**Union Opposes Givebacks**

**No Givebacks from Caret or Whitmore**

BOSTON – When the president of UMass is on the state’s payroll for more than a $500,000 per year and when the Whitmore leadership is not far behind, it’s hard to stomach their calls for givebacks from everyday workers. Are they that out of touch? What do they want? The cat’s out of the bag: see page eight for a quick run-down. If they think they don’t have a fight on their hands, well the rallies of the last couple weeks are just the start. Democracy may be down but it’s not out yet.

**Workplace Bullying**

Members Stepping Up, Filing Charges

HAMPshire House — AFSCME members are stepping forward to say no to workplace bullying. And it’s shaking things up. Maybe it’s because the Chancellor’s Office is involved. Nasty behaviors that for years would have been ignored by management are now triggering immediate action. We’re talking managers taking action in a matter of hours to stop the abuse. This is unheard of. Let’s see if this attention to bullying keeps up. Right now a number of AFSCME members have cases pending before hearing panels. That process is confidential and we will mention no names. If you have witnessed bullying and want it to stop or if you are at the receiving end of bullying and want it to stop, call the Union Office at 545-2831, we can help.

**In this Age of Computers All of Us need to Upgrade our Computer Skills/Use**

Hampshire House – Upgrading our computer capacities is a top priority. All of us need the most current information instantly. Please…

- Visit our web site at [www.umass.edu/local1776](http://www.umass.edu/local1776/)
- Sign up for our list serve (go to the link at our web site)
- If your computer skills are shaky, please sign up for Workplace Education course, Introduction to Computers (call 5-6263)

**What’s a ListServ?**

A listserv is a messaging system on your computer. We’ve set up our union’s listserv to send out breaking news to the emails of anyone on the listserv.

**What’s the Intro Computer course like?**

Over the years many AFSCME members who knew little about computers have learned to do email and more from Fran Fortino of Workplace Education. The course gets great reviews. To sign up call 545-6263.
New Members:

Come by the Union Office to pick up your orientation package and to sign up with the union and get on our listserv.

Things you’ll discover: Did you know that a great dental and eyecare plan kicks in for new members the first of the month following six months in the Unit. Learn how to enroll.

In our glorious fight for civil rights, we must guard against being fooled by false slogans, such as 'right to work'...Its purpose is to destroy labor unions and the freedom of collective bargaining by which unions have improved wages and working conditions of everyone....Wherever these laws have been passed, wages are lower, job opportunities are fewer and there are no civil rights.

Martin Luther King, Jr., union rabble-rouser

President’s Report
by Joe Malinowski

As I decide what is important to get out to the membership, it is the message of how important internal organizing is to all of us working here. The recent visit to the campus by President Caret gave us, all of the campus unions as well as the student body, a chance to show a united front. As one we want fair contracts that don’t include give backs or take backs that come with negative impact.

Realize that our union is at a disadvantage when we need to mobilize on short notice, such as for the president’s visit to campus. We were aware of the event about 48 hours prior to his arrival on campus. The other unions have the ability to reach the membership through email.

We are aware that almost none of our members have a computer in their work location and some have no home computer at all. The university higher ups have a hard time grasping this, as they do many other things. I am asking that our members who use email please follow the flyers we have been sending out or look at our web site or Facebook page and sign up for listserve. If you need help doing this, stop by the office. When you receive important information from the Union please pass it on to co-workers who do not use email. We will use this email for our local use only it will not be shared by us.

With that said, bargaining continues to be slow and tough. Your bargaining team was ready to go in early March with hopes of reaching a good agreement. The 03 team has also been attempting to reach an agreement for the first contract for that unit. As of our last 03 session our side has requested the help of a mediator and we will be sitting down again in late October.

Our 01 team has been at the table and has expressed to the management team that we are prepared to stay at the table; we are ready to do what it takes to get a contract. We have offered long days and said we will be at the table 7 days a week if need be. We have made some progress but have a long way to go at this point. 1067, the local that covers the other state universities and community colleges, has settled and ratified, as has UMass Dartmouth. Yet here we are not being treated as equals. Why? After all we are the flagship. An article in the Springfield Sunday Republican on Oct 3rd praised UMass as being in the top 100 universities in the world. It is the employees that make the impact on students here: from the 03 dish washer to the distinguished faculty member. It’s time employees be recognized for making UMass what it is.

Please get involved we will continue to fight, the more of us out there the better we are heard.

