

Happy Spring!



Table Officers Contact Information

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Don't forget to check out our **New** website
<https://afscme1067.org>
and follow and like us on Facebook!



Weingarten Rights!

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.



Members Corner

Good News!



We have good news to report in the ongoing fight to provide a safer work environment for our members.

Governor Baker has signed into law a bill that extends OSHA protections to public employees working in municipalities, public higher education, quasi-public agencies and authorities like the Massachusetts

Water Resources Authority.

The bill cleared the legislature earlier this month with the strong support of AFSCME, the Massachusetts AFL-CIO, and other public-sector unions. It was signed by Governor Baker on March 9th. However, the new law will not take effect until February 1, 2019.

The legislation, which extends the same workplace safety standards afforded to private sector employees, builds on progress made in 2014 when a law was passed providing these important protections to state executive branch employees.

Under the new law, the Massachusetts Attorney General has enforcement powers and may bring “a civil action for declaratory or injunctive relief to enforce the law.”

Council 93 is committed to working with our members to address any and all workplace safety issues.

If you believe you are facing hazards on the job due to inadequate or wrongful safety practices, email Council 93 so we can work with you to address the problem.





Council 93

12th Annual Memorial Scholarship Golf Tournament

12th Annual



Memorial Scholarship

GOLF
Tournament



Supporting Local Families

On June 25, 2018, the Council 93 Memorial Scholarship Fund is hosting the 12th Annual Memorial Golf Tournament at the Olde Scotland Links Golf Course in Bridgewater, Massachusetts.

EVENT DETAILS

- ✓ Slots filled on a first-come, first-served basis.
- ✓ Lunch served on-site during awards presentation and raffle prize drawings.
- ✓ Prizes awarded for: (1) 1st Place Team, (2) Closest to Pin, (3) Longest Drive
- ✓ Raffle Prizes include: 50/50 Drawing, Sports Memorabilia, Golf Supplies, Big Screen TV, and other great items
- ✓ If an individual is unable to play after payment is received, he or she will be responsible for finding a replacement
- ✓ All proceeds to benefit the Council 93 Memorial Scholarship Fund
- ✓ No refunds will be given

SPONSORSHIP OPPORTUNITIES

PARTNER SPONSORSHIP - \$5,000

- ✓ One foursome in event
- ✓ 4' x 8' Banner with local/company name
- ✓ Logo on all hole sponsor signs
- ✓ Display table for products/services
- ✓ Special gift item for team members

DIAMOND HOLE SPONSORSHIP - \$2,500

- ✓ One foursome in event

PLATINUM HOLE SPONSORSHIP - \$1,000

- ✓ One foursome
- ✓ Signage at one hole

GOLD HOLE SPONSORSHIP - \$750

SILVER HOLE SPONSORSHIP - \$500

BRONZE HOLE SPONSORSHIP - \$250

Registration Form

MAIL WITH CHECK TO:
AFSCME Council 93 Memorial Scholarship Fund
8 Beacon St., 9th Floor
Boston, MA 02108

\$150 per person - \$600 for a foursome
Due by June 11, 2018

1st Player

Name

Address

City St

Phone

Email

2nd Player

Name

Address

City St

Phone

Email

3rd Player

Name

Address

City St

Phone

Email

4th Player

Name

Address

City St

Phone

Email

CUT HERE

Play. Sponsor. Watch.



Send dates to organize 03's/part-time employees!

If anyone has any questions please contact:

Kevin Hanley @ khanley@bhcc.mass.edu

Marie Griffin @ mgriffin@bhcc.mass.edu

Sheila Kearns @ skearns1@massasoit.mass.edu or your Stewards

**Dates
Needed!**

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.
- 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 met on Monday, January 22, 2018 at Worcester State University with the BHE for continued negotiations.
- The team met on Monday, January 29, 2018 at BHCC to go over proposals and strategies for negotiations.
- The team met on Wednesday, January 31, 2018 at BSU with the BHE for continued negotiations.
- The team was scheduled to meet on Tuesday, February 6, 2018 at Fitchburg State University for continued negotiations but they were cancelled due to Mr. Murray’s car troubles.

