

New State Worker Contract Protects Public Services, Provides Economic Security for Members.

On April 11th, the legislature gave final approval to a supplemental budget to fund the state worker contract. The funding bill has been signed into law by Governor Patrick. These steps to fund the contract bring to a close an almost two year process to secure a new contract for state workers. Funding for a previously negotiated contract never received legislative approval after the bottom fell out of the economy in the spring of 2009. This agreement protects jobs and the public services that our members provide through the modest furlough program and it secures respectable wage increases over the next few years.

The agreement calls for a 1% wage increase retroactive to 12/31/09, 3% effective 12/31/10 and 3% effective 12/31/11. The agreement also reimburses members for health insurance co-payment and deductible increases through June 2011, and it prevents layoffs through this fiscal year. Members will be required to take up to 3 furlough days before the end of this fiscal year. The number of days that each member is required to take is determined by the member's salary or participation in previous voluntary furlough programs. A special thanks to the Alliance Contract Bargaining Team for all the hard work on this contract over the last few years.



Leaders from Mental Health Advocacy groups gather together to call for changes to Community Based Flexible Support. Pictured: Colleen Doherty (DMH Case Manager), Toby Fisher (NAMI), Linda Foundas (MPOWER) and Michael Grunco (SEIU 509)

Mental Health Advocates Call for Changes to DMH Services

On March 23rd, members of SEIU Local 509 united with mental health advocates and participants to call on Legislators to address flaws that have left people with mental illness without needed services. At the event at the state house participants expressed concern about changes at the Department of Mental Health that have made it difficult for participants to access critical services. This new coalition, Mental Health Advocates United for Better Communities, urged legislators to take immediate action.

Flaws in the current service delivery system – called Community Based Flexible Supports (CBFS) – have left participants without the consistent case management services they have relied on, forcing them into settings that do not meet their needs.

“Under CBFS, many participants are not able to retain the long-standing relationships and personalized supports from case managers that they have depended on for their recovery process,” explained case manager Colleen Doherty.

At the same time, mental health workers, many of whom have seen their workload greatly increased under CBFS, are now struggling to

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DDS Lobby Day on March 24, 2010

DDS Members Urged Their Legislators to Not Make Cuts to Service

On March 24th, over 40 of our DDS members came from far and wide to meet with their Representatives and Senators at the State House. They told their stories, and painted a picture of the work they do and how important funding is to the critical services they provide. DDS members urged their legislators to not make cuts to the direct service staff, which are needed and already overburdened by large caseloads. It was a great day and we want to thank everyone who was able to participate.

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President's Message: SEIU Leader Retires

I first met Andy Stern in December of 1981. In November, 1981, when the votes were counted, John Templeton and I had beaten an incumbent President and Treasurer. After the count at the Labor Guild the (now) outgoing officers had scheduled no meeting to swear us in, and every effort by us to plan the transition had been ignored.

Susan Phillips told us she was friends with the president of the Pennsylvania Social Workers Local 668. We called Andy Stern and he volunteered to fly up and sit down with us and see if he could help. We followed his instructions and in January, 1982 we were sworn in.

Beginning with that meeting, I started to learn about a young (he was 31) leader who was going to make a difference for SEIU, a big difference.

Through the years, Andy moved up from Local 668, first, as special assistant to John Sweeny and later Director of Organizing. In 1995 President Sweeny departed to head the AFL-CIO, Andy was fired by Treasurer Dick Cordtz who became acting president of SEIU until the SEIU Convention in June of 1996. At a raucous convention in Chicago, Andy beat the old guard to win election as President of SEIU. With Treasurer Anna Burger he has led SEIU on a path unique in the American Labor Movement.

Today, in troubled times, while the number of workers represented by unions shrink, SEIU is growing both in numbers and in influence. To do this we have all had to sacrifice. We devote more to organizing and politics than ever before, and its made a big difference. SEIU reaches out across the globe to support workers in India and Poland who need unions.

At one time we were told: "Organize anyone you can!" Today, each local works to build political power and the capacity to represent the interests of its members by specializing and increasing the proportion of workers it represents. For Local 509, our jurisdiction covers both public and private sector human services. Our state council, made up of all but one Massachusetts SEIU local has been able to bring every important politician to our meetings, to answer our questions.

In a world where the plutocrats and their "big money" can distort public policy, Andy brought pressure on Wall Street by getting pension fund managers to stop investing worker's money in ways that speed the flight of jobs.

Andy realized that unless we built SEIU beyond our East and West coast strongholds we would never succeed in moving legislation through congress. He championed moving organizers into the South and Southwest. As a result, we have achieved major gains in North Carolina and Texas.

