

Local 1067



December 2018

Newsletter

Happy Holidays!

Wishing you comfort, hope, and joy for the holidays!

- President Kearns

Table Officers Contact Information

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What's going on...

Contract News

The DHE submitted the AFSCME CBA to the Governor for funding on November 6 per MGL c.150E.
We will send an update as soon as we hear any further information.

Thank **YOU**, our members for your patience in this lengthy process. **There is no Union without U!**

REMINDER!

THERE IS NO EXECUTIVE BOARD MEETING IN
JANUARY!





What's going on...

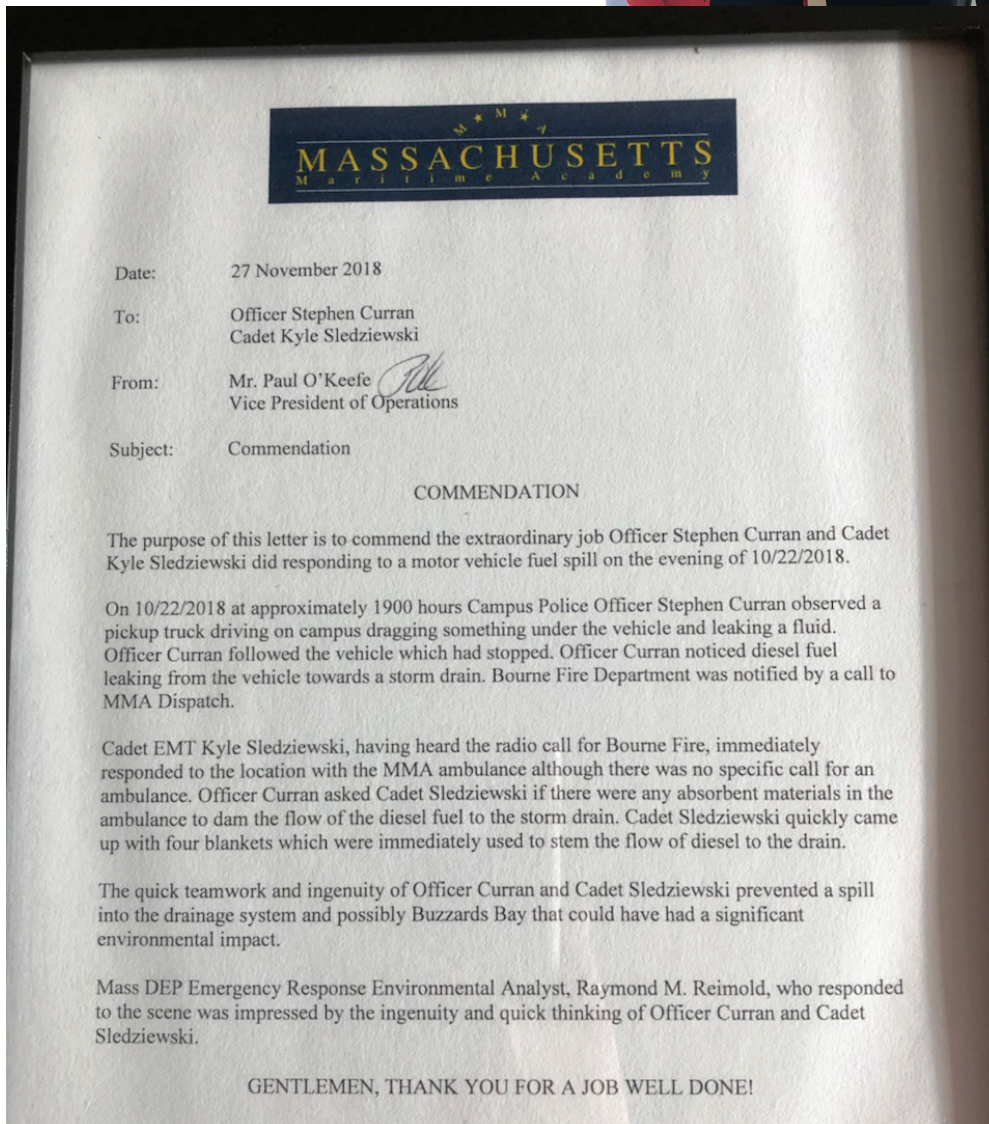
AFSCME Local 1067 will be collecting unwrapped toys
for the Toys for Tots campaign.

Please give your unwrapped toy to your Unit Steward before **December 10, 2018.**





What's
going on...



*Congratulations to Officer Curran and
Cadet Sledziewski for a job well-done!*



NOTE: Form 30's are ONLY to be used for desk audits when applying, or if you are being considered for a reclassification!



