

Local 1067

January 2020



Newsletter

Table Officers Contact Information

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T: 774-202-8067

Thomasine Corbett, Vice President

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Northern Essex Community College
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Kevin Hanley, Treasurer

Kevin.hanley1067@bhcc.edu
Bunker Hill Community College
T: 617-228-2154

Marie Griffin, Secretary

MGriffin@bhcc.edu
Bunker Hill Community College
T: 617-228-2282

Info you can use...

Staff Representatives for Higher Education

Please see the Staff Representatives below and their contact information for your particular College/University.

Berkshire Community College
 Bridgewater State University
 Bristol Community College
 Bunker Hill Community College
 Cape Cod Community College
 Fitchburg State University
 Framingham State University
 Greenfield Community College
 Holyoke Community College
 Massachusetts Bay Community College
 Massachusetts College of Art & Design
 Massachusetts College of Liberal Arts

Joe Malinowski
 Sheila Kearns
 Sheila Kearns
 Ashley Peel
 Sheila Kearns
 Dan Morse
 Dan Morse
 Joe Malinowski
 Joe Malinowski
 Ashley Peel
 Ashley Peel
 Joe Malinowski

Massachusetts Maritime Academy
 Massasoit Community College
 Middlesex Community College
 Mt. Wachusett Community College
 North Shore Community College
 Northern Essex Community College
 Quinsigamond Community College
 Roxbury Community College
 Salem State College
 Springfield Technical Community College
 Westfield State University
 Worcester State University

Sheila Kearns
 Sheila Kearns
 Ashley Peel
 Dan Morse
 Carol Markland
 Carol Markland
 Dan Morse
 Ashley Peel
 Carol Markland
 Joe Malinowski
 Joe Malinowski
 Dan Morse

Contact Information:

Dan Morse
 dmorse@afscme93.org
 617-367-6047

Carol Markland
 cmarkland@afscme93.org
 781-425-7870

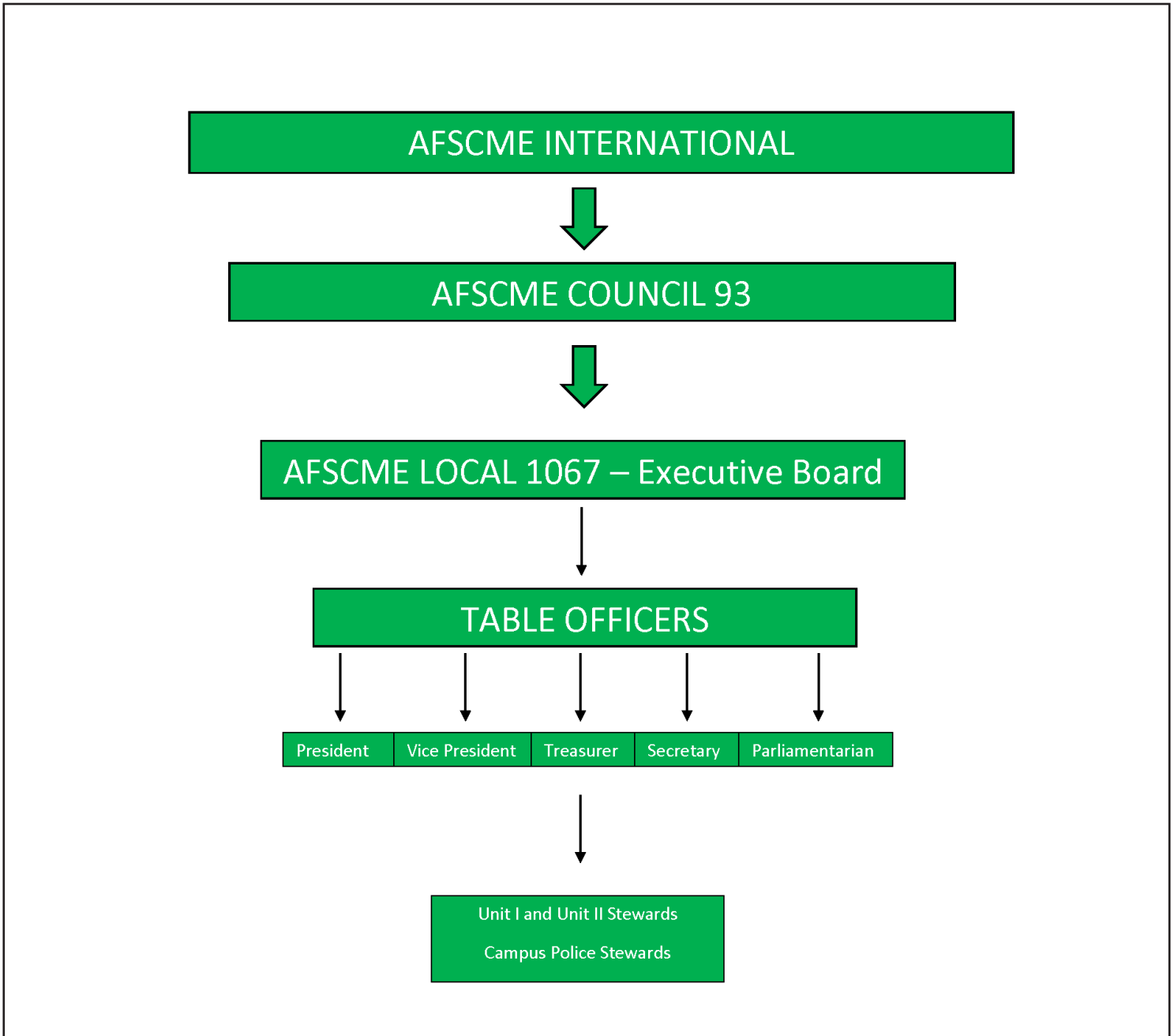
Ashley Peel
 apeel@afscme93.org
 617-367-6032

