

# AFSCME NEWSLETTER LOCAL 1067

#FundtheFrontLines

In just a few months,  
we have lost almost

**1.6 million**  
public sector jobs.

Fund  
THE **FRONT LINES**

## WE DEMAND THE FEDERAL GOVERNMENT:

- ✓ Protect workers on the front lines.
- ✓ Ensure uninterrupted state and local government services.
- ✓ Expand paid leave to ALL employees.
- ✓ Reimburse laid-off employees for health care costs.
- ✓ Make it easier for employees to unionize & demand change.

**CORONAVIRUS**  
PUBLIC SERVICE WORKERS  
ON THE FRONT LINES

#FundtheFrontLines

**“**  
Our work –  
although largely  
out of sight –  
becomes even  
more important.”

— **Derrick Fields**  
Head Custodian  
OAPSE/AFSCME Local 4



**Everyday heroes  
are often  
unseen.**



Without our everyday heroes, how can we maintain the very public services we need to beat this pandemic and safely reopen? How do we preserve & expand critical services that will save lives & protect our communities during this pandemic? Through expanded aid to state & local governments. Congress must DO MORE & ramp up efforts to provide relief for working people & our communities. Call 1-888-981-9704 to tell your senator we need IMMEDIATE aid to our states, cities, towns and schools. #FundtheFrontLines

## TABLE OFFICER CONTACT INFORMATION

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**MEMORANDUM OF AGREEMENT**  
**By and Between the BHE and AFSCME COUNCIL 93 LOCAL 1067**  
**On Extension of New Vacation Cap**

In light of the current COVID-19 pandemic and the resulting operational needs of the state universities and community colleges as well as the needs of unit members, the BHE/Community Colleges/State Universities and AFSCME Council 93 Local 1067 hereby agree as follows:

The parties agree to amend the parties' present collective bargaining agreement's Article 13, Section 7 as set forth below (amendments are in red on electronic document):

...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 **June 30, 2021** ~~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 **June 2021**, 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 June 30, 2021** ~~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

2. All other provisions of the parties' collective bargaining agreement remain in full force and effect.

**What does this mean for members? You must use you excess vacation time before June 2021 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!**

# TABLE OFFICERS & TRUSTEE ELECTIONS

November 24, 2020-Email

A special nomination meeting was held on November 20th for Table Officers and Trustees. The nominations were:

- President: Thomasine Corbett
- Vice President: Linda Hogan-Shea
- Secretary: Marie Griffin
- Treasurer: Janet Cartwright
- Trustee #1: Pamela Wing
- Trustee #2: No nominees

Because each seat had only one nominee and was not contested there will be no need to hold an election. Table Officers and one trustee will take the oath of office at the next Executive board meeting on December 8th.

**Biography of Table Officers**

**President:** Thomasine Corbett  
 Offices Held  
 Chief Steward @NECC 6 years 1992-1998  
 Recording Secretary until 1998-2017  
 Vice President – 2017-2020  
 President – current  
 Council 93 Executive Board Seat –

2012-current

**Committees:**  
 Negotiation Team – 1998 – present  
 Lots of Committees thru out my Tenure  
**Training:**  
 NECC Leadership Training; AFSCME Women’s Leadership Academy, Title IX Training, LULA (AFSCME), Steward Training; Leadership Training, and many others

**Vice President:** Linda Hogan-Shea  
 I began working at Westfield State University in 2006 and served in AFSCME as a Unit 1 chief steward and trustee before being elected to the vacant VP position in March 2020. I am a third generation union member and believe in the strength it offers its members. I continue the commitment I made when I took the oath of office, “I pledge to fight for a society where all workers can seek economic and social justice through participation in their union and our democracy. I will work for these goals... fighting to gain and defend the best possible working standards through contracts and

legislation. I acknowledge that it is a privilege to serve in this office...”

**Treasurer:** Janet Cartright  
 I am a numbers cruncher and a problem solver at heart.  
**Experience**  
 20 years in retail from cashier to bookkeeper to assistant to the president.  
 26 years AFSCME member at BSU from a temp employee to Administrative Assistant II. (15 years responsible for a multi-million-dollar utility budget.)  
 2014-2019 Unit I Steward.  
 2020 appointed Treasurer  
 2021 elected Treasurer

Please congratulate all of the table officers and trustee!  
 Thank you! Melanie Johnson

