

UPDATE



June 2011

IMPORTANT INFORMATION

The Drug and Alcohol testing will be done in the month of June for all CPOs, ISOs and all supervisory personnel in the Public Safety area (regardless of union or non-union status). This will be random testing generated from a computer model. Each Human Resources Director is the designated individual at their school who will be responsible for notifying the selected employees regarding the random testing and maintaining all College records pertaining to testing dates/times and results. When the employee is notified that they have been selected for random testing, the employee must report immediately to the designated testing site. If the school would like to designate someone besides the HR Director they must contact Department of Higher Education for their approval.

We have agreed that a breathalyzer test will be used for the alcohol testing. Up to 15% (pg 112) of all Public Safety personnel will be randomly tested for alcohol and up to 25% (pg 112) of all Public Safety personnel will be randomly tested for controlled substances during the month of June.

Like any new initiative I know there will be some growing pains so please stay in close contact with us so we can address these issues quickly.

Family Day at Fenway Park?

We would like to see if there is any interest in having a day at the ball park.

If you are interested please contact your steward and tell them how many and also the best day of the week.

The local will be looking into getting tickets for a game in the grand stands and as a group try to set - up a tour of the park.

It should be a great day for family members to share their stories with one another.

If anyone has any thoughts on this please email khanley@bhcc.mass.edu so we can get the ball rolling.

The "FLAG CODE"

Previous to Flag Day, June 14, 1923 there were no federal or state regulations governing display of the United States Flag. It was on this date that the National Flag Code was adopted by the National Flag Conference which was attended by representatives of the Army and Navy which had evolved their own procedures, and some 66 other national groups. This purpose of providing guidance based on the Army and Navy procedures relating to display and associated questions about the U. S. Flag was adopted by all organizations in attendance.

A few minor changes were made a year later during the Flag Day 1924 Conference, It was not until June 22, 1942 that Congress passed a joint resolution which was amended on December 22, 1942 to become Public Law 829; Chapter 806, 77th Congress, 2nd session. Exact rules for use and display of the flag (36 U.S.C. 173-178) as well as associated sections (36 U.S.C. 171) Conduct during Playing of the National Anthem, (36 U.S.C. 172) the Pledge of Allegiance to the Flag, and Manner of Delivery were included. This code is the guide for all handling and display of the Stars and Stripes. **It does not impose penalties** for misuse of the United States Flag. That is left to the states and to the federal government for the District of Columbia. Each state has its own flag law.

Criminal penalties for certain acts of desecration to the flag were contained in Title 18 of the United States Code prior to 1989. The Supreme Court decision in *Texas v. Johnson*; June 21, 1989, held the statute unconstitutional. This statute was amended when the Flag Protection Act of 1989 (Oct. 28, 1989) imposed a fine and/or up to 1 year in prison for knowingly mutilating, defacing, physically defiling, maintaining on the floor or trampling upon any flag of the United States. The Flag Protection Act of 1989 was struck down by the Supreme Court decision, *United States vs. Eichman*, decided on June 11, 1990.

While the Code empowers the President of the United States to alter, modify, repeal or prescribe additional rules regarding the Flag, no federal agency has the authority to issue 'official' rulings legally binding on civilians or civilian groups. Consequently, different interpretations of various provisions of the Code may continue to be made. The Flag Code may be fairly tested: 'No disrespect should be shown to the Flag of the United States of America.' Therefore, actions not specifically included in the Code may be deemed acceptable as long as proper respect is shown.

Important Dates

June 14	Worcester	E-Board Meeting
July 12	Worcester	E-Board Meeting
August 9	Worcester	E-Board Meeting
September 13	Worcester	E-Board Meeting
October 11	Worcester	E-Board Meeting
November 8	Worcester	E-Board Meeting
December 13	Worcester	E-Board Meeting

COMMON LABOR TERMS

Agency Shop

A union security clause providing that an employee in the bargaining unit refusing to join the union must pay a service fee to the union equal to union dues.

Arbitration

A way of settling disputes by calling in an impartial third party whose decision is final and binding on both parties.

Automation

Replacement of manual work with mechanical devices or new machines.

Bargaining Unit

A group of employees bargaining collectively with their employer. The unit may include both union members and non-members.

Check-Off

A clause in the union contract authorizing the employer to deduct union dues from members' paychecks and transfer them to the union. Dues check-off is the most sensible, efficient way to collect union dues.

Closed Shop

A plant hiring union members only. This practice is illegal under the Taft-Hartley Act. (Sometimes confused with "union shop." See page 5 - Union Shop.)

Collective Bargaining

Direct negotiations between union and employer to determine wages, hours and working conditions. Normally, a written contract covering everyone in the bargaining unit is the end result.

Company Union

Union organized, dominated and financed by the employer. Outlawed as an unfair labor practice by the National Labor Relations Act.

Coordinated Bargaining Two or more unions cooperating to bring about changes in contract language affecting both unions.

