

# 2322 UAW

**...more than Autoworkers**

## We are...

### **Amesbury Truth**

Amesbury is a manufacturing plant in Amesbury, Mass that manufactures Weather Seal (window and door seal for replacement and new construction windows and doors. The current CBA expires in 2017.

UAW 2322 represents approximately 41 employees here. (MA)

### **City of Nashua Clerical Tech and Professional**

**(2 Units)**

Members work in many different professional and technical positions throughout the city including Supervisors , DPW, Administrative Assistants, Clerical , Transit and Code Inspectors. We will begin bargaining early next year as the current CBA expires in June.

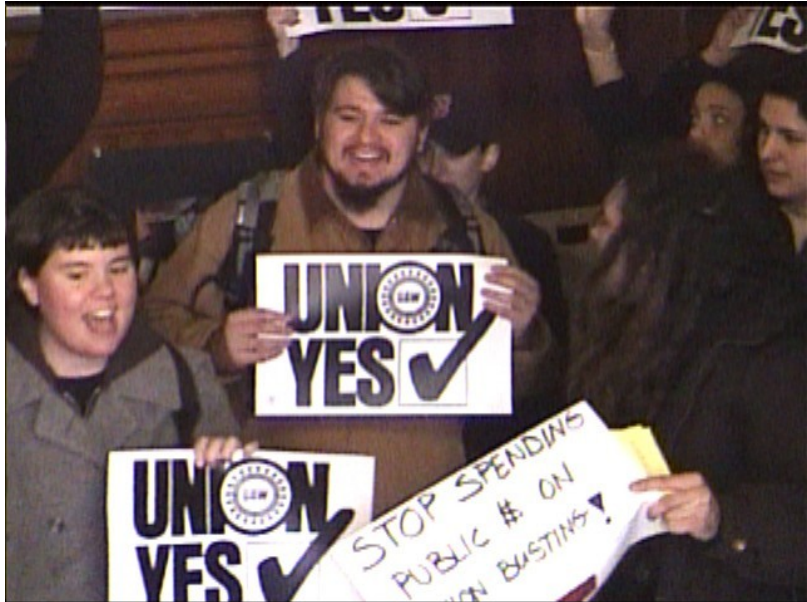
UAW 2322 represents approximately 124 employees here. (NH)



## City of Concord

Members work in many different professional and technical positions throughout the city including Supervisors, DPW, Administrative Assistants, Clerical, Technical and Code Inspectors. We will begin bargaining mid-summer next year as the current CBA expires in December.

UAW 2322 represents approximately 51 employees here. (NH)



## Concord Custodians

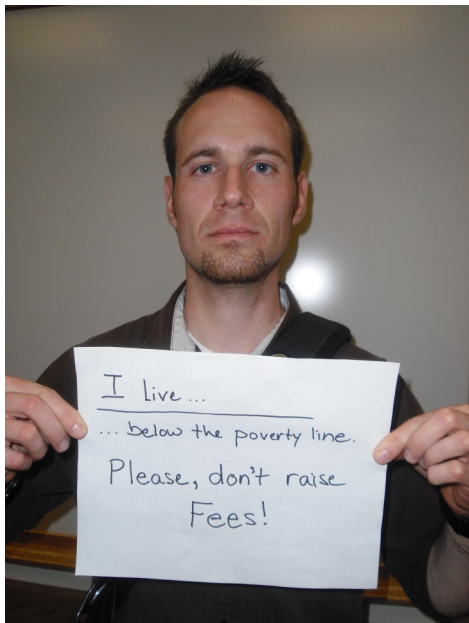
Members are responsible for the up keeping and cleanliness of all public schools throughout the City of Concord. We will begin contract negotiations in November as the current contract expires in June.

UAW 2322 represents approximately 37 employees here. (NH)

## Concord Transportation

School Bus Drivers and Monitors responsible for the transportation and safety of students to and from school and school activities. We will begin contract negotiations in November as the current contract expires in June.

