



MOSES MONITOR

JUNE 2009

Legislative Update

By Bridget Quinn Watson, Legislative Analyst

SENATE BUDGET

State Employee Health Insurance

Thanks to your many calls and emails, the Senate reversed its Ways and Means proposal for a 70/30 health insurance split for all state employees and adopted at 75/25 split. However, our work is not done! The budget process now moves to a Conference Committee, where a panel of legislators will resolve the many differences contained in the House and Senate budgets. **Please call and email** your State Representative and Senator and urge them to adopt the 80/20 (75/25 for new hires) split for state employee health insurance approved in the House Budget. Once again, your participation in the budget process can make a big impact on the final budget proposal. MOSES members must lobby, call and email their state legislators.

Changes to the Pacheco Law

The threshold for the Pacheco Law, which prevents the privatization of state services, was increased from \$200,000 to \$2 Million. Raising the ceiling will only make it easier to privatize state jobs; at absolutely no cost savings to the taxpayer. MOSES feels the Pacheco Law should be STRENGTHENED NOT WEAKENED and that the Pacheco Law should be expanded to include engineering services. After extensive research, MOSES has found many examples of transportation work performed by consultants that if performed by MOSES engineers would have been HALF THE COST to the taxpayer. The language must be defeated in Conference Committee. **Please call and email** your State Representative and Senator and urge them to defeat the language.

Sales Tax Increased from 5% to 6.25%

MOSES members should look at this as good news. -\$275 million in revenues generated from the sales tax increase will go directly to funding transportation projects and our failing infrastructure. The House adopted the 6.25% increase in its budget as well.

Wage and Hiring Freeze

The Senate held off attempts to adopt an amendment that would have frozen wages and hiring for two years. The final vote: 28 opposed, 9 in favor and 2 present.

Next Steps....

The budget process now moves to Conference Committee, where a panel of legislators will iron out many differences contained in the House and Senate budgets- including the items mentioned above. **Please call and email** your State Representative and State Senator and urge them to adopt 80/20 split for state employee health insurance and defeat any attempts to weaken the Pacheco Law.

(continued on page 2)

IN OTHER NEWS...

Pension Reform Update

Pension reform legislation has been approved by the House and Senate and was signed by the Governor into law. Please note: the reforms approved by the conference committee targeted loopholes that allowed a select group of individuals to substantially increase their pensions.

The Pension Reform Commission, a nine member group appointed by Governor Patrick has been meeting on an ongoing basis to determine what, if any further reforms are necessary to ensure the fiscal health of the Commonwealth and fairness for state employees in the retirement system. The next meeting is scheduled for June 8th.

Public Service Hearings

The Public Service Committee heard two bills filed by M.O.S.E.S on matters relating to the management rights clause at the MWRA. House Bill 2383, An Act Relative to Employment Rights at the MWRA, and House Bill No. 2384, An Act Providing Fairness and Equity to Employees of the Massachusetts Water Resources Authority affords MWRA employees with the same workplace rights as other employees of the Commonwealth. Currently workers at the MWRA can be terminated under “arbitrary and capricious” standard of discipline and are unable to collectively bargain over work assignments and promotions. The vast majority of state employees bargain over such matters. We hope to bring workplace equality to the employees at the MWRA through the passage of H.2383 and H.2384. Please do not hesitate to contact me with any questions related to legislation or budgetary matters. I can be reached at 617-367-2727 ext 318 or bquinn@moses-ma.org.

The main number for the State House is 617-722-2000. Please go to www.wheredoivotema.com to find your legislators.

MOSES Office Telephone Directory

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Board of Directors

MHD – William Drosehn, Mohammed Farooqui, Robert Fitzgerald, James Galvin, Norman Goldman, Paul Hoey, Paul Kelly, Wallace McCarroll, Thomas McGuire, Tom Ockerbloom, Thomas Prendergast, Michael Splaine
DEP - John Bardzik, Joseph Bellino, Christopher Bresnahan, Stephen Hawko, Thomas Natario, Mary Richards
DCR – Michael Galvin, Dominic Pezzuto, Alex Smigliani
DPH -Jill Clemmer, Edward Corkren, Charles Salemi
MWRA - Mary Bezek, Patrick Russell, **DCAM**- Joe Ed. Smith
DFG - Daane Crook; **DHCD**- John Grady
DMH/DMR – Gerald McCullough; **DSP/DPS** – Hannah Knowles
OAG/DOL - Salvatore Insogna; **Other** - Bruce Aspeslagh
Retirees - Paul Donohue
Trustees
Berg Barooshian, William Hebard, Kevin Kelly

