



Working News

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Historic Wage Increases for Nonotuck Teachers

The UAW bargaining committee at Nonotuck Community School has reached an agreement with the employer on a new contract which will deliver significant wage increases to teachers at the School. The one year agreement will result in wage increases of between 17.9% and 20.8% for all union members and new hires as of September 1, 2006.

These are unprecedented increases in a time when 3% is the more typical increase unions are able to achieve. According to union steward, Susan Dorazio, "What made the difference, I think, was passionate personal testimony regarding the low morale of the staff, combined with a reminder of the unionized and problem-solving history of Nonotuck. It's hard to describe the excitement of the Nonotuck staff when they got the news." One employee's reaction to the tentative agreement: "I felt like I'd won the lottery!"

"We really feel that these raises represent a meaningful commitment on the part of the School and parents to recognize childcare workers as the professionals they are day in and day out," said Servicing Representative Leslie Edwards. Bargaining committee member **Lisa Germanowski** said, "It's clear that the School wanted to honor the commitment of teachers and made it a financial priority to do so. We feel that both sides were working in good faith to change Nonotuck for the better."

The Nonotuck membership unanimously ratified the contract on April 17, 2006. Big thanks go out to bargaining committee members **Susan Dorazio, Lisa Germanowski, Paul Murphy**.



Nonotuck staff take a moment from their meeting to relax in front of the camera.

Our Responsibility – A concerned union member

Some time ago I had decided to work some overtime in a different unit from my regular one. The heat of the summer was quite oppressive and there was no air conditioning. Though there were fans, it was hardly adequate and provided no real relief. Inside the building it was in the 90's and the windows, which had no screens, were stuck open.



While helping the children with their daily activities I noticed yellow jackets crawling on some of the beds. I remembered reading in the charts that two of the children were allergic. The children were extremely concerned about returning to their rooms and I was just as reluctant to comply with this directive.

Around this same time our "compliance hotline" had gone into effect. This hotline was designed so employees could call anonymously if operational procedures on any level were not being followed, thus having some power to correct things.

I used this compliance hotline to complain on behalf of our clients and to advocate for their needs and safety. By doing this things started to change; windows were fixed, yellow jackets removed and central

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Brothers and Sisters,

The staff of UAW Local 2322 would like to thank all our members for their continued help and support. Special acknowledgement goes out to those who serve as stewards, attend labor/management or contract negotiating meetings, and those who serve on the Executive Board or Joint Council.



We remain committed to fighting for your rights and to improve working conditions, and that can be better accomplished with your participation. An active membership is our greatest strength. Unions are still facing strong opposition from both State and Federal governments along with other antiunion forces, but we will prevail with your help because we are fighting for justice and equality for all workers and their families.

Fraternally,

Ronald R. Patenaude

President UAW Local 2322

- Change your contact info
- See the photo galleries
- Review your contract
- Find a Service Rep/ Steward
- View our newsletters
- View calendar of events
- Read local labor news
- See member discounts
- See shop information

Direct Care Round Table - Nancy Fish

On March 10, 2006 several UAW direct care workers met with some of the UAW staff to talk about the joys and hardships of working in this field. This was the first Direct Care Round Table held at the Local Union Hall in Holyoke. There will be follow up meetings so watch our website for upcoming dates.

The Local 2322 has approximately 560 direct care workers. They are often on the front line and are at risk of injury. They work with a highly unpredictable population of emotionally challenged youth and adults.

- ◆ Cutchins Center for Children and Families: 50 Union members
- ◆ ServiceNet: 285 Union members
- ◆ Providence Hospital: 115 Union members
- ◆ YWCA: 65 Union members
- ◆ Northeast Center for Youth and Families: 45 Union members

“The work, while satisfying, can be emotionally draining. Understaffing and relatively low pay may add to the pressure. Turnover is reported to be high, especially among workers without academic preparation for this field. Residential care establishments should face increased pressures to respond to the needs of the mentally and physically disabled. Many of these patients have been deinstitutionalized and lack the knowledge or the ability to care for themselves. Also, more community-based programs and supportive independent-living sites are expected to be established to house and assist the homeless and the mentally and physically disabled. As substance abusers are increasingly being sent to treatment programs instead of prison, employment of social and human service assistants in substance abuse treatment programs also will grow.”

“Median annual earnings of social and human service assistants were \$24,270 in May 2004.”

Median: the middle value in a distribution, above and below which lie an equal number of values.

Source: U.S. Department of Labor (www.dol.gov)

Some workers shared that when they started working in direct care they thought it would be a temporary job. They would work in the field for a few years and then find something “better”. Some workers do that, though many others stay on. Many of the bosses have little expectation that direct care workers will work more than a few years. Employers do not always reward long-term employment/commitment in direct care jobs. Employers may not want to make accommodations to the aging worker, or feel like they need to.

