

June 2020

MCLA RESILIENCY FUND UPDATE

Berkshire
the Edge

Berkshire the Edge
By [Emily Edelman](#)

May 5, 2020 North Adams — Last week, Massachusetts College of Liberal Arts announced the Trailblazers Keep Going initiative to deploy part of the college's federal CARES Act funding to students in need.

MCLA will receive \$1.3 million under the CARES Act. Colleges and universities are required to utilize the first portion of the funding — which, for MCLA, is about \$650,000 — to assist students experiencing financial hardship due to the COVID-19 pandemic.

A large portion of the funding will be distributed through the MCLA Resiliency Fund, which was set up in March by the MCLA Foundation and has since distributed nearly

\$30,000 in private money to help ease the immediate needs for more than 75 MCLA students. Additional dollars will be added to the Resiliency Fund's total in order to meet the needs of as many students experiencing economic hardship as possible.

Earlier in April, MCLA reimbursed resident students for partial housing, meal plan and parking costs due to the movement of the campus to remote instruction for the semester, which began March 30. The total of those reimbursements was \$1.5 million. Colleges and universities are not permitted to replenish these refund expenses with CARES Act funding.

UPDATE:

As of May 7, we have distributed over \$90,000 to 140 students in

need of aid.

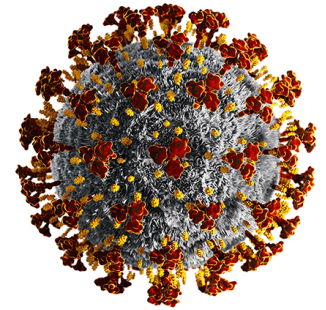
More than \$20,000 in Resiliency Fund contributions have been supplemented by the MCLA Food Insecurity Fund donations and other Foundation funds allowing us to make the following total disbursements:

Over \$17,000 has been disbursed for student food expenses

Over \$31,000 has been given to students to help pay for utilities, rent, and emergency aid.

Over \$31,000 worth of laptops and I.T. necessities have been distributed to students who did not have access to a personal computer.

Over \$37,000 Has been provided to cover the cost of courses and books, including summer scholarship aid.



Covid 19 Links

[COVID-19 2.28.2020](#)

[Industry Specific 2.28.2020](#)

[Resources](#)

[Public Health Guidance](#)

[Tele-Town Hall Recap](#)

TABLE OFFICER CONTACT INFORMATION

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EDUCATIONAL OPPORTUNITIES

-The 2020 Council 93 Memorial Scholarship application is online and applications are due by July 1st. The Memorial Scholarship is open to members, their spouses, children, stepchildren, grandchildren, or legal guardians.

Info and Application-
<http://www.afscme93.org/afscme-memorial-scholarship/>



-The AFSCME Bachelor's Degree Completion Program is now free to AFSCME members and their families, but only until June 22nd. All students who begin or continue their academic program with the Summer term are eligible for a last-dollar scholarship, which allows students to complete their degree (through graduation)

with no out-of-pocket cost for tuition, fees, or e-books.

Info and Application- <https://bachelorsdegree.afscme.org/>

-Through the AFSCME Free College benefit, members and their families can earn an associate degree completely online—for FREE.

Info and Application-
<https://freecollege.afscme.org/about-us/>

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.

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 if the member is AFSCME Strong and wants a strong voice at work. Below this are checkboxes for signing up to talk to colleagues, make phone calls, and knock doors. The bottom form is a 'Membership Application' form with fields for name, address, phone, and email, and checkboxes for various 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!





Special Meeting

AFSCME Local 1067

Nominations Meeting

AFSCME 44th International Convention

****Virtual Convention: dates below****

DATE: June 15, 2020

Time: 9 am – 3pm

Method: Email

1. Nomination emails should include the Members Name, College and contact information.
2. Email Marie Griffin, Recording Secretary, mgriffin@bhcc.edu
3. Emails sent before 9 am and after 2 pm on June 15th will not be counted.
4. Acceptance of Nominations will take place after 2pm. Nominees are required to accept or decline the nomination.
5. Attachment of Rules and Regulations for the International Convention Delegates.
6. In the event an Election needs to take place. It will be held June 17, 2020.

AFSCME 44th International Convention Dates and times:

***** Thursday, August 13-14, 2020, 2:00 p.m. Eastern**

***** Wednesday, September 2, 2020, 2:00 p.m. Eastern**

Special Meeting

AFSCME Local 1067

Delegates Election Meeting (If needed)

AFSCME 44th International Convention

DATE: June 17, 2020

Time: 9 am – 3pm

Method: Email

1. Email Marie Griffin, Recording Secretary, mgriffin@bhcc.edu
2. Ballots/Names of Nominees will be sent out via email by June 16, 2020.
3. Emails sent before 9 am or after 3 pm on June 17 will not be counted.
4. Attachment of Nomination and Election Guidance document for the International Convention.

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](#).

HAVE YOU BEEN EXPOSED TO COVID AND NEED TESTING?

Testing is free for state employees at the following State run testing sites
 Gillette Foxboro – Patriot Place
 West Springfield – Big E in West Springfield.

Call Center for Appointments
 1-855-563-7510
 Mon – Fri 8 a.m. – 4 p.m.
 Sat/Sun Closed

If you’ve been exposed to someone who’s tested positive, some urgent care centers as well as many CVS locations will test (co-pay may apply). [Click here to find a testing location near you.](#)

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! 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!

“Never continue without representation. EVER!”

STEWARDS TRAINING AVAILABLE

Council 93 is now accepting registrations for a new online workshop aimed at helping stewards and other local union leaders and activists *"Navigate the Five Steps of Handling a Grievance."*

All AFSCME members – regardless of their position within their local – are invited to participate.

Through this training program, participants will:

- Learn the contractual definition of a grievance
- Identify the five basic steps of the grievance process
- Gain the skills and knowledge needed to use the grievance process to effectively enforce a collective bargaining agreement

This live Zoom call training will be held on Thursday, June 4th at 4:30 PM and will end at approximately 6:00 PM

In order to provide participants with sufficient time to ask questions, this workshop will be limited to 100 participants. As such, interested members are encouraged to register now.

The deadline to register is June 3rd at 12:00 PM

To register, [email Brittany Gagnon](mailto:Brittany.Gagnon@afscme93.org) with your name, AFSCME Council 93 Local number; employer/worksites; and your mobile phone number. You will receive a confirmation email from Brittany with additional details including a zoom call link.

Members with questions or in need of additional details can email [Dave Nagle](mailto:Dave.Nagle@afscme93.org)

MONTHLY E-BOARD MEETINGS

January 2020 - No meeting

February 11, 2020

March 10, 2020

April 14, 2020 - Zoom

May 12, 2020—Zoom

June 9, 2020

July - No meeting

August 11, 2020

September 15, 2020

October 13, 2020

November 10, 2020

December 8, 2020

Monthly Executive Board Meetings
AFSCME Local 1067

Tuesday, June 9, 2020, 9:30 AM

Members Can Join Meeting

by clicking the link below

<https://bhcc.webex.com/meet/mgriffin1>

COUNCIL 93 STAFF REPRESENTATIVES

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Berkshire Community College	Joe Malinowski	Massachusetts Maritime Academy	Kim Sylvia
Bridgewater State University	Kim Sylvia	Massasoit Community College	Kim Sylvia
Bristol Community College	Kim Sylvia	Middlesex Community College	Ashley Peel
Bunker Hill Community College	Ashley Peel	Mt. Wachusett Community College	Dan Morse
Cape Cod Community College	Sheila Kearns	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