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Child-care Workers Overwhelming Vote to Unionize

By Common Ground staff

Childcare workers voted overwhelming in favor of unionizing in late October, deciding on a vote of 390 to 19 to join District 1199 SEIU New England, the union announced.

The election, which was held over the course of four days in late October, drew a total turnout of 76 percent, with 409 of 539 eligible voters participating, District 1199 said. The election results were confirmed by the Rhode Island State Labor Relations Board.

"The vote was overwhelming, so it's clear that the providers want representation," said Patrick Quinn, the executive vice president for Rhode Island at District 1199.

In voting to unionize, the child-care workers are following in the steps of their peers in other states, including several in New England.

"Family child-care providers can now work together through our union to advocate for improvements in our profession, just like our colleagues in Massachusetts, Connecticut, and many other states," said Nuris Ynoa, a provider in Providence for 14 years. "Children in our communities will benefit from improved early learning

See Childcare cont. on page 4



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Walsh Win Hands Big Victory to Labor

By Common Ground staff

One of labor's own was elected as Boston's mayor in last month's election, in a race that garnered national attention and electrified local rank-and-file union members.

Martin J. Walsh, the former business manager of the Boston Building Trades and a member of Laborers Local 223, will take office as the 54th mayor of Boston on Jan. 6, after beating lead contender John Connolly in the November election, on a vote of 51.5 percent to 48 percent. The election marks the end to the decades-long era of Mayor Thomas Menino, who declined to run again for health reasons.

Big boost from labor

Walsh jumped into the race in April and quickly bolted to the top of a crowded field of candidates, with a big boost from the labor community, which contributed much-needed dollars and boots on the ground. Walsh also got strong support from a group that rarely enters the political arena—those in recovery from drug and alcohol addictions, including some who had been personally helped by Walsh, himself a former alcoholic.

Such efforts paid off. In August, the campaign set fundraising record for the race, with \$383,000 in donations, a third from labor sources.

Walsh also won the formal backing of several key labor organizations including: the Massachusetts Organization of State Engineers and Scientists, the Massachusetts Nurses Association, the New England Regional Council of Carpenters, the Greater Boston Labor Council, Boston Firefighters Local 718, Boston's Local 26, and Laborers Local 223.

By the time of the September preliminary election, Walsh was running in a tight race with Connolly, taking second place then—only to surpass him in the general election on Nov. 5.

"I am so grateful and honored for the night's elections results. For this kid from Taft Street in Dorchester, you've made Boston a place where dreams come true," Walsh said in election-night remarks before campaign supporters. "More than 6,800 people like you volunteered for our campaign because you believe in me and this City. I know that I wouldn't be here as Mayor-elect of Boston without each one of you. This victory is your victory."

Walsh pledged to make Boston a "hub of opportunity" for its residents and "build a community of shared prosperity."



"They say it takes a village to raise a child. Well, it takes a whole city to make a mayor.

Over the next few days, I'll do my best to reach out to all of you. I will be reaching out to people across the city, in every community. I want ideas and a City Hall that truly represents all of Boston," Walsh said.

Labor advocates weigh in on win

Walsh's win is being celebrated by local and national labor advocates, who consider it a possible model for labor involvement in other races around the country, according to a WBUR report.

"This election has national implications. While there have been a few Senators and Congressmen that have been clear about their pro-union beliefs, it is far more rare to find someone running for an executive position—Mayor or Governor—who doesn't feel the need to criticize unions in an effort to show they are 'fiscally responsible.' Marty made it clear that you can be committed to running a sound budget in a major American city and still maintain respect for trade unions," said Mark Erlich, the Secretary-Treasurer of the New England Regional Council of Carpenters, which backed Walsh in both the preliminary and the general elections.

In a statement, Working America, called the election "historic."

"Voters cast their ballots for Walsh, who has dedicated his career to improving our public schools, creating good jobs, expanding options for affordable housing and fighting unfair foreclosures, and creating a Boston that embraces all its communities. Across the city, people mobilized in vast numbers, reaching out to their neighbors and friends about the importance of electing a candidate to represent working-families," said Working America.

See Walsh cont. on page 3

The Union Stewards Prayer

Grant me, Oh Lord,
the genius to explain
to my brothers and sisters
the policies and plans
of our great union
even though no one explains them to me.

Give me the understanding
that I may forgive the apathetic member,
curb the overly ambitious member,
and accept the views of the member
who does nothing until
I have done something...
and then tells me
what I should have done
and how I should have done it.

Oh Lord, make me formidable in debate,
logical in argument
and fearless in confrontation.
Let me be a lawyer,
actor, mathematician,
sage, philosopher,
sociologist, and economist;
pleasing, cajoling, threatening,
and belaboring
so that I make the best of a good case
and a good case from no case at all.

Teach me, Oh Lord,
to stand at all times with both feet
firmly on the ground....
Even when I don't have a leg to stand on.

Walsh cont. from page 2

Working America, a national organization affiliated with the AFL-CIO, poured tremendous resources into the election. The group said it had over 45,000 in-person conversations with Boston residents.

"In all my conversations with people, one thing was clear: They want to see better jobs, better schools and a better Boston," said Working America organizer Michael Conway. "I'm excited about what this means for my hometown."

The general president of the International Association of Fire Fighters pointed to the Boston mayoral race as an example of a nationwide sweep for labor in the November election that also saw a major progressive win with the election of Bill DeBlasio as mayor in New York City.

"This election was a major win for public safety and for unions. The results send a clear message that the people want state and municipal lawmakers who will address the real needs of everyday people, to keep them safe, create jobs, and grow the economy," said IAFF General President Harold Schaitberger. "Voters are clearly fed up with the cynical politics that have gripped this entire country. Now is the time for this new crop of leaders to roll up their sleeves and get to work rebuilding our communities."

The IAFF claimed credit for the role Local 718 had played in Walsh's win. "Local 718's commitment paid off as Walsh defeated John Connolly in a run-off contest the media portrayed as a referendum on union influence in the city," the IAFF said.

Local 718 President Richie Paris said the local had made a decision early on to be active in the race. "I told the membership that the only way we can be in the game is by endorsing Walsh who has always had an open door for us. And the only way we could beat the barrels of ink from the Globe and the Herald was with boots on the ground, and we did," Paris said.

Erlach said that Menino has been a "staunch ally of construction's union sector." Walsh's election, he said, will "only serve to further elevate the profile of unions in our region."

