

# The 2322 Newsletter

A Publication of Local 2322, UAW

Western Massachusetts

Summer, 1993

## We Are Victorious!! RA's Back in GEO!!

As many of you already know GEO (Graduate Employee Organization) is the largest bargaining unit in our local. GEO represents over two thousand workers and has fourteen hundred members at the University of Massachusetts in Amherst.

### Mark Parker

We are teaching assistants, research assistants, project assistants, interns, and now assistant resident directors.

We are now in the process of bargaining our second contract with the University. Bargaining began on February 21st and has continued to date.

While the bargaining process has been a slow one, we have had some victories along the way. Our most significant victory to far has been our ability to ward off the administrations vicious attempt to break our union.

The administration wanted to kick all research and project assistants out of the union. There

are over 1200 research and project assistants at the University.

Due to the efforts of our membership, the administration was unsuccessful in its attempts to divide our union.

The campaign to keep the research assistants in the bargaining unit was the unit's major effort this spring. The campaign kicked off in March with a lively rally and march to the Whitmore Administration Building in which over 250 members participated.

This was followed up with massive leafletting and mobilization of the research assistants. In May, the research assistants and other GEO members leafletted two events attended by University President Michael J. Hooker and other UMass administrators.

Soon after the University abruptly changed its position and agreed to recognize the research assistants' right to belong to the union.

While this is the biggest victory to date there have been others as well. Just this past week

GEO won the right to represent the 28 assistant resident directors (ARD) that work for housing.

The inclusion of the ARDs in the unit was particularly rewarding as it marks the end of a five year campaign in which they have collectively fought to improve their working conditions.

Other victories include: a layoff plan that will require the university to give employees who are laid off before the expiration of their contracts fifty percent of their pay and continued grant waivers, greater access to administration information, and access to E-mail.

We have begun to negoti-

ate on the issues that pertain to Affirmative action, discrimination and harassment. Although promises were made last fall to the students' of color about safety on campus, increasing the numbers of teacher's and staff of color, and increasing the number of students of color on the campus, the University is stalling on our proposals that deal with these issues, and seems to be taking the position that the status quo is fine.

We are building support for these demands amongst the University community. If you would like to help please contact the GEO office.

## Anti-Scab Bill Passes House; Needs Help in Senate

The campaign for the Workplace Fairness Act won a major victory in June. The bill, commonly known as the "Anti-Scab" or the "Striker Replacement" bill, and officially known as H.R. 5, passed the U.S. House of Representatives by a vote of 239-

pass the bill.

The Anti-Scab bill is important for every worker. The intent of the National Labor Relations Act (NLRA) was to prevent work stoppages by, among other things, giving workers the viable threat of striking. The original argument was that if workers were allowed to strike, employers would be more reasonable in contract negotiations.

The NLRA ensured a workers right to strike, the workers tool of last resort, by outlawing the firing of workers who were on strike. Before this law, the firm being struck would simply fire all the current employees, hire completely new employees, and turn to the union workers saying: "there is no point in striking, you no longer have jobs here!"

However, the NLRA was not perfect. In the 1950's, a loophole was discovered in which firms could hire "permanent replacement workers." In short, even though they could not fire a strik-

see *Stopping Scabs*, p. 5

### James M. Henninger

190.

Prior to the passage of H.R. 5, two amendments designed to weaken the bill were defeated. The bill that passed is exactly the same as the bill which passed the House, and was defeated by the Senate, in the last congress.

Representatives Olver (from the 1st District) and Neal (from the 2nd District) both voted for the bill.

Senators Kennedy and Kerry have both co-sponsored the Anti-Scab bill in the Senate (officially labelled S.55). However, it is uncertain whether there is enough support in the Senate to

## Who Are We?: Nonotuck Community Childcare

*In an attempt to straighten out all the initials and to introduce the members of the various units to one another, I would like to begin a series profiling each unit that belongs to Local 2322.*

When most of us joined the union, we became members of the New England Division of District 65 which had become affiliated with the UAW in 1980.

In January, 1992, the lead-

### Margery Heyl

ership of District 65 and the UAW began discussing ways to further integrate District 65 into the UAW structure. Out of these discussions came the idea of dividing the national District 65 amalgamated union into smaller locals.

In late 1992, the UAW International Executive Board met and approved two locals in Massachusetts. Local 2322 is now the Western Massachusetts amalgamated UAW local.

Local 2322 can generally be understood as the combination of GEO (the Graduate Employees Organization at UMass, Amherst) and CCHS (the Western Massachusetts Child Care and Human Services "units"). The CCHS units include *Cushman Hill*, *Hampshire Community Action Commission* (HCAC), *Nonotuck Community Child Care* (NCCC), *Northampton Center for Children and Families* (NCCF), *The Progressive Group* (PGI), *Springfield Day Nursery*, *Tri-County Youth*

*Programs, and Valley Programs.*

Along with the creation of Local 2322 came more responsibility. The new local has become self-supporting (the local keeps a portion of each "unit's" dues and must stay within its budget) and self-governing (an Executive Board has been elected and the Joint Council -- executive officers and unit representatives -- meet the last Tuesday of each month).

