

# Newsletter

## At last... Summer 2019

### 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/adcc/>).

## Welcome Baby Boy, Jude!

A new addition to the AFSCME Family. Meet Jude, pictured here with his grandmother, Marsha Arroyo, Unit I steward from Mass. Maritime Academy.





# What's New...

## Summer Safety Tips

### Beat the Heat

Anybody can be at risk for a heat-related illness. Follow these summer safety tips, like taking extra breaks and drinking lots of water.

### Bug Safety

Mosquitoes can cause a number of illnesses, including Zika Virus and West Nile Virus. Learn what you can do to protect yourself at work and play.

### Playgrounds

Emergency departments see more than 20,000 children ages 14 and younger for playground-related traumatic brain injury each year.

### Fireworks

Summer is synonymous with barbecues, parades, fireworks displays – and plenty of visits to emergency rooms, especially during July.

### Water Safety

Drowning caused 3,709 deaths in 2017. The younger the child, the greater the risk.

### Bicycling

Bicyclists must take extra precautions when they ride. They often share the road with vehicles, but injuries can happen even on a bike path.

### Skateboarding

Everyone falls, but there's a right way to do it. In 2017, 98,486 people were treated in hospital emergency rooms after being injured skateboarding.

### Boating

Most boating experiences are positive. But joyful times quickly can turn deadly if boaters are not vigilant about safety – at all times.

### Pedestrian Safety

Cell phone distracted walking is a huge problem, and rarely are we more vulnerable than when walking, crossing streets and negotiating traffic.



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

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





## 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](http://www.afscme93.org)

Play • Watch • Enjoy



## Let's Organize 03's/part-time employees!

We will be ramping up the campaign to organize part-time employees!

Stay tuned for dates and locations! Questions?

Contact: David Nagle at [dnagle@afscme93.org](mailto:dnagle@afscme93.org)

## 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: \_\_\_\_\_



**HAPPY 4<sup>TH</sup> OF JULY**

### Why do we celebrate the 4th of July?

We celebrate American Independence Day on the Fourth of July every year. We think of July 4, 1776, as a day that represents the Declaration of Independence and the birth of the United States of America as an independent nation.

On July 4th, the Continental Congress formally adopted the Declaration of Independence, which had been written largely by Jefferson. Though the vote for actual independence took place on July 2nd, from then on the 4th became the day that was celebrated as the birth of American independence.

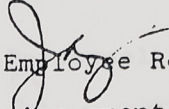
So it was no surprise that, as soon as July Fourth began to be celebrated as America's Independence Day, fireworks were part of the plan... Because the first July 4 fireworks display happened in the middle of the Revolutionary War, some historians believe they were supposed to be a "morale booster."



**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 619, 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](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.



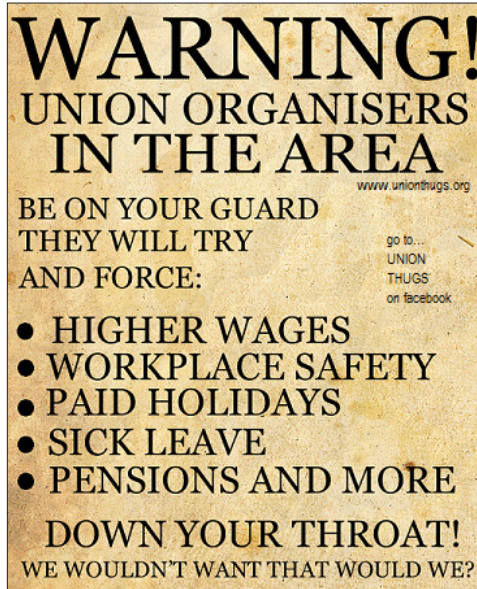
# Remember...

