

MAY 2020

### WE ARE NOT IN THE SAME BOAT

By Linda Hogan-Shea

During this pandemic I have often heard the phrase “We are all in the same boat”. However, that’s simply not true. We are all experiencing the same storm, but not in the same boat. The reality is that we are all on different ships during this storm experiencing a very different journey.

For some, stay-at-home orders are not a hardship, financially or emotionally. For others, it is a desperate financial and family crisis.

In America, pre-pandemic, nearly 50% of people lived paycheck to paycheck, 11.8% of the population lived in poverty, and 11.1% of US households were food insecure, of those more than half participated in Federal food and nutrition programs. Since the

pandemic, nearly one-quarter of the American workforce is unexpectedly unemployed and many, for the first time, are looking to food banks for help.

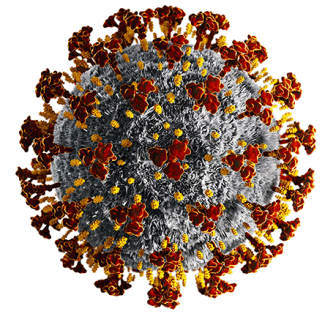
Some people find the stress and worry overwhelming. Others fair better mentally, relying on their family and faith to get them through the tough times. Your outlook is different depending on where you stand and whom you stand with.

As public employees we are in a fortunate position, since most of us are still employed. And the state provides safety nets for those of us who are feeling overwhelmed either emotionally or financially through the Employee Assistance Program at [www.mylifeexpert.com](http://www.mylifeexpert.com). Check with your campus HR

department on how to access those services if you need them.

I would urge those who can to help your community to do so. You can support small local businesses by buying gift cards or ordering takeout; donate to a food pantry (in every case monetary donations go further); shop for an elderly neighbor; call your parents more frequently. If you can, make it a weekly routine to give back to the community. And when this crisis is over, continue these acts of kindness, because the world needs more people who care for one another each and every .

While life will never ‘go back to normal’, it will improve. Until then be patient, be kind, stay inside and we will weather this storm together.



#### ***Covid 19 Links***

[COVID-19 2.28.2020](#)

[Industry Specific 2.28.2020](#)

[Resources](#)

[Public Health Guidance](#)

[Tele-Town Hall Recap](#)

Do you have a positive story to share?  
Send me an email at [Lhoganshea@westfield.ma.edu](mailto:Lhoganshea@westfield.ma.edu)

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## MY COVID-19 JOURNEY BY JOE MALINOWSKI

My name is Joe Malinowski, Staff Representative assigned to the Western Mass Office.

I want to share the journey my wife Mary and I took after being diagnosed with Covid-19.

On March 18 we had minor cold like symptoms, runny nose, slight headache and scratchy throat. In three short days more symptoms developed, loss of taste and smell, fevers and chills, headache, body & muscle aches, and total exhaustion. On April 1st Mary was having back pain and shortness of breath. The doctor directed her to the local hospital where she was immediately admitted. Her lungs became infected and her health declined. It was a terrible feeling not being able to see her.

I remained at home, although getting

sicker by the day. On Sunday morning I was worse, I called an ambulance and was admitted to the hospital as well. Both Mary and I tested positive for COVID-19. Even though I was three



rooms away from Mary, I was not allowed to see her. I spent 5 days in the hospital before being discharged. Mary continued to struggle and although the nurses kept me updated on her condition, it was hard not knowing if I

would see her again. A week after being admitted, Mary began to improve, and by April 11th no longer needed oxygen. Nearly four weeks after this ordeal began, Mary was discharged from the hospital, on Easter Sunday. Every day we continue to gain more strength, but it is a struggle and we may never be the way we were 'pre-COVID-19'.

Do not take this virus lightly, this was a horrible experience for us and I'm blessed that we survived, many have not. I urge you to take every precaution you can to protect yourselves, your family, and everyone around you. I sincerely hope that the situation in the world will improve soon and scientists develop effective treatments and vaccines. Until that happens Take care of yourselves and stay healthy.