At meetings in Washington recently, he said that after 38 years in the labor movement he wanted to stop the 24/7 commitment that the job of SEIU President required. He did it at a time when he was the most powerful union leader in America. Good luck Andy!

Now, we look to our future. On May 8 th the SEIU Executive Board voted to elect Mary Kay Henry President. Two days earlier she was in Boston and I sat down with her and leaders from many New England locals. At age 52, she is an outstanding leader who has led our Health Care Division since 2004. She plans to attend the May 22 Governor's Forum. I hope you will attend and take some time to meet our truly wonderful new President.



Treasurer's Report: What do my union dues pay for?



A question that sometimes comes up with new members is: what do my union dues pay for. It's a good question and it helps understand what their organization is about. SEIU Local 509 currently employs 35 staff. In addition to elected leadership (President and Treasurer), Local 509 employs a Director of Operations, Legislative and Political Director, Business

Manager, Director of Organizing, Director of Public Sector Field Services, Director of Private Sector Field Services, Assistant to the President, 12 Field Reps, 8 Organizers, Deputy Political Director, Data Information Specialist, Bookkeeper, IT Specialist, Receptionist and Technical Support Specialist.

Like any organization, we pay rent for office space in Watertown and Amherst. We maintain a phone system and computer system. We purchase supplies and equipment as needed. In addition to the

staff salaries, we provide fringe benefits like many of you have. We have to maintain insurances like disability, workers comp, property, liability, bonding for the top officers, and commercial auto. We employ a payroll service. We pay postage for mailings we do to the membership. We retain legal services through a contract we have with a law firm. We pay for the costs of Arbitrators when we have grievances that go to the final step. We pay per capita of close to \$2 million a year to the SEIU. Some of that money we get back in the form of things like Organizers lent to us for campaigns and money for our strike fund. We pay for travel when leaders have to attend a meeting or conference or convention. We help defray the cost of gas, tolls and meals for Officers when they are conducting union business. We fund some scholastic scholarships for members. We pay for the cost of our union elections and the ratification of contracts. We also pay for the costs associated with the negotiation of our union contracts. We publish and distribute this Local 509 News to keep members informed. All of this is planned in a budget that is adopted each year by the Executive Board.

Mental Health Advocates Call for Changes to DMH Services *continued from page 1*

provide needed one-on-one care for their participants. As a result turnover is very high, making it virtually impossible for participants and workers to form the relationships so critical to recovery.

Despite widespread concerns raised by participants, family members, workers and advocates alike, the Department of Mental Health currently has no meaningful way to assess the quality of services under CBFS or identify and address problems in a timely manner.

"My recovery started the day I realized I had the rights and responsibilities to direct my life," says Linda Foundas, of Mpower. "We need a mental health system that supports the rights of individuals to make choices."

Mental Health Advocates United for Better Communities urged state legislators to contact the commissioner of the Department of Mental Health, Barbara Leadholm, asking her to take urgent action to ensure participant choice, accountability and high quality mental health services.

Scholarship Results

Congratulations to the 2010 Awardees for the SEIU 509 Scholarship Program:

SILVA AWARD: Isabel Compres

MILLER MEMORIAL AWARD: James Rossi on behalf of Stephanie Rossi

VEGA MEMORIAL AWARD: Dana Holmberg on behalf of Erik Holmberg

HILYARD MEMORIAL AWARD: Wayne McDonald

JOHN FOLLIT AWARD: Ethel Everett on behalf Jenise Everett

GINNY STEINBERG AWARD: Rebecca Hawes-Sivitz

COLONIAL SCHOLARSHIPS: Bryan Johnson on behalf of Kathryn Johnson and Philip H. Wachsler

GREENE MEMORIAL AWARD: Ed Kiley on behalf of Meaghan Kiely

MEMBER STRENGTH Local 509 Member Strength Report By Cliff Cohn, Member Strength Director

All over the country SEIU Locals are engaging in the Member Strength Program. Membership Strength is designed to both account for and to develop new ways for members to be involved in the union. The goal is to get more than 50% of union members active in the union and 10% to be active leaders in the union. Imagine all that we could accomplish if we had that many members engaged in the union. The first step was to do a "base line" assessment of members involvement in the union. For the past few months field staff of the union have been gathering data on members involvement in the union in 2009. The results are now in. In 2009 about 40% of members took part in some type of union activity, (not bad), but only 3% were active leaders. This shows we already have many members involved, but we have much work to do to recruit more leaders. Over the next few months we will be meeting with staff and officers in the union to develop plans for reaching out to more members to get involved and to take on leadership roles. One exciting aspect of Member Strength is the push to develop new roles for members in the union. Rather than asking members to fit into preexisting roles in the union, Member Strength challenges local unions to develop new roles for members, to invite members to bring their own unique skills, talents and interests to help build a stronger union.