Joe Malinowski
 jmalinowski@afscme93.org
 413-668-2202

Sheila Kearns
 skearns@afscme93.org
 774-202-8067



Info you can use...



Executive Board Meeting Schedule for 2020

January 2020 - No meeting

February 11, 2020

March 10, 2020

April 14, 2020

May 12, 2020

June 9, 2020

July - No meeting

August 11, 2020

September 15, 2020

October 13, 2020

November 10, 2020

December 8, 2020

Have something for the Newsletter?

Send to Skearnsl@massasoit.mass.edu



Contract Proposals:

It is that time again, when AFSCME Local 1067 is looking to the members for contract proposals. The Local will be accepting contract proposals for the 2020-2023 Contract beginning **Friday, January 10, 2020** until the close of business on **Friday, February 14, 2020**.

Proposals will only be accepted upon the following conditions:

The proposal(s) must be submitted either in an email or a word document.

The proposal(s) must be reasonable. (e.g. Birthdays and such, as a holiday will not be accepted).

The proposal(s) must be submitted by dues paying members.

Any late proposal(s) will not be submitted.

If you have submitted proposal(s) prior to January 10, 2020, do not assume that they will be submitted.

Resubmit in accordance to these directions.

All proposal(s) are to be sent via email only to: skearnsl@massasoit.mass.edu

It is your responsibility to ensure that the proposal(s) are submitted to the correct email address.

This is the time; the only time, that you will have to submit proposal(s).

Thanks in advance for your participation.

