



Update

August 2018

Table Officers Contact Information

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Bunker Hill Community College

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



AFSCME Stewards please forward to your members!

The below email is being distributed by the Community College HR Directors. This information is sending not only a confusing message to the Local 1067 members, but a negative one as well.

Considering that the Union leadership(s) were not informed of such correspondence, nor were we asked to participate in helping to draft this piece, I feel it is my due diligence to respond in part to the statements below. Please see my comments/responses to the email in **red** below.

Based on the June 27, 2018, United States Supreme Court decision, Janus v. AFSCME, it is now unlawful for public sector employers or unions to require an employee to pay union dues or an agency fee to a union as a condition of obtaining employment or continued employment. The payment of union dues or agency fees is now voluntary. (According to the Janus decision there are no longer agency fees. You are either a dues paying member of the union, or an employee). Accordingly, state law and/or collective bargaining agreement provisions, including individual appointment letters, that previously made payment of union dues or agency fees a condition of employment are no longer valid. Employees are free to join a union, but a no longer required to join a union or to alternative pay mandatory agency fees as a condition of employment. (Employees have always been **free** to join the Union, they are just no longer required to pay mandatory agency fees. Employees paid agency fees to defray the cost of representation and benefits for those that did not want to join the Union for their own reasons.)

If any employee has questions about union membership, or is seeking forms relative to union membership (AFSCME has union membership cards should former agency fee payers wish to join in order to receive additional member benefits), you may wish to contact your campus MCCC or AFSCME representative (It is my thought that the information that has been sent out should have either been sent out in partnership with MCCC/AFSCME/MSCA and the individual colleges, as we did with the GIC fiasco this past spring; or at the very least the leadership of the aforementioned unions should have been contacted that this type of correspondence was going to be distributed, or by some measure we should of been asked our thoughts.) or contact the Human Resources Office for appropriate contact information. Employees who were previously paying agency fees need not take any action as those payments are no longer being deducted as a matter of law (the AFSCME Local 1067 CBA has a procedure to be followed if one wishes to opt out of the Union, Article 5, this would also apply to those who no longer wish to participate in the payment of agency fees. That being said, we expect the colleges to follow the collective bargaining agreement and those who no longer wish to be agency fee payers, should be given the option of joining the union. Additionally, for more information regarding the Janus decision, please review the Department of Labor Relations Questions and Answers at <http://www.mass.gov/alerts/dlr-qa-re-impacts-of-janus-v-american-federation-of-state-county-and-municipal-employees#875276>

Membership in a union is now voluntary and the decision to become a union member or not is entirely yours. (Membership in a union has always been voluntary and the decision to become a union members has **ALWAYS** been **ENTIRELY** their own. Public employees have the right to participate in or join a union or to refrain from doing so. (Public employees have always had the right to participate in or join a union by paying union dues or refrain from doing so via agency fee, again agency fees covered the cost of collective bargaining, mediation, arbitration, etc. This is nothing new and should not even be mentioned here. It is also unlawful for an employee to be discriminated against by either the employer or a union for his or her choice to join or not to join a union. (Again this has always been the case and is nothing new, see Articles 5, 6, 8, and 9 of the AFSCME 1067 CBA). Accordingly, any language in current collective



bargaining agreements and/or employment documents/appointment letters that includes as a condition of employment the payment of either union dues or agency fees is no longer valid and is to be disregarded and will not be contained in future appointment documents.

Furthermore, I believe that this rhetoric has been (*poorly*) composed and sent out to the rank and file to continue to lower moral, to create additional disparity and confusion, and to try to **BUST** the unions!

Lastly, the Unions are **NOT** going away, we **WILL NOT** become employees at will, and we will grow **STRONGER**. We are **AFSCME STRONG!** We **NEVER QUIT!**

I remain, Union and proud of it,

-Sheila

Sheila A. Kearns, M.Ed.

President

Organize, Educate, and Agitate

AFSCME Local 1067

Massasoit Community College

One Massasoit Boulevard

Brockton, MA 02302

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“You’re nothing if you’re not the truth”. ~ Oprah Winfrey



STRONGER TOGETHER



JANUS v. AFSCME

Subject: Joint Letter from MCCC & AFSCME Presidents

TO: Community College Presidents*

FROM: Sheila Kearns, President, AFSCME Local 1067 & Margaret Wong, President, MCCC

DATE: July 27, 2018

CC: Chapter Presidents and Local Stewards for distribution to all MCCC and AFSCME Unit members.