Cost-of-Living Index

Commonly used name for the Consumer's Price Index prepared by the U.S. Bureau of Labor Statistics. This index shows, from month-to-month and year-to-year, changes in price for a number of consumer goods and is a rough measure of cost-of-living changes.

Department of Labor (Federal)

Oversees compliance with law on union financial reports, elections, union officers and terms, boycotts and picketing.

Department of Labor and Industries (Washington State)

Runs injured workers' compensation insurance, health and safety education and regulations.

Due Process

Provision under the law that prohibits employers from dismissing employees without just cause. In contracts, due process can protect employees from unjust discipline, transfer, demotion and other areas affecting employee's status with the employer.

Escalator Clause (COLA)

Contract language providing for wage increases or decreases as the cost of living goes up or down, measured by Cost-of-Living Index.

Fair Labor Standards Act

Federal law setting minimum wage and time and one-half for all hours worked over 40 hours weekly.

Free Rider

Worker in bargaining unit enjoying benefits of collective bargaining but refusing to join union.

Fringe Benefits

Non-wage benefits in contract, such as paid holidays, vacations, insurance, pensions and other items, paid in part or in whole by employer.

Joint Bargaining

Two or more unions working together to effect simultaneous contract settlement or identical contract language for both by utilizing one negotiation team for both bargaining units.

Lockout

Employer denying employment to workers during a labor dispute to force union to settle on employer's terms.

Maintenance of Membership

Union security provision in contract stating worker voluntarily joining unit must remain a member during the contract's term.

Mediation (Conciliation)

Efforts by a neutral third party to get union and management to agree when there is a dispute. The mediator (conciliator) acts as a friend to both sides and tries to find bases for agreement.

Modified Union Shop

Union security provision requiring all new employees to join union and workers already in union to remain.

National Labor Relations Board (NLRB)

Created by the National Labor Relations Act of 1935, the NLRB administers and enforces the Act. It defines appropriate bargaining units, holds elections to determine if a majority of workers want union representation or not, interprets and applies Act's provisions and certifies unions to represent employees. The NLRB has five members appointed by the President of the United States.

Open Shop

An employment environment where, although the employer recognizes the union as the collective bargaining agent of the employees in an appropriate bargaining unit, none of the employees is obligated to become or remain a member of the union in order to keep his or her job.

Picketing

Carrying of signs by employees either on strike to inform public and other employees of dispute or informational picketing to bring pressure to bear on employer for settlement.

Public Employment Relations Commission (PERC)

Interprets and applies the Public Employees Collective Bargaining Act for public employees in Washington State.

Real Wages

Earnings expressed in terms of buying power of the dollar. Buying power is the amount of goods or services current money wages can buy. One measure of buying power is the Consumer Price Index.

Severance Pay

Also called dismissal, termination, separation pay. Payment by the employer to worker who is laid off permanently through no fault of her or his own.

Strike

Withdrawal of workers' labor in concert with other bargaining unit members to force the employer to improve wages, hours and conditions of employment.

Strike Authorization

Vote by union members to allow negotiation team authority to call a strike if contract negotiations fail to bring about a settlement.

Strikebreaker (Scab)

Person who continues to work or who accepts employment while workers are on strike, thereby weakening or breaking the strike

Taft-Hartley Act

This actually refers to amendments to the National Labor Relations Act of 1935.

Unfair Labor Practice (ULP)

A violation of the National Labor Relations Act by either the employer or employee union.

Union Security

A clause in the contract providing for the union shop, modified union shop, maintenance of membership clause or agency shop. The check-off can also be regarded as a form of union security.

Union Shop

Plant in which every worker covered by the contract must become a member of a union.

VOTE

Stands for "Voice of the Electorate." OPEIU's political action fund. Through voluntary contributions from the members, OPEIU is able to defend the members' rights and interests through united political action. The most effective means of collecting VOTE monies is through check-off

Eight Rules in Writing a Grievance

Here are eight practices to follow to ensure that your written grievances have the desired effect to resolve and remedy a violation:

1. Short and Sweet. Unless contract specifies otherwise, limit the information you present to what the basic problem is, what violations have occurred, and how the problem needs to be fixed by the employer.

2. Omit all arguments. You should not include arguments, evidence, and justifications on the form, unless the contract states otherwise. Save these items for the first level meeting when you go in to speak with management.

3. Use flexible language. When citing dates, precede the actual date of the event with the phrase, "On or about." So that a grievance dealing with supervisors doing bargaining unit work might read, "On or about March 21, supervisor Brown performed bargaining unit work by painting a wall panel." If this happened on two dates March 20 and 21, you stand on firmer ground for the grievance.

4. Don't limit contract violations. When you write your grievance use the expression, "management violated the contract *including but not limited to* Article V, Section 5." By adding the words "including but not limited to," you are on surer ground if you need to add additional violations of the agreement if discovered later on.