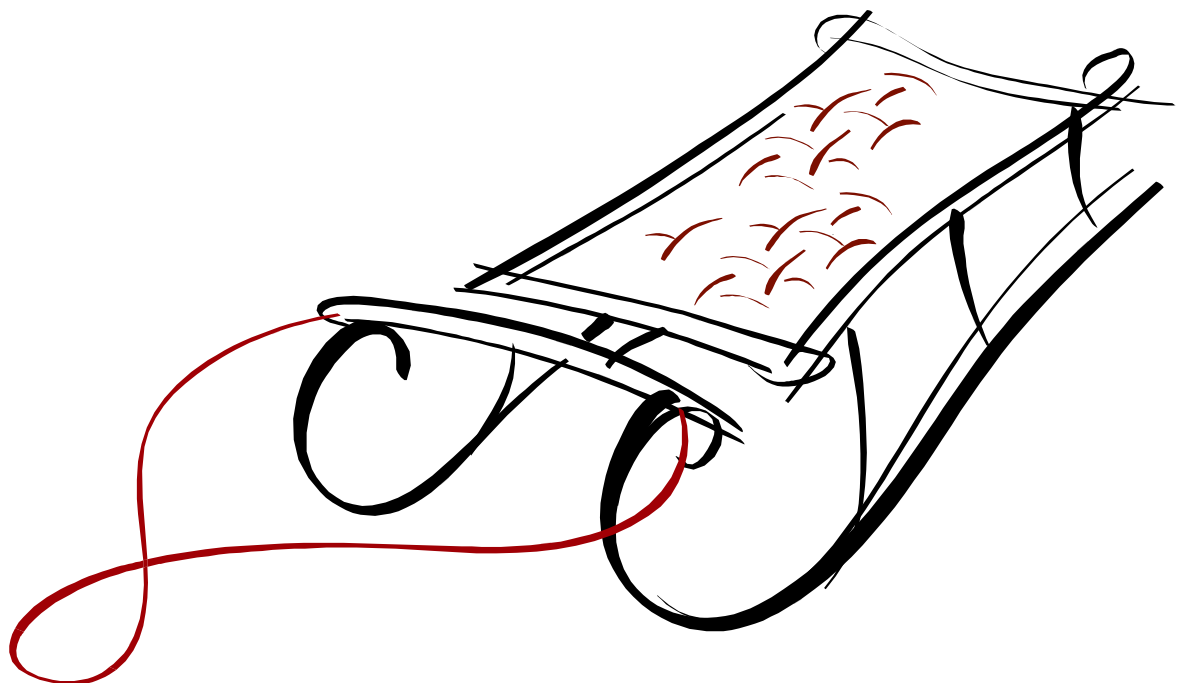
Attention Stewards:

Make sure that you are notified of new hires.

If necessary, request new hires from HR monthly.

You are allowed one (1) hour to meet with each new hire.

AFSCME Strong cards are to be submitted to Payroll, HR, and the Union.



If you have not recommitted to the Union, we need your card! *Stick with your UNION!*

AFSCME STRONG

AFSCME Council 93

Yes! I am AFSCME Strong.
 I want a strong voice at work and in my community

Yes, sign me up to:

- Talk to colleagues at work about AFSCME
- Make phone calls to AFSCME members for campaigns
- Knock AFSCME member doors during campaigns

Membership Application

**American Federation of State, County and Municipal Employees
 Membership and Authorization for Dues Deduction**

PLEASE PRINT LEGIBLY.

New Member Re-commit

I hereby apply for membership in Council 93 (hereafter "Union") and I agree to abide by its Constitution and Bylaws. I authorize the Union and its successor or assignee to act as my exclusive bargaining representative for purposes of collective bargaining with respect to wages, hours and other terms and conditions of employment with my Employer.

Effective immediately, I hereby voluntarily authorize and direct my Employer to deduct from my pay each pay period, regardless of whether I am or remain a member of the Union, the amount of dues certified by the Union, and as they may be adjusted periodically by the Union, and to authorize my Employer to remit such amount monthly to the Union.

This voluntary authorization and assignment shall remain in effect in accordance with the applicable collective bargaining agreement. If the applicable collective bargaining agreement or state statute does not address revocation, then this voluntary authorization and assignment shall be irrevocable, regardless of whether I am or remain a member of the Union, for a period of one year from the date of execution or until the termination date of the collective bargaining agreement (if there is one) between the Employer and the Union, whichever occurs sooner, and for year to year thereafter unless I give the Employer and the Union written notice of revocation not less than ten (10) days and not more than twenty (20) days before the end of any yearly period, or in accordance with state statute. The applicable collective bargaining agreement is available for review, upon request. This card supersedes any prior check-off authorization card I signed.

I recognize that my authorization of dues deductions, and the continuation of such authorization from one year to the next, is voluntary and not a condition of my employment.

In order to comply with Internal Revenue Service rulings, be advised that your membership dues are not deductible for federal income tax purposes. However, they may be tax deductible as ordinary and necessary business expenses.

Local Number	Employer	
Last Name	First Name	M.I.
Street Address	Apt. No.	
City	State	ZIP Code
SSN (last four digits)	Employee ID #	Job Title
Cell Phone	Personal E-mail Address	

By providing my cell phone number, I understand that AFSCME and its affiliates may use automated calling technologies and/or text message me on my cell phone on a periodic basis. Carrier message and data rates may apply to such texts.