Local 509 Members protest CBFS



Institutional School Teacher Robert O'Haver

Let me say right off the bat that I have led a charmed life. My recent bypass surgery in February was a major success and I'm humbled and made speechless (yeah, Bob O'Haver – speechless...) by all the donated sick time by my wonderful colleagues within the IST ranks within the

Department of Corrections. The well wishes and support from all quarters has been overwhelming.

Having been further blessed by a new perspective, I will declare that there is reason for hope as well as cautious optimism for the future.

Another reason for optimism and excitement is the current drive to organize the unorganized workers throughout the state. We all can get involved to some degree. You can learn what all the recent buzz is about by attending the NOC training Monday May 3rd in Springfield or one of the other trainings penciled in for Boston and/or Cape Cod. Contact Marianne Kiely, Dennis MacDonald, Tom Barbera or myself for details.

Funding for our modest 1% increase has been approved by the Massachusetts House and as of this writing; the Senate is expected to act quickly, reconciling the differences in the supplemental budget versions at play.

In other news, the IST's and Ed Spec's remain in negotiations with OER and the DOC's Commissioner's office regarding the IST work schedule issue. Talks to date have been productive and both sides appear very close to an agreement in principle. Due to the current fiscal prognosis this strictly voluntary change in schedule wouldn't be funded anytime soon (2012?). Slow and steady may be the way to win this race.

Goodbye to winter!

Get out there and play!



Massachusetts Commission Blind Cheryl Rivers

It is inconceivable to me that my current newsletter could be a repeat of February's. Hopefully, this will be changed in the "near future". In my previous newsletter, the noted topics were the contract, including the furloughs; medical insurance co-pays and deductibles and pension reform.

Massachusetts Commission Blind continued

Our last announcements from both management and SEIU509 report that there will be 5 pay periods, which will be designated for implementation of our furloughs. For members who chose the "no work, no pay" alternative as well as members who would like to have furlough time implemented differently, please pay close attention to forthcoming memos. The time to complete the necessary alternative documentation will be short.

Our last Chapter Board meeting took place on April 13, 2010. Dennis MacDonald was a guest. He spoke very enthusiastically about NOC, National Organizing Corps. Dennis discussed the importance of union involvement and the significance of organizing. An NOC training will be held in Springfield on May 3, 2010. Others will be scheduled in various areas of Massachusetts. Although we have our gripes about the contract, furloughs, etc, we don't realize how fortunate we are compared to workers who do not come close to our benefits.

The SEIU State Council gubernatorial event will take place on May 22, 2010 at SEIU 1199 in Dorchester. The three major gubernatorial candidates have been invited. If you are interested in attending and asking these candidates questions, please contact me.

On April 16 2010, new employee orientation took place at the Massachusetts Commission for the Blind. It was delightful to meet and speak with eight new members. Again, health care and contract questions took the floor.

We have a vacancy for a Chapter Board VP in the Department of Industrial Accidents.

Our next Chapter Board meeting is May 11, 2010 at noon. This will take place in the conference room on the 4th floor. The last three things I would like to emphasize are:

ONE: Weingarten Rights

TWO: Weingarten Rights

THREE: Weingarten Rights



Professional Education & Librarian Peter Cirioni

"I'm not sure why we have a union. We'd be better off going in and negotiating these things (furloughs) on our own," commented a Professional Education/Librarian member just before the contract vote trading furlough days for 7% in raises and reimbursements to health care co-pay and deductible increases.

The comment prompted a lively discussion among Steward/Chapter Board members.

As one stated, "Too many members take the Union for granted."

Professional Education & Librarian continued

They don't see how it directly impacts on their lives, their jobs. Think about the furloughs managers took – they're non-union and 'negotiate' on their own. Over the past two years they've had 10-12 furlough days imposed upon them by the Commonwealth, have had no raises, and aren't being reimbursed for health care co-pay and deductible increases."

A union is simply an employee organization – protected by law – where workers join together to improve and guarantee their wages, benefits and working conditions. Unions give employees the means to achieve respect and fairness on the job and a voice to impact employer decisions.

As union activists we believe that a union is grounded in these core concepts:

- ❖ Job protection (from the capricious whims of management);
- ❖ Pay equity;
- ❖ Benefits, including health and education;
- ❖ Ensuring we have a voice with management to voice our concerns; and
- ❖ Fair treatment across the spectrum – due process.
- ❖ It's often hard for professional to understand that we're workers, but as was stated "Our paychecks clearly show that we are hourly laborers."

