

## Table Officers Contact Information

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# 2018

# HAPPY NEW YEAR





## Members Corner

### Table Officer & Steward Induction Ceremony

*AFSCME Local 1067 is ready to get to work!*



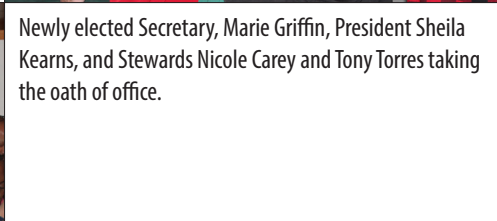
Council 93's Executive Director, Frank Moroney, giving the oath of office to the new table officers and stewards.



Newly elected Vice President Tommie Corbett and Treasurer Jay Raynard along with stewards Eileen Hayes-Johnson and Marsha Arroyo taking the oath of office.



Newly elected Stewards Anthony Bernardi, Bill Larson, Alty Hickey, Melanie Johnson, Rebecca Aldrich, and others taking the oath of office.



Recently retired member Joseph Nee receiving an appreciation award from former President Hanley for his dedication to Local 1067.

Kevin Hanley receives an appreciation award for his time and dedication to Local 1067 as President.



## Members Corner

### Stuff-A-Cruiser Brings Out the Holiday Spirit



Stuff-A-Cruiser was once again a huge success at QCC, as students, faculty and staff brought in new unwrapped toys, gift cards and movie tickets for a Feed-A-Family child. The event provided a short respite from the hectic pre-finals days and served as a reminder of the simple joy of giving.

"The Quinsigamond Police Department turned in the "police sirens" for that of holiday music, while I was dressed as "Sergeant Santa" or "Blue Santa" and ringing my bell out loud for all to hear. I hope it was as enjoyable for you as it was for me. Portraying Santa in a blue suit again was an amazing experience and brought about pure gratification. However the true joy came from the students, parents, faculty and the children that I encountered during the three events," said Sergeant Joseph Cecchi.

Stuff-A-Cruiser is in its second year, acting as a program to the college-wide Feed-a-Family Program, that provides holiday meals to families in need within our QCC family. Feed-A-Family recipients receive food gift certificates to purchase a holiday meal of their choice in addition to toys for their children, provided by the Stuff a Cruiser program.



### QCC receives Accreditation



At left, Quinsigamond Community College Campus Deputy Police Chief Reynaldo Rodriguez, with Campus Police Chief Kevin Ritacco/Courtesy photo

The Quinsigamond Community College Campus Police Department recently became the first community college police department to receive official accreditation from the Massachusetts Police Accreditation Commission, the commission's highest such honor, the college announced on Wednesday, November 15, 2017.



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

Please send photo and brief description to:

[skearns1@massasoit.mass.edu](mailto:skearns1@massasoit.mass.edu)





## Weingarten Rights. Know them, Use them! (SAVE THIS INFORMATION)

*If you are unsure if they apply, ask for them anyway. Better to be safe than sorry.*

**Know your rights! Please read below!**

### ***Employee Rights in “Weingarten” Meetings – Know Them, Use Them!***

Beware that management ***is not*** obligated to inform employees of their Weingarten rights – employees must ***ask for them***. Unlike Miranda rights – where police are required to tell a suspect of his/her right to an attorney, etc. – employees must ask for their Weingarten rights.

#### **Weingarten – State the following:**

**“If the discussion in this meeting could in any way lead to my being disciplined or terminated or impact on my personal working conditions, I request that my steward, local officer or union representative be present.**

**Without union representation, I choose not to answer any further questions at this time.**

**This is my right under a Supreme Court decision called Weingarten”.**

Weingarten rights apply during investigatory interviews when a supervisor ***questions*** an employee to obtain information that could be used as grounds for discipline for either you or a colleague. When an employee believes such a meeting may lead to discipline, he/she has the right to request union representation.

These basic Weingarten rights stem from a Supreme Court’s decision.

- The employee must request representation before or during the meeting.
- After an employee makes the request, the supervisor has these choices:
  - grant the request and wait for the union representative’s arrival;
  - deny the request and end the meeting immediately; or
- give the employee the choice of either ending the meeting or continuing without representation.

