

Local 1067



March 2019

Newsletter

Welcome March!

Don't forget to spring forward on March 10, 2019!

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



What's going on...

MassArt board votes against arming campus police



BOSTON, MA. – NOVEMBER 28: Massachusetts College of Art and Design on November 28, 2018 in Boston, MA.
(Staff Photo By Nancy Lane/Boston Herald)

During a contentious and packed public meeting, the trustees

voted 8-2 to continue its policy of campus police officers remaining unarmed, ending a yearslong saga that had frustrated many students, faculty and officers.

“It is not only unnecessary, but unwise to change our current policy,” MassArt president David Nelson said before the board vote. “To be clear, our currently policy is that officers remain unarmed ... and that remains my position today.”

James Durkin, a legislative director at the trade union American Federation of State, County, and Municipal Employees, told the board that “continuing down this path of delay, by striving for some dreamlike, utopian campus insulated from the real world, you are placing the lives of these officers, the staff, and most importantly the students in jeopardy.”

“My biggest fear is that when our officers are patrolling the surrounding area, a community that we are already infiltrated and a gentrifying force, we will hurt their children and elders,” one student said at Tuesday’s meeting.

MassArt police Sgt. Matt Hurley told the trustees that officer turnover is “a well-known and expensive problem that this department faces” as a result of the school’s unarmed policy.

“The MassArt community has been done a disservice as it has presented a false sense of security,” Hurley said. “Parents have an expectation that when they send their child off to school at MassArt, that since there is a police department there, they have nothing to worry about. This is just wrong.”

Hurley said that every campus police officer is fitted with a custom Kevlar vest, something MassArt “acknowledges that our officers face danger and may end up being shot at while in the performance of our duties. However, here we stand today to try and rationalize why we would need to be equipped with a firearm.”

MassArt is located within a cluster of other schools and universities: Northeastern University, Boston Latin School, Simmons University, Massachusetts College of Pharmacy and Health Science, and Wentworth Institute of Technology are within walking distance.

Officer William Goldman, who started three months ago, told the Board that “it’s our students’ and staff’s lives you are gambling with” and that “we have nothing to gain but everything to lose.”

Officers told the Board that campus police officers have undergone the same training as other municipal police departments and that they know the layout of MassArt buildings, staff and students better than Boston police officers who respond to emergency situations at the school.

Brianna Florio, a 2017 graduate, told the board that campus police officers are “walking targets in uniform. ... Think for a minute about what would happen if we had an active shooter. Our cops would be our front-line and it would be a bloodbath. Everyone would die.”

“I don’t feel safe around guns,” one faculty member said at the meeting. “I felt I needed to speak because I’m a very sensitive person and there are many other sensitive people on campus and I wanted to speak for me and for them.”

“We’re extremely disappointed. Clearly, the board is ignoring longstanding, accepted safety practices, putting the lives of staff and students in danger,” Durkin told the Herald after the vote. “Even their own consultants are recommending their officers are armed. They’re going against their experts.”

“I support the board in their decision and I appreciate the deliberative way in which they arrived at this decision, while looking through the lens of the mission and values of MassArt,” Nelson said in a statement to the Herald. “With the board, I express my support of MassArt’s public safety staff, and I am grateful to them and to our entire community for sharing in the process of making this decision. We are a community that cares for one another, and while members of our community will still have different views about this decision, we all affirm the mission of MassArt and we share the common goal of making our campus a safe and inclusive environment.”





What's going on...

AFSCME Legislation

The UMass tuition credit bill that provides for annual increases in the value of the credit to help keep pace with increases in the overall costs to a student and guarantees the benefit will not be cut for those covered by a collective bargaining agreement due to claims of inadequate funding by the U-Mass Board of trustees.

(Senate Docket 568 Filed by Senator Pacheco)

Group 2 Retirement reclassification for campus police officers:

(House Docket 1793 filed by Rep. Donato)

So-called 111F benefits for campus police officers injured in the line of duty – the same benefit afforded to municipal police officers.

(House Docket 1792 filed by Rep. Donato and Senate Docket 146 filed by Senator Pacheco) NOTE: the reason this was filed twice is because Senator Pacheco filed the 111F bill for us last session and wanted to refile this time too. At the appropriate time in the process, we will simply combined both bills into one.

The above bills are the ones that are specific to Local 1067. We are also working in coalition with other public-sector unions on GIC, Janus, Right to Strike and Workplace Bullying related legislation to name a few.

Very special thanks to Jim Durkin of Council 93 for all of his *hard work* on this, and the arming of the Mass Art Officers.

Thank You



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: _____



NOTICE!!

