

Local 1067



September 2018

Newsletter

Welcome September

Table Officers Contact Information

Sheila Kearns, President

skearns1@massasoit.mass.edu

Massasoit Community College

T: 508-588-9100, x1009

Thomasine Corbett, Vice President

Tcorbett@necc.mass.edu

Northern Essex Community College

T: 978-738-7493

Kevin Hanley, Treasurer

khanley@bhcc.mass.edu

Bunker Hill Community College

T: 617-228-2154

Marie Griffin, Secretary

mgriffin@bhcc.mass.edu

Bunker Hill Community College

T: 617-228-2282

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



What's going on...

AFSCME Local 1067 and MCCC are standing together in response to the Community College President's memorandum with regard to Janus.

There was some controversy with regard to a joint meeting with the Community College President's Labor Council meeting as the President of AFSCME was uninvited to attend. Below and on the following pages are the emails (green emails are from MCCC and AFSCME) that transpired...

Dear Ms. Kearns,

This will follow up on President Glenn's office's emails to you about setting up a meeting between AFSCME and the Community College Presidents' Labor Committee to discuss any outstanding issues related to the Janus decision. As you know, President Lane's office staff inadvertently thought the meeting with AFSCME would be held in conjunction with a meeting with the MCCC on August 28. You may disregard those emails. The meeting with the MCCC will be held in the context of the MCCC contract's joint labor/management committee. Consequently, other labor issues relative to the MCCC will be discussed at the meeting. The Presidents and I will thus meet with AFSCME on another date.

Quinsigamond Community College has offered to host the meeting. Please provide some dates in the next two to three weeks that work best for you and your team. I will then coordinate with the Presidents to select a date.

Thank you and I look forward to hearing from you.

Michael J. Murray, Esq.

Director of Employee and Labor Relations

Department of Higher Education

One Ashburton Place

Boston, MA 02108

617-780-4990

mmurray@dhe.mass.edu



Dear Mr. Murray and Mr. Glenn,

In response to your email below, the harm to AFSCME Local 1067 and the MCCC based on the memo the Presidents Council sent to everyone at the community colleges was equal. Therefore, I am not inclined to disregard the emails that invited me to discuss this issue alongside my MCCC union brothers and sisters.

I have spoken to and confirmed with MCCC President, Margaret Wong, that the meeting is not intended to be part of the MCCC contract's joint labor/management committee, and that the MCCC also wants this to be a joint AFSCME/MCCC meeting with representatives from the Presidents Council responsible for sending out the memo inviting union members to rethink their union membership.

I look forward to a productive meeting at QCC on August 28.

Best regards,

-Sheila

Sheila A. Kearns, M.Ed.
President
Organize, Educate, and Agitate
AFSCME Local 1067
Massasoit Community College
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Brockton, MA 02302
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(C) 508-523-6212
skearns1@massasoit.mass.edu

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





Dear Ms. Kearns,

Let me be very clear and frank as you do not seem to have understood the previous correspondence from me and President Glen's office. You are not invited to the August 28 meeting with the MCCC and we will not meet with you on that day. The meeting on 8/28 is for the MCCC. We plan on discussing several issues with the MCCC other than Janus. As we have previously stated, we are happy to meet with AFSCME on another date. If you would so like to meet, please provide dates on which you and your team would be available to meet. If you have any questions, please contact me.
Michael Murray, DHE

Lane, your original email said that "there are a number of remaining issues related to the Janus decision and its implementation the unions and the colleges would benefit from discussing and working together to resolve." The setting up of dates for our regular Joint Study Committee meetings was part of the email, but was in the next paragraph.

I cannot be made a party to breaking faith with a fellow union president after we sent out our joint letter. Our unions are under attack as it is, and we need to be working together.

To that end, if the August 24 meeting cannot involve both AFSCME and the MCCC to deal with an issue that affected us equally, I will understand that the August 24 meeting was never intended in good faith to work collaboratively with us to deal with the situation unilaterally created by the ill-advised memo authored by the labor committee. As a result, we, unfortunately cannot move forward with the August 24 meeting.

Margaret

=====

----- Original Message -----

Subject: Re: Meeting on Aug. 28

Date: Fri, 17 Aug 2018 16:21:37 +0000

From: "Glenn, Lane" <lglenn@necc.mass.edu>

To: "Murray, Michael (DHE)" <MMurray@dhe.mass.edu>, Margaret Wong <presmwong@mccc-union.org>

Cc: "Carol Wolff Fallon" <fallonc@middlesex.mass.edu>

Mr. Murray is correct. Please note that the invitation to meet was addressed to you individually, not to you and Ms. Kearns. My apologies for any confusion created when my office merged the two meetings, but they are intended to be separate.

