



Inside find photos and articles on
the Working People's Day of Action!
February 26, 2018

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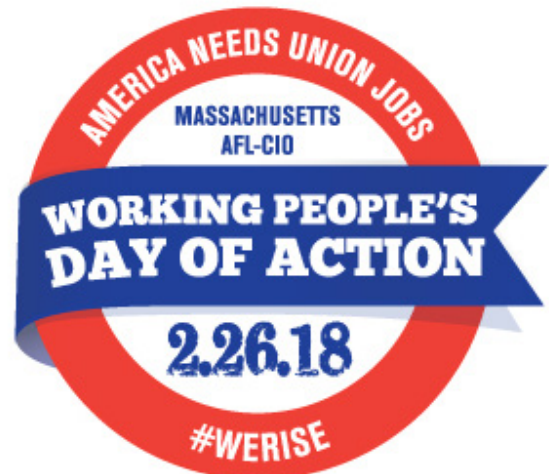
Happy St. Patrick's Day!



Members Corner

Union members & allies rally for good, union jobs in Somerville #WeRise protests effort by CEOs and billionaires to use the Supreme Court to further rig the system against working people

By Rand Wilson, Patch Poster | Feb 26, 2018 3:16 pm ET | Updated Feb 26, 2018 8:02 pm ET



As the Supreme Court heard oral arguments today in the case of Janus vs. AFSCME, about 75 union members and their supporters gathered at Somerville City Hall to say that regardless of any Supreme Court decision they will remain united because Somerville's workers need good, union jobs more than ever. "The greedy billionaires and CEOs behind this case don't want us to be united," said Ed Halloran, President of the Somerville Municipal Employees Association "They want to weaken our power, divide and conquer, so they can continue rigging the system against working people as they've been doing for decades. But we plan to stick together in our union no matter what. These are the same people who demonize union members simply because we have the right to negotiate safe working conditions and fair wages. This is an attack on the quality public services we provide."

Today's actions in Somerville were just one of hundreds of similar #WeRise actions held by working people across Massachusetts and the entire country. "This court case isn't just an attempt to divide union workers," said Melinda Green of Our Revolution Somerville. "It weakens our entire

community and hinders much-needed progressive change." "I want working people in Somerville to know that I am against this attempt today to use the highest court in the land to further rig the rules of the economy," said State Rep. Mike Connolly. "Instead of trying to make it more difficult for working people to use their power in numbers, we should be making it easier to join a union. I will do everything I can do to help Somerville workers join together in unions."



Other elected officials attending included: State Rep. Christine Barber, Alderman Ben Ewen-Campen (Ward 2), Andre Green (school committee, Ward 4), Alderman Will MBah (at-large), Alderman Mark Neidergang (Ward 5), Alderman Mary Jo Rossetti (at-large), Alderman Bill White (at-large), candidate for Governor Bob Massey, and candidates for Lieutenant Governor Jimmy Tingle and Quentin Palfrey.

Other participating union officials included IAFF Local 76 Secretary-Treasurer Bob Hodnett, Somerville Teachers Association President Jackie Lawrence, Mass Teachers Association VP Erik Champy, AFSCME Council 93 Executive Vice President Kevin Hanley, UFCW Local 1445 Reps Gene Giacobbe and Tony Flanagan.

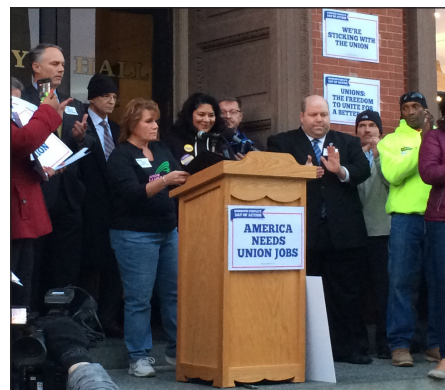
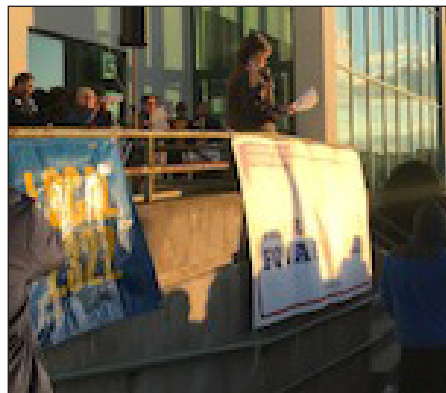


"The attack by the Supreme Court on working people is also an attack on everything we are fighting for in Somerville," said Rand Wilson, an organizer with SEIU Local 888. "We're going to stick together, keep up the fight to help more workers unite in unions and work to improve wages and working conditions here in Somerville. We call on our elected leaders at every level to take action. For example, here in Somerville it's long overdue that our laws for fair contracting, living wages, and against wage theft be updated and enforced."

Participants at the event vowed to stick together no matter the result of the Supreme Court case and fight for even more good, union jobs that can provide financial security for families, strengthen communities and boost the economy.

