

# UPDATE

## Important Notice!

AFSCME Local 1067 has been contacted by the Board of Higher Education with a proposal.

On December 20, 2011, there will be several showing of this presentation aired on line.

Each College is going to allow our members to attend one of the three showings at your College.

We will have a showing of the same presentation on Tuesday at 9:00 a.m. sharp. (E-Board)

On **January 9, 2012** we are going to have a ratification vote.

Posters and ballots will be handed out at E-Board.

The times and place will be posted on the Union Board.

Each Steward at the campus will work on the hours and room.

Each College will be E-Mailed a updated list of members that **MUST** be used for the election.

A schedule for the all of the college presentations

## December 20, 2011

9:30 – 10:45	1:00 – 2:15	4:00 – 5:15
Berkshire	Framingham	
Bridgewater	Greenfield	
Bristol	Holyoke	
Bunker Hill	Mass Bay	
Cape Cod	Mass College of Art	
Fitchburg	Mass College Of Liberal Arts	

Each room must have a computer, projector and microphone. (Smart room)

**SEE PAGES 6 & 7 FOR DETAILS**

11:00 – 12:45

2:30 – 3:45

5:30 – 6:30

Mass Maritime Academy

Quinsigamond

Massasoit

Roxbury

Middlesex

Salem State

Mt. Wachusett

Springfield Tech

North Shore

Westfield

Northern Essex

Worcester

## To the Members of Local 1067:



As of November 6, 2011, Denise Brown from Berkshire Community College resigned her position as the Vice President of Local 1067. We want to thank her for many years of service. Denise has served tirelessly on many committees for Local 1067 and for Council 93 as well. She dedicated her career as a union officer to the members of Local 1067. She will be missed, but not forgotten.

On November 15, 2011 during our scheduled Executive Board Meeting we elected Carolyn Mathews from Worcester State University to finish out Denise's term as Vice President of Local 1067. Carolyn has served as President, Treasurer and Secretary for our local at one time or another. We want to welcome Carolyn to our team.

### *AFSCME Local 1067 IMPORTANT DATES*

\* *December 13, 2011 E-Board Meeting*  
**Christmas Day, Dec. 25.**

## Evergreen Bill Signed Into Law!

A bill re-establishing “Evergreen clauses” under Chapter 150E for public employees was signed into law.

The bill was a top priority for AFSCME this session, and was made necessary by a misguided decision by the state Supreme Judicial Court that committed an overly literal interpretation of Chapter 150E denying the legality of evergreen clauses in public employee contracts. Rendering the decision last October, the court’s action set off a year of uncertainty and significant management abuse of formerly-protected collective bargaining rights. Whereas evergreen clauses had been the regular and legally accepted practice for over 40 years until the ruling, the “BHA decision” caused a year in which evergreen clauses were unenforceable, denying workers’ due process and grievance protections, and forcing unions to seek “bridge agreements” and help workers find due process through traditional courts until the Evergreen legislation was enacted. The past year of management taking advantage of the voiding of evergreen clauses made it important that legislation to correct the problem contain both prospective and retroactive protections.

The Evergreen bill will re-establish evergreen clauses going forward and restore protections for those contracts that were negatively impacted since October 2010. ***This is a monumental victory for collective bargaining rights of public employees.***



### Are You Registered to Vote?

As the Labor Movement begins laying the groundwork for working family victories in next year’s critical elections, outreach to union voters will be absolutely vital. Our message works and we are experts at getting our members out to vote. But we can only do so if they are registered! Please reach out to your members and ensure that they are registered to vote. If they are not registered, please provide them with the necessary forms and information. Click the headline for all information related to voter registration at the Secretary of the Commonwealth’s website. Don’t wait until the final stretch. Begin reaching out to your members now so that working families can be a force at the ballot box in 2012!

## How to Register to Vote in Massachusetts

### Who may register?

Only a person who is:

- a US citizen, and
- a resident of Massachusetts, and
- 18 years old on or before election day (must still meet registration deadlines set forth below)

### How can I register to vote?

**By Mail:** Mail-in registration forms are widely available. To obtain a mail-in registration form please call 617-727-2828 or 1-800-462-VOTE and a form will be sent to you or you can download a National Voter Registration form. Mail the completed form to your local city or town hall. You should receive a confirmation notice in 2 to 3 weeks. If you do not, please contact your local election office to verify your voting status.

In Massachusetts, to be eligible to vote in the November 2nd General Election, your mail-in voter registration form must be postmarked by October, 2012.

To verify your voter registration or register to vote in the November 2nd General Election, please contact your local City or Town Clerk.

**In Person:** Go to any registration location and complete an affidavit of registration, which must be answered truthfully under the penalty of perjury. The questions on the affidavit will include your name, residence and date of birth.

