

Newsletter



*Hello
May!*

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Stop & Shop

STRIKE!



Council 93 members representing at the Stop & Shop Strike Rally

Michael Dwyer/Associated Press

By Sandra E. Garcia

April 22, 2019

After more than three months of negotiations and 11 days on strike, over 30,000 Stop & Shop workers have reached a tentative agreement with the supermarket chain that they said met their demands for better pay and health care coverage.

The employees, members of the United Food and Commercial Workers International Union at more than 240 Stop & Shops across Connecticut, Massachusetts and Rhode Island, returned to work on Monday morning after reaching the deal on Sunday.

Details of the proposed three-year agreement will not be made public until the 31,000 union members across five locals ratify the contract. Voting will begin this week.

"The new contract does satisfy the different points of contention," Jessica Raimundo, a union spokeswoman, said in an interview.

The union said in a statement: "The agreement preserves health care and retirement benefits, provides wage increases, and maintains time-and-a-half pay on Sunday for current members."

It added, "Under this proposed contract, our members will be able to focus on continuing to help customers in our communities."



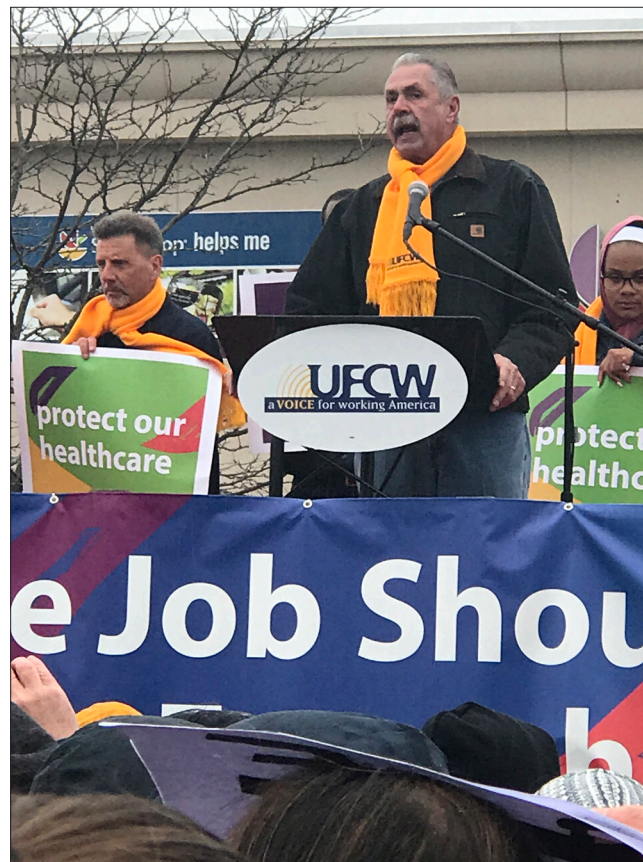
The union representing Stop & Shop workers said in a statement that the tentative deal reached on Sunday “preserves health care and retirement benefits, provides wage increases, and maintains time-and-a-half pay on Sunday for current members.”

A previous three-year contract expired on Feb. 23, and workers had protested what they considered cuts in the new contract to health care, take-home pay and other benefits. Stop & Shop continued negotiations with the union throughout the strike.

The workers on strike included cashiers, stockers, bakers, deli clerks and butchers. Most full-time employees at Stop & Shop earn \$21.30 an hour, said Jennifer Brogan, a spokeswoman for the chain.

“Our associates’ top priority will be restocking our stores so we can return to taking care of our customers and communities,” Ms. Brogan said in a statement.
Editors’ Picks

When the strike began, Stop & Shops across the three states set in motion a contingency plan to keep the stores open. The chain sent out support staff members and temporary replacement workers to several supermarkets. Some stores were forced to close, although union and supermarket



officials could not say precisely how many.