Without a union, the employer has 100% control of the work place. As one Steward related, "I came to DOE as a 03 contractor 16 years ago and we were thinking of a second child. However, my wife was worried about my job security until I was converted and became a union member. It was hard to imagine if there was no union."



Department of Developmental Services Stu Dickson

House Devastates budget for 509 workers-House Ways and Means budget came out 4/14/10. In the DDS Admin account affecting Service Coordinators, this was TWICE as bad as the Governor's budget cuts. If sustained this would result

in layoffs of 131 Service Coordinators (113 Sc's and 18 supervisors). State ops residential was also cut \$5.1 million which would cause layoffs and consolidate homes. The facilities were further cut by \$11.5 million which would result in layoffs and bumping into community jobs. It also compromises the ability to create jobs for facility workers in facilities slated for closing (Fernald, Monson, Templeton and Glavin. The Local has filed a number of budget amendments that members must pay close attention to and give their best support. Members should call their House Representatives and urge them to support amendments that would restore money to these accounts.

#646 Kay Khan. and #381 Jim O'Day amendments restores \$11.1

Department of Developmental Services continued

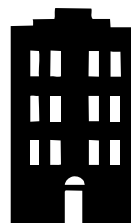
million to the DDS Admin account and creates a separate line item for Service Coordinators. A separate line item does more to help protect front line Service Coordinators during budget challenges. #625 Rush and #563 Peisch restores money to the state operated accounts and separates community vendor and state op accounts. Without this separation, there is an increased risk of privatization of state op programs.

#842 Walsh and Driscoll restores \$11.5 million to the facilities accounts.

Group 2 Threatened For Service Coordinators- As if things weren't bad enough with the threat of layoffs, DDS continues to attack Service Coordinators Group 2 rights. Regional Directors such as Rick O'Meara and Gail Gillespie have been particularly bad at usurping the job of Human Resource personnel at processing group 2 retirement requests and setting themselves up as gods and goddesses regarding the life or death of people's retirement. One would think that, if people are forced out the door after decades of loyal service to their clients and the agency, that DDS would let the chips fall where they may. An unprofessional level of executive jealousy is clearly at work here ("I can't get Group 2 retirement so therefore you can't.") No one besides the Retirement Board should ever have such power. Local 509 is attempting to improve this atrocious behavior expressed by DDS and will keep you informed. Service Coordinators and others wishing to apply for group 2 retirement should contact Stu Dickson via email or call 413-535-1022 x 107 for help regarding group 2 retirement requests.

Facilities Closings Planning- The Chapter leadership met with the administration to on 4/16/10 to try and retain all of 43 affected positions at Glavin, Templeton and Monson. The cost of approximately \$1.075 million of \$45 million in savings and consideration for working with the administration regarding facilities' closings was used to try and persuade the administration. But if this fails, the Chapter leadership is questioning the point of whether to continue to cooperate for no benefit.

ISP Changes- Local 509 informed DDS administration on 4/21/10 that we cannot possibly address renewal of effort regarding the 2 year ISP process AND changing the ISP if the workforce incurs 66-130 layoffs with further "bumping" and disruption. A meeting will be scheduled with DDS soon to discuss impact of layoffs and how to address work in a devastated landscape. This makes it all the more vital for members to give every effort regarding amendments and other actions urged by the Chapter/Local.



**SEIU 509 has a new home.
100 Talcott Ave Bldg # 313
in Watertown. *Come and visit.***



Massachusetts Rehabilitation Commission

Susan Tousignant

I am happy to report that the MRC Chapter team had the first meeting with the management team on the issue of alternative work options. The current policy is 9 years old and we are hopeful that we can see some positive changes to improve options available to staff. The first step in reviewing the policy will be a joint survey of staff for informational purposes only. At this time neither the union nor management has a clear picture of the number of staff who may be interested in such options. I can say with certainty however that I hear from members on a regular basis expressing interest in a 4 day work week and the possibility of telecommuting.

I have been attending meetings in Hyannis along with members from the Hyannis VR office to monitor the planning of the EHS Center there. The center is in the build out stage and moving along rapidly. We continue to have concerns about the layout of the office and the cubicle setting. This center will house a large number of state employees servicing a huge client base. We have requested a tour before the opening so that staff can see the work space and again raise issues before client visits are scheduled. I have mailed out a copy of the floor plan to stewards in each office so check it out. It is expected that all future MRC space will be a similar set up.

I will be moving into a field representative position at Local 509 in May. I will be working on some MRC issues in my new role and hope to see many of you in the future. It has been an honor and a pleasure to serve the members of the MRC Chapter .



