



AFSCME

NEWSLETTER LOCAL 1067

CONTRACT NEGOTIATION PROPOSALS

*We're Listening
Use your voices to
Tell us more*



Negotiations for the new Collective Bargaining Agreement (contract) will commence soon and we want to hear from you!

Use the link below to submit suggestions on what you would like to see changed, added or deleted in new contract.

<https://forms.gle/6Vy4njPdh5RFEFYK9>

Want to get more involved? Do you have experience in negotiating and want to volunteer to serve on the AFSCME contract negotiation committee?

[Click here to for more information.](#)

Deadline to apply is June 9, 2021

TABLE OFFICER CONTACT INFORMATION

Thomasine Corbett
President
Tcorbett@necc.mass.edu
Northern Essex Community
College
T: 978-738-7493

Linda Hogan-Shea
Vice President
Lhoganshea@westfield.ma.edu
Westfield State University
T: 413-572-5376

Marie Griffin
Secretary
MGriffin@bhcc.edu
Bunker Hill Community College
T: 617-228-2282

Janet Cartwright
Treasurer
JCartwright@bridgew.edu
Bridgewater State University
T: 508-531-1291

AFSCME joins in the celebration of Pride Month, affirming that members of the lesbian, gay, bisexual and transgender (LGBT) community – like all Americans – are entitled to respect and dignity, and the equal protection under our laws.



15th Annual AFSCME Council 93 Memorial Golf Tournament

15th Annual



Memorial Scholarship

GOLF

Tournament



Supporting Local Families

On June 28, 2021, the Council 93 Memorial Scholarship Fund is hosting the 15th Annual Memorial Golf Tournament at the Black Swan Country Club in Georgetown, Massachusetts.

EVENT DETAILS

- ✓ Slots filled on a first-come, first-served basis.
- ✓ Lunch served on-site during awards presentation and raffle prize drawings.
- ✓ Prizes awarded for: (1) 1st Place Team, (2) Closest to Pin, (3) Longest Drive
- ✓ Raffle Prizes include: 50/50 Drawing, Sports Memorabilia, Golf Supplies, Big Screen TV, and other great items
- ✓ If an individual is unable to play after payment is received, he or she will be responsible for finding a replacement
- ✓ All proceeds to benefit the Council 93 Memorial Scholarship Fund
- ✓ No refunds will be given

SPONSORSHIP OPPORTUNITIES

- PARTNER SPONSORSHIP - \$5,000
 - ✓ One foursome in event
 - ✓ 4' x 8' Banner with local/company name
 - ✓ Logo on all hole sponsor signs
 - ✓ Display table for products/services
 - ✓ Special gift item for team members
- DIAMOND HOLE SPONSORSHIP - \$2,500
 - ✓ One foursome in event
 - ✓ Signage at one hole
 - ✓ Special gift item for team members
- PLATINUM HOLE SPONSORSHIP - \$1,000
 - ✓ One foursome
 - ✓ Signage at one hole
- GOLD HOLE SPONSORSHIP - \$750
- SILVER HOLE SPONSORSHIP - \$500
- BRONZE HOLE SPONSORSHIP - \$250

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:

1. The parties, for the third time, 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):

Section 7

An employee may request vacation leave when it becomes available. Vacation leave requests shall be granted unless in the CEO's opinion it is impossible or impracticable to do so because of work schedules or emergencies. The CEO shall make reasonable efforts to ensure that an employee, having requested vacation leave, is granted such leave in order to prevent the loss of earned vacation credits.

An employee wishing to exercise his/her seniority for vacation preference must apply in writing not more than sixty (60) calendar days nor less than forty-five (45) calendar days in advance of the first day requested. (An employee wishing to file such request earlier than sixty (60) days prior to the first day requested, may do so but preference will be determined as of the 45th day in advance of the first day requested.) The CEO shall respond to this request in writing, indicating whether it can reasonably schedule such vacation, at least thirty (30) calendar days in advance of the first day requested.

When vacation requests are submitted less than forty-five (45) calendar days in advance such requests shall be processed in the order in which they are received without regard to seniority. Responses shall be given to unit members in writing within seven (7) calendar days of date of receipt of such request.

Effective July 1, 2019, no employee shall carry vacation leave credit of more than 375 hours (50 days) for unit members in Unit I and 400 hours (50 days) for unit members in Unit II. Notwithstanding the above, current unit members as of the date of the parties' Memorandum of Agreement for this collective bargaining agreement with accrued vacation leave amounts above the fifty (50) day limit shall have until the last payroll period of June 2022 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 payroll period of June 2022, 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 the last payroll period of June, 2022, 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. All prior Memoranda of Agreements between the parties amending Article 13 Section 7 are superseded by this Agreement and are null and void.
3. The parties agree to incorporate the amended language of Article 13 Section 7 set forth above in Paragraph 1 of this Agreement into their successor collective bargaining agreement commencing on July 1, 2021.

BHE

By: /s/ Michael J. Murray

Michael J. Murray
 Director of Employee and Labor Relations
 Massachusetts Department of Higher Education
 Dated: April 27, 2021

AFSCME LOCAL 1067

By: Thomasine A. Corbett

Thomasine A. Corbett
 President, AFSCME Local 1067
 Dated: April 27, 2021

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.

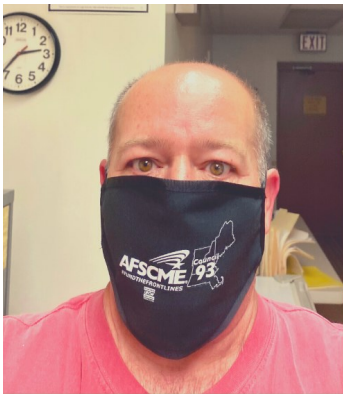
CONTACT YOUR LEGISLATORS TODAY AND ASK THEM TO SUPPORT MASSACHUSETTS FRONTLINE WORKERS BY SUPPORTING HD1794!

