

Local 1067



Making Higher Education Happen in Massachusetts

January 2019

# Newsletter

## HAPPY NEW YEAR

### Table Officers Contact Information

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Massasoit Community College

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Bunker Hill Community College

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*What's going on...*

## ***Contract News***

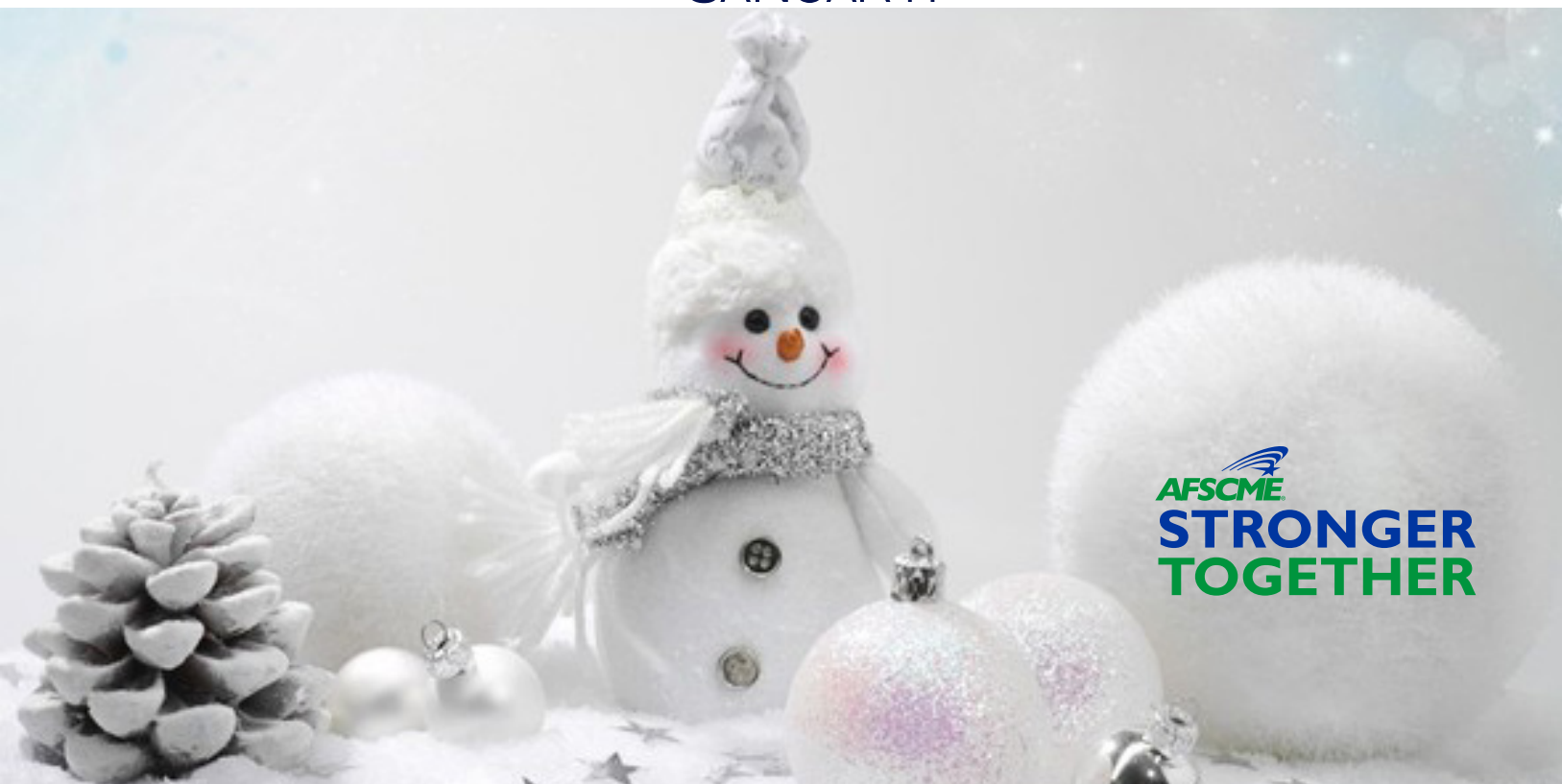
Good news to start the New Year. We were able to get the 1067 contract funding approved in the legislature on January 1, 2019- the final day of the session.

It is now on the governor's desk awaiting his signature. Since the house and senate could not agree on the entire supplemental budget, we have been working over the past few days to get the senate to pass out a partial budget with the contract and other items both sides agreed on. It worked. Senator Paul Feeney was particularly helpful as well as the hard work and diligence of Council 93, particularly Jim Durkin who worked over this past holiday to ensure that this happened. Happy New Year!