"As a building trades leader who spoke proudly of his involvement in the labor movement, his victory flies in the face of the prevailing political winds that dismiss or attack the value

of unions in today's society. Marty had to withstand withering attacks in the Boston media that claimed he would bankrupt the city by not being able to stand up to the city's public employee unions. Marty never backed down from his loyalty to organized labor as the best vehicle to re-build the middle class in the city," Erlach said.

"Marty is a personal friend of ours, a friend of the Carpenters, a friend of labor, and a friend of all those people who want to work, play by the rules, and have a chance at the American Dream. Thanks to everyone who worked to get Marty Walsh elected. It can be the beginning of a new era for labor and politics," Erlach concluded.

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Childcare cont. from page 1

opportunities as we work to expand professional development and training for our field.”

Although child-care worker unionization hit headlines this year, the effort has been more than a decade in the making, according to Quinn. He described the vote in October as a testament to the perseverance of child-care workers.

Child-care workers are professional providers

Contrary to the perception of some, those voting to unionize are not teenaged babysitters—instead they are middle-aged and older women who are professional child-care workers who participate in a state program known as the Child

Care Assistance Program, or CCAP, Quinn said. Nor are they available for couples who want to go out to dinner or other similar social events. CCAP is strictly available to care for children while their parents are working.

The program was established in Rhode Island during welfare reform in the 1990s. CCAP was developed in order to support lower-income residents to work full-time, making it key piece of welfare reform efforts. The goal of the program is to provide “early learning opportunities” for the children of low- and middle-income parents, according to background information provided by District 1199.

More than two thirds of children un-

der six in Rhode Island have parents who are in the workforce and are in child-care at least part-time, according to District 1199.

Numerous benefits to child-care program

“Rhode Island employers benefit when their workers have access to quality, affordable child-care. Reliable child-care maximizes employee productivity, minimizes absenteeism, and reduces turnover. Many parents choose family childcare because of its flexibility, which helps support employment in Rhode Island’s round-the-clock health care and service industries,” District 1199 states in its backgrounder on the unionization effort.

The program also makes a big difference in outcomes for the children, according to District 1199.

“There is broad consensus that early learning opportunities have a profound impact on children’s development and promote overall economic growth,” the district said in a press release, pointing to a 2003 study by the Greater Providence Chamber of Commerce which found that every dollar spent on child care resulted in a return of \$1.75 to the economy. The report also concluded that the “childcare sector created 9,626 jobs across all sectors in Rhode Island.”

Why unionization was necessary

But the program has become threatened in recent years, as the state has cut back on its investment in CCAP, due to the economic downturn and sluggish recovery. Eligibility for CCAP has been dropped from 225 percent to 180 percent of the Federal Poverty Level. That shrunk the number of families in the program by about half and led to a

corresponding reduction by half in the number of family child care educators, according to District 1199.

“For too long the state’s home family childcare provider sector has been plagued by economic instability which has forced hundreds of dedicated providers out of business. By voting to form a union these women [who] owned a small business now have a formal voice to advocate for policies that will strengthen early childhood learning in Rhode Island,” said Marcia Coné, the CEO of the Women’s Fund of Rhode Island.

Unionization is expected to bring a number of benefits to the program. One of the top benefits is better opportunities for professional development and training of child-care workers, according to Quinn. “The second most important issue is access to affordable health insurance—most of the providers have lost access to insurance over the past few years,” Quinn said.

He said District 1199 SEIU New England was a natural fit for the child-care workers, saying the union and the workers have a historical relationship: a number of District 1199 workers who have odd hours, Quinn said, use the CCAP program.

Ultimately, unionization, District 1199 has argued, will help CCAP recruit and retain child-care workers, improving the quality of the program.

“The work of caring for and educating young children has been plagued by low wages and high turnover,” said Lori Parris, a family child-care provider from Pawtucket. “Research shows how important stable relationships are to children’s development, and by improving standards in our field, we can ensure that all children get the best possible start in life.”

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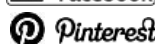


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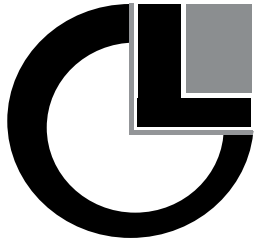
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ATU, Local 618 Gets New Contract at RIPTA

By Common Ground staff

The Amalgamated Transit Union, Local 618, has struck a new three-year contract with the Rhode Island Transit Authority that preserves pensions and increases salaries, according to Paul Harrington, the president and business agent.

"They're very comfortable and reasonable," Harrington said in describing the raises.

The collective bargaining agreement affects more than 700 members of Local 618, including bus operators, mechanics, clerks, and other workers. The contract, which had an effective date of July 1 of this year, expires June 30, 2016.

Besides the raises, the contract brings a number of other benefits to members. One notable achievement of union negotiators was in the area of pension benefits: not only were existing pension benefits kept intact for current workers, but also a small stipend was

added to the income of already-retired members, according to Harrington.

The union also took steps to help offset costs for RIPTA. Members agreed to premium increases for health care benefits and will now also pay a small premium to help fund retiree health benefits, technically known as Other Post-Employment Benefits, or OPEB.

Negotiations over a new contract began in earnest in May and lasted throughout most of the summer, Harrington said. A tentative agreement was struck on August 27, about two months past the expiration date of the old contract—a timeline that Harrington said was not unusual.

Local 618 members ratified the contract Sept. 5 and the RIPTA board of directors approved it Oct. 21.

Harrington said two members of his leadership team had been particularly crucial in the success of the negotiations: Vice President Tom Cute and

Secretary-Treasurer Kevin Millea.

In recent years, Local 618 has been outspoken about budget-driven cuts and changes to RIPTA services, but that issue is not part of its contract negotiations, Harrington said. In the past, the union has been particularly critical of the changes in bus schedules under the administration of former RIPTA CEO Charles Odimgbe. But Harrington said the union is on board with new efforts to improve the effectiveness of services under the new CEO, former State Police commander Raymond Studley.

As part of the service overhaul, the number of stops has been reduced from 5,000 to 4,000 while boosting frequency and on-time performance of the buses, according to Harrington. He said the transit authority also will be installing kiosks where bus passengers can buy cards, cutting down on stop times. (Currently single tickets are purchased on buses.)