Thanks,
Lane

Lane A. Glenn
President
Northern Essex Community College
(978) 556-3855



Check out “Running the Campus,” my blog featuring stories and perspectives on leadership, higher education, and going the extra mile: <http://president.necc.mass.edu>

From: “Murray, Michael (DHE)” <MMurray@dhe.mass.edu>

Date: Friday, August 17, 2018 at 12:10 PM

To: Margaret Wong <presmwong@mccc-union.org>

Cc: “Glenn, Lane” <lglenn@necc.mass.edu>, Carol Wolff Fallon <fallonc@middlesex.mass.edu>

Subject: Meeting on Aug. 28

Hi Margaret,

I just wanted to take a quick second to confirm our meeting on Aug 28 and to clarify that the meeting is solely with the MCCC. The meeting is a contractual Joint Study Committee meeting and we do not think it appropriate to have Afscme or any other union present especially since we are likely to raise or discuss other MCCC issues that day. We have indicated to Ms. Kearns of Afscme that we will be happy to meet with Afscme on another date.

In case you are unaware, the confusion started when President Glenn’s office staff inadvertently invited both union’s to a meeting at the same time. We immediately advised Afscme that was an error and offered to meet on another date. Despite this, Ms. Kearns insists that she will attend our meeting on August 28. I have made it clear to her that we will not meet with her or Afscme on August 28 with at the MCCC meeting.

If you have any questions, please feel free to contact me.

Michael Murray, DHE



Mr. Murray/Mr. Glenn,

Allow me to first begin by addressing Mr. Murray's surly email. As a reminder under the National Labor Relations Act (NLRA) when union officers are engaged in a forum such as this, we are equal with management. This is not a "master-servant relationship" and I do not appreciate the disrespect illustrated in Mr. Murray's response.

Furthermore, I most certainly understand the correspondence from you both. It has become abundantly clear that your disposition is not to work collaboratively with the unions, but independently in an effort to divide us. With all due respect, Mr. Glenn's original email stated "there are a number of remaining issues related to the Janus decision and its implementation the unions and the colleges would benefit from discussing and working together to resolve."

Once again, how can the community college unions, AFSCME and the MCCC, be expected to trust Management going forward? It appears to be evident that neither the Community Colleges nor Mr. Murray wish work together with the unions, but would rather work against us in a situation of roiling labor unrest.

Moreover, our unions are under attack and we need to be working together. If a meeting involving both AFSCME and the MCCC cannot be scheduled to deal with the situation unilaterally, I will figure it to be that the invitation to meet was never intended in good faith and as a result AFSCME will not meet with the Community College Council of Presidents Labor Committee and Mr. Murray.

-Sheila

Sheila A. Kearns, M.Ed.
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"You're nothing if you're not the truth". ~ Oprah Winfrey



Tue 8/21/2018 5:19 PM

Dear Ms. Wong and Ms. Kearns:

My apologies again for the miscommunication from my office that led to confusion about our planned August 28th meeting. Our initial position to meet with MCCC and AFSCME separately was not intended to cause further friction, but was grounded in the parties' longstanding practice as well as legal parameters under existing labor law. However, we note your concerns and are mindful that successful problem resolution requires constructive dialogue between the parties involved—from both directions.

In an effort to move forward in a productive and mutually respectful manner, the Community College Presidents Labor Committee is offering to reconfigure the Special Joint Study Committee scheduled with the MCCC at Quinsigamond Community College on August 28th at 1:00 pm and schedule in its place a brief initial joint meeting with both the MCCC and AFSCME in order that you may bring to our attention any lingering concerns about the impact of communications around the Supreme Court's Janus decision.

While the Committee is willing to hear from both unions together at this brief initial meeting, the Committee notes that any discussions regarding the possible impact, if any, on a particular union should, and must, be appropriately addressed in separate impact bargaining sessions with the applicable union(s). We would certainly be willing to provide some time on our meeting day next week to meet separately to address any such impact or related issues.

Prior offers have been made to the MCCC DAY and DCE bargaining units and to AFSCME to meet to bargain the impact, if any, of the JANUS decision, and such offers remain in effect. Should your union(s) like to meet per these offers, we would be more than happy to schedule meetings between the parties' appropriate representatives for that purpose.