THE COMMONWEALTH OF MASSACHUSETTS
BOARD OF REGENTS OF HIGHER EDUCATION
ROOM 819, MCCORMACK BUILDING
ONE ASHBURTON PLACE
BOSTON, MASSACHUSETTS 02108-1530

TO: State and Community College Personnel Directors
FROM: Carleton H. LaPorte, Jr.
Vice Chancellor/Director of Employee Relations
RE: AFSCME, 1067 - Coalition One Agreement
DATE: August 30, 1985

The Employee Relations Division of the Board of Regents has received several complaints relative to the use of "Form 30's". Please be advised that it is the position of this office that "Form 30's" are to be used as an "information gathering" tool and should not be used to replace existing job specifications either in postings or advertisements.

In the 1983-1986 Collective Bargaining Agreement, we have agreed with AFSCME that the "classification structure and the accompanying job specifications have been created by the Commonwealth through its Department of Personnel Administration for the purposes of describing the duties and responsibilities of each job title." (Article 23, Section 1.C.).

However, as you are aware, these job specifications are descriptive rather than restrictive and employees may be assigned incidental, related or emergency duties.

If you have any questions in this regard please contact me.

cc: Erika Pinault
Sharon Fiske



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: _____



As this very active year, with many changes comes to a close; and before we usher in the new one, I'd like to express my sincere appreciation for all your hard work, dedication, and accomplishments. The holidays become even more special if you have dedicated and productive members like you! Thank you for all that you do!

-Sheila



* 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

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.



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!



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

TITLE IX

What Betsy DeVos' new sexual misconduct regulations mean for victims, the accused, and schools - The Inquirer 11/16/18

The Trump administration on Friday announced an overhaul to how schools deal with allegations of sexual misconduct, drastically narrowing the pool of complaints that institutions of higher education will be required to investigate under Title IX.

Proposed federal sexual misconduct rules add protections for accused students, colleges - Inside Higher Ed 11/16/18

The regulation – the first the federal government has issued on the matter – was crafted to clarify requirements for colleges and to add due process protections for accused students. But women's groups and advocates for survivors of sexual assault warn that it will undermine the rights of victims. And they say it will let colleges off the hook for not taking the issue of sexual misconduct seriously.

NOVEMBER ELECTIONS & HIGHER ED

'We're Bringing Education Back': Takeaways From The Election - NPR 11/9/18

College-age students turned out big-time for 2018 midterm elections - Inside Higher Ed 11/09/18

Education According to Marty Walsh - WGBH 11/8/18

The Education Gap That Explains American Politics - The Atlantic 11/07/18

What the Midterm Elections Mean for Higher Ed - The Chronicle of Higher Education 11/7/18

Governors races and higher education - Inside Higher Ed 11/07/18

SURVEYS, STUDIES, & REPORTS

Racial Inequality in College Enrollment Patterns - Inside Higher Ed 11/14/18

Hate Crimes on Campuses Are Rising, New FBI Data Show - The Chronicle of Higher Education 11/14/18

Is the 'Trump Effect' Scaring Away Prospective International Students? - The Chronicle of Higher Education 11/13/18

American Council of Education Report: Confronting Challenges of Campus Racial Climate - The Chronicle of Higher Education 11/13/18

Study abroad numbers continue to grow, driven by continued growth in short-term programs - Inside Higher Ed 11/13/18

Studious friends and roommates might lead to higher grades in college - The Hechinger Report 11/12/18

NCES Report: Online enrollments grow, and share of overall enrollment grows faster - Inside Higher Ed 11/07/18

MULTIPLE CAMPUSES

MULTIPLE CAMPUSES | Massachusetts Community College system calls on DeVos to recommit to transgender rights - Enterprise News - 11/14/18



UMASS

UMASS AMHERST | Teach-in held at UMass in response to Pittsburgh synagogue shooting – Massachusetts Daily Collegian 11/7/18

UMASS BOSTON | UMass reviews master plan; Science Center demo, quad construction on tap - Dorchester Reporter 11/29/18

UMASS BOSTON | Could Katherine Newman be the right fit to lead UMass Boston? - The Boston Globe 11/21/18

UMASS BOSTON | UMass Boston promises swift improvements at new dorm - The Boston Globe 11/12/18

CAPE COD CC / UMASS BOSTON | UMass Boston Teams Up with 4Cs to Offer On-Cape RN to BS Nursing Program - CapeCod.com 11/10/18

UMASS LOWELL | UMass Lowell opens defense-focused workforce institute - Boston Business Journal 11/27/18

UMASS LOWELL | Oprah raises consciousness and \$3M at UMass Lowell - Lowell Sun Online 11/16/18