Although the majority of routes has been altered as of this writing, Harrington said the implementation of the changes is still underway. "Some are improved. Some need to be re-looked at," Harrington said. "I look forward to improving our mass transit."



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'Healthy Rhode Island': A Plan to Transform Rhode Island's Health Care System

Submitted by the Office of Lt. Governor Elizabeth Roberts

Healthy Rhode Island is a project of the Office of Lt. Governor, in conjunction with Governor Lincoln Chafee's office, the Executive Office of Health and Human Services, the Office of the Health Insurance Commissioner, the Department of Health, and the health benefits exchange, focused on the future of the health care system in Rhode Island.

Healthy Rhode Island seeks to chart Rhode Island's course from a volume-based health care system to a value-based health care system. The transformation will be grounded in the principles of the "Triple Aim"—better population health and a better care experience at a lower cost. Healthy Rhode Island is Rhode Island's State Innovation Model Design Program, an initiative funded by the Center for Medicare and Medicaid Innovation (CMMI).

Healthy Rhode Island aims to create a State Healthcare Innovation Plan

and a State Innovation Model Test Proposal.

A State Healthcare Innovation Plan identifies the path for a state to transform its health care system into one that is value-based, focusing on better population health, better patient experience, and lower costs. The plan will outline state goals for a health system's transformation and identify proposed models for payment and delivery system transformation. The plan will include financial and quality analyses for those models and set out a roadmap to transform the system.

A State Innovation Model Test Proposal will be funded by CMMI to implement a selection of the proposed system transformations identified in the State Healthcare Innovation Plan. The funding provides necessary resources for states to test new payment and delivery models over a three-year period. Healthy Rhode Island will identify a

proposal for funding based on the State Healthcare Innovation Plan.

Lt. Governor Roberts and the Healthy Rhode Island project have made a draft of the state's Healthcare Innovation Plan available for public comment prior to its submission to the federal government. The plan is meant to serve a roadmap for changing

our state's health care system—moving away from unorganized care paid on a volume basis to a coordinated system supported by payment rooted in value. The plan and instructions for comment are available at the Healthy Rhode Island Web site (www.healthcare.ri.gov/healthyri).

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Phoenix House Appoints National Expert on Opioid Addiction Epidemic

Submitted by Phoenix House



Phoenix House, the nation's leading nonprofit provider of substance abuse and treatment and prevention services, announced in September its appointment of Andrew Kolodny, M.D., a nationally recognized psychiatrist and public health advocate, as Chief Medical Officer, effective Sept. 9, 2013.

"Dr. Andrew Kolodny brings to Phoenix House a wealth of clinical experience in addiction medicine," says Howard Meitiner, President and CEO of Phoenix House. "He will also contribute a passion for public education and policy reform as it relates to prescription drug abuse, which now accounts for more overdose deaths than heroin and cocaine combined. It will be our great fortune to have him at the helm of our clinical services as we strive to touch more lives and improve the quality of care in the era of health care reform."

Dr. Kolodny joins Phoenix House from Maimonides Medical Center in Brooklyn, New York, where he served as Chair of Psychiatry since 2008. In this capacity, he provided clinical and administrative oversight of psychi-

atric services and a residency-training program for one of the largest community teaching hospitals in the country. During his tenure, he demonstrated a hands-on approach to improving the quality of care, integrating health and mental health services, and developing new services and programs to meet changing community needs.

Prior to his appointment at Maimonides, Dr. Kolodny established a stellar career in public health, with a special focus on substance use disorders. After completing a public psychiatry fellowship at Columbia University and a fellowship in Congressional Health Policy, he joined the New York City Department of Health and Mental Hygiene, serving as the Medical director for Special Projects in the Office of the Executive Deputy Commissioner. For New York City, he helped develop and implement multiple programs to improve the health of New Yorkers and save lives, including citywide buprenorphine programs, naloxone overdose prevention programs, emergency room-based screening, brief intervention, and referral to treatment (SBIRT) programs for drug and alcohol misuse.

Over the course of his career, Dr. Kolodny has also devoted himself to addressing the epidemic of opioid addic-

tion and overdose deaths. He is a founder and the current president of Physicians for Responsible Opioid Prescribing (PROP), a several hundred-member education and advocacy organization. PROP's national efforts are focused on reducing morbidity and mortality caused by overprescribing of opioid analgesics.

About Phoenix House

As a leading nonprofit provider of substance abuse treatment and prevention services since 1967, Phoenix House helps more than 7,000 men, women, and teens each day as they overcome addiction and begin new lives in recovery. Our research-tested treatment methods and clinical practices meet the needs of each individual client. Our nearly 150 programs in California, Florida, Maine, Massachusetts, New Hampshire, New York, Rhode Island, Texas, Vermont, and Virginia/Maryland/Metro D.C. welcome clients from every level of society and address a broad range of behavioral problems. We work with kids at risk, support clients in recovery, and offer a wide array of treatment options as well as supportive services ranging from vocational training and counseling to expressive arts therapy.

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Alliance for Safe Communities Warns of Normalizing Pedophilia

By Carolyn Medeiros, Executive Director, Alliance for Safe Communities

In the 19th and 20th centuries, pedophiles hid behind the shame of the heinous acts they committed. Most victims would not report abuse fearing personal shame, fear, and retribution.

Pedophilia is a difficult crime to convict, often with testimonies taken years past the opportunity for adjudication. Those obstacles still exist and are compounded in the 21st century because pedophiles are often presented as victims of abuse themselves. Defense attorneys attempt to get juries to see these criminals with a "human condition." The "lofty minds of academia land" assist defense attorneys with this task. Evidence of decriminalizing pedophilia was

obvious at the August 2011 B4U-ACT conference, with the efforts to make revisions to the 2013 DSM, the Diagnostic Statistical Manual, also known as the "bible of psychiatry." The goal of the revisions was to re-diagnose pedophilia as a mental illness rather than a criminal act and would have opened the door to decriminalize pedophilia, according to the Daily Caller news site.

This agenda was further evidenced by an article that appeared this year in the British Left-wing newspaper, the Guardian, entitled, "Paedophilia: bringing dark desires to light." Once again, the "lofty minds of academia" would lead you to believe that pedophilia is a

normal part of the human condition—pedophilia is an evolution of human sexuality and is, in fact, just a sexual orientation similar to homosexuality.

If what I have told you in has not outraged you enough, perhaps bringing it closer to home will.