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Local 2322 Riding to Raise Awareness - Scott LaRochelle

You may remember back in the June 2005 issue of *Working News* that I wrote about giving back to the community. Well here I am again to tell you another way to get involved. August 12 & 13, 2006 hundreds of bicyclist will take to the road to raise money and awareness about HIV/AIDS, a disease that is prevalent in all our communities.

This August your friendly neighborhood office manager will be pedaling 175 miles to help out the eight AIDS organizations across Massachusetts, all of which are beneficiaries of this year's **Mass Red Ribbon Ride**.



Last year, feeling I was not physically up to the challenge and daunted by the task of raising \$1,800, I decided to volunteer at one of the pit stops in order to support the cause and my friend, "meg", who was riding. Her team, created of volunteers from AIDS CARE/Hampshire County, raised \$19,000 through the generous help of the people like yourselves!

Tragically I lost my 23 year old friend to a bicycle accident last September and therefore my chance to ride with her in this year's event. So this year I am determined to let nothing stop me and promised myself to do the ride in her honor. "meg" began doing this ride in memory of her parents, whom she lost to AIDS when she was only 9 years old. Now I will carry the torch for her, and all people who have been affected by HIV/AIDS.

So you may be asking, how can I help? If you ride, think about joining my team. You can ride all or part of the course. For those who don't want to ride, there are other ways to help: sponsor a rider/team, help raise donations, or sign up to be a volunteer and help out at a pit stop or other area of the ride. You can also spread the word about this event so others might get involved. Finally if you do nothing else, educate yourself, your family & friends about HIV/AIDS. Too many people think this disease is over or controllable, they need to know the facts.

HIV & AIDS Statistics Globally

- There are approximately 39 million people living with HIV/AIDS worldwide.
- There were 5 million new infections in 2003 (approximately 14,000 every day).
- 3 million people died from HIV/AIDS in 2003 (8,000+ deaths every day).
- 95% of people living with HIV/AIDS reside in the developing world.
- HIV/AIDS is the leading cause of death worldwide for adults ages 15-59.
- It's a youth driven epidemic: 57% of new infections are under the age of 25.

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Would you like to support your fellow UAW workers?

You can, by visiting:

www.uaw.org/uawmade/index.cfm

Where you'll find UAW made items such as:

- Toys
- Music
- Sports
- Publications
- Automobiles
- Appliances
- Footwear
- Beer
- Lawn care
- Housewares
- Office items
- Food
- Homes
- Medical supplies
- Home repair
- Auto parts

Help keep the UAW strong, buy UAW made!

Bread & Puppet Theatre - Linda Elbow

The Bread & Puppet Theater was founded in 1963 by Peter Schumann on New York City's Lower East Side. Besides rod-puppet and hand-puppet shows for children, the concerns of the first productions were rents, rats, police and other problems of that neighborhood. More complex theater pieces, in which sculpture, music, dance and language were equal partners, followed. The puppets grew bigger and bigger.

Annual presentations for Christmas, Easter, Thanksgiving and Memorial Day often included children and adults from the community as participants. Many performances were done in the street. During the Vietnam War, Bread & Puppet staged block-long processions involving hundreds of people.

In 1970 Bread & Puppet moved to Vermont as theater-in-residence at Goddard College, combining puppetry with gardening and bread baking in a serious way, learning to live in the countryside and letting itself be influenced by the experience.



Performers showing their vision of governmental greed at a weekend event in Amherst, MA.

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Stopping Harassment in the Workplace

Anyone can be the target of harassment; whether they are a teacher, student, counselor, assistant or from any other field. It may occur between people of the same or different genders. The harasser may be a co-worker or a manager. Whatever the circumstances, harassment is **never** the victim's fault. Within the last year, such a situation developed at a Local 2322 shop. A member went to the shop steward for help around harassment from a supervisor. With support from the Union, the employee was able to demand protection and stop the supervisor's offensive behavior. This showed great courage and determination in refusing to accept demeaning treatment. We, as a Union, are proud to have been able to support our member's demand for fair treatment and a safe workplace. Harassment is illegal and destructive. The UAW is out to stop it anywhere it occurs.

So What is Harassment?

Harassment is action that can humiliate, intimidate, or coerce someone through personal attack. It is behavior that can make someone uncomfortable or embarrassed, or cause emotional distress. It frequently involves one person exerting power or control over another. Harassment may be intentional, with a person targeted personally, or it may be unintentional. What matters is how it affects the person receiving the treatment.

