

April 2017



Update

Welcome Spring!

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What's Happening Across Our Campuses

- Russell Kinell was rescued by WSU police after being trapped in the elevator for an extended period of time. Our thanks go out to the police department and Kevin G.
- The Education Assistance Form will be in the Newsletter for May and posted online mid-May.
- Please consider this a reminder to return the cards, located on page 10 of this month's Newsletter.



**A special thank you to all of the
maintainers, campus police, and
essential personnel for all of your
hard work this winter in keeping
our campuses safe!**

You Rock!

Do you have something you would like to see
in the newsletter?



Please send photo and brief description to:

**khanley@bhcc.mass.edu or
skearns1@massasoit.mass.edu**

Happy Easter!



Happy
Passover!

A collection of colorful, hand-drawn symbols including a blue fish, a blue wine glass, a brown matzo, and a brown seder plate, scattered around the text.

WEINGARTEN RIGHTS

Weingarten Rights. Know them, Use them!

If you are unsure if they apply, ask for them anyway. Better to be safe than sorry.

Know your rights! Please read below!

Employee Rights in “Weingarten” Meetings – Know Them, Use 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, ever, ever, 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!



Reminder!!!

This is the order that we are spotlighting our schools; we are starting back up after the holidays...

February was supposed to be Middlesex Community College and March is Massachusetts Maritime Academy

~~Berkshire Community College~~ - not submitted

~~Bristol Community College~~ - not submitted

Bunker Hill Community College - ✓

Bridgewater State University - ✓

~~Cape Cod Community College~~ - not submitted

Framingham State University - ✓

~~Fitchburg State University~~ - not submitted

~~Greenfield Community College~~ - not submitted

~~Holyoke Community College~~ - not submitted

Massasoit Community College - ✓

~~Mass Bay Community College~~ - not submitted

~~Massachusetts College of Art and Design~~ - not submitted

Middlesex Community College - ✓

~~Massachusetts Maritime Academy~~ - not submitted

Mount Wachusett Community College

Massachusetts College of Liberal Arts

Northern Essex Community College

North Shore Community College

Quinsigamond Community College

Roxbury Community College

Salem State University

Springfield Technical Community College

Westfield State University

Worcester State University

Next up...Mount Wachusett Community College

information needs to be received ten (10) days before the 1st of the month!



Patriots' Day 2017

April 17, 2017 in Massachusetts and Maine

The 242nd Anniversary of the Battles of Lexington and Concord.

Patriots' Day is observed on April 17, 2017. Patriots' Day (officially Patriots' Day in Massachusetts and Patriot's Day in Maine) is a civic holiday commemorating the anniversary of the Battles of Lexington and Concord, the first battles of the American Revolutionary War. It is observed on the third Monday in April in Massachusetts and Maine, and is a public school observance day in Wisconsin.

Since 1969, the holiday has been observed on the third Monday in April, providing a three-day long weekend, as well as being the first day of public school vacation week in Maine and Massachusetts. Previously, it had been designated as April 19, the actual anniversary of the battles.

Patriots' Day is also a school holiday for many local colleges and universities, both public and private. In Maine and Massachusetts, when Patriots' Day falls on a day where income tax returns would otherwise be due for the remainder of the country, residents of those states are given until midnight of the next day (Tuesday) to submit their state tax returns.



Happy Administrative
Professionals Day!
April 26, 2017
Thanks for all
that you do!



MIDDLESEX COMMUNITY COLLEGE – March 2017

Middlesex is actively engaged in Strategic Transformation events to involve the entire campus in the upcoming reorganization process and need for streamlining our services to meet student needs more effectively and efficiently. As the Unit I Steward, I have been asked to actively participate in these meetings and public forums in order to help elevate some of the anxiety our members are feeling as decreasing enrollment, reduced State funding and potential cuts force us to reassess our programs and look for places to make budget cuts.

We are facing a deficit next fiscal year and for the first time AFSCME union members, along with MCC and Administrators, are being offered an Early Retirement Incentive. Once the voluntary portion of who will take the Early Retirement package is known, MCC will work with both AFSCME and MCC union leaders to realign services and staff. It is a time of great change for us but we are confident with open, honest dialogue and union participation we will emerge from this fiscal crisis a stronger, more efficient college. Below are some links to current trending topics of discussion at MCC.