## 2020 MEMORIAL SCHOLARSHIP GOLF TOURNAMENT

It's time once again to start looking ahead to the warm summer months and begin preparing for the 14th Annual Council 93 Memorial Golf Tournament. As you may know, the golf tournament is the premier fundraising event for the Council 93 Memorial Scholarship Fund, which helps AFSCME families meet the

*"...helps AFSCME families meet the high cost of a college education."*

high cost of a college education. For more than 15 years, the fund has provided more than \$66,000 in scholarships to AFSCME members, their spouses, children, stepchildren, grandchildren and legal dependents. When: Monday, June 29th Where: Black Swan Country Club Georgetown, MA

Download the Registration Form

<http://cdn-ecomm.dreamingcode.com/public/244/documents/Current-14th Annual Council 93 Memorial Scholarship Golf Tournament Flyer.pdf-244-48950-1.pdf>

## IMPORTANT AFSCME LINKS

Looking for the most recent contract:

[2017-2020 AFSCME Contract](#)

Looking to reallocate? Start by finding the correct spec for you new position.

[Mass State Classification Specifications](#)

Fill out the request reallocation packet

[Appendix E Reallocation Packet](#)

Having an Election on your campus?

[Local-Union-Election-Manual-English](#)

**UNION  
IS NOT A  
DIRTY WORD**

Are you a public safety officer?

[Public Safety Protection Plan brochure](#) [www.psoaa.org/faq.php](http://www.psoaa.org/faq.php) website

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).

The Local is willing to pay for the first six months.

# AFSCME Local 1067 Strong Instruction 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, 8th 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

The image shows two forms from AFSCME Council 93. The top form is a 'Strong' card with a blue header and green accents. It asks members to sign up for various activities like talking to colleagues, making phone calls, and knocking doors. The bottom form is a 'Membership Application' form with fields for name, address, phone, and email, and checkboxes for different membership options.

## ORGANIZING O3'S/PART-TIME EMPLOYEES!

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 O3 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 O3 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 O3 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!



Local 1067 OfficersPresident

Thomasine (Tommie) Corbett  
Northern Essex Community College

Vice President

Linda Hogan-Shea  
Westfield State University

Treasurer

Janet Cartwright  
Bridgewater State University

Secretary

Marie Griffin  
Bunker Hill Community College

Three-Year Trustee

Vacant

Parliamentarian

Kim Noel  
Springfield Technical Community College

State Universities:

- Bridgewater
- Fitchburg
- Framingham
- Mass. College of Art
- Mass. Maritime Academy
- Salem
- Westfield
- Worcester

Community Colleges:

- Berkshire
- Bristol
- Bunker hill
- Cape Cod
- Greenfield
- Holyoke
- Mass Bay
- Massasoit
- Middlesex
- Mt. Wachusett
- North Shore
- Northern Essex
- Quinsigamond
- Roxbury
- Springfield Technical

Greetings:

I am writing to you today for a number of reasons. The first being that Linda Hogan-Shea, from Westfield State, was elected to the position of Vice President of Local 1067 at Tuesdays Executive Board meeting. The contact for the all the Table Offices will be included at the bottom on this letter.

I also want to let you know the status of the State Wide Grievance for comp time for essential workers that was filed. At this time, it has been placed into abeyance until after the pandemic. This was a mutual decision.

Just to settle any confusion about grievances and how they are being handled.

1. Grievances will be reviewed on a case by case basis on each campus, then it will be determined if a grievance will go into abeyance or be heard. (**NOTE:** if it is to be heard, it can ONLY go forward if the Grievant agrees to a remote hearing.)
2. AT this time **ALL Termination Grievances** will and shall be scheduled. (**NOTE:** if it is to be heard, it can ONLY go forward if the Grievant agrees to a remote hearing.)
3. I want to make it perfectly clear If a member has a grievance filed and they **DO Not** want to have the Hearing via Zoom for example or any other remote platform. We can and will put Members grievance into abeyance.

