

June 2018



Congratulations!



Jose (Tony) Torres Elizabeth Manns Linda Hogan-Shea Janet Cartwright



on your election to attend AFSCME International's 43rd Biennial Convention July 15–20, 2018

Notice!

Special Nomination Meeting Tuesday, June 12, 2018 1:15 p.m.

after the Executive Board MeetingWorcester Elks230 Mill StreetWorcester, MA

for AFSCME Council 93's 19th Biennial Legislative Convention (Danvers)

September 13-16, 2018 at the Double Tree by Hilton Boston North Shore/Danvers, MA

Elections to be held the following week, if needed, on individual campuses.



Our Colleges work because WE do!

Posted 5/21/18



Members Corner

For our members, it's all in a days work...

On Tuesday, May 1, 2018, there were two overdoses on the Lynn Campus within the span of two hours. I would like to recognize the following individuals who worked the shift:

Cpl. Bean Officer Knott Officer MacMillan Officer Khuon Dispatcher Guillermo

Each of you played an integral role in reviving multiple overdose victims in a very short amount of time. Saving a life is no small feat and your team managed to do it twice in a shift. Your professionalism, your competence and your readiness was on full display.

Thank you all for your dedication and for a job well done.

Corporal Joseph Barnes Campus Police Department North Shore Community College Business Line: 781-593-7032 or 6209

Two members from Springfield Technical Community College 'Employees of the Year'



Ben Nascembeni who works in Facilities at STCC receives 'Employee of the Year' award at the Professional Development Day.



Bonnie MacKay in Admissions at STCC receives 'Employee of the Year' award at the Professional Development Day.

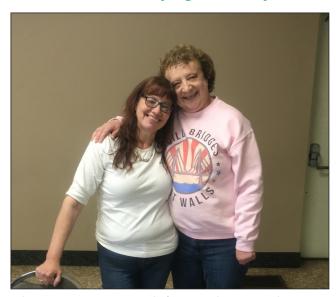
Ingratulations



Members Corner

Long-time Salem State employee, Union Unit 1 and Interim Unit 2 Steward, and union and political advocate, Julie Curtis attended her last Executive Board Meeting as a Steward on Tuesday, May 8, 2018. We wish Julie the very best in her retirement and know that we will see her soon!

We won't say goodbye...



Salem State's Interim Steward of Unit 2, Julie Curtis and VP Corbett.



Salem State's Interim Steward of Unit 2, Julie Curtis with President Kearns, VP Corbett, Treasurer Hanley, Secretary Griffin, and Staff Representatives Kennedy and Byrnes.

just see you soon, Julie...



Congratulations to

Massasoit Community College's

Mimose Francillon

who received the 2018 Outstanding Achievement Award



Council 93 12th Annual Memorial Scholarship Golf Tournament



Play. Sponsor. Watch. Volunteer.



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

Dates Needed! 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

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!

Local 1067		7
AFS Making Higher Education	Happen in Mass	®achusetts

Date:			

Location:



CONTRACT NEGOTIATIONS

- The negotiation team is under a "qaq 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-propsal 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.
- 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 met on Tuesday, April 3, 2018 at Fitchburg State University for continued negotiations.
- The team met on Friday, April 13, 2018 at Bridgewater State University for continued negotiations.
- The team met on Thursday, April 26, 2018 for continued negotiations.





CONTRACT NEGOTIATIONS

UPDATE:

- The team met on Tuesday, May 15, 2018 for continued negotations.
- The team met on Thursday, May 31, 2018 for continued negotiations.

Important points to remember:

- 1. We are still (now more than ever) under a gag order. **DO NOT BELIEVE THE RUMORS!**
- 2. When an agreement has been reached, the President and former President will be holding meetings to discuss any and all changes to the contract.
- 3. Until a new agreement is reached, signed, and ratified we are still working under the 2014-2017 contract.
- 4. Educational Assistance has expired.

Rest assured that your AFSCME contract representatives are working tirelessly to make sure you receive a FAIR contract!





