

Not All Super Heros Wear Capes!



Table Officers Contact Information

Thomasine Corbett, President
Tcorbett@necc.mass.edu
Northern Essex Community College
T: 978-738-7493

Janet Cartwright, Treasurer
JCartwright@bridgew.edu
Bridgewater State University
T: 508-531-1291

Marie Griffin, Secretary
MGriffin@bhcc.edu
Bunker Hill Community College
T: 617-228-2282



Local 1067 Officers

March 10, 2020

President

Sheila Kearns
Massasoit Community College

AFSCME Local 1067 Executive Board

Vice President

Thomasine Corbett
Northern Essex Community College

Dear Sisters and Brothers of Local 1067,

Treasurer

Janet Cartwright
Bridgewater State University

For the past 27 months I have loyally served this Union Local as your President. Through both the good and the bad, I have worked immeasurable hours represented the membership of Local 1067, fighting Administration and others for the rights of members, all while also creating and publishing the monthly newsletter, creating and administering the new website, posting and monitoring the AFSCME Local 1067 web page and working as a Staff Representative. And I have not faltered.

Secretary

Marie Griffin
Bunker Hill Community College

Beginning in July 2019, I commenced a leave of absence from Massasoit Community College to explore a new experience as a Staff Representative for Council 93. Shortly after the start of this new experience, I had been asked to relinquish my reign as your Local President.

Three Year Trustee

Vacant

The past few weeks have been extremely difficult for me as I deliberated the direction I wanted to proceed for me and my career. All this being said, it is with regret and a heavy heart that I am informing you that I will be resigning as President effective at the close of business March 27, 2020.

Parliamentarian

Kim Noel
Springfield Technical Community College

Please accept my deepest gratitude to those of you, our fellow colleagues, and Council 93 who have supported me during this short time. I truly loved and appreciated the opportunity to continue to guide this Local in the direction that Kevin Hanley had worked so hard to create. It is my expectation that you will **all** aspire to ensure that this Local remains true. That you will all work for justice in the workplace,

and that you will advocate for prosperity and opportunity for all of America's working families. And that you truly believe that strong unions are the key to a strong middle class; and that you will not only stand for fairness at the bargaining table – but fight for fairness for all at the ballot box and in the halls of government.

Remember our Union is not just something we belong to – it is an organization that we, as members, should actively participate in.

As always, it is my firm belief that **Our Colleges Work Because YOU Do.**

Yours in solidarity,

Sheila Kearns
President Local 1067

STATE UNIVERSITIES: • Bridgewater • Fitchburg • Framingham • Mass. College of Art
Massachusetts Maritime Academy • Mass College of Liberal Arts • 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

Vacation Leave Cap - Deadline Extension

This is from Michael Murray regarding vacation cap deadline changes are in red:

Subject: Amendment to Art 13 Section 7 of CBA

Dear Ms. Kearns,

This email will confirm the agreement reached today by the BHE/Community Colleges/State University and AFSCME Council 93 Local 1067 to amend the parties' collective bargaining agreement's Article 13, Section 7 as follows: (amendments are in red)

Section 7

An employee may request vacation leave when it becomes available. Vacation leave requests shall be granted unless in the CEO's opinion it is impossible or impracticable to do so because of work schedules or emergencies. The CEO shall make reasonable efforts to insure that an employee, having requested vacation leave, is granted such leave in order to prevent the loss of earned vacation credits.

An employee wishing to exercise his/her seniority for vacation preference must apply in writing not more than sixty (60) calendar days nor less than forty-five (45) calendar days in advance of the first day requested. (An employee wishing to file such request earlier than sixty (60) days prior to the first day requested, may do so but preference will be determined as of the 45th day in advance of the first day requested.) The CEO shall respond to this request in writing, indicating whether it can reasonably schedule such vacation, at least thirty (30) calendar days in advance of the first day requested.

When vacation requests are submitted less than forty-five (45) calendar days in advance such requests shall be processed in the order in which they are received without regard to seniority. Responses shall be given to unit members in writing within seven (7) calendar days of date of receipt of such request.

Effective July 1, 2019, no employee shall carry vacation leave credit of more than 375 hours (50 days) for unit members in Unit I and 400 hours (50 days) for unit members in Unit II.