It is imperative that all stewards pay particular attention to the College/University job postings and that they comply with the contract!



* 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



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 previously 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®

It is better to walk alone
than with a crowd going
in the wrong direction.

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

COLLEGE CLOSURES

Opposition hardens against one college seeking to merge and another planning to close - Insider Higher Ed 2/15/19

States look to boost oversight of struggling small colleges - Bellingham Herald 2/13/19

With college closings the other victims are often their hometowns - Hechinger Report 2/12/19

Hampshire College Students React To An Uncertain Future - WAMC 2/4/19

Boston's Colleges Are Going Broke—and We May All Have to Pay - Boston Magazine 1/29/19

UMASS

UMASS BOSTON | UMB will lease Bayside Expo site to developer for \$235m - The Boston Globe 2/14/19

UMASS BOSTON | Protesters say parking strike effective - Commonwealth Magazine 2/6/19

UMASS BOSTON | Parking 'strike' called at UMass Boston - Commonwealth Magazine 2/5/19

UMASS DARTMOUTH | UMD Breaks Ground on \$134 Million Complex - School Construction News 2/14/19

UMASS DARTMOUTH / BRISTOL CC | UMD, BCC named to 2019-2020 Military Friendly Schools list - Herald News 2/7/19

UMASS LOWELL | AAAS recognizes three universities with Bronze Awards for STEM equity achievement change - EurekAlert 2/13/19

CAMPUS NEWS

COMMUNITY COLLEGES AND STATE UNIVERSITIES

BRISTOL COMMUNITY COLLEGE

UMASS DARTMOUTH / BRISTOL CC | UMD, BCC named to 2019-2020 Military Friendly Schools list - Herald News 2/7/19

CAPE COD COMMUNITY COLLEGE

CAPE COD CC | Large donation to a small community college changes the outlook on fund-raising by two-year institutions 2/8/19

CAPE COD CC | Cape college's nursing test scores rebound - Cape Cod Times 2/4/19

FRAMINGHAM STATE UNIVERSITY

FRAMINGHAM STATE U | 'Racist scrawl' found in Framingham State bathroom - WCVB5 2/3/19



[HOLYOKE COMMUNITY COLLEGE](#)

HOLYOKE CC | HCC offers free English language classes to nurses - MassLive 2/9/19

[MASSACHUSETTS COLLEGE OF ART & DESIGN](#)

MASSART | MassArt Board votes against arming its campus police officers - Boston Herald 2/6/19

[MIDDLESEX COMMUNITY COLLEGE](#)

MIDDLESEX CC | Union, MCC president clear air after negative survey - Lowell Sun Online 2/7/19

[SALEM STATE UNIVERSITY](#)

SALEM STATE U | Salem State preschool closes ahead of South Campus sale - Salem News 2/8/19

[HIGHER ED POLICY TRENDS](#)

Watchdog Finds Education Department Failed To Supervise Student Loan Servicers - NPR 2/14/19

Nearly Half of Undergraduates Are Students of Color. But Black Students Lag Behind. - The Chronicle of Higher Education 2/14/19

In Dealing With Campus Hunger, One Solution Is to Tell Students Where They Can Get Help - The Chronicle of Higher Education 2/14/19

In Harvard case, judge appears skeptical of plaintiffs - The Boston Globe 2/13/19

Survey asks community college students to detail their challenges - Inside Higher Ed 2/12/19

More Colleges Opening Doors To People With Developmental Disabilities - Forbes 2/11/19

Giving to Colleges Rises 5%, With Harvard and Stanford Raising the Most - The Chronicle of Higher Education 2/11/19

Moulton says \$10.9 million increase for state universities is 'nowhere near enough' - Itemlive 2/11/19

Harvard Asks 2 Courts To Dismiss Lawsuits By Single-Sex Clubs - Edify 2/8/19

Study finds student loans may help increase academic achievement in community college - Inside Higher Ed 2/8/19

When a college degree is no longer a ticket to middle class mobility - The Hechinger Report 2/7/19

Trump Leaves Education Off The Table In State Of The Union - WGBH 2/7/29

MIT Offers Harsh Words for Saudi Arabia, but Stops Short of Cutting Financial Ties - The Chronicle of Higher Education 2/6/19

New Federal Data on Dual Enrollment - Inside Higher Ed 2/6/19

Report Urges Increased College Support for 'Invisible' Native Students - Higher Education 2/5/19

Weakest students more likely to take online college classes but do worse in them - The Hechinger Report 2/4/19

Massachusetts pilots housing for homeless community college students - Education Dive 2/4/19

Sexual Assaults on College Campuses: Is Title IX Working? - Worcester Magazine 1/31/19





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.

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

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

