



MOSES MONITOR

JULY 2016

MOSES Stops Water Privatization Amendments

As a direct result of MOSES action, several amendments that would enable for-profit corporations to privatize our state's water and wastewater systems through public-private partnerships (PPPs) were defeated. These amendments, filed in both the House and Senate, would have enabled private corporations to submit unsolicited bids to public water agencies to enter into PPPs in which they would be granted the right to design, engineer, construct, manage and operate water and wastewater facilities. As the union representing nearly 300 talented engineers and scientists at the Massachusetts Water Resources Authority, MOSES was concerned the impact these PPPs would have on the workforce.

MOSES engaged partners at Food and Water Watch, Corporate Accountability International, the Environmental League of Massachusetts, the Massachusetts Rivers Alliance, the Nature Conservancy, the Massachusetts Audubon Society, and our partners at AFSCME Local Council 93 and the MA AFL-CIO. Through a collaborative effort, we were able to educate lawmakers on the dangers of privatization and public private partnerships, especially concerning water, and stop these amendments dead in their tracks.

Legislative Update

By Robert Oftring, Legislative Director

The Legislature will close out its 2015/2016 session on Sunday, July 31st 2016. Legislators have until then to pass any bills deemed remotely controversial. Between July 31 and January, 2017 the legislature meets in 'informal sessions' twice a week, where they continue to pass legislation deemed 'non-controversial'.

Budget Update:

The Baker Administration announced in mid-June a \$400M-\$700M budget shortfall for Fiscal Year 2017 due to lowered projections in anticipated capital gains revenue. Two weeks later the outlook worsened with the 'Brexit' and the uncertainty of international markets.

Lawmakers were forced to trim \$750 million in projected revenue and \$413 million in proposed spending from their spending proposals passed in April (in the House of Representatives) and May (in the Senate). In doing so, they effectively cancelled out many of the gains MOSES fought for in the budget process and 'level funded' most agencies (level funded meaning allocating roughly the same amount that was spent in Fiscal Year 2016 after ERIP). The Conference Committee report for the Fiscal Year 2017 budget was passed in both branches on June 29th.

On July 8th, 2016 the Governor issued a series of vetoes totaling an additional \$286 Million in spending reductions. Of note for MOSES members is an attempt by the Governor to increase GIC premiums for those hired prior to July 1, 2003, and the insertion of his proposal to cap sick leave accrual at 1000 hours for Executive Branch Employees. The Governor also used his veto pen to slash many agency line items to dire levels.

Lawmakers have until July 31st to reject the Governor's vetoes. MOSES is working hard to ensure that these further cuts and proposals that attempt to balance the budget on the backs of hard working public employees are rejected by the Legislature.

Sick Leave Cap Proposal

MOSES along with other unions turned out in full force in opposition to Governor Baker's recent proposal to cap sick leave accruals at 1,000 hours for Executive Branch employees. His bill, House bill 4341, An Act to Reform Sick Time, was filed in response to multiple stories in the Boston Business Journal which highlighted high level personnel at campuses across the public higher education system cashing out hundreds of thousands of dollars in unused sick time at the end of their careers. Under Baker's proposal, Executive Branch employee's sick time would be capped at 1,000 hours. Those with more than 1,000 hours at the time the bill is signed would be grandfathered into keeping their sick time but could not accrue any more.

MOSES Vice President Marie Cunningham and I testified in opposition to the bill when it was heard by the Joint Committee on Public Service on June 15th, 2016. First and foremost, we highlighted that the issue of sick leave accrual is subject to collective bargaining and should remain as such. We also argued the Baker bill does nothing to address the true 'golden parachute' issue because it exempts higher education and only targets rank and file employees in the Executive Branch, who cash out much more modest buybacks of roughly \$5,000.00 on average. We also argued that the continued erosion of a modest state benefit package makes it harder and harder for state agencies to attract talented engineers and scientists to the public sector. Overall, MOSES along with our colleagues at NAGE, SEIU Local 509, AFSCME Council 93, and others, asked the committee to reject Governor Baker's proposal. MOSES Vice President Marie Cunningham also received great press in MassLive as a result of our testimony.