- MCC Battles National Trend of Declining Enrollment (January 12, 2017)
- Middlesex Adds Two Community College Food Pantries (December 15, 2016)
- Skilled Laborers are in Demand (December 26, 2016)
- MCC President James Mabry on Bedford Common Show – Bedford TV (Published January 11, 2017)
- MCC Appoints New Human Resources Director (January 12, 2017)
- Middlesex Ranked Among Best Community Colleges in Massachusetts (January 5, 2017)

A Message from our President

The uncertainties of this new year and the intense work of the Strategic Transformation process have inspired me to reflect on the work we do at MCC: what we do, how we do it, and most importantly, why we do it. What we do is straightforward. We promote access and success for ALL students. We are proud to be an open-access institution in a world that closes far too many doors. Success, as we all know, comes in many varieties. Some are easy to see, but much more often, success is subtle, cumulative and often hard to detect. How we promote access and success is as varied as the students who come through our open doors. Getting the how right is important and depends on skilled and dedicated professionals with the space, the tools, and the support they need to do their best work. At MCC, people are our core and our strength. It is these tremendous education professionals who inspire students and transform lives.

At the end, why we do this work is much more important than the what and the how. Why build an open-access, high quality education system? Why work so hard to put people on the path to success? Because transforming lives is important. It's important on the micro and macro levels, on personal and societal levels.

At Middlesex Community College, we have the privilege and the responsibility of working to change the world one student at a time. We are striving to build a better world one life, one community, one nation at a time. Although we face many challenges in the year ahead, I am confident that by working together, we will continue to transform lives and build great communities.

Middlesex receives AANAPISI Grant

Middlesex Community College is one of approximately 100 institutions nationwide designated as an Asian-American, Native American, Pacific Islander Serving Institution (AANAPISI) by the U.S. Department of Education based on the number of Asian-American students enrolled at the college. During Fall 2016, Middlesex received a five-year, \$1.73 million grant to deliver a range of support services and co-curricular activities to improve the college experience of Asian-American students, as well as their completion and transfer outcomes.

The Program for Asian-American Student Advancement (PAASA) will be administered by Pamela Flaherty, Senior Student Affairs Officer/Dean of Students. Matthew Olson, Dean of Humanities and Social Sciences, along with Patricia Demaras, Assistant Dean of International and Multicultural Affairs, will serve as co-chairs. The college will be establishing an Asian-American Connections Center on the Lowell campus in the Cowan Building, ground floor, Room G00. The grant has developed a steering committee, a working group, and three design teams: ELL Design Team, Asian Center Design Team, and Planning and Financial Aid Design Team.

Kudos to our Facilities & IT workers!

Information Technology Cybersecurity Lab Formally Opened

The Information Technology Cybersecurity Lab, located on the fourth floor of the Pollard Building, was formally opened on December 5. A special thanks to the Facilities staff Brian Butler, Steve Hentz, Gary Sirois, Thomas Lyons, and John LeMay who renovated the space, the IT staff who ordered and installed equipment Al Keniston, Mike Giles, Kevin Belfiore, Kevin Doherty, and Pramod Bhardwaj and IT faculty Moe Moghimi, Ryan Fried and Syeda Ferdous Begum who worked with Joe Patuto, Chief Technology Officer, Dean of STEM Kate Sweeney and Assistant Dean of STEM Donald Brady to design and implement the lab. President James Mabry was joined by Congresswoman Niki Tsongas, State Senator Eileen Donoghue, and State Representative David Nangle for the ribbon cutting to recognize the opening of the lab, which includes two classrooms. The Cybersecurity Lab was funded, in part, with support from a \$20 million grant awarded by the U.S. Department of Labor's Employment and Training Administration to the Massachusetts community colleges (DOL-GPSTEM) and a \$117,086 grant from the Massachusetts Skills Capital Grant program.

*** Campus Police ***

A reminder regarding the opportunity to purchase specialized insurance for police officers.

Please note that to purchase this insurance 100% participation is needed of members of your department.

President Hanley has again indicated that the local will pick up the cost of the insurance for the first six-months.

The Critical Incident Team - 24/7

Kevin Hanley - 781-603-2754

Diane Byrnes - 781-718-8226

Your steward will be asking you to complete the below. This is in participation of the AFSCME STRONG campaign and to update our database so we the most current information for the upcoming November elections.

**AFSCME
STRONG**

AFSCME Council 93

**Yes! I am AFSCME Strong.
I want a strong voice at work and in my community**

Yes, sign me up to:

- Talk to colleagues at work about AFSCME
- Make phone calls to AFSCME members for campaigns
- Knock AFSCME member doors during campaigns

Membership Application

American Federation of State, County and Municipal Employees Membership and Authorization for Dues Deduction

I hereby apply for membership in Council 93 (hereafter "Union") and I agree to abide by its Constitution and Bylaws. I authorize the Union and its successor or assignee to act as my exclusive bargaining representative for purposes of collective bargaining with respect to wages, hours and other terms and conditions of employment with my Employer.