UAW 2322 represents approximately 46 employees here. (NH)



## Concord Food Service

Members provide meals to the students in all public schools throughout the City of Concord. We recently negotiated a new 2 year contract in June for the 2015-2016 and 2016-2017 school years. Wage increases for both years as well as an increase in longevity. We also secured a Declination Payment for members who do not take the Health Insurance provided by the district.

UAW 2322 represents approximately 30 employees here. (NH)



## Rockingham Park

Security Guards responsible for the poker rooms and grounds at Rockingham Park. Due to the failure to pass gaming in NH, Rockingham was scheduled to close in January of 2016. We recently went into bargaining in early September and with the cooperation of both our members and management we were able to agree to a new two year agreement that included wage increases in both years as management is going to try to hang on for another 2 years in hopes of gaming being passed.

[UAW 2322 represents approximately 8 employees here. \(NH\)](#)

## American Red Cross

Members are responsible for the operation of mobile blood drives across the state of NH as well as blood donations at the center in Manchester NH. We recently negotiated a 3 year National Agreement with a coalition of 8 other unions across the country. This contract is the best contract to date for our members at Red Cross. We have secured raises as well as a new health care plan that is more affordable with better benefits.

[UAW 2322 represents approximately 90 employees here. \(NH\)](#)

## Nashua PD Professionals

These members support the police department in Nashua, NH; they include supervisors in the Records Division, attorneys, I.T. techs as well as communications.

We recently negotiated a 3 year contract that includes wage increases in all 3 years, added vacation time as well as flex time. There also was no change to the healthcare rates for the life of the contract.

[UAW 2322 represents approximately 14 employees here. \(NH\)](#)



## Nonotuck Community Childcare

(preschool teachers)

Provides early childhood education to children in Northampton.

[UAW 2322 represents approximately 11 employees here.](#) (MA)



## ServiceNet, Inc (outreach and residential counselors)

ServiceNet provides Residential and outreach care throughout Western Mass for people with developmental disability, mental health issues. It also operates homeless shelters. Our biggest struggles are around low wages and ever increasing job duties. Our biggest victory has been building a strong union and winning a good contract.

[UAW 2322 represents approximately 371 employees here.](#) (MA)

## ServiceNet – Homecare (nurses)

Provides outreach nursing care to clients with mental health challenges in Hampshire and Franklin Counties, of Western Mass. Our biggest victory has been winning our election and bargaining a first contract, despite management fighting and obstructing every step of the way. Our biggest challenge is keeping the members united and involved.

[UAW 2322 represents approximately 16 employees here.](#) (MA)



## Northeast Center for Youth & Families - Residential Counselors (1983)

Contract: *expired 1/31/2015, settled on 10/7/2015, ratification votes on 10/28/2015.* Members work in three residential treatment facilities in Springfield, Massachusetts. Union members work within a 24 hr residential home. They have a multitude of tasks that include: direct supervision, transportation, cooking, chores, documentation, passing out meds, and implementation of treatment plans and at times restraint. The children at NCYF are often volatile and unpredictable. The job can be dangerous and the risk of getting injured is real. Active: membership meetings, Stewards and Labor/management meetings.

[UAW 2322 represents approximately 26 employees here. \(MA\)](#)



## Graduate Employee Organization

We represent grad student employees at UMass Amherst who are teaching assistants, researchers, project assistants and more. GEO members teach more than 70% of undergrad classes at UMass and bring in overwhelming amounts of research money into the University. In May of 2013, we ratified a new contract that brought 10.5% wage increases over the life of the agreement, as well as increased language protections, significant health care gains, and a brand new paid parental leave.

[UAW 2322 represents approximately 2784 employees here. \(MA\)](#)



## Cutchins (CPCF) - School Unit (1988)

Contract: *4/1/2014 - 3/31/2017.* Teachers, Specialist, Instructors and Teaching Assistants work in the New Direction School which is a part of the Northampton campus. The school is open year round and has 30 children enrolled with emotional challenges. Many



members teach classes and some members provide coverage for extra support when children are not able to handle being in the classroom. The children at CP are often volatile and unpredictable. The job can be dangerous and the risk of getting injured is real. Active: membership meetings, Stewards and Labor/management meetings.