Rhode Island is one of the few states with the opportunity for pedophiles once convicted to appeal their levels within the first two years of conviction. What this means is that a pedophile is able to have a special hearing before a judge, without the victim present, to plead his or her case for reducing their current status level.

A sex offender registered as a Level 3—highest risk to reoffend—may drop to a Level 2 (moderate risk) or a Level 1 on the registry. Keep in mind that Level 1 is a predator only registered with police, is not on the public statewide registry of sex offenders, and is considered least likely to reoffend.

State Sen. Jamie Doyle has repeatedly introduced legislation to stop this travesty of justice. His efforts have been to no avail. Rhode Islanders are unable to know the numbers of dangerous predators now amongst us that pose a threat to our communities with reduced levels.

Most recently, the Alliance for Safe Communities revealed a disturbing occurrence in the House Finance Committee during the 2013 legislative session. The Adam Walsh Act, or sex offender registry notification bill was heard (also known as SORNA). This piece of legislation has been introduced year after year, and revised to conform to the demands of liberal legislators and the ACLU. This national piece of legislation offers a comprehensive and cost-effective method to register and monitor sex offenders in our communities and regulate their ability to cross state lines undetected.

The bill was introduced and backed by the Rhode Island Attorney General's

office, the State Police, local urban, suburban, and rural law enforcement, as well as the Alliance for Safe Communities and registry of sex offenders.

The ACLU, accompanied by a sex offender, testified against the bill, saying that it was destroying the lives of sex offenders and imposing a life sentence on them. The House Finance Committee was a captive audience to this charade and was unwittingly subjected to a half truth.

The Alliance for Safe Communities, in conjunction with NBC Channel 10's "I-team investigators with Jim Taricani," revealed the true history of this individual who claimed to be a changed man and "pillar in his community" persecuted for one mistake he had made earlier in his life. Go to our Web site: www.asc-ri.org and click on to the "predators and children" page. Scroll down to see the information revealed in the video interview and documentation.

It is our hope that the Alliance has thoroughly offered you the opportunity to see how grave a situation exists with our current handling of pedophilia issues on our Web site pages—"predators and children," and "stable of stars, a sample of pedophiles in Rhode Island." Google Alliance for Safe Communities as well to see the material and work we have done with these and other criminal issues in Rhode Island.

Feel motivated yet? Contact your representatives and senators and ask them why Sen. Doyle's bill has been repeatedly "quashed." Ask your legislators in the House and Senate to stop this indifference and injustice. Call the House at 222-2000 and the Senate at 222-6655.

The Alliance for Safe Communities is a 501(c)(3)-nonprofit dedicated to assisting communities in achieving their goal of living in safe communities promised to them by government. For more information, visit www.asc-ri.org



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Pension Lawsuit Could Be Near Settlement, as Controversy Simmers

By Common Ground staff

The state and unions could be close to a settlement over the lawsuit filed against the pension reform law, according to several local reports.

In late November, the Providence Journal reported that a reliable source had told an official at the Rhode Island League of Cities and Towns that a deal had indeed been struck.

The report comes on the heels of other signs that a settlement is in sight. In late September, WPRI.com reported that a group has been formed to discuss the terms of the settlement with current workers and retirees.

And the timing of the regular briefings lawyers have been giving to the court has been ramped up as well: on Nov. 12, lawyers involved in the negotiations gave Superior Court Judge Sarah Taft-Carter the 10th update on the status of their talks, which are being handled by the Federal Mediation and Conciliation Service. The Nov. 12 briefing to the judge came just two weeks after the last one, and another one was held the week before Thanksgiving, according to WPRI.com

When asked for comment, Philip Keefe, the president of SEIU Local 580, said there was little he could say, citing the judge's strict gag order in the case. "If we're not talking, then that's bad news," Keefe said.

"We're talking and things are moving along ... I think it's moving in the right direction because we're talking."

"I wish I could give you more, but I can't," Keefe said.

The other briefings have been held on: Oct. 28, Sept. 30, Sept. 5, Aug. 6, May 17, April 22, March 25, Feb. 28 and Feb. 1, according to WPRI.com.

Raimondo reveals lawsuit cost

Although state and union officials remain under a gag order, one important fact about the pension lawsuit came to light last month: how much the state has spent fighting it.

The cost has amounted to \$377,655, the Providence Journal reported Nov. 7. The cost has been borne by the pension fund itself, the Journal said. So far, the bulk of the money, \$316,301, has gone to the local law firm Adler Pollock & Sheehan. Another \$61,354 has been paid to the state's actuarial consultants, Gabriel Roeder & Smith.

As with past public requests, the Treasurer's office reportedly initially balked at turning over the records, citing a gag order the judge has issued, banning any public discussion of what has transpired during closed-

door negotiations. That prompted another sharp rebuke from local ACLU executive director Steve Brown, who told reporters that records about payments to attorneys clearly fell within the domain of public records. Within days, the Treasurer's office reversed course and released the records, according to the Journal.

Public controversy continues over pension reform

Meanwhile, outside of the closed-door talks, fallout from the renewed public controversy over pension reform continued.

After the release of Forbes.com critic Ted Siedle's report—which raised concerns about Raimondo's connections to the hedge fund industry and the lack of transparency and potential conflicts of interest in her administration of the pension system—state Sen. Frank Ciccone, D-Providence, called for an SEC investigation into the state pension fund.

Siedle himself has also urged the SEC to investigate. But so far, it's unclear, as of this writing, what actions the SEC may take or may be weighing regarding the Rhode Island pension system. Ciccone, who later resigned two of his three positions with the Laborers International Union of North America, was not available for comment.



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Rhode Island Labor Celebrates the Holidays

By Common Ground staff

Unions and other groups around the state are holding a number of special events to mark this holiday season, offering hope and good cheer to others and to their membership. Below is a round-up of some of the holiday-themed events scheduled by local labor groups.

Amalgamated Transit Union, Local 618: On Dec. 6, Local 618 will be hosting a breakfast and meatball lunch at its union hall to support the Washington Park Community Center. Guests are asked to make a small donation of \$5 or to bring a toy for children aged 4 to 11, according to Local 618 President Paul Harrington.