5. Involve the grievant. This rule may seem obvious. By consulting with the member, you will be getting all the details you need to pursue the grievance and at the same time make sure both of you are on the same page in requesting an appropriate remedy.

Some of contract language is very specific and indicates what the grievant is entitled to. This language should be seen as a strength, not a weakness. It means that you will have to work with the grievant in getting the facts down on paper. It also keeps the member as a direct participant in the grievance process and this strengthens the union.

6. Sign the grievance. Whether the contract calls for a grievant's signature or not, get the member to sign. It empowers the member and at the same time makes clear that the union and member will speak as one.

7. Stay timely. Do not miss your time limits. Whatever the issue, never lose out because you missed the time limits set up by your contract.

8. Focus on the process. Prepare each grievance as if it will be arbitrated. Do the proper investigation early; keep good notes; and pass copies of everything up to the local union.

Writing a Grievance (Examples)

1. Don't go into too much detail. Use the 5 W's in putting in only enough information to identify the grievance. The nature of the grievance (who, what, when, where and why) should be summarized in one to two sentences.

2. Generally you want to limit your statement to the base essentials of what happened. This means omitting personal judgments, the nature of the evidence that the union might use later on, and the full justification for the union position. In many cases this information might only be used by management to prepare a better case against the union.

Example: Better than:

"The grievant, Bill Brown, was abused and discriminated against by the supervisor, and the union has three witnesses to this treatment, in addition to work records...."

Would Be:

"On or about July 15, 2010, the grievant, Bill Brown, was treated unfairly by supervision in assigning work, including Article 10: Workweek and Work Schedule."

As in the above example, in stating the "why" grounds for the grievance, do not limit the union position to a single section of the contract.

Example: Better than:

"The foreman's action violates Article 10, Section 11 of the contract...."

Would Be:

"Violations of Article 10, Workweek and Work Schedule., and any other that may apply."

Cover yourself when stating specifics, especially in cases where technicalities have been used in the past to deny grievances.

Example: Better than:

"On January 13th and 26th, and February 2nd, the grievant was bypassed in selecting workers for overtime. . . ."

Would Be: (in a case where there could be an error on one of the dates):

"On or about January 13th....."

Grievants have been sold short by poorly phrased remedies (also known as request for settlement). In stating your demand (the requested remedy), do not ask for anything less than full compensation for the grievant. Better still, use a phrase such as "made whole."

Example:

"The union demands that the grievant be made whole including full back pay and reinstatement with no loss of seniority."

Do not get personal. You are representing the union both in person and through the written grievance – be professional.

Thoroughly discuss the grievance with the grievant. Explain what you are doing. Explain the requested remedy and get the member's full understanding and agreement. **Have the member sign the grievance.**

Do not wait for the grievant and/or steward to come to you with questions regarding the grievance. Keep the grievant and steward posted on each action.

Consult with other representative or officer, etc., Do not be afraid to ask for help or seek another opinion. You can always call or E-Mail any table officer.

Prepare grievances on the assumption that they are going to arbitration. Arbitration is part of the grievance process. (see pages 72 - 79 of the "09 - 12" agreement)

INTRODUCING ROGER BARBRICK

STAFF REPRESENTATIVE
AFSCME, COUNCIL 93



By Julie E. Curtis, Unit I Steward Salem State University

After leaving the United States service as an Army Veteran, Roger Barbrick, a native of Salem, Massachusetts began working at Danvers State Hospital in 1978. Soon afterwards he became a Steward in AFSCME Local 700 (Danvers State Hospital/Tewksbury Hospital). Roger was so admired in Local 700 that he was elected Treasurer in 1985 and President in 1992. During his tenure as President, he also served on the AFSCME Council 93 Executive Board.

In February of 2002, Roger became a Staff Representative at Council 93, where presently he services the following campuses in AFSCME Local 1067: Salem State University, North Shore Community College, Northern Essex Community College, as well as several municipal Local's.

Roger's campuses all have tremendous respect for his sense, wisdom and ability to represent their membership to the highest capability possible. At Salem State University, Roger has assisted in negotiating a maintainer overtime and detail policy which allowed their membership to garner overtime monies in a fair and equitable manner. Roger also formulated the strategies and led the negotiation team into the arming agreement that has allowed the Campus Police to carry firearms. Further just recently Roger and the Chief Steward, James Kefalas met with both the Salem State Human Resources and Campus Police Representative to discuss an upcoming accreditation bid with the Massachusetts State Police Accreditation Commission that will certify the Campus Police Department.

Roger attends the Step III grievances at Salem State and always has good advice to offer in the grievances. He has earned the respect of our 3rd Step Hearing Officers, the membership and certainly both Unit II Chief Steward James Kefalas and me.

