

Hello August

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Members Corner

North Shore Labor Council

AFSCME Council 93 Political and Legislative Director Jim Durkin visited the North Shore Labor Council Tuesday, July 19th to meet with Katie Cohen, Council Organizer, Council President Jeff Crosby, and Council Vice President and Salem State University AFSCME Steward Julie Curtis. During this meeting ways were discussed to affiliate other AFSCME Local's with the Labor Council.





Members Corner

Special Meeting Results ~ June 13, 2017 ATSCME Council 93 23rd Biennial Convention (Danvers)

In alphabetical order: Please note correction in **RED**

Delegates

Cathaleen Ashton

Julie Curtis

Marie Griffin

Sheila Kearns

Alternates

Richard Cuevas

Al Hitchcock

Jim Kefalis

Jerry LeBlanc

Tami Morin

Matt Shuman

Jose (Tony) Torres

*November 2 - November 5, 2017
at the Double Tree by Hilton Boston
North Shore/Danvers, MA*



Save the date...August 26, 2017

AFSCME Council 93 ~ 3rd Annual Council 93 Softball Tournament & Family Day



Council 93 will be hosting the 3rd Annual AFSCME Council 93 Softball Tournament and Family Day on Saturday, August 26th at the ball fields at Houghton's Pond.

If you would like to put in a team, please copy the following link for the team registration form:

http://cdn-ecomm.dreamingcode.com/public/244/documents/Current-Softball_tournament_2017_pdf-244-41593-1.pdf

If you plan on attending, please email Mark Bernard at mbernard@afscme93.org and let him know how many people will be attending with you!

We hope to see you there!



CONTRACT NEGOTIATIONS

- The negotiation team is under a ***“gag order”*** until the end of negotiations.
- The team met on Friday, May 5, 2017 with the Staff Representatives of the negotiating team.
- The team met on Friday, May 19, 2017 to finalize proposals for the meeting with the BHE.
- The team met with the BHE team on Tuesday, May 23, 2017 for negotiations.
- The team met with the BHE team on Tuesday, June 20, 2017 for negotiations.
- The team met with the BHE team on Monday, June 26, 2017 for negotiations.

UPDATE:

- The team met with the BHE team on Thursday, July 6, 2017 for negotiations.
- The team met with the BHE team on Thursday, July 13, 2017 for negotiations.
- The team met with the BHE team on Monday, July 31, 2017 for continued negotiations.

Negotiations are moving along slowly. President Hanley is happy with the union’s negotiation team. He stated that the team has done a lot of work and has shown great teamwork in this long and drawn out process. Once an agreement is reached the Local will be notified right away via email and information sessions will follow.

Remember: Until a new agreement is reached, signed, and ratified we are still



Reminder!!!

This is the order that we are spotlighting our schools; we are starting back up after the holidays...

August was supposed to be North Shore Community College!

~~Berkshire Community College~~ - not submitted

~~Bristol Community College~~ - not submitted

Bunker Hill Community College - ✓

Bridgewater State University - ✓

~~Cape Cod Community College~~ - not submitted

Framingham State University - ✓

~~Fitchburg State University~~ - not submitted

~~Greenfield Community College~~ - not submitted

~~Holyoke Community College~~ - not submitted

Massasoit Community College - ✓

~~Mass Bay Community College~~ - not submitted

~~Massachusetts College of Art and Design~~ - not submitted

Middlesex Community College - ✓

~~Massachusetts Maritime Academy~~ - not submitted

Mount Wachusett Community College - ✓

Massachusetts College of Liberal Arts - ✓

~~Northern Essex Community College~~ - not submitted

~~North Shore Community College~~ - not submitted

Quinsigamond Community College

Roxbury Community College

Salem State University

Springfield Technical Community College

Westfield State University

Worcester State University

Next up...Quinsigamond Community College

information needs to be received ten (10) days before the 1st of the month!





AFSCME STRONG – UPDATE

- **Legal** – we were lucky with the Friedrichs case in 2016; now Janus v AFSCME is the next case to come up that's a threat to the Abood decision. *What does that mean?*

The threat to Abood means we could potentially face the loss of members here in New England like AFSCME did in Wisconsin. Here's what happened in Wisconsin:

- Shortly after Act 10 passed AFSCME went from 65,000 members to 15,000.
- Three Councils merged into one - only 1/3 council staff still employed
- No dues deductions are allowed from employees paychecks
- Annual elections to vote on the union representation required
- All wages capped at CPI level

On March 21, 2017 the Seventh Circuit Court of Appeals decided not to overturn the Abood decision which means that the Janus v AFSCME is now going to the US Supreme Court sometime later this year.

