

AFSCME

NEWSLETTER LOCAL 1067

October 2020

YOUR VOTE



YOUR VOICE

Election day is November 3, 2020.
Are you ready?

Here's what you need to know.

Register to Vote

If you haven't already, make sure you are registered to vote. To vote in national elections, you must be a U.S. citizen—but don't forget that each state also has its own set of registration guidelines.

Research Candidates

Find out who's running for office. Select your state and enter your zip code or full address to find your district candidates. Decide what you are looking for in a candidate and who can represent your personal and professional interests. You can do this by visiting their website and gathering information about them. Evaluate where the candidate stands on issues that impact you.

Decide Who to Vote For

Once you've completed your research, prepare a checklist or 'report card' listing your priority issues, where each candidate

stands on those issues, and if you believe their leadership qualities will make a difference.



Vote

The public health emergency, along with mandates to help stop the spread of COVID-19, is impacting voting options across the country. Find out what the process will be for voting in your state this year. The United States Elections Assistance Commission (EAC) is a great resource for information on polling place.

OFFICES ON THE BALLOT IN 2020

President/Vice President
Senator in Congress
Representative in Congress
Councillor

Senator in General Court
Representative in General Court
Register of Probate

County Commissioner (Barnstable, Bristol, Dukes, Norfolk and Plymouth counties only), or Franklin Council of Government (Franklin County only)

County Treasurer (Bristol, Dukes, Norfolk and Plymouth counties only)
Sheriff (Norfolk County only – to fill a vacancy)

Important dates in Massachusetts

Registration deadlines

Online: Oct. 24
By mail: Postmarked by Oct. 24
In person: Oct. 24

Absentee ballot deadlines

Request: Received by Oct. 28 by 5:00 p.m.
Return by mail: Postmarked by Nov. 3
Return in person: Nov. 3 by close of polls

Early voting

Oct. 17 - Oct. 30, but dates and hours may vary based on where you live

TABLE OFFICER CONTACT INFORMATION

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

Linda Hogan-Shea
Vice President
Lhoganshea@westfield.ma.edu
Westfield State University
T: 413-572-5376

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

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

LOCAL 1067 ELECTION YEAR

OPEN STEWARD POSITIONS

There are many campuses across the state that are in need of representation by steward. You can be that person, advocating for fair treatment for your fellow union brothers and sisters.

What is a steward? A Union Steward is one who volunteers their time to help employees with any number of issues that come up at work. A Steward helps bring your collective agreement to life and give it meaning by making sure your boss holds up their end of the deal. In doing so, they ensure that Union members receive everything they're entitled to under their agreement. A Steward is someone who will speak to your boss on your behalf:

They are your mediator. If something happens at work or you notice a problem, your Union Steward is there to help. Elections are coming up soon,



please consider it! The following campuses are in need of representation.

Berkshire CC	Unit 1
Bridgewater State	Unit 1
Bunker Hill CC	Unit 1 & 2
Framingham State	Unit 2
Holyoke CC	Unit 2
Massasoit CC	Unit 2
Mount Wachusett CC	Unit 2
North Shore CC	Unit 2
Roxbury CC	Unit 1
Salem State	Unit 1

OPEN TRUSTEE POSITIONS

In November's election there will be two positions for Trustees. You may want to consider running for those open positions.

EXTENSION OF VACATION CAP

In a memorandum of Agreement with the Board of Higher Education dated August 7, 2020 AFSCME. The following changes were made to the vacation cap.

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 December 31, 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 December ~~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 December 31, 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 thereafter. Employees whose services are terminated for any reason during a given year shall be subject to the provisions of Section 11 below.

What does this mean for members? You must use you excess vacation time before December 31 or it will roll into your sick time. After that, if you have vacation hours in excess you will lose them! YOU EARNED THEM, USE THEM!

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



UNIONPLUS
MORTGAGE COMPANY

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



Home Mortgage

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 —



UNIONPLUS

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 BENEFIT

Free College for you and your family members! A life-changing opportunity from your union to earn your Associate Degree

#137-20

Free Associate Degree for You and Your Family

AFSCME Free College offers working families a debt-free and convenient higher education opportunity. Current members, active retirees, their spouses, domestic partners, children (including stepchildren and children-in-law), siblings, parents, financial dependents and grandchildren can all take advantage of this exciting opportunity! Family members do NOT need to be financial dependents or living with the member to be eligible.

Zero Out-of-Pocket Costs

Members and their families can earn an Associate Degree online, with no out-of-pocket costs. A last-dollar scholarship covers the difference between any federal grants and your tuition, fees and e-books at Eastern Gateway Community College (EGCC).

Eastern Gateway Credits are Transferable

Eastern Gateway Community College is a public, non-profit school in the University System of Ohio and is regionally accredited by the Higher Learning Commission. Credits you earn can transfer to other schools, saving you as much as \$15,000 on your education!

Degree Programs

- Business Management
- Criminal Justice
- Teacher Education
- Healthcare Administration
- Accounting
- Associate of Arts

Over 20 focus options and additional degrees available. For a complete listing, visit freecollege.afscme.org

For You and Your Family

Family includes children (or step children), grandchildren (or step grandchildren), parents, siblings, spouses, domestic partners, and financial dependents. Family members do not have to live with you and there is no age limit.

Easy Steps to Enroll!

1. Complete the inquiry form at: freecollege.afscme.org.
2. Apply to EGCC and submit proof of high school or GED completion.
3. Complete FAFSA at fafsa.ed.gov (school code 007275) and authorize any available federal or state grants to be used toward your tuition, fees and e-books at EGCC. As long as your file is complete, the AFSCME Free College benefit will cover the rest. And even if you don't qualify for any grants, we've still got you covered.



1-888-590-9009
freecollege.afscme.org

The AFSCME Free College benefit covers the cost of tuition, fees and e-books after any PELL or other federal grant, or employer reimbursement is applied. The remaining amount will be cleared with the Free College scholarship. As long as your financial aid file is complete, there is no cost to the student and students are never asked to take out any loans.

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 titled 'AFSCME STRONG' and 'AFSCME Council 93'. It includes a section for members to sign up, with options to talk to colleagues, make phone calls, or knock doors. Below this is a 'Membership Application' form with fields for name, address, phone, and email. The bottom form is titled 'AFSCME PEOPLE' and is a 'Contribution Form'. It asks for a monthly contribution amount and includes a section for the member to sign and authorize the deduction.

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!”

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

<p>January 2020 - No meeting</p> <p>February 11, 2020</p> <p>March 10, 2020</p> <p>April 14, 2020—Zoom</p> <p>May 12, 2020—Zoom</p> <p>June 9, 2020—WebX</p>	<p>July 14, 2020—Zoom</p> <p>August 11, 2020—Zoom</p> <p>September 15, 2020</p> <p>October 13, 2020</p> <p>November 10, 2020</p> <p>December 8, 2020</p>
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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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 jmalinowski@afscme93.org
 413-668-2202

Dan Morse
 dmorse@afscme93.org
 617-367-6047

Kim Sylvia
 ksylvia@afscme93.org
 774-202-8069

Carol Markland
 cmarkland@afscme93.org
 781-425-7870

Ashley Peel
 apeel@afscme93.org
 617-367-6032

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