



# What's the Buzz...1067?

AFSCME Local 1067

Volume 3, Issue 5

## Words from the Prez....

On behalf of the Executive Board, I would like to congratulate all of our members who have completed their courses of study. Great job and best of luck! Many of our members also have loved ones, whether spouses or children, who also have completed their courses of study. Congrats and best of luck in future endeavors.



This has been a very busy few weeks legislatively with the announcement of the Governor's FY 09 budget and the House of Representative's FY 09 budget. A few important things to watch as we await the Senate's budget:

1. We worked very hard with other public employee unions to defeat the proposed changes to our health insurance in the House of Representatives.
2. The House budget actually has a slight increase in the appropriations for public higher education.
3. The House Chair of the

Committee on Higher Education, Representative Kevin Murphy, sponsored an amendment increasing the amount allocated to MassGrant by \$2 million. MassGrant is the main needs-based financial aid program for the students of Massachusetts.

We join our brothers and sisters from other public employee unions in our disappointment that the Governor has not yet announced his economic parameters for contract negotiations. We sincerely hope that he releases his parameters as soon as possible.

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### Table Officers

- *President Lisa Field, Fitchburg State College*
- *Vice-President Denise Brown, MCLA*
- *Treasurer Marzi Carlopoli, Berkshire CC*
- *Secretary Tommie Corbett, Northern Essex CC*
- *Parliamentarian Dave Carbonneau, Greenfield CC*
- *Trustee Jim Klim, Massasoit CC*

## What's New with PHENOM

Hundreds of students, staff, faculty from around the state turned out on April 16 in support of public higher education in Massachusetts. The day started with a rally on Boston Commons which featured speakers and a skit

followed by a spirited march around the Commons. The afternoon was filled with lobbying legislators and delivering 5,000 signed post-cards to members of both the Senate and the House as well as the Governor.



# Retaliation to a Member for Going to their Union by Vice President Denise Brown

Have you ever felt intimidated by your superior if you should go to your Union with a problem? Afraid that the matters at hand would only worsen? That harassment and disciplinary actions might be taken if you should speak out? I'm sure some of do feel intimidated and some actually have experienced repercussions for going to the Union with a concern about management's actions or for wanting to file a grievance.

## Laws to Protect You

Our contract states under Article 29 Grievance and Arbitration Procedure Section 2F: "No reprisals of any kind

shall be taken by either party to this agreement against any unit member(s) initiating or participating in [a] grievance.

It is also a law in the Commonwealth of Massachusetts under the General Massachusetts Laws, Chapter 150E, Section 10:

## Chapter 150E: Labor Relations: Public Employees

### Chapter 150E: Section 10: Prohibited Practice

Section 10: (a): It shall be a prohibited practice for a public employer or its

designated representative to:

1. Interfere, restrain, or coerce any employee in the exercise of any right guaranteed under this chapter;
2. Dominate, interfere or assist in the formation, existence, or administration of any employee organization;
3. Discriminate in regard to hiring, tenure, or any term or condition of employment to encourage or discourage membership in any employee organization.

## Retaliation article continued

4. Discharge or otherwise discriminate against an employee because he has signed or filed an affidavit, petition, or complaint or given any information or testimony under this chapter, or because he has informed, joined or chosen to be represented by an employee organization;
5. Refuse to bargain collectively in good faith with the exclusive representative in section six;
6. Refuse to participate in good faith

in the mediation, fact finding and arbitration procedures set forth in sections eight and nine;

(b) It shall be a prohibited practice for an employee or its designated agent to:

1. Interfere, restrain, or coerce any employer or employee in the exercise of any right guaranteed under this chapter,
2. Refuse to bargain collectively in good faith with the public employer, if it is an exclusive repre-

sentative, as required in section six;

3. Refuse to participate in good faith in the mediation, fact finding and arbitration procedures set forth in sections eight and nine.

<http://www.mass.gov/legis/laws/mgl/150e-10.htm>

## Retaliation article continued

Can you answer which section applies to being intimidated or retaliated against for going to your Union? If you chose Section 10 (a) #1-6, you were correct.

Remember you have the legal right to go to your Union with any concern, complaint or question you may have.

Another important **Factor** you should

remember, there are times we must observe whether we file a charge or file a grievance. If the law is violated, a Prohibitive practice must be filed with the Massachusetts Labor Relations Commission within 6 months of the complaint, **but you only have 10 days to file a grievance. Don't wait until the last minute on either one!** It is a lengthy process! You also want to file

while all the facts of the occurrence(s)



## Retaliation Article continued

At any time you are told in any way that you are not to take the matter to your Union, this is a sure sign that your rights are being violated. The only thing to consider is, you can not file a grievance on the same subject at the same time you file a prohibitive practice. You have to make a choice.

If a disciplinary action is placed upon you that you feel was undeserved and you were also informed that would face further repercussions if you went to the Union, then you could file a prohibitive action on the statements made to you about going to the Union and a griev-

ance on the disciplinary action. It is not very often that this situation occurs but when it does, it needs to be addressed so there is a clear understanding with the College that the AFSCME member has the right to go to their union or file a grievance if they should choose to do so without fear of retaliation. Always contact your Union Steward or Executive Board table officers.



## Local 1067 Scholarship

AFSCME Local 1067 will award (8) \$500 scholarships this year (2008). 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 at a two or four-year College or an accredited institution beyond the high school level. Applications must be postmarked no later than July 1, 2008 and will be awarded at the Local's Executive Board meeting on Au-

gust 12, 2008.

See your Chief Steward for an application. Information will also be available on the Local's website at [www.afscme1067.org](http://www.afscme1067.org).

In addition to the application, an essay of 250 words or less, written by the applicant, needs to be included which explains his/her achievements, aspirations, and goals. Send the completed package to:

Lisa Field, President

*AFSCME Local 1067 will award (8) \$500 scholarships this year (2008).*

AFSCME Local 1067  
PO Box 414  
Templeton, MA 01468

## Eleventh Annual AFSCME Council 93-M. Michael Botelho Scholarship Award

AFSCME Council 93 is proud to announce its eleventh annual M. Michael Botelho Award in the amount of \$1,000 awarded each year to a student enrolled in a two-year or four-year accredited college.

Eligibility:

- Open to Council 93 members and

their spouses, children, stepchildren, grandchildren, or legal dependent (Proof of AFSCME membership required)

- Acceptance into or already attending an accredited college or university, community college or recognized technical or trade school at the time of the award. Graduate

students are not eligible.

Deadline date:

Applications and essays must be received for consideration by June 1, 2008.

For more info, go to [www.afscmecouncil93.org](http://www.afscmecouncil93.org)

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### We're on the Web

[www.afscme1067.org](http://www.afscme1067.org)

Making Higher Education Happen in  
Massachusetts



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.

## May Calendar

### May 7

Step IV Grievance and Reallocation Hearings at Westfield State College for Berkshire Community College and Springfield Technical Community College

### May 8

Contract negotiations at Worcester State College

### May 11

Happy Mother's Day

### May 13

Local's monthly Executive Board

### May 17

Mass and NH AFL-CIO Labor to Labor Walk. From 9AM to 1PM at 161 Konderry Turnpike, Hooksett, NH.

### May 19

Membership meeting at Massachusetts Maritime Academy

### May 27 and 28

Professional Development Days at Fitchburg State College for members at FSC

### May 29

Step IV Grievance and Reallocation Hearings at Salem State College for Salem State College and North Shore Community College

AFSCME/MassCosh workshops for AFSCME members at Mount Wachusett Community College