**(Never, ever, ever, continue without representation! EVER!)**

If the supervisor denies the request and continues to ask questions, the employee has a right to refuse to answer!

In addition, the supervisor is committing an unfair labor practice.

As always, call your Chief Steward if you have questions or if you are unsure!

Please note: Do NOT think that you are bothering your steward if you have a question or a problem with your supervisor and/or management. That is what we are here for.

Table officer contact information is on the front cover.



## Reminder!!!

This is the order that we are spotlighting our schools; we are starting back up after the holidays...  
*January was supposed to be Wesfield State University!*

~~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~~ - not submitted

Salem State University - ✓

Springfield Technical Community College - ✓

~~Westfield State University~~ - not submitted

Worcester State University

*Last but not least... Worcester State University!*

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



**The organizing of 03's/part-time employees is progressing.**

**If anyone has any questions please contact:**

**Kevin Hanley @ [khanley@bhcc.mass.edu](mailto:khanley@bhcc.mass.edu)**

**Marie Griffin @ [mgriffin@bhcc.mass.edu](mailto:mgriffin@bhcc.mass.edu)**

**Sheila Kearns @ [skearns1@massasoit.mass.edu](mailto:skearns1@massasoit.mass.edu) or your Stewards**

## Please come to a meeting to find out how you can become a union member.

### Some facts about AFSCME Local 1067 and Council 93:

- AFSCME represents more than 1.6 million members nationwide, with more than 35,000 members of AFSCME Council 93 in Massachusetts. There are over 3,000 members of AFSCME Local 1067 at the Massachusetts state universities and colleges.
- Widely recognized as a powerful and effective voice for workers at the negotiating table, AFSCME consistently secures the best wages and health insurance coverage for our members.
- We have over 500 members who are on the 03 payroll at UMass Amherst and they have a contract with benefits.

### We would like to explain the process of how you can become a member of AFSCME Local 1067.

We will be asking 03 employees who are interested in the union to sign union authorization cards. These cards will allow us to request recognition from the Board of Higher Education. Then we can begin the process of negotiating a contract for 03 employees.

### You would be entitled to all of the following and much more:

- Wages and benefits negotiated by AFSCME
- Representation for grievances arising under the contract, including representation by a steward, a staff representative, and an attorney if needed.
- Protecting your interests on Beacon Hill with experienced lobbyists
- Assist you with public & media relations
- Access to the AFSCME Advantage Program which provides substantial discounts on everything from auto insurance, to travel discounts, to mortgage and refinance programs, and free college tuition for you and your family members!

## Interested?



The meeting will take place on the following date, time, and location. We hope to see you there!



Date: \_\_\_\_\_

Time: \_\_\_\_\_

Location: \_\_\_\_\_



## 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.
- 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.
- The team met with the BHE team on Thursday, August 10, 2017 for continued negotiations.
- The team met with the BHE team on Tuesday, August 22, 2017 for continued negotiations.
- The team met with the BHE team on Tuesday, August 29, 2017 for continued negotiations.
- The team met with the BHE on Tuesday, September 12, 2017 for continued negotiations.
- The team met on Friday, September 22, 2017 to go over the BHE’s proposed packet.
- The team met on September 26, 2017 to finalize our counter-proposal to the BHE packet.
- The team met with the BHE on September 28, 2017 for continued negotiations.
- The team met with the BHE on Friday, October 13, 2017 for continued negotiations.
- The team met on Wednesday, October 25, 2017 to go over the BHE latest proposals.
- The team met on Monday, October 30, 2017 with the BHE for continued negotiations.
- The team met on Tuesday, November 14, 2017 to go over the BHE proposals.
- The team met on Thursday, November 16, 2017 for continued negotiations.

### **UPDATE:**

- The team was scheduled to meet on Monday, December 11, 2017 with the BHE for continued negotiations; however the BHE was not punctual, so the team disbursed and returned to work.

*The team is making an all-out effort to negotiate a fair contract!*

***Remember:*** *Until a new agreement is reached, signed, and ratified we are still working under the 2014-2017 contract.*



***There are still some missing, let's get them in.***

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. 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.

#### 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

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 PEOPLE





# Notice

## \* 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.

The local will pick up the cost of the insurance for the first six-months.





# Remember...

My Union is my Voice

Local 1067



# AFSCME®

*Happy New Year!*



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!