Effective immediately, I hereby voluntarily authorize and direct my Employer to deduct from my pay each pay period, regardless of whether I am or remain a member of the Union, the amount of dues certified by the Union, and as they may be adjusted periodically by the Union, and to authorize my Employer to remit such amount monthly to the Union.

This voluntary authorization and assignment shall remain in effect in accordance with the applicable collective bargaining agreement. If the applicable collective bargaining agreement or state statute does not address revocation, then this voluntary authorization and assignment shall be irrevocable, regardless of whether I am or remain a member of the Union, for a period of one year from the date of execution or until the termination date of the collective bargaining agreement (if there is one) between the Employer and the Union, whichever occurs sooner, and for year to year thereafter unless I give the Employer and the Union written notice of revocation not less than ten (10) days and not more than twenty (20) days before the end of any yearly period, or in accordance with state statute. The applicable collective bargaining agreement is available for review, upon request. This card supersedes any prior check-off authorization card I signed.

I recognize that my authorization of dues deductions, and the continuation of such authorization from one year to the next, is voluntary and not a condition of my employment.

In order to comply with Internal Revenue Service rulings, be advised that your membership dues are not deductible for federal income tax purposes. However, they may be tax deductible as ordinary and necessary business expenses.

New Member

PLEASE PRINT LEGIBLY.

Re-commit

Local Number _____ Employer _____

Last Name _____ First Name _____ M.I. _____

Street Address _____ Apt. No. _____

City _____ State _____ ZIP Code _____

SSN (last four digits) _____ Employee ID # _____ Job Title _____

Cell Phone _____ Personal E-mail Address _____

By providing my cell phone number, I understand that AFSCME and its affiliates may use automated calling technologies and/or text message me on my cell phone on a periodic basis. Carrier message and data rates may apply to such texts.

Signature _____ Date _____

Contribution Form

AFSCME PEOPLE
Become a PEOPLE MVP for \$8.35/ month (\$100 annually)



I hereby authorize my employer and associated agencies to deduct, each pay period, the amount certified as a voluntary contribution to be paid to the treasurer of American Federation of State, County and Municipal Employees PEOPLE, AFSCME, AFL-CIO, P.O.

Deduction Per Pay Period

- \$5 \$10 \$15
 Other \$ _____ each pp

Circle jacket size.
S M L XL 2XL Other _____

For Office Use Only

JACKET RECEIVED

Box 65334, Washington, D.C. 20035-5334, to be used for the purpose of making political contributions and expenditures. My contribution is voluntary, and I understand that it is not required as a condition of membership in any organization, or as a condition of continued employment, and is free of reprisal. I understand that any contribution guideline is only a suggestion and I am free to contribute more or less than that amount and will not be favored or disadvantaged due to the amount of my contribution

or refusal to contribute, and that I may revoke this authorization at any time by giving written notice.

Signature _____ Date _____

In accordance with the federal law, AFSCME PEOPLE will accept contributions only from members of AFSCME and their families. Contributions from other persons will be returned. Contributions or gifts to AFSCME PEOPLE are not deductible as charitable contributions for federal income tax purposes.

PLEASE PRINT LEGIBLY.

Last Name _____ First Name _____ M.I. _____

Street Address _____ Apt. No. _____

City _____ State _____ ZIP Code _____

SSN (last four digits) _____ Employee ID # _____ Job Title _____

Local Number _____ Employer _____

Cell Phone _____ Home Phone _____

By providing my cell phone number, I understand that AFSCME and its affiliates may use automated calling technologies and/or text message me on my cell phone on a periodic basis. Carrier message and data rates may apply to such texts.

Personal E-mail Address _____

Remember...

My Union is my Voice

Local 1067



AFSCME®



UNION

Don't leave your *rights* to *chance*...

Recommit to your Union **TODAY!!!**

Give your Union a fighting chance...

JOIN PEOPLE

(Public Employees Organized to Promote Legislative Equality)

Contact Sheila Kearns or your union steward!

MASSACHUSETTS DEPARTMENT OF HIGHER EDUCATION NEWSBITES

BOARD OF HIGHER EDUCATION

[UMASS AMHERST](#)

UMASS AMHERST | Improved MS Diagnostic Test is Focus of UMass Amherst \$833,000 Grant from Pentagon - Multiple Sclerosis News Today

UMASS AMHERST | About 100 rally at UMass Amherst to support women, oppose President Donald Trump - Masslive.com

[UMASS BOSTON](#)

UMASS BOSTON | UMass Boston chancellor's authority diluted amid campus financial woes - The Boston Globe 3/14/17

[UMASS DARTMOUTH](#)

[UMASS DARTMOUTH | New chancellor](#)

Welcome to Robert Johnson, president of Becker College and member of the Board of Higher Education, who has been selected as the next chancellor of UMass Dartmouth. He will take office this summer.