For Example:

- Someone posts offensive cartoons about women on the bulletin board and refuses to remove them.
- A co-worker repeatedly asks you to have coffee outside of work, even when you tell them to stop asking.
- A supervisor makes unwelcome comments to clients about your appearance.
- A colleague gives you hugs which you find uncomfortable or inappropriate.
- Your boss emails around offensive jokes about your religion.
- The assistant supervisor talks to your co-workers about your personal life.

It's Not Just Sexual Harassment

Aside from sexual harassment, harassment is also prohibited under State and Federal laws. This can be based on race, gender, national origin, sexual orientation, religion, age or physical and mental disability. Harassment based on marital status, or appearance may also be illegal. Harassment of any kind is disrespectful and inappropriate workplace behavior. There are both Federal and State Laws outlawing harassment. Legally, the employer may be liable for harassment by a supervisor.

What to Do if it Happens to You

- **Contact your steward** (you may request a female or a male steward) or the Union office (534-7600). You are going to need support to get through this. That's why we have a Union!

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Do you want to be the Deciding Factor @ UAW 2322?

Joint Council is a membership body composed of representatives from each worksite, proportionately distributed according to the size of the worksite. It decides policy of the Local, and is above the Executive Board in the Union's hierarchy. The JC meets monthly to discuss and decide on issues important to the Local and it's members. This includes but is not limited to such items as; the yearly budget, which grievances will go to arbitration, which events and people to endorse, various policy issues and more.

Since our Local combines a variety of job fields, the Joint Council is an important forum for communication and decision making with representatives from other shops. If you want a chance to be involved with the Local on a higher level, if you want to learn more about the role our Local plays in a larger context, and see how your workplace fits into that picture, this is where to come. To nominate your self for a seat on the Joint council, contact the Local office.

We have the following seats open:

2 seats at Community Development Institute	2 seats at Cutchins School
2 seats at Cutchins Residential	1 seats at Goddard College
31 seats at Graduate Employee Organization	2 seats at Hampshire Educational Collaborative
0 seats at Mount Holyoke College	1 seats at Nonotuck Community Childcare
1 seats at Northeast Center for Youth & Family	0 seats at Providence Hospital
3 seats at ServiceNet	2 seats at Springfield Day Nursery
8 seats at UMass Resident Assistants	2 seats at Western Mass. C.O.S.H.

Shop Talk



CDI-Head Start: Thank you to Labor-Management representatives **Candy Candelaria, Kristen Jay, Diane Kelly, Caryl Rice** and **Christy Torres**. Farewell and thank you to **Michael Holroyde**. These folks are the reason we have bereavement days, snow days, on time pay checks, IRS rate travel reimbursement and protection against unjust discipline. We hope that we will do even better with our new home.

Cutchins Residential unit: A special thanks and shout out to the Stewards and Labor/Management committee members for their hard work and dedication. Stewards: **Patty Connors, Artie Graham, Nate Harrison** and **Rebecca Loveman**.

Cutchins School unit: A special thanks and shout out to the negotiations committee for their dedication and hard work at the most recent contract negotiations. Committee members: **Joe Bender, Chris Munson** (Steward) and **Cindy Rauch** (Steward). The committee wants to thank all of the teachers and teaching assistants who supported the UAW team and attended bargaining. Please check the UAW web page for the new contract.

GEO: In April 2006, following organizing and persistent lobbying efforts by all UMass campus unions, state legislation containing our raises for the 2004-2007 contract was signed into law. GEO members will be receiving substantial lump sum retroactive raises and will be raised to new higher pay rates in May! Also, Tent State, a week-long creative protest calling for more accessible, affordable education and fee freezes for students, was a great success. Thanks go out to volunteer organizers: **Andy Barenberg, Antonia Carcelen, Nick Demas, Shannon Keller, Erika Marquez, Krishna Melnattur, Satya Mohapatra, Yasser Munif, Jed Murr, Marc Rodrigues, Josh Stearns** and **Farid Bonavides Vanegas**.

Goddard College: In March 2006, faculty members helped to organize and attended a forum for faculty at the New School, New York University and Goddard College. All three institutions are organized with UAW Locals and all three have cutting edge contracts for part-time faculty and adjuncts. The forum served to bring faculty together to discuss issues they share, such as mobilizing a strapped workforce and getting "liberal" institutions to put their money where their mouths are.

Mount Holyoke College Housekeepers: A special thanks and shout out to the Stewards and the Labor/management committee. Committee: **Mary Roco** (Steward and Recording Secretary), **Cheryl Lane** (Steward), **Eunice Coutinho** (back up Steward), **Lana Guz** and **Rhea Hastings**. We want to wish **Gail Laprade** the best in her retirement. Check the UAW web page for membership meetings and L/M meetings.

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Direct Care Round Table (continued from page 2)

The round table participants believe that direct care work is not only for the young and able bodied. Workers want the employer to be more than just "sensitive" to the growing concerns that older workers face in this field. Workers want job security, reasonable accommodations and contract protections just like other professions. We believe it is possible.

