

Finally Feels like June!

Table Officers Contact Information

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What's New...



Alliance Dental Center, LLC
Revolutionizing Oral Health™

For those of you that haven't heard, the MPE Fund just opened a new dental clinic in Quincy, MA. It is called the Alliance Dental Center. Members of the MPE can access this facility and services for nearly no out of pocket costs.

The Alliance Dental Center, LLC is a state-of-the-art dental office for MPE members only. The Fund's mission is to help our members achieve and maintain good oral health. The Trustees of the MPE Fund believe this office will help will provide our members with the best dental care available in a caring and trusting space.

All patients are different, with unique concerns and issues important to them. We understand, and want to help!

Our new office is located at 111 Washington Street, Quincy MA 02169. Please call our wellness team who are dedicated to helping you – our MPE members – at 617.984.5300.

For more information, please visit the Mass Public Employee Fund's website (<https://www.mpefund.org/adc/>).

Fact v. Fiction

The Negotiation team has scheduled a WebEx Meeting to review various Facts regarding this past Contract Negotiations.

Please arrange a meeting location to share the WebEx Meeting with your members. Contact your AV\IT department to set up the Audio and Visual. It has been scheduled for 2 hours I do not believe it will take that long, please be sure to be available at 10:30am.

Negotiation Information
Hosted by Marie Griffin

Friday, Jun 14, 2019 10:30 am | 2 hours | (UTC-05:00) Eastern Time (US & Canada)
Meeting number: 738 273 931
Password: AFSCME
<https://bhcc.webex.com/bhcc/j.php?MTID=m70f54ebf11d96082083c9959d0c3d39f>

Join by phone
1-877-668-4493 Call-in toll-free number (US/Canada)
1-650-479-3208 Call-in toll number (US/Canada)
Access code: 738 273 931

This is a UNION meeting for UNION members ONLY. Anyone who enters this meeting and is not a UNION member will be disconnected!



What's New...

Today the Massachusetts House of Representatives stood up for workers. They stood against the right-wing special interests that forced their anti-union views across the country through the misguided and political Janus Supreme Court ruling. By passing H.3854, the House sent a message that strong unions and the right to collectively negotiate for better wages, benefits and working conditions are in the public interest and valued here in Massachusetts.

-STEVEN A. TOLMAN, MA
AFL-CIO PRESIDENT



What's New...

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



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: _____



The History Of Flag Day

The Fourth of July was traditionally celebrated as America's birthday, but the idea of an annual day specifically celebrating the Flag is believed to have first originated in 1885. BJ Cigrand, a schoolteacher, arranged for the pupils in the Fredonia, Wisconsin Public School, District 6, to observe June 14 (the 108th anniversary of the official adoption of The Stars and Stripes) as 'Flag Birthday'. In numerous magazines and newspaper articles and public addresses over the following years, Cigrand continued to enthusiastically advocate the observance of June 14 as 'Flag Birthday', or 'Flag Day'.

On June 14, 1889, George Balch, a kindergarten teacher in New York City, planned appropriate ceremonies for the children of his school, and his idea of observing Flag Day was later adopted by the State Board of Education of New York. On June 14, 1891, the Betsy Ross House in Philadelphia held a Flag Day celebration, and on June 14 of the following year, the New York Society of the Sons of the Revolution, celebrated Flag Day.

Flag Day - the anniversary of the Flag Resolution of 1777 - was officially established by the Proclamation of President Woodrow Wilson on May 30th, 1916. While Flag Day was celebrated in various communities for years after Wilson's proclamation, it was not until August 3rd, 1949, that President Truman signed an Act of Congress designating June 14th of each year as National Flag Day.



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.

Remember...

My Union is my Voice

Local 1067



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!



Don't forget Dad!

June 16, 2019



“A father is someone you look up to no matter how tall you grow.”

—Unknown



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

29 WHO SHINE

MT WACHUSETT CC | MWCC student Cassparina "Cassie" Carlson honored as a '29 Who Shine' - Worcester Telegram 5/8/19

QUINSIGAMOND CC / WORCESTER STATE U | QCC, WSU nursing students from diverse backgrounds receive boost from federal grant - Worcester Telegram 05/07/19

CAPE COD CC | 4C's Student Honored at State House Ceremony for "29 Who Shine" - Cape Cod Today 5/6/19

MULTIPLE CAMPUSES | Central. Mass college students honored by state - Worcester Telegram 5/6/19

FRAMINGHAM STATE | Framingham's Boudreau To Receive '29 Who Shine' Award - Framingham Source 5/3/19

