



# MOSES MONITOR

A UNION OF PROFESSIONALS

March 2018

## GIC ELIMINATES AND THEN RESTORES 3 POPULAR HEALTH PLAN PROVIDERS

**Congratulations!!!**

**This is a direct result of your actions!**

GIC Executive Director Dr. Roberta Herman and multiple commissioners acknowledged that the decision to reverse their direction was made based on member feedback. They heard you loud and clear! At the Senate oversight hearing, Dr. Herman stated, "Though unintended, I now understand full well the concern, confusion and havoc that have ensued."

The reversal of the GIC's decision was only possible because of actions taken by members like you. A very special thank you to everyone who showed up to the public hearings, provided written testimony, called the Governor, and wrote their legislators. Together we all made this significant victory possible!

Below are two charts showing the full cost premiums and the % changes for the coming fiscal year.

Broad network products (PPO & POS)					Indemnity products	
	UniCare Plus	Tufts Navigator	Fallon Select	Harvard Pilgrim Independence	UniCare Basic Indemnity Plan <sup>1</sup>	
Subscriber Enrollment*	14,777	35,465	4,015	21,272	16,101	
Fiscal Year18 Premium						
Individual	\$ 690.78	\$ 726.30	\$ 734.49	\$ 821.36	\$ 1,035.18	
Family	\$ 1,650.35	\$ 1,772.21	\$ 1,762.72	\$ 2,004.09	\$ 2,422.06	
Fiscal Year19 Premium						
Individual	\$ 693.66	\$ 740.86	\$ 762.95	\$ 823.80	\$ 1,054.70	
Family	\$ 1,648.77	\$ 1,805.55	\$ 1,849.08	\$ 2,002.39	\$ 2,335.28	
% Change						
Individual	0.4%	2.0%	3.9%	0.3%	1.9%	
Family	-0.1%	1.9%	4.9%	-0.1%	-3.6%	

Limited network products				Regional products		
	UniCare Community Choice	Tufts Spirit	Fallon Direct	HPHC Primary Choice	HNE HMO	NHP Prime
Subscriber Enrollment*	18,979	4,746	4,137	10,785	10,188	7,627
Fiscal Year18 Premium						
Individual	\$ 518.77	\$ 551.34	\$ 552.72	\$ 618.54	\$ 546.24	\$ 552.11
Family	\$ 1,245.10	\$ 1,327.27	\$ 1,326.56	\$ 1,509.25	\$ 1,354.24	\$ 1,463.10
Fiscal Year19 Premium						
Individual	\$ 500.41	\$ 562.27	\$ 564.31	\$ 601.13	\$ 549.05	\$ 578.41
Family	\$ 1,232.21	\$ 1,350.70	\$ 1,418.03	\$ 1,523.77	\$ 1,301.98	\$ 1,490.88
% Change						
Individual	-3.5%	2.0%	2.1%	-2.8%	0.5%	4.8%
Family	-1.0%	1.8%	6.9%	1.0%	-3.9%	1.9%

Thank You for all your efforts, this shows we are

**STRONG TOGETHER !!**



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## PRESIDENTS MESSAGE:

Dear MOSES members:

I hope you and your family had a fun and safe holiday season. I first want to thank the membership for your overwhelming support in helping MOSES send a strong message to the GIC when they decided to dramatically change our healthcare plans. The outrage of our members was heard loud and clear, resulting in a vote to reverse the decision just 14 days later! Together, you all made the difference.

We were all shocked and appalled when the GIC took a surprise vote on January 18<sup>th</sup> to drop three of the most popular healthcare providers just one day before a series of 10 public hearings were scheduled throughout the state.

The GIC's actions left many of our members confused and scared as to what the impact would be on their families. However, the MOSES membership responded and many of you took time off from work to attend and testify at the public hearings, over 50 of our members submitted testimonials that were delivered to the GIC and hundreds of telephone calls were made to the Governor and the legislature to express our anger. As MOSES Legislative Director Liz Murphy said "When our members speak out and engage the legislature, the administration is forced to listen!" Even though our actions were successful in restoring our healthcare providers, keeping our premium cost low and reducing some of our co-pays, there is work that still needs to be done. We must continue to fight to change the make-up of the GIC giving public employees a stronger voice on the commission. We will continue to keep you informed on future GIC issues going forward.

