seats)

Professional Education and Librarians

No vacancies at this time.

Department of Public Safety

No vacancies at this time.

Private Sector Human Services

JEB: Chapter Wide (three seats)

JEB: Western Mass (2 Seats), Metro North

CEB: Chapter Recording Secretary , Chapter Wide Seat, Elder Services of Berkshire County. Boston Senior Homecare, Central Boston Elder Services, Clinical & Support Options, Cooperative for Human Services, Edinburg, Elder Services of Cape Cod and the Islands, Family Services of Greater Boston, Fidelity House, Highland Valley Elder Services, Mystic Valley Elder Services, NELCWIT, North Suffolk Mental Health, ServiceNet, Walnut Street, Womanshelter/Companeras



SEIU 509 members and staff rallied with over 300 human service workers, advocates and allies outside Sen. Brown's office on June 28th. Sen. Brown is the only member of the MA delegation blocking a vote on enhanced FMAP (stands for Federal Medical Assistance Percentage) funding. Without an extension of the enhanced FMAP, Massachusetts will lose \$800 Million in federal Medicaid dollars.

SEIU 509

100 Talcott Ave, Bldg 313
Watertown, MA 02472



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Save the Date!

There will be another **Steward Assembly on September 15, 2010** at the DoubleTree Hotel in Westbrough, MA. Registration will begin on August 1, 2010. Registration priority will be given to New Stewards, Private Sector Stewards and Public Sector Stewards who were denied release time for the February Stewards Assembly.

Annual Meeting will be held on **October 30, 2010** at the Double-Tree Hotel in Westbrough, MA. More information will be sent to you as the event gets closer.