Happy Father's Day!



Having kids doesn't make you a Father, raising them does.

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

Please send photo and brief description to: 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 <u>is not</u> obligated to inform employees of their Weingarten rights — employees must <u>ask for them</u>.

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.





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 <u>PEOPLE</u>

(Public Employees Organized to Promote Legislative Equality)

Contact a table officer or your union steward!

Get these cards in...

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 bargainin 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 F-mai	I Δddress

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

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 ☐ IACKET 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		
Call 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





THE HISTORY OF FLAG DAY

The first celebration of the U.S. Flag's birthday was held in 1877 on the 100th anniversary of the Flag Resolution of 1777. However, it is believed that the first annual recognition of the flag's birthday dates back to 1885 when school teacher, BJ Cigrand, first organized a group of Wisconsin school children to observe June 14 - the 108th anniversary of the official adoption of The Stars and Stripes as the Flag's Birthday. Cigrand, now known as the 'Father of Flag Day,' continued to publically advocate the observance of June 14 as the flag's 'birthday,' or 'Flag Day' for years.

Just a few years later the efforts of another school teacher, George Balch, led to the formal observance of 'Flag Day' on June 14 by the New York State Board of Education. Over the following years as many as 36 state and local governments began adopted the annual observance. For over 30 years Flag Day remained a state and local celebration.

In 1916, the anniversary of the Flag Resolution of 1777 became a nationally observed event by a proclamation by President Woodrow Wilson. However, it was not designated as National Flag Day until August 3rd, 1949, when an Act of Congress designated June 14th of each year as National Flag Day.

Today, Flag Day is celebrated with parades, essay contests, ceremonies, and picnics sponsored by veterans' groups, schools, and groups like the National Flag Day foundation whose goal is to preserve the traditions, history, pride, and respect that are due the nation's symbol, Old Glory.



Please Note:

For those members who have been inquiring about Article 17, Section 6
Salary Adjustments for Employees Entering From Same or Other Bargaining Units

A meeting is being planned with Legal Counsel. If you feel you may be eligible for a salary adjustment according to the above article and section, please send the following to: President Kearns at **skearns1@massasoit.mass.edu**

- 1. Contact email.
- 2. Date of hire at current position.
- 3. Name of the department/agency previously employed.
- 4. Date of separation from previous employer.



Information must be received no later than Friday, June 22, 2018.



Massachusetts Oepartment of Higher Education

Newsclips

CAMPUS NEWS

PRESIDENTIAL SEARCHES

Editorial: GCC makes successful transition - The Hampshire Gazette 05/23/18

Massasoit in Brockton selects new president - The Enterprise 05/21/18

GCC Board of Trustees votes, recommends Salomon-Fernandez unanimously as new president - The Recorder 05/15/18

HUNGER AND HOMELESSNESS

1 In 10 College Students In Mass. Are Homeless. More Are Hungry. It's Past Time We Recognize Their Reality - WBUR 05/17/18 Survey: Many Mass. Community College Students Can't Afford Food and Housing - New England Public Radio 05/14/18 Helping Students Deal With Hunger Issues - NECN 05/14/18

State survey shows hunger, homelessness a common problem at public colleges - telegram.com 05/11/18

MT. IDA COLLEGE CLOSURE / UMASS BOSTON

Politicians look to limit UMass president's powers - Boston Herald 05/31/18

UMass Boston students, faculty outline requests at meeting - Dorchester Reporter 05/30/18

The Mount Ida Rorschach test - CommonWealth Magazine 05/25/18

After Mount Ida, AG seeks tougher college oversight - The Boston Globe 05/25/18

In The Wake Of Mount Ida Closure, Legislature Considers More Control Over Higher Ed - WBUR 05/25/18

Mayor Walsh says a strong UMass Boston is critical, and offers to help - The Boston Globe 05/23/18

More guestions for Mt. Ida's former president - The Boston Globe 05/22/18

There's a leadership mess at UMass Boston, and it's hard to know whom to blame more - The Boston Globe 05/22/18