It has been exciting working together to design the new local, but it has been somewhat confusing trying to figure out who everyone is and what shops they represent; especially since everyone "talks in initials" at joint council meetings.

For example, I didn't find out until the last joint council meeting that the RA's that the G.E.O. members -- also called G.O. -- referred to were research assistants; to me, college RA's are resident advisors.

I am a teacher and the shop steward of Nonotuck Community Child Care (commonly referred to as Nonotuck). Nonotuck is the smallest shop in Local 2322.

We have ten employees; a director, an administrative assistant, and eight teachers. The eight teachers are members of the union.

see *Nonotuck*, p. 3

## GEO Starts Daycare Exchange

GEO is in the process of developing a child care exchange service for UMass graduate and student families. We simply mean that graduate families will work together to set up an alternating child care schedule that will meet their families' needs.

### Cecelia Rio

For example, I am willing to watch my friend Maria's child Monday and Wednesday mornings. In return, Maria takes care of Malcom (my son) Tuesday and Thursday evenings.

The exact details of how this will work depends on the indi-

vidual families involved. For example, how many hours per week, at what times, and where. GEO will simply provide you with a list of the participating families whose needs are closest to yours.

There will be no exchange of money. The only cost are the participating families' "child care time and labor."

We are interested in starting a pilot program in Lincoln and North Village this summer. Hopefully, we can expand the program this fall.

A child care exchange system would work best as a supplement to existing child care services. see *GEO Daycare Exchange*, p. 2



## The President's Letter

Congratulations! Local 2322 has done some amazing things in the last month. A little bit of effort from many people has produced magnificent results! If you see someone you know is a steward or activist with the union, be sure to thank them.

**James M. Henninger**

I have been asked to comment on what I believe the union "stands for." The request stemmed from (and so I reply in the context of) the GEO unit's recent Coordinating Committee/Steward's Assembly debates on how we can recognize, deal with, and overcome racism within GEO and UMSS.

Unions are tangible examples of the inherent social nature of human beings. We are social beings; we are born, live and die in communities. Occasionally, people recognize their social nature and join together to accomplish great things.

The process of joining and working together can only be democratic if we recognize and respect both our similarities and our differences.

Unions must stand for respect; through solidarity, we create respect. A lack of respect, I believe, stems from an ideology which states that we are all individuals. Racism, sexism, homophobia, nationalism, etc., are used as tools to keep individuals from realizing their similarities. Indeed, in any good history book, hundreds of examples can be found in which the corporations and owners divided the working class by employing our own racism, etc.

Labor unions need to focus on the respect of, and for, people's labor. We need to help determine how our labor is appropriated and distributed.

Precisely because labor is an important part of our union, it cannot be the only part. What else happens inside and outside the workplace affects the conditions in which we work. Thus, labor unions have to focus on the all aspects of our lives.

Overcoming disrespect has to be a major goal and project of our union.

This involves working within our union and without; this implies that all of us will need to act; and this indicates that all projects should be undertaken.

When racism occurs within our ranks, our union's stance on respect requires that we speak out

against it, and that we act. We need to get involved. The UAW has already established processes (which we should review and implement with any desired changes) by which racist allegations and actions can be handled.

Among other actions, we need to discover why that person acted in a racist manner, and help them understand the consequences of other actions. Our goal should be to help the person change through education and discussion.

Furthermore, the union needs to denounce racist comments and actions by people in our community, as well as within our ranks. We need to disassociate with people and organizations which consistently take racist positions.

The union needs to throw its weight behind people and organizations which are consistently not racist. Preventive treatment and positive reinforcement can change society as much as as reactionary punishments.

So, theoretically, because unions are an expression of our social being, I believe the union must stand for respect. However, in concrete terms, our union only stands for those things that the active participants believe in and practice.

If people want to change what the union stands for, they merely need to get involved. If our union is to succeed in gaining and promoting respect, we must consistently raise issues of respect and empowerment in meetings, publications, and other areas of membership involvement.

The union cannot change overnight; a union after all is an organization of people working in solidarity. However, if the brothers and sisters of our union continue to add their voices, then the union will change.

Furthermore, society at large will change if the voice of the union as an organization consistently addresses issues of respect with other parts of our society.

To these ends, I wish to acknowledge the work being done in weekly meetings by the attending CC, Stewards, Staff, and general members. The participants are developing strategies for improving the respect we give and receive as brothers and sisters in solidarity.

In our new contract negotiations, we are working with the Graduate Student Senate (GSS) to include and address positive initiatives for addressing diversity.

able to graduate students and their families. It will consist of general information about child care services offered at UMSS and within neighboring communities.

If you have any questions or want further information, please contact Cecilia Rio, GEO Child Care Coordinator at 545-5317. The best times to reach me are Tues., Wed., and Thurs. mornings.

## The Op/Ed Section

The "The Op/Ed Section" of the 2322 Newsletter provides a forum for our members to express their opinions. We are happy to print the opinions of our members. Local 2322, the International UAW, and the staff of this newsletter are not responsible for the opinions stated in The Op/Ed Section. All opinions in the The Op/Ed Section are solely those of the authors. Please keep your letters or articles to within a 250 word limit. Submit all letters to 2322 News, via either union office.