Some older workers expressed concerns that they felt vulnerable due to the fast pace of residential treatment facilities, the high risk of injury and assault, the frequent changes in regulations and treatment plans, and the employers lack of flexibility with making accommodations for the older worker.

"In addition to the cognitive misconceptions of aging workers, there are also misconceptions regarding productivity. Aging workers are viewed as less productive than their younger co-workers are. A report issued through the International Labour Office in the World Labour Report found that "empirical research shows that because of their longer experience, older workers usually find ways to compensate for deficiencies and often still outperform younger workers" (International Labour Office, 1995). In terms of work attitudes of job satisfaction, work motivation, and organizational commitment, older workers also rank higher. (Robertson, 1998). They have less avoidable absences lower turnover rate and less work related accidents. Regardless of misconceptions, older workers are rapidly becoming the norm in the workplace and accommodations must be made in order for them to effectively do their job in the safest, healthiest manner possible. They are a valued asset to the workplace."

"Employing ergonomic principles to improve worker health and safety is critical to prevent and improve the health and safety of older workers. Alternative work options to assist workers who are no longer able to work full time should become part of human resource policy."

"The number of workers age 45 and older has doubled since 1950"

Source: Health and Safety in an Aging Workforce Alma Gaither, RN, MS, COHN-S

Check the UAW website for more information regarding the next Direct Care Roundtable. Join us and help strategize and discuss ways to improve our jobs. Meet other direct care workers and be a part of the solution. This group is not solely focused on the concerns of the older worker. All ages are welcome.



Deval Patrick for Governor – Ron Patenaude

The UAW CAP Council (Community Action Program) voted at their May 9th meeting to endorse democratic candidate for Governor Deval Patrick. The council consists of representatives from different UAW locals throughout the state. CAP bases their endorsement on several criteria including responses to a questionnaire each candidate is required to submit. The questionnaire is meant to help determine what positions candidates hold on issues pertinent to our members and working families. Questions included issues such as increased funding for higher and early childhood education, taxes, workers compensation rates and civil and human rights issues. The council also considers candidates past support or opposition to issues. Information is gathered through a variety of organizations such as the AFL-CIO, Neighbor to Neighbor, NOW and the CAP members own experiences with the candidates.

Deval was born and raised in Chicago in 1956, he moved to Massachusetts at 14 to attend Milton Academy. He later attended Harvard Law School and joined the NAACP Legal Defense Fund in 1983, devoting his time to death penalty and voting rights cases. In 1994 President Clinton appointed Deval Assistant Attorney General for Civil Rights working on a wide range of issues while at the Justice Department. Since then he has served as chairperson, Vice President and General Counsel of Texaco's Equality and Fairness Task Force.

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Shop Talk (continued from page 5)

Nonotuck: in April 2006, we settled a new contract with raises of between 18-20% for all employees. Special thanks go out to **Susan Dorazio, Lisa Germanowski** and **Paul Murphy** for their hard work and dedication to representing their fellow workers on the bargaining committee!

Northeast Center for Youth and Families (NCYF): A special thanks and shout out to **Paul Bailey** and **Dennis Manley** for all their hard work and dedication. Both Dennis and Paul are the Stewards in their shops, active in the Labor/ management committee, and have a leadership role at contract negotiations. Check the UAW web page for L/M and bargaining dates. Dennis and Paul want to encourage membership participation. There is room for you at the table, please join us.

Providence: Numerous employees who worked at both Brightside for Families and Children & Sisters of Providence Behavioral Health System have received back wages due them for working overtime. This happened through the efforts of the Union which had to contact the Department of Labor (DOL). Back wages paid out are estimated at \$40,000 at the time of this printing. SPBHS had claimed those employees were not eligible for OT because the organization was exempt as a hospital system and under the claim that Brightside and SPBHS were "separate" corporations. Anyone familiar with the system knows that would hardly seem the case as they share so many resources and a "parent" company, Catholic Health East (CHE). This demonstrates another example of why it pays to belong to a Union.

ServiceNet: Thank you to our enthusiastic stewards and activists **Marie Amato, Ben Blohowiak, Sean Clarke, Bill Flaherty, Joseph Frimpong, Cheryl Galvin, Ashley Graves, Bill Harrison, Sharmaine Higgs, Mary Hynes, Martin Kline, John King, Kendra Kuhn, Dee Lock, Dan MacLeod, Danielle Martin, Rodney McCrae, Alan Prest, Laurie Russell, Winifred Russell, Joel Schulman, Barbara Stern, Judith Suriner, Linda Ward** and **Kara Waskiewicz**. These folks have helped make sure that Union staff at ServiceNet gets the wages and fair treatment you deserve for the difficult work you do. The salary Reserve raise, for example, was only won because of the determined action of Union stewards and activists.