State lawmakers honor college students at "29 Who Shine Awards" - WWLP (Youtube) 5/3/19

Top college students in Massachusetts awarded by lawmakers - WWLP 5/3/19

BERKSHIRE CC | BCC's Access Higher Ed - 29 Who Shine 2019 - Access Higher Ed (YouTube) 4/23/19

CLOSURES & MERGERS

Newbury College Is Closing. Alumni Say It Gave Them A Chance When No One Else Would - Edify 5/10/19

Hampshire College announces fall 2019 class of 15 students - Boston.com 5/9/19

Ken Burns Is Trying to Save Hampshire College, a School Without Grades That Primed Him for Success - Newsweek 5/3/19

Hampshire Faces Questions About Its Survival. This Is How It's Charting a Path Forward. - The Chronicle of Higher Education 5/1/19

Hampshire College cutting 24 staffers, reducing faculty contracts - Daily Hampshire Gazette 4/30/19

CAMPUS NEWS

COMMUNITY COLLEGES AND STATE UNIVERSITIES

UMASS

UMASS SYSTEM | UMass funding fight intensifies - Sentinel & Enterprise 5/10/19

UMASS SYSTEM | Senate budget directs UMass to freeze tuition - Lowell Sun 5/8/19

BRIDGEWATER STATE UNIVERSITY

MASSASOIT CC / BRIDGEWATER STATE U | 'You belong in college' — Brockton program helps men of color achieve dream - The Enterprise 5/2/19

**BRISTOL COMMUNITY COLLEGE**

BRISTOL CC / UMASS DARTMOUTH | Bristol, UMass Dartmouth streamline path to engineering for Diman students - Southcoast Today 5/3/19

BUNKER HILL COMMUNITY COLLEGE

BUNKER HILL CC | Bunker Hill mascot gets a kinder, gentler look - The Boston Globe 4/29/19

FRAMINGHAM STATE UNIVERSITY

FRAMINGHAM STATE U | FSU's Entrepreneur Innovation Center expands - MetroWest Daily 5/2/19

GREENFIELD COMMUNITY COLLEGE

GREENFIELD CC | Greenfield faculty, staff protest stalled contract negotiations - WWLP 5/8/19

MASSACHUSETTS COLLEGE OF ART AND DESIGN

MASSART | MassArt Is Transforming A Gallery Space Into A New Contemporary Art Museum For Boston - WBUR 5/8/19

MASSASOIT COMMUNITY COLLEGE

MASSASOIT CC / BRIDGEWATER STATE U | 'You belong in college' — Brockton program helps men of color achieve dream - The Enterprise 5/2/19

MIDDLESEX COMMUNITY COLLEGE

MIDDLESEX CC | MCC Committee finds Mabry met his goals - Lowell Sun 5/6/19

MIDDLESEX CC | MCC trustees approve fee increase, decrease in operating expenses - Lowell Sun 4/25/19

NORTHERN ESSEX COMMUNITY COLLEGE

NORTHERN ESSEX CC | NECC awarded \$50K Deval Patrick prize by Boston Foundation for helping immigrants - Boston Business Journal 5/2/19

SPRINGFIELD COMMUNITY COLLEGE

SPRINGFIELD TECH CC | Helping shelter residents attend college – Campus News 4/28/19



HIGHER ED POLICY TRENDS

Newbury College Is Closing. Alumni Say It Gave Them A Chance When No One Else Would - Edify 5/10/19

Nationally, just 13 percent of child care assistance goes to student parents - The Hechinger Report 5/10/19

Hampshire College announces fall 2019 class of 15 students - Boston.com 5/9/19

Report: Help Community College Students Get Paid Internships - CapeCod.com 5/5/19

Why do Latino and black students leave STEM majors at higher rates? - The Washington Post 5/3/19

Ken Burns Is Trying to Save Hampshire College, a School Without Grades That Primed Him for Success -
Newsweek 5/3/19

Hampshire Faces Questions About Its Survival. This Is How It's Charting a Path Forward. - The Chronicle of
Higher Education 5/1/19

Hampshire College cutting 24 staffers, reducing faculty contracts - Daily Hampshire Gazette 4/30/19

'It Motivated Me': 4 Million College Students Are Raising Children - NPR 4/30/19

Students face challenges going to colleges in Puerto Rico or abroad - The Hechinger Report 4/26/19

Rhode Island bid to expand free college could offer states a different path forward - Inside Higher Ed 4/25/19



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.