On Friday, July 20, the human resource office distributed at Northern Essex Community College and Springfield Technical Community College what appeared to be an announcement to inform employees about the Janus v. AFSCME Supreme Court decision. On closer reading, however, this seemingly innocuous missive was in fact a thinly disguised anti-union attack, sent out to the rank and file to further lower morale, to create additional disparity and confusion, and to try to undermine the unions. Emphasizing by repetition the misleading statement that now, because of Janus, union membership was voluntary, the letter forcefully insinuated the untrue notion that union membership had previously been compulsory. The letter's intent, clearly, was to persuade union members to reconsider union membership, and to make a "new" choice now that union membership was voluntary. This was UNION BUSTING, plain and simple.

By Monday, this letter was distributed to four more colleges. A few union leaders were given a heads up, but an attempt by one Chapter President to invite the HR representative to have a dialogue was rebuffed with this statement: "The text was provided by College Counsel so that all community college employees would receive exactly the same message. I do not plan to change the text." Eventually, a few HR representatives were willing to allow some of the most egregious sentences in the College Counsel's letter to be removed before it was sent out, but serious damage to the trust that had existed between Labor and Management had already been done.

How can the community college unions, AFSCME and the MCCC, be expected to trust Management going forward? How can college unit employees regain their belief in you, the colleges' CEOs, who permitted this assault on our collective bargaining authority?

More to the point, what exactly were you hoping to gain by permitting this attack on our unions? It is true that we are on opposite sides at the bargaining table; however, in the end, we aim for the same goal of providing quality education to our students while improving our programs and the college community. The bargaining strength of a union merely allows us to obtain an honest wage and decent working conditions so that we can better serve our students and do justice to the work we do. Although we fight rigorously for what is fair, none of our union members are getting rich, and all of us routinely volunteer to do far more than our paid work requires. We do this because we care about our students, and we take pride in the work we do.

It is difficult to comprehend the point of such an attack on us. Surely, a situation of roiling labor unrest is not desired when we,



Labor and Management, need to be pulling together to deal with the enrollment challenges and ever-increasing demands that community colleges do more with less. We should be working with, not against, each other. Going forward, we hope you will do the right thing. We urge you to convey to the College Counsel and to the college community your support for the colleges' unions and your respect for your unit employees.

Sincerely,

Sheila A. Kearns, M.Ed.

President

Organize, Educate, and Agitate

AFSCME Local 1067

Massasoit Community College

One Massasoit Boulevard

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Margaret Wong, President

Massachusetts Community College Council

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presmwong@mccc-union.org<<mailto:presmwong@mccc-union.org>>

(508) 560-5218

"You're nothing if you're not the truth". ~ Oprah Winfrey

*Ellen Kennedy, Berkshire Community College

Laura L. Douglas, Bristol Community College

Pam Y. Eddinger, Bunker Hill Community College

John Cox, Cape Cod Community College

Catherine Seaver (Interim), Greenfield Community College

Christina Royal, Holyoke Community College

David Podell, Massbay Community College

William A. Mitchell (Interim), Massasoit Community College

James Mabry, Middlesex Community College

James Vander Hooven, Mount Wachusett Community College

Patricia Gentile, North Shore Community College

Lane Glenn, Northern Essex Community College

Luis Pedraja, Quinsigamond Community College

Valerie R. Roberson, Roxbury Community College

John B. Cook, Springfield Technical Community College





Members Corner

Cape college receiving \$25M for new science building

By Cynthia McCormick
Updated Jul 12, 2018 at 6:19 AM

WEST BARNSTABLE — Cape Cod Community College officials plan to replace the college's science and engineering building with a new facility within the next 3½ years with the aid of \$25 million in state bond funds.

"It will benefit the students and community of Cape Cod tremendously for generations," college President John Cox said Wednesday.

Gov. Charlie Baker held a bill-signing ceremony at Westfield State University Tuesday to officially announce that the state has approved \$3.9 billion to address the state's capital repair needs, including those at public colleges and universities.