As mentioned above, Governor Baker included this proposal as an amendment to the FY17 budget veto package. MOSES is working with the public sector union coalition to fight back the proposal before the end of session.

NASHTU Trip

MOSES is a founding member of the National Association of State Highway Transportation Unions (NASHTU), which is charged with protecting the interests of unionized state transportation engineers through advocacy and engagement at the federal level. This year's NASHTU Annual Conference was held May 16th - 18th in Washington DC, and was attended by representatives from over 20 states across the country. At the conference, MOSES President Joe Dorant and I were able to share ideas and experiences with transportation engineers from across the country. This collaboration will prove helpful in fighting outsourcing and public private partnerships here in Massachusetts. President Joe Dorant and I also met with members of the Federal Delegation, including Congressman Mike Capuano and Senator Ed Markey, to highlight the great work of MOSES members and discuss our concerns with outsourcing incentives in federal transportation legislation. Thankfully, it was clear the Massachusetts Delegation is grateful for the work MOSES members do every day to enhance the quality of life for residents of Massachusetts and will remain our allies on Capitol Hill.

PRESIDENTS MESSAGE:

Dear MOSES member,

It's always busy in the MOSES office at this time every year! The passing of the Fiscal Year 2017 budget and the end of the two-year legislative session has brought many issues to the forefront, amendments to the budget, maintaining health insurance premiums, advocating for bills that MOSES has filed and opposing the bill filed by the Governor capping our sick leave, just to name a few. While I was on vacation, Vice President

Marie Cunningham testified for MOSES against the Governor's sick leave cap bill. She did a great job and the press quoted her testimony in many articles. Thank you Marie! Also, thanks to Rob Oftring, the MOSES legislative director, for all his work during this busy time. Please take time to read his report in this Monitor.

MOSES has had two employees move on to new endeavors. Joanne Bremer, the legal services coordinator, has taken a job working at the Executive Office of Health and Human Services (with former MOSES General Counsel Ann Looney) and Greg Ringdahl, the membership coordinator, has taken a job with a travel group. We wish them both well and we welcome Susan Mariano, who has been hired as the new legal services coordinator.

While many of you may be focusing on the upcoming Presidential elections this November, it is important that you remember that it is election time as well for MOSES officers, board of directors and trustees. This is a good time to think about serving your fellow members and getting involved with your union. Nominations will take place at the October General Membership Meeting and you don't have to be present to be nominated. (Please see Article from Election Committee within)

The Goodwill Committee will be conducting the annual Scholarship drawings at the September General Membership Meeting. The board of directors recently voted to approve increasing the scholarship amounts, increasing the \$500.00 scholarships to \$750.00 and the former MOSES President Charles Wilson scholarship from \$1000.00 to \$1500.00. If you, your spouse or any of your children are attending college, please take advantage of this benefit. (See Application within)

MOSES members covered by the Commonwealth contract (Unit 9) were recently reimbursed for training expensed for fiscal year 2016. Over \$ 50,000.00 was distributed to our members in the executive branch for licenses, certifications, training programs, membership in professional organizations and partial tuition expenses used for professional development. This benefit was not included in the MassDOT or MWRA Collective Bargaining Agreement (CBA).

The MassDOT/Unit E classification study continues. I hesitate to say that perhaps there is a light at the end of the tunnel. There are only a few items left to be discussed and we know that we will have to appeal some of the titles but we remain optimistic in finally getting this long overdue process completed. We hope to have a more detailed message sent to the members in the coming weeks.

All of the collective bargaining teams are beginning to gear up for the next rounds of contract negotiating. You will be receiving Constant Contact messages from the chairpersons of the bargaining committees that represent you asking for your suggestions and/or improvements to the next contracts that all begin in July 2017.