At North Shore Community College, Roger and the Steward Kurt Eddy were able to stop the College's efforts to privatize their bookstore. According to Steward Eddy, "first Roger organized a meeting with the bookstore staff to calm their fears. We then looked at what the impetus might be to privatize a profitable venture, one that offered a high level of service to North Shore Community College and several jobs with good pay and benefits to employees of the College. After investigation, it was found that the private company that manages the College IT Department (Collegis) was looking to enlarge their footprint, by offering software and management of the IT and of a privatized venture. After an appeal to the faculty and staff at North Shore Community College, as well as the Board of Trustees, it became clear that the College Governance Committee had never been consulted and the matter was dropped".

Thank you Roger for your wisdom, tenacity, sense of humor, and willingness to always listen to the University and Community College Steward's assigned to you! You make our stewardships so worthwhile.

Five summertime safety misconceptions

The Occupational Safety and Health Administration (OSHA) Campaign to Prevent Heat Illness in Outdoor Workers has led Lab Safety Supply to dispel some common misconceptions regarding summertime safety:

1. When it comes to selecting a sunscreen, the product's SPF rating verifies which sunscreen rating is best for you. (True or False)

False. There's more to choosing a sunscreen than just picking the highest SPF number. Some sunscreens protect from UVB rays only, yet your best protection is going to be from a "full spectrum" style sunscreen.

2. Heat stroke and heat exhaustion are synonymous. (True or False)

False. While many use these terms interchangeably, there's a huge difference when it comes to the true medical definition. **Heat exhaustion** occurs when you have been exposed to extremely hot temperatures over a period of time and your body becomes dehydrated or experiences salt depletion. Heat exhaustion can lead to heat stroke if ignored. Symptoms of heat exhaustion include, but are not limited to: confusion, dizziness, fatigue, muscle cramps and profuse sweating. **Heat stroke** occurs when the core temperature of the body continues to climb to 105°F. Symptoms include unconsciousness, seizures and fast heart rate. Dial 911 immediately if you experience any of these life threatening symptoms. Click here for more information on heat stroke and heat exhaustion.

3. I need a tinted lens on my safety spectacles for Ultraviolet (UV) protection. (True or False)

False. Many are surprised to learn that a clear polycarbonate lens offers as much UV protection as a tinted lens. A clear polycarbonate lens can offer UV protection up to 385 nanometers (nm). Gray or smoked lenses (traditional sunglass tints) are designed for bright environments, while amber and vermilion colored lenses work well to enhance visibility in low light conditions. Use the following guide to select the best lens protection and check with your safety equipment supplier for the specific UV protection offered by your safety glasses.

4. You can never drink too much water while you work. (True or False)

True and False. In hot environments, you should drink a small amount of water every 15 minutes even if you are not thirsty, but be cautious of sodium depletion called Hyponatremia—a metabolic condition in which there is not enough sodium (salt) in the body fluids outside the cells. Sports drinks, sodium tablets and tomato juice help reduce the risk of sodium depletion.

5. Using petroleum jelly or a match to remove a tick will work just fine. (True or False)

False. It is important to protect yourself from tick fluids. Never touch a tick with your bare hands. Never twist, jerk or pop a tick during removal. Always freeze & save the tick in a plastic bag. Use a tick tool to remove a tick safely from both people and pets.

Food Myths:

20 Common Food Myths Debunked

Myth #1: Adding salt to water makes it boil faster.

Reality: Salt actually raises water's boiling point, thus taking it slightly longer to boil, but the amount of salt a home cook would likely add is too small to make a noticeable difference. Salt will, however, add flavor to almost anything you're cooking, so it's worth the extra millisecond or two.

Myth #2: Boiling drains away all nutrients from vegetables.

Reality: While it's generally a tastier bet to steam veggies to your desired level of crispness, boiling them doesn't leach out all their benefits. Some vitamins are water soluble and may diminish, but many important minerals and fiber remain.

Myth #3: Adding oil to pasta water keeps strands from sticking together.

Reality: Oil can help keep pasta water from boiling over because it sits on the surface, but it makes it more difficult for sauce to adhere. Your best bet for non-sticky pasta is to use a large pot with plenty of water (five to six quarts for one pound), bring it to a fast boil, add all the pasta at once and stir frequently with a wooden spoon or fork.

Myth #4: Don't wash mushrooms because they'll soak up too much water and lose flavor.

Reality: Yes, mushrooms are porous, but they're also 90% water. A rinse isn't going to make a noticeable difference in the flavor of the end product, and you'll be assured that they're grime free.

Myth #5: Leaving an avocado pit in guacamole keeps it from browning.

Reality: The pit will keep any part of the guac it's touching from browning, but not through any magical chemical reaction; it's just blocking air from reaching the the dip and oxidizing. Tight plastic wrap against the surface works just as well, and covers a much larger area.

Myth #6: Baking soda and baking powder keep forever.

Reality: This one's only partially false. A box of baking soda will keep fresh 'til the cows come home. Baking powder, on the other hand loses its potency after it's opened. Count on three to six months of effective leavening, check the expiration date, and store the can in a cool, dry place that isn't the fridge. If you're worried that your soda has lost its sizzle, add one teaspoon to 1/3 cup of hot water. If it doesn't bubble, buy a new can.