The \$25 million going to Cape Cod Community College is included in \$950 million dedicated to Massachusetts higher education, Cox said.

The community college in West Barnstable must raise additional funds — up to \$13 million — to complete the project, Cox said.

Community college officials have been trying to get funds for a new science facility for years, said trustee John Flores, who is also a Barnstable town councilor.

The structure "is old. That's the bottom line," Flores said.

Baker's signing of the bill approved by the Legislature "is obviously a step in the right direction," Flores said.

A report by the state Division of Capital Asset Management and Maintenance said it would be more cost effective to replace the current science and engineering building with a new structure than to renovate it, Cox said.

Construction is due to start in about a year and will last 20 to 24 months, Cox said. The existing building housing biology, chemistry and physics labs as well as faculty offices will be torn down, he said.

The current facility opened in the 1970s, Cox said.

The challenge for architects and planners is to "design a facility that has to last

probably 50 years," Cox said.

The designers plan to use a concept called modularity that will allow the new building to accommodate technological changes without invasive structural alterations, Cox said.

"We won't have to be knocking down walls," Cox said.

Funding approval for a new facility seemed close at hand the last year of Gov. Deval Patrick's administration, but the incoming Baker administration put the emphasis on addressing problems with the Massachusetts Bay Transportation Authority, Cox said.

While the funds for the new science and engineering center at college are welcome, a funding gap remains in addressing the capital needs of state colleges and universities, Flores said.

"It's an ongoing problem," said Flores, who is running for the Cape and Islands state Senate seat currently held by Julian Cyr of Truro.

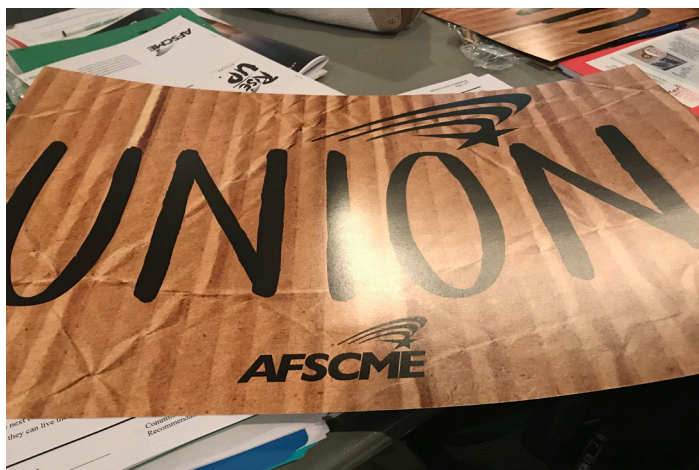
The plan is for the new science and engineering building to be constructed next to the existing science building and lecture halls in a phased construction process designed to minimize disruption to classes and laboratories, college officials said.

Officials anticipate the new science building will help attract more students, Flores said.

The project is expected to take three to 3½ years to complete, Cox said.



AFSCME 43rd International Convention / Boston





CONTRACT NEGOTIATIONS

We are waiting for a response from the Board of Higher Education.
That being said ...

Important points to remember:

1. We are still unable to address questions regarding the negotiations. ***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 and you will learn FACT from RUMOR.
3. Until a new agreement is reached, signed, and ratified we are still working under the 2014-2017 contract.

Have no doubt that your AFSCME contract representatives have worked relentlessly to make sure you receive a FAIR contract and feel your frustration.

Organize
Agitate
Educate





Dates Needed!

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

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: _____



* Campus Police *

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

Please note that to purchase this insurance 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>

Please see the following pages for more information

Critical Incident Team - 24/7

Diane Byrnes - 781-718-8226

Kevin Hanley - 781-603-2754

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

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



Public Safety Protection Program: PORAC LDF PLAN II

GENERAL

- ☐ Providing representation to public safety officers since 1974
- ☐ Run by peace officers for peace officers
- ☐ The largest and oldest legal plan in the nation
- ☐ No cap on benefits
- ☐ Panel of experienced attorneys

Coverage for Acts or Omissions Within The Scope Of Employment

CIVIL

- ☐ When your employing agency defends and indemnifies you, the Plan will provide you with an experienced attorney to monitor your case to ensure you receive quality representation, free of any conflicts of interest between you and the employer or other involved officers. The civil monitor will also be available to answer your questions and address your concerns about the case throughout the process. If your employing agency refuses to defend you, then you will be provided with your own experienced, independent civil attorney to represent you in the case.
- ☐ If there is:
 - ☐ A legal conflict of interest between you and your employer
 - ☐ Inadequate representation by your employer
 - ☐ A considerable likelihood that punitive damages could be awarded against you
 - ☐ If your employer refuses to represent you for an act or omission within the scope of your employment
- ☐ You will be provided with independent counsel by the Legal Defense Fund.