PRESIDENTS MESSAGE:

Dear MOSES members,

As I am sure you are aware, the membership voted overwhelmingly to ratify the proposed contract that will be in effect until June 2012. Now we will have to make sure that it gets funded by the legislature and the non-monetary items are implemented by HRD on the date the contract was ratified.

By the time you receive this newsletter, many of the legislative actions on Beacon Hill will be finalized or close to being done. This has been a long and tough session for public employees. We have been very busy testifying and lobbying on your behalf to bills on pension reform, transportation reform and budget amendments. MWRA Board member Mary Bezek and I also testified to the Public Service Committee on legislation that would provide MWRA employees with the same workplace rights as other state employees; the bill would simply allow MOSES the opportunity to bargain collectively in two areas, "just cause" for termination and promotions and assignments.

We had mixed results within the legislature on amendments filed by MOSES to this year's budget. We had success in getting funding restored to AGO and DOL but failed in getting substantial funding for DCR. Our health insurance will more than likely increase between 5% and 10%, but the result could have been worse if not for your help responding to our many emails and web alerts. Your overwhelming response to the legislature prevented an amendment to institute a wage freeze and hiring freeze for two years. However, attempts to prevent layoffs at the State Racing Commission were unsuccessful.

While hiring at the MHD and DCR continues for infrastructure and transportation improvements, MOSES continues to receive notification of impending lay-offs in other agencies. Anyone that knows of 03 consultants being hired within their agencies is urged to contact the MOSES office. MOSES' position is that all 03's should be let go before employees in state titles.

The budget committee, under the leadership of Chuck Salemi (DPH), presented the annual FY 2010 MOSES operating budget at the May 12th General Membership meeting. The budget was accepted and approved by the members in attendance.

The Publicity/Public Relations Committee chaired by Mickey Splaine (MHD) will begin taking Scholarship Applications this month. The application is in this newsletter and will be posted on the website in the next few weeks. Please make sure if you have a child that is eligible to submit your application in a timely manner. The drawing will be held at the September General Membership meeting.

The MOSES Pension Reform Committee has sent several letters with ideas and opinions to the chairwoman of the Special Commission to Study the Massachusetts Contributory Retirement System, Professor Alicia H. Munnell. Thanks to Chris Bresnahan (DEP), Paul Donohue, Bridget Quinn-Watson and members of the committee for all their hard work on this very important issue.

Please continue to look on our website (www.moses-ma.org) and open emails from MOSES for information on current events and legislative updates.

Have a safe and enjoyable summer with your family and friends!

Joe

A RECORD NUMBER OF MOSES MEMBERS VOLUNTEER TO JUDGE THE STATE SCIENCE FAIR

40 Members Representing 9 Different Agencies



Julia Whiteneck, MHD, Dana Hill, DEP, Purvi Patel, EOE, Bruce Bouck, DEP, Daniela Frasca, DPH, Patricia Donahue, DEP, Maria L' Annunziata, DEP, Iris Davis, DEP, Swati Joshi, DPH, Joseph Cerutti, DEP, Ida Babroudi, DEP, George Zeliger, DEP, Linda Hutchins, DCR (**VOLUNTEER MEMBERS NOT IN PICTURE**) Dorothy Allen, DEP, Joseph Araujo, MWRA, John Baranowsky, MWRA, Paul Blain, DEP, Todd Callaghan, ENV, Nancy Comeau Pearce, EOL, Keheng Cui, DEP, Doug Dagan, DEP, Timothy Dame, DEP, John Donoghue, OCD, Rachel Freed, DEP, Jonathan Gulliver, DCR, Steve Hallem, DEP, Douglas Hutcheson, DCR, Jeffrey Kennedy, FEW, June Mahala, DEP, Anne Malewicz, DEP, Vincent Malkoski, FWE, Donald Muldoon, DEP, Gilmour Oscar, DPW, Leonard Pinaud, DEP, Marija Popstefanija, DPH, Giselle Procaccianti, DPW, Augustin Serino, MWRA, Nadine Smoske, MWRA, Carmine Sodano, DCR, Vincent Vignaly, DCR

Photo by Tim Dame (DEP)

Above are a few of the 40 MOSES members who volunteered as judges

On Friday, May 1, 2009 forty MOSES members representing nine different agencies volunteered to be judges at the Massachusetts State Science and Engineering Fair.