During negotiations, Stop & Shop employees argued that the chain’s parent company, Ahold Delhaize, reported profits of more than \$2 billion to its shareholders last year, and could afford to compensate workers better.

The strike drew support from several likely and current Democratic presidential candidates, including Senator Elizabeth Warren of Massachusetts and former Vice President Joseph R. Biden Jr., as well as Senator Bernie Sanders of Vermont, whose campaign staff is represented by a unit of the U.F.C.W.

Mr. Sanders said he stood “with U.F.C.W. workers in their fight to protect health care and workers’ rights.” Ms. Warren brought doughnuts to picketers and implored Stop & Shop customers to respect the picket line. **“When workers fight, workers win,”** she tweeted.



What's going on...

Save the date:

Council 93 13th Annual Memorial Scholarship Golf Tournament



SAVE THE DATE

13th Annual AFSCME
Council 93 Memorial
Scholarship Golf
Tournament

WHEN: July 15th
WHERE: Black Swan
Country Club
Georgetown, MA
COST: \$150 per player
\$600 per foursome

For more info visit-
www.afscme93.org



2019 Local 1067 Scholarship

Local 1067 Scholarship Application is now available
on our website.

Deadline for submission is 5 PM on Monday, June 3, 2019.

Applications must be submitted to:

Marie Griffin, Recording Secretary @
mgriffin@bhcc.mass.edu



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: _____



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



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!



Happy Mother's Day!



*"Mothers hold their children's hands for a short while,
but their hearts forever." – Unknown*

Sunday, May 12, 2019



Monday, May 27, 2019



Memorial Day is a federal holiday in the United States celebrated on the last Monday of May commemorating men and women who died while serving in the United States Armed Forces. Initially (officially since 1868 - proclaimed by General John Logan) Memorial Day was a holiday in memory of the soldiers who died in the Civil War.



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

SEXUAL ASSAULT & MISCONDUCT ON CAMPUS

Study: Repeat rapists committing vast majority of sexual crimes - Inside Higher Ed 4/12/19

Rep: Campus assault 'going on for way too long' - The Salem News 4/9/19

Clark sued again for its handling of sexual misconduct allegations - CommonWealth Magazine 4/9/19

Proposals ask colleges to take surveys on sexual misconduct – Boston Herald 4/8/19

Beacon Hill should pass bills to reduce campus sexual assault - The Boston Globe 4/13/19

CLOSURES & MERGERS

Hampshire College President Resigns Amid Rift Over School's Future - Edify 4/5/19

How America's College-Closure Crisis Leaves Families Devastated - The Chronicle of Higher Education 4/4/19

Helen G. Drinan and Antoinette M. Hays: Don't rush those regulations on small colleges - The Boston Globe 4/3/19

Hampshire College board of trustees chairwoman Gaye Hill resigns, citing vitriol and 'slandorous attacks' - MassLive 4/1/19

College Closings Signal Start of a Crisis in Higher Education | US News 3/22/19

CAMPUS NEWS

COMMUNITY COLLEGES AND STATE UNIVERSITIES

UMASS

UMass Boston chancellor works to connect school with city's business community - The Boston Globe 4/4/19

UMASS SYSTEM / FITCHBURG STATE | Higher education, and its students, need more support - Sentinel & Enterprise 3/29/19

UMASS AMHERST | What's the price of admission? The Five Colleges respond to scandal 3/18/18

CAPE COD COMMUNITY COLLEGE

CAPE COD CC / MASS MARITIME | Cape Cod High School Designated for Pathways Program - CapeCod.com 4/12/19

FITCHBURG STATE UNIVERSITY

UMASS SYSTEM / FITCHBURG STATE | Higher education, and its students, need more support - Sentinel & Enterprise 3/29/19

FITCHBURG STATE | FSU forum raises alarm for higher-ed cost relief - Sentinel & Enterprise 3/28/19

GREENFIELD COMMUNITY COLLEGE

GREENFIELD CC / GCC program helps nontraditional students - The Recorder 3/18/19

[HOLYOKE COMMUNITY COLLEGE](#)

