



UAW Local 2322



UNITED AUTOMOBILE, AEROSPACE, AGRICULTURAL IMPLEMENT WORKERS OF AMERICA

Volume 2, Issue 1

THE UNION FOR ALL WORKERS

September, 1998

LOCAL 2322 REPRESENTING WORKERS AT:

* THE BERKSHIRE EAGLE * HAMP-
SHIRE COMMUNITY ACTION COMMIS-
SION * IMPERIAL WALLPAPER * NONO-
TUCK CHILDCARE CENTER *
NORTHAMPTON CENTER FOR CHIL-
DREN AND FAMILIES SCHOOL AND
RESIDENCE * PROVIDENCE HOSPITAL *
SERVICE NET * SHARE GROUP *
SPRINGFIELD ACTION COMMISSION *
SPRINGFIELD DAY NURSERY * SPRING-
FIELD TELEMARKETING GROUP * TRI-
COUNTY YOUTH PROGRAMS * UNI-
VERSITY OF MASSACHUSETTS -
AMHERST * WESTERN MASS COSH*

This news letter is the first in a series of what we hope to be a bi-monthly Local wide news letter. Please let us know what you think. We invite articles, letters to the editor, pictures and suggestions. We are also offering a prize of undetermined value for the person who is so inspired as to create a title for this news letter. Help in distributing this news letter would also be greatly appreciated. Please send comments and contest entries to:

News Letter
UAW Local 2322
243 King St
Northampton, MA 01060

Your Local Union

Local 2322 is an amalga-
mated local with 16 work-
places (the local itself is
included as a workplace).
Our local represents ap-
proximately 3,000 workers
in Western Massachusetts.
We are a diverse local, rep-
resenting people from a
wide range of
cultural, eco-
nomic,
educational, and
national back
rounds. The
work that our
members do is
also very diverse.
The bulk of our
membership falls
into the following cate-
gories: daycare, graduate
employees and human ser-
vice workers. In future is-
sues unit descriptions will
be provided for all of the
different kinds of workers
we represent. In between
membership meetings of
the entire Local, Joint
Council is the highest gov-
erning body of the Local.
Many decisions financial
and otherwise, regarding

the functioning of the Local
are made at Joint Council.
Our Local has Joint Council
meetings, which are held al-
ternately between U.Mass,
and Northampton, and twice
a year in Springfield. Each
unit (a workplace covered by
a collective bargaining con-
tract) has a mini-
mum of two repre-
sentatives to Joint
Council. It is up to
the unit to deter-
mine how their
representatives
are selected.
There may be
elections for Joint
Council represen-
tatives and/or elected union
committee people may serve
as representatives, and if a
unit has no process for select-
ing Joint Council representa-
tion, then their stewards may
serve as the unit's represen-
tatives. Minutes of the Joint
Council meetings are mailed
out to each unit's representa-
tives and are available in the
U.Mass and Northampton
continued on page two



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union offices. If you have questions, concerns, or suggestions for Joint Council, please talk with your representative, Local staff person and/or send them to the President of the Local.

The UAW is our International Union. It is comprised of almost 1 million members throughout the United States and Canada. The International has a family education center, Black Lake, in Northern Michigan. Many different kinds of trainings are held there and yearly members from our Local attend. The International Union also represents a very diverse workforce, although its base has always been Auto Workers. Stephen Yokich is the President. The International has six Vice Presidents, Elizabeth Bunn is the Vice President assigned to TOP (Technical Office and Professional workers) of which most of our Local falls under. The International has many

departments which provide assistance to UAW Locals. Included among the departments are TOP, Civil Rights, Legal, Political Action, Research, Organizing, and Women's. The International is divided into Regions.

We are in Region 9A. Region 9A covers the New England states, New York City and Puerto Rico. Phil Wheeler is our Regional Director and Roy Colville is the International Representative assigned to assist our Local. The Regional office is in Farmington CT and there is a Sub Regional office in Dedham MA. There are trainings and other Regional events for members to participate in. Please check your Union Bulletin Board and talk to your steward or staff representative to find out what the latest events are. Our Region represents all kinds of workers including: The National Writers Union,

lawyers, auto part suppliers, Steam Boat Captains, and the Stamford CT Department of Education.