Notwithstanding the above, current unit members as of the date of the parties' Memorandum of Agreement for this collective bargaining agreement with accrued vacation leave amounts above the fifty (50) day limit shall have until **September 1, 2020** ~~June 30, 2020~~ to lower their accrued vacation leave amounts equal to or below the fifty (50) day limit. The process by which this change in vacation leave maximum balances and accrual is effectuated shall be as follows:

At the end of the last payroll in **August** ~~June~~ 2020, any employee who is carrying vacation leave credits of more than 375 hours (50 days) or 400 hours (50 days) shall have any such accrued vacation leave credits converted to sick leave. After **September 1, 2020** ~~June 30, 2020~~, accrued vacation leave credits in excess of 375 hours or 400 hours depending on unit membership shall not be converted to sick leave and any accrued vacation leave credits above 375 hours or 400 hours shall be forfeited at the end of the last payroll period in December of each year. Employees whose services are terminated for any reason during a given year shall be subject to the provisions of Section 11 below.

This agreement is made as a result of the ongoing COVID-19 crisis which makes the use of vacation leave difficult especially for the many essential employees on each campus. Under the amendment above, the deadline to use excess vacation leave is extended from the contract's June 30, 2020 date to September 1, 2020.

Thank you.

Michael J. Murray, Esq.
Director of Employee and Labor Relations
Massachusetts Department of Higher Education

As you know, humans need social interaction, and social isolation, even if temporary, can be challenging for individuals and communities. Rates of child abuse, domestic violence, drug and alcohol use, and mental health problems all increase when there is social isolation.

Fortunately, social distancing (avoiding close physical contact with others, particularly in large groups) is not the same as social isolation.

During this time of social distancing, I encourage you to reach out to others and make connections, especially with others who may be at risk for social isolation. Pick up the phone and call, parents, grandparents, or someone else elderly who might be feeling anxious right now. Drop a friendly note of encouragement into a neighbor's mailbox (but only if you are healthy and use really good hygiene when handling the note). Send a text to someone who is living alone, or to a friend who might not have the best home situation. And if you are feeling lonely, you are not alone. Please reach out. Call, text, or email someone, and say, "Hey, I'm feeling alone, can you please get back to me?"

Just like it is easy to spread COVID-19, we can also spread happiness, strength, and patience. So stay home as much as you can, wash your hands thoroughly, and make digital connections whenever you can.

Lynn Shelley, Ph.D
Westfield State University
Department of Psychology

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.

U.S. DEPARTMENT OF LABOR PUBLISHES GUIDANCE EXPLAINING PAID SICK LEAVE AND EXPANDED FAMILY AND MEDICAL LEAVE UNDER THE FAMILIES FIRST CORONAVIRUS RESPONSE ACT

WASHINGTON, DC – Today, the U.S. Department of Labor’s Wage and Hour Division (WHD) announced its first round of published guidance to provide information to employees and employers about how each will be able to take advantage of the protections and relief offered by the Families First Coronavirus Response Act (FFCRA) when it takes effect on April 1, 2020.

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.

“Providing information to the American workforce is a top priority for the Wage and Hour Division,” said Administrator Cheryl Stanton. “With so many workers and so many employers struggling to find their way in these trying conditions, providing guidance on a rolling basis will allow workers and businesses to prepare for the law to go into effect on April 1, 2020. We remain committed, and are working around the clock to provide the information and tools for employees and employers alike.”

The guidance announced today is just the first round of information and compliance assistance to come from WHD. A workplace poster required for most employers will be published later this week, along with additional fact sheets and more Q&A.

WHD provides additional information on common issues employers and employees face when responding to COVID-19, and its effects on wages and hours worked under the Fair Labor Standards Act and job-protected leave under the Family and Medical Leave Act at <https://www.dol.gov/agencies/whd/pandemic>.

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](#).

EMPLOYEE RIGHTS

PAID SICK LEAVE AND EXPANDED FAMILY AND MEDICAL LEAVE UNDER THE FAMILIES FIRST CORONAVIRUS RESPONSE ACT

The **Families First Coronavirus Response Act (FFCRA or Act)** requires certain employers to provide their employees with paid sick leave and expanded family and medical leave for specified reasons related to COVID-19. These provisions will apply from April 1, 2020 through December 31, 2020.