- **Legislative** – this year the Iowa Legislature passed a devastating bill vastly assaulting Iowa's collective bargaining law. This bill, House File 291, mirrored Wisconsin's Act 10. This legislation reduced the 17 mandatory topics of public sector bargaining to the following: base wages, release time, seniority, grievances to permissive subjects and proper cause for discharges or suspensions.

Under this bill, the following topics are now illegal for units with a membership that is less than 30 percent "public safety employees" to bargain:

- Supplemental pay
- Union dues and voluntary PAC deductions from a paycheck
- Evaluation procedures
- Outsourcing and privatization
- Union leave for political activities
- Transfers and layoffs
- And, insurance including health, dental, life and disability.

The bill also requires recertification elections before contract negotiations with a threshold of a majority of all people in the unit to vote in favor of recertification. Should an employee in the bargaining unit miss the vote, it is counted as an automatic vote against recertification. All costs of this election must be paid for by the union. All bargaining units are subject to these recertification provisions.

AFSCME led the effort for labor to lobby against this bill with thousands of workers showing up to each hearing. Then over 4,000 union members showed up at the final public hearing. There's a Republican majority in each chamber of the Iowa Legislature and the bill passed. And, Republican Governor Branstad signed the bill on February 17th.



AFSCME STRONG Instructions for cards & lists:

- Receive and Review list of members at your campus
- Email pglynn@afscme93.org to receive an excel copy of your list which you can update and save
- Make a plan to speak with each member – spread the work out, you should get volunteers to assist. The members will be more engaged in the local if we get them talking with each other on a local level.
- Approach an individual member and get them to commit to staying with the union
- First, have the member fill out the top portion of the card
- Second, the Membership Application has new wording and we will keep on file if needed
- Third, explain to the member how important it is to be involved politically
Make sure you tell the member that dues money can't be spent on politics. That's why we need them to contribute to PEOPLE. It's job security for them to have someone lobbying for their best interests.
- Make sure you check to see if the member's address is correct. If not please make a note of it on the list. It's very important to get cell phone numbers and **personal** email addresses.
- When you complete this process and you have contacted each member, Email the list with changes highlighted to: pglynn@afscme93.org
- Bring the cards to the next Executive Board Meeting and give them to Tommy Corbett
- If you need more information please see the Local 1067 website:
www.afscme1067.org "Take Action Now"
just click on the STRONG UNIONS A Stronger America tab



**AFSCME
STRONG**

AFSCME Council 93

☐ **Yes! I am AFSCME Strong.**

I want a strong voice at work and in my community

Yes, sign me up to:

- ☐ Talk to colleagues at work about AFSCME
- ☐ Make phone calls to AFSCME members for campaigns
- ☐ Knock AFSCME member doors during campaigns

Membership Application

American Federation of State, County and Municipal Employees Membership and Authorization for Dues Deduction

I hereby apply for membership in Council 93 (hereafter "Union") and I agree to abide by its Constitution and Bylaws. I authorize the Union and its successor or assignee to act as my exclusive bargaining representative for purposes of collective bargaining with respect to wages, hours and other terms and conditions of employment with my Employer.

Effective immediately, I hereby voluntarily authorize and direct my Employer to deduct from my pay each pay period, regardless of whether I am or remain a member of the Union, the amount of dues certified by the Union, and as they may be adjusted periodically by the Union, and to authorize my Employer to remit such amount monthly to the Union.

This voluntary authorization and assignment shall remain in effect in accordance with the applicable collective bargaining agreement. If the applicable collective bargaining agreement or state statute does not address revocation, then this voluntary authorization and assignment shall be irrevocable, regardless of whether I am or remain a member of the Union, for a period of one year from the date of execution or until the termination date of the collective bargaining agreement (if there is one) between the Employer and the Union, whichever occurs sooner, and for year to year thereafter unless I give the Employer and the Union written notice of revocation not less than ten (10) days and not more than twenty (20) days before the end of any yearly period, or in accordance with state statute. The applicable collective bargaining agreement is available for review, upon request. This card supersedes any prior check-off authorization card I signed.

I recognize that my authorization of dues deductions, and the continuation of such authorization from one year to the next, is voluntary and not a condition of my employment.

In order to comply with Internal Revenue Service rulings, be advised that your membership dues are not deductible for federal income tax purposes. However, they may be tax deductible as ordinary and necessary business expenses.

☐ New Member

PLEASE PRINT LEGIBLY.

☐ Re-commit

Local Number		Employer
Last Name	First Name	M.I.
Street Address		Apt. No.
City	State	ZIP Code
SSN (last four digits)	Employee ID #	Job Title
Cell Phone		Personal E-mail Address
By providing my cell phone number, I understand that AFSCME and its affiliates may use automated calling technologies and/or text message me on my cell phone on a periodic basis. Carrier message and data rates may apply to such texts.		
Signature		Date

Contribution Form

AFSCME PEOPLE
Become a PEOPLE MVP for \$8.35/ month (\$100 annually)



I hereby authorize my employer and associated agencies to deduct, each pay period, the amount certified as a voluntary contribution to be paid to the treasurer of American Federation of State, County and Municipal Employees PEOPLE, AFSCME, AFL-CIO, P.O.