No letters were submitted for this edition.

## Childcare Members Speak Out

On April 22, 1993, approximately ten area childcare centers closed at 3:30pm to allow their staff and families to attend Northampton's first Worthy Wage Speak Out at the Unitarian Church.

**Margery Heyl**

The Worthy Wage Campaign is a national effort to draw attention to the low wages in the child care field. It is based on the understanding that those who work directly with young children have a critical role to play in ending their subsidy of child care costs. (The national average hourly wage for early childhood teachers in center based care is \$5.35/hr.)

The Worthy Wage Campaign maintains that by working in coalition with others in the community, teachers and providers can develop strategies for covering the full cost of quality care.

An important aspect of the Worthy Wage Campaign is the public education that takes part around the country on Worthy Wage Day.

The event was moderated by Clare Higgins (Director of HCAC - Amherst Community Childcare and a former organizer for our Local). Speakers included Northampton Mayor, Mary Ford, Senator Stan Rosenberg and Representative Ellen Story. The teachers who spoke included Local 2322 members Jen Berneche (Nonotuck Community Childcare) and Karl Meyer (HCAC - Vernon St.) Union members Sandy Murray, Sheila Bolger, Kim Eddy, Debra

Clegg, Edgar Mackintosh, and Mary Lou Ferro (HCAC - Amherst) also spoke briefly. Several parents also spoke including Jamie Boyle, former Head Start teacher and current HCAC Board Member.

All the speakers spoke of the importance of quality early childhood education and the link between quality and compensation. Many spoke of the high turnover rate of early childhood teachers which is directly attributable to low wages.

It was clear that all of the speakers were dedicated teachers who enjoyed their jobs, but who also were not sure how long they could afford to stay in the field. Even with second jobs many mentioned that they were barely making ends meet.

Some speakers mentioned that they had attended college to become teachers and received the same education as elementary school teachers. Elementary school teachers' salaries start twice as high as childcare workers. One teacher asked, "Does this mean our society values seven year olds more than four year olds?"

The Speak Out was attended by 150 to 200 children and adults and received good media coverage. The Child Care Worthy Wage Coalition of Western Massachusetts will continue to meet monthly - on the first Monday of every month at 7:00pm the Child Care Focus office at the Vernon Street School, Vernon St. in Northampton (call the Union office 584-4905 for directions).

## GEO Daycare Exchange

*Continued from p.1*

ment to the child care arrangements that you may already have such as day care center, family member providing care, baby sitter etc... Thus far, most families seem interested in participating in child care exchange for a few hours a week.

We are also developing a Child Care Service Library at the GEO office. This library will be avail-

This publication results from the combined efforts of many members from throughout our amalgamated local. The Local 2322 Executive Board recognizes and appreciates the contributions of:

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James M. Henninger

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GEO, Labor Center  
Tri-County Youth Program  
Nonotuck Community Childcare Cooperative  
Sargeant At Arms, 2322; GEO, Labor Center  
GEO, Labor Center  
Northampton Center for Children and Family

**YOUR NEWSLETTER WANTS YOU! Yes, the editors would like to create sections on Diversity, Area News and Solidarity Reports, National Boycotts, etc. How would you improve our newsletter? If you have an interest (no skills necessary) in writing, typing, editing, or production -- let us know!!!!**



# HCAC Management Ends Decade of Respect

The Northampton and Amherst area press has been full of stories recently about happenings at HCAC. HCAC - Hampshire Community Action Commission is the anti-poverty agency for Hampshire County, and has been represented by the District 65 and Local 2322 for over 10 years.

Obviously our newsletter does not come out often enough to cover events as quickly as the for-profit press. However, our newsletter has the responsibility of reporting what we know about any situation in which our local is involved.

The relationship between the management and the Union at HCAC has been one of mutual respect and cooperation for most of those ten years. 1993 has seen a change, though.

In December the Agency handed down a policy which they said was a "past practice" concerning internal communication in the Agency. This change came out of no where, and had the effect of limiting worker's free speech rights (see shaded area).

Shortly thereafter the Agency suspended a woman for what the Union believes was an unjust reason. The Union filed a grievance.

Some employees in the Agency, who were outraged by the severity of the discipline, signed a petition in support of the employee. The first 22 people who signed the petition were given oral warnings for their actions. The Union filed another grievance and is going to arbitration about these oral warnings.

In this period, the Agency tore down union notices from the Union Bulletin Boards, even though the contract language about Bulletin Boards only requires that we show them what we are posting and give them a copy.

The situation at HCAC then deteriorated very quickly during the first week in July.

During this week three Union stewards and one union committee member were either suspended or arrested.

On Monday, Caroline Murray, a union steward, was suspended for two weeks pending an investigation of her actions (leading up to and including getting arrested) at an open forum on Welfare Reform in Holyoke at which two allegedly false arrests occurred.

On Wednesday, the Agency called the police and had four welfare rights advocates arrested at the Agency's State St offices. One

of those arrested was Thia Hadge, another union steward who is on lay-off from her Head Start job. Thia is a low income member of the community, was a Head Start parent, and is now a daycare parent.