To register to vote in person for the November 2nd General Election, you must appear and register at a registration location by October, 2012. (Registration sessions will be held in cities and towns on October, 2012.

**At the Registry of Motor Vehicles:** Keep your motor voter receipt until you receive confirmation from your local election official. If you do not receive any confirmation, please contact your local election office to verify your voting status.

### When and where may I register?

There is no waiting period to be eligible to register to vote. If you move, you may register to vote as soon as you move into your new home.

You may register to vote:

- in person or by mail, by completing a mail-in registration form and delivering it to your city or town election office, or
- at any local election office in any city or town in the state and at any registration event you encounter anywhere in Massachusetts, or
- when applying for or renewing your driver’s license at the Registry of Motor Vehicles or when applying for service at a designated voter registration agency.

Registration forms are also available at all colleges, universities, high schools and vocational schools.

### What must I do if I’ve changed my address since I registered?

If you have moved within the same city or town, notify your local election office of your new address in writing. If you have moved to a new city or town, you must register again.

## Can I register to vote before I turn eighteen?

Yes, as long as you will be 18 on or before the next election or town meeting. However, please note that you must still register by the deadline for that meeting or election.

## Are there deadlines for registration?

Yes. In order to vote you must be registered:

- 20 days before all primaries and elections, and/or
- 10 days before a special town meeting.

Please note that the voter registration deadline for the November 2nd General Election is October, 2012.

## Do I need to attach identification to my voter registration form?

Yes, if you are registering to vote for the first time in Massachusetts. Because of a new federal law, the Help America Vote Act of 2002 passed by Congress, if you registered to vote by mail on or after January 1, 2003, you will be required to show identification when you vote for the first time in a federal election since registering by mail in 2003, or you can send in a copy of your identification with your voter registration form.

Acceptable identification must include your name and the address at which you are registered to vote, for example: a current and valid driver's license, photo identification, current utility bill, bank statement, paycheck, government check, or other government document showing your name and address. If you send in a copy of your identification with your mail-in voter registration form, it may not be returned to you.

If you do not provide such identification, the Help America Vote Act of 2002 requires that you may only cast a provisional ballot which will be counted later, but only after your eligibility to vote has been determined

## What should I do if I registered to vote and I have not heard from my local election official?

If you have NOT received confirmation of your voter status from your city or town election official within 2 or 3 weeks from the date you registered please contact your local election office to verify your voting status.



## Know your mistletoe

Kissing under the mistletoe is a custom that has spawned any number of popular songs, love affairs, and slaps across the faces of unwanted suitors. The origins of the tradition are unknown. Here's one story: In Viking mythology, the god Baldr was killed through the trickery of Loki, who caused Baldr's blind brother to shoot him with a poisoned dart made of mistletoe. Baldr's mother Frigga, the goddess of love, was stricken with grief. When her tears fell on a mistletoe plant, the berries turned from red to white (mistletoe has both red and white berries), and this brought her son back from the dead. Because Frigga was so grateful to have her son restored, she kissed everyone who walked beneath the mistletoe.

The berries are important to the tradition: According to etiquette, a man who kisses a woman under the mistletoe is supposed to remove one berry for each kiss. When the berries are gone, no more kisses are allowed



# Fifty Amazing, (but Completely Useless), Facts

Or, how to save a dinner party.

Say you're sitting at a dinner party. Conversation has started to wane and you find yourself sweating into your shrimp cocktail because of the awkward silence. Now, imagine you have a random tidbit of useless information that you can interject, re-energizing the discussion and becoming the hero of everyone around you. This can all happen if you just read this list of 50 amazing, but completely useless, facts.

1. In Japan, they have live lobster vending machines.
2. Wedding rings are placed on the third finger of the left hand because ancient Egyptians believed the vein located in that area ran directly to the heart.
3. The brightest star in the sky is called Sirius.
4. Upon exiting a cave, a bat will always turn left.
5. There is a small town in Kentucky called Monkey's Eyebrow.
6. Factoring in inflation, what was worth \$1.00 in 1950 is worth \$0.12 today.
7. The sentence "Buffalo buffalo Buffalo buffalo buffalo buffalo Buffalo buffalo" is grammatically correct. It utilizes the three meanings of the word "buffalo" – the city, the animal and the verb "to bully." In the most simplified terms, the sentence means, "New York bison whom other New York bison bully, themselves bully New York bison."
8. Every one of the sweaters Mr. Rogers wore on Mr. Roger's Neighborhood was hand knit by his mother.
9. One of the ingredients of dynamite is peanuts.
10. The most money ever paid for a cow at auction was \$1.3 million.
11. On average, the human head has 120,000 hairs; however, natural blondes can have as many as 140,000 while redheads often have as few as 90,000.
12. In Italy, police drive Lamborghinis.
13. Beetles taste like apples, wasps taste like pine nuts and worms taste like bacon.
14. What English-speakers call a "French kiss," French-speakers call an "English kiss."
15. On average, right-handed people live nine years longer than left-handed people.
16. The skeleton of Jeremy Bentham, an English jurist, philosopher and social reformer, is present at all major meetings at the University of London.
17. A little over a century ago, the majority of the Icelandic dog population was killed by an epidemic.
18. Honey is the only food consumed by humans that has been found to not spoil. In fact, honey found in ancient Egyptian tombs was sampled by archaeologists and deemed edible.
19. Dolphins sleep with one eye open.
20. Queen Elizabeth I took great pride in her cleanliness, once declaring that she bathed once every three months, whether she needed it or not.
21. Slugs have four noses.
22. The number "57" on a Heinz ketchup bottle refers to the number of products the company sold. Even though they sold around 60 products at the time, Henry Heinz thought 57 was a lucky number.
23. In the film E.T., the sound of the alien walking was produced by a sound engineer squishing her hand in jelly.
24. Lucy and Linus from the Peanuts comic strip had a little brother named Rerun who sometimes played baseball with Charlie Brown.
25. In China, the three most well known Western names are Jesus Christ, Richard Nixon and Elvis Presley.