AFSCME PSPP members can contact the LDF plan at (888) 556-5631 for any incidents covered. The AFSCME Advantage Coordinator can be reached at (800) 588-0374.



CRIMINAL

- ☐ Full representation by an experienced criminal attorney from the onset of the investigation through trial
- ☐ This benefit is available no matter what agency does the investigation:
 - ☐ Local
 - ☐ State
 - ☐ Federal
 - ☐ FBI

CIVIL AND CRIMINAL COVERAGE:

- ☐ Customary and Usual Services:
 - ☐ Investigators
 - ☐ Expert Witnesses
 - ☐ Polygraphers
 - ☐ Court Reporters
 - ☐ Court Costs
- ☐ Conflict coverage - each member gets separate counsel

NO CAP ON BENEFITS -- The PORAC Legal Defense Fund prides itself on a long history of providing unlimited access to attorneys, experts, and investigators when reasonably needed to protect its members.

EXPANSIVE LIST OF EXPERIENCED PANEL ATTORNEYS -- The PORAC Legal Defense Fund only engages highly experienced and well-qualified attorneys, with a history of representing public safety personnel. If you have an existing relationship with a local attorney and would like to submit their information for inclusion on the panel, please contact the PSOAA Administrator at admin@psoaa.org.

24-HOUR COVERAGE -- The PORAC Legal Defense Fund has attorneys available 24 hours a day, 7 days a week to handle emergency or critical incidents: (888) 556-5631.

- ☐ Criminal – All PSOAA members will receive representation by an experienced criminal defense attorney from the first indication of potential criminal exposure (e.g. shooting, death in custody, use of force resulting in serious physical injury) arising from an act or omission within the scope of employment.
- ☐ Civil – All PSOAA members will receive representation by an experienced civil attorney when a member is sued for an act within the scope of employment, but the employing agency refuses to defend the member. When the member's employing agency defends, but fails to fully indemnify that member, the Plan will provide an experienced attorney to monitor the case.

AFSCME PSPP members can contact the LDF plan at (888) 556-5631 for any incidents covered. The AFSCME Advantage Coordinator can be reached at (800) 588-0374.



NEED TO FILE A CLAIM - As a PSOAA member and you need to file a claim simply call PORAC at (888) 556-5631. You will briefly speak with a case coordinator who will determine your eligibility for benefits. If your case is coverable you will be referred to an attorney or law firm in your area. Most calls take no more than four or five minutes.

BEEN INVOLVED IN A CRITICAL INCIDENT OUTSIDE OF NORMAL BUSINESS HOURS? - The 24-hour a day, 365 day-a-year PORAC hotline is available for all critical incidents such as shootings, deaths in custody, and vehicle pursuits resulting in death or serious injury. When you call (888) 556-5631 outside of normal business hours your call will be answered by an answering service and then transferred to a representative from the Legal Administrator's office. In most cases the Administrator's office is able to get an attorney to respond within 10 to 15 minutes.

DISCLAIMER

The PORAC Legal Defense Plan (LDF) is a non-profit ERISA trust fund, and the coverage it offers is separate and apart from any other plan offered through the Public Safety Officers of AFSCME Association (PSOAA) and the AFSCME Public Safety Protection Program. LDF is not related to any other PSOAA benefit provider. LDF has not entered into any relationship with any other PSOAA benefit provider. LDF is not the representative of any other PSOAA benefit provider and is not responsible for any representations or benefits which may be offered by another benefit provider. If you have any questions about LDF, please contact the LDF Legal Administrator or the Administrator's designated representative. Only they may answer questions regarding the benefits and coverage LDF provides.

Note:

<https://www.psoaa.org/faq.php> website.