Department of Children and Families

Zevorah Bagni

In Lynn, a woman was attacked by her client. In Lowell, shortly after surgery on her eyes, a woman was punched repeatedly in her eye by her client. In Greenfield, a woman was stalked and threatened to be killed. In Lawrence, a woman and her daughters were taunted morning after morning by a man, a DCF client, wielding a large knife. In Lynn, a woman 8 months pregnant was strangled by her client. It took several people to extricate her before she almost lost consciousness. In Lowell a man was attacked by a young male, punched multiple times in the lobby.

In Hyannis, a woman was walking to her car, was stalked by her former client. He executed her with a bullet into the base of her brain.

These are the dangers that every social worker employed by the Department of Children and Families potentially faces every day.

Department of Children and Families continued

Chapter 265: Section 13D of Massachusetts General Laws states “Whoever commits an assault and battery upon any public employee when such person is engaged in the performance of his duties at the time of such assault and battery, shall be punished by imprisonment for not less than ninety days nor more that two and one –half years in a house of correction or by a fine of not less than five hundred nor more than five thousand dollars.”

The acts of violence against DCF workers mentioned above do not reflect the overall number. To that end, I wrote a bill (House Bill 1554) to increase the penalty, specifically if the victim is a DCF social worker. Our valued legislatures, Representatives Dwyer and O’Day filed the bill again this year. Others have joined them, as this bill will not pose any financial burden to the budget. Over the next few weeks, all DCF members will be asked to urge Senators and Representatives to ask the Joint Committee on the Judiciary to favorably report this bill out of committee.



Department of Revenue

John Tortelli

With any luck by the time this article comes out we will have a signed and funded contract.

Unfortunately we had to wait a year and take time off with no pay to gat it but considering the financial climate I think we have a fair deal.

The Union will soon be receiving reports from our hired medical expert and lawyer concerning their findings on our Salem office, these results were gleamed from your medical reports, surveys and their research . They will also be presenting us with recommendations for our next action. Thank you to all those who participated. It’s a shame this has had to take so long but when you are working with the legal system I guess that’s the way it is.

The Metro office will soon be moving up to 100 Cambridge St, co locating within our headquarters building. We envision a smooth transition. This move will result in a substantial savings to the DOR budget.

It was great to see how may DOR Stewart’s and Officers took advantage of the valuable training offered at the Stewards Assembly. Hopefully this will translate into better organized work force and a more active membership. I also hope to visit each of our DOR offices in the coming year.

Congratulations to Gwen Eaton of the Worcester office who was elected DOR Chapter Recording Secretary. Also a happy retirement to long time member Kay Williams who recently retired. Kay has given a lot to the Union as Recording Secretary of the Local and past President and Board member of the DOR chapter. Kay’s expertise and guidance will be missed. And finally best wishes to Anne Podolak who resigned her position on the board. Anne was a



Department of Revenue continued

pleasure to work with and always had members needs at heart.

Remember you are the Union, you invest approximately \$750.00 a year in the SEIU so let your voices be heard.

Last but not least be careful with computer use remember it is DOR property and all activities are tracked.

Enjoy the sunshine...



Department of Transitional Assistance

Ken Ramsay

With a windfall of 9 million dollars from the Department of Defense, DTA will be hiring more workers. The winnowing process has begun. We look forward to more staff and more manageable caseload levels.

Job security seems intact given caseload size. A former DMH worker who was laid off and now working at DTA put it this way. "I have an opportunity to return to a more rewarding job, but with a mortgage to pay, I'll stay with DTA because I feel I have a job as long as I want it."

Yet the indignities continue in many offices. Volume is one thing. Having your name posted as someone who is behind on their work is insulting, especially when there are no standards.

Years ago there were standards that if not meet subjected workers to corrective action. We had caseload caps, a six month turnaround rate and a tripartite panel consisting of a Union representative, a management representative and an impartial (tie-breaker) that determined time and effort issues.

There were pros and cons with that system as there are with this system. The current system says that you work 37.5 hours weekly doing the best you can.

In one office the Director posted workers productivity rates. After being brought to the Union's attention, this insulting practice stopped. Such practices need to be brought to the attention of your Regional VP or myself.

We need the legislature to get to work and adequately fund the social workers line item so as to increase staffing levels. We need more money for workers and less for political hacks, unnecessary private contractors and inferior systems and equipment.

To be respected we must aggressively assert our rights. Until we do, disrespect will reign.



Department of Public Health
Taiye Anjorin

Iwant to let people know that I am happy to have the opportunity to serve as your new President of our Public Health Chapter. I want to especially thank personally our former President Marianne Kiely for her continuous support, encouragement, and mentoring she has provided to me. I really have felt like part of a "TEAM" working with Marianne because has shown through her leadership the true meaning starts with treating each other with respect. Thank - you sister Marianne!

