



UAW, local 2322

Working News

Volume 1, Issue 5

December 2004

Shop Talk

- by the Local 2322 Service Representatives

CUTCHINS:

The **Cutchins Program residential unit** has told senior management that the \$50 “bonus” that they offered the bargaining unit for two years worth of wage re-opener is not enough! The bargaining committee rejected the final offer and has told Cutchins to hold on to that money and use it towards the new contract, which will expire in March 2005. The membership is gearing up for contract negotiation. Please contact your union steward and plan to attend membership meetings. A special thanks to the union stewards, Rob Dulaski (Three Rivers), Patty Connors, Tom Donahue & Melissa King (Northampton) for all their hard work and dedication to improving the quality of the work place.

The **Cutchins School unit** in Northampton had a recent win at a step 1 grievance. Due to the stewards diligence the bargaining units disciplinary letter was removed from his file. Special thanks to union stewards Christopher Munson and Cindy Rauch.



GRADUATE EMPLOYEE ORGANIZATION:

Currently GEO is negotiating its sixth contract with the University and negotiations have been prolonged and relatively unproductive. UMass is proposing serious concessions from GEO, including demands that our members pay for 20% of their health insurance combined with no wage increases. We have been building an aggressive contract campaign aimed at the university over the last few months but it has become clear that our targets must be the legislature and the Governor. UMass claims that the Governor has not authorized them to bargain over wage issues yet, and that they won't be able to discuss wages in the foreseeable future. We will be taking our campaign for a new contract, and for our retro money from the 01-04 contract to the state in January and February—we won't let a year of bargaining go by with no new contract in place! Thanks to our bargaining team:

Alanna Rudzik, Slash Hakki, Amanda Plumb, Chris Vials, Amy Hines, Anders Jonsson, Jen Turner, Jamie Campbell and Megan McDonough for their investment and perseverance.



HAMPSHIRE COMMUNITY ACTION COMMISSION:

HCAC is in big financial trouble. Nonetheless, we want to give thanks to the courageous folks who have kept the Union strong. Special appreciation to Lillian Scott, Dina Healy, Susan Kyte and Deb Kapinos of the negotiating team and to Caryl Rice for helping with the Bonus funding.

HAMPSHIRE EDUCATIONAL COLLABORATIVE:

UAW members who work at HEC began contract negotiations for their first union contract this past Fall after winning a union

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Vickery (and other) Victories:

- by Ron Patenaude, Local 2322 President and Service Representative

Peter Vickery a Progressive Democrat candidate for Governor's council sailed to victory over his independent opponent by an almost two to one margin, reflecting most contests in Massachusetts where democrats handily defeated their Republican opponents.

Vickery's decisive win demonstrates that the voters of Massa-

chusetts support the values of fairness and inclusiveness Vickery spoke of throughout his campaign.

After besting his three democratic opponents in the primary, Vickery easily won the general election against an opponent who refused to take a public stand on issues in order to hide his conservative views.

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Union Community Fund:

The UAW has joined other unions in offering our members the option of making your charitable donations through the Union Community Fund. The UCF is a way to show our communities that unions and their members contribute to organizations in our communities. The UCF board consists of Union members and makes sure that recipients of funds are responsible community members and treat workers fairly. For more information go to:

<http://www.unioncommunityfund.org>



New Board Members Elected

At the December 2nd Membership meeting and Holiday Social the following UAW Local 2322 members accepted positions on the Executive Board.

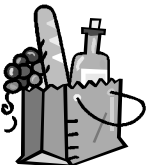
<u>Name</u>	<u>Shop</u>	<u>Position on E-Board</u>
Mandie Brouillette	NECC	Guide
Paul Bailey	NECC	Trustee
Richard Gonzalez	NECC	Trustee
Tara McCauley	GEO	Financial Secretary
Jen Turner	GEO	Trustee
Mary Roco	MHC	Recording Secretary

Please join us in congratulating them on their new positions with the Executive Board. Thank you all for your dedication!