[UAW 2322 represents approximately 15 employees here. \(MA\)](#)

### **Cutchins (CPCF) - Residential Unit (1985)**

Contract: 4/1/2013 - 6/30/2016. Family Support Counselors serve 35 at risk adolescents and children at three therapeutic residential treatment houses in Northampton, Massachusetts and one facility in Springfield, Massachusetts. Union members work within a 24 hr residential home. They have a multitude of tasks that include: direct supervision, transportation, cooking, chores, documentation, passing out meds, and implementation of treatment plans and at times restraint. The children at CP are often volatile and unpredictable. The job can be dangerous and the risk of getting injured is real. Active: membership meetings, Stewards and Labor/management meetings.

[UAW 2322 represents approximately 43 employees here. \(MA\)](#)



### **Square One/Springfield Day Nursery**

(teachers, drivers, cooks)

Provides early childhood and after school education in Springfield and Holyoke Massachusetts. Biggest challenge we face is shamefully low pay. This is based on both the state's inadequate funding and the employer's wrong-headed priorities. Our biggest success has been winning a court case and changing regular "substitutes" to permanent employees

with Union rights. [UAW 2322 represents approximately 103 employees here. \(MA\)](#)

## Western Mass C.O.S.H.

WMCOSH organizes and advocates for safe, secure jobs and healthy communities throughout Western Massachusetts. They seek to end unsafe working conditions by mobilizing members and giving them training, technical assistance and community/labor alliances.

UAW 2322 represents approximately 1 employee here. (MA)

## Springfield Partners for Community Action

- Daycare Teachers, Cook (1999)

Contract: 2/26/2015 - 2/25/2017. Members work at a public, nonprofit anti poverty agency daycare in Springfield, Massachusetts. The job requires a multitude of skills and a strict adherence to rules regarding the care of children. Active: Steward & Labor/management meetings.

UAW 2322 represents approximately 19 employees here. (MA)



## Providence Behavioral Health Hospital

Providence Behavioral Health Hospital is a 125-bed behavioral health hospital located in Holyoke, Massachusetts as part of the Mercy Hospital System. Providence provides inpatient, short-term, acute treatment for people experiencing psychiatric and/or substance abuse problems as well as a methadone maintenance program for folks struggling with opiate addiction.



UAW 2322 currently represents Mental Health Counselors, Substance Abuse Counselors, Nursing Assistants and the clinicians in the Methadone Maintenance Treatment Program at Providence Behavioral Health Hospital. Their struggle for unionization was born over cuts in pay



and benefits and increased healthcare costs in 1997. The current contract expires in February 2016, and bargaining will commence in November.

Our biggest win would be the efforts by members to fight animus against the Union and discrimination against Union members through winning multiple unfair labor practice charges against the employer over the past year.

Our biggest challenge is to continue to build and grow the Union's strength and power as we head into bargaining a new contract.

[UAW 2322 represents approximately 106 employees here. \(MA\)](#)

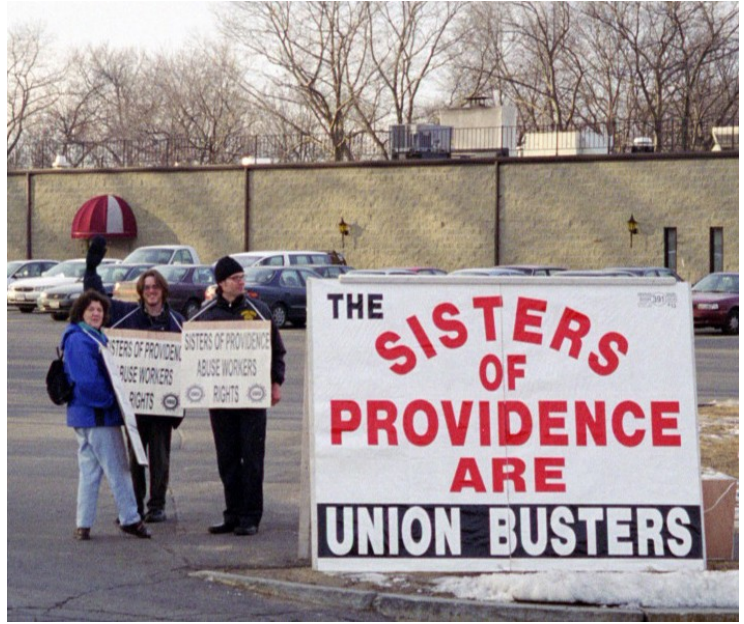
**Mt. Holyoke College - Housekeepers Unit (2000)**