## Massachusetts Department of Higher Education Newsclips

### CAMPUS NEWS

#### BOARD OF HIGHER EDUCATION VOTE ON IN-STATE TUITION FOR HURRICANE EVACUEES

State colleges will offer in-state tuition rates to students displaced by Hurricane Maria - thesunchronicle.com 12/13/17

Hurricane evacuees to get Mass. tuition rate - Boston Herald 12/13/17

Massachusetts to offer in-state tuition to hurricane evacuees from Puerto Rico, US Virgin Islands - masslive.com 12/13/17

Higher ed tuition break approved for evacuees - Lowell Sun Online 12/13/17

Massachusetts to offer in-state tuition to Puerto Rico evacuees - WWLP.com 12/13/17

#### UMASS

UMASS AMHERST | UMass gets \$1.1M energy storage grant - Greenfield Recorder 12/14/17

UMASS BOSTON | It's now or never for UMass Boston - The Boston Globe 12/11/17

UMASS DARTMOUTH | BOND celebrates opening of SMAST at UMass Dartmouth - NEREJ 12/17/17

UMASS DARTMOUTH | Local bank commits \$100K to UMass Dartmouth business school - Providence Business News 12/15/17

UMASS LOWELL | UML, Israel school work on revolutionary patents - Lowell Sun Online 12/17/17

#### COMMUNITY COLLEGES AND STATE UNIVERSITIES

##### BERKSHIRE COMMUNITY COLLEGE

BERKSHIRE CC | BCC, Berkshire Area Health Education Center team up to train public health workers - The Berkshire Eagle 12/18/17

##### BRISTOL COMMUNITY COLLEGE

BRISTOL CC | 2017 Herald News Newsmaker of the Year nominee: Jack Sbrega - The Herald News 12/08/17

##### BUNKER HILL COMMUNITY COLLEGE

BUNKER HILL CC | Community college overturns policy that banned Navy vet from distributing copies of Constitution - Washington Examiner 12/19/17

BUNKER HILL CC | Central MA Workforce Investment Board Awarded \$40,000 Grant for STEM Internships - GoLocalWorcester 12/13/17



**GREENFIELD COMMUNITY COLLEGE**

GREENFIELD CC | Pura accepts 35th Recorder Citizen of the Year award - Greenfield Recorder 12/19/17

GREENFIELD CC | Robert Pura: 'One man making a difference' - Greenfield Recorder 12/18/17

GREENFIELD CC | GCC gets grant to start tech lending library - Greenfield Recorder 12/11/17

**HOLYOKE COMMUNITY COLLEGE**

HOLYOKE CC | Editorial: Makerspace; HCC collaboration; training nurses - Daily Hampshire Gazette 12/10/17

**FITCHBURG STATE UNIVERSITY**

FITCHBURG STATE U | Study: Fitchburg State male faculty make \$7K more - WBJournal.com 11/16/17

FITCHBURG STATE U / QUINSIGAMOND CC | Quinsigamond, FSU sign agreement on Deaf Studies transfers - Sentinel & Enterprise 12/14/17

**FRAMINGHAM STATE UNIVERSITY**

FRAMINGHAM STATE U | Framingham State University offers 'bias response' training for employees - MetroWest Daily News 12/19/17

FRAMINGHAM STATE U | FSU president: DACA students 'Americans in every sense' - MetroWest Daily News 12/17/17

FRAMINGHAM STATE U | Framingham State to launch biotech MBA program - WBJournal.com 12/14/17

FRAMINGHAM STATE U | FBI helps Framingham State University investigate series of racist notes - Boston Globe 12/12/17

**MASSASOIT COMMUNITY COLLEGE**

MASSASOIT CC | Governor Baker hints at future of vacant Christo's site in Brockton - The Enterprise 12/14/17

**MASS BAY COMMUNITY COLLEGE**

MASSBAY CC | Framingham: MassBay students face (simulated) disaster - Wicked Local 12/12/17

**MASSACHUSETTS COLLEGE OF ART & DESIGN**

MASSART | MassArt Welcomes Puerto Rican Art Students to Campus for Spring 2018 Semester - NorthEndWaterfront.com 12/14/17