Holiday Food Drive:

It's that time of year when people think about gathering with friends and families for a holiday celebration. Though many of us are probably often struggling to make ends meet and get by ourselves with the continuing economic slump we thought maybe we should count our blessings and try to help some of those less fortunate than us during for the upcoming Holiday Season.

We would like to give you a chance to join us in helping out the Open Pantry. Will be collecting canned goods to donate to the Open Pantry. Please drop off your donation at the local's office at Open Square in Holyoke (see directions on back page) or give your Service Rep when you see them.



You can help them any time. Visit their site at:
<http://www.openpantry.org>

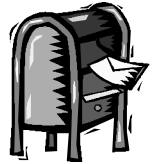
Letter to the editor

- by Ron Patenaude

How many times have you seen an article in the newspaper that just shows a total anti-union bias or misrepresents a labor issue? Instead of letting your blood boil why not write a letter to the editor?

The media is often very good at portraying unions and workers in a negative light while it seems to pander to employers and management. Could it be that they are afraid to offend some of their advertisers? There's no reason to allow their distortions and often-outright lie to go unanswered, write a letter to the editor.

A well-crafted and concise letter is often the only way the public will get to hear "the other side" of the story. It's also a way to counter the often pro-business slant that most newspapers take. Even writing to the editor to say you'd like to see more "labor" stories and content, would show the newspapers they need to give us our due. The letters to the editor section is often the most read section of the paper so let's get our union voices heard.



ATTENTION LOCAL 2322 MEMBERS

You are entitled to a discount at the following local businesses by presenting your UAW Local 2322 Member Card:

Whalen's Office Supply — 59 Service Center Rd. in Northampton.

Collective Copies — both 71 S. Pleasant St. in Amherst & 93 Main St. in Florence. (10% discount for individuals only, not for organizations or businesses).

Broadside Books, 247 Main St, Northampton

Food for Thought Books — 106 N. Pleasant St., Amherst

The Book Mill, Greenfield Road, Montague

Guild Art Centre, Main St Northampton

Supporting locally owned, community-minded businesses is an easy way to protest the labor practices (as well as the political & environmental policies) of corporate giants such as Staples, Barnes & Noble, etc.

These discounts provide an opportunity to get a good deal and support your community. If you never received a laminated member card, or the information on your card is incorrect, please contact the local so that you may get a new one as soon as possible.

(800) 682-0269

* IMPORTANT NOTICE *

The UAW Local 2322 office will be closed from December 24th, 2004 through January 1st, 2005.

“I QUIT”: Don’t say it unless you mean it - by Leslie Edwards, Local 2322 Service Representative

These are words you should never say to your boss unless you know what they really mean. Many people are unaware of the fact that voluntarily quitting a job makes it very unlikely that you will be able to collect unemployment. In fact, many bosses and even co-workers may tell you that quitting is the only way you can collect—this is absolutely false!

In general, you are eligible for unemployment if you lose your job due to no fault of your own—this usually includes situations like involuntary layoff or if you are unable to fulfill your duties because of incompetence. If you are fired, you can apply for unemployment insurance and if your employer contests your claim, you can file an appeal. During the appeal, the employer will have the burden of proving that you were fired for good cause. The hearing officer will look at things like: did you knowingly violate a stated rule that was uniformly enforced, did you willfully engage in misconduct, etc.

In addition to making it more difficult for you to collect benefits, quitting can often tie the hands of your union representative or steward. It is much easier to grieve a termination than to grieve the circumstances that led an employee to quit. If in doubt, let the employer terminate you, preferably with a steward or witness present, and talk to your union representative immediately about filing a grievance. Even if you’re sick and tired of the job and you don’t want to continue working there, this will put you in a better position to leave on your own terms or bargain for a settlement offer.



