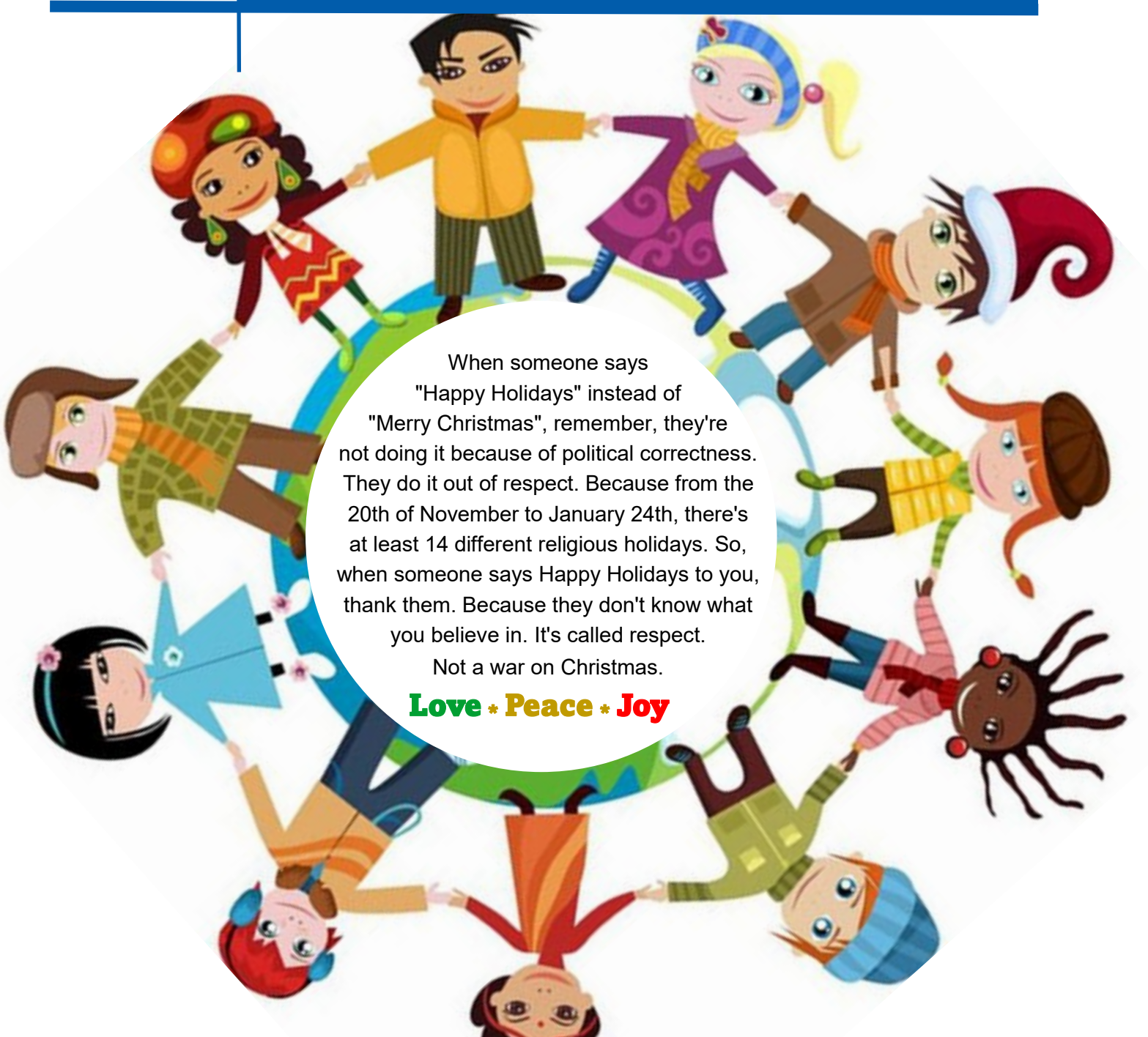


NEWSLETTER LOCAL 1067



When someone says "Happy Holidays" instead of "Merry Christmas", remember, they're not doing it because of political correctness. They do it out of respect. Because from the 20th of November to January 24th, there's at least 14 different religious holidays. So, when someone says Happy Holidays to you, thank them. Because they don't know what you believe in. It's called respect. Not a war on Christmas.