I have been a long time union activist having served on the Joint Executive Board for four years, participated on several contract bargaining teams and most recently I have joined the organizing committee. My goal for the next year is to continue to reach out to our members through lunch time building meetings each month so I can meet members at their worksite and get to know all of you. Our Chapter Board Meetings are held on the 3rd Tuesday of the month at the union office @ 6:30 P.M. and members are welcome to attend.

I am continuing to transition into my role as President and I look forward to meeting all of you at either a building meeting , training or organizing rally!

God Bless You All.



Department of Mental Health

John Labaki

Greetings,

Public Sector :The contract has been funded. The furlough implementation begins soon. Local 509 is pushing to get the 1% retro ASAP.

MH Advocates for Better Communities : On March 23 about 50 workers from both public and private sector MH agencies met with MH advocates at the State House to critique CBFS and its implementation. The three principals that we call attention to are: choice, accountability, and quality.

In-Patients: Unfortunately, some of our members, who were relocated due to the consolidation of Wbsh/Worc., encountered difficulties and lack of proper support. These issues were dealt with immediately with management.

The Supplemental Agreement N committee for S.W titles is preparing a language to be presented to DMH.

We continue to address the safety issues, the staffing work loads,



Department of Mental Health continued

the staff development and licensing issues in regular L- M meetings. In our most recent one at Taunton State, management agreed to offer \$ 5,000 for 509 members to take courses re: DBT, S.A, etc. and fill the newly created 509 non clinical social work positions.

Below you find some helpful answers to some of your questions.

Labor - Management voluntary layoff agreement:

Staff who took the voluntary layoff with incentive can turn down any number of recall offers during the first year when they would have to pay back the incentive. After that first year, if they refuse any offer they are removed from the recall list.

Recall:

Recall takes precedence over transfers. The recall list will be in effect for three years. Recall letters go out when and if management has the ability to back fill existing funded positions.

Do not agree with the process:

If you choose to file a grievance you can speak to a steward to assist you in filing the grievance or you can file it and process it on your own up to including step 3.

Position Swaps:

Position swaps are a good idea and the Union advocated for them in the last round of Contract negotiations. We were not able to reach agreement for swaps in DMH. Since we do not have this in the Contract it would be at management's discretion. We are planning to raise this issue again with management at statewide labor-management meetings.

In solidarity,
John



Private Sector Chapter Kathy Whitman

The office move has happened; the cubbies are not even big enough for a mouse. The ceiling is wide open and the voices carry like we were just next to each other. Oh well, we will survive. Spring is playing around at coming, one day it is 85 degrees, the next 40 degrees with sleet and the chance of snow. Again, we will survive.

It is unfortunate that the annual "Super Steward's Retreat" has been cancelled. The trainers we wanted to get from WILD were not available for the date that we could get the hotel. Such is life, we will survive. I have asked the WILD leaders to give me some tentative dates for Fall and also for next Spring; it looks like we have to do a longer range planning session than just six months in advance if we are going to succeed. The International goals set have been to get more members involved. We started this move back about five years ago when we started growing the Private Sector Chapter.

There are still a few agencies that do not have representation on the

Private Sector Chapter continued

Chapter Board. If you are from any of these agencies, please consider joining us. We meet at several different locations and there is even a call-in option. So, if you are a worker at Elder Services in the Berkshires, The Co-op for Human Services, Edinburg, Elder Services of the Cape, Highland Valley, Mystic Valley Elder Services, NELCWITT, North Suffolk Mental Health, Service Net, Walnut Street, or Women's Shelter; I want to meet you. You workers should have a representative of your agency involved so you have a say as to what we are all about. If you are from Brein we are waiting to welcome you too.

As Gloria Gaynor sings her song "I will Survive" I close by adopting the changes, and we too will survive.



Department of Early Education and Care Mimi Gordon

Thank you to all of you have given me feedback about issues with the new licensing regulations as well as feedback on other issues. Since the promulgation of the regulations on January 22nd, there have been a lot of new forms and answers to questions. There is still a lot of work to be done. We have a negotiating session at OER scheduled for April 30th which I hope will be productive in addressing some ongoing procedures and mechanisms that will meet the needs of our licensing staff and providers.

It is also the union's intent to address workload issues and other issues resulting from the revised regulations.

I have been contacted by a number of members about participation in grant reviews.

It appears that that was a lot of variation in communication region to region about how staff are expected to participate in grant reviews. Is it voluntary or mandatory? How much of a commitment is expected? I called Sarah Harding after some members contacted me with legitimate concerns. This was not the only instance where good communication would have gone a long way toward preventing problems.