While I know many of you are eager to hear about our efforts on our contract negotiations with the Commonwealth and MassDOT, I can assure you that your collective bargaining teams are working relentlessly to negotiate a contract that is acceptable to the membership. You may have heard that two of the state's large unions, SEIU 509 and AFSCME, have recently voted to ratify contracts. The economics of their agreements are similar, giving them what equates to a 5% salary increase over 3 years with the possibility of an additional 1% in the first year, if revenues for FY 18 reach a certain target. Even though both of your committees have significant language issues that need to be addressed, they are doing everything to move the process forward. As soon as the committees arrive at a point where they believe they have negotiated the best deal available they will bring it to the membership for a ratification vote. For more details, please read the "Collective Bargaining Updates" also included in this newsletter.

At this time of year, the legislature is working to formulate their version of the FY2019 Budget. As always, MOSES has been advocating to restore the budgets in all of the agencies that our members work. Especially in those agencies that have been hit the hardest in past budget cuts like the Crime Lab and the environmental agencies. If you recall, the Governor promised during his election to fund the environmental budget at 1% of the total state budget by the end of his first term. With only one year left, Governor Baker's FY 2019 budget proposal for the environmental agencies equals just 0.54% falling well short of his promise. On the positive side, a number of bills that would have capped our sick leave accruals will essentially die in committee as a result of strong testimony and legislative outreach by MOSES and other public employee unions.

I am sure many of you heard that the Supreme Court recently heard the oral arguments on the Janus vs AFSCME case. The Janus attorneys argue that the case is about free speech. In reality, the case is not about the freedom of speech, but rather a well-funded campaign by wealthy special interest groups backed by corporate billionaires to divide us from our co-workers and limit the power we have together as a union. Our right to collectively bargain and protect our benefits depends on us being unified and strong. Those who support Janus would like to try to destroy all that. We have learned that our collective voices are powerful and able to effect change, we only have to point to our recent successes on the GIC and sick leave bills. Whatever the decision in the Supreme Court, we must stay united and fight for our rights.

*Continued on page 5*



# Commonwealth Collective Bargaining

By Chris Bresnahan and Alex Smigliani Co-chairs

The MOSES Commonwealth Collective Bargaining Committee began preparing for a successor contract in January of 2015 (Our contract ended on June 30, 2017, however the contract remains in full effect until a successor agreement is ratified.) We began this process by soliciting ideas from the membership, reviewing other bargaining unit contracts with the Commonwealth, looking at contracts for many out of state groups and participating in discussions with unions representing other state employees. We compiled this information to develop our proposal for a successor agreement.

We began meeting with the Commonwealth on March 21, 2017. We held regular bargaining sessions throughout March, April, May and June. MOSES expected to receive an economic offer at the June 30, 2017 meeting, however the Commonwealth was unwilling to provide an offer at that time and subsequently cancelled two additional bargaining sessions. Meetings resumed in September with the Commonwealth claiming there were estimated revenue shortfalls for FY-2018 and we should expect a modest economic proposal. MOSES has countered the Commonwealth's offer by pointing out that members have had to absorb significant increases to their healthcare premiums, deductibles and co-pays as well as the rising cost of living. We have continued to hold monthly bargaining sessions with the Commonwealth and our next meeting is scheduled for February 26, 2018.

As many of you know several other executive branch bargaining units have recently accepted and ratified an offer from the Commonwealth. MOSES is committed to bargain with the Commonwealth for a fair and equitable successor agreement. When the committee feels it has the best deal available from the Commonwealth, we will send that agreement to our Commonwealth members for a ratification vote.

## MassDOT Unit E (MOSES /USW) Collective Bargaining Update #8

*By Your Collective Bargaining Committee:*

*Amy Bisbee (D2), Allen Bondeson (10PP), Tom Emerick (D3), Mohammed Farooqui (10PP), Bob Fitzgerald (D5), Carmen Ramirez (D3), Mark Spinale (D4), Tom Prendergast (D6) Co-Chair, Mickey Splaine (D3) Co-Chair*

*Unit E was forced to cancel the scheduled our recent bargaining session because MassDOT failed to provide a draft proposal as promised a week in advance of the February 15<sup>th</sup> meeting. The proposal was provided to us the evening before the scheduled session. This did not allow us any time for a thorough vetting and, hence, we needed unanticipated time to review, comment, edit and ideally arrive at a mutually acceptable product.*

*Both parties have placed extensive opening proposals on the table. As such, it required several sessions to review all of them. Ironically, this delay (which we hope is merely indicative of MassDOT's short staffing in the labor relations unit), arose from our efforts to expedite bargaining. We share your frustration and, indeed, none of the MassDOT unions are any closer to an agreement. We are working simultaneously to move the process and to deliver a fair, equitable and timely successor contract.*