CAMPUS NEWS

COMMUNITY COLLEGES AND STATE UNIVERSITIES

BRIDGEWATER STATE UNIVERSITY

BRIDGEWATER STATE U // MASSASOIT CC | Despite legalization, Brockton-area colleges won't stir the pot - Wicked Local 11/27/18

BRISTOL COMMUNITY COLLEGE

BRISTOL CC | BCC to offer students free office support certificate program - SouthCoastToday 11/19/18

BRISTOL CC | Veterans find a helping hand at BCC, and now the chance for financial assistance - Herald News 11/14/18

CAPE COD COMMUNITY COLLEGE

CAPE COD CC | Cape college offers 'teachable moment' on gun violence - Cape Cod Times 11/29/18

UMASS BOSTON | UMass Boston promises swift improvements at new dorm - The Boston Globe 11/12/18

CAPE COD CC / UMASS BOSTON | UMass Boston Teams Up with 4Cs to Offer On-Cape RN to BS Nursing Program - CapeCod.com 11/10/18

GREENFIELD COMMUNITY COLLEGE

GREENFIELD CC | Castleton to collaborate with SUNY Adirondack and Greenfield Community College | Vermont Business Magazine 11/18/18

FITCHBURG STATE UNIVERSITY

FITCHBURG STATE U | FSU students learned about homeless people in Leominster. They set out to help. - Sentinel & Enterprise 11/30/18

FRAMINGHAM STATE UNIVERSITY

FRAMINGHAM STATE U | FSU President To Lead American Association of State Colleges and Universities (AASCU) Board – Framingham Source 11/5/18





[HOLYOKE COMMUNITY COLLEGE](#)

HOLYOKE CC | HCC receives funds for community health worker training program - WWLP 11/05/18

[MASSACHUSETTS BAY COMMUNITY COLLEGE](#)

MASSBAY CC | MassBay Community College suspends admission to nursing associate degree program - MassLive 11/13/18

[MASSACHUSETTS COLLEGE OF ART & DESIGN](#)

MASSART | MassArt students demand campus cops stay unarmed - Boston Herald 11/29/18

[MASSASOIT COMMUNITY COLLEGE](#)

BRIDGEWATER STATE U // MASSASOIT CC | Despite legalization, Brockton-area colleges won't stir the pot - Wicked Local 11/27/18

[MIDDLESEX COMMUNITY COLLEGE](#)

MIDDLESEX CC // MCC No. 1 for online degrees in Boston, No. 5 for adult learners - Lowell Sun Online 11/25/18

MIDDLESEX CC | Biotech at MCC growing by leaps and bounds - Lowell Sun Online 11/06/18

[NORTH SHORE CC](#)

NSCC & SSU forge path for the future - The Daily Item 11/30/18

NORTH SHORE CC | Meet the Mass. Chef Competing on "Holiday Baking Championship" - Boston Magazine 11/05/18

[SALEM STATE UNIVERSITY](#)

NSCC & SSU forge path for the future - The Daily Item 11/30/18





HIGHER ED POLICY TRENDS

Fearing espionage, U.S. weighs tighter rules on Chinese students - Reuters 11/29/18

How schools are teaching 'soft skills' — with employer help - The Hechinger Report 11/30/18

Report finds parents of college students taking out more debt and repaying at slower rates - Inside Higher Ed 11/29/18

Private colleges set to share courses online to help students graduate faster - Inside Higher Ed 11/29/18

What Title IX plan would mean for misconduct off campus - Inside Higher Ed 11/27/18

New analysis of history-major data says the field is at a 'new low.' Can it be saved? - Inside Higher Ed 11/27/18

Former Mount Ida Students File Class Action Lawsuit - WBUR 11/26/18

Of 1 million GI Bill recipients in college, the nation's most selective schools enroll well under 1 percent - The Hechinger Report 11/25/18

What next for Harvard's affirmative action case? It's complicated - The Boston Globe 11/24/18

Former Mount Ida students, professors pick up the pieces - The Boston Globe 11/22/18

Unique nursing programs allow students to earn associate and bachelor's degrees simultaneously - Inside Higher Ed 11/21/18

Teachers of color have increased 162 percent over the past 30 years, but they are also more likely to quit - The Hechinger Report 11/19/18

Students protest Zuckerberg-backed digital learning program and ask him: 'What gives you this right?' - The Washington Post 11/17/18





Monthly Executive Board Meetings
take place on the second Tuesday of every month,
except in January and September.

NOTE: Meetings until June will take place at:
The Educational Association of Worcester, Inc.
397 Grove Street
Worcester, MA 01605
9:30 a.m.

All future meeting locations TBD
Questions? Please contact a table officer.



Making Higher Education Happen in Massachusetts