



# NEWSLETTER LOCAL 1067

## JUNETEENTH RECOGNIZED AS A MASSACHUSETTS HOLIDAY

### MEMORANDUM OF AGREEMENT

By and Between the BHE and AFSCME COUNCIL 93 LOCAL 1067

On Juneteenth State Holiday

**WHEREAS**, the Commonwealth of Massachusetts and its Legislature, by statute, have designated June 19 of each year, also referred to as Juneteenth Independence Day, the traditional celebration of the end of slavery in the United States, as a holiday; and

**WHEREAS**, the parties had not contemplated such action when they executed their most recent collective bargaining agreement, and therefore, Article 14 and other relevant provision in such collective bargaining agreement do not refer to such Juneteenth holiday; and

**WHEREAS**, the parties desire the that their most recent collective bargaining agreement conform to the Commonwealth's statute creating Juneteenth as an official state holiday that is observed by unit employees;

**NOW THEREFORE**, for the mutual considerations and promises contained herein, the parties agree as follows:

1. The parties agree to amend the parties' present collective bargaining agreement's Article 14, Section 1 as set forth below (amendments are underlined):

Section 1

The following days shall be holidays for employees:

- |                        |                  |
|------------------------|------------------|
| New Year's Day         | Labor Day        |
| Martin Luther King Day | Columbus Day     |
| Presidents' Day        | Veteran's Day    |
| Patriots Day           | Thanksgiving Day |
| Memorial Day           | Christmas Day    |
| Juneteenth             | Independence Day |

2. All other provisions of the parties' collective bargaining agreement and any and all practices regarding holidays remain in full force and effect and all such contractual provisions and practices shall apply to the Juneteenth holiday provided that the statutory provisions regarding the Juneteenth holiday remain in effect.
3. The parties agree to include the language contained in numbered Paragraph 1 above in any successor collective bargaining agreement provided that the statutory provisions regarding the Juneteenth holiday remain in effect.

## TABLE OFFICER CONTACT INFORMATION

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# JUNETEENTH: THE 155-YEAR-OLD HOLIDAY'S HISTORY EXPLAINED

CNBC, published June 15, 2020

By [Tom Huddleston Jr.](#)

## What is Juneteenth?

Juneteenth is a 155-year-old holiday celebrating the emancipation of African-Americans from slavery in the U.S. It is celebrated on June 19 (the name is a combination of the words "June" and "nineteenth") because on that date in 1865, Major General Gordon Granger of the Union Army landed in Galveston, Texas and informed slaves that the Civil War had ended and slavery had been abolished.

Granger and roughly 2,000 Union soldiers were there to enforce President Abraham Lincoln's Emancipation Proclamation, which had actually gone into effect more than two years earlier, on January 1, 1863. (In fact, Lincoln himself had been assassinated a few months earlier, in April 1865.)

However, the more than 250,000 slaves in Texas were still shocked to hear the by then years old news that they were free, according to the National Museum of African American History & Culture.

On June 19, in Galveston, Granger publicly read General Order No. 3, which stated: "The people of Texas are informed that, in accordance with a proclamation from the Executive of the United States, all slaves are free."

Today, there remain varying accounts of why it took so long for the news of slavery's abolition to reach



Texas, with one story claiming that a messenger bearing the news was murdered on his way there. However, many historians note that Texas remained a Confederate state until 1865, when Robert E. Lee finally surrendered to the Union Army, and the state would therefore not have enforced Lincoln's proclamation until the Union took control.

Historians also report that many slave owners in Texas intentionally withheld information about the Emancipation Proclamation from slaves before 1865 in order to keep their labor force intact.

Regardless, Granger's arrival and the news that slavery had been abolished by the federal government kicked off widespread celebrations across the state.

In the book, "Lone Star Past: Memory and History in Texas," a former slave named Felix Haywood recalled

the first celebrations on June 19, 1865: "We was all walkin' on golden clouds...Everybody went wild...We was free. Just like that we was free."

## The importance of the holiday

Simply put, Juneteenth is "the oldest nationally celebrated commemoration of the ending of slavery in the United States," according to Juneteenth.com.

In addition to marking a date of major significance in American history, Juneteenth has always been both a day of remembrance and an opportunity for African-Americans to honor their history and celebrate Black

culture.

African-American historian and Harvard professor Henry Louis Gates, Jr. writes that, over generations, Juneteenth became: "an occasion for gathering lost family members, measuring progress against freedom and inculcating rising generations with the values of self-improvement and racial uplift. This was accomplished through readings of the Emancipation Proclamation, religious sermons and spirituals, the preservation of slave food delicacies (always at the center: the almighty barbecue pit), as well as the incorporation of new games and traditions, from baseball to rodeos and, later, stock car races and overhead flights."