Happy Holidays

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Happy Holidays

Shop Talk

- by the Local 2322 Service Representatives
(Continued from page 1)

election this past June. The HEC bargaining committee is not only working hard to negotiate their first contract, they are also working to address some immediate issues regarding unilateral changes in working conditions HEC has recently made that also effect the quality of education of their students. These changes have resulted in Unfair Labor Practice charges being filed against HEC. Special Thanks to the HEC bargaining committee; Antigoni Tzoumakas, Bob Simons, Stacey Burdick, Ken Humphreys, Kelly Thibodeau, Randall Furash-Stewart, Jim Wakefiled & Naomi Glenn-Levin.

MOUNT HOLYOKE COLLEGE:

Mount Holyoke College UAW Housekeepers have successfully negotiated a new contract. The bargaining committee did an excellent job standing their ground and identifying the issues that were important to their unit. Thank you for all your dedication and hard work. Special thanks to Eunice Coutinho, Lana Guz, Rhea Hastins, Cheryl Lane, Celia Leclerc & Mary Roco.

Due to the diligent hard work of the union activist over at Mount Holyoke College, the bargaining unit has received an apology from management. The College has also taken the advise of the bargaining unit regarding continued training for all lead housekeepers. We won a step 2 grievance involving management’s responsibility to maintain a work place free from harassment.

NEW ENGLAND CENTER FOR CHANGE:

Mandie Brouillette works at NECfC as a mental health residential counselor. She is active in the Local as a union steward and as a member of the negotiations committee. Mandie is the chief spokes person for the NECfC bargaining unit. She has given interviews to channel 22 on several occasions, on WMUA’s talk radio show, and has attended all the rallies and informational pickets that the committee has organized, just to name a few.



Members of the NECfC bargaining unit from left to right - Front row: Nancy Fish, Richard Gonzalez, and Mandie Brouillette. Back row: Paul Bailey and John McGrath.

Jobs with Justice hosted a workers rights forum in South Hadley on October 13, 2004. Mandie spoke out about the working conditions and the extreme difficulty the bargaining unit is having at the negotiations table with management and their union busting consultant. NECfC UAW bargaining unit wants to thank Mandie for all her hard work and dedication to the improvement of the working conditions for all her union brothers and sisters. Thanks to ALL the bargaining committee members at NECfC; Madeline Smith, Paul Bailey, Richard Gonzalez, Brian Barry & Mandie Brouillette.

NONOTUCK COMMUNITY CHILDCARE:

Our members are on the cusp of moving to their new location in the Feiker School building. They are also enjoying the benefits of their new contract, which was settled in September and may be the strongest childcare contract in our local. The two year agreement includes wage increases, a new dental plan

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Wishing you Peace, Happiness & Joy this Holiday Season!

~ From the staff of the UAW Local 2322



Ron Patenaude
Service rep for:

- Goddard College
- Providence
- Western Mass COSH



Nancy Fish
Service rep for:

- Cutchins (School & Residential)
- Mt. Holyoke College
- SPCA/New Beginnings Daycare
- New England Center for Change



Tim Scott
Service rep for:

- YWCA
- UMass RAs
- HEC



Leslie Edwards
Service rep for:

- Nonotuck
- GEO



Brooks Ballenger
Service rep for:

- ServiceNet
- HCAC
- Springfield Day Nursery

Jeremy Brown— Benefits Administrator

Samantha Gerolimatos - Bookkeeper

Scott LaRochelle—Office Manager



Shop Talk

- by the Local 2322 Service Reps
(Continued from page 3)

with employer contributions, pay for writing progress reports, paid time for lobbying, more holiday time and a voting union member on the board of directors, among other things. Congratulations and thanks go to Michelle Sullivan, Risha Zuckerman, Lisa Germanowski and Paul Murphy who put in countless hours strategizing, calculating and developing our arguments on the bargaining committee!

PROVIDENCE:

The UAW recently won a settlement for a worker who had been unjustly suspended. Thanks to Glen Porter, co-chair for his work on that case. The Union also made a settlement to remove disciplinary action against one of the SPBHS co-chairs after filling charges with the NLRB over what we considered harassment for her union activity.