Group: AFSCME Public Safety locals can elect to sign up their entire local or segments of their local for the Public Safety Protection Program.

Sign-up and payments are handled by the local.

The per-member cost for this option is \$15.75 per quarter (\$5.25 per member per month).

As stated in previous newsletters the Local is willing to pay for the first six months.



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.



Remember...

My Union is my Voice

Local 1067



AFSCME®

UNION



I'm sticking with my Union!

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!



If you have not recommitted to the Union, we need your card!

Stick with your UNION!

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

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 AFSCME
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Janus v. AFSCME

The United States Supreme Court has ruled in a case that could affect your union-negotiated job security, pay and benefits. The case is Janus v. AFSCME Council 31, and you need to know the facts:

- Anti-worker billionaires brought the case. The same 1-percenters who have been rigging the system against working people poured millions more into buying a ruling that could hurt you, your co-workers and working families.
- They want to bust unions. They know that unions like ours must represent every worker equally, even if some choose not to join as members. They convinced the Court to say that workers who receive all the benefits of a union contract and union representation no longer have to chip in to cover their fair share of the costs in an attempt to hurt the strength of our union.
- They want to sap our power. They know the power of a union comes from our strength in numbers. Corporate bigwigs have the power of money, but we have the power of people. That's why they plan to spend tens of millions to convince people like you to quit your union.
- **They want to divide us. The more people who stick together in our union, the more power we have to negotiate good pay, benefits and job security. If people quit, that power goes away.**

You can defend yourself! You can do one simple thing, right now, to prevent their attacks from hurting the job security and union-negotiated benefits you deserve and count on.

Let us know you'll never quit your union by signing the pledge today.

<https://www.afscme.org/hub/afscme-we-never-quit?source=janusvafscme.org>

Public service workers never quit on our communities, and we never quit on each other.

No court case can change that.

Don't be a Janus!





Massachusetts Department of Higher Education Newsclips

CAMPUS NEWS

UMASS

UMASS AMHERST | UMass to launch new guidelines to combat sexual assault - The Recorder 07/23/18
UMASS AMHERST | UMass chancellor responds to sexual harassment task force recommendations - MassLive 07/18/18
UMASS AMHERST | UMass tuition hike will hit home with local students The Sun Chronicle 07/16/18
UMASS BOSTON | In Maryland, lessons for UMass Boston - The Boston Globe 07/21/18
UMASS BOSTON | Former Bowdoin president Barry Mills steps down as UMass Boston leader - Portland Press Herald 07/09/18
UMASS DARTMOUTH | App camp at UMass Dartmouth hopes to spark love of STEM - SouthCoast Today 07/23/18
UMASS DARTMOUTH | UMass Dartmouth plans replacements, renovations for campus buildings - SouthCoast Today 07/19/18
UMASS LOWELL | UMass Lowell fabric center to try to make smarter clothes - The Boston Globe 07/12/18
UMASS LOWELL | UMass Lowell adjunct faculty call out Marty Meehan with targeted ad campaign - The Boston Globe 06/28/18
UMASS SYSTEM | Protest targets UMass tuition increases - The Boston Globe 07/26/18
UMASS SYSTEM | Ill-timed tuition increase for UMass - Salem News 07/26/18
UMASS SYSTEM | State budget includes UMass funding for Wareham cranberry station, Lyme disease research in Worcester, bees in Amherst, mediation center in Boston - MassLive 07/19/18
UMASS SYSTEM | Meehan to lead UMass through 2023 - Lowell Sun Online 06/30/18

BUDGET

Gov. Charlie Baker announces \$21 million for Westfield State University renovation project - MassLive.com 07/10/18

WESTFIELD – Westfield State University is among the Massachusetts public higher education institutions set to benefit from nearly \$4 billion in state investments, Gov. Charlie Baker announced Tuesday. The governor and other Massachusetts officials touted the \$3.9 billion bond package, which includes funding to help address statewide capital needs, during an afternoon ceremonial bill signing at the Westfield campus.