Have a great summer and enjoy the time with your family!

Joe

GET A \$10.00 PASS IF YOU ARE 62 OR OLDER

Paul Donohue

If you go to a State Park or State Beach, the daily parking rate can vary from \$5.00 to \$12.00. But, if you are 62 or older, for a one-time fee of \$10.00, you are eligible for a life-time Senior MassParks pass that is good at any MassParks facility except for Quabbin Reservoir or camping. To obtain your lifetime pass, send a \$10.00 check with a copy of your Massachusetts license to: DCR MassParks, 251 Causeway Street, Boston, MA 02114. You may also obtain a pass at DCR parks and facilities that charge parking fees. There are over 50 DCR facilities that charge parking fees so this senior pass is a good value and covers you and all occupants of your

vehicle. This senior pass was established in 2015 and I would like to thank MOSES Trustee Mary Richards for bringing it to my attention.

**APPLICATIONS FOR THE 37TH ANNUAL MOSES MEMORIAL
SCHOLARSHIP AWARDS BEING ACCEPTED**

The 37th Annual MOSES Memorial Scholarship Awards will be drawn at the September 13, 2016 General Membership meeting. There are (23) twenty-three scholarships worth \$750 each in memory of deceased members of the MOSES Board of Directors and (1) one \$1,500 scholarship in the name of our deceased former President, Charles P. Wilson. You should note, MOSES has increased all scholarship values by fifty percent this year!

Charles P. Wilson, Scholarship

- | | |
|---|---------------------------------------|
| 1. Paul Cantwell, Milton Dubinski Scholarship | 13. Paul Prentiss Scholarship |
| 2. Edward Clancy Jr. Scholarship | 14. Howard Bacon Scholarship |
| 3. Theodore Palizzola Jr. Scholarship | 15. Robert Smith Scholarship |
| 4. Maurice Randall Scholarship | 16. James Caldeira, Scholarship |
| 5. William Shipps Scholarship | 17. Reginald Jacobs Scholarship |
| 6. Elizabeth Brown Scholarship | 18. Patricia MacAskill Scholarship |
| 7. Ernest Burns Scholarship | 19. Paul McCorry Scholarship |
| 8. Daniel Dalton Scholarship | 20. John Grady Scholarship |
| 9. William Dalton Scholarship | 21. Mushtaque Mirza Scholarship |
| 10. Robert Harper Scholarship | 22. William Vickers, Jr., Scholarship |
| 11. Al Laing Scholarship | 23. Richard Green, Scholarship |
| 12. Andrew (Jerry) Langone Scholarship | |

Eligibility Requirements: Scholarships are limited to MOSES members (including Active Retirees), their spouse or children, as well as the spouses and dependent children of deceased MOSES members under the following condition:

The member or immediate family member plans to attend and has been accepted at an accredited higher education facility for the fall 2016 semester.

Restrictions: In the event that a winner's educational expenses are less than the award, and/or the winner has received reimbursement from another source, the scholarship will be decreased to the appropriate amount.

Awards are not transferable.

The MOSES Goodwill Committee, chaired by John Bardzik administers the scholarship program and will conduct the drawing.

Please apply as soon as possible. The application deadline is September 9, 2016.

SCHOLARSHIP APPLICATION

MOSES MEMBER _____ Dept. Agency _____

Address _____

Name of Applicant (if different from member's name) _____

Relationship of Applicant to MOSES Member _____

Detach and send to:

**MOSES Scholarship Drawing
90 North Washington Street
Boston, MA 02114**

Note: Only one entry per applicant will be accepted. Two or more applicants per family must submit separate application forms but may mail them in the same envelope.

MOSES Federal Credit Union

The Credit Union run by MOSES Members for MOSES Members

Do you have a high interest Credit Card balance? Pay it off with a lower interest rate loan!