The event was sponsored by SEIU local 888, Somerville Municipal Employees Association, Fire Fighters Local 76, Firemen & Oilers/ SEIU Local 3, Our Revolution Somerville, Good Jobs Somerville, and Somerville Stands Together.

Great job, everyone!





New Bedford hosts union rally as oral arguments in Janus v. AFSCME began

By Michael Bonner mbonner@s-t.com

Posted Feb 26, 2018 at 8:33 PM

Updated Feb 26, 2018 at 10:07 PM

NEW BEDFORD — Sheila Kearns won't win a spelling bee any time soon, but she grabbed the hearts of those union supports rallying outside of City Hall on Monday. The Union President of AFSCME local 1067 spoke atop the steps on William Street in front of a crowd of a couple hundred people organizing together on the first day the United States Supreme Court heard oral arguments in Janus v. AFSCME.

"How do you spell entitlement?" she asked the crowd. "J-A-N-U-S." A few voices in the large crowd surrounding the podium, replied, "That's right."

The case involves a public employee from Illinois, Mark Janus, who is suing AFSCME because he said he is forced to pay union fees despite not belonging to the union. He believes the requirement infringes on his First Amendment right. The case will decide whether public-sector workers who do not belong to unions must still pay union fees.

Similar rallies were held nationwide and in 11 locations throughout the state including Boston, Fall River, Worcester and Springfield.

(Janus v. AFSCME) is something that's definitely going to destroy unions," Vice President of AFT Local 6350 at UMass Dartmouth Nicholas Gula said.

The Acushnet native said non-profit unions won't be able to survive if fees aren't paid. He said his union has 143 members and estimated it wouldn't survive if it fell below 50 members. "There would be no way that we could hold it up," Gula said.

Representatives from across the state trekked to New Bedford for the rally. Union members from Fall River spoke. Sen. Paul Feeney, representing Bristol and Norfolk counties also addressed the crowd. City Councilors Naomi Carney, Hugh Dunn, Maria Giesta and Scott Lima attended the rally. Mayor Jon Mitchell and Rep. Antonio Cabral also addressed the importance of the rally.

"This is the beginning of a new day, a day which we have to work harder," Mitchell said. "We should see this as an opportunity to renew the labor movement in the United States." "We're going to fight back," Cabral said. "The enemies of the working people, listen carefully, 'We are going to fight you every step of the way.'"

Politicians passed around a large letter, which they signed. It began in the crowd and by the end of the event signatures in black Sharpie filled every available space.

Local 1067 representing across the State!





IMPORTANT UPDATE on GIC!!!

02/22/2018

Posted By: Council 93

The GIC Board of Commissioners met this morning and voted to adopt plan rates for Fiscal Year 2019, which begins on July 1, 2018. Overall, the news is positive for active employees receiving coverage through the GIC. The average increase across all plans is just 0.4 % - well below the market average. However, individual plan cost increases/decreases range from a reduction of 3.9 percent to an increase of 6.9%. Therefore, how individual workers are impacted will depend on what plan they choose during the upcoming open enrollment period. This chart provides information on individual plan premium costs with comparisons to current premiums and the premiums that will be effective July 1, 2018.

We strongly encourage our members to use the upcoming open enrollment period of April 4 to May 2 to thoroughly research their options so they can make an informed decision. We especially encourage attending one of the many healthcare fairs that will be offered around the state, where members can get detailed answers directly from plan providers.

Today's vote comes just three weeks after the GIC voted to reverse its decision to eliminate a number of insurance providers that are currently covering more than half of the people receiving health insurance through the GIC. The intense public and political pressure leveled against the GIC by AFSCME and other public-sector unions was the driving force behind the GIC's vote to reverse their decision and maintain all current providers. No doubt, these efforts also provided the GIC with the motivation needed to do their best to minimize plan cost increases for the upcoming fiscal year. In other words, the strength of our union and the activism of our members has made a big impact.

***AFSCME Council 93 thanks all of our members** who took the time to voice their concerns directly to the GIC and we look forward to continuing to work with our members to make substantive changes at the commission.*

Strong Unions, Stronger Communities!

We Cannot Let them Divide Us!





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.

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.

UPDATE:

- 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.

The team is working extremely hard to give you a fair contract!

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



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.

Contribution Form

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.

☐ 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 _____

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



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.

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



Massachusetts Department of Higher Education Newsclips

CAMPUS NEWS

EARLY COLLEGE

MassBay Community College and Framingham State University receive state grant - The Boston Globe 02/16/18

SSU, city land \$10K for early college program - Salem Gazette 02/13/18

NECC gets \$10K early college program grant - Newburyport Current 02/13/18

UMASS

UMASS BOSTON | UMass to hike parking fees to help pay for new garage - Dorchester Reporter 02/01/18

UMASS DARTMOUTH | UMass Dartmouth unveils new facilities, land master plan - Herald News 02/14/18

UMASS DARTMOUTH / WORCESTER STATE U | UMass Law announces accelerated completion program with Worcester State - southcoasttoday.com 02/09/18

UMASS LOWELL | Baker-Polito Administration announces \$400K research grant - Billerica Minuteman 02/09/18