▶ PAID LEAVE ENTITLEMENTS

Generally, employers covered under the Act must provide employees:

Up to two weeks (80 hours, or a part-time employee's two-week equivalent) of paid sick leave based on the higher of their regular rate of pay, or the applicable state or Federal minimum wage, paid at:

- 100% for qualifying reasons #1-3 below, up to \$511 daily and \$5,110 total;
- 2/3 for qualifying reasons #4 and 6 below up to \$200 daily and \$2,000 total; and
- Up to 12 weeks of paid sick leave and expanded family and medical leave paid at 2/3 for qualifying reason #5 below for up to \$200 daily and \$12,000 total.

A part-time employee is eligible for leave for the number of hours that the employee is normally scheduled to work over that period.

▶ ELIGIBLE EMPLOYEES

In general, employees of private sector employers with fewer than 500 employees, and certain public sector employers, are eligible for up to two weeks of fully or partially paid sick leave for COVID-19 related reasons (see below). *Employees who have been employed for at least 30 days prior to their leave request may be eligible for up to an additional 10 weeks of partially paid expanded family and medical leave for reason #5 below.*

▶ QUALIFYING REASONS FOR LEAVE RELATED TO COVID-19

An employee is entitled to take leave related to COVID-19 if the employee is unable to work, including unable to **telework**, because the employee:

- | | |
|---|---|
| <ol style="list-style-type: none">1. is subject to a Federal, State, or local quarantine or isolation order related to COVID-19;2. has been advised by a health care provider to self-quarantine related to COVID-19;3. is experiencing COVID-19 symptoms and is seeking a medical diagnosis;4. is caring for an individual subject to an order described in (1) or self-quarantine as described in (2); | <ol style="list-style-type: none">5. is caring for his or her child whose school or place of care is closed (or child care provider is unavailable) due to COVID-19 related reasons; or6. is experiencing any other substantially-similar condition specified by the U.S. Department of Health and Human Services. |
|---|---|

▶ ENFORCEMENT

The U.S. Department of Labor's Wage and Hour Division (WHD) has the authority to investigate and enforce compliance with the FFCRA. Employers may not discharge, discipline, or otherwise discriminate against any employee who lawfully takes paid sick leave or expanded family and medical leave under the FFCRA, files a complaint, or institutes a proceeding under or related to this Act. Employers in violation of the provisions of the FFCRA will be subject to penalties and enforcement by WHD.



WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR

For additional information
or to file a complaint
1-866-487-9243
TTY: 1-877-889-5627
dol.gov/agencies/whd






Coronavirus

COVID-19 CORONAVIRUS DISEASE

SYMPTOMS OF CORONAVIRUS DISEASE 2019



Patients with COVID-19 have experienced mild to severe respiratory illness.

Symptoms* can include

- FEVER** 
- COUGH** 
- SHORTNESS OF BREATH** 

***Symptoms may appear 2-14 days after exposure.**

Seek medical advice if you develop symptoms, and have been in close contact with a person known to have COVID-19 or if you live in or have recently been in an area with ongoing spread of COVID-19.

For more information: www.cdc.gov/COVID19-symptoms

CS-215252-A 07/03/2020



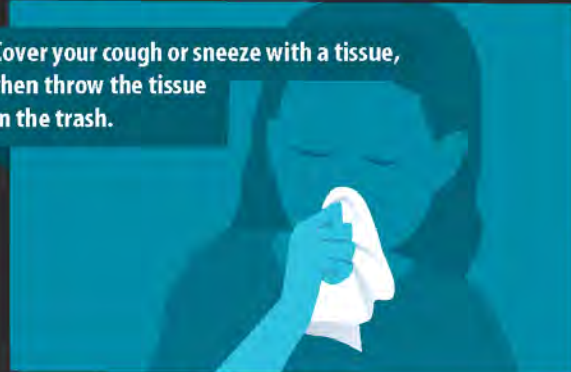
STOP THE SPREAD OF GERMS

Help prevent the spread of respiratory diseases like COVID-19.

