

# Newsletter

Professional Staff Association at Rhode Island College

FALL 2007

## MESSAGE FROM THE PRESIDENT

### What do we want?

“What does labor want? It wants the earth and the fullness thereof. There is nothing too precious, there is nothing too beautiful, too lofty, too ennobling, that is not within the scope and aspirations and wants. We want more schoolhouses and fewer jails, more books and fewer arsenals, more learning and less vice, more constant work and less crime, more leisure and less greed, more justice and less revenge — in fact, more of the opportunities to cultivate our better natures, to make manhood nobler, womanhood more beautiful, and childhood brighter and happier. The labor movement of our country and of all countries stands for progress, for protection of the interests and rights of the masses. There can be no real freedom where labor is enslaved. It is our mission to see to it that the heritage handed down to us by our forefathers of this and other countries, who have borne scars of battle, is accepted, and that we take up the struggle where they were compelled to lay it down, be true to them, be true to ourselves and to the people of our time, and, more important than all, to hand down the heritage of freedom to those who shall come after us to bear the burden of their day, to make life and toil better — better worth the living and the doing.”

Samuel Gompers, president of the American Federation of Labor, 1886-1924, in a speech on Aug. 28, 1893

If you missed seeing the above quote around Labor Day, it's worth pausing and thinking about. I think too often we in labor unions get criticized for wanting

too much or more than our fair share—at the expense of the organizations we serve and the taxpayers that support us. But I believe our goals in the labor movement will benefit the institutions we serve—make them better places and better communities that strive to work together in harmony to serve our students, their parents, and all the citizens of Rhode Island. If I didn't believe this, I would have stepped down as president of this local long ago.

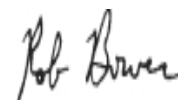
Despite the discouragement over lack of progress negotiating our next contract (we still haven't received a response from the other side to our invitation to bargain—but our negotiating team will continue to meet and prepare for bargaining, which we hope will begin soon), there are some positives. Professional staff positions continue to be filled. Though delays in posting and filling are difficult, we have been patient—knowing this is one of the few less painful methods available to the Administration in dealing with the budget constraints. And we have thus far successfully avoided such things as furlough days, forced unpaid holidays, and reduced sick leave payouts. And layoffs have not yet affected us directly. We will continue to fight proposed solutions that violate our working agreement and demand our right to bargain such changes.

The loss of the early retirement incentive benefit was a shock to those who anticipated taking advantage of it in the coming years. We talked about it at the recent Executive Board meeting and agreed we have few options to accepting its demise. This wasn't a bargained or legislated benefit. It was a Board of Governors policy (passed largely through the efforts of John Nazarian). And since it

was administered differently at all three Rhode Island institutions of higher education, those who were eligible to receive it at the College received larger payouts than employees at the other institutions. Maybe that makes it all the more difficult to accept the fact that after June 30, 2008, it will no longer be available to us. It's no doubt an indicator of the continuing pressure to whittle away at our wages and benefits.

In the mean time, we encourage you to be active participants in your union and its work. Join us at our Annual Meeting on October 25 as we honor two of our colleagues and look ahead to a new year. And think about serving on one of the union committees. Appointments will be made in December.

Laboring together,



Rob Bower, President

### IN THIS ISSUE

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## VOLUNTEER FOR A PSA COMMITTEE

### Committees

**Audit Committee**—Reviews finances and files report to AFT National Office every two years

**Awards Committee**—Solicits nominations and selects recipients of annual PSA Awards

**Committee on Committees**—Evaluates and monitors Special Committees committee structure and process. Advises president.

**Compensation Committee**—Elected every two years to review compensation of officers

**Elections Committee**—Solicits nominations and conducts elections

**Finance Committee**—Makes recommendations regarding dues, service fees, and other financial matters. Consults with treasurer on preparation of annual budget.

**Grievance Committee**—Supports and advised grievance chair on grievance procedure, as defined in the Agreement.

**Negotiations Committee**—Participated in contact negotiations

*Committee appointments will be made in December. If you are interested in serving, contact Rob Bower.*

## PSA NETWORKING EVENTS CONTINUE

With the start of the new academic year, PSA has resumed the practice of hosting monthly coffee hours and other social events to encourage members to get out of their offices, meet, and network with each other. The season's activities began with a coffee hour September 11<sup>th</sup> at the Kauffman Center. PSA professionals in the areas of news and public relations, conferences and special events, alumni affairs and development were on hand to host and introduce colleagues to their place of work.

Our October event will be the annual meeting on Thursday, the 25<sup>th</sup>. It will, for the first time, include a light lunch buffet. RSVPs are required and we hope that this

new format will spark a great turnout. Mark your calendars now! Another coffee hour is planned for Wednesday, November, 14 from 9:30am—10:30am at Publishing Services and Office Services.