So if you ever wonder, what does my Union do for me, this is just one prime example!

## **REMINDER!**

**THERE IS NO EXECUTIVE BOARD MEETING IN  
JANUARY!**





*What's going on...*

**Thank you for all of your donations!**







What's  
going on...



## Group Insurance Commission (GIC) Public Listening Sessions 2019

Please join the GIC for a series of public listening sessions. Your feedback is important as our Commission makes decisions regarding plan designs for the upcoming benefit year.

<p><b>TUESDAY, JANUARY 22</b></p> <p><b>11:30 AM – 1:00 PM</b></p> <p><b>BOSTON</b></p> <p><b>McCormack State Office Building</b>  <b>21<sup>st</sup> Flr - Conf Rooms 1, 2 &amp; 3</b>          One Ashburton Place          Boston, MA 02108</p>
<p><b>WEDNESDAY, JANUARY 23</b></p> <p><b>5:00 PM – 6:30 PM</b></p> <p><b>WORCESTER</b></p> <p><b>Worcester State University</b>  <b>Student Center - Blue Lounge</b>          260 May Street          Worcester, MA 01602          Parking: Lot D – May Street; Lot Q – Chandler Street Lot</p>
<p><b>TUESDAY, JANUARY 29</b></p> <p><b>4:30 PM – 6:00 PM</b></p> <p><b>SPRINGFIELD</b></p> <p><b>Springfield City Library @ Brightwood Branch</b>  <b>Community Room</b>          220 State Street          Springfield, MA 01103          Parking: Chestnut Accelerated Middle School parking lot</p>

American Sign Language interpreters and Communication Access Real Time Transcription (CART) have been requested for all sessions.

If you would like to request a reasonable accommodation, please submit your request by January 8, 2019 to Karin Eddy, GIC ADA Coordinator, by email at [gic.ada.requests@mass.gov](mailto:gic.ada.requests@mass.gov) or by phone at 617-727-2310.

This contact is only for reasonable accommodation requests. Requests made after January 8, 2019 will be considered but may not be possible to fill.



**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](mailto:khanley@bhcc.mass.edu)**

**Marie Griffin @ [mgriffin@bhcc.mass.edu](mailto:mgriffin@bhcc.mass.edu)**

**Sheila Kearns @[skearns1@massasoit.mass.edu](mailto: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**

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

Please send photo and brief description to:  
[skearns1@massasoit.mass.edu](mailto: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](mailto: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



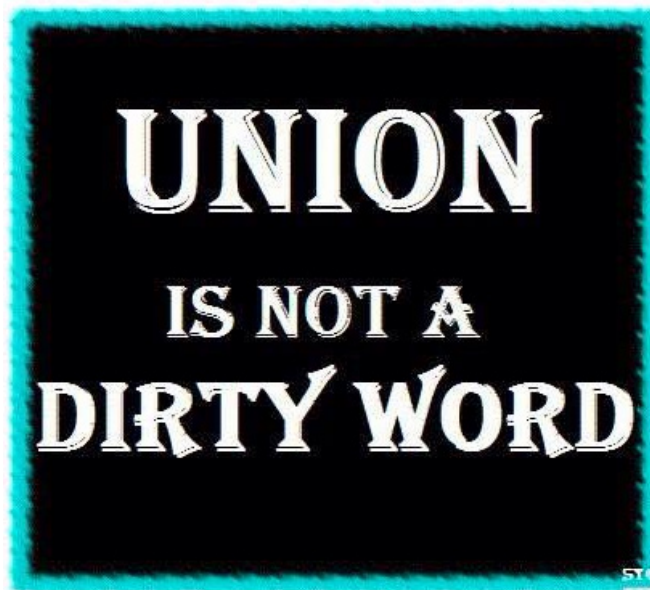
# Remember...

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!





# 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

#### NEWBURY COLLEGE & COLLEGE CLOSURES

Are Student Loans Responsible For The Closure Of Small Colleges? - WBUR 12/20/18

Before announcing shutdown, Newbury College recruited students from defunct Mount Ida - The Boston Globe 12/18/18

Newbury College provides early notice in closing announcement - Inside Higher Ed 12/17/18

#### BOARD OF HIGHER ED TO FOCUS ON UNDER-REPRESENTED STUDENTS - WBUR 12/11/18

The state's Board of Higher Education on Tuesday unveils a shift in its priorities for college education in the state. Moving forward, the board says raising the college enrollment and long-term success of under-represented students will be its top statewide priority — especially when it comes to public schools.