[UMASS DARTMOUTH | New chancellor visits campus, talks university's future - SouthCoastToday](#)

[UMASS SYSTEM](#)

UMASS SYSTEM | UMass Center teams up with Springfield schools to give students college experience - masslive.com

UMASS SYSTEM | Highest paid state employees all work for UMass - WBJournal.com

UMASS SYSTEM | Meehan stresses role of public higher education in Massachusetts during first State of the University speech - Daily Hampshire Gazette

COMMUNITY COLLEGES

[Study shows widespread food and housing insecurity for students - Inside Higher Ed 3/15/17](#)

Community colleges that want students to graduate increasingly focus not just on academic needs, but on transportation, housing and food issues. A report released today by the Wisconsin HOPE Lab and the Association of Community College Trustees reveals that many community college students are dealing with a lack of basic needs.

[BRISTOL COMMUNITY COLLEGE](#)

[BRISTOL COMMUNITY COLLEGE | Welcome and Farewell](#)

The Massachusetts Board of Higher Education approved Laura L. Douglas, Ph.D., as Bristol Community College's next president. Dr. Douglas will take the helm on July 1, 2017, as the College's fourth president in its 51-year history. President John J. Sbrega will retire in August after serving the College for 17 years.

[BRISTOL CC | BCC casino program moves ahead even as region's gaming plan stall - The Herald News](#)

[BUNKER HILL COMMUNITY COLLEGE](#)

[BUNKER HILL CC | Bravo](#)

To Bunker Hill Community College for winning The Boston Foundation's annual award for community college excellence last week. BHCC was honored for its Learn and Earn program, which places students in Greater Boston's top corporations for paid, hands-on experience.

[CAPE COD COMMUNITY COLLEGE](#)

[CAPE COD CC | CCCC Honor Society Earns National Recognition - CapeCodToday.com](#)

[CAPE COD CC | CCCC Receives \\$350K Grant for Nursing and Allied Health Education - CapeCodToday.com](#)

HOLYOKE COMMUNITY COLLEGE

HOLYOKE CC / SPRINGFIELD TECH CC | Porchlight Partnership with STCC Yields Advances in Home Care - BusinessWest

HOLYOKE CC | 'Day Without A Woman' marches held across WMass - Western Mass News

HOLYOKE CC | HCC president responds to racist flyers; 'We will not tolerate intimidation or threats' - WWLP

MIDDLESEX COMMUNITY COLLEGE

MIDDLESEX CC | Middlesex Community College awarded substantial grant for STEM programs - Bedford Minuteman

MOUNT WACHUSETT COMMUNITY COLLEGE

MT. WACHUSETT CC | Presidency marked by three decades of growth, connection to community - Sentinel & Enterprise

MT. WACHUSETT CC | Jasson Alvarado Gomez: 'He really has the passion to do what he does' - Sentinel & Enterprise 3/9/17

MT. WACHUSETT CC | 'Get up and keep going forward' - Sentinel & Enterprise 3/9/17

MT. WACHUSETT CC | Op-Ed: By Tina Sprega: A legacy of innovation and progress - Sentinel & Enterprise 3/9/17

MT. WACHUSETT CC | MWCC a national leader in supporting veterans - Sentinel & Enterprise 3/9/17

NORTH SHORE COMMUNITY COLLEGE

NORTH SHORE CC | Secretary of labor lauds programs to close skills gap - Salem News

NORTHERN ESSEX COMMUNITY COLLEGE

NORTHERN ESSEX CC | College Will Use Grant for Downtown Haverhill Culinary Program - WHAV

NORTHERN ESSEX CC | Gov. Baker Delivers \$1 Million in Grants to Whittier Vo-Tech, Northern Essex - WHAV

QUINSIGAMOND COMMUNITY COLLEGE

QUINSIGAMOND COMMUNITY COLLEGE Presidential Search Finalists Announced - Worcester Patch 3/15/17

QCC's presidential search takes place as its current president, Gail E. Carberry, Ed. D. has announced her plans to retire following this academic year. Dr. Carberry leaves QCC after 10 years of service which resulted in the College doubling enrollment and the number of graduates as well as opening new locations in Southbridge, Marlborough, and Downtown Worcester.