On Thursday, Karl Meyer, a steward at Vernon St Daycare was suspended, and threatened with arrest if he did not leave the premises immediately; he had posted a notice on the Union bulletin Boards concerning Thia's arrest the day before.

Over that weekend, Anna Varsano, a VISTA volunteer in the Agency for the past two years, a low income activist who was in Holyoke the night of the arrests, and the newly

During this period, Local 2322 members from HCAC, UMass, Nonotuck, and Tri County, as well as the Alliance for Economic Justice, and supporters from SEIU 925 had been leafletting the Vernon St Daycare Center.

Most parents were very upset about what was happening. They made phone calls to the administration and signed a petition in support of the workers.

On Wednesday, July 14 members of Local 2322 and community supporters packed the HCAC Board meeting and demanded that the Board look into the events of the past few weeks.

The Board was going to go into Executive session. Members of the audience insisted that they hear both sides of the story (not just the one side they would get in an Executive session). The Board responded by agreeing to meet first with the management people involved and then with the union and community.

The Board passed three motions in response to the demands. They are:

- 1) HCAC will drop the charges against the women who were arrested.
- 2) The Board set up a special committee to review management practices and processes within the Agency as soon as possible. The Committee is to report to the September Board meeting.
- 3) The Board instructed the Agency management to act as "expeditiously as possible, when possible, following all established procedures available to it to resolve any grievance or other complaints arising from the recent events".

## The HCAC Internal Communication Policy:

Employees of HCAC, whether full or part time, are required in all situations relating to or affecting their program, job duties, employment issues, or other agency business, to follow the appropriate supervisory structure at all times when communicating information and/or problem situations.

Employees must report to and/or communicate with their immediate supervisor. It is not permissible for any employee to report to or communicate outside the scope of the job with licensing sources, funding sources, policy or advisory councils, the Board of Directors, elected officials or the like, unless it is expressly written in the job description or provided written consent of the Executive Director.

Employees must follow the correct communication process.

HCAC maintains the right to discipline any employee not following this policy.

★ It seems a lot like a  
★ Witch Hunt...  
H.C.A.C., this  
anti-poverty agency  
had 4 women arrested  
on the premises as they  
were attempting to  
advocate for Welfare Rights.  
One of the women was  
Thia Hadge-steward and friend ★

The offending Karl Meyer flyer  
posted 7-1-93

hired editor of the County Voice had her contract with the Agency terminated

The Central Administration threatened to have a Union staff person arrested if she attempted to post the same flyer on the Union bulletin board that Karl had posted.

The Central Administration of the Agency, after carrying out an investigation of the events of the week, stood behind the actions and gave Caroline, Thia and Karl final warning letters.



## Massachusetts Statehouse Education Budget Update

GEO and the other student groups at UMass Amherst won a large fight and lost another one in the State House Budget battle this year. We won the fight to get rid of tuition retention! We lost the fight keep the University funded at an appropriate level.

### Tris Carpenter

We did pretty well in the House, getting last year's numbers plus the money for the other unions' collective bargaining increases, an additional 4% or so on top, and no tuition retention. The Senate slashed us by about \$25 million to help fund the K-12 Educational Reform package and kept tuition

retention. In the Conference Committee's final compromise, the University comes up about \$20 million short and tuition retention is gone.

In the end, we got \$26 million more than last year to cover some \$30-40 million in additional expenses. You can see the problem. When it all boils down, this campus will probably have to absorb somewhere between a \$5-15 million cut. There is talk of hiring freezes and layoffs, and administrators have been asked to prepare two "austerity" budgets for 4% and 9% cuts across the board.

GEO will be talking to the Administration in bargaining about

the impact the cuts will have on our bargaining unit. If you would like to get involved in an effort to in-

crease funding to the University, call Tris at the GEO office.

## Conversion Conference Calls for Labor, Business and Government Action

On June 18 and 19, UAW Region 9A led "A Call To Action: Labor's Agenda for Economic Conversion in New England." More than 250 people attended the conference, designed to propose and discuss ways of converting the New England economy away from the declining defense sector, including U.S. Labor Secretary Robert Reich

### James Henninger

(via live satellite).

The conference was another innovative first by Region 9A in that the agenda was developed and discussed by academics, business representatives, politicians, and representatives of many of the regions unions. The unions which participated represented both producers of military hardware as well as service and public employees.

The three main components of Labor's Agenda for Economic Conversion in New England are: alternative use committees and worker involvement, incentives for companies to stay in place and accountability results, and Federal, State and local government purchasing to foster conversion.

Alternative use committees, involving labor and management, are "a forum for joint exploration of civilian market possibilities. They should be a prerequisite of federal contracts, including clear enforcement criteria."

Incentives for companies to stay in place involve "financial support for product development, market assessment, new equipment, training and marketing. Federal contracts should give preference to hiring laid off defense workers. Firms that take jobs out of their communities after receiving support should be penalized."

There is currently a bill in the Massachusetts congress addressing the implementation of penalties.