By now, a good number of licensing staff have attended the week long trainings on one or more of the Environmental Rating Scales. A number of important questions still need to be answered by the Department. How will Environmental Scales be used? By whom? And there are many more questions. I am very interested to hear feedback from people who attended any of the trainings.

Welcome to Judith Alexandre and Michelle Smith, two members who were recently hired as Educational Specialists in Boston. There are still a number of Unit 10 vacancies resulting from resignations and retirements. Hopefully, additional Unit 10 vacancies will be posted in the near future.



Department of Corrections Ken Gorman

It continues to be an active time in the Chapter. Mission change continues to expand while staffing continues to be of real concern. The union has sought to motivate the department to initiate filling lingering open positions system wide. Initially through transfers and then promotions we will hopefully get positions filled. At that point we can better assess the need for additional staff. Presently the Department will be starting a class at the MTA for Correctional Program Officers. We will be lobbying the Department and Executive to maximize the number of cadets.

The upcoming budget will also be of concern. I attended the E.O.P.S. testimony at the Joint Committee on Ways and Means. At that time overall funding was of notable concern. Additionally there is discussion regarding a projected shortfall as it pertains to budget expectations. We must be vigilant and lobby our legislators to maintain our present benefits. Frankly state employees have done there part. It is time to look at the countless new managers and consultants hired over the past several years. E.O.P.S. also stress the Governor's change in post release supervision which we will continue to monitor during the process

In May a promotional exam for the C.P.O. series will be held. It will be three years between certifications of test lists. Like all other public safety fields, a regularly schedule of exams lends creditability to the job series. The union has meet with the director of testing regarding the exam. A more detail synopsis of that discussion is on the union's IMS web site.

On a positive note the department was looking to have us conduct the U.S. Census on the complete inmate population. After working with management the duty was dropped. Over the summer months we will working to address the staffing issues particularly how it pertains to mission change. We will be monitoring the budget process and lobbying for funding



DDS Workers Meet with Legislators at the State House on March 24, 2010

ORGANIZING COMMITTEE

Why Do We Need To Organize Non-Union Agencies Into Our Union?

Marianne Kiely

Recording Secretary, SEIU 509 Organizing Committee Co-Chair

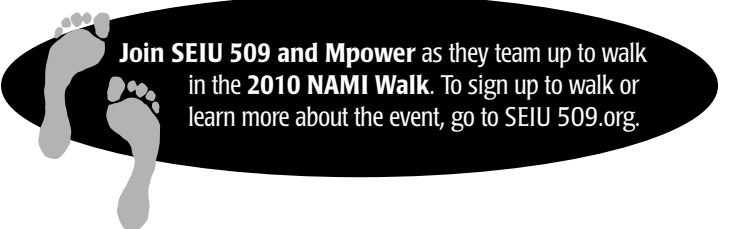
Having been employed by the Commonwealth of Massachusetts for more than 25 years I would be lying if I told you I haven't pondered this very question any number of times myself. We are all quiet aware that as public employees we enter into employment with the luxury of a union already in place. Along with our membership in the union from day one of employment comes a negotiated wage schedule, established work hours, holiday time, vacation time, sick time, and the list goes on and on. I hope we can all agree, for the sake of argument, that if we remember way back to our first day as a new employee we also felt pretty proud to not only have a job with the state but also to be a union member. We had arrived!

Let's now fast forward through all the good years, bad years, cynicism, and imagine for one second working in the private sector. Jobs that employ people offering few if any benefits and wages near or just above minimum wage. Soaring turnover rates that are just as matter of fact as providing services to clients previously serviced by state workers who in some cases made twice as much as private workers. It is immoral, right? It's also reality. It's a reality that weakens our human service provision system as well as our professional education system too. Trust me brothers and sisters we have a major stake in this fight! It's called survival.

We must grow our union through the private sector because that's where those service industry employees are. We all have heard the challenges to our leaders to stop the work from leaving our bargaining units or make more efforts to bring the work back in house. The reality of those statements are hampered by the stark fact that the Pacheco Law, passed in 1993, has been tinkered with and as a result more services are able to be privatized. However we have to stay vigilant in our fight against contracting out through political lobbying, but also we need to replenish our power base through our membership in the form of organizing the unorganized. We can't afford to rest on our laurels from yester years rather we must chip away campaign after campaign and grow our union.

This important work in our organization has been quite successful in recruiting members to serve as part of 509's National Organizing Corps(NOC). As we go to press close to 30 members will take part in a day long training in Springfield on 5/3/10. This training will dovetail nicely with the organizing campaign underway in Springfield.

We're Stronger Together !



Join SEIU 509 and Mpower as they team up to walk in the **2010 NAMI Walk**. To sign up to walk or learn more about the event, go to [SEIU 509.org](http://SEIU509.org).

