

**AFSCME Local 1067**

# What's The Buzz 1067?

## Legislative Action: Health Insurance

**AFSCME Local 1067**

**Local 1067 Officers**

- President Lisa Field (Fitchburg State)
- Vice-President Denise Brown (MCLA)
- Treasurer Marzi Carolpoli (Berkshire CC)
- Secretary Thomasine Corbett (Northern Essex CC)
- Trustee James Klim (Massasoit CC)
- Parliamentarian David Charbonneau (Greenfield CC)

Governor Patrick is proposing an increase in the state/higher education employee health insurance costs in his FY09 budget. Under the governor's proposal, employees earning an annual salary of \$35,000 or less would see no increase in their share of premium costs. Workers earning \$35,000 to \$50,000 would have their premium share increased from 15% to 20%. Workers earning \$50,000 or above would have their premium share increased from 15 to 25%.

AFSCME Council 93 and AFSCME Local 1067 remains strongly opposed to any increase in employee health insurance costs

and will work aggressively with other employee unions to defeat this proposal in the Legislature.

We are urging all members to contact their respective state representatives and senators to voice their opposition to the governor's plan and to specifically ask these elected officials to voice their opposition to the House Speaker, the Senate President, and chairs of the House and Senate Ways and Means Committees.

You can find all the appropriate contact information for these representatives and senators at <http://www.mass.gov.legis/citytown.htm>.



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## PHENOM: Spring Kick-off

Join the Public Higher Education Network of Massachusetts (PHENOM) to kick off a major spring campaign:

**Public Higher Education**

**We need to FIX IT! FUND IT! AFFORD IT!**

Join us on Thursday, February 14 at 1PM at the Grand Staircase in the State House. It's Valentine's Day and we will ask our legislators to demonstrate their *LOVE* for public higher education.



## Article 12: Sick Leave Extension vs A Sick Leave Bank Christopher Wilkins, Chief Steward Unit II Bunker Hill CC



The following is an opinion/ editorial piece on the value of our current Sick Leave Extension, Article 12, pages 34-35 of the AFSCME Local 1067 Collective Bargaining Agreement to a Sick Leave Bank. I based this on our language-vs-the Sick Leave Bank language in the current MCCC contract, Article 9, 9.01 A Sick Leave, #4 Sick Leave Bank, pages 19-20. The MCCC is the faculty union at the state community colleges.

In the Local 1067 contract (Collective Bargaining Agreement), Article 12: This gives EVERY member a total of 75 days of full sick leave pay after they've exhausted all of their accumulated accrued leave and 5 days off the books. It is at the sole discretion of the CEO on each individual campus. I'm not aware of any member ever being denied this extension, but I'm sure there are some of you that have been denied. To be eligi-

ble, you must be employed for a minimum of 12 months prior to applying for said extension. It is available to all, not mandatory, a true benefit of 100% of your pay for 75 days when you need it most.

“Section 2: Extensions may be available for a period of up to sixty (60) working days annually, beginning on the date of the first extension.” Also, “an employee may be granted an

## Article 12 continued

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*“I encourage everyone to open up their contract and read it.”*

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additional fifteen (15) working days of extension of sick leave...” To close, ...”An employee need NOT serve a period of unpaid leave prior to being eligible for this fifteen (15) working days additional extension of sick leave.” This covers the 75 working days in total of sick leave extension. It can also be grieved up to the Step IV

level if needed.

Onto the Sick Leave Bank... Because you don't have a copy of the MCCC contract, I will quote its language.

Sick Leave Bank:”During the term of this Agreement, a unit member who is not a member of the SLB will automatically become so during the month of October. Seven

and one-half (7.5) hours [one (1) day] of that unit member's personal sick leave accumulation will be assigned to the sick leave bank. If a unit member does not want to be a member of the SLB, that unit member shall provide by October 30 written notice to the President of the College or the President's designee that the unit member is not assigning to

## Sick Leave Extension vs. A Sick Leave Bank



the Employer seven and one-half (7.5) hours [one (1) day] of that unit member's personal sick leave accumulation.”

Although it's mandatory, it has an “opt out clause” if you choose to comply. Just like our sick leave extension...”Five (5)

working days after the exhaustion of a SLB member's accrued time...every member of the SLB shall be able to draw upon the SLB...” “The granting of such sick leave shall be subject to the same criteria as regular sick leave days and shall be in all

other respects consistent with the Employer policy...”