Many of the judges expressed what a great experience it was for them and how impressed they were with the student's projects. Tim Dame of DEP said "I feel great about the future of the country now that I met some of those kids"

MOSES participation in this event increased four times greater than last year. Your volunteer work is helping to inspire the next generation of scientists and engineers. On behalf of MOSES, thank you for taking time from you busy schedules to volunteer for this event.

About the Massachusetts State Science and Engineering Fair

Now in its 60th year, the Massachusetts State Science and Engineering Fair's mission is to increase the awareness of, exposure to, and participation in inquiry-based learning through the development of science and engineering projects by middle school and high school students, and to showcase and celebrate their learning.

APPLICATIONS FOR THE 29TH ANNUAL MOSES MEMORIAL SCHOLARSHIP AWARDS
ARE BEING ACCEPTED
THE SCHOLARSHIPS ARE AS FOLLOWS:

One \$1,000 scholarship in the name of our late former President, Charles P. Wilson. Fourteen \$500 scholarships in memory of the following late MOSES Board of Directors:

- Paul Cantwell Memorial Scholarship
- Milton Dubinski Memorial Scholarship
- Edward Clancy Jr. Memorial Scholarship
- Theodore Palizzola Jr. Memorial Scholarship
- Maurice Randall Memorial Scholarship
- William Shipps Memorial Scholarship
- Elizabeth Brown Memorial Scholarship
- Ernest Burns Memorial Scholarship
- Daniel Dalton Memorial Scholarship
- William Dalton Memorial Scholarship
- Robert Harper Memorial Scholarship
- Al Laing Memorial Scholarship
- Jerry Langone Memorial Scholarship
- Paul Prentiss Memorial Scholarship

Eligibility Requirements: Scholarships are limited to MOSES members (including Active Retirees), their spouse or children, as well as the spouses and dependent children of late MOSES members under the following condition: **That the member or immediate family member plans to attend and has been accepted at an accredited higher education facility for the fall 2009 semester.**

Restrictions: In the event that a winner's educational expenses are less than the award, and/or the winner has received reimbursement from another source, the scholarship will be decreased to the appropriate amount. Awards are not transferable.

The MOSES Publicity/Public Relations Committee, Chairman, Mickey Splaine, administers the scholarship program and will conduct the drawing at the September 8, 2009 Membership meeting.

MOSES MEMBER _____

Dept/Agency _____

Name of Applicant (if different from member) _____

Relationship to member: _____

Address: _____

SEND TO: M.O.S.E.S., 90 N. WASHINGTON ST, SUITE 3, BOSTON, MA 02114

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

**Governor Deval Patrick Issues Executive Order:
Establishing the Massachusetts Employee Safety and Health
Advisory Committee**

When the U.S. Occupational Safety and Health Act (OSH Act) was passed in 1970, the law made it an option for states to provide OSHA protections to their public employees. Massachusetts did not exercise that option. For years, Massachusetts safety advocates and public sector unions had urged past Governors and the legislature to extend safety protections to public employees.

On April 28, 2009, Workers Memorial Day, Governor Patrick issued an executive order putting in place several steps toward providing safety protections for state employees. This new executive order is an important first step in evaluating and improving the status of worker protections for state employees. MOSES, along with other unions worked very diligently with the Legislature and MASSCOSH to get this protective safety and health language for state employees.

This Executive Order creates the formation of committees who will determine the procedures needed to protect the safety and health of state employees.

