



AFSCME
NEWSLETTER LOCAL 1067



I think we're all eager to turn the calendar and put 2020 behind us. But as we look back at this gut-wrenching year, we can be so proud of how we responded to adversity. When things were at their worst, we gave our very best. The challenges will continue next year, but there is also reason for hope and optimism, as the COVID vaccine starts to be distributed.

...Thank you for all your effort and sacrifice. At a moment of so much uncertainty, when so many aspects of our lives have been disrupted, you have been a steady hand keeping our communities running. I hope you have a safe, peaceful and happy new year.

In solidarity,

Lee Saunders
AFSCME President

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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 were read at the December 8, 2020 Executive Board meeting and will be voted on at the Jan 12th Executive Board Meeting.

KNOW YOUR CONTRACT

Article 10:

WORKWEEK AND WORK SCHEDULE

Section 2 Overtime

C. Overtime shall be distributed as equitably and impartially as practicable among employees in each work location who ordinarily perform such work in the normal course of their workweek. Department heads and Union representatives at each location shall work out procedures for implementing this policy of distributing overtime work. Such policies shall be approved by the CEO.

What does this mean to you?

If overtime is offered to a department with multiple members, it must be offered equally to everyone. Most campuses have an established practice that members who wish to work overtime sign up to do so. If there are more volunteers than needed, the most senior members will have the opportunity to work the overtime first. When overtime is offered again, the process repeats, however the list begins with the ones who were bypassed the first time. This is commonly referred to as a rotating

list.

If you sign up to work the overtime and are unable to accept, then your name will go to the end of the list. Just the same as it would if you had worked the overtime.

These policies should already be in place on your campus and be part of the labor management meetings you routinely have.

Article 33 Labor Management

Section 2 Campus Level

There shall be established a Committee at the campus level to be known as the

Labor/Management Committee. Such Committee shall be comprised of six (6) members; three (3) representing the campus administration and three (3) representing the local Union. Such representatives shall be appointed respectively by the CEO and the local Union. In addition, the CEO shall designate the chairperson for the local campus administration and the local Union shall designate the chairperson for the Union. The purpose of said Committee shall be to discuss matters of mutual concern to the campus and local Union.

There shall be four (4) meetings per year, unless mutually agreed otherwise, with the position of chairperson alternating between the campus administration and the local Union. Both parties may submit items for the agenda to the chairperson at least two (2) weeks in advance of any scheduled Committee meetings. The agenda shall be distributed one (1) week in advance of any scheduled Committee meetings. It is understood that said Committee shall not discuss pending grievances and shall have no power to negotiate, alter or amend the terms of this Agreement.

What does this mean?

There is a committee that includes your peers that meet on a regular basis to discuss matters that are of mutual concern to management and the union. One of the issues that is common amongst all campuses is Inclement Weather and other Closings and how that verbiage in our contract is practically applied at individual campuses. Other topics may include, but not limited to, safety concerns, flexible hours program, implementation of summer hours, etc...

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

The image shows two forms from AFSCME Council 93. The top form is the 'Membership Application' with a blue header and 'AFSCME STRONG' logo. It includes a checklist for new members: 'Yes! I am AFSCME Strong. I want a strong voice at work and in my community.' and 'Yes, sign me up to: Talk to colleagues at work about AFSCME, Make phone calls to AFSCME members for campaigns, Knock AFSCME member doors during campaigns.' Below this is a form with fields for Name, Address, City, State, ZIP Code, and Phone Number. The bottom form is the 'Contribution Form' with a blue header and 'AFSCME PEOPLE' logo. It includes a checklist for new members: 'I am a PEOPLE member. I want to support my union and my community.' and 'I want to contribute to AFSCME PEOPLE. I want to support my union and my community.' Below this is a form with fields for Name, Address, City, State, ZIP Code, and Phone Number.

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,

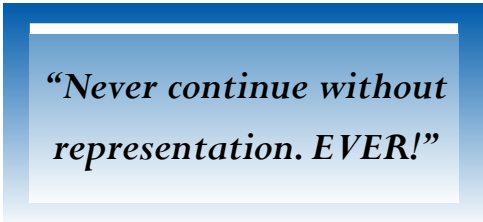
the supervisor has these choices:

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 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!



NEW YEAR'S RESOLUTIONS

Top 10 most broken New Year's Resolutions

1. Lose Weight and Get Fit
2. Quit Smoking
3. Learn Something New
4. Eat Healthier and Diet
5. Get Out of Debt and Save Money
6. Spend More Time with Family
7. Travel to New Places
8. Be Less Stressed
9. Volunteer
10. Drink Less

How to Keep Your New Year's Resolutions

1. Be realistic
2. Plan ahead
3. Outline your plan
4. Make a "Pros" and "Cons" list
5. Talk about it
6. Reward yourself
7. Track your progress
8. Don't beat yourself up
9. Stick to it
10. KEEP TRYING!

MONTHLY E-BOARD MEETINGS

January 12, 2021

February 9, 2021

March 9, 2021

April 13, 2021

May 11, 2021

June 8, 2021

July 13, 2021

August 10, 2021

September 21, 2021

October 12, 2021

November 9, 2021

December 14, 2021

Monthly Executive Board Meetings AFSCME Local 1067

January 12, 2021 at 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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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