Government purchasing should be used to "direct new investment and production. A substantial public commitment to transportation, health technologies, environmental technologies, communications, housing, infrastructure improvement, and other areas should be designed to purchase new products from converted defense facilities and bases."

One technology which should play a big part in successful conversion is zero-emission transportation: i.e. electric cars.

## News from the UAW

### 30th Anniversary Civil Rights March on Washington

The UAW, along with other organizations who organized the first Civil Rights March on Washington, is organizing a 30th anniversary march for August 28, 1993 to demand justice, jobs, and peace.

This march on Washington presents an opportunity for all Americans who are concerned about the erosion of people's civil rights to come together to send a message that justice, jobs, and peace must be priority items on our nation's agenda. The ongoing brutal attacks on people of color, gay and lesbian people, and people of different ethnic backgrounds points to the need to reaffirm our commitment civil rights.

The UAW is providing buses from Western Massachusetts for members, their families and friends. These buses will be free. To ensure that people show up to use their reserved seats on the bus you must pay \$5.00 for each seat you are reserving. We will reimburse the \$5.00 to you on the bus. To reserve a seat: see your Union Steward, call, or come by one of the Union offices.

program at the Framingham GM Local (Local 422). Red has 13 years of experience providing confidential help to his union sisters and brothers.

The EAP office is located in the UAW office in Dedham. Red can be contacted at 617-329-7749 or at 1-800-946-4646 (enter PIN# 10093136). The 800 number is a pager that will get you an immediate response by leaving a voice message or inputting your telephone number.



## Calendar of Events

**GEO Stewards Meetings to develop new GEO Unit Bylaws:** Wednesdays: August 18 and September 1, 4-6pm

**Martin Luther King 30th Anniversary March on Washington, Saturday August 28 -** UAW providing free buses (\$5 reservation charge, will be paid back to you on the bus) from Western Massachusetts, contact the Union office or your steward by August 14 if you want to go.

**UAW Training on "How to do Arbitrations":** Saturday September 11 in New York City. Call the Union Office if you are interested before August 31.

**UAW Basic Grievance Class** will be offered in Western Massachusetts in Late September or early October. Watch the next Newsletter for details.

**Joint Council Meeting** Tuesday September 28. The Joint Council meets the last Tuesday evening of each month. At the next Joint Council Meeting we will be working on our Local's By-laws. Call the Union office for location of meeting.

### New UAW Employee Assistance Program Available

Our UAW Region has set up an employee assistance program (EAP) designed by the union leadership. The program will provide identification, early intervention, immediate evaluation, lower treatment costs, training and education (for staff, leadership, mers, supervisors, peers, etc).

The EAP program is available to all, 24 hours a day, 7 days a week. The Regional Coordinator for this program is Milton "Red" Moran, CEAP, who coordinated the EAP



# Union Busting in the Happy Valley?

A spate of recent management proposals and actions in area human services workplaces (shops) has led our Local to ask: is there a pattern of intentional union busting by human service agencies in this valley?

## Joe Penzicka

If so, is it being orchestrated by a Springfield area lawyer, or the Human Service Boards and Executive Directors?

Is it a just coincidence that the same lawyer who forced our local to go to federal appeals court to get the names and addresses of the workers at Valley Programs that we represent is the same lawyer who advises two agencies in the area, Holyoke VNA (represented by another union) and HCAC, who within months of each other implemented a "gag rule" on their workers?

Is it a coincidence this lawyer also represents Tri County Youth Programs where this winter management re-interpreted a

long standing contract clause on lay-offs (which had been by agency seniority) and decided that lay-offs should be by full or part time

status and shift seniority (giving the longest term employee seniority over no one)?

Is it a coincidence that Tri County also has presented a contract proposal to the union that takes away the union security clause?

Is it a coincidence that this lawyer also has been known to also advise Northampton Center for Children and Families where management has chosen to reject binding arbitration, union dues check-off, and the principle of "just cause"?

As our new local organizes itself, building on the positive legacies of District 65, these questions are demanding serious attention.

Nancy de Prose, a vice president and senior staff person of Local 2322 sees it this way "I believe these Executive Directors



are being lead astray, for the most part they are liberal, well intentioned, and some of them are considered union supporters by people in other parts of the labor movement".

Certainly, human service directors are often overworked just trying to keep their agencies alive in an uncertain fiscal environment.

The demands of an organized workforce and collective bargaining can seem like a potentially overwhelming burden in addition to the burdens they already must bear. In that context there's an understandable temptation to turn to an "expert" in labor law. In fact many of them have turned to the same lawyer from Springfield that we mentioned above.

"If they could see the collective result of the advice that this lawyer is giving them they would freak out", de Prose adds. "The result for our local has been that we are constantly running around fighting for our members rights in these agencies (and always winning). The result for the managements of these agencies is that dealing with our Local is expensive and time consuming (and they always lose)."

Sue Kelliher, another staff person said, "We have hardly any time to do the lobbying and organizing that we need to do make our members' jobs what they ought to be - well paying in well funded programs."

Whatever the underlying motivation of area managements, this pattern of union busting is being taken very seriously, and will be the focus of discussions, planning, and action in our Local. Whatever course of action we take, our ultimate goal is to work together with managements to improve the wages and working conditions of human service workers.

