



SOLIDARITY is our STRENGTH

UAW Local 2322



UNITED AUTOMOBILE, AEROSPACE, AGRICULTURAL IMPLEMENT WORKERS OF AMERICA

Volume 2, Issue 2

THE UNION FOR ALL WORKERS

October November, 1998

LOCAL 2322 REPRESENTING WORKERS AT:

* THE BERKSHIRE EAGLE * HAMP-
SHIRE COMMUNITY ACTION COMMIS-
SION * IMPERIAL WALLPAPER * NONO-
TUCK CHILDCARE CENTER *
NORTHAMPTON CENTER FOR CHIL-
DREN AND FAMILIES SCHOOL AND
RESIDENCE * PROVIDENCE HOSPITAL *
SERVICE NET * SHARE GROUP *
SPRINGFIELD ACTION COMMISSION *
SPRINGFIELD DAY NURSERY * SPRING-
FIELD TELEMARKETING GROUP * TRI-
COUNTY YOUTH PROGRAMS * UNI-
VERSITY OF MASSACHUSETTS -
AMHERST * WESTERN MASS COSH*

This news letter is an effort to share with the workers of this Local Union "the rank and file" Local wide news. As a Union, we strive to increase our Solidarity and Strength by acknowledging our common struggles and building unity. Letters to the editor, pictures, and suggestions are welcome. Suggestions for distributing this news letter would also be greatly appreciated. Please send news letter contributions to:

News Letter
UAW Local 2322
243 King St
Northampton, MA 01060

The History of UAW Local 2322 Your Local Union

Local 2322 is a young Local that came into existence in 1993 after the break up District 65 UAW.

District 65 was a small independent union prior to it's affiliation with the UAW. District 65 started in the 1930's on the Lower East Side of NYC, by organizing un-skilled workers in the garment industry. It then began to organize in the dry goods, warehouse, and retail industries. In the 1940's the union decided that the workplaces of the employees they represented needed to be integrated with people of color. The union went into the black community and recruited people to come to the union's hiring hall. Black community members had the same access to openings at employer's workplaces as unemployed members of the union. If a black worker was sent out by the hiring hall to fill an opening at a workplace and the worker was sent back as "unsatisfactory", the hiring hall would send another black person out, if that worker was

sent back, the hiring hall would send out a group of people who would "insist" that the black worker be hired. Since the union contract required that the employer use the hiring hall to hire people they had to accept the black worker.

When the **Civil Rights** movement began, District 65 participated in the 1963 March On Washington. Immediately after Dr. Martin Luther King's assassination, 65 called for a national holiday to honor him. The proposal to have Dr. King's birthday a national holiday was a serious proposal at the negotiation table and was won within a few years in all 65 contracts. In addition members were asked to contribute their holiday pay to a fund to fight for social justice.

District 65 also demonstrated its commitment to social justice by organizing workers that other unions found for economic and other reasons to unattractive to organize. 65 frequently was the only opportunity for small workplaces and low wage workers to organize.
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Your Local Union-continued

In 1978, District 65 affiliated with the UAW in an effort to increase its power and stability. 65 choose the UAW because it is a progressive union with a strong history of fighting for social and economic justice.

When District 65 broke up the rank and file members in Massachusetts voted to create an Eastern Mass Local and a Western Mass Local. Local 2322 became the Western Mass Local. Nancy deProsse and Sue Kelliher had worked full time for District 65 and became Local staff. Sue came out of Springfield Day Nursery (currently one of our

units). Nancy had been a member of a day care in the Boston area. Jenny Miriam was employed part time with 65 and part time with a unit in the Local -Tri-county Youth Programs. Jenny also came on as part time staff for the Local.

Thia Hadge joined the staff in 1997 being a Local member of the HCAC unit. Flo Stern also joined the staff in 1997 and is currently a member of the National Writers Union.