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

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
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 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>

AFSCME Local 1067 Strong Instruction for New Cards

Make a plan within your local to speak with each member – spread the work out, you should get volunteers to assist. The members will be more engaged in the local if we get them talking with each other on a local level.

First, approach each individual member and get them to recommit to the union. Ask them if they would be willing to help by getting active at work. Check the box where they are willing to do something. Keep this information for your records. (top section)

Second, have the member fill out the Membership Application (middle section)

Make sure the card is signed. And, cell phone and personal email are important.

Third, explain to the member how important it is to be involved politically. Make sure you tell the member that dues money can't be spent on politics. That's why we need them to contribute to PEOPLE. It's job security for them to

have someone lobbying for their best interests.

When you complete this process you can **give the original cards** to your Council 93 Staff Representative when they are on campus or at Executive

Board Meetings or mail them to Brittany Alexander, 8 Beacon Street, 8th Floor Boston, MA 02108. **Make a copy and submit to both HR and Payroll.** Keep a copy for your local files, In between meetings/mailings a scanned copy can be e-mailed to Brittany Alexander at balexander@afscme93.org.

You do not have to wait until you get cards from all the members; get them to Council 93 staff when you receive them. Please send the whole card, even if only the middle section has been filled out. Do not perforate or cut the card.

- FOR NEW MEMBERS: Original card goes to Council 93 – Copy to HR and Payroll.
- PEOPLE – When a member fills out the PEOPLE card, make sure they have selected a deduction amount and signed the card. Make a copy of the card for local records.
- CAMPUS – Make sure that the name of your college/university is on the card

The image shows two forms from AFSCME Council 93. The top form is titled 'AFSCME STRONG' and includes a section for 'Yes, sign me up to:' with checkboxes for: 'Talk to colleagues at work about AFSCME', 'Make phone calls to AFSCME members for campaigns', and 'Knock AFSCME member doors during campaigns'. Below this is the 'Membership Application' form, which includes fields for Name, Address, City, State, ZIP Code, and Employer. The bottom form is the 'AFSCME PEOPLE' contribution form, which includes a section for 'Contribution Form' and 'AFSCME PEOPLE' with checkboxes for 'I am a member of AFSCME Local 1067' and 'I am a member of AFSCME Local 1067'. It also includes fields for Name, Address, City, State, ZIP Code, and Employer.

WEINGARTEN RIGHTS! KNOW THEM!

Beware that management is not obligated to inform employees of their Weingarten rights – employees must ask for them.

Unlike Miranda rights –where police are required to tell a suspect of his/her right to an attorney, etc. – employees must ask for their Weingarten rights.

Weingarten – State the following:
“If the discussion in this meeting could in any way lead to my being disciplined or terminated or impact on my personal working conditions, I request that my steward, local officer or union representative be present.

Without union representation, I choose not to answer any further questions at this time.

This is my right under a Supreme Court decision called Weingarten”.

Weingarten rights apply during investigatory interviews when a supervisor questions an employee to obtain information that could be used

as grounds for discipline for either you or a colleague. When an employee believes such a meeting may lead to discipline, he/she has the right to request union representation. These basic Weingarten rights stem from a Supreme Court’s decision.

The employee must request representation before or during the meeting.

After an employee makes the request,

the supervisor has these choices:
grant the request and wait for the union representative’s arrival;

deny the request and end the meeting immediately; or
give the employee the choice of either ending the meeting or continuing without representation.

“Never continue without representation. EVER!”

Never continue without representation. EVER! If the supervisor denies the request and continues to ask questions, the employee has a right to refuse to answer. In addition, the supervisor is committing an unfair labor practice. As always, call your Chief Steward if you have questions or if you are unsure!

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

Campus Police Officers are directed to contact the **AFSCME Public Safety Liaison Officer, Detective Joe Morgan** (*J3Morgan@Bridgew.edu* or 781-771-9978) if you have any questions regarding Public Safety.

COUNCIL 93 STAFF REPRESENTATIVES

Joe Malinowski—On leave
 jmalinowski@afscme93.org
 413-668-2202

Derek Deroche
 ddesroche@afscme93.org
 781-425-3579

Dan Skinner
 dskinner@afscme93.org
 617-367-6032

Frank Gentile
 fgentile@afscme93.org
 413-271-4806

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

Berkshire Community College	Frank Gentile	Massachusetts Maritime Academy	Kim Sylvia
Bridgewater State University	Kim Sylvia	Massasoit Community College	Kim Sylvia
Bristol Community College	Kim Sylvia	Middlesex Community College	Kim Sylvia
Bunker Hill Community College	Kim Sylvia	Mt. Wachusett Community College	Kim Sylvia
Cape Cod Community College	Kim Sylvia	North Shore Community College	Derek Deroche
Fitchburg State University	Dan Skinner	Northern Essex Community College	Derek Deroche
Framingham State University	Dan Skinner	Quinsigamond Community College	Kim Sylvia
Greenfield Community College	Frank Gentile	Roxbury Community College	Kim Sylvia
Holyoke Community College	Frank Gentile	Salem State University	Derek Deroche
Massachusetts Bay Community College	Kim Sylvia	Springfield Technical Community College	Frank Gentile
Massachusetts College of Art & Design	Kim Sylvia	Westfield State University	Frank Gentile
Massachusetts College of Liberal Arts	Frank Gentile	Worcester State University	Kim Sylvia