Springfield Day Nursery: Contract negotiations are in full swing. Please wear buttons and try to come by and observe, if possible. Check www.uaw2322.org for dates and times. These negotiations will determine what our wages, benefits & working conditions will be for the next 3 years. Special thanks to our courageous, hardworking bargaining tea: **Marie Belden, Pam Curto, Jen Jasmin, Ann Lafreniere** and **Nora Robinson**. And to tireless stewards **Wanda Hogan, Vernita Reid** and **Yailin Valdes**.

YWCA: The YWCA has been ordered to recognize UAW as the duly elected bargaining agent for our members there. In March an Administrative Law Judge, on behalf of the National Labor Relations Board Region One, found in favor of UAW Local 2322. Stating that the YWCA had violated Labor law and had been illegally withdrawing recognition of the UAW as the YWCA workers' representative. However, it took a Federal Injunction order to make the YWCA comply. The YWCA is currently appealing the decision to the NLRB in Washington after spending over \$115,000 (estimated to be upwards of \$200,000 by now) in legal costs fighting the workers' rights to have a Union. Check our website for updates about the employee struggle or go to www.somethingaboutmaryjohnson.com

If you would like to write for the Shop Talk section, send us your article.

Just for Fun

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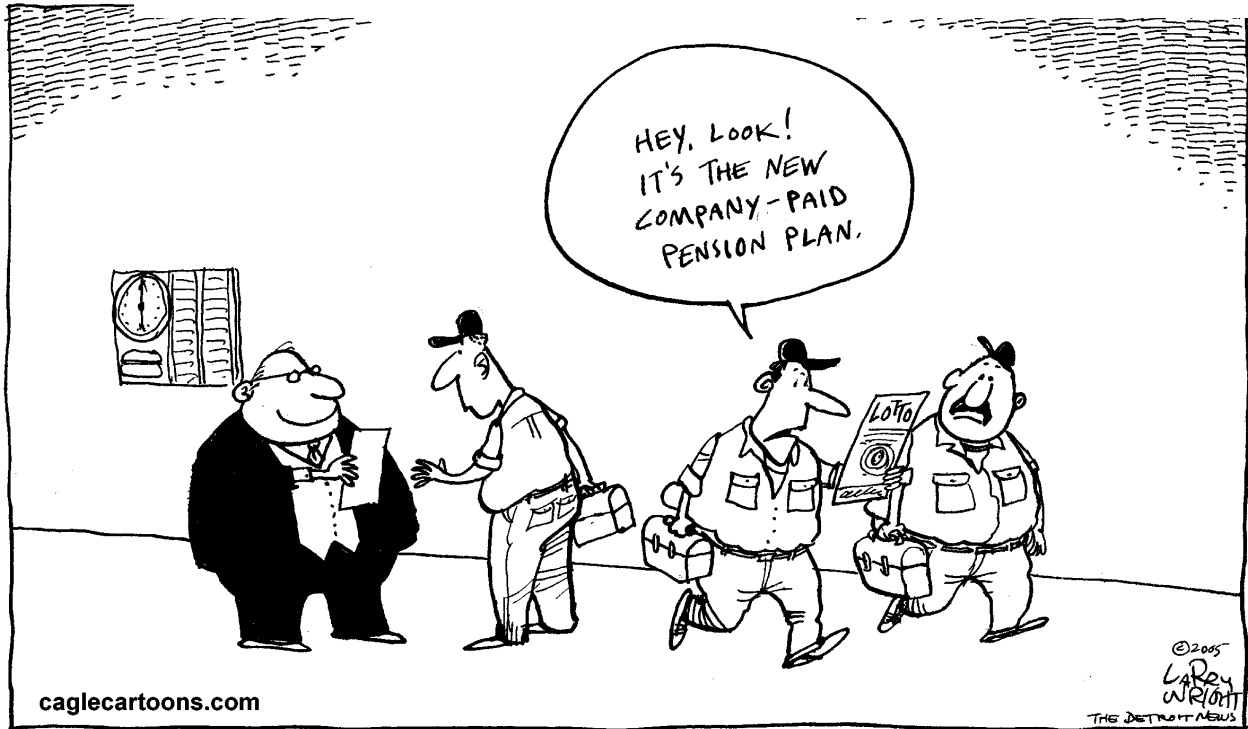
FLPUHEL

Unscramble the words to the left. Once you do use the letters from the circles to form words and solve the puzzle below!



