



January 2023

AFSCME NEWSLETTER LOCAL 1067



Government funding bill brings long-overdue benefits and protections for working people, 'but there is more work to be done'

~ AFSCME President Lee Saunders
12/23/2022

Unlike in administrations past, working people won't have to enter the holidays with anxiety over a government shutdown. This government funding bill prevents that. It will ensure that the public services our communities depend on keep running for another year, while saving thousands from dangerous furloughs and preventing so many others from losing access to the benefits they rely on.

But make no mistake: This bill does more than simply keep government doors open. It will provide a \$25 million increase in funding for the NLRB, so the essential regulatory body is staffed and ready to combat unfair labor practices against workers. Working families will receive further protections thanks to this bill – the inclusion of the Pregnant Workers Fairness Act will ensure no one is forced out of their job just because they are pregnant.

The spending bill also comes with the Electoral Count Reform and Presidential Transition Improvement Act, which will bolster the defenses of our democracy and stop anti-democratic threats from undermining our election results. What's more, this bill provides long-awaited funding for Medicaid in Puerto Rico – a \$17.6 billion investment that will save lives. AFSCME members in Puerto Rico spent years fighting for this crucial funding. And the first responders who risked their lives during 9/11 – many of whom are AFSCME members – will also receive investments in their health care. The spending bill adds \$1 billion in critical funding for the World Trade Center Health Program.

"This spending bill provides some long-overdue protections and benefits for working people. But there is more work to be done. AFSCME won't stop until all working families have the resources to live and work with dignity.

TABLE OFFICER CONTACT INFORMATION

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*CONGRATULATIONS TO OUR UNION SIBLINGS AT
MOUNT WACHUSETTS!!*

*Performance
Recognition 2022*

In recognition for your contribution to the goals of the
Mount Wachusett Community College

The Commonwealth of Massachusetts presents the
2022 CITATION for OUTSTANDING PERFORMANCE

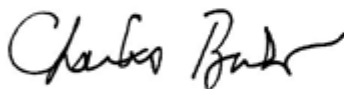
to

Christopher Chouinard

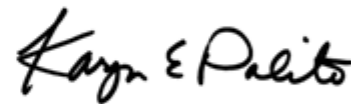
Nathan Haney

Timothy Scanlon

Media Services



Governor



Lieutenant Governor

RETIREE INFORMATION

Call your Senator NOW & tell him/her to support legislature that eliminates the unfair WEP & GPO.

We support the Social Security Fairness Act of 2021 bills H.R.82 and S.1302. Both bills are being circulated in the 117th Congress but need more co-sponsors to move forward. Call your Senators and House Representatives today to tell them to sign these bills.

Click here to contact your Senator--> [U.S. Senate: Contacting U.S. Senators](#)

- WEP, which affects approximately 1.9 million individuals nationwide, reduces the Social Security benefits of retirees that both receive a pension from working in a non-covered Social Security job and for working less than 30 years in a covered Social Security job.
- Using a modified Social Security formula, SSA drastically cuts the percentage a retiree receives from the first \$996 (adjusted annually) of Average Indexed Monthly Earnings (AIME) from 90 percent to 40 percent.
- GPO, which affects over 700,000 Social Security beneficiaries, applies to those receiving Social Security spousal or widow(er)'s benefits.
- Individuals that fall under this provision are subject to a 2/3 reduction in their Social Security spousal or widow(er)'s benefits.

Have you been hurt by the WEP or GPO?

We want to hear from you.

Call or Email President

Ed Keefe.

phone: 888-271-3868

email: edkeefe@verizon.net

[Click here to learn more information on this and other topic for AFSCME retirees](#)

Click the page below to read their newsletter.

RIARA
Affiliated with the Rhode Island AFL-CIO
"Fighting for the future of our members."
"NOW, more than ever!!!"

December 18, 2022 E-Newsletter

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 Published in house by then RIARA

Message from Alliance for Retired Americans Leaders

<p>Biden Announces \$36 Billion in Relief to Avoid Cuts to Promised Pension Benefits</p> <p>President Biden announced \$36 billion in financial relief on Thursday to prevent pension benefit cuts for thousands of union workers.</p> <p>Biden was joined by Labor</p>  <p>Robert Roach</p>	<p>relief. The White House estimated that retirees would have faced approximately a 60% reduction in benefits without the financial relief.</p> <p>Following the announcement on Thursday, Central States will be able to pay pension benefits earned by the affected Teamsters workers through at least 2051. The Biden Administration estimated that the funds will protect the benefits of more than</p>	<p>and tears over several decades. President Biden is absolutely right to honor the promise that was made to them," said Robert Roach, Jr., President of the Alliance. "The Alliance worked with President Shuler and the entire AFL-CIO Retirement Security Working</p>  <p>Joseph Peters</p>	<p>A growing number of Republicans have signaled a willingness to force the country to default and set off a global economic crisis unless Democrats and President Biden accept changes to earned benefit programs including Social Security and Medicare.</p> <p>Some moderate Republicans have <u>expressed uneasiness</u> over using the debt ceiling as a bargaining chip, risking not only</p>
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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.

SCHOLARSHIP NEWS

Union Plus Scholarship - Deadline Jan. 31, 2023

[Active and retiree AFSCME members, spouses and dependent children are eligible to apply. Visit the Union Plus site for more information and to apply online.](#)

Gerald W. McEntee Scholarship - - Deadline Jan. 31, 2023

[In honor of former AFSCME Pres. Jerry McEntee, this one-time \\$5,000 scholarship is awarded annually to an AFSCME member for use towards higher education](#)

Union Scholars

A summer internship program for students of color passionate about social justice and workers' rights.

The American Federation of State, County & Municipal Employees (AFSCME) is pleased to partner with Harvard University's Labor and Worklife Program to sponsor the Union Scholars Program. AFSCME is one of the nation's largest labor unions, representing public service employees and retirees across the country. Harvard's Labor and Worklife Program, located in the Harvard Law School, is the university's center for research, teaching and creative problem-solving related to the world of work. The program is funded through the Jerry Wurf Memorial Fund.

The Union Scholars Program is an 8-week summer internship for students of color. Students will take part in a hands-on organizing experience with AFSCME members, and will enjoy an opportunity to travel and receive valuable, resume-building experience – all while getting paid.

The application for the 2023 Union Scholars Program is now live. [Click here to access the application.](#)

AFSCME Local 1067 Scholarship

Information regarding the Local's scholarship will be in the February newsletter

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>



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

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 a 'Membership Application' form with fields for Name, Address, City, State, ZIP Code, and Employer. The bottom form is titled 'AFSCME PEOPLE' and is a 'Contribution Form' for becoming a PEOPLE MVP for \$8.95/month (\$100 annually). It includes a section for 'Deduction for my dues' with checkboxes for 'Yes' and 'No', and a section for 'I agree to contribute' with checkboxes for 'Yes' and 'No'.

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](#)

2023 MONTHLY E-BOARD MEETINGS

January 10, 2023 - Zoom	July 11, 2023—Zoom
February 14, 2023 - Zoom	August 8, 2023—Zoom
March 8/14, 2023 - Zoom	September 19, 2023- <i>in person</i>
April 11, 2023— <i>In Person</i>	October 10, 2023-Zoom
May 9, 2023—Zoom	November 14, 2023-Zoom
June 13, 2023—Zoom	December 12, 2023- <i>in person</i>

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

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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