Meehan, UMass Boston faculty at war - CommonWealth Magazine 05/22/18

UMass Boston's chancellor search collapsed and everyone is pointing fingers - The Boston Globe 05/22/18

All three finalists for UMass Boston chancellor job withdraw from consideration - The Boston Globe 05/21/18

At Mount Ida, a mysterious benefactor with ties to the school's president - The Boston Globe 05/20/18

QUINCY COLLEGE

Quincy College to reimburse some nursing students - WCVB 05/23/18

Quincy College drops nursing appeal - The Patriot Ledger 05/21/18

Quincy College won't appeal state's decision to shut down nursing programs - The Boston Globe 05/21/18

Tsaffaras out, Koch steps in at Quincy College - The Patriot Ledger 05/15/18

Quincy College president resigns after state shuts down nursing programs - The Boston Globe 05/15/18





Quincy College board schedules new closed-door meeting - The Patriot Ledger 05/13/18 Quincy College nursing students look for answers - The Patriot Ledger 05/11/18

<u>UMASS</u>

UMASS AMHERST | At UMass Amherst, admission easier for out-of-state applicants - CommonWealth Magazine 05/29/18 UMASS AMHERST | Out-Of-State Students With Lower Test Scores Admitted To UMass Amherst More - WBUR 05/29/18 UMASS AMHERST | 'Great Ideas for Free': UMass Springfield Design Center students envision downtown's future - masslive.com 05/17/18

UMASS SYSTEM | House passes life science bill - WBJournal.com 05/17/18

COMMUNITY COLLEGES AND STATE UNIVERSITIES

BERKSHIRE COMMUNITY COLLEGE

BERKSHIRE CC | Berkshire college students named among '29 Who Shine' - The Berkshire Eagle | Pittsfield Breaking News, Sports, Weather, Traffic 05/29/18

BRISTOL COMMUNITY COLLEGE

BRISTOL CC | BCC Holds Inauguration Ceremony for Fourth President - WBSM 05/31/18

BRISTOL CC | At BCC, a special space to make veterans feel at home - southcoasttoday.com 05/24/18

BRISTOL CC | Ribbon-cutting held at BCC's Joseph A. Marshall Veterans Center - The Taunton Daily Gazette 05/21/18

BRIDGEWATER STATE UNIVERSITY

BRIDGEWATER STATE U | Lawrence Guy shares his journey with learning disabilities with students - New England Patriots 05/21/18
BRIDGEWATER STATE U / CAPE COD CC | Housing for CCCC's Aviation Maintenance Technology Students Now Open at Bridgewater
State - CapeCodToday.com 05/21/18

BUNKER HILL COMMUNITY COLLEGE

BUNKER HILL CC | Pam Eddinger connects education with community - Sampan.org 05/18/18

BUNKER HILL CC | Changing Lives:New Pilot Program a Hit Right Off the Bat with CHS Students - Chelsea Record 05/18/17

BUNKER HILL CC | Longtime program helps locals launch biotech careers - Wicked Local 05/14/18

CAPE COD COMMUNITY COLLEGE

CAPE COD CC | Cape Cod Community College to expand Aviation Maintenance Technology program 05/30/18 CAPE COD CC | 4Cs Educational Foundation Awards \$222K in Scholarships - capecod.com 05/18/18

GREENFIELD COMMUNITY COLLEGE

GREENFIELD CC / WESTFIELD STATE U | Westfield State University and Greenfield Community College sign joint admission agreement - Westfield State University 05/17/18



HOLYOKE COMMUNITY COLLEGE

HOLYOKE CC | HCC reaffirms commitment to educating underserved Hispanic students - The Daily Hampshire Gazette 05/24/18

MASSACHUSETTS COLLEGE OF LIBERAL ARTS

MCLA | James F. Birge: MCLA's role in Berkshire renaissance - The Berkshire Eagle 05/13/18