RA UNION:

The RA Union at UMass is up and running at full speed this year. Since September, 8 new stewards and a highly motivated bargaining committee have been elected to represent all Resident Assistants and Community Development Assistants who work in the dorms across campus. The RA Union bargaining committee has been meeting regularly to draft proposals in preparation for contract negotiations which begin in February. Thank you to all the elected representatives; Alex Austin, Ian Callahan, Jay Catelli, Nathan Chomsky-Higgins, Joanne Frette, Mike Gibbons, Shannon Keller, Brian Lussier, Chris Murray, Carrie Sallgren & Steve Sasso of the bargaining committee and the stewards; Chuck Berry-Skillen, Andrew Bunyard, Nathan Chomsky-Higgins, Mike Gibbons, Shannon Keller, Mike Pillsbury, Carrie Sallgren & Steve Sasso. We also like to send a special thank you to all of our supporters, who are to numerous to list here.

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DIRECTORY OF ORGANIZATIONS

This list includes organizations we are officially affiliated with, as well as ones we support and also a few that we just think are cool.

Labor Groups:

Union Voice www.unionvoice.org
Jobs with Justice – www.jwj.org/localcoal/MA.org
Labor Notes – www.labornotes.org
Mass AFL-CIO www.massafcio.org
Labour Start www.labourstart.org

LGBT Groups:

Human Rights Campaign www.hrc.org
Freedom to Marry Coalition www.equalmarriage.org
Pride at Work www.prideatwork.org

Anti-War & Socially Conscious Groups:

United for Peace and Justice www.unitedforpeace.org
US Labor Against the War www.uslaboragainstawar.org
Solidarity www.solidarity.igc.org
War Times www.war-times.org
Traprock Peace Center www.traprockpeace.org
The Valley War Bulletin www.westernmassafsc.org/vwb/

Democracy Groups:

People for the American Way www.pfaw.org
Democracy Now www.democracynow.org
Bill of Rights Defense Committee www.bordc.org

Community Groups:

Western Mass Neighbor to Neighbor
www.n2n.org (413) 493-6666
American Friends Service Committee
www.westernmassafsc.org (413) 584-8975
Arise for Social Justice
www.angelfire.com/ma4/arise/index.html (413) 734-4948
Anti-Displacement Project
www.a-dp.org (413) 739-7233
Organizes to empower low-income families in Western MA
Social/ Political Commentary:
Mother Jones www.motherjones.com
ZNET www.zmag.org

Vickery

- by Ron Patenaude

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Vickery, a member of UAW Local 1981, the National Writer's Union was endorsed by the UAW Western Massachusetts CAP council (the Community Action Program is the political branch of the UAW) and area UAW members contributed financially and with their time, doing phone banking, standouts and attending public events to support their union brother. Susan Kyte of Hampshire Community Action Commission said, "We are proud to have one of our own members represented on the Governor's council. Peter's election was a fine example of a hardworking grass roots effort working with hardworking candidate to achieve their collective goals."

Vickery's support for workers' rights and marriage equality made him the candidate of

"The well being of working people will guide his every decision..."

choice for unions as the Governor's council helps select and approve gubernatorial nominations for judicial appointments and the Industrial Accidents Board which can impact worker's compensation issues.

The union has fielded and supported candidates in the past who were UAW members, but Vickery is the first UAW member from this area to win elected office. Peter is our first win, but won't be our last. Unions need to help select and promote candidates who support worker's rights and equality, so when we find those individuals in our ranks we'll help them run and win. Union members need to be involved and vote to curb the undue influences of big business on decisions affecting our

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Shop Talk

- by the Local 2322 Service Representatives

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SERVICENET:

The Contract is Signed! After months of struggling, we finally have a signed contract back from management. Thanks to the persistent, determined members and supporters of the Negotiating team-Dee Lock, Karen Hettlinger, Tamura Wegrzynek, Joseph Frimpong, Sid Arens, Sally Johnson, Mary Hynes, Daniel McLeod. We are now moving ahead with a renewed Labor-Management team, and some new stewards. We are also finalizing the distribution of a retroactive pay raise based on Salary Reserve funding from the state.