Love * Peace * Joy

TABLE OFFICER CONTACT INFORMATION

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CAPE COD COMMUNITY COLLEGE OFFICIALLY OPENS 37,000 SQUARE FOOT SCIENCE AND ENGINEERING CENTER

September 30, 2022
News at 4Cs

On Thursday, September 29, Cape Cod Community College formally opened the new Frank and Maureen Wilkens Science and Engineering Center on their West Barnstable campus. The building, which has been in various stages of development for more than ten years, has been in construction for the past two years in the heart of the College's main campus in West Barnstable. The 2-story, 37,000 square foot building joins Science, Technology, Engineering, and Math in one highly visible hub, and immediately becomes a flagship hub for STEM education in the Commonwealth of Massachusetts.

Surrounded by more than 100 faculty, staff, students, Trustees, donors, business partners, legislators, community members, and representatives from the building's construction teams, 4Cs President John Cox presided over the ribbon cutting ceremony and reflected on the long journey that led to the building's completion.

"Nearly a decade ago, having understood the background of this Center's need through the work of my predecessor, President Kathy Schatzberg, and our shared introduction meeting with Mrs. Maureen Wilkens, I never truly envisioned the timeline that lied ahead," Cox said. "This is truly a labor of love from across our community. We especially recognize the vision and transformational generosity of Mrs. Wilkens and their family commitment to this

institution. It has fundamentally changed our ability to better serve our community."

The project got off the ground in July 2018 following the allocation of \$25 million to the College via a bond bill from Governor Charlie Baker. With a total price tag of \$38 million, the College put \$3 million towards the cost. Another \$5 million was donated by Mrs. Wilkens, a longtime benefactor of the institution and one of the most significant individual donors in the history of American community colleges with gifts totaling more than \$11 million to Cape Cod Community College. The College's Educational Foundation has run a Capital Campaign to raise the remaining funds.

Joining President Cox in acknowledging the historic moment in the College's history was Lieutenant Governor Karyn Polito, who spoke to the need for modern technology and learning spaces to align with the future workforce needs of Massachusetts. Carol Gladstone, Commissioner of the Commonwealth's Division of Capital Asset Management and Maintenance (DCAMM), also took to the podium praising the new center as one of her personal favorite projects thanks to its seamless integration into the campuses landscape and efficient and creative usage of space. Kathy McNamara, Chief Executive Officer for the Cape Cod Community College Foundation, recognized Mrs. Wilkens and her four sons in attendance with a framed photo of the Center.

The building itself is designed to be LEED certified and was sustainably constructed to preserve energy. Inside students are already making use of new, state-of-the-art labs in Engineering, Anatomy and Physiology, Biology, and more. A highlight is the inclusion of the "Toilet of the Future," the first of its kind in Massachusetts higher education. The toilet is a product of work conducted by the Gates Foundation, and operates with no sewer lines, conserving water and energy. The project, led by President Cox, partnered with Clement Cid from the California Institute of Technology to implement the system on the ground floor of the building, marking the first commercial use of Cid's award-winning design.

With the Frank and Maureen Wilkens Science and Engineering Center complete and open for classes, the College has also set its sights on expanding STEM offerings that take advantage of the expanded and upgraded technology. Earlier this month the College received approval for the launch of a new Associates Degree in Applied Economics of Coastal and Ocean Environments – dubbed the "Blue Economy Degree" – which is now accepting students for a Fall 2023 start. The College has also





Local 1067 Officers

President

Thomasine Corbett
Northern Essex Community College

Vice President

Linda Hogan-Shea
Westfield State University

Treasurer

Janet Cartwright
Bridgewater State University

Secretary

Marie Griffin
Bunker Hill Community College

Interim Secretary

Cynthia Cahill
Roxbury Community College

Public Safety Liaison

Joe Morgan
Bridgewater State University

Parliamentarian

Nicole Carey
Framingham State University

3 Year Trustee

Vacant

State Universities:

- Bridgewater
- Fitchburg
- Framingham
- Mass. College of Art
- Mass. Maritime Academy
- Salem
- Westfield
- Worcester

Community Colleges:

- Berkshire
- Bristol
- Bunker hill
- Cape Cod
- Greenfield
- Holyoke
- Mass Bay
- Massasoit
- Middlesex
- Mt. Wachusett
- North Shore
- Northern Essex
- Quinsigamond
- Roxbury
- Springfield Technical

Official Notice for Local 1067 concerning Non-dues paying Employees

AFSCME Local 1067 Non-Member Fee for Service

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 per hour + Expenses
Table Officers	\$150 per hour + Expenses
Research	\$75 per hour + 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.