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



#### 2020 ELECTION

Democratic Presidential Contenders Make Pitches About Higher Education Costs - NPR 6/27/19

Presidential Contenders Make Higher Education Costs A Hot Button Issue - NPR 6/26/19

To boost black students, we should offer free college for all — even students who don't need it - NPR 6/26/19

Bernie Sanders Unveils Education Plan to Eliminate Student Loan Debt - The New York Times 6/24/19

#### COMMENCEMENT

GCC commencement: A sense of unity among its grads - Recorder 6/3/19

Bristol Community College Celebrates 52nd Commencement - WBSM 6/1/19

Teen filmmaker bypasses high school to earn NSCC degree - Salem News 5/23/19

Quinsigamond Community College grads 'deserve to be proud' - Worcester Telegram 5/23/19

MassBay student is one of 12 transfer students accepted into Harvard University - MetroWest Daily 5/21/19

Gov. Baker to UMass grads: Purpose comes from being 'in it' with people you care about - Amherst Bulletin 5/17/19

#### FY20 HIGHER EDUCATION BUDGET

UMASS SYSTEM | At UMass, selective accountability lives on - The Boston Globe 6/5/19

When UMass and Beacon Hill clash, students lose - Boston Herald 5/27/19

DeLeo accuses students of 'Trumpian tactics' in ed funding fight - SouthCoast Today 5/24/19

UMass objections to tuition freeze fall flat in Senate - SouthCoast Today 5/23/19

Another tough budget year facing region's public higher education system - Worcester Telegram 5/23/19

Marty Meehan huffs and puffs over budget impasse - The Boston Globe 5/18/19

[CAMPUS NEWS](#)[COMMUNITY COLLEGES AND STATE UNIVERSITIES](#)[MULTIPLE CAMPUSES](#)

MULTIPLE CAMPUSES | Five Central Mass. colleges join education initiative | Worcester Business Journal 6/18/19

MULTIPLE CAMPUSES | The Hunger Games: Colleges Respond to Students in Need - UMass Lowell 6/11/19

MULTIPLE CAMPUSES | Homelessness among college students is a growing crisis - USA Today 6/10/19

MULTIPLE CAMPUSES | Nursing: Framingham State partners with Mt. Wachusett, Bristol, and Middlesex Community Colleges - Worcester Telegram 6/6/19

MULTIPLE CAMPUSES | Fitchburg State signs nursing degree agreements with community colleges - Worcester Business Journal 6/3/19

[UMASS](#)

UMASS AMHERST | Multi-Modality: How To Avoid Becoming Higher Ed's Blockbuster Video - The EvoLLLution 6/6/19

UMASS AMHERST | UMass Amherst urges students to commute amid housing squeeze - MassLive 6/5/19

UMASS BOSTON | UMass Gaston Institute gets \$1 million donation - The Boston Globe 5/20/19

UMASS SYSTEM | New UMass website to help students determine costs, affordability - WWLP 5/21/19

UMASS SYSTEM | A tuition freeze would hurt a thriving UMass - The Boston Globe 6/12/19

[BERKSHIRE COMMUNITY COLLEGE](#)

BERKSHIRE CC | BCC celebrates 50 years of nursing program - The Berkshire Eagle 6/28/19

BERKSHIRE CC | Berkshire pens health sciences agreement with Western New England University - The Berkshire Eagle 6/11/19

[FITCHBURG STATE UNIVERSITY](#)

FITCHBURG STATE / MT WACHUSETT | FSU, MWCC team up with high schools for early college program - Sentinel & Enterprise 6/17/19

[GREENFIELD COMMUNITY COLLEGE](#)

GREENFIELD CC | New GCC summer program to support adult learners - The Recorder 6/12/19

GREENFIELD CC | New president puts GCC at center of global issues - The Recorder 6/4/19

GREENFIELD CC | GCC inaugurates 10th president: Dr. Yves Salomon-Fernández - The Recorder 5/30/19



## MASSACHUSETTS COLLEGE OF LIBERAL ARTS

MCLA | Students, speakers at MCLA's inaugural Diversity, Equity and Inclusion Conference find it 'empowering' - The Berkshire Eagle 6/21/19

MCLA | MCLA Launches Institute of Arts and Humanities - iBerkshires 6/12/19

## MIDDLESEX COMMUNITY COLLEGE

MIDDLESEX CC | Mabry could get smaller raise - Lowell Sun 6/10/19

## MOUNT WACHUSETT COMMUNITY COLLEGE

MT WACHUSETT CC | MWCC, Heywood Hospital receive funding to help kids exposed to trauma - Worcester Business Journal 6/19/19