## Fifty Amazing, (but Completely Useless), Facts cont.

26. Due to time zone shifts, if you had flown from London to New York on the Concord, you would arrive two hours before you left.
27. You burn more calories sleeping than you do watching TV.
28. The largest number of children born of a single woman was 69. The woman, a Russian peasant, gave birth to 16 sets of twins, 7 sets of triplets and 4 sets of quadruplets from 1725 to 1765.
29. The word 'nerd' was first used in the Dr. Seuss book *If I Ran the Zoo*.
30. In Paraguay, dueling is legal as long as both parties are registered blood donors.
31. The United States has never lost a war – in which mules were used.
32. Nobody knows who built the Taj Mahal.
33. The Neanderthal's brain is believed to have been larger than the modern day human's brain.
34. According to scientists, dolphins were once four-footed land dwellers.
35. On average, people have four dreams per night. That's 1,460 dreams per year.
36. The cost to run a 30-second commercial during the 2011 Super Bowl was \$3 million.
37. J.K. Rowling was the first person to earn \$1 billion as an author.
38. Fortune cookies are not Chinese; they were invented in San Francisco in 1920.
39. According to Nielsen, Americans spend, on average, 53 billion minutes a month on Facebook. That averages out to 4 hours, 39 minutes and 33 seconds per person, per month.
40. An octopus has three hearts.
41. Alexander Graham Bell invented the telephone, but could never call his mother or his wife – they were both deaf.
42. Every human was but a single cell for approximately one half hour.
43. The number one employer in Brazil is Walmart.
44. Shakespeare was 46 when the King James Bible was written. In Psalm 46 of that work, the 46<sup>th</sup> word from the first word is "shake" and the 46<sup>th</sup> word from the last word is "spear."
45. You cannot taste salt until you are four months old.
46. More than 37 percent of Americans begin their Christmas shopping before Halloween.
47. An Iowa man named Charles Osborne had hiccups for over 68 years. Studies claimed he likely hiccupped 430 million times.
48. In her lifetime, the average woman will do 215 miles worth of ironing.
49. Percy Spencer was inspired to invent the microwave oven after the chocolate bar in his pocket was melted by a vacuum tube.
50. Two-thirds of the world's eggplant is grown in New Jersey.

**Memorandum between the Board of Higher Education and AFSCME Local 1067**  
**12/3/2011**

**Article 11 Section 1 Sick Leave**

Effective upon signing of Agreement

H. Any employee having no sick leave credits, who is absent due to illness, shall be placed, unless otherwise notified by the employee, on personal leave; if no personal leave credits, then on vacation leave. If no sick leave credits or other accumulated leave credits are available, the employee shall be placed on an unpaid leave of absence to the extent otherwise required by FMLA. Such leave shall be charged on the same basis as provided in subsection G.

**Article 11 Section 2 Paid Personal Leave**

Full-time employees on the payroll as of the signing of this Agreement will be credited annually with paid personal leave credits as follows::

Unit I from 22.50 hours to 37.5 hours

Unit II from 24 hours to 40 hours

New full-time employees hired after the signing of this Agreement will be credited with the following Personal leave credits:

Unit I will have 22.50 hours

Unit II will have 24.00 hours

**Article 11 Section 16 Leave**

Effective upon signing of Agreement

Additional Leave on Account of Catastrophic Illness upon the submission of satisfactory medical evidence that demonstrates an existing catastrophic illness, the CEO may grant the employee, on a one-time basis, up to an additional twenty-six (26) weeks of non-intermittent leave. If denied the CEO shall provide the basis for the decision in writing.