Imperial Wallpaper had been a unit of Local 1371 which had organized them. In 1994, when Johnson Controls

closed its plant in Vermont Local 1371 was disbanded and the Imperial unit was assigned to our Local. In 1997 the union of newspaper editors at the Berkshire Eagle decided to join the UAW. The Local also organized Springfield Action Commission in 1997, Springfield Telemarketing Group (formerly Share Springfield) in 1997, Western Mass COSH 1997, and most recently Providence Hospital in 1998. **UAW Local 2322 has attempted to be true to the legacy of District 65 by continuing to organize low wage workers and by actively advocating for social justice.**

GSS and GEO/UAW Local 2322 Lobby for affordable family housing in Amherst

The Graduate Student Senate (GSS) of the University of Massachusetts at Amherst, working in close cooperation with GEO/Local 2322, has embarked on an effort to expand the number of affordable family housing units made available by UMass. GSS

recently filed a warrant article that, if passed later this fall by Amherst Representative town meeting, would request that the Massachusetts State Legislature direct funds toward the renovation or rebuilding of the long-abandoned University Apartments complex located

on the UMass campus. The funding would be in addition to, and not subtracted from, regular town and University appropriations. At one time University Apartments provided over sixty affordable family housing units. By the mid-1980s it was clear that the

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LCLAA CONFERENCE IN PUERTO RICO

by Felix Teremino

I was flying to Puerto Rico and a question came to my thoughts; what would I find there? A Hispanic country which is not a country any more, how would the people be?

When I arrived, some questions were answered. The people maintained their culture, their language, and their way to perceive the life. However they were embedded in a wild capitalist society where the rational economy, the profit, the economic liberalism, and the objectives of large multinational companies were imposing a new God; the dollar.

Soon you can perceive the

goodness of this situation, great hotels, big supermarkets, wonderful restaurants, and better houses along the coast. There is a little detail forgotten, who was all this beauty for? Of course, for tourists.

That was the context where the twelfth national membership meeting of the Labor Council for Latin American Advancement was celebrated. The main objective of this organization is the unity of all Latino workers in America to reach a real political force through voter registration and voter education. The strategy is clear; work with trade

unions, organize Latino workers, fight for the right to have a voice, and bring to them a life with dignity.

It seems an ambitious project, however being there, you realize the importance of this fight. In the last two years they have organized a million and a half workers and their families to become American citizens and have the right to vote. They want to reach the number of three million in the next two years before the presidential elections. The political forces of this country are starting to realize how important the Latino vote

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LOCAL 2322 OFFICERS

PRESIDENT
THIA HADGE

VICE
PRESIDENT
JEFF
BALFOUR

FINANCIAL
SECRETARY
JOE
PANZICA

RECORDING
SECRETARY
JENNY
MIRIAM

TREASURER
NANCY
DEPROSSE

GUIDE
DAVID
HAMMER

SARGENT
AT ARMS
MATTHEW
CLARK

TRUSTEE
ERIK OLSEN

GEORGE
PELC

LOCAL 2322 STAFF

NANCY DE-
PROSSE

THIA HADGE

SUE
KELLIHER

JENNY
MIRIAM

FLO STERN

VOTE YES on BALLOT QUESTION 2 CLEAN ELECTIONS

Endorsed
by The
Mass
AFL-CIO
and by
The
Mass
UAW
Political
Council

Vote YES on Question 2 on Nov. 3! Question 2 will radically change how campaigns are funded. Campaigns are too expensive now and the candidate who has the most money is most likely to win. It's very hard to challenge incumbents and voters have lost confidence in elections. The Clean Elections Law established by Question 2 would level the playing field so that people could run for office without having access to wealth. Candidates could "woo" voters instead of wealthy people representing special interests. Af-

**Question 2
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ter the election they could vote in the interests of the people, not wealthy contributors. The Clean Elections Law is a voluntary system under which candidates for state office (State Rep. to Governor) agree to observe strict limits on spending and on contributions they accept. In return they can receive a set amount of public funding to cover about 80% of their campaign. To qualify they must show support in their districts by collecting a specific number of small contributions from voters in their district. Candidates facing an opponent who did not agree to the limits could receive matching funds up to the fixed regular amount. The law also bans unlimited transfers of soft money and requires electronic

disclosure of campaign finance reports. This is a campaign that can win! People are working across the state to get it passed join us.

