



✓ 2012 UAW Local 2322 Index ✓

US median annual wage increase for 2012:
3%

Second-year UMass Resident Assistant wage increase for 2012-2013 academic year:
26%

Change in number of Massachusetts workers covered by a union contract in 2011:
0%

Change in number of workers covered by a UAW 2322 contract in 2012:
+6.4%

Change in number of shops in UAW 2322:
+14%

Change in size of UAW 2322 staff:
+14%

New contracts (i.e. for new shops) negotiated in 2012:
1

New contracts begun in 2012 and currently in negotiations:
1

Successor contracts (i.e. for existing shops) negotiated in 2012:
10

Successor contracts to be negotiated in 2013:
4

Years of contract wage increases it took to achieve the union's early goal of bringing UMass graduate employee social science wages up to natural science wages:
20

Percentage of UAW 2322 staff members driving Pontiac Vibes: 50%
Percentage of UAW 2322 staff members driving hybrid cars:
25%

UAW 2322 as a percentage of total United Auto Workers membership:
.7%

UAW Members attending our December holiday party:
51

1. Hay Group, <http://www.haygroup.com/us/pres/details.aspx?id=32925>
3. <http://www.unionstats.com/>, 2011 is the most recent data available. The stats for 2012 will be out in January 2013.
4. 2011 UAW 2322 LM-2
14. 2011 UAW Int'l Union LM-2, 2011 UAW 2322 LM-2

Upcoming Events!

UAW Region 9A Civil Rights Dinner
Friday, January 11th
6:00–10:00 PM
Hilton Hotel, Hartford, CT
Please contact the UAW 2322 office at 413-534-7600 or info@uaw2322.org ASAP if you would like to attend!

Resident Assistant Unit Orientation
Wednesday, January 16th
1:00–2:00 PM
Worcester Dining Hall, Overflow Room, UMass Amherst Campus

UAW 2322 Advanced Stewards' Training Session 1*
Wednesday, January 16th
1:00–2:30 PM
UAW 2322 Office, 4 Open Square Way #406, Holyoke MA 01040

UAW 2322 Advanced Stewards' Training Session 2*
Thursday, January 17th
6:00–7:30 PM
UMass Amherst Campus Center, Room 904-08

UAW 2322 Solidarity and Education Committee Meeting
Monday, January 28th
3:00–5:00 PM
UAW 2322 Office, 4 Open Square Way #406, Holyoke, MA

*These trainings are only open to those who have completed the initial, basic Member, Activist, Steward training



UAW 2322 Holiday Party a Success!



On December 10, fifty-one UAW 2322 members and over thirty of their friends and family gathered at the World War II Club in Northampton for our annual Holiday Party and Membership Meeting. The membership meeting was brief, consisting of a short welcome from President Ron Patenaude, approval of the FY2013 Budget, and setting the Amherst Survival Center as the recipient of that evening's 50/50 raffle proceeds.

At the holiday party following the meeting, members, friends, and family enjoyed dinner, drinks, and dancing to music by DJ Fern. With many

members bringing their families, we were pleased to have to set up additional "kids' tables" to accommodate the children's artwork and games. Kelly Marek of Providence Hospital won the 50/50 raffle. Several other members won door prizes, including Daniel Armenti of the Graduate Employee Organization, who won a clay bowl thrown and fired by President Ron Patenaude filled with utensils.

President Patenaude, along with Servicing Representatives Brooks Ballenger, Nancy Fish, Court Cline, and Ryan Quinn awarded members who had volunteered to serve on a bar-

gaining committee in the last year (or so) with "Bread and Roses Awards", commemorating those members' service with a certificate, a loaf of French bread, and a rose in honor of the 1912 Bread and Roses Strike in Lawrence, MA.

Members from the Cutchins Program, UMass Graduate Employees, Nonotuck, Northeast Center for Youth and Families, UMass Resident Assistants, Providence Hospital, ServiceNet, Square One, and the YWCA were in attendance, making this one of the best-attended UAW holiday parties in recent memory.