**MIDDLESEX COMMUNITY COLLEGE**

MIDDLESEX CC | MCC profs earn online award - Lowell Sun Online 12/17/1

MIDDLESEX CC | Middlesex Community College assists first-generation students - Wicked Local Burlington 12/13/17

MIDDLESEX CC | Grant will strengthen Middlesex Community College's Upward Bound program - Lowell Sun Online 12/12/17

MIDDLESEX CC | Governor's wife shares pearls of wisdom with Middlesex students - Lowell Sun Online 12/09/17

**MOUNT WACHUSETT COMMUNITY COLLEGE**

MT. WACHUSETT CC | W. Boylston inmates graduate MWCC manufacturing class - WBJournal.com 12/19/17

MT. WACHUSETT CC | Mount Wachusett CC raises money for Emergency Student Loan Fund - Sentinel & Enterprise 12/15/17

MT. WACHUSETT CC / WORCESTER STATE U | Worcester State University, Mount Wachusett Community College get cut of \$1.2 million in state grants - telegram.com 12/11/17



## [NORTH ERN ESSEX COMMUNITY COLLEG](#)

NORTHERN ESSEX CC | NECC students overcome obstacles to education - eagletribune.com 12/11/17

## [NORTH SHORE COMMUNITY COLLEGE](#)

NORTH SHORE CC | VET Event donation to assist NSCC student veterans - Wicked Local Danvers 12/19/17

NORTH SHORE CC | NSCC opens a Gateway - Itemlive 12/12/17

## [QUINSIGAMOND COMMUNITY COLLEGE](#)

QUINSIGAMOND CC | QCC receives grant for accelerated learning English program - telegram.com 12/20/17

## [SALEM STATE UNIVERSITY](#)

SALEM STATE U | Salem State receives \$40K grant from National Endowment for the Humanities - Salem Gazette 12/20/17

SALEM STATE U | Salem State Receives \$40,000 Digital Humanities Grant - Salem Patch 12/11/17

## [SPRINGFIELD TECHNICAL COMMUNITY COLLEGE](#)

SPRINGFIELD TECH CC | STCC Foundation lands \$100,000 donation for construction-related studies, scholarships - masslive.com 12/20/17

SPRINGFIELD TECH CC | Springfield residents receive free dental care at STCC Community Dental Day - WWLP.com 12/09/17

## [WORCESTER STATE UNIVERSITY](#)

WORCESTER STATE U | Colleges' battle for students' hearts & minds extends to their stomachs - WBJournal.com 12/11/17

## [HIGHER ED POLICY TRENDS](#)

For-Profit And Online Education: What's Going On? - NPR 12/21/17

University enrollment decline continues into sixth straight year - The Hechinger Report 12/20/17

Internet access in schools: E-rate trends and the end of net neutrality - The Hechinger Report 12/20/17

More faculty members are using OER, survey finds 12/19/17

OPINION: Here's a reason to help more students earn college degrees — adaptability - The Hechinger Report 12/19/17

A Positive First Step for Manufacturing Education - AIM 12/18/17

Grad Students' Tuition Waivers Will Remain Untaxed, After All - NPR 12/18/17

Lost on campus, as colleges look abroad - The Boston Globe 12/13/17



Is the public really losing faith in higher education? - Inside Higher Ed 12/15/17