**Article 11 Section 3 Bereavement Leave** (clear up language in the 3rd paragraph)

For one (1) Day leave for spouse's brother's or sister's spouse.

**Article 14 Section 1 Holidays**

Effective on 1-1-2012

The following days shall be holidays for employees:

New Year's Day

Martin Luther King Day

Washington's Birthday

Patriots Day

Memorial Day

Independence Day

Labor Day

Columbus Day

Veteran's Day

Thanksgiving Day

Christmas Day

**Article 17 Section 1A Salary Increases** (Replace with following language)

A. Effective June 30, 2012 the salary rate of employees shall be increased by three percent (3%).

B. Effective the first pay period in July 2012 the salary rate of employees shall be increased by one and a half percent (1 ½%).

C. Effective the first pay period in January 2013 the salary rate of employees shall be increased by one and a half percent (1 ½%).

D. Effective the first pay period in July 2013 the salary rate of employees shall be increased by one and a half percent (1 ½%).

E. Effective the first pay period in January 2014 the salary rate of employees shall be increased by one and a half percent (1 ½%).

**Article 18 Section 2 Health & Welfare**

Subsection B. (add after 3rd paragraph) Effective the first pay period in January 2014, the Employer agrees to contribute on behalf of each full-time employee equivalent the sum of \$15.50 per calendar week. Effective the first pay period in June 2014, the Employer agrees to contribute on behalf of each full-time employee equivalent the sum of \$16.00 per calendar week.

**Article 25 Section 3 Professional Development** (Add language to extend in service training programs.)

Board of Higher Education Level Training Committee

Effective July 1, 2012 \$35.

Effective July 1, 2013 \$35.

**Article 37 Duration & Signature Page**

Current contract ends 6/30/11 and the BHE and Union acknowledge that obligations arising due to tax triggers being met are not in effect. However if this agreement is not ratified by both parties the parties agree to return to the bargaining table.

Change first paragraph to:

New contract 7/1/11- 6/30/14

Negotiation for a subsequent agreement will be commenced on or after March 1, 2014.

# December 2011

## Month

**Bingo's Birth Month.** Toy merchandiser Edward S. Lowe introduced the modern game of Bingo (which had existed in different forms since the 16th century) in 1929. Since then it has become a favorite fundraising tool of churches and charities.

**National Tie Month.** Do you know which tie to wear for a black-tie event? A white-tie event? The Protocol Institute website offers guidelines and tips for wearing the neckties given so often as gifts during the month of December.

**National Write a Business Plan Month.** Whether your New Year's resolution is to start your own business or to keep it going, December is the time to start planning. A good business plan should define your goals, set objectives, identify your niche, and create a timeline for reviewing your progress.

**Root Vegetables & Exotic Fruits Month.** The Centers for Disease Control and Prevention's Fruits and Veggies Matter website designates December as a month to enjoy parsnips, rutabagas, kumquats, ugli fruits, and other healthful foods (in between holiday cookies and cakes, of course).

**Safe Toys and Gifts Month.** Don't let potentially harmful presents turn your holiday celebration into a trip to the emergency room. Prevent Blindness America cautions gift-givers to buy age-appropriate toys, review warnings, and avoid any toys with pieces that shoot or fly off.

## Week

**Cookie Cutter Week, Dec. 1-7.** If you collect cookie cutters, this week is for you. And if you just like to bake holiday cookies for your friends, family, and co-workers, Cookie Cutter Week is the perfect excuse to get out your cookie cutters and fire up the oven.

**Human Rights Week, Dec. 10-17.** Human Rights Week is held every year to commemorate the adoption of the Universal Declaration of Human Rights by the United Nations on Dec. 10, 1948—the first formal, globally accepted document establishing the most fundamental of human rights.

**Gluten-Free Baking Week, Dec. 18-24.** Baking without wheat and gluten can be challenging, especially during the holidays. Sponsored by GF Culinary Productions (Denver), this week focuses on using a wide variety of gluten-free flours and mixes that are available to replace wheat flour in traditional baking.

## Day

**National Miner's Day, Dec. 6.** Honoring the accomplishments and sacrifices of the nation's miners, past, present, and future.

**Pearl Harbor Day, Dec. 7.** Date of the Japanese attack on the U.S. Navy base at Pearl Harbor, Hawaii, which brought the United States into World War II.

**First night of Hannukah, Dec. 2.** The beginning of the eight-night Jewish holiday celebrating the rededication of the Temple of Jerusalem.

**National Haiku Poetry Day, Dec. 22.** Celebrating the ancient Japanese poetry form, the haiku. "Winter nights, soft, cold/Lead to new mornings of life/And chances for joy."

**Christmas Day, Dec. 25.** Christian holiday celebrating the birth of Jesus.

**First Day of Kwanzaa, Dec. 26.** This seven day celebration of African heritage and culture continues until Jan. 1.