Help With Your Union New Year's Resolutions

By Ryan Quinn, Servicing Rep.

In 2013, I am not going to lose 10 pounds. Nor will I quit smoking, cut down on alcohol, nor finally learn the clarinet. My New Year's resolution is to help strengthen our union to build power in the workplace and in the community. It is important, at this time of the year when we reflect on the past year and consider how we want to change things in the next year, to think about our collective goals.

Perhaps you will consider a similar New Year's resolution. Even a modest goal, like, "I will learn my shop's contract," helps build the union in your workplace because an educated membership which knows the contract is much more likely to be able to point out when it is being violated.

A Resolution for All UAW 2322 Members

My suggestion for all UAW 2322 members is to consider making a specific union goal as a New Year's resolution. Fortunately, the UAW International Union has made it easy for us to set a goal and achieve it, through its GimmeFive program. The GimmeFive program recruits and engages UAW members to "organize, build power, and win justice". Once you sign up (by going to <http://www.gimmefiveuaw.org> or by texting "Join" to 99795), you will receive occasional text or email messages informing you of opportunities to help your brothers and sisters ranging from sending a form email to walking a picket line. You can participate in whichever activi-

ties you feel comfortable with, and then log your hours on the GimmeFive website to earn GimmeFive rewards.

For Members Who Want to Go Even Further

If you want to get more involved in the local labor movement, consider joining Western Massachusetts Jobs with Justice (WMJwJ) at <http://wmjwj.org/take-pledge!> Joining WMJwJ means taking the pledge: "I will be there for workers' rights at least five times a year!" Once you join, you might consider signing up for their Workers' Rights email list, which will provide you with plenty of opportunities to fulfill the pledge, such as rallies, speaker series, and other local labor events.

For Members with No Time

Members who want to help out but don't have time to commit

to their brothers and sisters might consider setting up a "V-CAP" deduction. V-CAP, the Voluntary Community Action Program, is the UAW's voluntary political contribution program, funded through paycheck deductions authorized by UAW members. You can elect to donate any amount you choose to this fund on a monthly basis. Even a \$3 monthly donation – about one dime per day – helps build the UAW's political strength and ensures that we elect candidates who understand and support our issues. For a local union like ours, where so many members are either public employees or have their paychecks funded in some part by the state, it is crucial that we have a voice in the statehouse and in Washington. Call our office at 413-534-7600 or email info@uaw2322.org for a V-CAP deduction form and the information necessary to begin making your own contribution.

Calendar Years vs. Rolling Years

On January 1, many UAW 2322 members had their pools of sick leave, vacation, and personal time reset with a new year's allotment of hours and days. This is because, whenever possible, the UAW bargains for a calendar year or other fixed 12-month period such as a fiscal year as the definition for benefits, because it is better for workers.

Consider the Family and Medical Leave Act (FMLA), which, absent a union contract defining a year, permits employers to define a leave-year as either a fixed 12 months or a rolling year beginning with the first instance a worker uses FMLA leave. If we permit the employer to define a leave-year as a rolling 12 months that begins whenever a worker first uses FMLA time, the worker will always be limited to 12 weeks of FMLA time in the following 365 days. If, instead we bargain a contract that defines a leave-year as January 1

through December 31, the worst-case scenario is that the worker uses her first day of FMLA leave on January 1, and will only have 12 weeks of FMLA leave in the next 365 days – the same as with a rolling year. However, if the worker takes her first day of FMLA leave any day after January 1, their 12 weeks of FMLA leave will reset on December 31, providing the worker with a new pool of FMLA leave sooner than 365 days later should she require it.

The ability to have a say in defining the leave-year is one reason that it is important to negotiate statutory protections – such as the FMLA – into union contracts. Take a look at your contract's leave provisions in your paper copy or at our website (www.uaw2322.org) to see how years are defined. The definition of a year – dull though it may seem – may be worth updating in your next round of contract negotiations.



UAW 2322 members and their families at our Holiday Party/Membership Meeting on December 10, 2012

Photo by Scott LaRochelle