I believe that was all of the business that I had to cover for now.

During our weekly call this week, Mr. Murray said some really nice things about how ALL AFSCME members have stepped up, are doing a great job, and working collaboratively with management. He wanted to acknowledge your commitment and dedication to your campuses, coworkers and students was commendable. And I whole heartedly agree! Never forget WE are Why the Colleges and Universities Function and it's nice to have our members recognized with sincere gratitude.

In Solidarity

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## FAMILIES FIRST CORONAVIRUS RESPONSE ACT

On March 18, 2020, the Senate passed and President Trump signed into law a bill that affords employees some economic relief during the COVID-19 crisis. The Families First Coronavirus Response Act contains two leave provisions that apply to the state universities. Specifically, these two leave provisions are:

(1) the Emergency Family and Medical Leave Expansion Act, which extends and expands the protection of the Family and Medical Leave Act for employees who are unable to work because they need to care for children whose school or daycare is closed due to the coronavirus, including requiring paid FMLA leave benefits.

(2) the Emergency Paid Sick Leave Act, which provides a ten-day new paid sick leave entitlement for certain coronavirus-related absences.

Families First Coronavirus Response Act (FFCRA) will help the United States combat and defeat COVID-19 by giving all American businesses with fewer than 500 employees funds to provide employees with paid leave, either for the employee's own health needs or to care for family members. The legislation will ensure that workers are not forced to choose between their paychecks and the public health measures needed to combat the virus while at the same time reimbursing businesses.

The guidance – provided in a [Fact](#)

[Sheet for Employees](#), a [Fact Sheet for Employers](#) and a [Questions and Answers document](#) – addresses critical questions, such as how an employer must count the number of their employees to determine coverage; how small businesses can obtain an exemption; how to count hours for part-time employees; and how to calculate the wages employees are entitled to under this law.

For more information about the laws enforced by the WHD, call 866-4US-WAGE, or visit <https://www.dol.gov/agencies/whd>.

For further information about COVID-19, please visit the U.S. Department of Health and Human Services' [Centers for Disease Control and Prevention](#).

## WEINGARTEN RIGHTS! KNOW 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 continue without representation. EVER!"***

Never 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!

# E-BOARD

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Check us out  
on the web  
AFSCME1067.ORG

## MONTHLY E-BOARD MEETINGS

January 2020 - No meeting	July - No meeting
February 11, 2020	August 11, 2020
March 10, 2020	September 15, 2020
April 14, 2020 - Zoom	October 13, 2020
May 12, 2020—Zoom	November 10, 2020
June 9, 2020	December 8, 2020

**Monthly Executive Board Meeting**  
**AFSCME Local 1067**  
 Tuesday, May 12, 2020, 9:30 AM  
**Members Can Join Zoom Meeting at**  
<https://zoom.us/j/97457757709>  
 Meeting ID: 974 5775 7709  
 Password: 640067

## COUNCIL 93 STAFF REPRESENTATIVES

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Bridgewater State University	<b>Kim Sylvia</b>	Massasoit Community College	<b>Kim Sylvia</b>
Bristol Community College	<b>Kim Sylvia</b>	Middlesex Community College	Ashley Peel
Bunker Hill Community College	Ashley Peel	Mt. Wachusett Community College	Dan Morse
Cape Cod Community College	<b>Kim Sylvia</b>	North Shore Community College	Carol Markland
Fitchburg State University	Dan Morse	Northern Essex Community College	Carol Markland
Framingham State University	Dan Morse	Quinsigamond Community College	Dan Morse
Greenfield Community College	Joe Malinowski	Roxbury Community College	Ashley Peel
Holyoke Community College	Joe Malinowski	Salem State College	Carol Markland
Massachusetts Bay Community College	Ashley Peel	Springfield Technical Community College	Joe Malinowski
Massachusetts College of Art & Design	Ashley Peel	Westfield State University	Joe Malinowski
Massachusetts College of Liberal Arts	Joe Malinowski	Worcester State University	Dan Morse