Deduction Per Pay Period

☐ \$5 ☐ \$10 ☐ \$15
☐ Other \$_____ each pp

Circle jacket size.
S M L XL 2XL Other _____

For Office Use Only

☐ JACKET RECEIVED

Box 65334, Washington, D.C. 20035-5334, to be used for the purpose of making political contributions and expenditures. My contribution is voluntary, and I understand that it is not required as a condition of membership in any organization, or as a condition of continued employment, and is free of reprisal. I understand that any contribution guideline is only a suggestion and I am free to contribute more or less than that amount and will not be favored or disadvantaged due to the amount of my contribution

or refusal to contribute, and that I may revoke this authorization at any time by giving written notice.

Signature

Date

In accordance with the federal law, AFSCME PEOPLE will accept contributions only from members of AFSCME and their families. Contributions from other persons will be returned. Contributions or gifts to AFSCME PEOPLE are not deductible as charitable contributions for federal income tax purposes.

PLEASE PRINT LEGIBLY.

Last Name		First Name	M.I.
Street Address		Apt. No.	
City	State	ZIP Code	
SSN (last four digits)	Employee ID #	Job Title	
Local Number		Employer	
Cell Phone		Home Phone	
By providing my cell phone number, I understand that AFSCME and its affiliates may use automated calling technologies and/or text message me on my cell phone on a periodic basis. Carrier message and data rates may apply to such texts.			
Personal E-mail Address			

059-16 



Do you have something you would like to see
in the newsletter?

Please send photo and brief
description to:

**khanley@bhcc.mass.edu or
skearns1@massasoit.mass.edu**





REMINDER

* Campus Police *

A reminder regarding the opportunity to purchase specialized insurance for police officers.

Please note that to purchase this insurance **100%** participation is needed of members of your department.

President Hanley has again indicated that the local will pick up the cost of the insurance for the first six-months.

The Critical Incident Team - 24/7
Kevin Hanley - 781-603-2754
Diane Byrnes - 781-718-8226

Questions???? Call or email

President Hanley

617-228-2154 or khanley@bhcc.mass.edu



Remember...

My Union is my Voice

Local 1067



AFSCME®



Don't leave your **rights** to **chance**...

Recommit to your Union **TODAY!!!**

Give your Union a fighting chance...

JOIN PEOPLE

(Public Employees Organized to Promote Legislative Equality)

Contact Sheila Kearns or your union steward!



CALL FOR ACTION

WHEN: Wednesday, August 9, 2017

WHERE: Massasoit Community College

TIME: 5:30 p.m. (or earlier)

AFSCME Local 1067 has been asked to be put on the Board of Trustees agenda for the meeting taking place on Wednesday, August 9, 2017 to discuss the ***"possibility"*** of outsourcing the maintainers, food services and the Conference Center.

We ask for your attendance to show our brothers and sisters that we have their backs and that they are not in this alone.

Please arrive at Massasoit on or before 5:30 p.m. at the Student Center building. If you have a Union shirt, please wear it.

Solidarity !



Massachusetts Department of Higher Education Newsclips

FREE COMMUNITY COLLEGE?

Funding sources for free college pitched - WBJournal.com 07/17/17

Mass. lawmaker: Free college plans need more study - MetroWest Daily News 07/16/17

Bill would cover cost of one year of college for low-income students in Massachusetts - masslive.com 07/14/17

Proposal for free community college to get hearing on Beacon Hill - telegram.com 07/10/17

CAMPUS NEWS

BERKSHIRE CC / MCLA | MCLA, BCC Agreement Bolsters Early Ed Degree Programs - iBerkshires.com 07/19/17

BRISTOL CC | Seniors can still take tuition free classes at BCC - The Herald News 07/09/17

GREENFIELD CC | GCC, Mohawk team up for robotics class - The Recorder 07/19/17

GREENFIELD CC | GCC joins regional training consortium - The Recorder 07/16/17

HOLYOKE CC / SPRINGFIELD TECH CC | Training program proposed for jobs at Springfield's MGM casino - WGGB/WSHM 07/13/17

MASSBAY CC | Toyota awards tech certification to MassBay - MetroWest Daily News 07/19/17

MASSBAY CC | Baker strips provision tying MassBay funds to Framingham - MetroWest Daily News 07/18/17

MASSBAY CC / FRAMINGHAM STATE U | Framingham State, MassBay streamline process for nursing students - The Boston Globe 07/11/17

MASSBAY CC / FRAMINGHAM STATE U | MetroWest schools adapt to meet workforce demands - Milford Daily News 07/01/17

