



Cape Cod CC Scores \$100K from N.E. Patriots for new STEM Building



CAPE COD COMMUNITY COLLEGE

**The Barnstable Patriot
Feb. 1, 2021**

The New England Patriots Foundation, led by the team’s owner Robert Kraft, have donated \$100,000 to Cape Cod Community College’s Educational Foundation in support of the ongoing capital campaign for the College’s new Science and Engineering Center.

Last year, the College’s Educational Foundation applied for a grant from the Patriots Foundation to help close the cost gap for the Frank and Maureen Wilkens Science and Engineering Center, currently under construction on the West Barnstable campus. Trish Kennedy, co-chair of the “The Future is Now” Capital Campaign and COO and co-founder of longtime Patriots’ sponsor ZUDY, made the connection with Mr. Kraft to put the project on their radar.

“Trish Kennedy made us aware of the many great STEM programs that Cape Cod Community College is currently supporting and their commitment to expanding those

programs through a new Science and Engineering Center,” said Robert Kraft, Chairman and CEO of the Kraft Group. “We have a long history of supporting educational programs throughout New England and have always stressed the importance of STEM subjects. The programs Cape Cod Community College will offer in their community will provide opportunities that will have exponential impact on families for generations to come.”

In 2018, Governor Charlie Baker signed a bond bill guaranteeing \$25 million to the College to support the construction of the new \$38 million building. The College put \$3 million into the project and the CCCC Educational Foundation has worked to raise the additional \$10 million, anchored by a historic \$5 million dollar gift from longtime College supporter Mrs. Maureen Wilkens. The \$100,000 gift from the Patriots Foundation brings the current amount raised to \$7.3 million.

“The Frank and Maureen Wilkens

Science and Engineering Center will enable our College to become the hub for STEM education for Southeastern Massachusetts, and we are immensely grateful for the investment in our future students by Mr. Kraft and the New England Patriots Foundation,” said John Cox, President of Cape Cod Community College. “When it is completed, our Science and Engineering Center will be among the largest zero net energy building in the Northeast, serving thousands of students who will come through our doors to learn and train as the next generation of STEM professionals. We can’t wait to cut the ribbon on the building so we can show the world what happens next at 4Cs.”

Construction is currently underway on the West Barnstable campus with the building’s targeted opening in Spring 2023.

For more information about the “Future is Now” campaign, visit the Cape Cod Community College Educational Foundation at cccfoundation.org.

TABLE OFFICER CONTACT INFORMATION

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COVID-19 RETIREMENT CREDIT

At the request of Council 93, Rep. Jon Zlotnik has filed HD1794 “An Act Relative to Providing a COVID-19 Retirement Credit to Essential Public-Sector Workers” The bill provides a 3-year retirement credit for age, years of service, or a combination for “all employees who have volunteered to work or who have been required to work at their respective worksites or any other worksite outside of their personal residence during the COVID-19 state of emergency declared by the Governor of the Commonwealth of Massachusetts on March 10, 2020 through December 31, 2020.”

Please send letters of support for HD1794! We will keep you updated on any public hearings scheduled for this important bill that recognizes the bravery, sacrifice, and service of our members and all essential public-sector workers throughout the COVID-19 pandemic.

Letters can be sent using this link- <https://actionnetwork.org/letters/support-hd-1794-to-rewards-massachusetts-essential-public-sector-workers>

[CONTACT YOUR LEGISLATORS TODAY AND ASK THEM TO SUPPORT MASSACHUSETTS FRONTLINE WORKERS BY SUPPORTING HD1794!](https://actionnetwork.org/letters/support-hd-1794-to-rewards-massachusetts-essential-public-sector-workers)

For almost a year now, tens of thousands of essential Massachusetts public-sector workers have been faithfully reporting to work throughout the COVID-19 pandemic to ensure the continued delivery of critical public services.

Despite personal risk to themselves and their families, they leave the safe confines of their homes every day to provide the vital public services that the people of Massachusetts rely on and often take for granted.

- Our state human services workers continue to provide quality compassionate care to our most vulnerable populations.
- The men and women in public works departments continue to maintain vital infrastructure systems. Our public safety professionals continue to work tirelessly in correctional facilities, keep our communities safe, and respond to emergencies.
- Our public health inspectors continue to ensure we are protected by safe standards and regulations.
- Our school nurses have shifted to doing important contact tracing work to limit the spread of the virus, while other school support staff have been ensuring the continued delivery of nutritious meals to hungry children.

[CONTACT YOUR LEGISLATORS TODAY!](#)



SUPPORT HD1974

CAMPUS POLICE OFFICERS

CPO STEWARD ELECTION

The union will be moving forward and filling the position of CPO Chief Steward from each campus. This is in addition to the Unit 1 & 2 Chief Stewards who are already on your campus.