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○ ○ ○ ○ ○ ○

For the answer to this puzzle email the Local office at uaw2322@uaw2322.org



caglecartoons.com

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Larry
Wright
THE DETROIT NEWS

Would you like to write an article for the *Working News*? Maybe you have an idea, photo, joke puzzle or suggestion you'd like to see in future issues? Drop us a line at uaw2322@uaw2322.org and share it with us. We are always interested in hearing from our members.

Stopping Harassment in the Workplace (continued from page 4)

- **Say no.** Tell the harasser that the behavior is not welcome or funny. Be firm and assertive. Be specific in what you want the harasser to do, such as "Please do not touch me again," or "Please stop making those personal comments to me." You may have a steward or Union representative accompany you. If the harasser doesn't stop, or if you are uncomfortable talking to the harasser face to face, write a short letter demanding an end to the behavior. Be sure to keep a copy.
- **Report harassment to your employer.** Tell management. Find out who is designated to receive harassment complaints. (It's usually listed in the personnel policies or in the contract.) There should be both a male and a female manager designated. If the employer does not respond effectively, consider a Union grievance and/or legal action. Retaliation for filing a harassment complaint is illegal.
- **Write it down.** Keep a written record of the offensive behavior, documenting exactly what happened, when and where it took place, the names of witnesses, actions you took; and any other related information. This documentation will be extremely helpful during an investigation, whether it be an internal investigation or one done by an outside agency.
- **Work Records** Keep copies of all your employment records such as attendance and evaluations. Sometimes a harasser/supervisor will attempt to alter records to discredit you.
- **Talk to co-workers.** Try to find out whether other employees have also been harassed and whether they have seen this behavior themselves. There's strength and support in knowing that you're not the only one that it has happened to. Co-workers may also be important witnesses and support for you. Your steward can help you seek people out.
- **Don't blame yourself** for someone else's behavior. People sometimes say that someone "asked for it" by their dress or behavior. **No one "asks for" harassment.** The victim does not create the problem, the harasser's behavior creates the problem. Individuals who fight harassment deserve everyone's support and respect for taking a stand against discrimination. We can all help end harassment by confronting it when we see it.
- **Formal Complaint.** You also have the right to file a complaint with: **Massachusetts Commission Against Discrimination (413 739-2145)** or **Equal Employment Opportunity Commission ("EEOC") (617) 565-3200**. Either office can give you advice about filing a formal complaint. Calling them does not automatically mean you are filing a complaint.
- **Get help.** Harassment, and especially sexual, may cause on-going emotional stress. Seek medical care or psychological counseling if you're having a hard time.

Is Your Employer Working to Prevent Harassment?

Massachusetts law "strongly encourages" employers to provide harassment prevention training for all new employees within one year of hire, within one year of taking a new supervisory position, and on a regular basis. If you feel your employer should be doing more, speak to your Steward, Labor-Management Representative, or UAW Service Representative (534-7600). Harassment is an issue where we, as a democratic Union, can make a big difference in the atmosphere at work. By speaking out against harassment, you can build a stronger voice and make your workplace better for everyone.

Sources: www.mass.gov/mcad/shguide.html#IID, www.mass.gov/mcad/harassment.html, www.iowa.gov/government/crc/docs/sexualharassmentworkfs.html, www.workplacefairness.org/index.php?page_sex

Our Responsibility (continued from page 1)

air installed. Management became more accountable and various changes came about which benefited our clients.

The fact is, if you want change you need to be an active union member and help make it happen. Work with your Service Representative and use whatever system is available at your work site to monitor and report problems. If there is a chain of command you have to report problems through, do so. Follow the protocol so you don't get in trouble.

If your organization has a compliance hotline use it, if not work with your service rep to report issues at your Labor Management Meetings. If problems aren't resolved maybe your Service Rep can call whichever regulating agencies need to be notified. Let them handle this so you don't get in trouble.

Things can and must change. As union members we can help make it happen.



ATTENTION LOCAL 2322 MEMBERS

As a member of the UAW Local 2322 you are entitled to deals & discounts at the following local businesses. All you need do is present your UAW Local 2322 Member Card.

Pride & Joy

20 Crafts Ave, Northampton
(10% discount on Tu & W only)

Kicks & Sticks Martial Arts

70 Cottage St, Easthampton
(Free t-shirt with 1 month paid membership)

Whalen's

59 Service Center Rd, Northampton
(10% discount)

Collective Copies

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

Universal Health & Fitness

33 Hawley St, Northampton
(10% discount for 1, 3, or 6 month memberships,
\$399 for 12 month membership,
Group Rates: 5-10 members = 15% discount
Group Rates: 11+ members = 20% discount)

Food For Thought Books

106 N. Pleasant St., Amherst
(10% discount)

Valley Art Supplies

76 Cottage St, Easthampton
(10% off any regularly priced item)

Montague Bookmill

Greenfield Road, Montague
(10% discount)

Helena Sullivan Photography

84 ½ Cottage St, Easthampton
(15% discount off portrait sitting,
\$100 off wedding booking)

Broadside Bookshop

247 Main St, Northampton
(10% discount)

Guild Art Supply

100 Main St, Northampton
(10% discount)

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, Walmart, etc. These discounts provide an opportunity to get a good deal and support your community.