MASSASOIT CC | Work is waiting for graduates of Massasoit's paramedic training program - southcoasttoday.com 07/16/17

MIDDLESEX CC / UMASS LOWELL | Colleges greatly enhance local life - Lowell Sun Online 07/15/17

MT. WACHUSETT CC | Mount Wachusett student center nears completion for Sept. opening - Sentinel & Enterprise 07/20/17

MT. WACHUSETT CC | MWCC launches vet tech degree - WBJournal.com 07/19/17

MT. WACHUSETT CC | Ayer's Murphy earns MWCC Fellow Award - Lowell Sun Online 07/09/17



NORTHERN ESSEX CC | Two Northern Essex Professors Receive Honors for Online Course Design - WHAV 07/18/17
 NORTHERN ESSEX CC | Manufacturing gets reborn with a demand for skilled workers - andovertownsmen.com 07/12/17

SPRINGFIELD TECH CC | Springfield Technical Community College honored home health aide graduates - masslive.com 07/14/17

SPRINGFIELD TECH CC | STEM Starter Academy students build suspension bridge at Springfield Technical Community College - masslive.com 07/14/17

SPRINGFIELD TECH CC | STCC Announces Instant Accept Days - BusinessWest 07/10/17

UMASS BOSTON | UMass protesters petitioned administration to make upper-level budget cuts first - The Boston Globe 07/15/17

UMASS BOSTON | 50 UMass Boston workers take buyouts - The Boston Globe 07/11/17

UMASS BOSTON | UMass Boston buyouts take \$4M in salary off books - State House News 07/11/17

UMASS BOSTON | UMass Boston chancellor flubs first big move on fixing the budget - The Boston Globe 07/07/17

UMASS DARTMOUTH | 'We're all in this together': UMass Dartmouth chancellor shares vision, first impressions - southcoasttoday.com 07/09/17

UMASS LOWELL | Dorm plan for Lowell's Acre section withdrawn - Lowell Sun Online 07/17/17

UMASS LOWELL | UMass Lowell Students Fight Terrorism With Information - CBS Boston 07/14/17

UMASS SYSTEM | UMass salaries examined as tuition rises again - WWLP.com 07/19/17

UMASS SYSTEM | UMass provost taking new position at school - The Recorder 07/19/17

UMASS SYSTEM | The University of Massachusetts system raises tuition for third straight year - Boston Business Journal 07/17/17

UMASS SYSTEM | UMass trustees to meet to discuss tuition, fee increases - GreenwichTime 07/16/17

HIGHER ED POLICY TRENDS

House Republicans at odds with Trump's proposed higher education cuts - The Washington Post 07/20/17

New study shows more degrees earned at colleges and universities that serve minorities - The Hechinger Report 07/19/17

Number of colleges and universities drops sharply amid economic turmoil - Inside Higher Ed 07/19/17

House committee moves ahead with ambitious expansion of GI Bill - Inside Higher Ed 07/18/17

Mitch Daniels, Purdue University President, On the Future, Kaplan Deal - NPR 07/18/17

Baker vetoes \$320 million from budget - Commonwealth Magazine 07/17/17

Why Aren't Students Showing Up For College? - NPR 07/17/17

Employers can help with student debt - Commonwealth Magazine 07/16/17

Our view: Higher education becomes a target - MetroWest Daily News 07/16/17

DeVos faults Obama policies for unfair treatment in campus assaults - The Berkshire Eagle 07/14/17

Harvard faculty committee recommends Greek, other clubs be eliminated - Inside Higher Ed 07/13/17

On Education, The States Ask: Now What? - NPR 07/13/17

If Trump Pulls Back, Can States Do More to Regulate For-Profit Colleges? - The Chronicle of Higher Education 07/13/17

Why more jobs and degrees won't reduce poverty - The Boston Globe 07/12/17

Study: Potential earnings not a factor in high school students' college choices - The Hechinger Report 07/11/17



College enrollments continue national decline - The Edwardsville Intelligencer 07/10/17

Highly skilled immigrants struggle to stay on career path - Sentinel & Enterprise 07/10/17

What if your high school transcript didn't include grades? - The Boston Globe 07/09/17

Sapochetti: Rising costs of sending kids to college hurting working families - Boston Herald 07/09/17

College Town: QVCC offers in-state tuition rates to Mass., RI residents - Telegram & Gazette 07/09/17

Enjoy the remainder of the summer...
it's going fast!



Have fun and
be safe!



Monthly Executive Board Meetings
take place on the second Tuesday of every month, except
in September and November.
September's meeting will take place on the third Tuesday (19th),
and November's meeting will take place on Wednesday the (15th).

Worcester Elks
233 Mill Street
Worcester, MA

9:30 a.m.

Questions? Please contact a table officer.