A steward is a union official who represents and defends the interests of his or her fellow employees (CPOs). The position is voluntary and is elected by her or his fellow CPOs through a democratic election. (no voter fraud will be tolerated)

Duties of a steward include informing the workers of their rights under the collective bargaining agreement (CBA); monitoring and enforcing the provisions of the CBA; and

ensuring employer compliance with federal, state and local laws.

Additionally, when an employee is believed to have violated a university/college policy or the CBA, the steward duties are to represent and defend member in investigatory interviews (in accord with employees' Weingarten Rights), that are reasonably expected to result in disciplinary action, and through the grievance procedure.

As a steward you will be granted the right to engage in union activity at work and conduct union business on work time as spelled out in Article 7 and appendix O, section 16 of the CBA. Additionally, the CBA grants the elected union stewards a leave of absence for union business. Such as attending disciplinary meetings, grievance investigations, and arbitration hearings, without any loss in pay or benefits.

If you are interested in serving as a Chief steward or want more information, please contact your campus steward or any table officer. We would be happy to talk to you more on the subject.

Nominations for CPO Chief stewards are now open and will remain open until Noon on Wednesday, March 17th. Anyone wishing to nominate a fellow officer or to self-nominate should email either Chief Steward on your campus with the name of the nominee. If more than one candidate accepted the nomination for the position on your campus, a run-off election will be held on March 24th.

Nominees must be a dues paying member. And voting is **ONLY OPEN TO DUES PAYING MEMBERS.**

INFORMATIONAL MEETING FOR CAMPUS POLICE

Please join us for a virtual Zoom meeting scheduled for Tuesday, March 16, to discuss legislation filed on your behalf by AFSCME Council 93 in the new 2021-2022 Massachusetts Legislative Session. The meeting will take place from 2:30 PM to 4:30 PM. We will be discussing three separate bills that would:

Provide all public higher education campus police officers with Group 4 retirement benefits and so called "111f" line of duty injury benefits – the same benefits provided to municipal police officers.

In addition, we will be discussing the refiling of legislation that seeks to help our officers adequately protect themselves and the students, faculty and staff on the urban campus of the Massachusetts College of Art in Boston. Specifically, this legislation would allow the Massachusetts Board of Higher Education to overrule a decision by the MassArt Board of Trustees, which blocks our MassArt officers from carrying firearms.

More details will be coming to your campus email addresses, but in the interim, please mark your calendars and plan to attend this important event.



Jim Durkin | AFSCME Council 93

Director of Legislation, Political Action & Communications
8 Beacon Street, Boston MA 02108
Office: 617-367-6012 | Cell: 978-866-2283

2021 AFSCME Scholarships

Local 1067 Scholarship

The pandemic has created a financial hardship on many families, especially hard on college students. We are happy to announce that this year there will be twice as many scholarships awarded to deserving union families! Ten \$500 and four \$1,000. Eligibility is open to members, their children or grandchildren.

Applications will be accepted beginning March 1 with a deadline of May 14, 2021 at 5:00pm.

Applicants can apply at the following link [Submit Application](#)

There are 4 components to the online application.

1. Your information
2. Union members information identifying your relationship to them
3. Write a short essay of 100 – 300 words explaining what does being a part of a union family mean to you?
4. Uploading the following documents

One letter of reference from one of the following people:

- A person from your high school, school that you attended, or are currently attending, that knows you and can tell us how they think you will succeed in college/a technical program.
- A person you have worked with (job related, or on a committee) explain.
- A personal reference from someone in your community that can explain how long they have known you, and their vision for your success (not a family member).

An acceptance letter from the college or technical program that you will be attending or if you are already attending, a transcript or proof of attendance.

All materials must be received no later than 5 PM on May 14, 2021.

Council 93 Memorial Scholarship Fund

Each year, the AFSCME Council 93 Memorial Scholarship Fund provides five individual one-thousand dollar (\$1,000) scholarships to students enrolled in a two-year or four-year accredited college, recognized technical, or trade school. Awarded in memory of all of our departed members, the scholarship is renewed for each year of attendance. Over the past two decades, more than \$43,000 in funding has been awarded to deserving AFSCME families.

The application criteria is released in the late Winter and due by June 1st to be considered for an award.

Links to More Union Scholarships

AFSCME International

Massachusetts AFL-CIO

New Hampshire AFL-CIO

Union Plus Scholarship Program

Expanding Girls' STEM Career Horizons



In a New, Live, Online Format

Attendees of Girls STEM Summit LIVE 2021 will:

- Meet female STEM experts.
- Attend stimulating career track sessions.
- Hear an inspirational keynote speech by a female leader in a STEM field.
- Be exposed to STEM industries and career options by joining four featured career tracks.
- Hear best practices for applying to colleges with STEM degree programs.