In Memory of
Jack Sabola, father of Don and Bob Sabola

STEWARDS TRAINING
On Saturday, October 25th, AFSCME trained another 14 union stewards. Know that we will give you every kind of educational and back-up support. So, think about becoming a steward, we have vacancies here and there.
Governor’s Race 2014

Coakley (Democrat) versus Baker (Republican)

Background of the Candidates

**Martha Coakley** is the Attorney General of Massachusetts. From 1999-2007, she was District Attorney of Middlesex County. Coakley received degrees from Williams College and Boston University School of Law. She clerked and worked for several law firms in Boston. Losing a statewide senate race, Coakley went on to win reelection as the Attorney General in the 2010 general election.

**Charlie Baker** is the son of a Republican executive official who worked under Ronald Reagan and Richard Nixon. He graduated from Harvard College and Northwestern. He served as Gov. Weld’s Secretary of Health and Human Services and then head of Admin. and Finance. Baker then left to become CEO of Harvard Vanguard Medical Associates and later Harvard Pilgrim Health Care. He ran for Governor of Massachusetts, but lost in the general election to Deval Patrick.

Why Important? Governors have a lot of power over our wages and benefits. When Republican Bill Weld came into office in 1991 he sat on our ratified contract and refused to send it to the Legislature for funding. For years we went without pay raises. We all earn less each week today because of the lingering effects of the Weld delay. That’s not to say Charlie Baker would do the same. But he did hold two positions in Weld’s cabinet, including head of A&F (he was the money man for the Weld administration).

Stands on Workplace Issues (taken from their web sites)

**Martha Coakley**
- Pro-worker rights. She opposes privatization of state agencies.
- Pro-women’s rights with an emphasis on equal rights
- Friend of organized labor
- Her economic plan emphasizes jobs and decent wages for workers

**Charlie Baker**
- His economic plan talks about creating job opportunities, no mention of decent wages
- He is pro-abortion but says little about women in the workplace
- He talks about business, no mention of labor unions or contracts or privatization


AFSCME 93 endorses Coakley
BOSTON – AFSCME New England has endorsed Coakley. That she has opposed privatization of state hospitals is certainly a plus. And that Baker has gone on the record in the past about slashing 5,000 state workers and contracting state services is also certainly a factor.

Rather than endorse the Local has a twenty year practice of strongly urging our members to vote at the same time spotlighting where the candidates stand on workplace issues.

**Spotlight on Baker**

**On our wages and benefits** Charlie Baker has said that public employee "salaries plus benefits are unaffordable, unsupportable." He also said that health care benefits for retirees were “overly generous.”

**On privatizing our jobs** Baker opposes the Pacheco Bill (which is the state law that stops UMass from getting rid of our jobs). Pacheco, says Baker, “stifles creativity in state government, which is a huge problem.”

**On retiree health insurance** Baker would also move to pass retiree health insurance legislation (like HR 59) that would force workers to work more years for reduced coverage. This is very important to folks like our skilled trades members who went to work in the public sector in their late 40s early 50s because they knew they would make less but would qualify for retiree health coverage after ten years of service. The cost to our members? Huge: Thousands of dollars more per year.

**As an Executive** As a health insurance CEO, Charlie Baker hiked premiums 150 percent, raising rates an average of $3,000 a year. Between 1999 and 2008, premiums at Harvard Pilgrim went up by 100 to 200 percent. When Baker took the reins in 1999, rates on Harvard Pilgrim’s most popular plans ranged from about $166 to $187 a month per member. Those rates had soared to $425 to $483 a month as of April, according to filings with the Massachusetts Division of Insurance.


**Article 11**

**Section P. Sick Leave Bank and Sick Cash-in**

1. A bargaining unit member may voluntarily elect to join a Sick Leave Bank, providing that overall twenty per cent (20%) of unit members so elect.

2. Any member who chooses to join shall, effective January 1, earn one sick day per month. The three days difference in annual full-time sick leave accrual between 12 days for Bank members and 15 for those not in the Bank shall be, as of January 1, distributed in the following manner:
   
   a. Two (2) days shall be contributed to the Sick Leave Bank;

   b. One (1) day shall be converted into an additional personal leave day (for a total of four personal leave days) to be used in accordance with Section 2 of Article 11.

3. An employee wishing to join the Sick Leave Bank shall so elect by November 1 for each succeeding calendar year.

4. The Sick Leave Bank shall be governed by a Board consisting of two (2) members appointed by AFSCME Local 1776, two (2) members appointed by the CEO, and a Chair designated by the other four members, who shall vote only in the event of a tie.

5. The Board shall develop guidelines for the operation of the Sick Leave Bank by November 1, 1996. Such guidelines shall include special considerations that may apply to 35 week and part-time employees.

6. Before drawing days from the Sick Leave Bank, an employee must use up all accrued sick leave, personal leave and all but ten (10) days of vacation leave.

7. An employee must have been absent from work for at least ten (10) working days (with or without using accrued time) prior to drawing from the sick leave bank.

