



NEWSLETTER LOCAL 1067

July 2020

Council 93 is proud to join the millions of people across the country who are peacefully demanding substantive change aimed at ending deeply-rooted racism and bias within our law enforcement system. This longstanding national crisis has led to far too many instances of unnecessary and excessive force, as well as the unjust killing and undisputable murder of countless African Americans.

As part of a national union with a long and storied history of being at the forefront of the civil rights struggle and a union that represents thousands of law enforcement and corrections professionals throughout New England, we are committed to supporting changes in law and policy aimed at ending this systematic racism, violence and oppression. We believe we can achieve long-overdue change without sacrificing the union rights of the overwhelming majority of good and decent men and women in law enforcement and corrections, and without hindering their ability to adequately protect our communities and themselves.



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AFSCME PRESIDENT ON FLOYD KILLING: NO UNION CONTRACT IS A SHIELD FOR POLICE BRUTALITY

Lee Saunders

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So many police officers are in agony over George Floyd's tragic death. It should not be used as an excuse to bash unions or undermine worker rights.

As an African American man who lived through the 1960s and now has two sons and three very young grandsons, the specter of systemic racism keeps me up at night. I can't tell you how many times I've called my sons during the past week — just to know where they are, to hear their voices, to make sure they are safe. Unless things change, my sons will have the same conversations with my grandsons when they are older. There should be no controversy in declaring that the lives of my sons and grandsons matter. Black lives matter.

And as a union leader, I know the agony so many police officers feel when yet another senseless tragedy occurs. In denouncing the murder of George Floyd, Sgt. Jeffrey Reimer, who leads 2,000 AFSCME-represented police officers in Connecticut said, "What happened to Mr. Floyd was an absolute misuse of force. It never should have happened. The Minneapolis police officers involved in this heinous action put the rest of us at



AFSCME President Lee Saunders, right, with sons Lee Saunders Jr., left, and Ryan Saunders, center, at their home in Washington, D.C., about 10 years ago. Lynne Saunders

risk. There is no justification for what they did."

Let's be clear:

- ◆ No union contract is or should be construed as a shield for misconduct or criminal behavior. In fact, the four officers in Minneapolis were fired the day after George Floyd was killed, and now they've all been charged.
- ◆ While union contracts do not shield police brutality or other criminal behavior and while most officers understand that their sworn oaths demand a higher standard of conduct, it is incumbent upon law enforcement officers to work within our communities, along with politicians, prosecutors and police chiefs, to stamp out a culture among some that "anything goes" on

the streets.

- ◆ And ugly rhetoric from a labor leader, such as the opinions expressed by the president of the independent Minneapolis police union, who is a disgrace to the labor movement and should resign, does not provide an excuse to bash unions.

Everyone should have the freedom to join a union, police officers included. Period. The tragic killing of George Floyd should not be used as a pretext to undermine the rights of workers.

More than half a century ago, the Rev. Martin Luther King Jr. declared that labor rights are civil rights. The 1.4 million members of the union I lead, the American Federation of State, County and Municipal Employees — which includes thousands of law

enforcement officers — feels unique kinship with Dr. King and his mission. He was assassinated while helping 1,300 striking black sanitation workers who had formed an AFSCME local union and carried signs in Memphis that declared, "I am a man."

Black people and our allies across America are outraged at the betrayal we have experienced. We have been told, since the founding of our nation, that we're all created equal. We have been told that if we obey the law and play by the rules, the American dream will be attainable. But this promise is never realized.

While the peaceful protests must continue, enough with the rhetoric and the blue ribbon commissions and the task forces. We know what the problems are. We need to implement real solutions that people see and feel on their streets and in their communities. Just as it was wrong when racists went out of their way to exclude black people from unions, it is wrong to deny this freedom to police officers today.

Lee Saunders is the president of the 1.4 million-member American Federation of State, County and Municipal Employees, which represents 90,000 sworn and non-sworn officers across the country, including corrections

LOCAL 1067 2020 SCHOLARSHIP WINNERS

The 2020 Scholarship committee met recently to determine the winners of the Local 1067 Scholarships. There were many phenomenal applications submitted, making the selection process difficult. We are pleased to announce the following scholarship winners.

\$1,000 winners

Izabell Lopez

Daughter of Marisol Lopez Correa, College of Art and Design of Massachusetts

Loreal Williams

Daughter of Sharon William, MassBay Community College

\$500 Winners

Andrew Connelly

Son of James Connelly, Greenfield Community College

Trisha McDonald

Daughter of Michael McDonald, Bunker Hill Community College

Raquel Ortiz

Daughter of Ruth Ortiz, Worcester State University

Jessica Tosi

Daughter of Michelle Tosi, Framingham State

Alex Tennent

Son of Janet Tennent, North Shore Community College



UNION PLUS BENEFITS

Union Plus is a non-profit and we're the ONLY consumer benefits organization created and endorsed by the AFL-CIO.