Rethinking 'Remedial' Classes: Instead of Helping Students Catch Up, They Hold Them Back - WBUR 12/14/18

Higher Ed Board Will Allow Schools To Use GPA To Place Students In College-Level Courses - WBUR 12/11/18

UMASS SYSTEM | UMass President Marty Meehan to work with alums and state to lower tuition – Massachusetts Daily Collegian 12/13/18

BRISTOL CC / UMASS DARTMOUTH | BCC, UMD launch program to streamline path to bachelor's degree - SouthCoast Today 12/11/18

UMASS AMHERST | UMass students take on food needs, open a pantry on campus - MassLive 12/7/18

UMASS BOSTON | UMass Boston needs resources to continue to fulfill its unique role - The Boston Globe 12/04/18

UMASS DARTMOUTH | UMass Dartmouth breaks ground on new dorms, dining hall - The Herald News 11/30/18

### CAMPUS NEWS

#### COMMUNITY COLLEGES AND STATE UNIVERSITIES

COMMUNITY COLLEGES | Changes urged in MA Public Community College funding - The Salem News 12/04/18

#### BERKSHIRE COMMUNITY COLLEGE

BERKSHIRE CC | BCC to shift workforce development arm under its academic umbrella - The Berkshire Eagle 12/19/18

BERKSHIRE CC | Employers: Nursing BCC program back to full health important business - The Berkshire Eagle 12/08/18

#### BRISTOL COMMUNITY COLLEGE

BRISTOL CC / UMASS DARTMOUTH | BCC, UMD launch program to streamline path to bachelor's degree - SouthCoast Today 12/11/18

[CAPE COD COMMUNITY COLLEGE](#)

CAPE COD CC | CCCC loses \$800,000 in cyberattack - MassLive 12/10/18

[FRAMINGHAM STATE UNIVERSITY](#)

FRAMINGHAM STATE U | FSU Announces New Hospitality and Tourism Management Major – Framingham Source 12/12/18

[HOLYOKE COMMUNITY COLLEGE](#)

HOLYOKE CC | Initiative Aims to Make Individuals Workforce-ready - BusinessWest 12/11/18

HOLYOKE CC | At one Massachusetts college, students are saving over \$100,000 each year on textbooks. Here's how. - MassLive 12/02/18

[NORTH SHORE COMMUNITY COLLEGE](#)

NORTH SHORE CC / SALEM STATE U | 'Brotherhood' breaking down barriers to college - Itemlive 12/12/18

[QUINSIGAMOND COMMUNITY COLLEGE](#)

QUINSIGAMOND CC | QCC gets grant to train nurses, pharmacy techs - Worcester Telegram 12/12/18

[SPRINGFIELD TECHNICAL COMMUNITY COLLEGE](#)

SPRINGFIELD TECH CC | Gov. Baker Helps Dedicate New Student Center At STCC - WAMC 12/11/18

[HIGHER ED POLICY TRENDS](#)

Student data system advocates want more colleges and universities to join them - Inside Higher Ed 12/21/18

National College Completion Rate Continues to Rise - Inside Higher Ed 12/20/18

At MIT, Advanced Training For Community College Students - WGBH 12/20/18

Reverse-Transfer Policies May Particularly Help Underrepresented Groups - Diverse 12/19/18

Lane Glenn: Public higher ed isn't really that public any more - Commonwealth Magazine 12/16/18

Are colleges failing first-generation students? - The Hechinger Report 12/18/18

The 'dirty secret' about educational innovation - The Hechinger Report 12/17/18

How Food From Harvard Feeds Hungry Community College Students - WGBH 12/11/18 Board Of Higher Ed To Focus On Under-Represented

The debate over students with disabilities, suspensions and race - The Hechinger Report 12/10/18

Newbury College to shut down in the spring - The Boston Globe 12/14/18

Ed Reform Needs A New Plan - Commonwealth Magazine 12/13/18

Does More Federal Aid Raise Tuition Costs? Not For Most Students, Research Says - NPR 12/13/18

Massachusetts has fastest growing public college costs in U.S., study finds - MassLive 12/12/18

Education Department To Erase Debts Of Teachers, Fix Troubled Grant Program - NPR 12/09/18

Changing majors is adding time and tuition to the high cost of college - The Hechinger Report 12/07/18

Anti-Semitic incidents surge on college campuses after Pittsburgh synagogue shooting - Inside Higher Ed 12/05/18

How Transfer Students Became Trendy - NPR 12/04/18



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

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

**Questions? Please contact a table officer.**