FITCHBURG STATE / MT WACHUSETT | FSU, MWCC team up with high schools for early college program - Sentinel & Enterprise 6/17/19

MT WACHUSETT CC | MWCC recognized for its community service - Worcester Telegram 6/6/19

## ROXBURY COMMUNITY COLLEGE

ROXBURY CC | RCC nursing program loses state approval - Dorchester Reporter 6/20/19

ROXBURY CC | State withdraws approval status for Roxbury Community College nursing program - Boston 25 News 6/13/19

## SALEM STATE UNIVERSITY

SALEM STATE U | State union OKs Salem State faculty buyout plan - Salem News 6/17/19

SALEM STATE U | Salem State offers buyouts - Salem News 6/4/19

## SPRINGFIELD TECHNICAL COMMUNITY COLLEGE

SPRINGFIELD TECH CC | STCC Rolls out Child Development Associate Plus Program - BusinessWest 6/21/19

## HIGHER ED POLICY TRENDS

Embattled Hampshire College could be back on growth path - Education Dive 6/24/19

Interim Hampshire President Says Fundraising Efforts Promising As College Struggles - WAMC 6/22/19

The SAT's latest revision isn't enough to embrace standardized testing again - Worcester Business Journal 6/20/19

After college admissions scandal, UC rolls out reforms to avoid more fraud - Los Angeles Times 6/20/19



'Affirmative Action Is Not About Equality. It's About Covering Ass.' - The Chronicle of Higher Education 6/17/19

Presidential hopefuls get behind Pell Grants in prisons - Inside Higher Ed 6/21/19

U.S. Women With College Degrees Could Soon Be The Majority Of Workers - NPR 6/20/19

Early college changes the math for taxpayers, parents and students - The Eagle Tribune 6/19/19

Study finds falling appropriations will negatively affect degrees awarded by public universities - Inside Higher Ed 6/18/19

What It's Like When Your College Shuts Down - The Atlantic 6/18/19

Nearly \$1 billion funding difference in education bills - Commonwealth Magazine 6/17/19

Working in college interferes with studies but boosts adult earnings - The Hechinger Report 6/17/19

Harvard rescinds admission to Parkland survivor over racist comments - The Boston Globe 6/17/19

2020 race brings free college back to the national stage - Cape Cod Times 6/16/19

Dartmouth's link to today's college oversight bills - Commonwealth Magazine 6/15/19

Oversight training needed for higher ed trustees, IG says - The Taunton Daily Gazette 6/11/19

How educational gatekeepers are overlooking rural kids - The Boston Globe 6/7/19

More than 50 apply to be Hampshire College president; school seeking more applicants - MassLive 6/7/19

Hampshire College accreditation 'in danger,' but decision delayed until November - MassLive 6/7/19

A sharp rise of Latinx in higher education—but support for them is lagging - The Hechinger Report 6/4/19

Massachusetts: Small colleges in peril or closing - Lowell Sun 5/29/19

Increasing Diversity in the Ranks of Full Professors—for Both Tenured and Non-Tenure-Track Faculty - NEBHE Journal 5/28/19

Mass. college enrollment drop continues - Worcester Business Journal 6/3/19

Mass. colleges among those using new 'adversity index' to judge applicants - The Boston Globe 6/3/19

What Colleges Can Do About the 'Dropout Crisis' - The Chronicle of Higher Education 5/24/19

The College Dropout Crisis - The New York Times 5/23/19

If colleges want a diverse campus they need to amend admissions policies - Hechinger Report 5/23/19

Facing Rising Costs And Charges Of Intolerance, Gordon College Plots A Future - WBUR 5/20/19

Students need a boost in wealth more than a boost in SAT scores - The Hechinger Report 5/17/19

All Too Rare: A Gift Underscores a Persistent Lack of Support for Community Colleges — Inside Philanthropy 5/15/19

Mt. Ida closure process should not be repeated - Milford Daily News 5/13/19



Local 1067

**AFSCME**®

Making Higher Education Happen in Massachusetts



**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.**