Contract: 7/1/2012 – 6/30/2016. Housekeepers clean the dorms at the Women's College in South Hadley, Massachusetts. The work is physically demanding and often involves repetitive motion, which can lead to injuries. The members are getting ready to bargain a new contract which expires 6/30/16. Active: membership meetings, Stewards and Labor/management meetings.

[UAW 2322 represents approximately 22 employees here. \(MA\)](#)

**Goddard College – faculty**

Goddard is a small college located in Plainfield, VT, offering low-residency programs. Approximately 100 Goddard faculty members are members of Local 2322. Founded in 1863, Goddard is recognized for innovation in education. Its mission is to advance the theory and practice of learning by undertaking new experiments





based upon the ideals of democracy and the principles of progressive education first asserted by John Dewey. Goddard faculty are dynamic and talented artists, writers and scholars who live all over the country and the world. [UAW 2322 represents approximately 90 employees here. \(VT\)](#)



## **Goddard College – staff**

Goddard is a small college located in Plainfield, VT, offering low-residency programs. Goddard staff members voted on January 23, 2013 to join UAW 2322, and ratified their first contract on June 5, 2015.

[UAW 2322 represents approximately 50 employees here. \(VT\)](#)

## **Resident Assistants and Peer Mentors of UMass (RAU/UAW)**

Resident Assistants live in the residence halls of UMass and are part-time, student/staff members. They play a pivotal leadership role with students in Residence Halls. RA's duties include crisis intervention, peer counseling, community building, and are invaluable resource and referral agents for the university community.

Peer Mentors also live in the Residence Halls and focus exclusively on first-year students—providing them with the support and mentoring that they need to be successful



members of the Residence Life communities.

Setting legal and organizing precedence, RA's battled the University of Massachusetts to gain union recognition in 2002. In April 2015, the Peer Mentors won the right to have a union election and voted to join the RAU after a similar struggle with UMass to gain their union recognition.



Their current contract expired in June 2015, and we have been bargaining with UMass since April 2015.

Our biggest win was to welcome the Peer Mentors into our union family.

Our biggest challenge is to keep up the momentum during bargaining and to win Just Cause for this contract.

[UAW 2322 represents approximately 415 employees here. \(MA\)](#)

**YWCA** –Various positions in many locations in Western Massachusetts (2005)

Contract: 4/1/2014 - 3/31/2017. UAW members work in shelters, domestic violence hotline and court advocates, job corps, direct service advocates & more. They have a multitude of tasks that vary depending on location. Active: Steward & (as needed) Labor/management meetings.



[UAW 2322 represents approximately 72 employees here. \(MA\)](#)

**Postdoctoral Researcher at UMass**

Postdoctoral researchers at UMass Amherst have been members of UAW 2322 since they began organizing with us in 2009, and have had a contract since 2012. They conduct re-

search both onsite at UMass Amherst and at universities and research locations around the world.

The Postdocs' biggest challenge is building solidarity in worksites where people are often working on individual projects. Our biggest win was getting childcare reimbursements and a grievance procedure.

[UAW 2322 represents approximately 189 employees here. \(MA\)](#)

**...and more to come!**



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[413-534-7600](tel:413-534-7600)



[www.uaw2322.org](http://www.uaw2322.org)

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