HOLYOKE CC / SPRINGFIELD TECH CC / GREENFIELD CC | Community colleges, workforce centers look to prepare adults for jobs - Daily Hampshire Gazette 4/7/19

[MASSBAY COMMUNITY COLLEGE](#)

MASSBAY CC | MassBay Launches First Music-Infused Entrepreneur Business Course – Framingham Source 3/17/19

[MASSACHUSETTS COLLEGE OF ART AND DESIGN](#)

MASSART | Uniquely Boston: Free College Prep Program Focused on Art - NBC 3/12/19

[MASSACHUSETTS COLLEGE OF LIBERAL ARTS](#)

MCLA | MCLA Ranked Third for Gender Parity - The Beacon 4/11/19

[MOUNT WACHUSETT COMMUNITY COLLEGE](#)

MT WACHUSETT CC | MWCC Food for Thought pantry partners with Worcester food bank - Sentinel & Enterprise 3/31/19

[NORTHERN ESSEX COMMUNITY COLLEGE](#)

NORTHERN ESSEX CC | Program designed for immigrants recognized - North Andover Citizen 4/7/19

[SALEM STATE UNIVERSITY](#)

SALEM STATE | SSU moving higher ed funding debate to the classroom - Salem Gazette 4/11/19

SALEM STATE | Fresh harvest pop-up stand at Salem State - Salem Gazette 4/9/19

[SPRINGFIELD COMMUNITY COLLEGE](#)

SPRINGFIELD TECH | STCC, Elms College partner to offer affordable online computer science degree - MassLive 4/4/19

[WESTFIELD STATE UNIVERSITY](#)

WESTFIELD STATE | WSU Trustees schedule special meeting after 'no confidence' vote in president - MassLive 3/29/19

WESTFIELD STATE | Westfield Promise program for early college gets \$190K from state - MassLive 3/14/19

[WORCESTER STATE UNIVERSITY](#)

WORCESTER STATE | Worcester State working on food insecurity - Worcester Magazine 4/4/19



HIGHER ED POLICY TRENDS

Ohio colleges learn personal messages and information boost summer enrollments - Inside Higher Ed 4/16/19

As Small Private Colleges Keep Closing, Some Are Fighting Back - WGBH 4/15/19

AACC puts focus on building apprenticeships and work-force relationships - Inside Higher Ed 4/15/19

Maine's universities, long shrinking, have traded places with community colleges - Bangor Daily News 4/15/19

Why the MSCA and other teachers' unions should be appreciated - The Salem News 4/14/19

Survey: 2-year and 4-year college presidents disagree about community college bachelor's degrees -

Inside Higher Ed 4/12/19

Standardized Test Companies Scramble to Fix Weaknesses After College Admissions Scandal -

The New York Times 4/12/19

Hampshire College's New President Has a Mandate: Raise Money - The Chronicle of Higher Education 4/11/19

Debate raging over Harvard's federal work-study program - Inside Higher Ed 4/10/19

After Leadership Change, Hampshire College Faculty Look To Advance Agenda - WAMC 4/8/19

As I See It: Takeaways from the school admissions scandal - Worcester Telegram 3/31/19

How Students May Be Cheating Their Way Through College - NPR 4/8/19

Racial diversity a financial necessity on college campuses - The Hechinger Report 4/5/19

For Some Students, There's A New Way To Pay For College - NPR 4/4/19

Even When College Is Free, It Can Be Hard For Adults To Stay In School - NPR 4/4/19

The False Promise of Elite Education - The Chronicle of Higher Education 3/29/19

Tuition-free college still has its caveats, report says - The Boston Globe 3/28/19

College presidents huddle to solve gender parity problem - The Boston Globe 3/22/19

Ed chief: Diversity in teaching workforce a 'big goal' - SouthCoast Today 3/20/19



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.