ROXBURY COMMUNITY COLLEGE

ROXBURY CC | Program trains MetroWest women for clean energy jobs - MetroWest Daily News

SPRINGFIELD TECHNICAL COMMUNITY COLLEGE

SPRINGFIELD TECH CC | STCC students build 'solar suitcases' used in Kenya - masslive.com

HOLYOKE CC / SPRINGFIELD TECH CC | Porchlight Partnership with STCC Yields Advances in Home Care - BusinessWest

SPRINGFIELD TECH CC | Health Program at STCC Wins Accreditation - BusinessWest.com

STATE COLLEGES/UNIVERSITIES

BRIDGEWATER STATE UNIVERSITY

BRIDGEWATER STATE U / BRISTOL CC | Educators press case for more hands-on learning at Attleboro STEM conference - The Sun Chronicle

FITCHBURG STATE UNIVERSITY

FITCHBURG STATE U | Where the canvas meets the code - Sentinel & Enterprise

FRAMINGHAM STATE UNIVERSITY

FRAMINGHAM STATE U | Local women celebrate International Women's Day - MetroWest Daily News

MASSACHUSETTS COLLEGE OF LIBERAL ARTS

MCLA | MCLA Appoints Two to Board of Trustees - iBerkshires.com

MCLA | With MCLA individual enrichment program gone, College seeks to emulate its strengths - The Beacon

MASSACHUSETTS MARITIME ACADEMY

MASS MARITIME | Maritime Academy's Expansion Plan Irks Bourne Selectmen - The Bourne Enterprise

SALEM STATE UNIVERSITY

SALEM STATE U | Farewell

To President Patricia Maguire Meservey, who will retire after 10 years as president of Salem State University as soon as a successor is named, which is expected to occur before the start of the next academic year. The Board of Higher Education paid tribute to President Meservey at its March meeting.

SALEM STATE U | Salem State students selected for slavery education research - Wicked Local Salem

WORCESTER STATE UNIVERSITY

WORCESTER STATE U | Worcester State goes test optional for college applicants - Worcester Mag

WORCESTER STATE U | States Challenge Public Universities to Prove They Are Worth Their Funding - Wall Street Journal

HIGHER ED POLICY TRENDS

Proposed U.S. budget would imperil Pell and low-income students, critics say - Inside Higher Ed 3/17/17

AG Maura Healey launches online tool for student borrowers - masslive.com 3/15/17

Administrator Salaries Up 2.2%; Perks Decline - Inside Higher Ed 3/15/17

Why One University Is Sharing the Risk on Student Debt - The Atlantic 3/15/17

Student loan defaults are rising faster than you think - The Washington Post 3/14/17

When a Few Bucks Can Get Students to the Finish Line - The New York Times 3/14/17

Fewer International Students Are Enrolling in American Universities - The Atlantic 3/13/17

How can community colleges get more students to graduate? - Detroit Free Press 3/11/17

Why placing students in difficult high school classes may increase college enrollment - The Hechinger Report 3/11/17

Training Students to Outpace Automation - The Atlantic 3/10/17

Common Application announces it will keep questions on criminal background and disciplinary history - Inside Higher Ed 3/10/17

How scholarship websites sell students' information to colleges and publishers - The Hechinger Report 3/10/17

Political Turmoil, Public Misunderstanding: A Survey of Presidents - Inside Higher Ed 3/10/17

Good news for college applicants: Getting in is easier than they think - The Hechinger Report 3/8/17

More Public Colleges Start Tuition-Free Programs - US News 3/8/17

DHE **FORWARD**



EARLY COLLEGE

Laying Out the Path Forward

Over 250 early college stakeholders from across the Commonwealth convened in Boston last week to chart the course for a new Early College Initiative.

COLLEGE AWARENESS

“100 Males to College” Expands to Brockton, Worcester

Building on successful pilots in Springfield and Framingham, the DHE recently awarded Performance Incentive Fund grants to bring 100 Males to College programs to Brockton and Worcester, increasing college access, enrollment, retention, and success for low-income males and males of color.

FY18 BUDGET

Students Rally for Campus Funding

We spoke with some of the 600+ community college, state university and UMass students who visited the State House on March 1 to speak with legislators about the state of public higher education funding in Massachusetts.

VIEWPOINT

An Outcome We Can All Agree On

President Glenn, a leader of Massachusetts public higher education’s work in student learning outcomes assessment, reflects on the many payoffs of robust assessment for teaching, learning, and students’ future careers.

Monthly Executive Board Meetings
take place on the second Tuesday of every month, except
in September and November.

**September's meeting will take place on the third Tuesday (19th),
and November's meeting will take place on Wednesday the (15th).**

**Worcester Elks
233 Mill Street
Worcester, MA**

9:30 a.m.

Questions? Please contact a table officer.

Looking ahead...