Here at Union Plus, our mission is to improve the quality of life for union members and their families, provide valuable benefits and services that strengthen the ties of union members to their unions and contribute funding to the labor movement.

We believe that our country's middle class was built by union-strong members like you, so we diligently research every benefit and tailor them to support you and other union members — we're working hard to make life a little easier for you.

"...Union Plus is a non-profit and we're the ONLY consumer benefits organization created and endorsed by the AFL-CIO."

If You're Union — You're Eligible

As current and retired union members, you are automatically eligible for your union's Union Plus Benefits —



often times, your parents, spouse and children are also eligible. No Union Plus membership, No Fees, No Waiting Period, No Hassle.

Don't have access to a union job? Consider joining Working America for free.

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](#)

Are you a public safety officer?

[Public Safety Protection Plan brochure](#)
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.

Looking for your campus steward?
<https://afscme1067.org/wp-content/uploads/2020/06/steward-list-2020.pdf>

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 the 'AFSCME STRONG' card, which includes a section for members to sign up for activities like talking to colleagues, making phone calls, and knocking on doors. Below this is the 'Membership Application' form, which contains personal information fields (Name, Address, City, State, ZIP Code, Phone Number, Email Address) and checkboxes for membership options (New Member, Please Print Legibly, Renewal). The bottom form is the 'Contribution Form' for PEOPLE, which includes a declaration of membership and a section for selecting a contribution amount (e.g., \$10, \$20, \$30, \$40, \$50, \$60, \$70, \$80, \$90, \$100).

DEPARTMENT OF HIGHER ED

Do you want to know more about the governing body that regulates Massachusetts State Colleges and Universities? Thanks to the internet you can watch public meetings live as they happen from the comfort of your own home. What's that, you don't have three hours in the middle of your day to watch? Well you're in luck, you can read up on past meetings and find things that are important to you and your colleagues.

Learn about:

- [Board Members](#)
- [BHE Authority Powers & Duties](#)
- [Budget Process](#)
- [Comparison of Authority: BHE vs. Campus Boards](#)
- [Laws and Regulations—Current Regulations](#)
- [Upcoming Meetings](#)
- [Past Meeting Materials](#)

THANKS FROM FORMER PRESIDENT KEVIN HANLEY

Former Local 1067 President Kevin Hanley sends his sincere thanks for the beautiful flower arrangement that was sent to him on the recent passing (May 27) of his mother-in-law of Mary C. (Scioletti) Avola.



STEWARD TRAINING AVAILABLE

There are vacancies for stewards on many campuses including
 Berkshire, Unit 1 & 2
 Bridgewater, Unit 1
 Bristol, Unit 2
 Bunker Hill, Unit 2
 Framingham, Unit 2
 Greenfield, Unit 2
 Holyoke, Unit 2
 Massasoit, Unit 1
 Middlesex, Unit 1 & 2
 Mount Wachusett, Unit 1
 North Shore, Unit 2
 Salem State, Unit 1

With that in mind, and if you are considering running for one of these open positions you should think about registering for steward training.

Council 93 will be offering training for members. All AFSCME members –

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

July 15, 2020 from 4:30-6 PM via Zoom. **RSVP by July 10th**

This online workshop is aimed at helping stewards, other local union leaders and activists *“Navigate the Five Steps of Handling a Grievance.”*

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

July 22, 2020 from 4:30 to 6 PM via Zoom. **RSVP by July 15th**

This online workshop will cover *Union History*.

To register send your name; AFSCME Local 1076; your campus; and your mobile phone number to:

David Nagle
 Membership Development Coordinator
 dnagle@afscme93.org or 617-367-6045

You will receive a confirmation email from Dave with additional details including a zoom call link.

Members with questions or in need of additional details can email Dave Nagle (dnagle@afscme93.org)

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!”

PRIDE MONTH



On Saturday, June 26th, AFSCME steward Ron'na Lytle, from Westfield State University (WSU), was invited to speak at the first ever Pride Flag Raising for the City of Westfield. Ms. Lytle is an Administrative Assistant and the advisor to the Queer Straight Alliance (OSA) at WSU. The club's primary purpose is to educate the club members and the campus community about gay, lesbian, bisexual, and transgender issues.

This was a momentous occasion for the city of Westfield because they chose the Progress Pride Flag. The Flag, with its five arrow-shaped lines, added to the six-colored lines of the Rainbow Flag call for greater emphasis on inclusion and progression in the LGBT community and the world. In her speech Ron'na stated this was a beginning that will make real change in Westfield, the Commonwealth and the Country.



MONTHLY E-BOARD MEETINGS

January 2020 - No meeting	July 14, 2020—Zoom
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—WebX	December 8, 2020

Monthly Executive Board Meetings
AFSCME Local 1067

Tuesday, July 14, 2020, 9:30 AM

Members Can Join Zoom Meeting
by clicking the link below
<https://zoom.us/j/96713662043>
by phone: 929-436-2866
Meeting ID: 967 1366 2043

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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	Kim Sylvia	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