

# NEWSLETTER LOCAL 1067



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# SOCIAL SECURITY FAIRNESS ACT (S. 1302 / H.R. 82) ENDING UNFAIR PUBLIC PENSION OFFSETS

Social Security benefits are based on an individual's earnings and paid according to a progressive formula. For working families with lower lifetime earnings, Social Security replaces a larger proportion of previous earnings than it would for higher income earners. But, the Government Pension Offset (GPO) and the Windfall Elimination Provision (WEP) impose offsets, which unfairly penalize many public

employees. The offsets rely on a formula that does not fully consider workers' lifetime earnings. GPO-WEP offset formulas are enforced when a public employee is eligible for a pension from their work that is not covered (non-covered) by Social Security, but who also has worked in other employment where they earned Social Security benefits (covered). Both provisions were intended to adjust benefits for

higher income earners but in practice severely harm lower-income and middle-class retirees and their survivors; the very people Social Security's progressive benefit was designed to help.

**AFSCME supports the Social Security Fairness Act (S. 1302, H.R. 82), introduced by Sen. Sherrod Brown (D-OH) and Rep. Rodney Davis (R-IL). The legislation would fully repeal both the GPO and WEP.**

## Individuals are Unfairly Impacted by GPO and WEP

The GPO-WEP provisions unfairly penalize approximately 25% of public workers. As of December 2021, about 2.0 million Social Security beneficiaries were affected by the WEP and 723,970 Social Security beneficiaries, or about 1% of all beneficiaries, had spousal or widow(er)'s benefits reduced by the GPO. The number affected by GPO does not include those who were potentially eligible for spousal or widow(er)'s benefits but were deterred from filing for them because of their expectation that the GPO would cut the spousal or widow(er)'s benefit. Due to the new data exchanges, the Social Security Administration (SSA) will soon have 35 years of W-2 earnings data for all covered workers on file. With this data, SSA will be able to more accurately identify individuals who are receiving pensions from non-covered employment, but whose benefits are not yet being reduced. As SSA begins to use this data, it is likely that more individuals will have their Social Security benefits reduced from these unfair laws.

**End the WEP/GPO TODAY!!**



**Support H.R. 82**

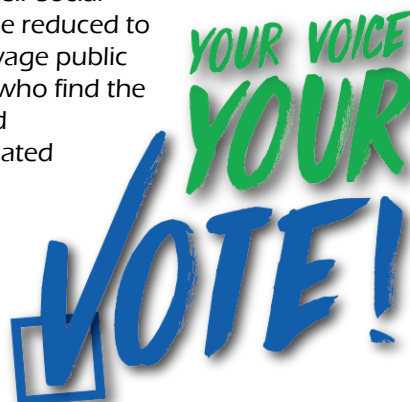
AFSCME Council 93

## HOW THE GOVERNMENT PENSION OFFSET (GPO) WORKS

Social Security pays benefits to the spouse of retired and disabled workers and to widow(er)s of deceased workers. The GPO offset requires a reduction in the Social Security spousal and widow(er)'s benefit received by public employees who earn a pension from non-covered employment. The GPO offset amounts to a two-thirds reduction in one's public pension. If two-thirds of one's government pension is more than their Social Security benefit, their benefit could be reduced to zero. The GPO especially hurts low-wage public sector workers, particularly women, who find the Social Security benefits they expected substantially diminished, if not eliminated entirely. This happens even if their public pension is very modest. As of December 2021, some half a million Social Security beneficiaries saw GPO take away all of their spousal or widow(er)s benefits. About 83% of these individuals were women.

## HOW THE WINDFALL ELIMINATION PROVISION (WEP) WORKS

The WEP offset reduces the Social Security benefit of a public employee who has job earnings in non-covered employment, but who also worked in covered employment and qualified for a Social Security benefit by working at least 40 quarters (or 10 years). It applies to people who split their careers and received both a pension from uncovered work and Social Security benefits based on fewer than 30 years in covered employment. WEP reduces a worker's standard monthly benefits by up to 55%. Basically, a worker's earned Social Security benefit is cut by an arbitrary amount with middle- and lower-income workers losing the largest amount of their monthly benefit, further reducing or eliminating large portions of their Social Security. The WEP, along with GPO, was enacted as part of the 1983 Social Security Refinancing Act (P.L. 98-21) that was designed to shore up the financing of the Social Security Trust Fund.



# THE "FREE RIDE" IS OVER FOR NON-PAYERS

Free riders are employees who are covered by collective bargaining agreements but are not union members. Free riders benefit from what they do not pay for. But not any more!

The United States Supreme Court case, Janus vs. AFSCME, mandated that public sector unions cannot require you to pay union dues. However, while AFSCME Local 1067 cannot compel you to pay union dues or an agency fee, it is well within its rights to assess and impose charges for performing representational services. Local 1067 reserves and retains all its legal rights to assess fees on non-members for, among other things, providing representation during any investigation, departmental hearing and/or for grievance processing in those instances where the non-member has elected to have Local 1067 represent them during such proceedings. Local 1067 will require a deposit, paid in advance of \$800 per incident. Additional fees may be required depending upon the case.

The fees for services are as follows.

Chief Steward	\$125/hr + expenses
Table Officer	\$150/hr + expenses
Research	\$75/hr + expenses

As market conditions warrant, Local 1067 reserves the right to amend these fees without notice.

Local 1067 retains the right to assess and reassess any grievance(s) you may wish to bring forward to arbitration, and such grievance(s) shall remain subject to the same internal review process as all other grievances.