HOW YOU CAN HELP:

- * Hand out literature or hold a sign.
- * Write a letter to the editor.
- * Help register new voters
- * Bumper sticker & lawn sign.
- * Talk to friends and co-workers.
- * Sign pre-printed cards to send to friends asking them to vote for Question 2
- * Send a check to:
Mass Voters for Clean Elections, 37 Temple Pl., Boston, MA 02111.
or call
1-888-755-2475

REGISTER AND VOTE

You're more powerful than you think.

Give yourself a voice. Give yourself a chance for quality health care, better schools, affordable child care, and a secure pension. Give yourself a chance to make ends meet. You hold the power in your hands.

Paid for by the men & women of the Connecticut AFL-CIO

Child Care Legislation to Include wage increase proposal *by Nancy deProsse*

A taskforce convened by Senator Maguani of Framingham has been developing legislation to improve the quality of Child care in Massachusetts. Local Staff has been serving on the Task Force as a Union representative and in the capacity of Co-Chair of the Office of Child Care Services' Career and Professional Development Working Group.

We are beginning to draft the language and we have reached consensus to include a major provision to provide state money for raises to centers that accept any state subsidized children (OCCS contract or vouchers, DSS con-

tracts, or Community Partnership for Children Subsidies). This money would be provided to a center or family childcare system based on the number of licensed slots in the center and would be earmarked for wages. We are encouraging interested legislators to meet with Senator Maguani to work out the details of the legislation and to sign on to it.

If you want to help work on this legislative issue please call Nancy deProsse at Local 2322 (413) 584-4905 and/or attend our next political action meeting on Oct. 19th - 9:00 at our Northampton office.

Western MassCOSH, UAW members working to create safer jobs

Western MassCOSH is (the Western Massachusetts Coalition for Occupational Safety and Health) an independent, non-profit organization that unites working people, labor organizations, community groups, health and safety professionals and others concerned with environmental and occupational health issues. Western MassCOSH targets its activities to the First and Second Districts in Mass.

Western MassCOSH represents more than thirty labor organizations and has been conducting education and training for workers since its inception in 1976. It has held conferences, developed and produced fact sheets, provided technical services and made referrals through its health and safety hotline.

MassCOSH organized with UAW Local 2322 in 1997 and has provided trainings in the

past for the Local and the other unions on the UMass Campus.

Recently the Local was awarded a grant (with a great deal of help from MassCOSH) from the DIA, Department of Industrial Accidents. The DIA is a the governmental agency that is in charge of workman's compensation enforcement. In an effort to prevent on the job injuries the DIA funds particular health and safety trainings.

Currently the Local is setting up trainings that Western MassCOSH will provide. Staff with feedback form our various units and employers as well as Joint Council has come up with the following potential training topics;

Workplace Violence

A number of our units work under high risk conditions. This training will focus on how to predict work place violence, how to prevent it and how to create safety measurers

that minimize the occurrence and extent of workplace violence.

Job Stress symptoms and Solutions

Ergonomics; Preventing Cumulative Trauma Disorders

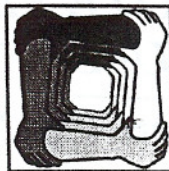
This training is geared to addressing the issue of workers who routinely work at computer. This training will help workers identify problems, solutions and a knowledge of how some health issues are handled medically.

Indoor Air Quality

This training will help workers identify what is poor indoor air quality and how to work with management to address the issue.