SPRINGFIELD DAY NURSERY:

We have settled on the OCCS Bonus money. Members should see a bonus in their checks before December 25th. Special thanks to Marie Belden, Pam Curto, Vernita Reid, Yailin Valdes and Annie Lafreniere for hanging in there through these difficult meetings.

SPRINGFIELD PARTNERS FOR COMMUNITY ACTION:

New Beginnings Daycare Center, at Springfield Partners for Community Action (SPCA) has paid the overdue and retro contract wages to its members. The bargaining unit at the daycare has waited many months to see their contract raises. The union did not waiver in its fight to have the Center pay the teachers what was owed. Thank you to all that helped. Management saw the power of the union contract and the strength of organized workers.

YWCA:

The YWCA bargaining committee continues to work hard in contract negotiations with YWCA management for their first union contract. YWCA workers won a union election by a 2 to 1 margin in October of 2003. Although it has been a long and often tedious process to gain the first contract, the YWCA bargaining committee has already made significant strides in contract language that will improve working conditions for all YWCA union members. They are currently focusing on the final stages of the contract involving wages and benefits. Thank you to the Bargaining Committee; Brenda Barcome, Art Franz, Wendy McKee & Paul DeSantis for your dedication.

The Struggle Ahead

(the coming anti-union backlash)

The battle for the White House may be over, but the coming battles in our nation in retaliation for union's overwhelming support for Sen. Kerry is not. We can be sure that the Bush administrations already fervent pro-business/anti-union attitudes and policies will become even more intense over the next four years.



Our New Website

COME CHECK IT OUT!

It's still under construction. We are trying to make it more interactive, informative and useful for our members. Go online at <http://new.uaw2322.org>. to get a preview of the new site.

Would you like to write an article for the *Working News*? Maybe you have an idea or suggestion for what you'd like to see in future issues of *Working News*? Drop us a line at uaw2322@uaw2322.org and let us know.



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Vickery

- by Ron Patenaude

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working families.

Miryam Williams of UAW Local 1981 stated “Peter’s astonishing victory is a bright spot in a dismal election. The well being of working people will guide his every decision, and he’ll be an outstanding member of the Governor’s council. Local 1981 can be proud to know he’s one of us.”

Vickery’s victory combined with the other decisive democratic victories demonstrates that the voters of Massachusetts aren’t fooled by the sound bites in politics of deception that have become the mainstay of the Republican party not just in Massachusetts, but nationally.

Other friends of labor who won re-election handily locally were Representatives Ellen Story, Ben Swan, Cheryl Rivera, Peter Kocot and Senator Stan Rosenberg.

WE NEED YOUR CONTACT INFO! Please help us reach you. Send us your phone number, home address and your email address so we can update our database. Emails will do a lot to help us reach you quicker. It is a great paper-saving method to and allows us to keep you informed in a timely manner. Whether you have moved recently or not, tell us anyway so we can verify our records. Thank you for your help :)

DIRECTIONS TO THE LOCAL 2322 OFFICE

From Interstate 91 heading South: Take exit 17. Take left at bottom of exit. Then follow directions below:

From Interstate 91 heading North:

take Exit 17 follow exit to right down hill, then follow directions below:

Continue onto Dwight Street through downtown Holyoke. The entrance to Open Square is on your left immediately after Heritage Park (contains the Children's Museum and the Volleyball Hall of Fame) on your right.

From the Amherst area:

Go south on Route 116. In South Hadley, take Route 202 South, and cross the bridge into Holyoke. Exit the Rotary in Holyoke onto Lyman Street. Follow Lyman Street until the bridge over the first canal. The entrance to Open Square is immediately on the right.

∨ **From Interstate 391 going North:**

Take the Main Street Holyoke exit (exit 5). Go right at the lights onto Main Street. Take left onto Dwight Street. The entrance to Open Square is on your right.

