



TABLE OFFICER CONTACT INFORMATION

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LOCAL 1067 CONTRACT REMOTE BALLOTING

2020 has been impacted by the pandemic in many different ways. Most notably, in the way we will be casting votes for contract ratifications and union office elections in general. Remote electronic voting was addressed at the 2020 AFSCME International convention. The following amendment was made to the International Constitution Appendix D, Section 2.

AMENDMENT NO. 2 44TH INTERNATIONAL

CONVENTION AUGUST 13 - 14, 2020

BE IT RESOLVED:

That the International Union Constitution, Appendix D, Section 2 is amended to read as follows:

"...Secret ballot elections may be conducted with use of paper ballots and voting machines. Local unions with 2,000 or more members may conduct secret ballot elections with the use of remote electronic voting systems; provided an alternative voting method is made available to

any member who does not have access to the electronic system selected. Local unions with less than 2,000 members may conduct secret ballot elections with electronic voting systems upon the approval of the International President..."

The entire amendment can be found on the AFSCME 1067 website or by clicking this link: [Amendment 2](#)

RATIFICATION VOTE

A vote to ratify a one year contract extension will be held via remote electronic balloting.

A yes vote:

- ✓ All language in the contract would remain the same
- ✓ You will still receive step raises
- ✓ No contractual raises for the one year of the contract
- ✓ Would be in effect from July 1, 2020 to June 30, 2021
- ✓ We would begin negotiations in March for a new 3 year contract that would begin July, 2021 and end June 2024

A no vote:

- ⊗ We enter into full contract negotiations for a 3 year contract that would begin July 1, 2020 and end June 30, 2023
- ⊗ We do not anticipate any contractual raises for the duration of the contract.

Balloting credentials will be sent to your campus email address via a third party vendor and are specific to each individual dues paying member.

Electronic balloting will open November 16 and close on November 20 at 4pm.

More details on the election process will be sent to you via email soon.

YOUR VOICE
YOUR
VOTE!

TABLE OFFICERS & TRUSTEE ELECTIONS

Brothers and sisters,

Let this serve as notice to members of AFSCME Local 1067 that Nominations are now being accepted for AFSCME Local 1067 Table officers, President, Vice President, Secretary, Treasurer, as well as two (2) Trustees. To nominate a candidate or self-nominate for any position, email the nominee's name to

table officers. Nominations can also be made during the Zoom nomination meeting on November 20th. (details to follow in an email)

Only DUES PAYING AFSCME members can participate in balloting.

Nominations are open now and will close at the conclusion of the nomination meeting on November

20th. In the event there is more than one nominee for any seat a remote election will take place. Remote Balloting will begin on November 23rd and close promptly at noon on November 27th. Details to follow if needed.

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 University	Unit 1

In November's election there will be

OPEN TRUSTEE POSITIONS

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.



EASTERN GATEWAY
COMMUNITY COLLEGE

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 includes a section for 'Yes, sign me up to:' with checkboxes for: 'Talk to colleagues at work about AFSCME', 'Make phone calls to AFSCME members for campaigns', and 'Knock AFSCME member doors during campaigns'. Below this is the 'Membership Application' form, which includes fields for Name, Address, City, State, ZIP Code, and Employer. The bottom form is the 'AFSCME PEOPLE' contribution form, which includes a section for 'Contribution Form' and 'AFSCME PEOPLE' with checkboxes for 'I am a member of AFSCME Local 1067' and 'I am a member of AFSCME Local 1067'. It also includes fields for Name, Address, City, State, ZIP Code, and Employer.

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!”

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!

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-Zoom
April 14, 2020—Zoom	October 13, 2020-Zoom
May 12, 2020—Zoom	November 10, 2020-Zoom
June 9, 2020—WebX	December 8, 2020-Zoom

Monthly Executive Board Meetings
AFSCME Local 1067

November 10, 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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Dan Morse
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617-367-6047

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

Kim Sylvia
Higher Ed Coordinator
ksylvia@afscme93.org
774-202-8069

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 University	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