Thomasine A Corbett

Thomasine A Corbett.

PRESIDENT

AFSCME Local 1067

IN MEMORIAM

Earlier this year, STCC AFSCME members were honored to share a permanent memorial dedicated to our dear union brother, Scott Pospelita, and union sister, Ashley Lambert.

Ashley and Scott both passed unexpectedly, far too soon, and during a time when we weren't able to gather in mourning or honor.

Our membership was determined to find a way to pay tribute and our President, Business Office, and Facilities Team all helped us to make a wish real with this beautiful installation.

Our community's response to the piece has been wonderful; allowing those of us who knew Scott and Ashley to find peace, comfort, and hope together, and for those who didn't, an opportunity to just pause and appreciate the sculpture and the feelings it evokes.

We can only hope that Ashley and Scott are pleased to know how deeply we cared.

Until then and in solidarity ❤️

[Scott Pospelita](#)

[Ashley Lambert](#)



Scott Pospelita
1977 - 2020



Ashley Marie Lambert
1990 - 2021



We mourn the passing of longtime Steward from Middlesex Community College, Bruce Giannetta. We lost our beloved union brother on October 23, 2022.

Born in Malden Massachusetts and raised in Bedford, MA, Bruce attended Bedford High School, graduating in 1968. After High School, Bruce joined the United States Navy during the Vietnam War where he reached the rank of Petty Officer 2, while serving as a jet mechanic, from 1968-1972.

Bruce returned to Bedford where he married Lynda Giannetta (Colangelo) of Lexington, MA. They raised their two children, Carla and David, in Bedford.

He took the Bedford Flooring family business (founded by his father, Salvatore Giannetta, in 1955) and grew the company's reputation for craftsmanship, even appearing on "This Old House." Later, he grew a fondness for the IT industry, continuing to grow his skills. Bruce ended his career working for Middlesex Community College as the Building Maintenance Supervisor on the Bedford, MA campus.

Bruce married Rosangela Dos Santos Giannetta in 2002 in Nashua, NH. They resided there for the past 20 years..

A Celebration of Life will be held at the American Legion in Bedford, MA on Wednesday, November 30, 2022 from 4:30-7 PM. Family and friends are invited to attend. In lieu of flowers, those who wish, may make a memorial contribution to the We Honor Veterans (WHV) program, c/o Home Health & Hospice Care, 7 Executive Park Drive. Local 1067 has made a \$200 donation in Bruce's memory to this worthy cause.

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 you excess vacation time before December 31 or it you 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](#)

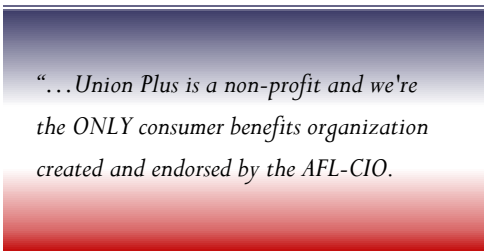
[Personal Loan](#)

[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.



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 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 the 'Membership Application' with a 'Strong' logo. It includes a section for 'Yes, sign me up to:' with checkboxes for talking to colleagues, making phone calls, and knocking doors. Below this is the 'Membership Application' form with fields for name, address, phone, and email. The bottom form is the 'PEOPLE Contribution Form' with a 'PEOPLE' logo. It includes a section for 'Contribution' with checkboxes for 'Yes' and 'No', and a section for 'Signature'.

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,

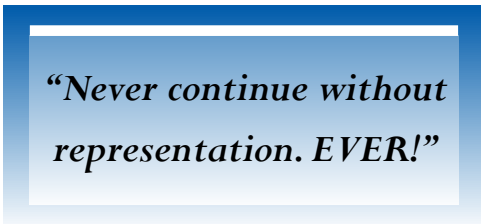
the supervisor has these choices:

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!



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>
 in person:

IBEW Local 96 Worcester
242 Mill St, Worcester, MA 01602

COUNCIL 93 STAFF REPRESENTATIVES

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Garrett Mahoney
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 508-308-0190

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	Garrett Mahoney	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	Garrett Mahoney
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	Garrett Mahoney	Westfield State University	Frank Gentile
Massachusetts College of Liberal Arts	Frank Gentile	Worcester State University	Kim Sylvia