*Our next scheduled bargaining session is March 2, 2018.*

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**If you are not receiving our Constant Contact messages, send us your current email address at [contactus@moses-ma.org](mailto:contactus@moses-ma.org)**

**We will update our contact list.**

Presidents Message Continued from page 3

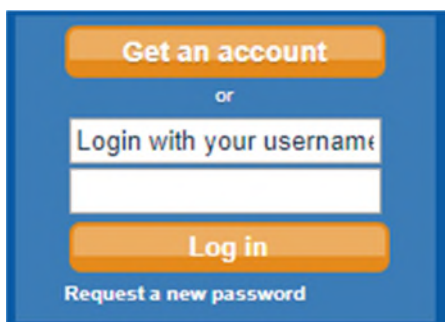
As we enter the spring and summer of 2018, the issues we face will be more challenging than ever. We are confronted with attacks on public employees that we have not seen in decades. I believe what we see happening in Massachusetts; reductions in healthcare benefits, attempts to limit sick leave accruals, reductions in staff at our agencies, a difficult time at the bargaining table and more privatization is no different from what is happening in other parts of the country. This is an orchestrated, well-financed attack to limit our benefits and bargaining rights. We must stick together and stand up to these attacks just as we did on GIC! Please continue to advocate for our causes!

In Solidarity,

*Joe*

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## HAVE YOU VISITED THE MOSES WEB SITE??



Get info about MOSES – Including

- Copies of Collective Bargaining Agreements
- Dental and Eyeglass Reimbursement Information
- Training & Career Ladder Reimbursements
- Museum Passes
- Upcoming events for example:
  - MOSES Ski Discounts
  - MOSES Golf Outing
  - MOSES Fishing Trip
  - MOSES Scholarship Drawing
  - MOSES Night at the Bruins
  - MOSES Holiday Parties
- Upcoming General Membership Meetings, and
- Much More!

Type MOSES-MA.ORG into your web browser

Click on <<Get an Account>>

Fill in the User Name of your choice, your email address, and your first and last name

The MOSES website has a public side and a '**Members Only**' side. We require a USERID because much of the info on the '**Members Only**' side of the web site is just for MOSES Members, so click away, we look forward to hearing from you.

**MOSES-MA.org**

# **FY 2018 Training Reimbursement Information**

Once again MOSES and the Commonwealth will be offering reimbursement of certain training and certification expenses related to Unit 9 work that you may have incurred between July 1, 2017 and May 31, 2018. This program will be limited to Unit 9 employees covered by the collective bargaining contract between MOSES and the Commonwealth of Massachusetts (members employed by **MWRA** and **MassDOT** are **NOT** eligible for this program).

The MOSES Commonwealth Collective Bargaining Committee chairmen along with President Dorant and Vice-President Russell have been consulting with the Commonwealth's Human Resources Division (HRD) on developing and implementing a training initiative utilizing \$55,000.00 that is acceptable to HRD and MOSES to benefit Unit 9 employees for Fiscal Year 2018. A portion of the money has been allotted to fund an online training program (Lynda.com). The balance of the money will be allocated to reimbursement of a portion of members training and credentialing expenses. MOSES has agreed to implement this reimbursement initiative intended to distribute the available block of training money to as many members as possible.

More information will be made available as soon as the details have been worked out with HRD. In the meantime, save your receipts and information so when the funds become available you will have them ready for quick processing.

Please do not submit any information until the system, for processing is announced.

## **MOSES ELECTIONS – PROCEDURES UPDATE TO BE VOTED AT MARCH MEETING**

The 2016 MOSES Election Committee has completed a post-election review of the Election Procedures for Conducting MOSES Elections.

As a result, the committee recommends the procedures be updated to more clearly reflect the processes followed and to help potential candidates for office to better understand what to expect when they choose to participate in a MOSES Election. The next Election of MOSES Officers is scheduled for October 2018.

The procedures are 4 pages that describe:

- What is a "Member in Good Standing,"
- Who gets a ballot, when the ballots are sent out,
- How candidates can include biographical statements which are sent out with the ballots,
- How the votes are counted, and other things
- How the election results are reported to the MOSES Membership.