** If you have ideas for businesses you'd like to see here, send us the information and we will try and contact them. Note: we are looking for places that are unionized, union friendly and/or locally owned.*

Local 2322 Riding to Raise Awareness (continued from page 3)

HIV & AIDS Statistics In Massachusetts

- There are approximately 1,000 new infections every year (2-3 people every day).
- There are approximately 24,000 people infected with HIV.
- It is estimated that at least one third of those with HIV do not know they are infected!

The Mass Red Ribbon Ride is a grassroots event produced by AIDS Action Committee. Funds raised will go to support an unprecedented collaboration of AIDS organizations that have come together to create a new funding stream for prevention, research and services for those with HIV/AIDS. The funds raised will provide critical support for each of the organizations involved at a time when public funds are shrinking and needs are increasing. If you want to help by donating go to: www.massredribbonride.org and click "sponsor a participant", then follow the prompts from there.



If you have the time to spare please find ways that you can support agencies in need. Whether you help in an event like this or donate money/goods let me say **Thank You** in advance for your kindness in supporting these agencies and for helping me honor people like my friend "meg" who give their love, time and support by volunteering to make our community and world a better place.

Tent State University Opens Its Doors at UMass – Darren Griffis

The Graduate Employee Organization (GEO) recently helped bring together hundreds of University of Massachusetts graduate students, undergraduates, professors, and community members for the first-ever Tent State University (TSU) held from April 17th-21st on the student union lawn at UMass. TSU was a weeklong, outdoor university organized to draw attention to the mounting problems associated with the accessibility and affordability of public higher education in Massachusetts.

Tent State participants saw the launch of this project as their chance to enact a more positive vision for what a public university could look like, with organizers pointing to the growing costs of attending public universities and colleges as the main impetus behind their efforts. Nationwide, public investment in higher education has decreased, while public universities have raised tuition and fees by 40% over the last five years. These increases, combined with Congress's February passage of \$11.9 billion in cuts to federal loan programs and lawmakers' failure to address the steady decline in the value of Pell Grants, have eliminated educational opportunities for a growing segment of the population. In Massachusetts alone, tuition and fees have been increased by 116% over the last five years, making UMass-Amherst the fifth most expensive public flagship university in the nation.

Throughout the week, Tent State ran like a fully functioning university and drew a good deal of favorable media coverage. There was a full schedule of morning workshops and lectures, and professors and graduate teaching assistants at UMass opened their regularly scheduled classes to the public. There were also panel discussions, speakers, and performers in the afternoons and evenings, as well as chances for political engagement and a full slate of musicians, poets, and other cultural events.

Participants focused on a call for equal access to education, but the week's content and shape varied widely, providing a platform for individuals and organizations to come together to discuss and learn about everything from how funding for the war in Iraq impacts state spending on education, to the current movement opposing the crackdown on immigration, to how Massachusetts election law impacts union organizing on campuses. Highlights included a visit by noted peace activist Cindy Sheehan, a large on-campus march and rally calling on state leaders to address the issues that were raised throughout the week, and daily meetings aimed at turning participants' ideas into a more concrete platform for change.

Tent State began at Rutgers University in New Brunswick, New Jersey in 2003. There were Tent States operating on campuses nationwide this spring, including at the University of Michigan-Ann Arbor, numerous universities in the California state system, and again at Rutgers.



UMass students and supporters march across campus to deliver their "Freeze the Fees" balloon messages to the Chancellor's Office.

Bread & Puppet Theatre (continued from page 3)

In 1974 the Theater moved to a farm in Glover in the Northeast Kingdom of Vermont. The 140-year-old hay barn was transformed into a museum for veteran puppets. The Domestic Resurrection Circus, a two-day outdoor festival of puppetry shows, was presented annually through 1998.



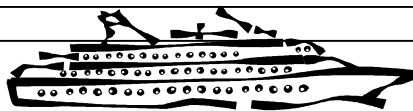
In this enactment by Bread and Puppet Wal-Mart prepares to stomp out locally owned businesses.

The company makes its income from touring new and old productions on the American continent (and abroad) and from the sales of Bread & Puppet Press posters and publications. The traveling puppet shows range from tightly composed theater pieces presented by members of the company to extensive outdoor pageants which require the participation of many volunteers.