Our staff and leadership want to hear your comments and ideas about this. You may share these with them in person by calling the Union office or the Op/Ed Section.

## Stopping Scabs

*Continued from p. 1*

ing worker, they could hire someone else (a "scab") to replace the striking worker. After the strike was over, the striking workers would have their contract, but they would be laid-off because someone else was already doing their job. Thus, workers could strike without the fear of being fired, but, instead, they had to worry about whether or not there would be a job for them after the strike.

No firms really employed this loophole strategy until the 1980's. The first major case we may all remember involved Reagan and the PATCO workers (the air-traffic control workers). Reagan permanently replaced all the striking workers with scabs. Eventually, that move killed the union.

During the last decade, permanent replacement has become the weapon of choice for firms. Some firms have even encouraged strikes as a means of getting rid of unions and establishing a helpless, unorganized workforce. If the firm can get the union to strike, the firm can then replace all the workers! Obviously, this loophole undermines the intent of labor law in the U.S.

The Anti-Scab bill (S.55) aims to close the loophole. S.55 would allow firms to hire temporary replacement workers so that

**firms could continue producing during a strike, while ensuring that strikers could reclaim their jobs after the contracts are ratified.** The intent of the Anti-Scab bill is straightforward--to return labor relations to a more balanced playing field.

In our local, the Anti-Scab bill is essential. We would never strike unless we had come to a serious impasse in bargaining -- unless management was attempting to take from us something which we felt was an essential right. If we are ever put in that situation, it will be crucial for us that we have the right to reclaim our jobs after we win our rights.

Few bills have been debated in congress which are so essential to our success as workers, as a union, and as part of a struggling economy. Please encourage our senators to rally support for the Anti-Scab bill.

The address for Senators Kennedy and Kerry is:

Hon. United States Senate  
Washington, D.C. 20510  
Or call: (202) 224-3121.

## Nonotuck

*Continued from page 1*

All teachers must join the union or pay an agency fee.

Nonotuck is a child care cooperative which was established in 1977, and became a member of District 65 in 1984.

Nonotuck serves approximately 50 families and offers child care for children aged 18 months to 6 years. Nonotuck also has an accredited private kindergarten.

Each of the families at Nonotuck is a member of the cooperative and must fulfill a monthly work commitment. One of these work commitments is to be a member of the Board of Directors (a staff representative and the director are also members of the board).

The Board of Directors makes policy decisions; the director makes the day to day decisions involved in running the center.

The staff negotiates with a committee appointed by the Board of Directors. The negotiating committee consists of an equal number of parents and staff (three to four each) and meets in April each year to renegotiate the contract. The entire contract is up for negotiation every two years and a wage reopener is scheduled every year.

Currently we have a good and supportive relationship between the staff and the Board of Directors and director of Nonotuck.

Nonotuck is located at 48 Elm Street in Northampton (in St. John's Episcopal Church).

In the next newsletter, I'd like to profile GEO -- the largest unit of the local.





## Local 2322 Committee Reports

### Report from Region 9A Joint Conferences

*These articles cover three of the conferences that happened at our Region's Joint Conference in May. The Conference (bringing together the Region's Womens, Independent Parts and Suppliers, Political Action, Civil Rights, Skilled Trades, and Retired Workers Committees) was the first of its kind in the UAW. Our Local's participants came back enthused and ready to get our Committees off the ground.*

#### Women's Committee Conference

At our UAW Regional Joint Conference I had the opportunity to attend two sessions that were the Women's Conference.

##### Donna Johnson

The first one was presented by Priscilla Young from the UAW Women's department. The session focussed on "Building Sisterhood". We talked about why women are not "programmed" to work as team players.

One of the reasons that women are not programmed to be team players is the ingrained social consciousness in American society that says women and their work are less valuable than men and their work.

This attitude is most evident in the biased pay system. Ms Young emphasized that one of the most effective ways to address issues that concern women is through building sisterhood.

Patricia Skrobe lead the second workshop on Women, politics, and power. She urged us to stop baking the cookies for union meetings and to get involved in political activities because that is where the real power lies.

She said that most women shy away from leadership positions because they feel they do not know what to do. Men don't hesitate to assume leadership responsibility because they believe they will learn on the job while doing it.

Through political involvement and supporting one another women can become empowered to fulfill leadership roles.

The Local is establishing a Women's Committee to develop women for leadership positions, and to empower women in general. If you are interested contact Donna Johnson by leaving a message at the Union office.

#### Civil Rights Committee Conference

The Civil Rights Conference was run by two presenters: Nate Head, a staff person in the Civil Rights Department in Detroit, and Dik Days, our regional Civil Rights representative.

##### Nancy de Prosse

Head told us it is the duty of the Civil Rights Department to ensure that the policies of the International Union dealing with discrimination are implemented in every level of the Union. To do this at the Local level they are available to give assistance and guidance to Local Unions.

Dik Days then explained the requirement that every Local Union have a Civil Rights Committee. He further explained that it is the responsibility of this committee to promote fair employment practices and to endeavor to eliminate discrimination affecting members of the Local union, International Union, the labor movement and the nation.