The MOSES Federal Credit Union can offer you a loan at rates as low as 6.75% APR. (all rates are based on loan duration and applicant's credit history) Checks will be made out to the credit card company and you will make monthly payments through payroll deduction. All you need to do is complete a Loan Application Form and return it to the Credit Union. You can Find the Form at www.moses-ma.org or give us a call.

We also have money available for Auto Loans, Education Loans and Medical/Dental Loans!

Auto Loans as low as **1.9%**

Education Loans as low as **6.75%** * Special rates available for active employees if the employee is the student. Call or email for those rates!

Medical/Dental Loans as low as **6.75%**

Personal Loans as low as **7.50%**

all rates are based on loan duration and applicant's credit history)

If you have any questions or want to open an Account or submit a Loan Application

Email: MOSESFCU@verizon.net

Phone: (978) 276-0750

Fax: (978) 276-0757

New Members Are Welcome!!

MOSES Office Telephone Directory

Address 90 North Washington Street Boston, MA 02114

(617) 367-2727 1 (800) 845-1141 Fax (617) 367-9371

H&W Trust Line 617-367-2727 ext 326

ADMINISTRATIVE

Joe Dorant - President	310
B. Marie Cunningham ... Vice-President	329
Allen Bondeson Secretary	
James M. GalvinTreasurer	312
Janet Vitiello..... Office Manager	319

LEGISLATIVE

Rob Oftring . Legislative Director	318
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LEGAL STAFF

James McDonagh....General Counsel	311
Paul DonohueAssociate Counsel	317
Michelle GatesAssociate Counsel	320
Eric KleinAssociate Counsel	315
Susan MarianoLegal Coordinator	321

BOARD OF DIRECTORS

MASSDOT – David Baker, Amy Bisbee, Tom Emerick, Michael Epstein, Mohammed Farooqui, Robert Fitzgerald, Paul Kelly, Tom Prendergast, Carmen Ramirez, Michael Splaine, Jean-Pierre Telemaque **DEP** – John Bardzik, Joseph Bellino, Christopher Bresnahan, Anne Malewicz, Phillip Murphy, Ron Stoner **DCR** – Darryl Forgione, Michael Galvin, Alex Smigliani **DPH** -Elisabeth O'Brien **MWRA** – Dave Gottshall, Michael Strangie, Patrick Russell, **DCP**- Travis Hinton; **DFG** – Vito

Cicerone, **DHCD- VACANT**; **DMH/DMR** – Gerald Mc Cullough; **EOL** – Kathryn Flannery, **MIL** – Jennifer Baker; **POL** – Jessica Robidoux; **RETIREE** – Paul Donohue

TRUSTEES

Paul Di Pietro, Vincent Long, Mary Richards

MOSES STEWARDS ON FRONT LINES

Stewards are on the front line for MOSES and our Members. When Unit 9 Employees have questions or problems, their first contact should be with their MOSES Steward. If your Stewards don't have the answers, then they can point you in the right direction.

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WILFRED MORIN Northampton, 811 North King St 413-582-1526

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KENNETH R. TALANIAN Arlington, 519 Appleton St 781-641-8421

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PATRICK RUSSELL
MICHAEL STRANGIE

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CNY, Bldg. 39
Cheladmin2
Deer Island

Westfield, 175 Falcon Dr
Bedford, 2 Randolph Rd
Camp Edwards

617-305-5662
617-305-5637
617-660-7621

413-568-9151 x1753
508-233-6576
508-968-4781

Your Weingarten Rights and When They Apply

Paul Donohue, Special Projects Attorney

If you are required to attend a meeting and have a reasonable basis for believing it will lead to discipline, you have the right to union representation. You must claim these rights and the Employer's supervisor is under no obligation to inform you of them. These rights are called "Weingarten Rights" and are exercised by asking either before the interview or at the interview whether discipline could follow. You might state the following:

"If this discussion may in any way lead to my being disciplined or discharged, I request that my union representative be present. Without representation, I choose not to answer any questions."