# 2022 SCHOLARSHIP WINNERS

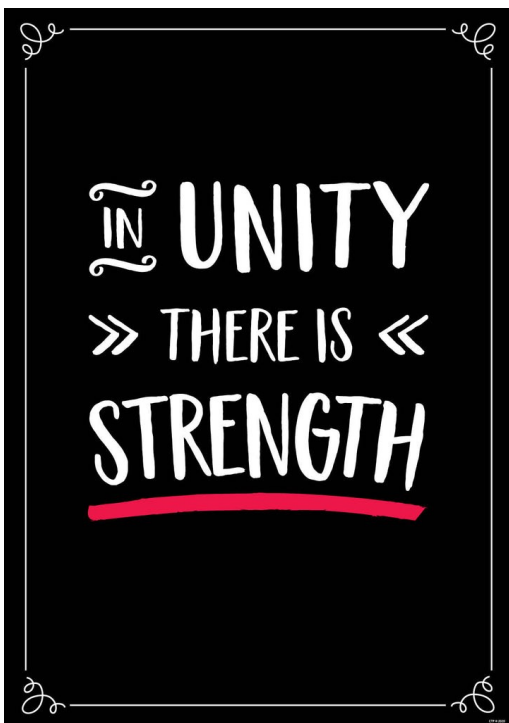
## CONGRATULATION TO THE WINNERS

### \$1,000

- \* **Margret Philie**, Granddaughter of Janet Cartwright, Bridgewater State University
- \* **Matthew Salyh**, Son of Susan Salyh, Cape Cod Community College

### \$500

- \* **Michael Meola**, Son of Susan Melo, Quinsigamond Community College
- \* **Abigail McDaniel**, Daughter of Erik Golden, Quinsigamond Community College
- \* **Richard Mankiewicz**, Son of Christine Mankiewicz, Fitchburg State University
- \* **Jake Lajoie**, Son of Krista Bunnell, Quinsigamond Community College
- \* **Jaelyn Rossignoll**, Child of Wendy Knight, Salem State University



# CHIEF STEWARDS & CPO STEWARDS NEEDED

## OPEN STEWARD POSITIONS

There are many campuses across the state that are in need of representation by steward. You can be that person, advocating for fair treatment for your fellow union brothers and sisters.

What is a steward? A Union Steward is one who volunteers their time to help employees with any number of issues that come up at work. A Steward helps bring your collective agreement to life and give it meaning by making sure your boss holds up their end of the deal. In doing so, they ensure that Union members receive everything they're entitled to under their agreement. A Steward is someone who will speak to your boss on your behalf:

They are your mediator. If something happens at work or you notice a problem, your Union Steward is there to help. Elections are coming up soon, please consider it!



The following campuses are in need of representation.

Berkshire CC	Unit 1
Bridgewater State	Unit 1
Bristol CC	Unit 2
Bunker Hill CC	Unit 1 & 2
Framingham State	Unit 2
Cape Cod CC	Unit 2
Massasoit CC	Unit 2
Mass Art CC	Unit 1
MCLA	Unit 2
Mount Wachusett CC	Unit 2
North Shore CC	Unit 2
Roxbury CC	Unit 1
Salem State University	Unit 1
Westfield State	Unit 1 & 2

There are many CPO Steward position open at campuses that have Police Officers. Please consider being their advocate.

# VACATION CAP DEADLINE FAST APPROACHING

In a memorandum of Agreement with the Board of Higher Education dated April 27, 2021 ASCME. The following changes were made to the vacation cap.

### 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 insure 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.

**What does this mean for members? You must use your excess vacation time before December 31 or it will loose it. After that, if you have vacation hours in excess you will lose them! YOU EARNED THEM, USE THEM!**

# 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>

# 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 Jheri-ane Czernetzky, 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 Jheri-Ane Czernetzky at jczernetzky@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 'Become a PEOPLE MVP for \$8.95/month (\$100 Annually)'. It also has 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! 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!

**“Never continue without representation. EVER!”**

# DEPARTMENT OF HIGHER ED

Do you want to know more about the governing body that regulates Massachusetts State Colleges and Universities? Thanks to the internet you can watch public meetings live as they happen from the comfort of your own home. What's that, you don't have three hours in the middle of you day to watch? Well you're in luck, you can read up on past meetings and find things that are important to you and your colleagues.

Learn about:

- [Board Members](#)
- [BHE Authority Powers & Duties](#)
- [Budget Process](#)
- [Comparison of Authority: BHE vs. Campus Boards](#)
- [Laws and Regulations—Current Regulations](#)
- [Upcoming Meetings](#)
- [Past Meeting Materials](#)

## MONTHLY E-BOARD MEETINGS

January 2022 - No meeting	July -no meeting
February 8, 2022 - Zoom	August 9, 2022—Zoom
March 8, 2022 - Zoom	September 20, 2022-in person
April 12, 2022—Zoom	October 11, 2022-Zoom
May 10, 2022—Zoom	November 8, 2022-Zoom
June 14, 2022—Zoom	December 13, 2022-in person

**Monthly Executive Board Meetings**  
**AFSCME Local 1067**  
 9:30 AM

**Members Can Join Zoom Meetings**  
<https://zoom.us/j/96713662043>  
**New location for in person meetings**  
**IBEW Local 96 Worcester**  
**242 Mill St, Worcester, MA 01602**

## COUNCIL 93 STAFF REPRESENTATIVES

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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	Michael Fiorentino
Fitchburg State University	Dan Skinner	Northern Essex Community College	Michael Fiorentino
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	Michael Fiorentino
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