Introduction to Health and Safety Rules and Regulations

The goal of this training will be to provide a basic understanding of OSHA and workers compensation laws.



Western MassCOSH
458 Bridge St
Springfield, Ma
01103
(413) 731-0760

If you are interested in any of the trainings or have suggestions for additional traings please call the Northampton office at 584-4905.

Labor History and Heritage

by Jeff Balfour

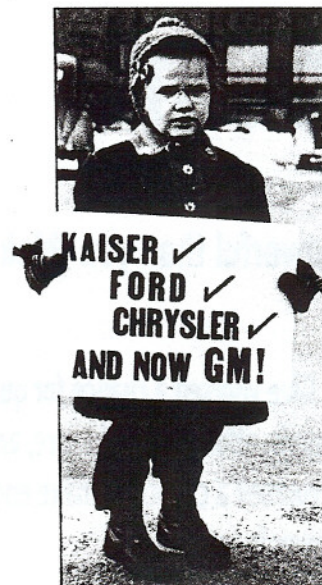
On November 13, 1945 Walter Reuther - head of the UAW's General Motors Department, leads 175,000 auto workers in a 113 day strike against GM. The striking auto workers are joined by over one million striking miners, electrical workers, and meat packers in early 1946.

The strikers shut down every GM plant in America. Unlike the Sit down-down strikes in the 1930's there was no violence on the picket line. GM did not try to resume producing cars when faced with the autoworkers solidarity and power. The majority of Ameri-

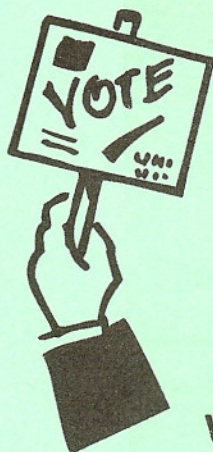
cans support the strike and the autoworker's demands for more control over their jobs.

The strike wins a raise for the autoworkers, but the UAW's demands for more worker control and power on the assembly line are defeated. After the strike Reuther is elected President of the UAW.

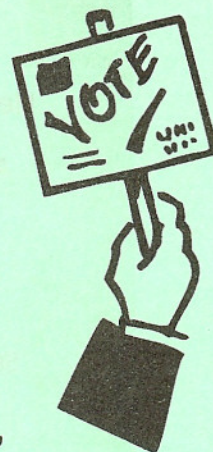
Our UAW brothers and sisters continue to fight for all working people. In the last year, they have struck, to fight the effects of NAFTA, by forcing GM to retain union workers and to keep open a plant in Flint Michigan.



"We Make Our Own History: A Portrait of the UAW"



Why Should UAW Members Vote?



That is a good question, and on November 3rd there will be plenty of good reasons for UAW active and retired members to vote.

Why? Because in 1999 officials at the national, state and local levels will be making decisions whether or not to...

- undermine public education with school vouchers for the rich
- maintain financial aid for college students
- raise the minimum wage
- cut funds for employment and training programs
- cut workers compensation
- lower occupational health and safety standards in the workplace
- protect and strengthen Social Security
- support a strong Patient Bill Of Rights
- insist on fair trade

**This November 3rd Make Your Voice Heard
Your Voice is Power**

VOTE! VOTE! VOTE!

**The Choice Is Yours
Make the Right Choice**



Massachusetts UAW State CAP Endorsed Candidates

Governor	Scott Harshbarger
Lieutenant Governor	Warren Tolman
Attorney General	Tom Riley
Treasurer	Shannon O'Brien
Auditor	Joe DeNucci
Secretary of State	William Galvin

Congress

1st CD	John Oliver
2nd CD	Richard Neal
3rd CD	James McGovern (targeted)
4th CD	Barney Frank
5th CD	Marty Meehan
6th CD	John Tierney (targeted)
7th CD	Ed Markey
8th CD	Mike Capuano
9th CD	Joe Moakley
10th CD	William Delahunt

