



NEWSLETTER LOCAL 1067

AUGUST 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'S RESPONSE TO MSCA'S STATEMENT ON GEORGE FLOYD'S MURDER

The Massachusetts State College Association Union (MSCA) released a statement on June 12, 2020 regarding the murder of George Floyd and subsequent uprisings. The statement includes several proposals directed at university public safety personnel. (The full statement can be read by clicking the link in their initial statement.) We did not let this slight of our union brothers & sisters go without responding. The following is the email exchange between MSCA and AFSCME.

"The killing of George Floyd was a shocking and heinous act of violence that demands accountability. There can be no public safety unless innocent, unarmed African Americans feel safe walking the streets in their communities.

"As both a union that represents several thousand law enforcement officers and a union that has long been in the vanguard of the struggle for civil rights, AFSCME believes we cannot be forced to choose between racial justice or effective policing. A free, healthy society can and must have both."

AFSCME President Lee Saunders May 28, 2020

From: Christopher J. O'Donnell
Sent: Saturday, June 13, 2020 7:00 AM
To: Corbett, Thomasine
Subject: MSCA Statement

Tommie,

I know we have not met, so let me briefly introduce myself.

My name of Chris (CJ) O'Donnell. I am the President of the Massachusetts State College Association (MSCA), the union that represents most faculty and some librarians (as does your union) at the nine state universities.

I write on behalf of the MSCA Board of Directors to let you know that at a special meeting on Friday, June 12, 2020, the Board passed, unanimously, the attached statement. This statement has also been posted on the MSCA website:

<https://mscaunion.org/a-statement-from-the-msca-on-the-murder-of-george-floyd-and-subsequent-uprisings/>

The Board requested that I write to you, in your role as President of AFSCME Local 1067, as you, your Board, or some of your rank-and-file members may have concerns or misunderstandings regarding the MSCA's statement.

We fully understand that all members of both our unions - in fact all people worldwide - are experiencing unparalleled stress. The statement is not intended to add to anyone's stress, but rather to address what should have been addressed long, long ago.

In particular, we are aware that Local 1067 represents some of the campus police officers at the state universities. So I write to invite Local 1067 to join our organizing and ground-work efforts to re-imagine campus security.

Please be in touch with any questions and concerns. I will reach back out when we have further details on MSCA actions, and offer to you and your members, the opportunity to join us in those actions.

In solidarity,

CJ

On 06/22/2020 2:05 PM Corbett, Thomasine <tcorbett@necc.mass.edu> wrote:

Mr. O'Donnell,

I received your email notifying me (after the fact) of the vote taken by your Executive Board to issue a statement regarding the Black Lives Matter movement and Defunding/Disarming Police Officers.

These are unprecedented times and it is understandable that your organization would step up and participate in activism to solicit change on our College campuses.

AFSCME'S RESPONSE TO MSCA'S STATEMENT ON GEORGE FLOYD'S MURDER

(Continued from previous page)

However, it is disheartening that your statement emphasizes your Association's support to fellow union members throughout the country, yet you make demands and attack the character of our Campus Police Officers, fellow Union members. Your statement was intentional and it makes serious allegations against the professionalism, heroism and dedication of our members. Your call for changes, without any input from the individuals who are doing the work, puts the safety of our Officers, our students and the entire campus community in jeopardy.

Your Board may have had the best of intentions with the release of this statement however, the statement was divisive in a time where we need to unite. Had we been given the opportunity to participate in a discussion before the statement was released we may have been in a stronger position of unity.

Before we decide how our union will proceed and determine whether or not we want to accept your invitation to join you in "re-imagining campus security" we would like answers in writing to the questions below. Since they are simple, straightforward questions, I expect you and your board will be able to answer as quickly as you moved to issue the statement.

QUESTIONS:

What exactly is the union calling for in the following recommendation?

Immediate discontinue the use of all lethal force techniques and technologies by Campus Police and security at the 9 state universities.

Is MSCA calling for campus police officers to be stripped of their firearms? If not, please explain what you mean by "lethal force techniques and technologies?"

Your statement states that "Black and Indigenous and Latinx" students are "targeted by police on our campuses." Are you basing this statement on any particular statistics or reports? If so, please send me the data?

In Solidarity?

Tommie Corbett

From: Christopher J. O'Donnell
Sent: Saturday, July 11, 2020 7:22 AM
To: Corbett, Thomasine
Cc: Maria Hegbloom
Subject: RE: MSCA Statement
Tommie,

The MSCA Board of Directors met on July 10th and among our business was consideration of your email and questions. The MSCA Board has asked me to forward to you their response:

Our statement was a call to everyone in our institutions of public higher education: students, faculty, staff, administration and police, to engage in fighting the systemic and institutionalized racism that pervades our larger society and our campuses. It was issued in recognition of the destruction and damage that is perpetrated against our students, faculty and staff of color by virtue of a society that has failed to address its racist past and failed to live up to its promises of equity. In this moment, it is incumbent upon all of us to actively reflect and seek change within ourselves, others and in our institutions that will end violence – both physical and emotional. We offer again, our invitation to our campus police officers as well as our entire university community, to engage with us in reimagining what security and safety could look like at our institutions and to re-envision opportunities to work together toward addressing racism in our society.

MSCA Vice President Maria Hegbloom is copied on this email.

CJ O'Donnell

MSCA President

AFSCME ADVANTAGE

HARDSHIP HELP

Union Plus is here to help union members and their families through times of uncertainty with unique Hardship Help benefits. Find out if you're eligible for these Union Plus programs.

- [Layoff Assistance](#)
- [Mortgage Assistance](#)
- [Save My Home Hotline](#)
- [Disaster Relief Grants](#)
- [Legal Help](#)
- [Medical Bill Negotiating Service](#)
- [Hospital Grant for Mortgage](#)
- [Supplemental Insurance](#)
- [Disability Benefits](#)

MORTGAGE FINANCING



Call 1-855-UNION-53 TO SPEAK WITH A LOAN OFFICER



CALL 1-866-802-7307 FOR A CONSULTATION

MONEY & CREDIT

From credit cards to credit counseling, AFSCME Advantage offers union members and their families a wide array of financial products to meet their everyday needs.

- [Credit Card Program](#)
- [Credit Counseling](#)
- [Personal Loan](#)
- [Consumer Tips](#)

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.

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

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.

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>

FREE COLLEGE



Your Free College Benefit Just Got Better...Come Find Out Why!

FREE COLLEGE INFO SESSIONS

**Wednesday, August 19th @ 10:00 AM
(Click here)**

**Thursday, August 20th @ 7:00 PM
(Click here)**



FreeCollege.AFSCME.org



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

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 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!”

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 you 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](#)

MONTHLY E-BOARD MEETINGS

January 2020 - No meeting	July 14, 2020—Zoom
February 11, 2020	August 11, 2020—Zoom
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

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	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