Signature _____ Date _____

Contribution Form

AFSCME PEOPLE

Become a PEOPLE MVP for \$8.35/ month (\$100 annually)

I hereby authorize my employer and associated agencies to deduct, each pay period, the amount certified as a voluntary contribution to be paid to the treasurer of American Federation of State, County and Municipal Employees PEOPLE, AFSCME, AFL-CIO, P.O. Box 65334, Washington, D.C. 20035-5334, to be used for the purpose of making political contributions and expenditures. My contribution is voluntary, and I understand that it is not required as a condition of membership in any organization, or as a condition of continued employment, and is free of reprisal. I understand that any contribution guideline is only a suggestion and I am free to contribute more or less than that amount and will not be favored or disadvantaged due to the amount of my contribution or refusal to contribute, and that I may revoke this authorization at any time by giving written notice.

PLEASE PRINT LEGIBLY.

Last Name	First Name	M.I.
Street Address	Apt. No.	
City	State	ZIP Code
SSN (last four digits)	Employee ID #	Job Title
Local Number	Employer	
Cell Phone	Home Phone	

By providing my cell phone number, I understand that AFSCME and its affiliates may use automated calling technologies and/or text message me on my cell phone on a periodic basis. Carrier message and data rates may apply to such texts.

Signature _____ Date _____

Personal E-mail Address _____

Deduction Per Pay Period

\$5 \$10 \$15

Other \$ _____ each pp

Circle jacket size.
 S M L XL 2XL Other _____

For Office Use Only

JACKET RECEIVED

In accordance with the federal law, AFSCME PEOPLE will accept contributions only from members of AFSCME and their families. Contributions from other persons will be returned. Contributions or gifts to AFSCME PEOPLE are not deductible as charitable contributions for federal income tax purposes.

Organizing 03's/part-time employees!

We are ramping up the campaign to organize part-time employees!
Schedule a meeting at your college/university, TODAY!!!

Contact: David Nagle at 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?



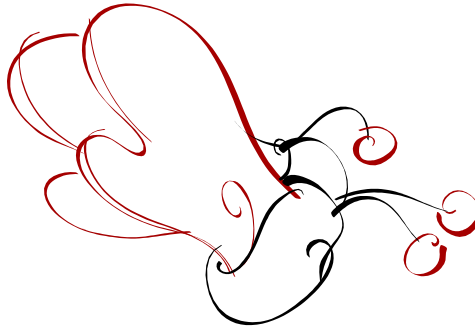
The meeting will take place on the following date, time, and location. We hope to see you there!



Date: _____

Time: _____

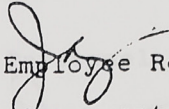
Location: _____



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@psoaa.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.

Wishing that this new year brings all the success that you desire. May all your goals be achieved and your purposes be fulfilled!

~ President Kearns



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!

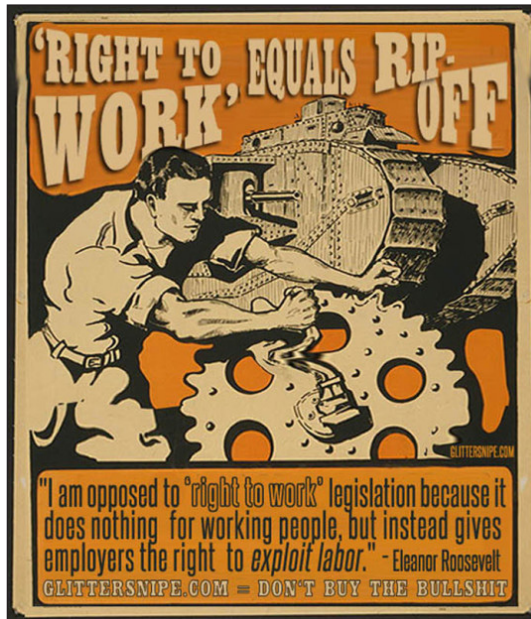
Please note: Do NOT think that you are bothering your steward if you have a question or a problem with your supervisor and/or management. That is what we are here for.
Table officer contact information is on the front cover.

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!

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.