This change requires a vote of the Members in Good Standing present and voting at an advertised General Membership meeting. The goal is to conduct this vote at the March 2018 General Membership Meeting which is scheduled for Tuesday March 13, 2018, at the Wachusetts Country Club in West Boylston, MA.

The Election Procedures were last updated in 2008.

To view a complete copy of the proposed updates, visit the MOSES web site

[moses-ma.org/sites/moses.prometheuslabor.com/files/2018\\_election\\_procedures\\_for\\_discussion.pdf](http://moses-ma.org/sites/moses.prometheuslabor.com/files/2018_election_procedures_for_discussion.pdf).

### **The 2016 Election Committee:**

Louis Sciortino - Retiree MDC - Co-chair  
Robert Danilecki - Retiree DHCD - Co-chair  
Norman Goldman - Retiree DOT

Arne Carr - Retiree - DFW  
Stephen Hawko - Retiree DEP  
Paul Petrowski - Retiree EOL  
Chuck Salemi - Retiree POL

# **Legislative Update**

*By Liz Murphy, MOSES Legislative Director*

This January, the Massachusetts State Legislature began its 2<sup>nd</sup> annual session of the 2017-2018 legislative session. Between January and July, the legislature is expected to address many initiatives important to MOSES members, including the following:

## **FY19 Budget**

While revenue numbers have shown steady growth over the past few months, Gov. Baker's FY19 budget is still conservative regarding projected revenue. As in past years, MOSES is advocating for robust funding for all MOSES member agencies. MOSES has already begun meeting with key legislators to educate them on the importance of strong funding for the agencies where our scientists and engineers work. We are asking that legislators include our agencies' line items in their personal priority requests to the House and Senate Ways & Means Committees, which oversee writing the legislature's budget proposals for the upcoming fiscal year.

## **GIC Reform**

In addition to testifying at public hearings and submitting member testimony regarding the disfunction at the GIC, MOSES has been working with partner unions to address legislative reform for the commission. In addition to testifying at a recent legislative oversight hearing about the GIC, we are working to secure a seat for MOSES on the commission by including language to this effect in the forthcoming House healthcare reform bill. The Senate's healthcare reform bill, which passed in November, already includes language that would give MOSES a seat on the GIC.

## **OSHA Standards Expansion for MWRA**

MOSES is hopeful that in the coming weeks, the legislature will finalize legislation to expand Occupational Safety and Health Administration (OSHA) protections to all public workers across the Commonwealth, into law. This important legislation will bring our members at the MWRA under the same OSHA standards as the rest of our membership and is a hard-fought legislative victory for MOSES!

## **Favorable Release Letters**

On Wednesday, February 7, the majority of the legislative committees at the State House reported out bills that had been assigned to their jurisdiction, meeting a deadline known as "Joint 10 Rule Day." In advance of this, MOSES sent letters to the committees of jurisdiction for each of the bills we testified on in 2017, asking that they be released with a favorable report. A favorable report allows a bill to continue on in the legislative process, while an unfavorable report or a report indicating "further study" stops the bill where it is—the most typical outcome for any given piece of legislation. We are pleased to report that a number of our bills will be moving forward, including legislation to protect automatic dues deduction, legislation to move certain MWRA members to Group 2 and legislation to expand killed-in-the-line-of-duty benefits to all public employees.

*Liz Murphy is the Legislative Director for the Massachusetts Organization of State Engineers and Scientist. She can be reached by email at [emurphy@moses-ma.org](mailto:emurphy@moses-ma.org) and most days in the halls of the Massachusetts State House working to support the MOSES agenda.*

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## **MOSES Night at the Bruins**

**Has Sold Out!!**

**125 Members and their family will enjoy a Bruins game on March 29, 2018**

# MOSES Federal Credit Union

The Credit Union run by MOSES Members for MOSES Members

We are now able to transfer funds from your share account directly to any other Financial Institution. Call us for details (978) 276-0750.