Who: Girls in grades 8–12 interested in exploring STEM fields and career choices

What: Girls STEM Summit LIVE 2021

When: Hosted online two Saturday mornings via Zoom

Dates: Since the summit will be online, it has been split into two half-day sessions.

- **Saturday, April 3, 2021, 8:30 am–noon and**
- **Saturday, April 10, 2021, 8:30 am–noon**

Fee: \$65.00 (individual and group registrations available)

Register at: juniortech.org/girls-stem-summit-live-2021

Email: rachel@juniortech.org

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#GirlsSTEMSummitLIVE2021

Jr.Tech's mission is to engage 4th–12th grade students in Science, Technology, Engineering and Math (STEM) education to encourage and broaden students' skills and awareness of career paths in STEM fields.

Jr.Tech is a 501(c)(3) nonprofit corporation. We do not discriminate on the basis of race, color, sex, disability, religion, national origin or sexual orientation. Girls STEM Summit LIVE 2021 is open to all persons who identify as female, non-binary, or other gender identity or expression.

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

“The Union Plus Free College Program is an extremely valuable benefit. I really appreciate my union membership giving me access to this opportunity.”

- Lorraine L., Free College student



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

Free associate degree for you and your family

Union Plus Free College offers working families a debt-free and convenient higher education opportunity. Current and retired union members, their spouses, domestic partners, children (including stepchildren and children-in-law), 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!

Higher Education

IN JUST 4 STEPS

- 1 **APPLY to Eastern Gateway**
Go to unionplusfreecollege.org and select the Get Started Today button.
- 2 **COMPLETE the FAFSA**
Complete the form online: FAFSA.ed.gov (school code: 007275)
- 3 **SUBMIT proof of high school graduation or GED completion**
- 4 **ENROLL in classes**
Work with an enrollment advisor to register for classes.

Enroll anytime. Classes start every 8 weeks.

The Free College benefit covers the cost of tuition, fees and 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.



1-888-590-9009
unionplusfreecollege.org

Free College is possible thanks to the early support and enthusiasm of AFSCME, who entered into a collaboration with Eastern Gateway Community College in 2016.

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 a 'Strong' card with a blue header and green accents. It includes the AFSCME logo and the text 'AFSCME Council 93' and 'Yee! I am AFSCME Strong. I want a strong voice at work and in my community'. Below this, it asks 'Yes, sign me up to:' and lists three options: 'Talk to colleagues at work about AFSCME', 'Make phone calls to AFSCME members for campaigns', and 'Knock AFSCME member doors during campaigns'. The bottom form is a 'Membership Application' form with a blue header and green accents. It includes the AFSCME logo and the text 'AFSCME Council 93' and 'Membership Application'. It has several sections for personal information, including 'Personal Information', 'Employment Information', and 'Contact Information'. It also has a section for 'Contribution Form' with a blue header and green accents. It includes the AFSCME logo and the text 'AFSCME Council 93' and 'Contribution Form'. It has several sections for contribution information, including 'Contribution Information', 'Payment Information', and 'Signature'. It also has a section for 'Notes'.

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,

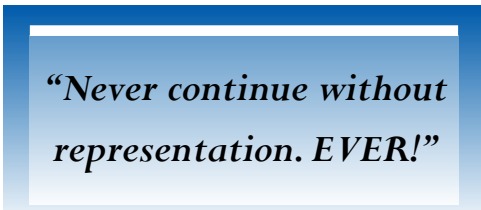
the supervisor has these choices:

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!



UNION TRAINING SESSIONS FOR 2021

SEATS STILL AVAILABLE. SIGN UP BELOW

Training sessions for interested members are as follows:

- Session 1: Feb 16: Role of a steward (Source of the union's power; what it means to be a steward; terminology; Knowing and using your contract)
- Session 2: March 2: Navigating the 5 steps of the grievance process + deeper dive on documenting & investigating grievances
- Session 3: March 23: Negotiating basics and labor-management meetings (including Impact bargaining – maybe a mock session)
- Session 4: March 30: FMLA, EEOC, Title XI

[Click here to register](#)

MONTHLY E-BOARD MEETINGS

- | | |
|-------------------------|---------------------------|
| <i>January 12, 2021</i> | <i>July 13, 2021</i> |
| <i>February 9, 2021</i> | <i>August 10, 2021</i> |
| <i>March 9, 2021</i> | <i>September 21, 2021</i> |
| <i>April 13, 2021</i> | <i>October 12, 2021</i> |
| <i>May 11, 2021</i> | <i>November 9, 2021</i> |
| <i>June 8, 2021</i> | <i>December 14, 2021</i> |

*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

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 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