Myth #7: Unrefrigerated butter will make you sick.

Reality: Salted butter won't spoil as quickly as other dairy products would if left at room temperature, as salt staves off the growth of the bacteria that causes spoilage. While of course it will spoil eventually, if you like your butter on the spreadable side, leaving it covered on the counter or in a butter bell is perfectly safe.

Myth #8: A potato will soak up excess salt in a soup or stew.

Reality: The potato will draw in some liquid, but it won't specifically attract salt or do much to counteract the flavor. Your best bet is to add more liquid, some sugar or an acid like vinegar to balance the brine.

Myth #9: All alcohol burns off during cooking.

Reality: If you heat a booze-based concoction for a few hours, the alcohol level will significantly lessen, but a quick flambe, simmer or bake only knocks the potency back by 50% or less. So, while a slice of rum cake won't get you tipsy, it's still a good idea to warn folks who don't normally consume alcohol.

Myth #10: Cold water boils faster than warm water.

Reality: Well, no. Cold water heats more quickly than warm water because the rate of heating depends on the difference in temperature between the liquid and its surroundings, but once it's caught up to the temp of the warmer water, it will take just as long to reach the boiling point.

Myth #11: Salting meat before cooking it makes it tougher.

Reality: If you crusted a steak in salt and let it sit for a very long time, then perhaps some moisture would be drawn out, but that wouldn't even necessarily be a bad thing. Meat should be patted dry before cooking so the surface doesn't simply steam. Salt seasons meat and makes for a much better flavor, so go ahead and shake it up — preferably with a larger-grained Kosher salt.

Myth #12: Salting beans before cooking makes them tough.

Reality: No matter when salt is added in the cooking process, it won't affect tenderness. It will, however, enhance flavor. Season away!

Myth #13: You can't deep fry in olive oil.

Reality: It's not as cost-effective as canola or safflower, so restaurants don't tend to use olive oil, but it's perfectly fine to use at home. It does lose a bit of its flavor at higher heats and has a lower smoking point than some other oils, so some experimentation may be needed, but many folks swear by the flavor. Save the extra-virgin for finishing dishes or cold techniques, and stick to regular or virgin for cooking.

Myth #14: Rinse pasta to remove the starch.

Reality: Starch helps sauce adhere to pasta. For optimum coverage, cook pasta to just slightly under-done, and save a mug full of the pasta water. Mix this into the sauce and finish cooking the pasta in this mixture. Only rinse pasta if you're going to use it in a cold salad.

Myth #15: Throw spaghetti against the wall to test for doneness.

Reality: That's a cute idea, but you'll just end up with sticky walls, and you still won't know if your pasta is done. Most commercial boxes suggest a time range. Lift out a piece with a slotted spoon at the low end of the range and take a nibble. If it sticks to your teeth, it still needs time. If it's firm, but almost springy and not at all brittle, then drain and mangia!

Myth #16: Searing meat seals in juices.

Reality: Searing a steak doesn't "seal" in juices, but it does a lot to lock in great flavor. When meat meets high heat (between 300-500F), proteins on the meat's surface recombine with sugars to kick off the Maillard Reaction, which is what brings that savory *flavor to a browned crust.*

Myth #17: Storing bananas in the fridge ruins them.

Reality: Way back when the original Chiquita banana jingle was written, warning customers not to refrigerate their 'nanners, it was because they were sold green and wouldn't reach a state of ripeness in the cold. Modern day bananas can be ripened quickly in a paper bag, or more slowly in a fridge. The skin may darken a bit, but the fruit will be just fine.

Myth #18: Salads and sandwiches containing mayonnaise aren't safe for picnics.

Reality: Commercial mayo contains an acid level that actually allows it to act as a preservative for other ingredients in a salad. It's much more likely that the chicken, ham or eggs would spoil than the mayo. Still, for safety's sake pack chicken salad and the like in a cooler that stays below 40F.

Myth #19: Slightly pink pork will make you sick and kill you.

Reality: We're not saying you should go hog wild on pork sashimi, but trichinosis is largely a thing of the past, due to changes in pig feeding techniques. A temperature of 137-141F would be sufficient to kill off the larvae that cause the disease, but a pork roast cooked to a 160F internal temperature will still have a slightly pink center. It's safe to pig out.

Myth #20: Microwaves cook food from the inside out.

Reality: Nope. The microwaves don't so much conduct heat, as excite fat and water molecules more or less evenly throughout the food, depending on its density and composition. Some foods, burritos for example, contain more water internally than on the surface, so they may seem as if they're heating from the center, but that's not actually the case.



Help Wanted

We are looking for a few more people to help publish a monthly newsletter. Anything will help, short stories, a joke, a picture, history of a school, etc. There are four members of this committee and we are hoping to get more involved. E-mail or call any of the following people to get involved.