8. Employees who elect to join the Sick Leave Bank shall also be eligible, if they so choose, to cash in their annual unused sick leave credits, effective January 1, 1998 and each January 1 thereafter, up to a maximum of six (6) days at 50% of their value as outlined in the table below:

<table>
<thead>
<tr>
<th>Sick leave used</th>
<th>Sick leave cashed</th>
<th>Cash-in Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 days</td>
<td>6 days</td>
<td>3 days</td>
</tr>
<tr>
<td>1 day</td>
<td>5 days</td>
<td>2.5 days</td>
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<tr>
<td>6 days</td>
<td>0 days</td>
<td>0 days</td>
</tr>
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</table>

In order to exercise this option an employee must cash in all sick days that are earned and accrued during the previous twelve (12) months in excess of six (6) days.

The decision to cash in sick time must be made by the employee by November 1, 1997 and each November 1 thereafter. Sick days cashed in shall be deducted from the employee's sick leave balance.
How Does This Work

Accessing the Sick Leave Bank

1. You have to join the Sick Leave Bank as a first step.
   - If you are not in the bank, sign-up in the month of October.

2. As a Bank member you apply for benefits when:
   - You have been out of work sick for 10 days, and
   - You’ve exhausted your regular sick time and your personal time, and you are down to your last 10 days of vacation

3. For benefits get application from your personnel coordinator:
   - Auxiliary Services: Kevin Wissmann
   - Physical Plant: Shara Denson
   - ResLife: Liz Brown
   - If you work outside these areas, see your departmental HR person

4. Complete the Sick Bank Leave application:
   - You fill out section 1
   - Your doctor fills out section 2
   - Your personnel coordinator fills out section 3
   - Hand in complete application to Leslie Moes, Whitmore, 545-6108
   - Complete your FMLA at the same time (you’ll get FMLA form along with the Bank application).

Cash-in Your Sick Day Bank

1. Only members of the Sick Leave Bank are eligible for cash-in. Each October you may fill out the form that Whitmore mails you to cash-in 1-6 sick days (for 50% of value).

2. You send form in to Leslie Moes. The next January you will see your cash-in with your pay statement.

IMPORTANT to KNOW
The two things that typically hold up awards from the Bank:
- When a member doesn’t completely fill out their application
- When a doctor doesn’t completely fill out their part (you may want to make sure your doctor answers every question)

Hitches?
Problems anywhere along the line? Call the Union at 5-2831.
Remembering Hoa Le

Above the main desk in the Union office for all to see is a remarkable work of art depicting food service workers, AFSCME members. The artist is Hoa Le, who himself worked in the dining commons for many years. Hoa Le, a very talented artist and very thoughtful man, passed away this past June; he was eighty-three. As was the art so was the man: Hoa Le was remarkable in many, many ways.

Twenty years ago, Suhong Chang, who taught English courses for Labor/Management Workplace Education, approached me, booklet in hand. Suhong explained that she had asked people in the English class to bring in a straight-forward homework assignment: for next Tuesday write a short story about some aspect of your life. Then Suhong held out the booklet. Hoa Le’s story was fully illustrated with the most beautiful line drawings, his text was impeccable calligraphy. As I looked at the booklet in my hands, realizing how much care had been put into these pages, I sensed what it might be like to behold holy text. I was totally taken aback. We in-housed published Hoa Le’s book, “Single Story.” Suhong explained that Hoa Le was a gift to the class.

Whenever people in the class would sing, Hoa Le would lend his musical talent, sometimes conducting the chorus, sometimes transcribing their notes on the spot.

When LMWE and 1776 decided to launch the first-ever exhibition of worker art (the art of some thirty blue-collar workers) on campus we solicited Hoa Le; he was one of the event’s anchors (alongside Jeff Brooks and Thuon Siv). The opening reception was standing room only, hundreds of people, a palpable sense of excitement and pride in the air. Subsequent worker art shows were equally inspiring.

I want to thank Hoa Le and his wonderful wife, Yen Nguyen, for their generosity, their kindness, and grace. I am honored to have known Hoa Le.