NEA Rhode Island: The state chapter of the National Education Association is holding its annual Gingerbread Express toy drive. Earlier in the fall, teachers were asked to nominate students in need by writing their first names on a gingerbread cutout. Nominations were due Oct. 21 to the state NEA, which gives the cutout to a sponsor for each child. The NEA collects the gifts in early December and delivers them to teachers, who distribute them to their stu-



dents around the holidays. Last year, Teamsters Local 251 helped out with the effort, donating a tractor trailer to help transport the gifts, with “real life ‘gingerbread’ cookies as escorts for one Providence school. The program, now in its 22nd year, provides gifts for 2,000 children.

Providence FOP Lodge 3: The Providence local of the Fraternal Order of Police will be busy spreading holiday cheer this month, according to union President Taft Manzotti. Although the FOP has not finalized its plans for this season, he said it usually holds a food drive, filling up an old-fashioned sleigh with

donated food items. Manzotti said the FOP usually does the drive in December, since so many other groups are focused on holding food drivers around the Thanksgiving holiday. The FOP will also be holding a Christmas Party mid-December for children of its members at its union hall with a scheduled appearance for Santa Claus. The event is a way for FOP members—who sometimes have to work holidays and odd hours—to spend some extra quality time with their children during the holidays.

Providence Fire Fighters: IAFF Local 799 will be active during this holiday season as well. President Paul Doughty said the local will be buying Thanksgiving baskets and collecting Christmas gifts for children.



Rhode Island AFT: The Rhode Island chapter of the American Federation of Teachers has an annual holiday party for teachers and retirees after the New Year. Details for this year have not been announced yet.

3rd Annual Winter Coat Drive: Those who want to give to the needy may participate in the 3rd Annual Winter Coat Drive sponsored by PMG Charities, the Rhode Island AFL announced. Donations are due Dec. 2 at PMG, Inc., at 700 School Street in Pawtucket. Items requested are coats, hats, gloves, and scarves. Do-

nations will be distributed at the Feed1,000 (one of PMG Charities' initiatives) Rhode Island event Dec. 14 at the Rhode Island Convention Center. (PMG is a revenue cycle management company that serves community health centers.)



Happy Holidays!

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OCTOBER

| SUN | MON | TUE | WED | THU | FRI | SAT |
|----------------|-----|-----|-----|-----|----------------|----------------|
| | | 1 | 2 | 3 | 6:00 4 STJ | 6:00 5 STJ |
| 6 | 7 | 8 | 9 | 10 | 7:05 11 MCH | 7:00 12 POR |
| 13 | 14 | 15 | 16 | 17 | 7:05 18 SPR | 7:00 19 MCH |
| 20 | 21 | 22 | 23 | 24 | 7:05 25 SPR | 7:00 26 |
| 3:05 27 STJ | 28 | 29 | 30 | 31 | | |

NOVEMBER

| SUN | MON | TUE | WED | THU | FRI | SAT |
|----------------|-----|-----|-----|-----|----------------|----------------|
| | | | | | 7:05 1 MCH | 7:00 2 MCH |
| 3 | 4 | 5 | 6 | 7 | 7:05 8 HFD | 7:00 9 WOR |
| 3:05 10 HFD | 11 | 12 | 13 | 14 | 7:05 15 NOR | 7:00 16 |
| 3:05 17 POR | 18 | 19 | 20 | 21 | 7:05 22 BRI | 7:00 23 MCH |
| 3:05 24 SPR | 25 | 26 | 27 | 28 | 7:30 29 NOR | 7:15 30 NOR |

DECEMBER

| SUN | MON | TUE | WED | THU | FRI | SAT |
|----------------|-----|----------------|-----|----------------|----------------|----------------|
| 5:00 1 HER | 2 | 3 | 4 | 5 | 7:05 6 MCH | 7:00 7 WOR |
| 3:05 8 POR | 9 | 10 | 11 | 12 | 7:05 13 POR | 7:00 14 BRI |
| 15 | 16 | 17 | 18 | 19 | 7:05 20 SPR | 7:00 21 POR |
| 22 | 23 | 24 | 25 | 7:00 26 WOR | 7:00 27 | 7:00 28 ADK |
| 3:00 29 SPR | 30 | 7:00 31 MCH | | | | |

JANUARY

| SUN | MON | TUE | WED | THU | FRI | SAT |
|----------------|-----|-----|-----|-----|----------------|----------------|
| | | | | 1 | 7:05 3 WOR | 7:00 4 SPR |
| 3:05 5 WOR | 6 | 7 | 8 | 9 | 7:05 10 SYR | 7:00 11 SYR |
| 3:05 12 MCH | 13 | 14 | 15 | 16 | 7:05 17 WBS | 7:00 18 SPR |
| 3:05 19 WBS | 20 | 21 | 22 | 23 | 7:05 24 STJ | 7:00 25 WOR |
| 3:05 26 STJ | 27 | 28 | 29 | 30 | 7:00 31 HFD | |

FEBRUARY

| SUN | MON | TUE | WED | THU | FRI | SAT |
|----------------|-----|---------------|---------------|-----|----------------|---------------|
| | | | | | | 7:00 1 WOR |
| 2 | 3 | 6:00 4 STJ | 6:00 5 STJ | 6 | 7 | 7:00 8 MCH |
| 3:05 9 SPR | 10 | 11 | 12 | 13 | 7:05 14 STJ | 7:00 15 |
| 3:05 16 HFD | 17 | 18 | 19 | 20 | 7:05 21 WBS | 7:00 22 |
| 3:00 23 BRI | 24 | 25 | 26 | 27 | 7:05 28 BRI | 7:00 29 |

MARCH

| SUN | MON | TUE | WED | THU | FRI | SAT |
|----------------|-----|-----|----------------|-----|----------------|----------------|
| | | | | | | 7:00 1 SPR |
| 3:05 2 ALB | 3 | 4 | 5 | 6 | 7:05 7 WOR | 7:00 8 MCH |
| 4:05 9 ADK | 10 | 11 | 12 | 13 | 7:05 14 WOR | 7:00 15 SPR |
| 3:05 16 HFD | 17 | 18 | 19 | 20 | 7:05 21 HER | 7:00 22 POR |
| 3:05 23 WOR | 24 | 25 | 7:05 26 WBS | 27 | 7:00 28 POR | 7:00 29 |

APRIL

| SUN | MON | TUE | WED | THU | FRI | SAT |
|----------------|-----|-----|-----|-----|----------------|----------------|
| | | | | | | 7:00 1 HFD |
| 3:05 6 POR | 7 | 8 | 9 | 10 | 7:05 11 NOR | 5:00 12 ALB |
| 3:05 13 MCH | 14 | 15 | 16 | 17 | 7:05 18 MCH | 7:00 19 WOR |