COMMITTEE ON POLITICAL EDUCATION

Stephen Lewis

There will be an unusually large number of vacant seats in the MA legislature this fall.

In an effort to both increase our political clout and to get members more involved in the process, Local 509 plans to hold a series of candidate forums in selected districts around the state. The concept is to hold the forums in the district and invite 509 members who live in one of the districts that is affected, and give them a chance to meet and hear from the candidates. We are looking at the following legislative districts: 1st and 2nd Berkshire, 1st, 11th and 13th Worcester, 8th, 9th Bristol and 1st.Bristol & Plymouth, 2nd Franklin and 2nd Worcester, 1st Middlesex, 4th, 5th and 6th Suffolk, and 2nd and 5th Norfolk with Norfolk & Plymouth. This may not be the final list. Members in the respective districts will be notified of the forums.

Over the years, a number of Local 509 members have indicated they would like to be involved with labor activities, but they want something closer to home. What follows is a list of web sites and email serve lists that can keep you informed of issues and events that occur closer to where you live.

North Shore – the Greater North Shore Central Labor Council:
<http://nslaborcouncil.org/> (you can also subscribe to their electronic newsletter here)

Central MA – the Central MA Central Labor Council:
www.centralmassaflcio.org

Southeastern MA and Cape - the Southeastern MA Central Labor Council:
www.gsmlaborcouncil.org/

Greater Boston – the Greater Boston Central Labor Council:
<http://gbclc.com/> (you can submit your email through here to get onto their list serve)

Merrimack Valley – the Merrimack Valley Central Labor Council:
<http://mvclc.org/>

Plymouth/Bristol area – the Plymouth/Bristol Central Labor Council:
<http://pbclc.org/>

Hampshire/Franklin – the Hampshire/Franklin Central Labor Council
You can get on their email list serve by emailing org7@comcast.net

Statewide – the MA AFL-CIO:
www.massafclcio.org/who-we-are



Members gathered at various events through out the state to mourn workers who died on the job. Pictured: Brian Morrison and Alba Passerini at rally in Western Mass.



photo by Aaron Donovan

On May 3rd, many Public and Private Sector member came together for a Organizing Committee training on how to organize non union worksites.



SEIU 509 Staff Member Ellaina McDowell with Cliff Cohn and Michael Grunko. McDonnell was recently sworn in as a civil service commissioner.

 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.

SEIU 509 Leadership Vacancies

BELOW IS THE LIST OF LEADERSHIP VACANCIES

Nominations for vacancies must be submitted in writing to Vanessa Story at the union office via fax, email (vstory@509seiu.com), or US mail. Nominations are due by 6/11/10 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.

Definitions:

CEB: Chapter Executive Board Member

JEB: Joint Executive Board Member

Current Vacancies:

Department of Revenue

CEB: Chapter Board Seat at large

Mass Rehab Professional Chapter

CEB: Voc Rehab Western Region, Voc Rehab Northeast Region, Disability Determination (from Worcester Office), Disability Determination (from Boston office)

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: Recording Secretary, Member at large, 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

Department of Mental Health Chapter

CEB: Northeast Area, In-Patient Facilities seat (2 seats), Community At-Large Seat 3

Department of Early Education and Care

No vacancies at this time.

Department of Transitional Assistance

CEB: Worcester region 5, Western Mass region

Department of Children & Families

JEB: Central Region

CEB: Western 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 Recording Secretary

JEB: Western Mass (2 Seats), Metro North

CEB: 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, Fidelity House, Highland Valley Elder Services, Mystic Valley Elder Services, NELCWIT, North Suffolk Mental Health, ServiceNet, Walnut Street, Womanshelter/Companeras



Above: John Tortelli



SEIU 509 Members and Staff leaflet local Shaw's in solidarity with the Shaw workers's who are currently out on strike. Photo Credit: Aaron Donovan.

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Gubernatorial Forum

SEIU State Council, in partnership with Local 509, 888, 615, 1199 SEIU, and CIR
will be holding a Gubernatorial Forum.

This is your chance to meet the candidates running for Governor.

When: Saturday, May 22, 2010, 9:30-12

Where: 1199 SEIU • 150 Mt. Vernon Street • Dorchester, MA

Breakfast and lunch will be provided

Governor Deval Patrick, Treasurer Tim Cahill, and Charlie Baker have been invited to this event. We encourage all of our members to reach out to these candidates and urge them to attend the forum.

Gov. Deval Patrick: 617-367-2010 • Treasurer Tim Cahill: 617-479-0367

Charlie Baker: 617-423-2010

Please RSVP at www.seiu509.org or by calling the union office at 617-924-8509.

The Gubernatorial Forum is open to members only.