Denise Brown	brown8222@roadrunner.com
Tommie Corbett	Tcorbett@necc.mass.edu
Marzi Carlopoli	mcarlopo@Berkshire.rr.com
Kevin Hanley	khanley@bhcc.mass.edu

IMPORTANT JUNE EVENTS

- Kentucky became the 15th state, June 1, 1792.
- Tennessee became the 16th state, June 1, 1796.
- John Randolph of Roanoke, American statesman, born June 2, 1773.
- De Soto claimed Florida for Spain, June 3, 1539.
- Jefferson Davis, president of the Confederate States of America during the Civil War, born June 3, 1808.
- Secretary of State George C. Marshall described the Marshall Plan, June 5, 1947.
- U.S.Senator Robert F. Kennedy shot by an assassin June 5, 1968. Died the following day, 1968.
- Nathan Hale, American patriot, born June 6, 1755. .
- YMCA organized in London, June 6, 1844.
- Cole Porter, American composer, born June 9, 1893.
- Prince Philip, Duke of Edinburgh, born June 10, 1921.
- George Bush, 41st President of the United States, born in Milton, Massachusetts, June 12, 1924.
- Winfield Scott, American general, born June 13, 1786.
- Continental Congress adopted the Flag of the United States, June 14, 1777.
- Hawaii organized as a territory, June 14, 1900.
- King John granted Magna Carta, June 15, 1215.
- George Washington appointed commander in chief of the Continental Army, June 15, 1775.
- Arkansas became the 25th state, June 15, 1836.
- Charles Goodyear was granted a patent for rubber vulcanization, June 15, 1844.
- Ford Motor Company founded, June 16, 1903.
- Jacques Marquette and Louis Jolliet began exploring the Mississippi River, June 17, 1673.
- Reclamation Act passed by Congress, June 17, 1902.
- Charles Eames, American designer, born June 17, 1907.
- John Hersey, American novelist, born June 17, 1914.
- Burglary of Democratic Party headquarters in Washington, D.C., touched off Watergate political scandal, June 17, 1972.
- United States declared war on Great Britain, June 18, 1812.
- Congress adopted the design for the Great Seal of the United States, June 20, 1782.
- Eli Whitney applied for a patent on the cotton gin, June 20, 1793.
- West Virginia became the 35th state, June 20, 1863.
- President Andrew Johnson announced the purchase of Alaska from Russia, June 20, 1867.
- Daniel Carter Beard, founder of Boy Scouts of America, born June 21, 1850.
- New Hampshire ratified the Constitution, June 21, 1788.
- Cyrus McCormick granted patent for reaper, June 21, 1834.
- Rockwell Kent, American artist, born June 21, 1882.
- Allied forces captured Okinawa during World War II, June 21, 1945.
- American author Anne Morrow Lindbergh born June 22, 1906.
- William Penn signed land treaty with Indians, June 23, 1683.
- Taft-Hartley Act became law, June 23, 1947.
- Chemist E. I. du Pont born June 24, 1771.
- Sioux Indians massacred Little Bighorn, Montana, June 25, 1876.
- Fair Labor Standards Act became law, June 25, 1938.
- Virginia ratified the Constitution, June 25, 1788.
- Pearl S. Buck, Nobel Prize-winning novelist, born June 26 1892.
- United Nations Charter signed by delegates from 50 nations at San Francisco, June 26, 1945.
- American poet Paul L. Dunbar born June 27, 1872.
- Helen Keller, deaf and blind author and lecturer, born June 27, 1880.
- George W. Goethals, American engineer who built the Panama Canal, born June 29, 1858.
- William James Mayo, American surgeon who helped establish the Mayo Foundation, born June 29, 1861.
- George Ellery Hale, American astronomer, born June 29, 1868.
- Federal Food and Drugs Act of the United States became law, June 30, 1906.

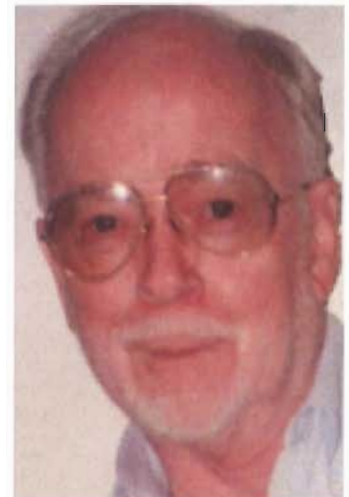


Scholarship Application for 2011



**In Memory of
Christopher Wilkins
\$1000.00**

**In Memory of
Gene Booth
\$1000.00**



**Six (6) Scholarships
\$500.00 Each**

See your Chief Steward for an Application
Deadline: 6/30/2011

**AFSCME LOCAL 1067
SCHOLARSHIP AWARD**

AFSCME Local 1067 (Higher Education), will award (2) \$1000.00 (6) \$500.00 scholarships this year (2011). The applicant must be a member of **AFSCME Local 1067**, a child of a member of **AFSCME Local 1067**, or the legal dependent of a member. The applicant must also be a full-time student pursuing a degree in Higher Education at a two or four-year College or an accredited institution beyond the high school level. Applications must be postmarked no later than **June 30, 2011**. The scholarships winners will be announced in the August monthly newsletter and given to the recipients at the August E-board Meeting.