***Pay Off that High Interest Credit Card Debt!!***

The MFCU can offer you a Credit Card loan at rates as low as **6.75% APR**.  
(All loan rates are based on applicant's credit history and loan duration)

**Auto Loans for New Cars** as low as **1.9%** **Auto Loans for Used Cars** as low as **2.99%** (Actual Rate Based on Model Year)

**Weatherization Loans** **Zero Interest** **Loans through MassSave**

**Education Loans** as low as **6.75%** \* Special rates available for active employees if the employee is the student.

**Student Loan Refinancing** with 0.5% rate discount for US Military Veterans

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

**Personal Loans** as low as **8.00%**

*Not all applicants will qualify for the listed rates. Offered rates are based on applicant's credit history and loan duration and will be calculated after the MFCU reviews the applicant's application. All offered rates are subject to change without notice.*

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

Check our Web Page at [moses-ma.org/moses-federal-credit-union](http://moses-ma.org/moses-federal-credit-union)

Email: [MOSESFUCU@verizon.net](mailto:MOSESFUCU@verizon.net)

Phone: (978) 276-0750

***Open an Account Today***

## **New Credit Union Members are Welcome!!**

*MOSES Members are our only Customers*



## **DO WE HAVE YOUR CORRECT MAILING ADDRESS; EMAIL ADDRESS; PHONE NUMBER?**

If you have moved or have been having difficulty receiving mail, e-mail, or Constant Contact messages from MOSES, please give us a call at 1-(800) 845-1141 or send us an email at [contactus@moses-ma.org](mailto:contactus@moses-ma.org) so that we can update our files. This will help us to send to you timely information regarding Collective Bargaining, upcoming events, and other issues that may affect your working conditions.

You can also email us by using the contact us menu item on the MOSES Web Site. Please put the information that needs to be updated in the body of the e-mail.



# *Ski/Snowboard Discounts for MOSES Members for the 2017-2018 Season*

Great news—MOSES has once again been able to secure the following discounts to;

**Pats Peak in Henniker, NH,  
Okemo Mountain Resort, Ludlow, VT, and  
Waterville Valley Resort in Waterville Valley, NH.  
Pats Peak Henniker, NH**

New E-TICKET valid any day of the week!

Order on line using the code **MOSES** and go directly to the Ticket Window  
Go to [www.employeeactivities.com/patspeak](http://www.employeeactivities.com/patspeak) for MOSES member discounts.

**Okemo Mountain Resort, Ludlow, VT**

*Tickets are available electronically only.*

Purchasing discounted lift tickets has never been easier!

Follow these 3 easy steps;

- 1) Log onto <https://tickets.okemo.com>
- 2) Enter password **moses**
- 3) Purchase tickets

**Waterville Valley Resort, Waterville Valley, NH**

*Tickets are available electronically only.*

**On-Line tickets are date specific.**

Go to [www.waterville.com](http://www.waterville.com) and follow the directions for on-line

purchasing of tickets. Use promo code **CorpDiscWV** for an additional \$5.00 off. Waterville has gone to a RFID ticket scanning system. This year, guests must pick up an RFID card at the ticket office. There is a \$5 refundable fee attached to the card.

For more information contact Kathy Flannery at

978-846-1407

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**NEW THIS YEAR**

**Ride and Ski Card**

The Ride and Ski Card is designed to give Cardholders a discount at partnering mountains, and can be used all season long. A full list of mountains is available on their Web site home page, under Mountain Discounts. The ride and ski card provides holders, discounts of up to 50 percent on lift tickets at various New England Ski areas. The card also allows holders to participate at on mountain weekend ski events ie: apres ski parties. Special events can be found on the homepage. MOSES has secured the corporate rate for its members. Please use the direct link, <http://www.rideandskine.com/moses/> for a lot more information, discounts and to order your card. The regular price is \$39.00. The MOSES member rate is \$19.99 for a digital card and \$24.99 for the paper card.

# **MOSES MEMBERS: NOT JUST “AT WILL”**

By: Catherine Costanzo, MOSES Associate Counsel

Massachusetts law provides that, unless a collective bargaining agreement or other contract is in place stating otherwise, employees are “at will.” An employer may terminate an “at will” employee any time and for any reason or no reason, with a few exceptions such as the laws prohibiting discrimination based on categories like race and sex. This also means that employers have a great deal of discretion in disciplining “at will” employees. One of the benefits of employment under a MOSES collective bargaining agreement, however, is that employers may not discipline or terminate employees on a whim. The employer must either have “just cause” (under the Mass DOT and Commonwealth contracts) or is prohibited from acting “arbitrarily and capriciously” (under the MWRA contract).

To put this limitation on employer behavior in perspective, however, it is important to understand that while employers do not have the right to discharge, suspend or demote union employees at will, they do have the power to do so. In other words, there may not be immediate relief when an employer violates a union contract. However, unlike “at will” employees, MOSES employees have remedies available through the grievance procedure, which culminates in the right to have a neutral arbitrator determine whether the employer acted without just cause (in the case of the Mass DOT and Commonwealth contracts) or arbitrarily and capriciously (in the case of the MWRA contract). If an arbitrator so decides, he or she will issue an order to remedy the violation of the contract, such as rescinding the discipline imposed, ordering the employer to pay the employee for lost wages and benefits, or ordering the employer to pay a terminated employee reasonable back pay (taking into account the employee’s duty to mitigate damages by seeking comparable employment).