Bread & Puppet is one of the oldest, nonprofit, self-supporting theatrical companies in this country. Performances in Glover, VT are every Friday evening and Sunday afternoon during July and August. Friday shows are inside and start at 8 pm. The Sunday afternoon program is outside and starts at 3 p m.

The museum will officially open on June 25th and will be open everyday from 10 a.m. - 6 p.m. through October.

Who's on board?



2322 Stewards

CDI

Caryl Rice
Christy Torres
Diane Kelley
Kristin Jay

Cutchins Residential

Artie Graham
Nathan Harrison
Patricia Connors
Rebecca Loveman

Cutchins School

Christopher Munson
Cindy Rauch

GEO

Andy Barenberg
Swati Birla
Chris Boulton
John Burgess
James Campbell
Margaret Cunha
Anna Curtis
Amy Dickinson
Micah Dunthorn
Holly Dye
Robert English
William Todd Evans
William Fischer
Sally Greenhouse
Robert Herr
Deborah Keisch
Akamol Kliaikherd
Helen Majewski
Andrew McKenzie
Krishna Melnattur
Satyanarayan Mohapatra
Tabitha Morgan
Jed Murr
Sirisha Naidu
Elizabeth Ramey
Marc Rodrigues
Alanna Rudzik

Sreela Sarkar
Stephen Sasso
Lotte Smith-Hansen
Joshua Stearns
Elizabeth Stephens
Matt Stofflet
Laurie Taylor
Peter Wong

Goddard

Danielle Abrams
Steryll Jones
Dick Herrmann
Kristal Owens
Lise Weil
Jane Wohl

Mount Holyoke College

Eunice Coutinho
Cheryl Lane
Mary Roco

Nonotuck

Susan Dorazio

Northeast Center

for
Youth & Families
Paul Bailey
Dennis Manley

Providence

Violet Delacruz
Krista DiCarlo
Scott Hayden
John McGrath
Willie McCreary
Jody Pasquini
Luis Torres

Resident Assistant Union

Sara Bernardo
Justin Dowd
David Kushmerek
Katelyn Sypher

ServiceNet

Debrah Allen
Marie Amato
Ben Blohowiak
Sean Clarke
William Flaherty
Joseph Frimpong
Ashley Graves
William Harrison
Lily Holmes
Mary Hynes
Jonathan King
Martin Kline
Kendra Kuhn
Doreen Lock
Allen Prest
Joel Schulman
Judith Suriner
Linda Ward

SPCA/New Beginnings

Linda Bess

Springfield Day

Nursery

Marie Belden
Pam Curto
Jill Douglas
Wanda Hogan
Jennifer Jasmin
Ann Lafreniere
Vernita Reid
Nora Robinson
Yalin Valdes

If you would like to take an active roll in your union, contact your Servicing Rep to find out how!

Thank You for
your Dedication!

Local 2322 UAW



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Deval Patrick for Governor (continued from page 6)

Mr. Patrick wants to use his business experience to build the Massachusetts economy. He believes every man, woman and child in our commonwealth is entitled to affordable, safe, accessible, high-quality health care. He understands that education transforms lives, which is why he will be an active partner to assure excellence in public education. Furthermore, with his experience in the energy industry, Deval knows we can build a balance between economic development and environmental protection.

Deval has reached out to the citizens of Massachusetts in his campaign for Governor, gathering information on a wide variety of issues from communities all across the state. He has shown an ability to understand all sides of an issue and respond in a thoughtful manner by drafting policies and positions while others have offered rhetoric. Deval has been endorsed by many friends and supporters of the UAW including Representatives Ellen Story, John Scibak and Steve Kulik. Congressmen Jim McGovern and Michael Capuano have also endorsed Deval's campaign as have many labor organizations. For more information on Deval Patrick and his campaign for Governor go to www.devalpatrick.com.

If any members of the local are interested in getting involved politically, please join our Citizens and Legislative Committee. For more information contact Ron Patenaude at the Local (413.524.7600).



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Mail to:

Stay in Touch!

Make sure we can get you important news and information on time. Email, write, fax or call and let us know your contact information. Also, don't forget to notify us when your name or phone number changes. You can also do all this at our website www.uaw2322.org, just click on the member contact update form.

UAW Local 2322 welcome our members to stop by the office for a visit anytime. Regular office hours are Monday through Friday from 9:00 a.m. until 5:00 p.m. Our staff is here to help you. If you want to see someone specific, please call first to make sure scheduling will permit time to meet with you (534.7600).

DIRECTIONS TO THE LOCAL 2322

From the West (Northampton & the Berkshires): Take Interstate 91 South to exit 17. Take left at bottom of exit. 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 East and South (NYC, Boston): Take Interstate 91 North to exit 17 and follow exit to right down hill. 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.

Or, 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.

From the North (Amherst, Vermont, New Hampshire): 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.