If you wish to accept our renewed offer to meet on August 28, please confirm to Cheryl Goodwin at cgoodwin@necc.mass.edu.

It is my hope that we can resolve these miscommunications and engage in productive discussions, first jointly, and then separately, in order to work together and resolve any Janus related issues.

Thank you for your consideration of this matter and we hope to see you on August 28.

--Lane

Lane A. Glenn
President
Northern Essex Community College
(978) 556-3855



Result of the joint meeting...

MEMORANDUM

DATE: September 4, 2018

TO: Employees of Massachusetts Community College System

FROM: Massasoit Community College, Board of Higher Education, MCCC and AFSCME Local 1067 Council 93

RE: Janus Decision Advisories of the Massachusetts Attorney General and Department of Labor Relations

In the event any employee has any questions on the impact or effect of the Janus decision issued by the United State Supreme Court, enclosed for your information is a copy of the Attorney General's Advisory on the matter. For additional information on Janus, below please find a link for the Massachusetts Department of Labor Relations Q and A on the Janus decision. Should you have additional questions, you should contact your campus representatives for the MCCC or AFSCME.

Direct inquiries about MCCC membership status and/or dues to office@mccc-union.org.

Direct inquiries about AFSCME to skearns1@massasoit.mass.edu.

For your convenience, please find electronic links to the above referenced documents.

Attorney General Advisory: <https://www.mass.gov/doc/attorney-general-advisory-affirming-labor-rights-and-obligations-in-public-workplaces-0>

Department of Labor Relations Q & A: <https://www.mass.gov/alerts/dlr-qa-re-impacts-of-janus-v-american-federation-of-state-county-and-municipal-employees#875276>

Attachment





Greater Boston Legislative Labor Day Breakfast

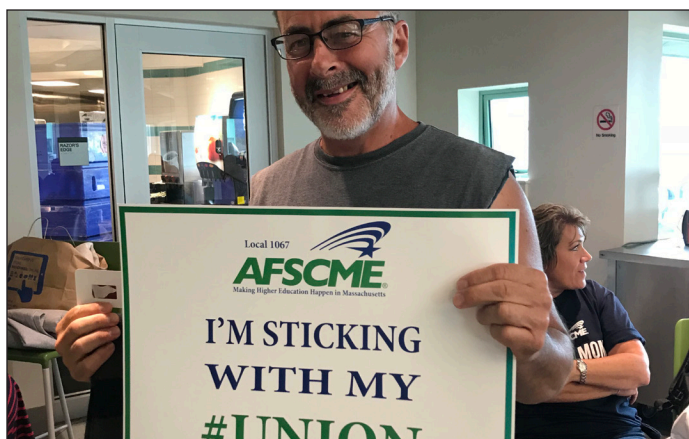
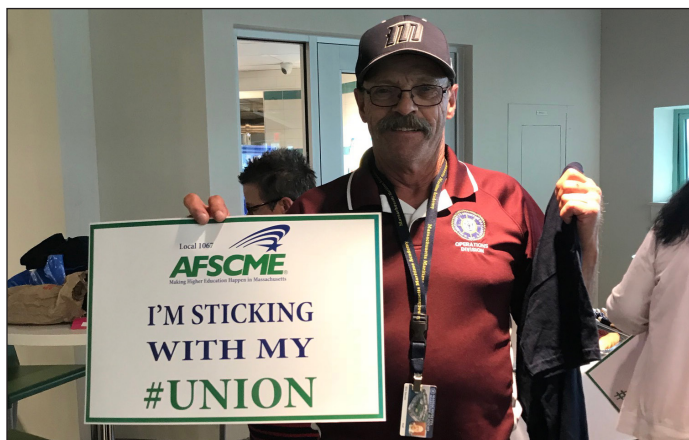
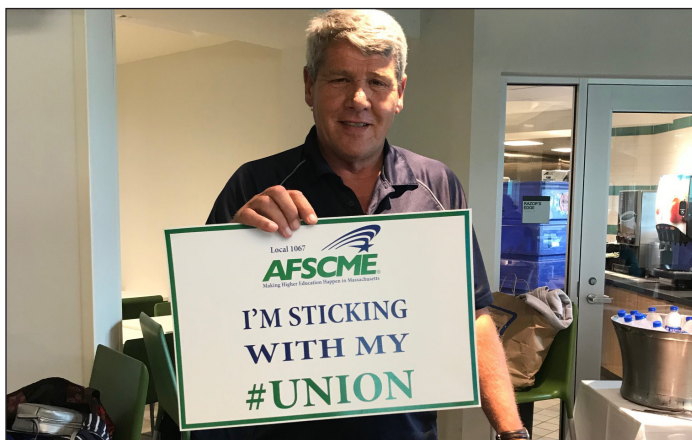


Table Officers and stewards of AFSCME Local 1067 at the 2018 Greater Boston Legislative Labor Day Breakfast. Members met with Elizabeth Warren and Jay Gonzalez.