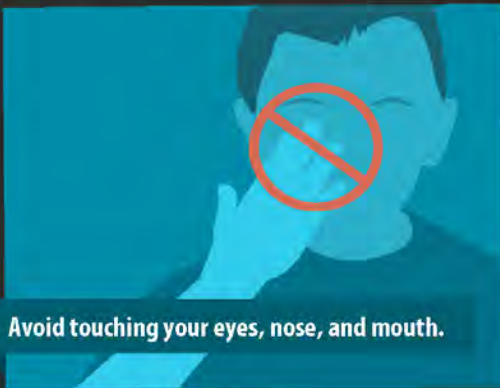
Avoid close contact with people who are sick.



Cover your cough or sneeze with a tissue, then throw the tissue in the trash.



Avoid touching your eyes, nose, and mouth.



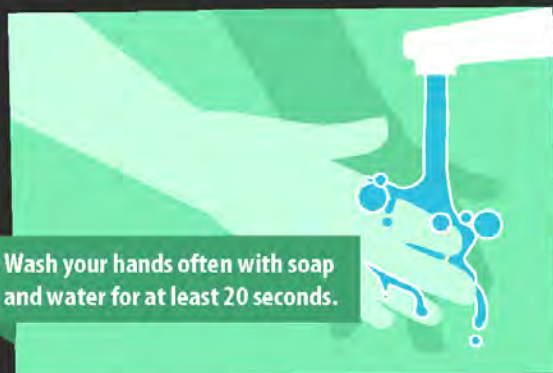
Clean and disinfect frequently touched objects and surfaces.



Stay home when you are sick, except to get medical care.



Wash your hands often with soap and water for at least 20 seconds.



For more information: www.cdc.gov/COVID19

14th Annual



Memorial Scholarship

GOLF Tournament

Supporting Local Families

The Council 93 Memorial Scholarship Fund is hosting the 14th Annual Memorial Golf Tournament at the Black Swan Country Club, in Georgetown, Massachusetts on Monday, June 29, 2020

EVENT DETAILS

- ✓ Slots filled on a first-come, first-served basis.
- ✓ Lunch served on-site during awards presentation and raffle prize drawings.
- ✓ Prizes awarded for: (1) 1st Place Team, (2) Closest to Pin, (3) Longest Drive
- ✓ Raffle Prizes include: 50/50 Drawing, Sports Memorabilia, Golf Supplies, Big Screen TV, and other great items
- ✓ If an individual is unable to play after payment is received, he or she will be responsible for finding a replacement
- ✓ All proceeds to benefit the Council 93 Memorial Scholarship Fund
- ✓ No refunds will be given

SPONSORSHIP OPPORTUNITIES

- PARTNER SPONSORSHIP - \$5,000
 - ✓ One foursome in event
 - ✓ 4' x 8' Banner with local/company name
 - ✓ Logo on all hole sponsor signs
 - ✓ Display table for products/services
 - ✓ Special gift item for team members
- DIAMOND HOLE SPONSORSHIP - \$2,500
 - ✓ One foursome in event
 - ✓ Signage at one hole
 - ✓ Special gift item for team members
- PLATINUM HOLE SPONSORSHIP - \$1,000
 - ✓ One foursome
 - ✓ Signage at one hole
- GOLD HOLE SPONSORSHIP - \$750
- SILVER HOLE SPONSORSHIP - \$500
- BRONZE HOLE SPONSORSHIP - \$250

Registration Form

MAIL WITH CHECK TO:
AFSCME Council 93 Memorial Scholarship Fund
8 Beacon St., 9th Floor
Boston, MA 02108

Teams will be reserved on a first come, first served basis.
Registration must be complete, with payment included.

\$150 per person
\$600 for a foursome:
Due by June 1, 2020

1st Player

Name

Address

City St

Phone

Email

2nd Player

Name

Address

City St

Phone

Email

3rd Player

Name

Address

City St

Phone

Email

4th Player

Name

Address

City St

Phone

Email

CUT HERE



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, 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

**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

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.

New Member

PLEASE PRINT LEGIBLY.