These include:

- A Safety and Health Coordinator within each secretariat to ensure implementation.
- Labor/management health and safety committees to assess hazards, and evaluate protective measures currently in place, and those needed to ensure safety and health
- Record-keeping of injuries, illnesses and fatalities, as is required under the OSH Act.
- An advisory committee, made up of officials and union representatives, to gather the information from the committees, review injury/illness/fatality data and determine additional measures needed to ensure the safety and health of state employees

All state agencies in the Executive Branch, including all executive offices, boards, commissions, agencies, departments, divisions, councils, bureaus, and offices will be covered under this Executive Order.

CREDIT UNION OFFICE DAYS CHANGED.

The MOSES Federal Credit Union Office in North Reading is now open Monday, Tuesday, Wednesday and Thursday from 10:00 am to 2:00 pm. Previously the credit union was closed on Wednesday but open on Friday.

The Moses Federal Credit Union (MFCU) offers low interest loans:

CAR LOANS

2007- 2009 - Rates as low as **6.0%** APR for up to 24 months, **6.25%** for 36, 48-60 months

2004- 2006 - **6.25%** for 24 months, **6.50%** for 36 months, **6.75%** for 48-60 months

2002- 2003 - **6.75%** for a maximum term of 36 months

MFCU will finance up to 80% of the purchase price or book value whichever is less to a max of \$35,000.00.

PERSONAL LOANS MAX \$15,000.00 Rates as low as 11.5% APR for 12 months, 13.5% for 24 months and 15.5% for 36 months.

CREDIT CARD and TUITION LOANS MAX \$20,000.00 Rates as low as 8.00% APR for 12 months up to 12:00% APR for 48 months. (All checks made payable to company)

For more information, please call or write: M.O.S.E.S. Federal Credit Union, P.O. Box 521, No. Reading, MA. 01864-0521 (978) 276-0750. Rates are subject to change without notice.

Grievance Committee Report **4/10/09-5/8/09**

Ann M. Looney for Dominic Pezzuto & Mary Bezek Grievance Committee Co-Chairs

ADR

4/21/09 MHD 4 Article 16 grievances were heard. All were settled. In 3 of the cases the grievant was reclassified as a result of the work being performed during the grievance time period. One settlement was for the difference between a CE I and a CE II for six weeks, another for the difference between a CE II and a CE III for eight months and the third for the difference between a CE III and a CE IV for 3 months. In the fourth case, the grievant was promoted continuing to perform the same duties that he had been performing. That case was resolved for the difference between a CE IV to a CE V for seven months.

Arbitration Hearings Scheduled

4/22/09 DEP Article 18. Arbitrator mediated a settlement.
4/22/09 DEP Article 23. Termination. Day 7.
5/5/09 DEP Article 23. Termination. Day 8 was postponed by DEP at a cost to them.

Step Hearings

4/24/09 MWRA The parties discussed a number of issues and approaches to grievance resolution.
5/1/09 OME Step III hearing on Article 23 termination. Settlement is being explored, decision is pending.

In General

Between 4/10/09 and 5/8/09 ten (10) grievances were filed at Step 1, fifteen (15) at Step 2, two (2) at Step 3 and one (1) at arbitration. Seven (7) grievances were closed. Last month there were 1356 grievance records in the log. There are currently 1359 grievance records in the log.

Grievance Committee

4/27/09 DEP Sub-Committee met
4/28/09 G-7 Met at the MOSES office and discussed more than 41 cases
5/1/09 DPS Sub-Committee met
5/4/09 MHD G-2 Sub-Committee met
5/7/09 MHD G-1 Sub-Committee met

The MHD G-3, DCR, MWRA and Other Agencies Sub-Committee cancelled their meetings.

Grievance Committee Report **5/8/09-6/5/09**

Ann M. Looney for Dominic Pezzuto & Mary Bezek Grievance Committee Co-Chairs

Arbitration Hearings Scheduled

5/27/09 DEP Article 23. Termination. Day 9.
6/2/09 DEP Article 23. Termination. Day 10.
6/4/09 DEP Article 18. Was postponed by DEP at a cost to them.

Step Hearings

5/14/09 OER/HRD The parties discussed a number of issues and approaches to grievance resolution.
5/15/09 MWRA Step III hearings on 2 Article 15 working out of grade cases. Awaiting response.