Professional Development at the Massachusetts Maritime Academy

After a Janus presentation by Tracy Monahan and Molly Maloney, members were treated to a three-hour Cape Cod Canal trip followed by a clam boil! Pictured are members who won raffle items. A great time was had by all.





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 the Table Officers 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





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: _____



*** 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@psaaa.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.

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.

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.

Update

Local 1067



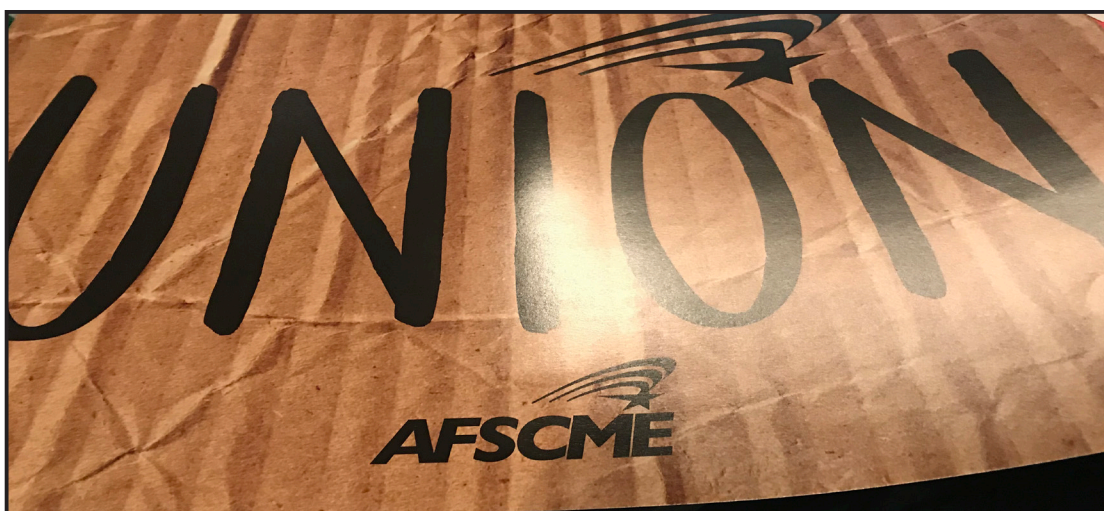
Remember...

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!



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.

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.

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
Since 1946



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

MASS TRANSFER

Transferring from community college is now a lot easier - The Boston Globe 08/17/18

Until recently, the Massachusetts public higher education system had 2,200 different transfer agreements among the 29 different campuses, making it nearly impossible for students to know what credits would count, and where.

But higher education officials and faculty have spent the past several years creating a new transfer program designed to make it easier and more affordable for students to earn a bachelor's degree in Massachusetts.

UMASS

UMASS BOSTON | Legislature allots \$20m for UMass Boston nursing center - Dorchester Reporter 08/23/18

UMASS BOSTON | New UMass Boston dormitory tower seen as symbol of new era on campus - Dorchester Reporter 08/23/18

UMASS LOWELL | Marty Meehan treating UMass Lowell like second-class citizen - Boston Herald 08/05/18

UMASS SYSTEM | UMass has spent over \$1.3 billion on construction since 1999; See where that money has gone - MassLive 08/20/18

UMASS SYSTEM | Smear campaign against Marty Meehan misses UMass successes - The Boston Globe 08/05/18

UMASS SYSTEM | UMass police union upset with plan to use private security at Mount Ida campus - MassLive 08/03/18

CAMPUS NEWS

COMMUNITY COLLEGES AND STATE UNIVERSITIES

BERKSHIRE COMMUNITY COLLEGE

MASSART / BERKSHIRE CC | Programs ensure that for youths' summer employment, readiness training is job one | The Berkshire Eagle | Pittsfield Breaking News, Sports, Weather, Traffic 08/04/18