BERKSHIRE CC | For new students, BCC using \$5.5M from state to create one-stop Success Center - The Berkshire Eagle 07/10/18

CAPE COD CC | CCCC Receives \$25 Million Towards New Science/Engineering Tech Center - CapeCodToday.com 07/10/18



MASSBAY CC / FRAMINGHAM STATE | Governor Authorizes \$14.3 Million For Framingham State and \$15 Million For New Health Facility For MassBay in Framingham – Framingham Source 07/10/18

UMASS DARTMOUTH | UMass Dartmouth to renovate science and engineering building - SouthCoast Today 07/10/18

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OTHER STATE BUDGET NEWS

Baker sounds the alarm on need to pass state budget - Lowell Sun Online 07/13/18

Baker-Polito Administration Proposes \$150 Million Investment in Public Education & School Safety – Framingham Source 07/13/18

Here's how Gov. Charlie Baker wants to spend the \$1 billion budget surplus - masslive.com 07/13/18

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MASSACHUSETTS EARLY COLLEGE INITIATIVE

BUNKER HILL CC | CHS Gets State Designation as Early College Program - Charlestown Patriot-Bridge 07/07/18

MASSASOIT CC | New Heights in Brockton ahead of schedule with college classes - The Enterprise 06/29/18

CAMPUS CLOSURES

Massachusetts debates new regulatory requirements on private colleges in the wake of Mount Ida's closure - Inside Higher Ed 07/16/18

Gov. Charlie Baker seeks to prevent another abrupt college closure like the shuttering of Mount Ida - MassLive 07/13/18

Mt. Ida president blames closure on Lasell College maneuvers - The Boston Globe 07/09/18

MULTIPLE CAMPUSES

MULTIPLE CAMPUSES | Central Mass Public colleges confront student hunger, housing needs over summer - Telegram 07/01/18

MULTIPLE CAMPUSES | BCC, UMass Dartmouth, Mass Maritime to collaborate on wind curriculum -The Taunton Daily Gazette 06/29/18

CAMPUS NEWS

COMMUNITY COLLEGES AND STATE UNIVERSITIES

BERKSHIRE COMMUNITY COLLEGE

BERKSHIRE CC | State licensure board doles out warning to BCC nursing program - The Berkshire Eagle 07/20/18

BRISTOL COMMUNITY COLLEGE

BRISTOL CC | New student trustee one of handful of BCC students to participate in prestigious NASA program - SouthCoast Today 07/06/18

BRISTOL CC | Fees on the rise at Bristol Community College - The Sun Chronicle 07/11/18



[BUNKER HILL COMMUNITY COLLEGE](#)

BUNKER HILL CC | Bunker Hill Community College Receives \$25.7 Million from Baker-Polito Administration to Modernize Capital Assets - Markets Insider 07/18/18

[CAPE COD COMMUNITY COLLEGE](#)

CAPE COD CC | Cape Cod Community College and Curry College to Sign Transfer Agreement - CapeCodToday 06/26/18

[GREENFIELD COMMUNITY COLLEGE](#)

GREENFIELD CC | Inmates gain outlet for creativity, new skill through photography class - The Recorder 07/15/18

[FITCHBURG STATE UNIVERSITY](#)

FITCHBURG STATE U | Fitchburg downtown revival moves from vision to reality - Sentinel & Enterprise 07/20/18

[FRAMINGHAM STATE UNIVERSITY](#)

FRAMINGHAM STATE U | Framingham State president signs CEO diversity pledge - MetroWest Daily 07/18/18

FRAMINGHAM STATE / UMASS LAW | Framingham State, UMass Law reach degree agreement - WBJournal 07/12/18

[HOLYOKE COMMUNITY COLLEGE](#)

HOLYOKE CC / SPRINGFIELD TECH CC | Holyoke city employees learn to create healthy meals at HCC MGM Culinary Arts Institute - MassLive 07/19/18

[MASSACHUSETTS BAY COMMUNITY COLLEGE](#)

MASSBAY CC | MassBay to start new program for certified CT scan technologists - Metrowest Daily News 07/22/18

MASSBAY CC | MassBay College Announces New Computed Tomography Certificate Program – Framingham Source 07/17/18

[MASSACHUSETTS MARITIME ACADEMY](#)

MASS MARITIME | Mass Maritime Unveiling Improved Waterfront - CapeCod.com 07/09/18

[MIDDLESEX COMMUNITY COLLEGE](#)

MIDDLESEX CC | Middlesex ranked top community college - Lowell Sun Online 07/05/18