Pre-Disciplinary Hearings

5/20/09 MWRA Alleged racist, threatening acts/comments. Decision pending.
5/25/09 DCR Alleged inappropriate use of internet. Resolved.

Other Hearings

5/12/09 DSP Workplace violence mediation at DLR. Postponed by MOSES.
5/22/09 DPS ULP on Vehicle reassignments. Postponed by DPS.

In General

Between 5/8/09 and 6/5/09 three (3) grievances were filed at Step 1, seventeen (17) at Step 2, two (2) at Step 3 and none (0) at arbitration. Sixteen (16) grievances were closed. Last month there were 1359 grievance records in the log. There are currently 1349 grievance records in the log.

Grievance Committee

5/26/09 DEP Sub-Committee met
5/27/09 DPS Sub-Committee met
5/28/09 G-7 Met
6/3/09 MHD G-3 Sub-Committee met
6/4/09 MHD G-1 Sub-Committee met

Layoffs

HSB One of the 4 bargaining unit 9 employees was given notice of layoff.

SRC Two individuals are scheduled for layoff on 6/30/09. All employees are scheduled for layoff by December 31, 2009.

EOT and MHD Offer PE and FE Refresher Courses for MOSES Members

BSCES Professional Engineer Refresher Course-- Fall 2009

Register by September 4, 2009

For the upcoming Fall season, the Executive Office of Transportation and Public Works (EOT) and Massachusetts Highway Department (MHD) will present Professional Engineer Refresher Courses for employees of the Secretariat who are interested in taking the October, 2009 Massachusetts Professional Engineer (PE) Exam.

There will be two programs conducted, one to be held in the Eastern part of the State and one in Western Massachusetts. The sessions will begin in early September and will be taught by the Boston Society of Civil Engineers Section. The sessions will cover all aspects of the Professional Engineer State Exam, will be taught by leading authorities in their fields, and will include topics such as water supply, hydraulics, wastewater, hydrology, soils, transportation, surveying, structures, and economics. The cost for each Program is: \$450-BSCES Members, \$530-Non-Members. Information regarding registration, course schedules, list of topics and class locations for the Eastern and Western Programs are provided below.

Reimbursement for this course: Active employees of MHD and EOTPW who attend the course AND then take the October '09 PE Exam, may be eligible for reimbursement of this course. To receive reimbursement, you will have to follow the following steps.

- Eligible employees taking either one of the Professional Engineer Refresher Courses (Eastern or Western Programs) must register and pay for the course.
- After you have registered for the course, you must notify Karen Dodge, from the Massachusetts Technical Assistance Program (MTAP) that you have registered for this course. Notification may be sent by email (MTAP1@live.com) or you may call 413-545-0635.
- Upon completion of the course and after you have taken the state October '09 MA PE Exam, you must submit proof of your course registration, payment verification (e.g., cancelled check, credit card payment receipt, etc.) and verification you took the exam. All of these verifications must be submitted to MTAP, University of Massachusetts-Amherst, 214 Marston Hall, 130 Natural Resources Road, Amherst, MA 01003 (Attention: PE Reimbursement).
- Once received, your reimbursement request for the PE Prep Course will be reviewed and, if approved, will be processed. Reimbursement will only be made for the BSCES PE Prep Course and does not apply to the registration fee for the state PE Exam.

We hope that you will take advantage of this opportunity and that you will enjoy the benefit that this program will provide. Should you have any questions, please feel free to contact Karen at the above referenced number or email.

EASTERN PROGRAM September 8, 2009 Tufts University, Medford, MA Starting on Tuesday, September 8, the BSCES Professional Engineer Refresher Course features 12 sessions covering all aspects of the Professional Engineer State Exam. Taught by leading authorities in their fields, session topics include water supply, hydraulics, wastewater, hydrology, soils, transportation, surveying, structures, and economics. Course lectures will be held at Tufts University in Medford, MA. All lectures will be held on Tuesday and Thursday evenings. A course schedule and list of topics is provided below (dates for specific topic matters subject to change). The cost to attend this course is: \$450-BSCES Members, \$530-Non-Members. The Registration Deadline is September 4, 2009.