UPDATE:

- The team met on Friday, March 9, 2018 at Northshore Community College for continued negotiations.
- The team met on Wednesday, March 21, 2018 at Fitchburg State University for continued negotiations.

The team is working diligently to get you a fair contract!

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



Happy Administrative Professionals Day!



Thanks for all you do!

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

Please send photo and brief description to:
skearns1@massasoit.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 a table officer or your union steward!



Get these cards 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
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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

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

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.

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.

A copy of the brochure can be found on our website under forms
<https://afscme1067.org>







Massachusetts Department of Higher Education Newsclips

CAMPUS NEWS

UMASS

UMASS BOSTON | UMass Giving \$200,000 in New Scholarship to Veterans - US News 03/27/18

UMASS SYSTEM | UMass Research Portfolio Soars to Record-High \$670 Million - Office of News & Media Relations UMass Amherst 03/28/18

COMMUNITY COLLEGES AND STATE UNIVERSITIES

BERKSHIRE COMMUNITY COLLEGE

BERKSHIRE CC | Jay Ash: Creating opportunities for a better Berkshire economy - The Berkshire Eagle 03/27/18

BERKSHIRE CC | BCC Women's Center grand opening - The Berkshire Eagle 03/06/18

BRISTOL COMMUNITY COLLEGE

BRISTOL CC | BCC is 'military friendly' school - southcoasttoday.com 03/09/18

BRISTOL CC | Frank Baptista joins Bristol Community College board of trustees - southcoasttoday.com 03/07/18

BRIDGEWATER STATE UNIVERSITY

BRIDGEWATER STATE U | Bridgewater State arms students with Rape Aggression Defense class - Bridgewater Independent 03/23/18

BUNKER HILL COMMUNITY COLLEGE

BUNKER HILL CC | Man held on bail for attacking classmate at Bunker Hill Community College - The Boston Globe 03/22/18

BUNKER HILL CC | Just-A-Start Corporation receives \$500K grant from ECMC Foundation - Wicked Local 03/19/18

BUNKER HILL CC | Ambrosino Looking to Start Chelsea High Program this Year - Chelsea Record 03/11/18

CAPE COD COMMUNITY COLLEGE

CAPE COD CC | Cape Cod Foundation to administer nursing education fund - capecodtimes.com 03/14/18

FITCHBURG STATE UNIVERSITY

FITCHBURG STATE U | Lt. Gov. Polito applauds Fitchburg Theater Block vision - Sentinel & Enterprise 03/23/18

FITCHBURG STATE U | Fitchburg State remaking theater as new community, incubator space - WBJournal.com 03/19/18

**FRAMINGHAM STATE UNIVERSITY**

FRAMINGHAM STATE U | Framingham State opens new Veterans Center - MetroWest Daily News_03/22/18

GREENFIELD COMMUNITY COLLEGE

GREENFIELD CC | 'Reality' fair will teach students personal finance - The Recorder 03/20/18

GREENFIELD CC | Nursing program at GCC ranked third in state - The Recorder 03/11/18

GREENFIELD CC | Local leaders rally in support of unions - The Recorder 03/26/18

HOLYOKE COMMUNITY COLLEGE

HOLYOKE CC | A culinary 'Cadillac': New HCC institute to train aspiring chefs draws admiration, acclaim - Daily Hampshire Gazette 03/26/18

HOLYOKE CC / SPRINGFIELD TECH CC | Mass. Gaming Commission Approves Scholarships For Casino Dealer Schools - New England Public Radio 03/16/18

MASS BAY COMMUNITY COLLEGE

MASSBAY CC | MassBay Partners With Daniel's Table To Provide Meals To Students in Need on Framingham Campus – Framingham Source 03/28/18

MASSBAY CC | MassBay Graduate, To Go From Framingham State to Ivy league – Framingham Source 03/05/18