BRISTOL COMMUNITY COLLEGE

BRISTOL CC | Enrollment for BCC casino classes lags as Taunton casino languishes SouthCoast Today 07/21/18

CAPE COD COMMUNITY COLLEGE

CAPE COD CC | 'Summer of Science' program at Cape Cod Community College - Barnstable Patriot 08/01/18

**GREENFIELD COMMUNITY COLLEGE**

GREENFIELD CC | GCC precision machining program offers training for a new career - The Recorder 08/03/18

FRAMINGHAM STATE UNIVERSITY

FRAMINGHAM STATE U | Framingham State Joins Pilot Program To Allow Students To Opt Out Of Submitting SAT Scores For Admission – Framingham Source 08/06/18

MASSACHUSETTS COLLEGE OF LIBERAL ARTS

MCLA | MCLA Academy Prepares Incoming Students for STEM Careers - iBerkshires 08/18/18

MASSACHUSETTS COLLEGE OF ART AND DESIGN

MASSART / BERKSHIRE CC | Programs ensure that for youths' summer employment, readiness training is job one | The Berkshire Eagle | Pittsfield Breaking News, Sports, Weather, Traffic 08/04/18

MIDDLESEX COMMUNITY COLLEGE

MIDDLESEX CC | MCC receives grant to upgrade Dental Hygiene Clinic and Dental Assisting Laboratory - Lowell Sun Online 08/20/18

MOUNT WACHUSETT COMMUNITY COLLEGE

MT WACHUSETT CC | Mount Wachusett adds criminal justice transfer track - WBJournal 08/23/18

MOUNT WACHUSETT CC | MWCC launches classes for former Quincy College nursing students - The Gardner News 08/07/18

NORTHSHORE COMMUNITY COLLEGE

NORTH SHORE CC | NSCC Students Receive 2018 Coca-Cola Leaders of Promise Scholarships - Lynn Journal 08/23/18

QUINSIGAMOND COMMUNITY COLLEGE

QUINSIGAMOND CC / WORCESTER STATE U | 3 Worcester Schools Designated In Early College Program - Worcester Patch 08/03/18

SPRINGFIELD TECHNICAL COMMUNITY COLLEGE

SPRINGFIELD TECH CC | 'We want to be the Harry Potter of STEM education': STCC touts \$1M grant to promote science, engineering in local schools - MassLive 08/07/18

WORCESTER STATE UNIVERSITY

QUINSIGAMOND CC / WORCESTER STATE U | 3 Worcester Schools Designated In Early College Program - Worcester Patch 08/03/18



HIGHER ED POLICY TRENDS

Is college enrollment among older adults increasing, or not? - The Hechinger Report 08/24/18

International Students are Shifting Choices of Where to Study - Inside Higher Ed 08/24/18

Colleges are increasingly admitting students conditionally — as sophomores - The Hechinger Report 08/23/18

NYU's Move To Make Medical School Free For All Gets Mixed Reviews - NPR 08/23/18

In Massachusetts, Three in Ten Families Expect Kids to Save \$10K for College Costs by High School Graduation - Business Wire 08/23/18

Students are dropping out of college before even starting - The Washington Post 08/23/18

States showing some progress on closing racial equity gaps - Inside Higher Ed 08/21/18

College-bound? The fees could end up being a big surprise - The Boston Globe 08/20/18

Many Students Who Quit College Are Close to Completion - VOA 08/18/18

Students are spending less than ever on course materials - Inside Higher Ed 08/16/18

Going mobile: The government's most crucial financial aid form - The Washington Post 08/16/18

New England's smallest colleges are struggling - The Boston Globe 08/11/18

CUNY initiative sees early success in remedial education - Inside Higher Ed 08/10/18

With an extra financial-aid boost, low-income students more likely to major in STEM - The Hechinger Report 08/10/18

Universities adding thousands of new majors, hoping new degrees will spur demand - The Hechinger Report 08/09/18

The Committee for Economic Development reveals what gets high school grads ready - The Hechinger Report 08/09/18

The link between college completion and student loan repayment - Inside Higher Ed 08/08/18

The talent is out there. So why don't elite colleges enroll more low-income students? - The Washington Post 08/06/18

Should Massachusetts Taxpayers Subsidize A Private University's Veterinary Program? - WGBH 08/02/18

Some College Students Choose a School Where They Don't Fit, on Purpose - The New York Times 08/02/18



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.