To read the entire article, click on the link below.

[Juneteenth Explained](#)



# COVID-19 RETIREMENT CREDIT

[Bill HD1794](#), filed by Rep. Jon Zlotnik at the request of AFSCME Council 93, recognizes the bravery, sacrifice, and service of Massachusetts' frontline public-sector workers who have been required to work outside of their homes during the COVID-19 pandemic with a three-year credit towards their retirement.

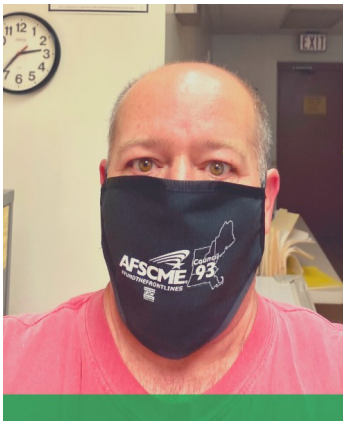
## [CONTACT YOUR LEGISLATORS TODAY AND ASK THEM TO SUPPORT MASSACHUSETTS FRONTLINE WORKERS BY SUPPORTING HD1794!](#)

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

Dear AFSCME Local 1067 Campus Police Officer:

We are writing to update you on efforts underway in the Massachusetts State Legislature to secure benefits that you and your fellow officers have earned and deserve, as the men and women charged with ensuring the protection and safety of the students, faculty and staff on our public higher education campuses.

Specifically, we would like to inform you of three bills we have filed. Please take a few moments to review the information below and then **please help us secure support for this legislation by inviting your state representative and state senator to co-sponsor these three bills.**

## **Group 4 Retirement Benefits - (HD 395)**

At AFSCME Council 93's request, State Representative Paul Tucker has filed legislation that would provide you and all public higher education police officers with Group 4 retirement benefits – the same retirement benefit enjoyed by municipal police officers across the state. Representative Tucker is a former Salem, MA Chief of Police and as such, knows that your duties and responsibilities – as well as the risks you face on the job – are identical to those of a municipal police officer.

## **Line of Duty Injury Benefits (111F) - (SD1532)**

State Senator Marc Pacheco has filed legislation at our union's request that would provide you and your fellow officers with so-called '111f' benefits, which would ensure that you receive full pay if you are unable to work due to an injury sustained in the performance of your duties through no fault of your own. Like the Group 4 retirement benefit, these 111f benefits would rightfully place you on the same level of municipal police officers.

## **Decision to Issue Firearms to Campus Police Officers - (SD 225)**

As you may know, the decision on whether or not to issue firearms to campus police officers currently rests with the members of the boards of trustees at each individual campus. Over the past decade, nearly every board of trustees has made the correct decision to adequately protect their respective campuses with armed police officers. However, the board at the Massachusetts College of Art and Design has refused to do so – despite the fact that the campus is located in the midst of the City of Boston and is wide open to the public. Legislation filed by State Senator Paul Feeney would take the decision out of the hands of the boards of trustees and allow the Massachusetts Board of Higher Education (BOHE) to require the issuance of firearms. The BOHE has been strongly recommending that all campus police officers be armed for more than a decade. While this legislation is aimed specifically at helping our officers at MassART, your fellow officers on this campus need your support. As such, we ask that you also ask your representatives and senators to co-sponsor this bill as well.

## **HOW CAN YOU HELP?**

Please take just a few minutes to contact your State Representative and State Senator and ask them both to co-sponsor House Docket 395, Senate Docket 1532, and Senate Docket 225. You can identify your legislators and find their contact information including phone number and email simply by entering your home address on [this webpage](#). We recommend that you call AND email your legislators.

When you reach out to your legislators, you should remind them that in 2020, when senators and representatives passed legislation known as [An Act relative to Justice, Equity and Accountability in Law Enforcement in the Commonwealth](#), they placed you and your fellow officers in the same category as all law enforcement officers in the state. In doing so, they held you to the same standards, oversight and training as your fellow police officers working in our cities and towns. As such, you should be afforded the same benefits.

The following are some basic tips and suggested talking points to use when making your calls and sending your emails.

- Begin by stating your name, your hometown, your job and the campus where you work.

Tell them you are reaching out to ask that they co-sponsor the following three bills: House Docket 395, Senate Docket 1532, and Senate Docket 225.

In addition to reminding them about the new law holding you to the same standards, training and oversight as your fellow officers working in our cities and towns, tell them the first two bills (House Docket 395 and Senate Docket 1532) would rightfully give you the same retirement benefits and line of duty injury protections as municipal police officers.