HOME AWAY PINK IN THE RINK

| | | | |
|-----|-------------------------|-----|----------------------|
| ADK | ADIRONDACK PHANTOMS | POR | PORTLAND PIRATES |
| ALB | ALBANY DEVILS | SPR | SPRINGFIELD FALCONS |
| BRI | BRIDGEPORT SOUND TIGERS | STJ | ST. JOHN'S ICECAPS |
| HFD | HARTFORD WOLF PACK | SYR | SYRACUSE CRUNCH |
| HER | HERSHEY BEARS | WBS | WB/SCRANTON PENGUINS |
| MCH | MANCHESTER MONARCHS | WOR | WORCESTER SHARKS |
| NOR | NORFOLK ADMIRALS | | |

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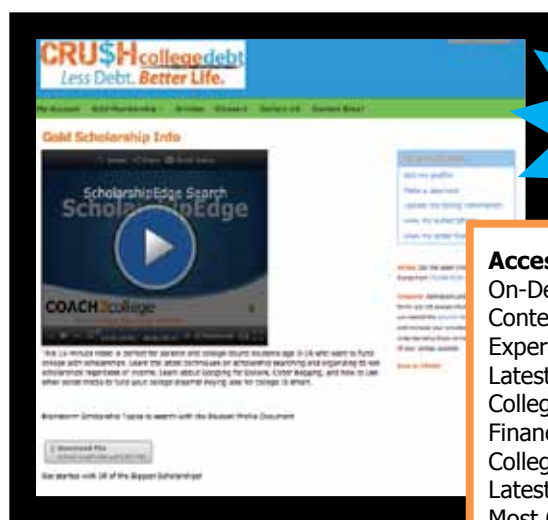
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College Corner: The Four Rules of Paying for College

By Gayle M. Jendzejec, CLU CFS CEP RFS CCPS CTS

Most individuals approach college financing in the wrong way. That is because families are looking at paying for college the old-fashioned way. Paying for and going to college today is totally different than the way it was a generation ago.

A generation ago, most students graduated with little or no debt. If there was debt, the interest on the debt was totally tax deductible regardless of the family's income.

All families today should look at paying for college in a new way because of today's cost of the education. Paying for college must be looked upon like any other important investment or financial decision.

According to a UCLA survey of incoming freshmen in 1998, 75 percent felt that attending or obtaining a college education was very important in order for them to make more money than just by having a high school diploma. However, in 1971, only 40 percent of UCLA freshmen felt the same way.

Based on this survey, students today believe a college education is a means of improving their chances of making more money during the working career. College graduates of the 1950s and 1960s wanted to make the world a better place to live.

Not only do students need to look at a college education differently, the parents of college-bound students must do the same.

If you are a parent and your son or daughter were to come to you and say, "I've been looking at this royal blue sports car and it only costs \$42,000. I really need this car. Will you buy it for me?" Of course, most parents would say no.

However, if the student were to ap-

proach his or her parents and say, "Mom, Dad, I have been looking at this great college and I really want to go there. The cost is only \$30,000 a year. Will you pay for it?"

In most situations, Mom and Dad will say yes! In order to pay for this great college, the parents will use all their savings, borrow all the equity in their home, borrow from their 401(k) plan, and use all the cash value from their life insurance. Many parents will get a second job, work more overtime, and, in a few situations, ask relatives for help in paying for some of the cost. All of this is done because they think they have to say yes!

To justify this financial obligation, parents tell themselves "This is my child's future and we want to do all we can to improve his chances of becoming successful in life."

Many parents feel money is not an issue when it comes to the future lifestyle of their children, even if it means running into major debt and jeopardizing their future retirement security. This financial dilemma results because the parents listen to an 18-year-old for financial advice.

There are several things families must understand when it comes to paying for or investing in a college education.

Rule #1 – What Benefit Will the Student Receive Based on the Cost of the Education?

Many parents and students feel that the higher the cost of a college or university, the better the education the student will receive. But a study conducted by the Bureau of Economic Research found that "People who succeed in life socially or financially do so because of who they are, not because of what college they at-

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College cont. from page 15

tended.” The study also found that receiving an undergraduate degree from top colleges or universities provided no difference in career or economic success. The report said a top student who attends an average college or university would fare better in life than an average student who attends a high-profile college or university.

In the real world, employers do not care where you got your undergraduate degree. Employers’ main concern is this: Can you do the job and what experience do you have?

If parents do not believe this, they should take their student to an employer in the field that the student wants to study and ask them what they are looking for educationally from new employees. While at the meeting, ask them if it makes a difference where the student gets his degree.

Of course, graduates that receive their degree from high-profile or high-price colleges do have a small edge if the student gets his degree in law, medicine, engineering, or other high-profile occupations. However, only a small percentage of the total number of people who

go to college specialize in these careers.

Ask yourself this question: “How many people do I know that received a college degree are working in a completely unrelated field of employment than what they received their degree in?” Many graduates today never get a job in their field of study and many women that received a degree quit working in order to raise a family.

Rule #2 – Will You Need to Receive a Graduate Degree?

If the student will be required to receive a graduate degree in order to work in his field of study, it does not really matter where he receives his undergraduate degree, so it makes financial sense to keep the cost of an undergraduate degree down as much as possible.

Rule #3 – Should You Include the Student in the College Selection Process?

Parents have two options—either completely include the student in the college selection process or completely leave it to them. Students today normally tell their parents which colleges they want to attend, thus leaving the parents

to figure out how to pay for the education. This is the wrong way of approaching the college issue.

The Wrong Way – Leave It Up To the Student

If you elect to leave it up to your student to select the colleges on his own and tell him it is his responsibility to pay for the education, it could cause severe financial problems for the student down the road. Many parents feel this is a good way to teach the student financial responsibility. But why would any parent let the student get into debt that could take them 10 or more years to repay, when the parents are not willing to borrow the needed funds themselves?

The Right Way – Solve the Problem as a Family

The parents should determine how much they could afford to spend on college costs first, and then show the figure to the student. These figures will tell the student what you can afford and the student can then match what you can pay in relationship to the colleges that the student wants to attend.