College Grads Aren't Just Going to the Coasts - Bloomberg 12/14/17

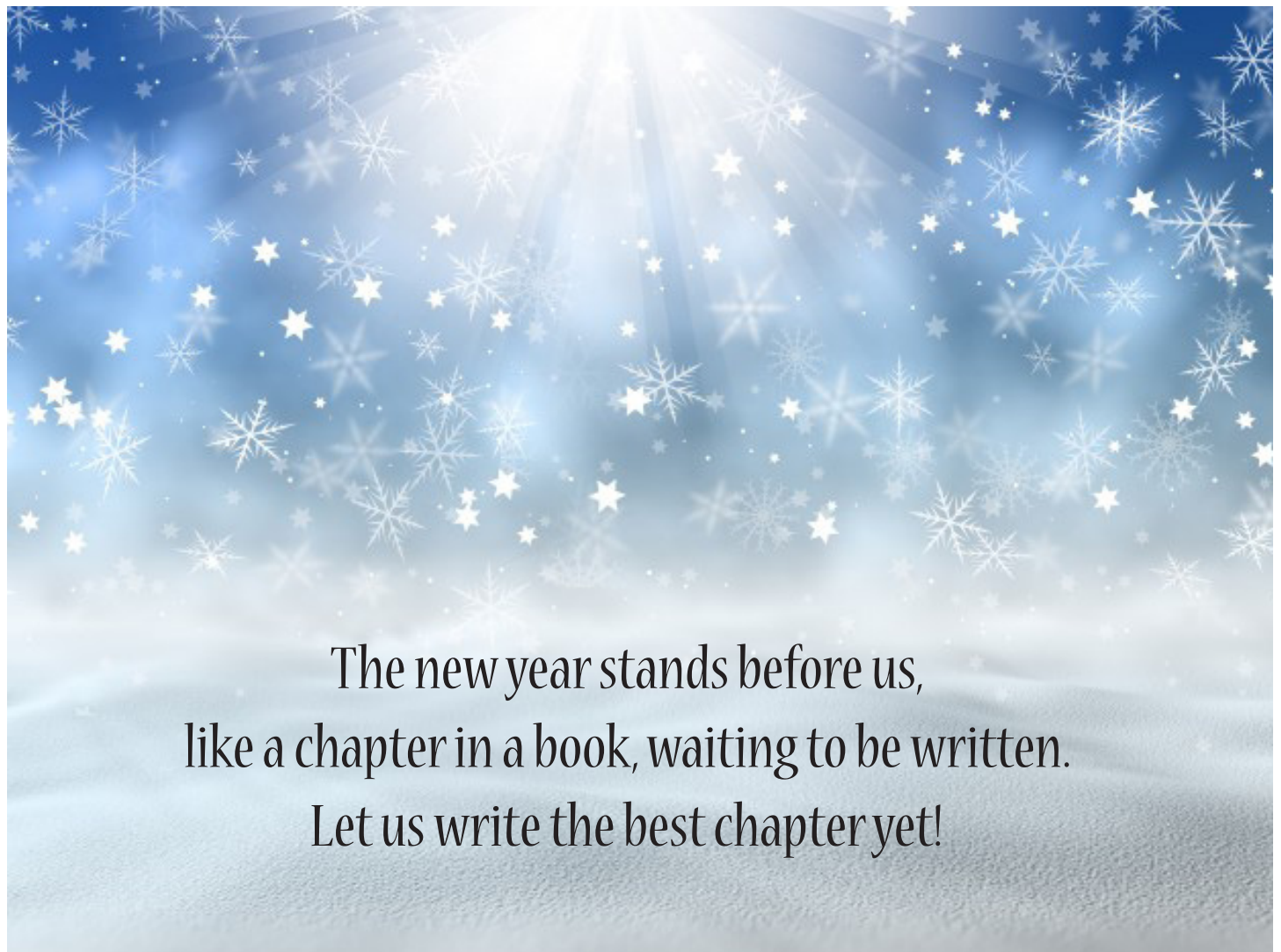
The community college "segregation machine" - The Hechinger Report 12/13/17

Temple prof donates \$100,000 prize to help struggling students - The Inquirer 12/12/17

Low-Income Student Enrollment Campaign Expands - Inside Higher Ed 12/11/17

We cannot test and punish our way to better schools - Commonwealth Magazine 12/09/17

Standing up for undocumented students - Commonwealth Magazine 12/09/17



The new year stands before us,  
like a chapter in a book, waiting to be written.  
Let us write the best chapter yet!





# Thoughts for the new year

*Forgive those that you can forgive and seek the forgiveness of someone who deserves it.*

*Do something outside of your comfort zone.*

*Be the voice for someone who has no voice.*

*Be quiet strength.*

*Be the type of kindness that is strength.*

*Remember that love is a verb.*

*Choose healthy foods, activities, and people.*

*Fall six times, get up again seven,  
Persevere!*

*Wish people a lovely day*

*Live honestly, truly, and with integrity.*



**Monthly Executive Board Meetings**  
**take place on the second Tuesday of every month,**  
**except in January and September.**

**Worcester Elks**  
**233 Mill Street**  
**Worcester, MA**

**9:30 a.m.**

**Questions? Please contact a table officer.**