(Please print or type)

Name: _____ Date: _____

Street Address: _____

City: _____ State: _____ Zip: _____

Telephone: _____ Date of Birth _____

Relationship to member of AFSCME Local 1067: _____

Self, Son, Daughter, Legal Dependent, Other (Specify): _____

College which member of AFSCME Local 1067 is employed: _____

Father's Name: _____ Occupation: _____

Mother's Name: _____ Occupation: _____

Guardian's Name: _____

Name of Your High School: _____ Grad. Date: _____

Name of School(s) where scholarship will be used: _____

Date of entrance into Higher Education School: _____

Major/Profession which you will be studying: _____

Please list three (3) references below: _____

Name, Address & Telephone # _____

1. _____

2. _____

3. _____

****Please attach an essay of only 250 words or less, written by the applicant, which explains his/her achievements, aspirations and goals. Send or email this completed packet to:**

Kevin Hanley, President
AFSCME Local 1067
Bunker Hill Community College
250 New Rutherford Avenue
Charlestown, MA 02129
khanley@bhcc.mass.edu



FACT SHEET



U.S. Department of Health and Human Services • Office for Civil Rights • Washington, D.C. 20201 • (202) 619-0403

YOUR RIGHTS UNDER SECTION 504 OF THE REHABILITATION ACT

What Is Section 504?

Section 504 of the Rehabilitation Act of 1973 is a national law that protects qualified individuals from discrimination based on their disability.

The nondiscrimination requirements of the law apply to employers and organizations that receive financial assistance from any Federal department or agency, including the U.S. Department of Health and Human Services (DHHS). These organizations and employers include many hospitals, nursing homes, mental health centers and human service programs.

Section 504 forbids organizations and employers from excluding or denying individuals with disabilities an equal opportunity to receive program benefits and services. It defines the rights of individuals with disabilities to participate in, and have access to, program benefits and services.

Who Is Protected from Discrimination?

Section 504 protects **qualified individuals with disabilities**. Under this law, **individuals with disabilities** are defined as persons with a physical or mental impairment which substantially limits one or more major life activities. People who have a history of, or who are regarded as having a physical or mental impairment that substantially limits one or more major life activities, are also covered. Major life activities include caring for one's self, walking, seeing, hearing, speaking, breathing, working, performing manual tasks, and learning. Some examples of impairments which may substantially limit major life activities, even with the help of medication or aids/devices, are: AIDS, alcoholism, blindness or visual impairment, cancer, deafness or hearing impairment, diabetes, drug addiction, heart disease, and mental illness. In addition to meeting the above definition, for purposes of receiving services, education or training, **qualified individuals with disabilities** are persons who meet normal and essential eligibility requirements. For purposes of employment, **qualified individuals with disabilities** are persons who, with reasonable accommodation, can perform the essential functions of the job for which they have applied or have been hired to perform. (Complaints alleging employment discrimination on the basis of disability against a single individual will be referred to the U. S. Equal Employment Opportunity Commission for processing.)

Reasonable accommodation means an employer is required to take reasonable steps to accommodate your disability unless it would cause the employer undue hardship.

Prohibited Discriminatory Acts in Health Care and Human Services Settings

Section 504 prohibitions against discrimination apply to service availability, accessibility, delivery, employment, and the administrative activities and responsibilities of organizations receiving Federal financial assistance. A recipient of Federal financial assistance may not, on the basis of disability:

X Deny qualified individuals the opportunity to participate in or benefit from federally funded programs, services, or other benefits.

X Deny access to programs, services, benefits or opportunities to participate as a result of physical barriers.

X Deny employment opportunities, including hiring, promotion, training, and fringe benefits, for which they are otherwise entitled or qualified....

These and other prohibitions against discrimination based on disability can be found in the DHHS Section 504 regulation at 45 CFR Part 84.

For information on how to file a complaint of discrimination, or to obtain information of a civil rights nature, please contact us. OCR employees will make every effort to provide prompt service.

Hotlines: 1-800-368-1019

E-Mail: ocrmail@hhs.gov

(Voice) 1-800-537-7697 (TDD)

Website: <http://www.hhs.gov/ocr>

Equal Employment Opportunity is **THE LAW**

Private Employers, State and Local Governments, Educational Institutions, Employment Agencies and Labor Organizations

Applicants to and employees of most private employers, state and local governments, educational institutions, employment agencies and labor organizations are protected under Federal law from discrimination on the following bases:

RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN

Title VII of the Civil Rights Act of 1964, as amended, protects applicants and employees from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment, on the basis of race, color, religion, sex (including pregnancy), or national origin. Religious discrimination includes failing to reasonably accommodate an employee's religious practices where the accommodation does not impose undue hardship.