MASSACHUSETTS MARITIME ACADEMY

MASS MARITIME | Student surge at maritime academy sparks housing expansion - Boston 25 News 04/23/18

MASSACHUSETTS SCHOOL OF ART & DESIGN

MASSART | At MassArt, a year-end showcase of excellence - The Boston Globe 05/20/18

MIDDLESEX COMMUNITY COLLEGE

MIDDLESEX CC | MCC transfer official earns Distinguished Service Award - Lowell Sun Online 05/23/18

MIDDLESEX CC | MCC trustees vote to remove Dobelle'sname from library - Lowell Sun Online 05/22/18

MIDDLESEX CC | Ex-Westfield State President Wants His Name Removed From Community College Library - New England Public Radio 05/15/18

MOUNT WACHUSETT COMMUNITY COLLEGE

MT. WACHUSETT CC | MWCC to offer paramedic tech program - WBJournal.com 05/29/18

MT. WACHUSETT CC | MWCC Pathways, dual enrollment students

MT. WACHUSETT CC | MWCC Pathways, dual enrollment students graduate - Leominster Champion 05/24/18

MT. WACHUSETT CC | MWCC student launched dog biscuit business - Lowell Sun Online 05/16/18

NORTHERN ESSEX COMMUNITY COLLEGE

NORTHERN ESSEX CC | Haverhill Northern Essex Community College receives program grant - Georgetown Record 04/10/18

SALEM STATE UNIVERSITY

SALEM STATE U | Horace Mann, SSU expect closer ties in new building - salemnews.com 05/13/18

SALEM STATE | Enrollment Drop Forces Salem State Hiring Freeze - Salem Patch 05/11/18

SPRINGFIELD TECHNICAL COMMUNITY COLLEGE

SPRINGFIELD TECH CC | Pioneer Valley Labor Council shows solidarity with STCC employee unions with donation - masslive.com 05/22/18

SPRINGFIELD TECH CC | Springfield Technical Community College Staff Pickets For President's Removal - New England Public Radio 05/21/18

SPRINGFIELD TECH CC | Springfield Technical Community College faculty, staff protest, demand ouster of President Cook - masslive.com 05/21/18



SPRINGFIELD TECH CC | STCC holds annual College for a Night program - WWLP 05/10/18
SPRINGFIELD TECH CC | Displaced Puerto Ricans to receive English training at STCC - WWLP 05/09/18

HIGHER ED POLICY TRENDS

Sales tax cut would threaten struggling public college system - The Berkshire Eagle 05/30/18

What and who are fueling the movement to privatize public education — and why you should care - The Washington Post 05/30/18

New data on enrollment and where the declines are greatest - Inside Higher Ed 05/29/18

A Degree With Zero Student Debt. Does It Work? - NPR 05/28/18

Tracing Latino educational inequality - CommonWealth Magazine 05/24/18

Enrollment Declines Steepest in Midwest and Northeast - Inside Higher Ed 05/22/18

College closings and cutbacks are reason for alarm - masslive.com 05/21/18

When it comes to student debt, it's really a matter of wealth - The Washington Post 05/16/18

Why Have States Cut Public University Funds? - The Atlantic 05/15/18

Colleges make higher ed easier for older students to access - Boston Herald 05/15/18

"Time to degree' is key - CommonWealth Magazine 05/14/18

Why falling demand for college hasn't brought down sticker prices - The Hechinger Report 05/14/18

Rising college rates spur Hispanic progress in higher education - The Hechinger Report 05/14/18

Colleges focus on helping students graduate on time - The Hechinger Report 05/14/18

Education Department Unwinds Unit Investigating Fraud at For-Profits - The New York Times 05/13/18

Colleges are still trying to grasp meaning of Europe's new digital privacy law - Inside Higher Ed 05/13/18

Endicott College president Richard Wylie, 77, dies days before commencement - The Boston Globe 05/13/18





Monthly Executive Board Meetings take place on the <u>second</u> 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.