Re-commit

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

<p>Deduction Per Pay Period</p> <p><input type="checkbox"/> \$5 <input type="checkbox"/> \$10 <input type="checkbox"/> \$15</p> <p><input type="checkbox"/> Other \$ _____ each pp</p> <p>Circle jacket size. S M L XL 2XL Other _____</p> <p>For Office Use Only</p> <p><input type="checkbox"/> JACKET RECEIVED</p>	<p>or refusal to contribute, and that I may revoke this authorization at any time by giving written notice.</p>
---	---

Signature _____ Date _____

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.

PLEASE PRINT LEGIBLY.

Last Name _____ First Name _____ M.I. _____

Street Address _____ Apt. No. _____

City _____ State _____ ZIP Code _____

SSN (last four digits) _____ Employee ID # _____ Occupation _____

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.

Personal E-mail Address _____

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

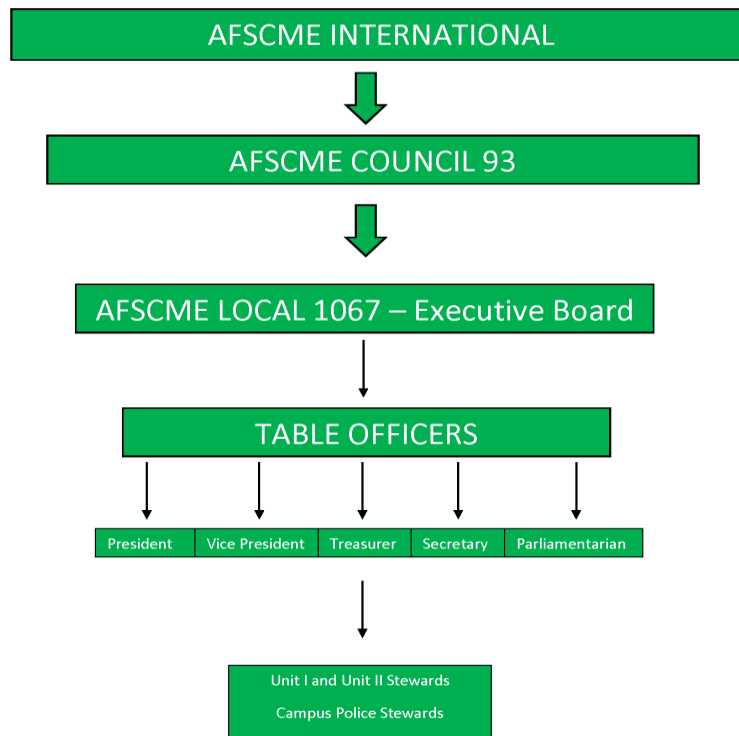
Executive Board Meeting Schedule for 2020

January 2020 - No meeting
 February 11, 2020
 March 10, 2020
 April 14, 2020 - zoom
 May 12, 2020
 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 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.



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!

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.

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!

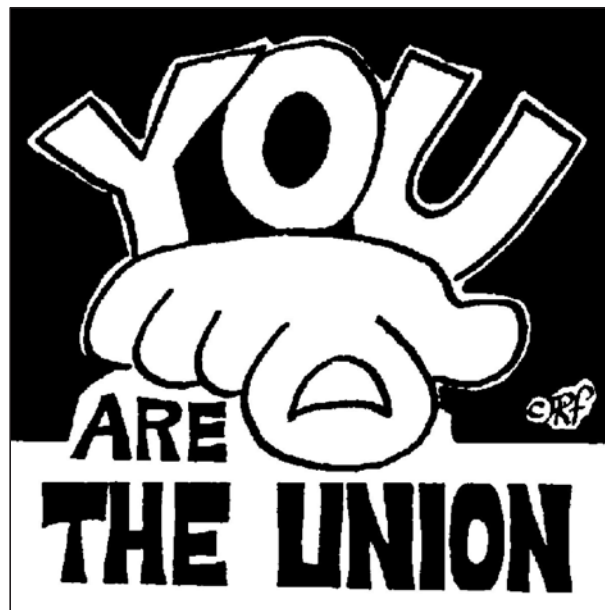
In addition, the supervisor is committing an unfair labor practice.

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...



Don't leave your *rights* to *chance*...
Recommit to your Union **TODAY!!!**
Give your Union a fighting chance...

Local 1067