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Affordable Housing continued

were no longer up to code. The last tenant moved out of the complex in 1993. Only a small portion of the complex is currently being utilized by the University as Housing Facilities office. The idea for renovating and reallocating University Apartments for affordable family housing was generated by a state-funded 1990 study entitled "The Report of the Regional Commission on Affordable Housing Needs of Academic Communities." The 115-page report estimated that the Amherst housing market required an addition of 1,370 assisted housing units to meet the demands of the many low-income households in need. Of

the 2,320 total estimated households in need in Amherst, 28% were defined as UMass affiliated. Most importantly, 50% of the total UMass households in need included one and two-parent families with children. The report, which was spearheaded by Massachusetts State Senator Stan Rosenberg, concluded that the University should "take an active role in their local community in addressing affordable housing" by "develop[ing] new rental units on University land to house students with families." Senator Rosenberg gave his support to the article debated last spring and is expected to support the new version sponsored by the GSS.

Unfortunately, the conclusion of the \$40,000 study have gone largely unheeded by the University Administration.

For more information on this warrant article, to express your concerns, and/or to become involved in improving the affordable housing supply at UMass and in the town of Amherst please contact.

Richard McPalmer at:

545-5312

or Email:

rjmcalm@lrrc.umass.edu

LCLAA Continued

could be for their objectives. By the year 2020 the Latino population will be 25% of the total American citizen population.

The socioeconomic elite and the right wing of this country understand this increasing tendency. They are trying to stop them, trying to augment the legal difficulties of naturalization (becoming an US citizen). They want a cheap work force, but do not want to permit Latinos to gain the same rights as white Anglo-Saxons.

Coming back to Massachusetts another question was in my mind. Until this population reaches their objectives; who will pay for all the suffering that Latinos are living right now? The strawberry workers who work twelve hours a day and live in subhuman conditions, or for the thousands of Latino women and girls who work in sewing companies.

They are illegal and their supervisors tell them that for their good they better accept humiliation, less than minimum wages or other workers will.

However, you can feel hope, you can feel that Latino workers have increased their consciousness, that they do not want to be exploited, that they are saying stop discrimination, that they are fighting to have a and better life in this country.

There was an impressive saying repeated frequently repeated during the conference that I will not translate into English, because it would lose its strength and meaning. I feel dignity in my language, and I still believe that -

"SI SE PUEDE".

Felix Termino was sent by the Local to the LCLAA Conference, where he met with many of our Region 9A UAW brothers and sisters.

EDITORS NOTE

IF YOU FIND A MISTAKE IN THIS PUBLICATION, PLEASE REALIZE THAT WE HAVE INCLUDED IT ON PURPOSE.

WE ATTEMPT TO PUBLISH SOMETHING FOR EVERYONE, AND SOME PEOPLE ARE ALWAYS LOOKING FOR MISTAKES. THANK YOU.
-LUPA (reprinted from "keep on Truckin" local newsletter)

CALENDAR

UAW Local 2322

News Letter

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Region

9A



Local 2322 Political Action Meeting

Northampton office 9:00 am

October 19th

Local 2322 Steward Training

additional dates and times TBA

November 7th

Local 2322 Joint Council Meeting

UMass 6:00

November 10th

AFL-CIO Organizing Institute Training

Newark N.J. in Spanish

Hartford CT.

October 9-11th

November 20-22

UAW Mass Women's Committee Meeting

Location to be announced 11:00

November 10th

UAW Local 2322 Joint Council Meeting

Northampton office 6:00

December 8th

UAW Legislative CAP Conference

Washington DC.

February 21-23

UAW Technical Office and Professional Conference

Chicago

Feb 28-March 2

If you are interested in participating in any of these events please let your union representative know or call the Northampton Union office. 413-584-4905



UAW Local 2322

243 King St.

Northampton, Ma

01060