

# Welcome February!

## Table Officers Contact Information

**Sheila Kearns, President**

skearns@afscme93.org  
Massasoit Community College  
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

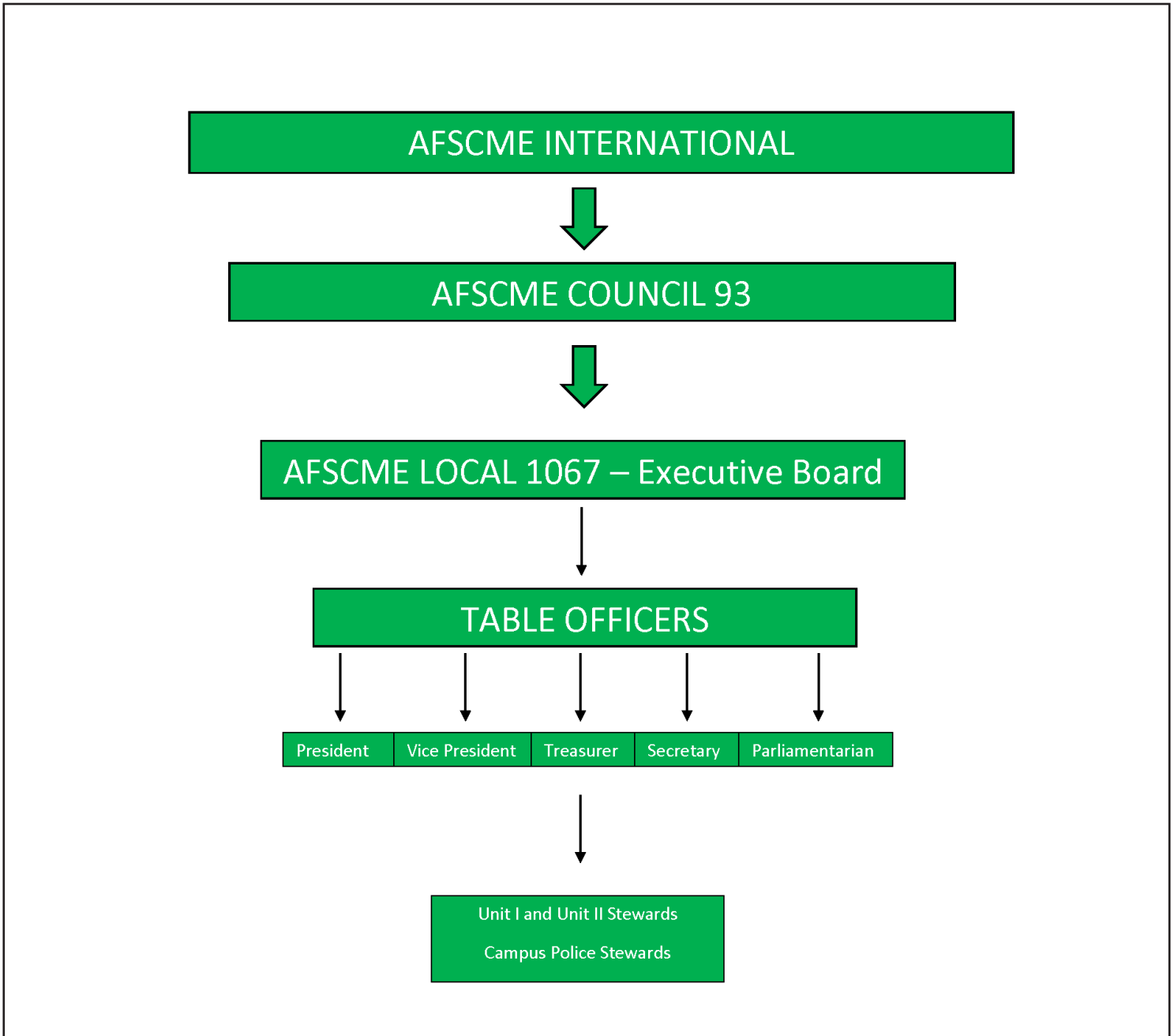
Ashley Peel  
 apeel@afscme93.org  
 617-367-6032

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

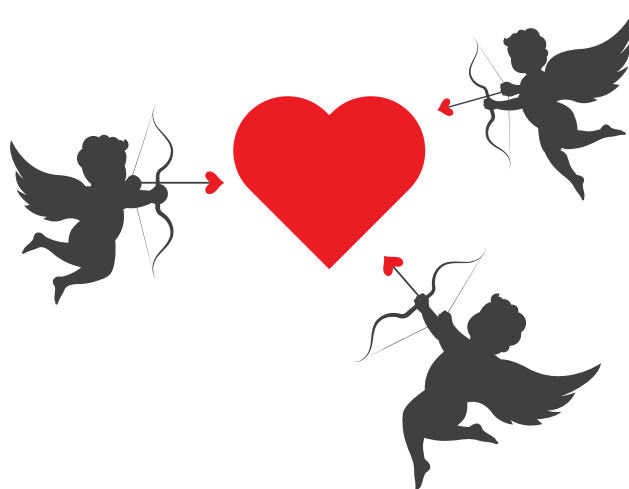
October 13, 2020

November 10, 2020

December 8, 2020

*Have something for the Newsletter?*

Send to [SkearnsI@massasoit.mass.edu](mailto:SkearnsI@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](mailto: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.