MASSACHUSETTS COLLEGE OF LIBERAL ARTS

MCLA | MCLA President Appointed to Two Local Boards of Directors - iBerkshires.com 03/23/18

MCLA's Birge joins two economic development boards - The Berkshire Eagle 03/04/18

MASSACHUSETTS MARITIME ACADEMY

MASS MARITIME | Mass Maritime to benefit for U.S. spending bill - Milford Daily News 03/29/18

MASS MARITIME | Federal budget request seeks new MMA training ship - capecodetimes.com 03/03/18

MASSACHUSETTS SCHOOL OF ART & DESIGN

MASSART | Renowned photographer Nicholas Nixon abruptly retires as MassArt investigates alleged misconduct - The Boston Globe 03/24/18

MIDDLESEX COMMUNITY COLLEGE

MIDDLESEX CC | MCC ranked among best online colleges in Bay State - Lowell Sun Online 03/16/18

MIDDLESEX CC | MCC Paralegal Studies program is ranked third in Massachusetts - Lowell Sun Online 03/18/18

Middlesex CC | MCC collects items for pantry - Lowell Sun Online 03/07/18

MOUNT WACHUSETT COMMUNITY COLLEGE

MT. WACHUSETT CC | That kid with C's and D's did all right - Sentinel & Enterprise 03/29/18

MT. WACHUSETT CC | Mt. Wachusett to hold financial workshops for vets - Sentinel & Enterprise 03/06/18



[NORTHERN ESSEX COMMUNITY COLLEGE](#)

NORTHERN ESSEX CC | Early College makes a difference for Lawrence students - eagletribune.com 03/24/18

NORTHERN ESSEX CC | NECC student receives national civic fellowship - eagletribune.com 03/20/18

NORTHERN ESSEX CC | Methuen NECC Student Launches Cancer Charity - WHAV 03/28/18

NORTHERN ESSEX CC | Grants for early college programs, a hockey fund-raiser, and a 100th birthday - The Boston Globe 03/16/18

[NORTH SHORE COMMUNITY COLLEGE](#)

NORTH SHORE CC | Employers Share Industry Intel at Regional STEM Conference - edtechtimes.com 03/22/18

NORTH SHORE CC / SALEM STATE U | Local colleges have different safety strategies - Itemlive 03/05/18

NORTH SHORE CC | NSCC Receives Eighth Consecutive National Military Friendly School Designation - Lynn Journal 03/01/18

NORTH SHORE CC | NSCC One of 10 Finalists Nationally for 2018 Bellwether Award - Lynn Journal 03/01/18

[QUINSIGAMOND COMMUNITY COLLEGE](#)

QUINSIGAMOND CC | QCC rolls out campus on wheels - telegram.com 03/03/18

[SALEM STATE UNIVERSITY](#)

SALEM STATE U | Topsfield resident named to Salem State board -Wicked Local 03/06/18

NORTH SHORE CC / SALEM STATE U | Local colleges have different safety strategies - Itemlive 03/05/18

SALEM STATE U |Salem State University dedicates Charlotte Forten Legacy Room - Wicked Local 03/07/18

[SPRINGFIELD TECHNICAL COMMUNITY COLLEGE](#)

HOLYOKE CC / SPRINGFIELD TECH CC | Mass. Gaming Commission Approves Scholarships For Casino Dealer Schools - New England Public Radio 03/16/18

[WESTFIELD STATE UNIVERSITY](#)

WESTFIELD STATE U | People in Business: Westfield State University President Ramon S. Torrecilha, appointed to the 2018 Board of Directors of State Colleges and Universities - masslive.com 03/26/18

WESTFIELD STATE U | New England Colleges Try A Not-So-Quick Fix To Stop Rash Of Hate Crimes - New England Public Radio 03/07/18

[WORCESTER STATE UNIVERSITY](#)

WORCESTER STATE U | Worcester State U. faculty panel examines Me Too movement - telegram.com 03/28/18



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.