He also discussed the union's processes that exist for local union Civil Rights Committee to use to deal with a member's allegation of discrimination against the employer, a local leader, or a member.

The Conference also dis-

cussed the Americans With Disabilities Act (ADA) which was passed in 1992. It is being slowly implemented and will be fully in place in July 1994. This Act protects the rights of workers who are disabled.

If a disabled member believes they are being denied their rights they should talk to their steward or contact the Local's Civil Rights Committee through the Union office.

We learned that the UAW has been working to rid our workplaces of sexual harassment since the 1950s. To this end they have developed many educational tools to help with this endeavor. We saw a new video that the UAW has available for educational purposes on Sexual Harassment.

The tape makes it very clear that Sexual Harassment is **any unwanted sexual attention** and that no one should have to work in a sexually hostile, intimidating, or offensive environment.

The Local 2322 Civil Rights Committee is in the process of being set up. If you are interested, please contact Nancy de Prosse at the Union office.

We will be presenting trainings on Sexual Harassment on September 21, 1993.

#### Technical, Office & Professional Conference

Our local is made up of university, daycare, human service and service workers. Therefore we have been assigned to the TOP department of the UAW. All workers in the UAW are assigned to a department; Johnson Controls Battery workers are in the Independent Part and Suppliers Department, Caterpillar workers are in the Agricultural Implement De-

##### Brian Fitzgerald

partment.

The Regional TOP Conference discussed tasks for the future. Among topics discussed were: An information packet to educate members of the UAW (both TOP

members and other UAW members) of our identity and concerns; organizing more TOP workers, developing a political action agenda on matters of concern to TOP members, and communication through a newsletter.

The TOP department is the fastest growing segment of the UAW. Hopefully the election of officers, and the development of a TOP Council in the Region will help to increase our numbers in the Region. Increased numbers will ensure our voices are heard.

We will be sending one person from our Local as a delegate to the Regional TOP Council meetings. If you would like to be our Local's delegate to the TOP Council please call the union.

#### Massachusetts Statehouse Budget Update

GEO and the other student groups at UMass Amherst won a large fight and lost another one in the State House Budget battle this year. We won the fight to get rid of tuition retention! We lost the fight keep the University funded at an appropriate level.

##### Tris Carpenter

We did pretty well in the House, getting last year's numbers plus the money for the other unions' collective bargaining increases, an

additional 4% or so on top, and no tuition retention. The Senate slashed us by about \$25 million to help fund the K-12 Educational Reform package and kept tuition retention. In the Conference Committee's final compromise, the University comes up about \$20 million short and tuition retention is gone.

In the end, we got \$26 million more than last year to cover some \$30-40 million in additional expenses. You can see the problem. When it all boils

## General Resources

#### Have Kids and Need Health Insurance?

*Healthy Kids* provides preventive and primary care for children from birth through age five who do not have health insurance coverage.

*Healthy Kids* monthly cost will vary based upon the household income. Many children will qualify for *Healthy Kids* insurance at no cost. (example: a family of 4 with an income of \$27,900 or less will get free health insurance). To get more information: Community Health Plan at 1-800-344-5682

#### Mediators Sought

The UMass Ombuds office is looking for interested graduate and undergraduate students to join a team to be trained in conflict resolution techniques. The mediation team will be called upon to mediate disputes with multi-cultural dimensions on the UMass campus beginning in the 1993-94 academic year. Training will occur during the week of August 23, 1993. Interested students should contact the Ombuds office at 545-0867 for an interview or to get more information.

down, this campus will probably have to absorb somewhere between a \$5-15 million cut. There is talk of hiring freezes and layoffs, and administrators have been asked to prepare two "austerity" budgets for 4% and 9% cuts across the

board. GEO will be talking to the Administration in bargaining about the impact the cuts will have on our bargaining unit. If you would like to get involved in an effort to increase funding to the University, call Tris at the GEO office.



# Local 2322 \* U.A.W.

56 Main St.

Northampton, Ma 01060

Childcare and Human Services Council - (413)-584-4905 • 1-800-682-0269

Graduate Employee Organization (GEO) - (413)-545-5317

August 18, 1993

Dear Co-worker,

I want to take a bit of time to update you on this summer's events at HCAC. It has been a tumultuous few months, with many instances of harassing and union busting activity being initiated by HCAC management. The issues go far deeper than the vicious attacks on Union stewards--they had one (Thia), arrested, and suspended two others (Caroline and Karl), with the intent to silence their voices about management's repeated contract violations. It is to all of our credit that we stuck together and raised a protest loud enough to be heard by the newspapers, television, and the HCAC Board of Directors. All of this in the face of a management who would tape our mouths before they would recognize our rights to our own opinions. If you disagree with the current top management, you are a "bad" person.