Perhaps more importantly, the contractual limitations on employers, while they may not prevent an employer from violating the contract, certainly deter employers from doing so. Furthermore, the work of MOSES legal staff in pursuing grievances when the employer acts in violation of the contract reinforces the deterrent effect of the contract. Under the MWRA contract with MOSES, the employer decision will be reversed if it is found to have been arbitrary and capricious. Under the Mass DOT and Commonwealth contracts, the employer has the burden of establishing that it had “just cause” to act. “Just cause,” in turn, is a stringent legal standard that requires the employer to establish that it met a number of criteria:

1. That the employer informed the employee of the disciplinary consequences of the employee’s conduct;
2. That the work rule at issue reasonably related to the orderly, efficient and safe operation of the agency or department’s work or mission;
3. That the employer attempted to discover whether the employee actually violated the work rule before imposing discipline;
4. That the employer’s investigation was conducted fairly and objectively;
5. That investigator obtained substantial evidence or proof that the employee was guilty;
6. That the work rule and penalties have been applied evenhandedly without discrimination; and
7. That the degree of discipline was reasonably related to the seriousness of the offense and the employee’s record of service.

We hope this contract benefit remains “invisible” for most of our members – one that acts as a brake on management overreaching such that most of our members will never even have to experience discipline or termination without just cause.

# MOSES STEWARDS ON THE FRONT LINES

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TIFFANY SKOGSTROM.....Boston, 100 Cambridge St.....617-626-1086

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JOSEPH BELLINO.....Worcester, 8 New Bond St.....508-767-2709  
LAWRENCE HANSON.....Springfield, 436 Dwight St.....413-755-2287  
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PHILIP MURPHY.....NERO.....978-694-3336  
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## MILITARY DIVISION

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WILFRED MORIN.....Northampton, 811 North King St.....413-582-1526  
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STEVEN R. READY.....Taunton, 1000 County St.....508-360-6454  
KENNETH TALANIAN.....Arlington-District 4.....781-641-8421

**MOSES MONITOR**  
**90 North Washington St**  
**Boston, MA 02114**

ADDRESS CORRECTION REQUESTED

## **Upcoming General Membership Meetings**

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 March 13, 2018 General Membership Meeting will be held at- Wachusett Country Club, 187 Prospect Street, W. Boylston, MA Tel: (508) 835-4484. Directions: From I-495 (North or South) - Take I-290 W (Exit 25B) Go approx. 7.5 mi. on I-290 to Rt. 140 N (Exit 23B). Go 4.7 mi. on Rt. 140 N to Franklin St., on left. Go 0.4 mi. on Franklin St. and take left on Prospect St. The Country Club is 0.4 miles down Prospect St. on the left. From West – From I-90 (Mass Pike) take I-290 W (Exit 10). Go 8.6 mi on I-290 W and take I-190 N (Exit 19) Go 3.8 mi on I-190 N to Rte. 12 N (Exit 4). Go approx. 2.2 mi on Rt. 12 N to Franklin St on left. Go 0.3 mi. on Franklin St. and take left on Prospect St. The Wachusett Country Club is 0.4 miles down Prospect St. on the left.**

**The April 10, 2018 General Membership Meeting will be at Mazzeo's Ristorante, 1015 South Street, Route 7, Pittsfield, MA Tel: (413) 448-2095.:** Take the Mass Pike (I-90) West to Exit 2 (Lee). Travel north on Rt. 20W to the intersection of Rt. 7N in Lenox. Continue North on Rt. 7N/20W to Pittsfield. At the Lenox/Pittsfield line, proceed through one light and Mazzeo's Ristorante will be on the right.

**May 8, 2018 Meeting - Teresa's – 140 South Main Street, Middleton, MA (978) 647-1111.**

**Directions: From Boston:** Take Route 1 North over the Tobin Bridge. Take Exit onto Route 114 West towards Middleton. Teresa's is about 2.4 miles down Route 114 on the left. **From West:** Take I-95, Route 128 North. Take Route 1 North towards Danvers. Take Route 114 West towards Middleton Teresa's is about 2.4 miles down Route 114 on the left.