December will feature the annual holiday party at the Faculty Center, co – hosted by PSA and our faculty colleagues in the AFT. The date is yet to be determined. In early January, a coffee hour is planned for the Student Union. Stay tuned for the date! On February 14, we'll celebrate Valentines Day with a noontime gathering in the Faculty Center. Further coffee hours will be held monthly from March through June. If you would like to host one, contact Kathy at extension 8818.

All in all, it should be a good year. All we need is your presence to make that true. Please take a break and come out for these events. We all work hard, yet the work never ends. Come out and make contact with your PSA peers. There may be someone you haven't met who has the answer to a question or an idea about how to solve a problem. Put faces together with names...learn who you can count on for help. "You'll never know if you don't go."

*Information submitted by Kathy Sasso,*

*PSA Vice President*



### Upcoming Coffee Hour

Wednesday, November 14, 2007

9:30am—10:30am

Office Services & Publishing Services

Craig-Lee Lower Level



## ALL MEMBER ANNUAL MEETING

Attention: All PSA@RIC Members  
 All-Member  
 Annual Meeting  
**Thursday, October 25, 2007**

**12 Noon, Faculty Center**  
**Brief Business Meeting followed by**  
**Lunch Buffet at 12:30 p.m.**

Join is in honoring two of your colleagues:  
 Jan Park, Staff Member of the Year Award recipient  
 Kathryn Sasso, Distinguished Service Award recipient  
 Also:

Executive Board Election results, updates food, drink, and good company

## PSA MEMBER SPOTLIGHT—Michael Macaulay



Mike Macaulay at the  
 Providence Sidewalk Painting competition.

As you headed to the beach this summer, you likely noticed the new, roadside sports mural painted on a trailer on Rte. 4 between exits 4 and 5—on the property of NE Sports Memories. Did you know it was painted by our very own Senior Programmer/Analyst, for Management Information Services, Mike Macauley? It is just one of the many projects he has added to an array of murals, prints, sidewalk chalk creations, logos and Christmas sleds that he commits to in his “free time”.

Mike’s website [www.mikemacauley.com](http://www.mikemacauley.com) offers a captivating and thorough display of examples and information about his art—including a short bio that shares more about his story:

“Michael Macaulay’s love for drawing began when he first picked up a pencil at a very early age. One of his earliest masterpieces, created in crayon at age four, is still framed and prominently displayed in his parents’ home in Manlius, NY. Since that time, he has continuously developed his skills incorporating his other hobbies and interests into his artwork. Hence, sports featured art has become one of his fortes”.

“A native of Manlius, NY, Michael attended Fayetteville-Manlius High School where he extended his art education in acrylics, watercolor, chalk, charcoal, color pencils, as well as sculpture and photography. During that time, Michael received several Scholastic Art Awards for his work in drawing, painting, and photography. In 1993, Michael graduated from Rensselaer Polytechnic Institute with a Bachelors degree in Business Management and a minor in Studio Art”.

“After moving to New England in 1993 and following a career path in Computer Programming, Michael chose to pursue his dream - to inspire others through his love of art and sports. Interest in Michael’s work has blossomed in the Southern New England area. His work has been exhibited in New York, Massachusetts, and Rhode Island, including the Rhode Island State Offices Building in Providence. He not only excels at his work on paper and canvas, but has created his art on wood, sleds, walls and even sidewalks”.

Source: <http://www.michaelmacaulay.com/theartist.htm>



Mike and his family at the  
 RI College All Star Team  
 vs. Harlem Wizards game on  
 Sunday, September 30th.

## NOTICES

### PSA NEGOTIATION TEAM

Rob Bower, Chair  
George Aguiar  
Mark Paolucci  
Arthur Patrie  
Kathy Sasso  
Mike Mullane

### PSA ELECTION

*The 2007 PSA election is underway. Ballots were mailed on Oct. 9. PSA members should contact Sharon Giacobbi, ext. 9618, if their ballot is not received by Friday, Oct. 12. Be certain to cast your votes by Tuesday, Oct. 23, at 4:30 p.m.*

*The PSA Election Committee*

### SUNSHINE UPDATES

Congratulations to Julie Matthews, Scott Badger and Phil Tow on the recent births of their children.

Deepest sympathies expressed to Rob Martin, Amy Sousa Gemma Riccio and Jayne Nightingale on the recent passing of their parents.

### MARK YOUR CALENDAR!

RIC/AFT and PSA@RIC

Holiday Party

Wednesday, December 19

4:00pm

Faculty Center

### NEWSLETTER

Your comments, suggestions, corrections, submissions and story ideas are encouraged and welcome.

Kindly forward to Kristen Salemi

### PSA@RIC NEWSLETTER

The Professional Staff Association at Rhode Island College

AFT Local 3302

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Providence, Rhode Island 02908