The third bill (Senate Docket 225) would ensure uniform public safety standards at all public higher education campuses in the state, thereby ensuring that students, faculty and support staff are adequately protected.

**VERY IMPORTANT:** Hold your legislators accountable by asking for a response indicating whether or not they will co-sponsor these three bills.

If you have any questions or need any assistance, please feel free to email me or call me anytime day or night at the cell number listed below. We will continue to keep you informed as these three bills move through the legislative process.

Thank you in advance for taking the time to contact your legislators and for all you do to keep our campuses safe.

**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



There is one thread that ties together all AFSCME members: We choose public service; we choose to strengthen our communities and make a difference in the lives of others.

But there's more than one way to serve your community, and the COVID-19 vaccines present another opportunity. Every one of us who receives the vaccine is helping restart our country after a devastating pandemic.

[View our vaccine selfie wall and add your photo when you get the vaccine.](#)



[ADD YOUR PHOTO »](#)

We've received so much heartening news lately. More than 75 million doses of the vaccine have been administered in the United States to date, and the FDA has just approved a new safe and effective one-shot vaccine to join the two-shot regimens already in place.

Many Americans have concerns about the vaccines, and those are understandable. **But we are encouraging all AFSCME members to follow the advice of medical experts and get the vaccine as soon as they are able. All available evidence shows the vaccines are safe and effective.**

Millions of people are getting vaccinated every day, and we hope the vaccines will be widely available sometime this summer to anyone who has not yet received one. Meanwhile, many AFSCME members have already received their doses because they work closely with people in their communities. We're heartened to see the joy in the faces of so many members who have gotten vaccinated.

We've collected those photos into a vaccine selfie wall, and we'd love to see your face on it!

[Add your photo to our selfie wall when you get the vaccine.](#)

Thank you for everything you do to keep your community safe, strong, and healthy – including getting the COVID-19 vaccine!

In solidarity,  
Dalia Thornton  
AFSCMEConnect with AFSCME:



# 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>

# UNION TRAINING SESSIONS FOR 2021

AFSCME Council 93 will be holding an online Steward Training Series for any members who are interested.

The trainings will be held:

- April 14th **Basic Stewards Training Part I : Roles and Responsibilities of a Steward**
- April 21st **Basic Steward Training Part II: Five Steps of Grievance Handling**
- April 28th **Basic Steward Training Part III: Documenting and Writing a Grievance**
- May 5th **Basic Steward Training Part IV: Moving Workers to Action**

All trainings are scheduled for 6:00pm to 8:00pm via Zoom

[RESISTER HERE](#)

## **Basic Stewards Training Part I : Roles and Responsibilities of a Steward**

This training will walk new stewards (and those that need a refresher) through their various roles when acting in a steward capacity and how to identify if a grievance exists. Tips, tools, and strategies for being a great steward. The equality doctrine and the legal rights of union stewards.

## **Basic Steward Training Part II: Five Steps of Grievance Handling**

This training includes identifying grievances, an overview of the 5 steps of the grievance process, and a deep dive into investigating grievances. Asking the right questions, meeting timelines, fulfilling the duty of fair representation, guiding the grievant through the process, an overview of the whole process with tips for success.

## **Basic Steward Training Part III: Documenting and Writing a Grievance**

Marshalling your evidence, asking the right questions, union requests for information and documentation to the employer, organizing your file, building a strong case, anticipating the employer's arguments, preparing for a strong presentation, and guiding the grievant through the process.

## **Basic Steward Training Part IV: Moving Workers to Action**

This session includes best practices for approaching new hires, identifying leaders, and mobilizing members to build power in the workplace. Supercharge your grievances! Direct action strategies and tactics to mobilize members to resolve workplace problems. Building union members sense of their own power and understanding through experience that they are the union



# 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. The top one is the 'AFSCME Council 93' card with the 'AFSCME STRONG' logo. It includes a checklist for members to sign up for, such as 'Talk to colleagues at work about AFSCME' and 'Make phone calls to AFSCME members for campaigns'. Below this is the 'Membership Application' form, which includes fields for name, address, phone, and email, and checkboxes for various membership options.

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,

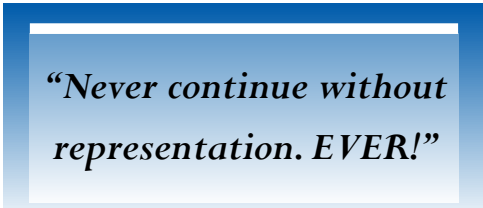
the supervisor has these choices:

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! 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!



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[RESISTER HERE](#)

## 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