## Bill Zeroes in On Arming MassArt Campus Police

“I don’t think we should be playing games with public safety,” Sen. Paul Feeney said.

By Matt Murphy State House News Service

BOSTON - With incidents of campus violence becoming all too common at American colleges, the question of whether to put firearms in the hands of campus police at the Massachusetts College of Art and Design came before trustees in February. The issue had been a controversial topic at the school for years, and despite a number of safety reports clearly recommending that campus police be given firearms many students and community members remained vocally opposed.

When the time came for the vote, the answer from President David Nelson and the board was equally clear. No guns. That’s why last summer Sen. Paul Feeney, a Foxboro Democrat, filed a bill that would allow the Board of Higher Education to overrule an individual board and require the issuance of firearms and other safety equipment to campus police officers at any state college, community college or public university.

Feeney had heard the case made by the union representing campus police, and agreed that something as serious as public safety on college campuses should not be left to the politics of a particular school. The bill (S 2431) will finally get a hearing next week before the Joint Committee on Public Safety, which is co-chaired by one of the bill’s co-sponsors, Rep. Harold Naughton Jr., D-Clinton.

“It’s unconscionable to me that with the issues that we have surrounding public safety, especially around campuses, that we would have duly sworn officers that are unarmed. It just doesn’t sit right with me,” Feeney said in an interview with the News Service.

On a campus nestled in the city and surrounded by other private institutions like Northeastern University, Simmons University and Wentworth Institute of Technology, MassArt is the only four-year public college in Massachusetts that does not have armed security. In the event of an emergency, the school relies on the Boston Police Department to be its first responder. While the bill would apply broadly to all public colleges and universities, the clear target of the legislation is the administration of MassArt, which has been at odds with the union representing campus security over the issue of firearms.

Jim Durkin, the legislative director for the American Federation of State, County and Municipal Employees Council 93, said the lack of ability to carry a firearm has led to considerable turnover among MassArt police who do not feel like they can adequately protect themselves or students.

The union argues that campus police are in a much better position to respond to an active shooter or other threat on campus because of their familiarity with facilities. “The absurdity of this can be summed up by knowing that when they have an active shooter drill they have their officers sheltering in place,” Durkin said.

Durkin’s union represents over 200 campus security officers at state colleges and universities around the state, including nearly a dozen officers on the MassArt campus. All campus police have gone through the State Police academy and are deputized as

special state police officers, with licenses to carry firearms, according to Durkin.

Feeney's bill was filed in September, and admitted in November when both the House and Senate referred the legislation to the Joint Committee on Higher Education. Without holding a hearing, that committee this week discharged the bill to the Joint Committee on Public Safety, which promptly scheduled a hearing for Feb. 3.

Feeney said he decided to get involved in this issue, despite MassArt falling well outside his district, after a conversation with union leaders. Naughton and Senate Minority Leader Bruce Tarr joined Feeney to co-sponsor the bill. "We looked at it and figured the best solution was to allow the board of higher ed to make a unilateral decision when it comes to public safety," Feeney said.

Feeney said he doesn't support allowing students, faculty or administrative to carry firearms. "Let's give the firearms to the people we pay to protect the students and the campus, and those are the campus police officers. It's unfortunate that we have to fix this legislatively, but it appears that we do," Feeney said.

Higher Education Commissioner Carlos Santiago declined to comment on the legislation, but a spokeswoman for the department shared a report produced for the board in 2016 by a group of security consultants, including former assistant secretary of Homeland Security Juliette Kayyem, that recommended the arming of campus police.

A separate Campus Safety Work Group at MassArt reached a similar conclusion in 2018, voting unanimously in favor of arming campus police and providing active-shooter training for the campus community. The report produced by the group cited the 2016 Board of Higher Education report, as well as reports produced in 2011 by Good Harbor Security Assessment and in 2014 by the consulting firm Azdell-Morgan that also strongly recommended that the college switch to armed police. The group acknowledged in its final report that not only was MassArt the only four-year state college that remained unarmed, but stated that retaining officers had been difficult and the turnover costs of training new officers when others resign has cost "a great deal of time and money." It also stated that then-Boston Police Commissioner William Evans supported arming MassArt college police officers.

Current Commissioner William Gross's office did not respond to a request for comment on the Feeney bill or MassArt's position of not arming campus police, and City Hall said Mayor Marty Walsh has not weighed in on the issue.

Following a February vote of the MassArt board not to arm campus police, the union representing the officers took a vote of no confidence in Nelson. "This action was taken in response to your opposition to arming our police officers, to what we view as a reckless disregard for the safety of the students, staff, and most importantly, the police officers at the Massachusetts College of Art," president of AFSCME Local 1067 Sheila Kearns wrote. Kearns also faulted Nelson for what the union considered to be his failure to defend campus officers in the face of sharp criticism from students.