The Board of Directors is now in the process of conducting a full investigation of the problems at HCAC, only because people had the courage to stick together and speak up for what is right and fair. About a dozen employees have spoken candidly to the Board's investigative committee. Even those of us in the thick of the tumult were shocked at some of the abuses and flagrant discrimination occurring in this agency. Some of your co-workers have been suffering in a bitter silence, plagued by the cloud of an Internal Communication Policy that the Union never agreed to. It has been clear from the outset that this "communications" rule was formulated as a tool to silence people and keep us from knowing what is going on in our own agency. They were trying to control who, what, when, where and how you talked to anyone within or without the Agency. Big Brother in sheep's clothing.

Well, if you treat people with respect, you will receive respect in kind. If you treat adults like they are children, you will soon be reminded that we are adults. This is what it came down to. One Associate Director opened a Union steward's mail, he didn't think it was a big Diehl. He, and another manager spent two hours of work time in front of a VCR, reviewing tapes to try and come up with a credible charge against a steward who was among people arrested at a Welfare Rights protest. That other manager then attempted to ignore Federal law in an effort to bar a Union steward's child from receiving Head Start child care within the agency--even though her own children had been through the program.

Another manager had his entire staff leave the agency because of mismanagement and poor relations. Four co-workers gone, the manager remains... Our Union bulletin boards were again vandalized by Tim Diehl--he ripped down Union bulletins pertaining to his own arrest orders. This was a clear violation of the contract. When a steward (that would be me), protested the theft of Union material, I was suspended for "insubordinate and improper conduct". I lost six days work--it cost me \$295.00 to fulfill my duties as union steward. He breaks the contract, and I get suspended. You go figure.

over

However, we have a Union, and we have a contract. If we didn't, we'd all be walking around looking down at the floor everytime somebody said "boo!" We filed a grievance and they had to return the stolen posters which are back on the bulletin boards. Steward, Caroline Murray, who was suspended, has since left the agency for other work, but her suspension was overturned through intervention by the Board, and she received all her back pay. Thia's arrest for the dread crime of attempting to use the telephones at State Street was also looked into by the Board. The charges were dropped. There are grievances filed on her behalf to stop the agency's attempt to punish her for speaking up for her rights. And we're fighting to get her son's right to Head Start services restored.

My suspension and loss of pay is still not resolved. We are going to Step 4 in the grievance process. I'm not shutting up, and that's a crime in this agency. So they really want to punish me. I think this may go to arbitration, and they don't have a prayer if it gets that far. Thia reminded them that I was doing my job as steward in defending the bulletin board. She also restated that I am a "full-equal" in any and all discussions with management over contract violations. This is the law. But they don't want to have any of it. He yelled. I yelled. We all yelled. But I didn't think quick enough to threaten to call the police on him...

This is just part of what's been going on in this agency--mostly just the Vernon Street end of things. There's much more. Talk to a steward, or a Union Committee person, or just talk to your co-workers to get filled in. Read the Union newsletter.

Our contract is about to be renegotiated in a few weeks. We are not high paid workers by any stretch of the imagination. But, it is a credit to us, our Union, and the efforts of those who came before us, that our wages and benefits are a bit more livable than people doing comparable work in this community. We have earned these benefits through hard work and negotiation.

It is no co-incidence that they have come to attack the Union and its spokespeople at this time. They would like a timid group of workers--big-hearted human service people who would give a lot, and ask for very little in return. But, we have more self respect than that: you can be big-hearted, compassionate, and still know the value of your labor at the same time. And you can't put a value or limit on self-esteem. I think we've showed them that.

So, please, when it's time to negotiate, come and help out. And, if you are having trouble on the job, talk to a steward or Union committee member. If a co-worker is in trouble, support them, help them out. If it is a sensitive matter, it will remain confidential. But, don't suffer in silence. We're a Union. Let's stick together.

Sincerely,



Karl Meyer, Steward



# Before you think that you can't afford health insurance for your child ... get the facts on Healthy Kids

**1** All children from birth through age five who are uninsured and are Massachusetts residents are eligible to join. Enrollment is easy and is conducted each month in your community.

**2** An annual income of \$28,700 or less for a family of four qualifies your children for **Healthy Kids** insurance at no cost. For higher incomes the monthly cost will vary based upon your household income. For example, the same family of four earning up to \$57,400 annually would pay only \$16.98 per child per month.

**3** Health services covered include preventive care, prescription drugs, immunizations, sick care, specialty care and laboratory testing and x-ray. Choose a provider from a CHP Health Center or many of our affiliated local physicians.

**For more information on how to  
enroll in Healthy Kids  
call CHP at 1-800/344-5682 or 413/584-0600**

H · E · A · L · T · H · Y



OUR INVESTMENT IN THE FUTURE



The Commonwealth of Massachusetts



Join the New Coalition of Conscience For  
**JOBS, JUSTICE & PEACE**

**30th Anniversary  
Martin Luther King March  
On Washington  
August 28, 1993**

*All union members, families, friends, and fellow travelers are invited and encouraged to attend. Free bus transportation from UMass and Northampton will be provided.*

(Bus will leave UMass at 11:30pm Friday, August 27,  
and depart Northampton at midnight)

Please let us know in advance if you want a seat on the bus--call the union office (Northampton 584-4905, or UMass 545-5317)

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GEO  
Campus Center

**CAMPUS MAIL**