[MOUNT WACHUSETT COMMUNITY COLLEGE](#)

MT WACHUSETT CC | MWCC summer program pays high school students to get head start on college 07/26/18

[NORTHERN ESSEX COMMUNITY COLLEGE](#)

NORTHERN ESSEX CC | Northern Essex Certificate Program Fills 'Dire' Need for Sign Language Interpreters - WHAV 07/24/18



[NORTSHORE COMMUNITY COLLEGE](#)

NORTH SHORE CC | One-stop shopping at North Shore Community College: GED+College Credits=Jobs - The Daily Item 07/12/18

NORTH SHORE CC | North Shore Community College seeks to expand online course offerings - Wicked Local 07/09/18

[QUINSIGAMOND COMMUNITY COLLEGE](#)

QUINSIGAMOND CC / WORCESTER STATE U | New grant to help Worcester schools, public colleges draw more minority students to STEM teaching - The Telegram 07/24/18

[SALEM STATE UNIVERSITY](#)

SALEM STATE U | Students start college before high school ends - The Salem News 07/26/18

SALEM STATE U | Salem State Partners With Public Schools On Early College Program - Salem Patch 07/16/18

[SPRINGFIELD TECHNICAL COMMUNITY COLLEGE](#)

HOLYOKE CC / SPRINGFIELD TECH CC | Holyoke city employees learn to create healthy meals at HCC MGM Culinary Arts Institute - MassLive 07/19/18

SPRINGFIELD TECH CC | Recent Springfield high school graduates test hands-on skills at STEM program - WWLP 07/13/18

[WORCESTER STATE UNIVERSITY](#)

WORCESTER STATE / UMASS MEDICAL | Central Mass. colleges say federal guidance won't change admissions - WBJournal 07/11/18

[HIGHER ED POLICY TRENDS](#)

Most Americans think higher ed is headed in wrong direction - Inside Higher Ed 07/27/18

With the 'Aim Higher Act,' Democrats want states to make community college free - The Hechinger Report 07/27/18

The nation's first urban work college will open a second site and launch a consortium - The Hechinger Report 07/26/18

We're too smart not to solve student debt in Massachusetts - Boston Business Journal 07/26/18

Students sacrifice meals and trips home to pay for textbooks - Inside Higher Ed 07/26/18

Students Seeking Equal Access To Education May Find Federal Help Harder To Come By - NPR 07/25/18

New pathway gives California community college students guaranteed admission to private colleges - EdSource 07/25/18

Are the Right Students Applying for Federal College Aid? - Education Week 07/25/18

Many student parents drop out because they don't have enough time for schoolwork - The Hechinger Report 07/24/18

Calls for universities to end their contracts with U.S. immigration agency - Inside Higher Ed 07/24/18

Why We Need To Rethink Conventional Graduation Rates As A Measure Of Colleges' Success - Forbes 07/23/18

Only 61% of high school graduates completed the FAFSA application - The Hechinger Report 07/20/18



Some presidents forge a path from liberal arts colleges to professionally focused institutions - Inside Higher Ed 07/19/18

The benefits of greater connections between community and Ivy League colleges - Inside Higher Ed 07/18/18

Survey gauges belief in colleges' contribution to the public good - Inside Higher Ed 07/18/18

Hungry for Change: The mindset shift higher ed needs to address student housing and food insecurity - Education Dive 07/18/18

How higher ed leaders grapple with the impact of immigration policy - Education Dive 07/17/18

The New Toll of American Student Debt in 3 Charts - The New York Times 07/11/18

Study Shows How Working Community College Students Fared - Inside Higher Ed 07/10/18

Colleges dropping art for job-centric majors is a disservice to all - Boston Business Journal 07/09/18

San Francisco State finds evidence that ethnic studies students do better - Inside Higher Ed 07/09/18

Facts about the role of race in college admissions, completion and success rates - The Hechinger Report 07/06/18

Where Are All The Female College Presidents? - Forbes 07/05/18

Trump administration moves to rescind Obama-era guidance on race in admissions - The Washington Post 07/03/18

College students increasingly caught in remedial education trap - The Hechinger Report 07/02/18

Ranking America's Colleges by Gender Wage Gap - Forbes 06/29/18



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.