It goes on to explain if the SLB falls to fifty (50) says total, every member of the SLB has to kick in another 7.5 hours/1 day of accrued sick leave to build it back up. There is NO cap on the

## Sick Leave Extension vs A Sick Leave Bank

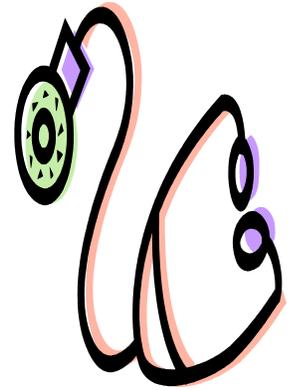
amount of hours any 1 member can use. So, in theory, one (1) person can run down the bank to its 50 day minimum before it can be restocked. The following criterion is my favorite: “No unit member may withdraw upon the SLB in excess of the number of days to which that unit member is entitled AS DETERMINED BY THE ADMINISTRATION.” Whatever does that mean?

So in closing, I’ll say this...It is

fact that the Board of Higher Education has been offering us at the past 4 contract negotiations the option of trading our very healthy sick leave extension for the restrictions and uncertainty of a sick leave bank. More than willing! We have turned them down every time and must continue on this path. What we should introduce is an addendum to our sick leave extension, 75 full days pay, where

the President of each college has further discretion to extend the 75 days longer. I will not pick an arbitrary number of days beyond the 75, just leave it open ended by saying “longer if needed”.

As we get closer to the next round of contract negotiations, these are things we should all be considering. I encourage everyone to open up their contract and read it.



## Contract Negotiations

The Union’s team (both permanent members and alternates) are working on the Union’s proposals for contract negotiations.

The team met on January 10 and January 17 to discuss proposals. Local 1067 members sent in. The team also went through the results of the survey members were asked to complete. The team is scheduled to meet on

February 1. The team has been working very hard to ensure that the most comprehensive package of proposals are compiled. All aspects of the team’s work is confidential until we have a tentative contract to present to the membership.

We have sent a notice to Peter Tsaffaras from the Board of Higher Education informing him

that we are ready to meet so we can start scheduling contract negotiations with Management’s team. When the negotiations start, only the permanent members of the Union’s team will meet with Management’s team.



## Updates on Committee Work

On January 23, 2007 the Board of Higher Education/AFSCME Labor-Management Committee and the Board of Higher Education Level Training Committee met.

The Union’s representatives were President Field, Vice Presi-

dent Denise Brown, and Chief Steward (Bristol Community College) Vasco Cordeiro. Denise is a Maintainer II at MCLA. Vasco is a CPO I at Bristol Community College. Management was represented by Peter Tsaffaras (Board of Higher Edu-

cation), Steve Kearney (Human Resources at Mass Maritime) and Lance Houston (Human Resources at Roxbury Community College).

We discussed issues that Local members raised during the Safety Forum.



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**We Make America Happen**  
**AFSCME Local 1067**

**We're on the Web**  
[www.afscme1067.org](http://www.afscme1067.org)

*AFSCME, the American Federation of State, County, and Municipal Employees, is the largest union for workers in the public service with 1.4 million members nationwide. AFSCME organizes for social and economic justice in the workplace and through political action and legislative advocacy. AFSCME represents a diverse group of service and health care workers in the public and private sectors including nurses, EMTs, bus drivers, child care providers, custodians, and librarians.*

*Local 1067 represents over 3,000 clerical, technical, maintenance, trades, storekeepers, and public safety employees at the 9 state colleges and the 15 community colleges in the Commonwealth of Massachusetts.*

## Upcoming Events for the Month of February

### February 1

Union Caucus for contract negotiations at Worcester State College

### February 5

Super Tuesday primary elections

### February 8 and 9

The Massachusetts AFL-CIO will hold its first "Futures" Convention at the Crown Plaza Hotel in Natick. The goal of the convention is to create a community of young members in the Massachusetts Labor Movement who will

become the next generation of labor leaders. President Field of AFSCME Local 1067 is one of the union leaders scheduled to participate in panel presentations and discussions.

### February 11

Step IV hearings at Salem State College

### February 12

Local 1067's Executive Board meeting

### February 14

PHENOM's Valentine's Day Lobby Event

### February 20

Step IV hearings at Salem State College

The Local also has arbitration hearings scheduled during the month of February regarding individual grievances.