Once you exercise your rights and are informed that discipline may follow, the Employer's supervisor may:

- a) grant the request and delay the interview until the union representative arrives;
- b) deny the request and end the interview immediately;
- c) give you the choice of continuing without representation (bad choice) or ending the interview.

In attending your interview, your union representative has the right to:

- a) be informed by the supervisor of the subject matter;
- b) talk to you in private about the matter before questioning starts;
- c) speak during the interview;
- d) request clarification of asked questions;
- e) give you advice on how to answer;
- f) provide additional information to the supervisor at the end of the questions.

You have **no** right to union representation if you are informed that no discipline will result or you are being informed of a final decision to discipline or you are being communicated with regarding work practices. You should know that you can be disciplined if you refuse to participate in a meeting where Weingarten right do not apply.

Please keep a copy of your steward's telephone number shown within this newsletter for reference.

2016 MOSES Election of Officers and Trustees

The biennial election of MOSES officers starts with nominations at the October 11, 2016 membership meeting. Any member in MOSES for at least a year is eligible to run. You don't have to attend the meeting to run. Instead you can send an email prior to the close of nominations to: moseselection@moses-ma.org or a letter to: MOSES Election Committee, 90 North Washington St., Suite 3 Boston, MA 02144 stating your willingness to serve if elected.

The term is two years extending from December, 2016 through December 2018. There are 35 Board seats elected by Department and the distribution of seats can be seen at the MOSES web site (www.moses-ma.org). Also four chair officers: President, Vice-President, Secretary and Treasurer are elected at-large by all members. In addition, three Trustees are elected at-large. Board members and chair officers are granted paid release time to meet once per month to carry out their executive duties and mileage and other expenses are reimbursed by MOSES.

MOSES is a very democratic organization. Among other assignments, board members help negotiate collective bargaining contracts and work on grievance resolution and legislative matters. Expenses for these functions are also covered by MOSES.

The reality is that despite our open process, few MOSES members ever step forward and are willing to serve. Often, there is only one candidate per available board seat and sometimes the seat remains vacant because no one runs. Your livelihood is at stake: Will the next collective bargaining agreement improve or worsen your living conditions? Will the legislature decrease your health coverage or other rights? You might be the one who improves your own situation while you work towards improving the situation for other MOSES employees. Think about it!

MOSES MONITOR
90 North Washington St
Boston, MA 02114

Upcoming General Membership Meeting

MOSES holds nine General Membership meetings a year at various locations around the state. Every MOSES member in good standing is invited to attend. Dinner is provided. Come to learn about what's going on with your union; to meet old friends; or to make new ones. ***Dinner starts at 6:00 p.m.; the meeting begins at 7:00 p.m.***

THE SEPTEMBER 13, 2016 General Membership Meeting will be held at the STONEFORGE TAVERN, 90 Paramount Drive, Raynham, MA. Telephone # (508) 977-9845.

Directions: From Route 24 (North or South) take Exit 13A (Route 44 East). Go to the second set of lights and take a right on to Paramount Drive in the Raynham Woods commerce park. At the second break in the divided road, reverse direction on Paramount Drive. Take your first right into the Stoneforge parking lot.

THE OCTOBER 11, 2016 General Membership Meeting will be held at Anthony's Restaurant, 105 Canal Street, Malden, MA. Telephone # (617) 321-8900.

Directions: From Route 128, north or south, take exit 37 onto Rte. 93 south. A little way down Rte. 93, take exit 32 onto Rte. 60 east towards Malden. Traveling on Rte. 60 east, pass Fellsway, Highland Avenue, Football stadium (on right) and under MBTA tracks. Then take a right turn at Commercial Street. Take the first left turn onto Charles Street. Anthony's is at corner of Charles and Canal Street.