Joe Connolly

30th Anniversary Union Picnic
A Demonstration of Union Pride

First things first, a huge thank you to the some fifty union members and retirees who stepped forward to plan, set-up, prep the food, cook the food, serve the food, buy the prizes, handle the tickets, run the raffles, run the games, and cleanup afterwards. Union pride was on full display September 5th. Thank you planners: Eugene Alexander, Al Beaulieu, Randy Boivin, Joe Connolly, Patty Dushane, Mike Hastings, Melanie Jacque, Joe Malinowski, and Don Sabola. Thanks to all who selflessly helped with food prep and set-up: Sherry Allan, Christina Branche, Joe Connolly, Pat Griffin, Mike Kolemba, Val Kolemba, Ken Kushi, Carol Kushi, John Szraminski, Ed Terault, Tom Terault, and Jonathan Tuttle. Thanks to the mighty cooks: Eugene Alexander, Pat Griffin, Mike Hastings, Joe Lisweski, and Dennis Green. Thanks to the gracious servers: Amy Brodigan, Joe Connolly, Mark Dubuque, Paul deMeo, Fran Fortino, Kerry Naumowicz, Harold Piche, Calvin Smith, Bob Souci, and Bob Sydla. Thank you friendly ticket-takers, prize buyers, raffle runners, and game czars: Sherry Allan, Leslie Benson, Joe Connolly, Patty Dushane, Betty Griffin, and Melanie Jacque. And last, but not least, the totally essential cleanup people: Leslie Benson, Joe Connolly, Jon Frank, Karen Hakala, Carol Kushi, Ken Kushi, Liao Lannu, Churcheng Lin, Joe Malinowski, and the family of Arthur Winship. Sorry if we’ve missed your name here… all in all a great day with a lot of happy people.

Above, Vice-pres. Melanie Jacque and President Joe Malinowski with Representative Steve Kulik. Right: Senator Stan Rosenberg talking 03s with Mike Haynes, Francis Martin, and Jeannine LaBossiere.
Grievance News

Grievance Officer
At any one time the Local has dozens of grievances and reallocations going. Since a number of these are class- actions with more than one unit member involved, a lot of us have a direct stake in filed by other members. What follows are some recent grievance/reallocation developments.

We’re catching you up on some grievance cases that have resolved the past two years...

Physical Plant Chapter Chair Mike Townsend reports that the Union successfully resolved a grievance concerning denial of comp time options for holidays worked. The Union also was able to make sure that one of our members got to use vacation time while his workers comp claim was being processed (he was initially denied vacation time). Also, a grievance involving night maintainers moved without just cause was resolved. Also, a grievance over an unfair accusation of insubordination was settled favorably. Also, the Union was able to have a position awarded to one of our members who filed a seniority bypass grievance. Also, the Union was able to get time back for one of our members who management agreed had been sent home unjustifiably.

Auxiliary Services Chapter Chair Don Sabola reports that grievances concerning denial of vacation time, refusal to hear a grievance (put off for two years), and a position bypass were all resolved to the satisfaction of the grievant. Also, the Union had grieved that an 01 position was filled with an 03 employee and not even posted... the grievance was resolved with the awarding of the position to an 01. Finally, as a result of a grievance, the Management has committed to using senior employees for the Meals on Wheels program.

ResLife Chapter Chair Al Beaulieu reports that as a result of a grievance settlement the Union was able to reduce a five day discipline down to a one day. The grievant received four days back.
**What does UMass Want at the Bargaining Table?**

In general, the UMass position with all of the unions on campus, as expressed on a recent flyer, is:

- Cut vacation and sick time for future employees
- Stop compensating many workers for overtime work
- Eliminate protections against work overload
- Eliminate promotion rights for on-campus employees
- Eliminate the pay equity program
- Reduce members access to the Sick Leave Bank

All of the five major unions are finding that UMass is minimally engaged in bargaining and highly dismissive of union ideas.

**Exploring Union Get-together Activities**

HAMPshire House – The Local will be reaching out to you to see what kind of union-related activities you might be interested in. We will be asking you about bus trips, winter get-together, union rep dinners, the union picnic, and other ideas that emerge. In the meantime the Executive Board has voted not to have a union picnic in 2015. If you would like to be on a union committee that talks about these ideas, call the Local at 545-2831. Stay tuned.

**Scholarship Opportunity**

If you have a child who will be a high school senior this fall and who plans to go to college afterwards, she or he is eligible to enter a labor history competition in December. Winners of the contest receive a college scholarship from the Mass AFL-CIO. For more details, calls our union at 545-2831.

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**AFSCME Local 1776**

116 Hampshire House
University of Massachusetts
Amherst, MA 01003

The Spirit of 1776 is a publication of AFSCME Local 1776. We aim to be a voice of the membership. Moreover, our goal is to advocate for the membership. We believe that communication between members is a means to that end. To be effective, we need your participation.

How can you participate? Send us ideas for stories. Angry? Write us. Someone deserves congratulations? Write us. Read something of interest to members in a magazine or newspaper? Clip it, and send it in. Original articles, editorials, news items, cartoons, criticism, and praise are always welcome. All materials should be forwarded to the Union office. We strive to publish four times per year. If you are interested in writing, reporting, cartooning, editing, typing, or layout, please contact us. Empower yourself. Empower us.