COMMUNITY COLLEGES AND STATE UNIVERSITIES

BRISTOL COMMUNITY COLLEGE

BRISTOL CC | GNB WIB, Cabral announce \$50K grant for women entrepreneurs - southcoasttoday.com 02/12/18

BRISTOL CC | Medeiros first woman to chair BCC board - southcoasttoday.com 01/26/18

BUNKER HILL COMMUNITY COLLEGE

BUNKER HILL CC | BHCC Student Receives LEADA@Liberty Scholarship - Bunker Hill Community College 02/16/18

CAPE COD COMMUNITY COLLEGE

CAPE COD CC | CCCC Creates New Pathway to Career in Insurance - CapeCodToday.com 02/08/17

GREENFIELD COMMUNITY COLLEGE

GREENFIELD CC | Greenfield Community College, Franklin County Technical School partner with industry on workforce development - masslive.com 02/13/18

GREENFIELD CC | Three Pioneer students get head start on college path - Greenfield Recorder 02/10/18

**HOLYOKE COMMUNITY COLLEGE**

HOLYOKE CC | HCC joins entrepreneurship program to help support local projects - WWLP.com 02/15/18

HOLYOKE CC / SPRINGFIELD TECH CC | Blackjack 101: Get an inside look at MGM Springfield's table games school - masslive.com 02/14/18

HOLYOKE CC | Holyoke Community College history is rooted in collaboration - masslive.com 02/13/18

HOLYOKE CC | Report: Holyoke Community College an Economic Powerhouse - BusinessWest 01/30/18

MASS BAY COMMUNITY COLLEGE

MASSBAY CC | \$100K gift to help single-parent students at MassBay - The Framingham Tab 01/25/18

MASSACHUSETTS COLLEGE OF LIBERAL ARTS

MCLA | MCLA Rolls Out New Career Development Platform - iBerkshires.com 02/15/18

MASSACHUSETTS MARITIME ACADEMY

MASS MARITIME | Work continues on Mass Maritime marina - Wicked Local Bourne 02/08/18

MASSACHUSETTS SCHOOL OF ART & DESIGN

MASSART | Boston Art School Hosts 10 Puerto Rican Art Students Impacted by Hurricane Maria - hyperallergic.com 02/14/17

MASSART | Stop Measuring The Arts In Merely Financial Terms, Says MassArt President - WBUR 02/13/18

NORTHERN ESSEX COMMUNITY COLLEGE

NORTHERN ESSEX CC | NECC faculty receives national recognition - The Newburyport Current 02/14/18

NORTH SHORE COMMUNITY COLLEGE

NORTH SHORE CC | Attorney Nicole Bluefort appointed North Shore Community College trustee - Itemlive 02/11/18

QUINSIGAMOND COMMUNITY COLLEGE

QUINSIGAMOND CC | Polito: State wants to invest in 'places and people' - telegram.com 02/08/18

SALEM STATE UNIVERSITY

SALEM STATE U | Jamie Zahlaway Belsito Named to Salem State Board of Trustees - Lynn Journal 02/15/18

SPRINGFIELD TECHNICAL COMMUNITY COLLEGE

SPRINGFIELD TECH CC | STCC Biotechnology Program Wins Gold Level Endorsement - BusinessWest 02/08/18

WORCESTER STATE UNIVERSITY

UMASS DARTMOUTH / WORCESTER STATE U | UMass Law announces accelerated completion program with Worcester State - south-coasttoday.com 02/09/18



WORCESTER STATE U | Worcester State University students to hold diversity forum after racial incident - The Boston Globe 01/27/18

WORCESTER STATE U | Worcester State reacts strongly to racially-charged vandalism - telegram.com 01/26/18

HIGHER ED POLICY TRENDS

Failure of Immigration Bills Leaves DACA in Doubt 02/16/15

'We serve the top 100 percent': California community college chief responds to Trump - The Washington Post 02/16/18

Conference shows higher education's many tensions and challenges - Inside Higher Ed 02/16/18

These colleges turn low-income students into middle-class earners - but how? - The Hechinger Report 02/15/18

Trump and DeVos call for massive cuts to college student aid programs - The Washington Post 02/13/18

Proactive advising leads to retention and graduation gains for colleges - Inside Higher Ed 02/13/18

What does it take to boost Latino college completion rates? - The Boston Globe 02/12/18

Educational Attainment Is Up, but Gaps Remain - Inside Higher Ed 02/12/18

Offer of free college draws thousands. Now comes the hard part - Dallas News 02/09/18

Why an Update of Higher Ed's Sweeping Framework Could Be Years Away - The Chronicle of Higher Education 02/06/18

California Systems Unveil Joint Procurement - Inside Higher Ed 01/24/18



Jeanette Chavarin and Julie Curtis at the Lynn Democratic Caucus on February 10, to elect delegates to attend the Massachusetts Democratic Party 2018 Convention. Jeanette was elected and Julie automatically goes because she is the Democratic State Committeewoman. Congratulations to both!

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

Please send photo and brief
description to:
skearns1@massasoit.mass.edu





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.