Parents could require the student to list the colleges of interest and the costs of attending each school. After the student has this information, the student should come up with a plan on how to pay for the costs. For this to be accomplished, the parents should give the student all the information needed to put the plan together. This information should include the parents’ and student’s income, assets, and expenses (monthly/yearly). This will give the parents an opportunity to show the student what the real world is like. Work with the student in this process. You could find the student changing his colleges of interest because he now sees what the parents were seeing all along.

Many parents do not feel comfortable showing their children the family’s financial figures. However, they will see these figures when the family completes the FAFSA, so why not get it over with and make it a learning session?

Rule #4 – Career Selection: Is a College Education Required?

Our present economy is moving us more and more towards a service-ori-

See College cont. on page 17



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ented society. We have automotive diagnosticians earning \$100,000 a year. We have computer specialists that are earning \$48,000 to \$89,000 a year just with a certification, and the list can go on and on. In order to understand what a job is all about, the parents should purchase the “Occupational Handbook” printed by the Department of Labor. This publication will show the student the fastest growing fields in the next 10 years and will tell the student everything he needs to know about being employed in various fields. The student can learn about the career’s income potential, location of employment, and the type of education that is required. The publication will also tell the student other occupations that the degree or certification will prepare them for. So is a college education required for everyone?—NO!

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OSHA's Revamped Hazardous Communication Standard

By James Celenza, Director of the RI Committee on Occupational Safety & Health

OSHA's Hazard Communication standard has been the lynchpin of chemical hazard communication in workplaces and in the community for 30 years.

Last year OSHA enacted major revisions to its Hazardous Communication rule to align it with the Globally Harmonized System of Classification and Labeling of Chemicals (GHS) developed by the United Nations—which most of the developed world follows. While much of the original OSHA standard will remain intact (a written hazard communication program (HCP) and worker training on the HCP, for example) there have been alterations of the standard. These alterations will impact all employers after a time, but they are phased in and it is the producers, manufacturers, and distributors of chemical products that will have the most immediate responsibilities.

There are three areas where changes will come into play. One area is that the OSHA standard will incorporate provisions of the Globally Harmonized System of Classification and Labeling of Chemicals (GHS). GHS

established a uniform classification of chemical hazards and internationally recognized pictograms and hazard categories on chemical product labels.

Under the old Hazardous Communication, the wording on the label to describe the hazards could vary from manufacturer to manufacturer as long as key chemical information was on the label. This included identity of the product, general information about hazards, and the identity of the manufacturer.

Under the new revisions, in addition to an identifier and the manufacturer information, there must also be warning pictograms, signal words, hazard statements, and precautionary statements on the label. The language used for these label elements are specified in the standard.

The requirement for Precautionary Statements on each label goes well beyond earlier requirements. Precautionary Statements recommend measures that should be taken to minimize or prevent adverse effects resulting from exposure to the hazardous chemical or



improper storage or handling. Four types of precautionary statements are mandated: prevention (to minimize exposure); response in case of accidental spillage or injury; storage; and disposal.

The 'new' safety data sheets

Chemical hazards have long been reported via Materials Safety Data Sheets (MSDSs) which 30 years of Hazardous Communication and state and local right-to-know rules have made familiar to many. While vital to the communication of hazards, safe handling, storage, and transporting of hazardous chemicals, some MSDSs were misleading, confusing, inadequate, and

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OSHA cont. from page 18

incomprehensible, and could and did come in various formats and sizes. Research consistently reported missing in-

formation on many, and some MSDSs were of such poor quality and consistency that researchers deemed them useless.

The revised Hazardous Communication standard will standardize the format for all safety data sheets (SDSs)—the

“M” having been dropped. Preparers of SDSs will be now required to use a standard format with 16 mandatory sections with consistent headings in a specific sequence. And safety data sheets will now have to include additional information about any “hazards not otherwise classified” by GHS. Included among the substances are asphyxiants, pyrophoric gases (gases that ignite upon contact with air), and combustible dust.

The new standard requires that safety data sheet (SDS) information “accurately reflects the scientific evidence used in making the hazard classification” and to add any significant new information within three months of becoming aware of this information.

Training on the new SDS is a critical component under the new revisions. For example, an employee should be instructed










that, with the new format, Section 8 (Exposure Controls/Personal Protection) must always contain information about exposure limits, engineering controls, and other methods of controlling the hazard. Also, the training should emphasize how the information on a chemical’s label is related to the corresponding SDS.

(The third area where there are significant changes in the Hazardous Communication is related to definitions (e.g. flammable), hazard classifications, and specific criteria for the classification of health and physical hazards, as well as classification of mixtures to adhere to the GHS.)

Chemical producers, manufacturers, importers, distributors, must be in compliance with these provisions by June 1, 2015, and cannot ship containers without the new

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Below are example pictograms adopted from the GHS system that must appear on all labels.

| | | |
|--|--|--|
| Health Hazard  <ul style="list-style-type: none"> • Carcinogen • Mutagenicity • Reproductive Toxicity • Respiratory Sensitizer • Target Organ Toxicity • Aspiration Toxicity | Flame  <ul style="list-style-type: none"> • Flammables • Pyrophorics • Self-Heating • Emits Flammable Gas • Self-Reactives • Organic Peroxides | Exclamation Mark  <ul style="list-style-type: none"> • Irritant (skin and eye) • Skin Sensitizer • Acute Toxicity (harmful) • Narcotic Effects • Respiratory Tract Irritant • Hazardous to Ozone Layer (Non Mandatory) |
| Gas Cylinder  <ul style="list-style-type: none"> • Gases under Pressure | Corrosion  <ul style="list-style-type: none"> • Skin Corrosion/ burns • Eye Damage • Corrosive to Metals | Exploding Bomb  <ul style="list-style-type: none"> • Explosives • Self-Reactives • Organic Peroxides |
| Flame over Circle  <ul style="list-style-type: none"> • Oxidizers | Environment *(Non Mandatory)  <ul style="list-style-type: none"> • Aquatic Toxicity | Skull and Crossbones  <ul style="list-style-type: none"> • Acute Toxicity (fatal or toxic) |



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labeling system after December 1, 2015.

All “downstream” employers must update workplace labeling, the hazard communication program, and provide any additional employee training for newly identified physical or health hazards no later than June 1, 2016. It is noteworthy, though, that the training requirements for employees on the framework of these Hazardous Communication revisions—the new labeling requirements and the new SDS format—must be completed by December 1, 2013, well in advance

of when employees might actually see them in their workplace. This transitional period between when workers must be trained on the GHS-based revisions and when employers must comply with all the provisions will doubtless lead to some confusion.