Nelson's office did not respond to a request for comment. "Every campus has a unique feel. Every school has the authority to run the school as they see fit. But I think there's a clear line when it comes to public safety, and those issues can become politicized," Feeney said. Feeney said he believes opposition "comes from a good place," but concluded "I fear that if it's left up to each unique campus board that it becomes politicized, subject to pressure and I don't think we should be playing games with public safety."

## 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.

Please see the adjoining page for specific instructions.







## AFSCME Local 1067 STRONG Instructions for new cards

- Make a plan within your local to speak with each member – spread the work out, you should get volunteers to assist. The members will be more engaged in the local if we get them talking with each other on a local level.
- First, approach each individual member and get them to recommit to the union. Ask them if they would be willing to help by getting active at work. Check the box where they are willing to do something. Keep this information for your records. (top section)
- Second, have the member fill out the Membership Application (middle section)  
Make sure the card is signed. And, cell phone and personal email are important.
- Third, explain to the member how important it is to be involved politically  
Make sure you tell the member that dues money can't be spent on politics.  
That's why we need them to contribute to PEOPLE. It's job security for them to have someone lobbying for their best interests.
- When you complete this process you can give the original cards to your Council 93 Staff Representative when they are on campus or at Executive Board Meetings or mail them to Brittany Alexander, 8 Beacon Street, 8<sup>th</sup> Floor Boston, MA 02108. **Make a copy and submit to both HR and Payroll.** Keep a copy for your local files, In between meetings/mailings a scanned copy can be e-mailed to Brittany Alexander at [balexander@afscme93.org](mailto:balexander@afscme93.org).
- You do not have to wait until you get cards from all the members; get them to Council 93 staff when you receive them. Please send the whole card, even if only the middle section has been filled out. **Do not perforate or cut the card.**
- **FOR NEW MEMBERS:** Original card goes to Council 93 – Copy to HR and Payroll.
- **PEOPLE** – When a member fills out the PEOPLE card, make sure they have selected a deduction amount and signed the card. Make a copy of the card for local records.
- **CAMPUS** – Make sure that the name of your college/university is on the card

## 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**

New Member      **PLEASE PRINT LEGIBLY.**       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.

**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

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 \_\_\_\_\_

## 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](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: \_\_\_\_\_

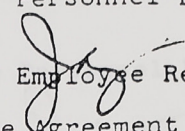
Location: \_\_\_\_\_



**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](mailto: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.

## Presidents Day 2020

Presidents Day is an American holiday celebrated on the third Monday in February; Presidents Day 2020 occurs on Monday, February 17. Originally established in 1885 in recognition of President George Washington, the holiday became popularly known as Presidents Day after it was moved as part of 1971's Uniform Monday Holiday Act, an attempt to create more three-day weekends for the nation's workers. While several states still have individual holidays honoring the birthdays of Washington, Abraham Lincoln and other figures, Presidents Day is now popularly viewed as a day to celebrate all U.S. presidents, past and present.

## Washington's Birthday

The story of Presidents Day date begins in 1800. Following the death of George Washington in 1799, his February 22 birthday became a perennial day of remembrance.

At the time, Washington was venerated as the most important figure in American history, and events like the 1832 centennial of his birth and the start of construction of the Washington Monument in 1848 were cause for national celebration.

While Washington's Birthday was an unofficial observance for most of the 1800s, it was not until the late 1870s that it became a federal holiday. Senator Steven Wallace Dorsey of Arkansas was the first to propose the measure, and in 1879 President Rutherford B. Hayes signed it into law.

The holiday initially only applied to the District of Columbia, but in 1885 it was expanded to the whole country. At the time, Washington's Birthday joined four other nationally recognized federal bank holidays—Christmas Day, New Year's Day, the Fourth of July and Thanksgiving—and was the first to celebrate the life of an individual American. Martin Luther King Jr. Day, signed into law in 1983, was the second.





# 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.

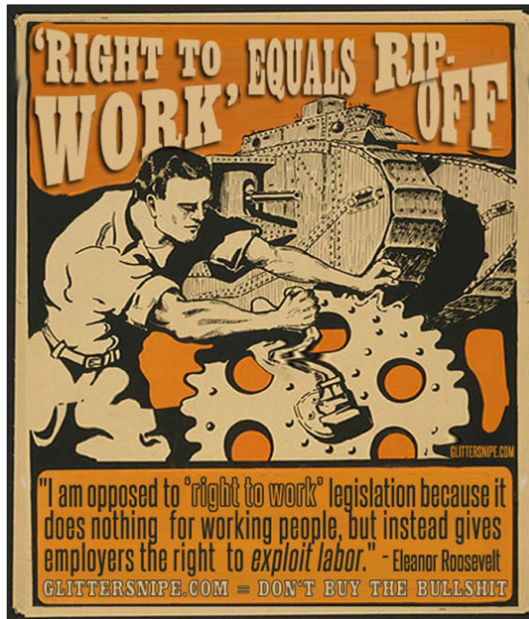
# Remember...

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!



Monthly Executive Board Meetings  
take place on the second Tuesday of every month,  
except in January, July, 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.