DISABILITY

Title I and Title V of the Americans with Disabilities Act of 1990, as amended, protect qualified individuals from discrimination on the basis of disability in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship.

AGE

The Age Discrimination in Employment Act of 1967, as amended, protects applicants and employees 40 years of age or older from discrimination based on age in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment.

SEX (WAGES)

In addition to sex discrimination prohibited by Title VII of the Civil Rights Act, as amended, the Equal Pay Act of 1963, as amended, prohibits sex discrimination in the payment of wages to women and men performing substantially equal work, in jobs that require equal skill, effort, and responsibility, under similar working conditions, in the same establishment.

GENETICS

Title II of the Genetic Information Nondiscrimination Act of 2008 protects applicants and employees from discrimination based on genetic information in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. GINA also restricts employers' acquisition of genetic information and strictly limits disclosure of genetic information. Genetic information includes information about genetic tests of applicants, employees, or their family members; the manifestation of diseases or disorders in family members (family medical history); and requests for or receipt of genetic services by applicants, employees, or their family members.

RETALIATION

All of these Federal laws prohibit covered entities from retaliating against a person who files a charge of discrimination, participates in a discrimination proceeding, or otherwise opposes an unlawful employment practice.

WHAT TO DO IF YOU BELIEVE DISCRIMINATION HAS OCCURRED

There are strict time limits for filing charges of employment discrimination. To preserve the ability of EEOC to act on your behalf and to protect your right to file a private lawsuit, should you ultimately need to, you should contact EEOC promptly when discrimination is suspected:

The U.S. Equal Employment Opportunity Commission (EEOC), 1-800-669-4000 (toll-free) or 1-800-669-6820 (toll-free TTY number for individuals with hearing impairments). EEOC field office information is available at www.eeoc.gov or in most telephone directories in the U.S. Government or Federal Government section. Additional information about EEOC, including information about charge filing, is available at www.eeoc.gov.

June 2011

MONTH

Caribbean American Heritage Month. Since the 1500s, the American continent has had a close relationship with the Caribbean islands (Alexander Hamilton was a Caribbean immigrant, along with many others over the years). As President Barack Obama has stated: "In their pursuit of success, Caribbean Americans exhibit the traits all Americans prize: determination, a devotion to community, and patriotism."

Gay and Lesbian Pride Month. In commemoration of the 1969 Stonewall riots in Greenwich Village, which launched the modern movement for greater tolerance of gay, lesbian, transgender, and bisexual people in the United States, Gay and Lesbian Pride Month recognizes the impact that members of the GLBT community have had on the world.

National Aphasia Awareness Month. Aphasia is a communication disorder that impairs a person's ability to speak, understand others, and process language. It affects up to 1 million Americans, leaving them isolated, frustrated, and depressed. Aphasia can result from stroke, a head injury, a brain tumor, or other neurological causes. Most common among older people, it can occur in people of all ages.

National Candy Month. Don't go overboard for the whole month, but don't deny your sweet tooth a little enjoyment in June. The best practice for good nutrition is to eat a healthy variety of foods each day and exercise regularly. That should leave room for the occasional chocolate bar or cookie in your diet.

WEEK

National Fishing and Boating Week, June 4-12. Head out to the water for this national celebration of fishing and boating coordinated by the Recreational Boating and Fishing Foundation (scheduled for most states' free fishing days, which allow the public to fish without a license).

National Tire Safety Week, June 5-11. More than 900 million tires travel U.S. roads on cars and light trucks every year. The National Highway Traffic Safety Administration estimates that 600 deaths every year are caused by underinflated tires, and it recommends a visual inspection and pressure check of all tires once a month and before every long trip.

Men's Health Week, June 13-19. Men's health is a family issue. Men's Health Week is intended to heighten the awareness of preventable health problems and encourage early detection and treatment of disease among men and boys.

Carpenter Ant Awareness Week, June 19-25. The carpenter ant is the No. 1 pest in the United States, according to the National Pest Management Association. Destroying the wood structure of homes, these ants cost Americans millions of dollars in damage.

DAILY

National Cancer Survivors Day, June 5. The National Cancer Survivors Day Foundation defines a "survivor" as anyone living with a history of cancer—from the moment of diagnosis through the remainder of his or her life.

Flag Day, June 14. It's a grand, old flag; fly it high!

Father's Day, June 19. Tell Dad that you love him.

Summer Solstice, June 21. An instant in time when the Earth's axial tilt is most inclined toward the sun in the northern hemisphere, and when summer traditionally begins.

Atheist Solidarity Day, June 21. A day to stand together and provide support for people who choose to be non-religious in their communities.