**Nomination Committee Members:**

- Melanie Johnson
- Sandra Rhone
- Glenda Rodriguez
- Eileen Hayes-Johnson

## RATIFICATION VOTE TO EXTENDED THE CURRENT AFSCME CONTRACT BY ONE YEAR

College or University Name	Yes	No	College or University Name	Yes	No
Berkshire Community College	23	0	Mass Maritime Academy	10	0
Bridgewater State University	123	9	Massasoit Community College	41	0
Bristol Community College	40	4	Middlesex Community College	39	2
Bunker Hill Community College	54	4	Mount Wachusett Community College	19	3
Cape Cod Community College	35	1	North Shore Community College	52	5
Fitchburg State University	55	7	Northern Essex Community College	42	1
Framingham State University	51	6	Quinsigamond Community College	36	3
Greenfield Community College	19	1	Roxbury Community College	11	0
Holyoke Community College	46	3	Salem State University	45	8
Mass Bay Comm College	15	0	Springfield Technical Community College	26	4
Mass College of Art and Design	14	0	Westfield State University	48	7
Mass College of Liberal Arts,	24	19	Worcester State University	39	2
			<b>Total</b>	<b>907</b>	<b>89</b>

# AMENDMENT TO THE LOCAL 1067 CONSTITUTION

Let this serve as notice Local 1067 is seeking to amend its Constitution in accordance with ARTICLE X – Amendments

*This constitution may be amended, revised, or otherwise changed by a two-thirds vote of the members voting on such proposed change and such change shall take effect only upon written approval*

*of the International President. Proposed amendments to this constitution must be read at a regular or special meeting of the local union and read and voted on at a subsequent meeting of the local union, adequate and proper notice having been given to the membership prior to the date on which*

*the vote is taken. A written copy of the proposed amendment shall be furnished to every eligible voter at the meeting at which the vote is taken.*

All proposed changes will be read at the December 8, 2020 Executive Board meeting and voted on at the Feb 9<sup>th</sup> Executive Board Meeting.

# KNOW YOUR CONTRACT

## Article 10:

### **WORKWEEK AND WORK SCHEDULE**

#### Section 1 Hours, Workday and Workweek:

##### Paragraph B:

When the CEO desires to change the regular work schedule of an employee, the affected employee and the Union Steward shall receive at least fourteen (14) calendar days written notice of such contemplated change, except in cases of emergency involving the protection of the property of the College or involving the health and safety of those persons whose care and/or custody have been entrusted to the College.

1. Where practicable, assignments in shift, days off, or work location with no change in job title and no change in grade, shall be filled by qualified volunteers in order of seniority. If there are no volunteers, assignments

shall be made in inverse order of seniority with the affected employee having priority to return to the original shift, days off, or work location.

2. The work schedule, both starting times and quitting times, of employees shall be posted at least fourteen (14) calendar days in advance on a bulletin board at each work location and also made available to employees and Union Stewards.

#### What does this mean to you?

It means management must provide 2 week notice if they intend to change your hours or shift. They first must solicit volunteers who are willing to make the change. If no one steps up, they start with the person with the least amount of seniority to make the move.

#### Section 2 Overtime

C. The CEO shall not, for the purpose for avoiding overtime, curtail or modify the scheduled hours of an employee during

the remainder of the work week in which the employee has previously worked hours beyond his/her normally scheduled work day.

#### What does this mean to you?

If you work extra hours in the beginning of the week, your supervisor can't cut your hours later in the week to avoid paying you overtime. Many managers try to get away with this by calling it flex time or seem like they are doing you a big favor by letting you leave early on a Friday afternoon. Don't do it! It violates the contract.

#### Article 14—Holidays

Holiday pay is considered premium pay (1.5 times your regular rate) and is not affected if you take sick time during the same week. Example: Memorial day falls on a Monday and you become ill and are out on Thursday and Friday. You will still receive the premium pay for the holiday. If you don't then see your steward immediately! They will file a grievance if necessary.

## 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](http://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](http://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](http://freecollege.afscme.org).
2. Apply to EGCC and submit proof of high school or GED completion.
3. Complete FAFSA at [fafsa.ed.gov](http://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](http://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](mailto: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 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!

# THANK YOU FROM VICE PRESIDENT LINDA HOGAN-SHEA



Sisters and Brothers,

My family and I would like to extend our heartfelt thanks to the members of Local 1067 for your kind expression of sympathy and thoughtfulness after the passing of my mother-in-law, Mary Shea on November 5<sup>th</sup>. I am grateful to be surrounded by such a caring, compassionate and supportive group of individuals. We were pleased to hear that Local 1067 has sponsored a tree to be planted in Mary's honor as a living tribute to her. On behalf of her family, thank you.

*Linda Hogan-Shea*

## MONTHLY E-BOARD

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

**Dates for 2021 meetings will be  
posted in the January Newsletter**

**Monthly Executive Board Meetings  
AFSCME Local 1067**

December 8, 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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**Ashley Peel**  
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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 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