Registrations and payment for the **EASTERN PROGRAM** may be made through the BSCES website at: http://www.engineers.org/euclid/cgi-bin/eventsdll.dll/EventInfo?sessionaltcd=BS_PEREFRESHER_0309

Eastern Program Course Schedule

Date	Time	Subject*
September 8	7:00 - 10:00 PM	Intro. & Water Supply
September 10	7:00 - 9:00 PM	Hydraulics
September 15	7:00 - 9:00 PM	Wastewater
September 17	7:00 - 9:00 PM	Hydrology

September 22	7:00 - 9:00 PM	Soils
September 24	7:00 - 9:00 PM	Economics
September 29	7:00 - 9:00 PM	Soils
October 1	7:00 - 9:00 PM	Constr. Management
October 6	7:00 - 9:00 PM	Transportation
October 8	7:00 - 9:00 PM	Structures
October 13	7:00 - 9:00 PM	Open
October 15	7:00 - 9:00 PM	Structures
October 20	7:00 - 9:00 PM	Surveying
October 24	8:00 AM –5:00 PM	State Exam

**Subject/Open date subject to change. A final schedule will be available this summer. Check the BSCES web site for updates at <http://www.bsces.org/resources/PE%20Refresher%20Courses/>.*

For additional information, please contact Karen at the Massachusetts Technical Assistance Program: (413) 545-0635 or MTAPI@live.com.

WESTERN PROGRAM September 12, 2009 Holiday Inn, Holyoke, MA and Red Lion Inn, Stockbridge, MA Starting on September 5th, the MTAP Professional Engineer Exam Refresher Course will feature 6 sessions covering all aspects of the Professional Engineer State Exam. Class location will alternate between the Holyoke Holiday Inn and the Red Lion Inn in Stockbridge, to reduce extensive travel on the part of either Berkshire County or Pioneer Valley participants. With one exception, all lectures will be held on Saturdays, from 9:00 AM to 1:30 PM. Additional location-by-date information and registration material will be sent to District Training Coordinators in July.

Western Program Course Schedule

Date	Time	Subject*
September 12	9:00 AM - 1:30 PM	Water Supply & Wastewater
September 19	9:00 AM - 1:30 PM	Structures
September 26	9:00 AM - 1:30 PM	Transportation & Surveying
October 3	9:00 AM - 1:30 PM	Soils
October 10	9:00 AM - 1:30 PM	Hydraulics & Hydrology
October 17	9:00 AM - 2:30 PM	Economics & Constr. Management
October 24	8:00 AM – 5:00 PM	State Exam

The cost to attend this course is: \$450-BSCES Members, \$530-Non-Members.

Registrations and payment for the **WESTERN PROGRAM must be made through MTAP**. Please contact Karen at the Massachusetts Technical Assistance Program at (413) 545-0635 or MTAPI@live.com. The Registration Deadline is September 4, 2009.

**Subject/Open date subject to change. A final schedule will be available this summer.*

For additional information, please contact Karen at the Massachusetts Technical Assistance Program: (413) 545-0635 or MTAPI@live.com.

(NON-BSCES PROGRAMS) Fall 2009

Employees of MHD and EOT who take a Professional Engineer Refresher Course for the October '09 MA Professional Engineer Exam that is **NOT** administered by the Boston Society of Civil Engineers Section (BSCES Eastern or Western Program) may be eligible for reimbursement of this course. The criteria are provided below.

Reimbursement for this course: Active employees of MHD and EOTPW who attend a Non-BSCES course AND then take the October '09 PE Exam, may be eligible for reimbursement of this course, up to a maximum of \$530. To receive reimbursement, you will have to follow the following steps.

- Eligible employees taking a PE Refresher/Prep course that is not administered by BSCES must register and pay for the course.
- After you have registered for the course, you must notify Karen Dodge, from the Massachusetts Technical Assistance Program (MTAP) that you have registered for this course. Notification may be sent by email (MTAPI@live.com) or you may call 413-545-0635.
- Upon completion of the course and after you have taken the state October '09 MA PE Exam, you must submit proof of your course registration, payment verification (e.g., cancelled check, credit card payment receipt, etc.) and verification you took the exam. All of these verifications must be submitted to MTAP, University of Massachusetts-Amherst, 214 Marston Hall, 130 Natural Resources Road, Amherst, MA 01003 (Attention: PE Reimbursement).
- Once received, your reimbursement request for the PE Prep Course will be reviewed and, if approved, will be processed. Reimbursement (of up to a maximum of \$530) will only be made for the PE Prep Course and does not apply to the registration fee for the state PE Exam.