OSHA estimates that these revisions will prevent more than 500 worker illnesses and injuries and 43 fatalities annually. They are also projected to save U.S. business somewhere in the neighborhood of \$1 billion annually due to streamlined and simplified hazard

communication training and other safety and productivity improvements resulting from GHS.

There are still some gaps in the way chemical hazard information is processed under the new rule. There remains the vexing issue of trade secret restrictions which can limit access to chemical information. And the rule has no mandate for independent auditing of the information found on the safety data sheets.

Note: OSHA's Web site (www.osha.gov) has extensive information on the changes and should be consulted.



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House Ways and Means Committee Misleads on Formula for Calculating Social Security COLA

Chained CPI Would Be a Cut in Benefits—That is Why Conservatives Support it

By John A. Pernorio, President, RI Alliance for Retired Americans

Washington, DC – The U.S. House Ways and Means Committee was misleading when it released a recent statement that says, “If the more accurate chained CPI was used to determine the 2014 cost of living increase, seniors would see a 1.7 percent increase as opposed to this year’s increase of 1.5 percent” (<http://tinyurl.com/l2k2s5m>).

The nation’s Social Security beneficiaries will get a 1.5 percent increase in their monthly payments in 2014, the Social Security Administration announced last week. The program’s cost-of-living adjustment, or COLA, will be below 2 percent for the fourth time in the last five years.

“The Ways and Means Committee is intentionally trying to mislead us,” said Edward F. Coyle, Executive Director of the Alliance for Retired Americans.

“Any economist will tell you, to use an earlier estimate for a figure—as they did—when an adjusted, more accurate number is available, is not sound analysis.”

“The chained Consumer Price Index (CPI) would be a cut in benefits—that is why conservatives support it,” added Mr. Coyle. “It is a cumulative cut over time.” In fact, an average earner retiring in 2011 at age 65 would lose more than \$6,000 over 15 years if the chained CPI were adopted (<http://tinyurl.com/kxywnow>).

Experts won’t know for sure what a hypothetical chained CPI COLA would have been for 2014 until January 2016, because the chained CPI is based on surveys of consumer substitution that are not completed until up to two years after the fact. This is one of the imple-

mentation problems a chained CPI COLA would face. Over the medium and long term, Social Security’s actuaries predict substantial differences across three possible COLAs: CPI for the elderly (CPI-E), CPI for Urban Wage Earners (CPI-W), and the chained CPI. It is long-term trends that matter when it comes to the impact of COLAs on benefits, for the effect of COLAs compounds greatly over time.

The House Ways and Means statement was prompted by AARP, which had compared the September 2013 preliminary estimate to the 2012 interim estimate issued by the Bureau of Labor Statistics (BLS). The Ways and Means Republican staff, in responding to an AARP statement, went back and compared to the “preliminary estimate” for 2012 that was released last October,

rather than using the corrected “interim” estimate BLS just released.

Visit www.ri-ara.org for more information.

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LED Lights a Way for State, Municipalities to Save Money

Submitted by Erik Deneault, Regional VP of A-LED-Lights Inc.

There is a lot of talk these days that the state and municipalities are going broke and are trying to find ways to save money. One way is to cut costs and evaluate expenses, but there is another way that could save millions.

LED Lights could save the towns and state millions of dollars annually in both energy and maintenance costs.

Lighting using LED, which stands for Light Emitting Diode, has become more prevalent in retail shops and commercial buildings. LED uses less electricity, but has a high upfront cost. But those costs have started to drop and very attractive incentive rebates from the utility companies are now low enough to warrant a test run of the technology.

LED street lamps produce a whiter light, as opposed to the orange-yellow glow of the existing lamps here. However, those lamps cast a wider light, while LEDs are traditionally more direct. A-LED-Lights has a unique American-made LED that can spread the light as wide

or narrow as needed for each particular project and has a custom retro feature that will allow the end user to retrofit existing fixtures instead of replace them. This keeps replacement time and costs down to make the overall costs much more attractive.

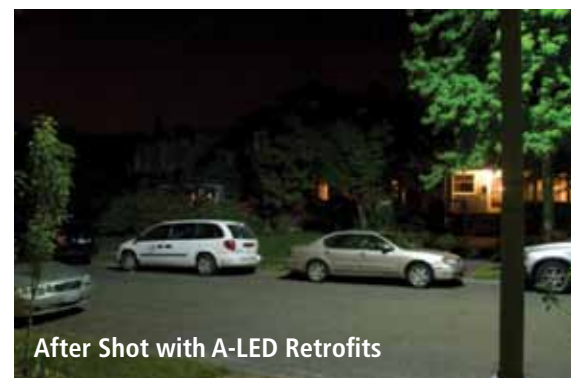
Rhode Island communities have been testing LEDs in street lights and small sample projects all over the state. There are many companies already that have taken advantage of the National Grid rebates and changed over to LEDs, and it looks like in the very near term that street poles will be next to get the upgrades.

There are many cities all over the country that are looking at LEDs as a less expensive, and greener, way to illuminate city sidewalks. Los Angeles, Seattle, Ann Arbor, Michigan, and Asheville, North Carolina are all currently testing LED lights.

According to a recent article in the Providence Journal, a group of South County communities are looking to take the next steps. A-LED-Lights Inc. has also started the process with several towns in northern Rhode Island. Under a proposal, A-LED-Lights will swap out 1,000 existing street lights with their LED retro fixtures, saving a combined \$411,000 in energy and maintenance savings annually with a single trial project. The cities' rough cost would be \$540,000 and the payback would



Before Shot with High Pressure Sodium bulbs



After Shot with A-LED Retrofits

be less than a year and a half. LED technology has an attractive lifetime as well. The lights from just about all LED manufactures have a 50,000-hour life which is roughly 12 to 13 years. Some manufacturers tout a 100,000-hour or 20-year life.

LED lights are 50 percent to 70 percent more efficient than the standard high-pressure sodium bulbs now in use. That savings in electricity can translate to less pollution from power plants. City staffers say the LED light project also will result in a reduction of emissions equivalent to taking dozens of cars off the roads.



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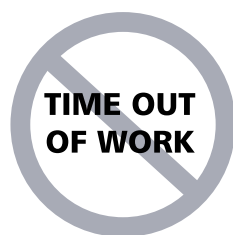




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