Fundamentals of Engineering (FE) Refresher Courses Summer 2009

As a part of the Massachusetts Highway Department's efforts to provide a comprehensive professional development program for agency employees, various training and preparation courses have been provided for selected technical disciplines within our operational departments. Courses such as Professional Engineer (PE) Refreshers and Pre-Exam sessions for ACI, HMA and other materials certifications are examples of where MHD has provided opportunities for employees to enhance their career development.

Towards that end, MassHighway would like to announce that a (one-time) reimbursement program will be implemented for any active MHD employee who (1) takes or attends a Fundamentals of Engineering (FE) Refresher Course during the summer of 2009 and then (2) takes the October '09 FE Exam. The criteria and process is provided below.

Reimbursement for this course: Active employees of MHD who take or attend a Fundamentals of Engineering (FE) Refresher Course during the summer of 2009 and then takes the October '09 FE Exam, may be eligible for a reimbursement of this course, **up to a maximum of \$530**. To receive reimbursement, you will have to follow the following steps.

- Eligible employees taking a FE Refresher/Prep course must register and pay for the course.
- There are a number of FE Refresher courses that are offered by colleges, universities (e.g., Wentworth Institute, Worcester Poly Tech, etc.), professional organizations (e.g., BSCES) and other companies throughout the state. Should you need assistance in identifying potential providers, you may contact the Massachusetts Technical Assistance Program (MTAP) for assistance at MTAPI@live.com or you may call 413-545-0635.
- After you have registered for the course, you must notify Karen Dodge, from the Massachusetts Technical Assistance Program (MTAP) that you have registered for this course. Notification may be sent by email (address provided above) or you may call the above referenced number.
- Upon completion of the course and after you have taken the state October '09 MA FE Exam, you must submit proof of your course registration, payment verification (e.g., cancelled check, credit card payment receipt, etc.) and verification you took the exam. All of these verifications must be submitted to:

MTAP
University of Massachusetts-Amherst
214 Marston Hall
130 Natural Resources Road
Amherst, MA 01003
Attention: FE Reimbursement

Once received, your reimbursement request for the FE Prep Course will be reviewed and, if approved, will be processed. Reimbursement (of up to a maximum of \$530) will only be made for the FE Prep Course and does not apply to the registration fee for the state FE Exam.

We hope that you will take advantage of this opportunity and that you will enjoy the benefit that this program will provide.

Should you have any questions, please feel free to contact Karen at the above referenced number or email.

MONITOR MOSES
90 North Washington Street
Boston, MA 02114

ADVICE FROM HEALTH AND WELFARE
ADMINISTRATOR

The deadline for dental/optical reimbursements for calendar year 2008 is June 30, 2009. To avoid problems with your claim, please read both sides of the form for the documentation needed. Make certain you answer all questions at the top of the form. Identify the recipient of service, that person's relationship to you, the date of birth of the recipient and the other information related to the service. You may say "see attached" if the information is **clearly** delineated on a statement from the service provider but make certain that statement also includes the name, address and telephone number of the service provider as well as the dates of service, the service provided, the cost of the service and the proof of payment. If the statements do not show proof of payment, you may provide credit card statements or cancelled checks as proof.

The person listed as the spouse must be legally married to the member. If the surnames are different, it is a good idea to address this with something in writing or a copy of the marriage certificate. Also if the surnames of children are different, it is a good idea to provide a copy of the birth certificate or proof of adoption. Dependents who reach age 19 are no longer eligible unless they are unmarried and wholly dependent on the member while a **full-time** student or unless they are incapable of employment because of mental disability or physical handicap that started before the age of 19. Proof of full-time student status or continuing handicap status **must** be supplied with the claim.

If upon receiving your check, you believe there is an error, please bring this to the attention of the Claims Administrator by leaving a message at 617-720-2304 x 326 or sending an e-mail to:
MAClaimsprocessing@hotmail.com.