The AFL-CIO American Federation of Labor Congress of Industrial Organizations is the "union of unions". It is the umbrella organization which most unions, including the UAW, are a part of. It is the voice of the labor movement internationally. John Sweeny is the President, Linda Chavez Thompson is the Vice President, and Richard Trumka is the Secretary Treasurer. The AFL is divided into Local Chapters called Central Labor Councils. Local 2322 is covered by the Pioneer Valley CLC, the Hampshire Franklin CLC and the Berkshire CLC.

In addition our Local belongs to Jobs With Justice, a broad based coalition, that advocates for worker rights.

LOCAL 2322 OFFICERS

PRESIDENT
THIA HADGE

VICE
PRESIDENT
JEFF
BALFOUR

FINANCIAL
SECRETARY
JOE
PANZICA

RECORDING
SECRETARY
JENNY
MIRIAM

TREASURER
NANCY
DEPROSSE

GUIDE
DAVID
HAMMER

SARGENT
AT ARMS
MATTHEW
CLARK

TRUSTEE
ERIK OLSEN

GEORGE
PELC

LOCAL 2322 STAFF

NANCY DE-
PROSSE

THIA HADGE

SUE
KEHLIHER

JENNY
MIRIAM

FLO STERN

UAW 23 Constitutional Convention

by Thia Hadge

The 23rd UAW Constitutional Convention was held June 21-26 in Las Vegas, NV.. I was one of two people from Region 9A to be named to a convention committee. I served on the Credentials Committee and was flown out to Detroit two weeks prior to the convention and Las Vegas one week prior to the convention. The Credentials Committee reviewed rank and file protests regarding the election of convention delegates. In some cases Local's were directed to rerun their elections.

I learned a great deal about the appeals process and the technicalities involved in hold-

ing a valid election.

The highlight of the convention was when the resolution to recognize Puerto Rico, in the UAW International Constitution passed. The Puerto Rican delegation from our Region got up and sang the Puerto Rican anthem. This was a tremendous moment not just for UAW members in our Region, it was also very meaningful for our Puerto Rican UAW brothers and sisters living across the entire United States.

It was also very exciting to have Elizabeth Bunn, who comes out of Region 9A and the National Writers Union to

elected as a Vice President.

Bob King was elected to the new position of Vice President in charge of organizing.

Phil Wheeler was re-elected as Region 9A Director.

One of the constitutional changes that impacts Local Unions is that the term of office for stewards is now a minimum of two years. In fact the Local must request a waiver to reduce the term from three to two years.

The Presidents of the Steelworkers, and the Machinist and Yokich all spoke about the continued efforts to unify the three unions into one very large and powerful union.

Women's Pay gaining, but its still behind men.

WASHINGTON — The Department of Labor's Women's bureau reports, despite continuing small gains, women still earn much less than men 35 years after the Equal Pay Act was enacted. The report, "Equal Pay: A 35-Year Perspective," notes that despite

the act, signed by President Kennedy to outlaw wage discrimination against women, the process of catching up has not been swift. Women now earn 76 cents for every dollar earned by a man, the report said, up from, the 59 cents women were making for every male salary dollar in 1963 when the law was passed and signed.

"This report shows we still have a lot to do," said Labor Secretary Alexis Herman. "As long there is a pay gap, we have a values gap. Equal pay is not a privilege - it is a right."

UAW-LUPA

**TO LEARN MORE
CONTACT THE
WORKING
WOMEN'S DE-
PARTMENT OF
THE AFL-CIO**

**CALL TOLL FREE
1(888) 971-9797
OR WRITE
815 16TH STN.W.
WASHINGTON,DC
20006**

GEO OFFICERS

**PRESIDENT
EMILY
LABARBERA-
TWAROG**

**VICE
PRESIDENT
FELIX
TREMINO**

**SECRETARY-
TREASURER
DANIEL
KOROMA**

**GRIEVANCE OF-
FICER
MIKE D'AMORE**

**SOME POLITICIANS DON'T KNOW MUCH.
THEY DON'T KNOW WHAT IT'S LIKE SAVING FOR BOTH AN EDUCATION**

AND AN ELECTRIC BILL.

THEY DON'T KNOW SECOND MORTGAGES, SECOND SHIFTS OR SECOND-HAND.

THEY CERTAINLY DON'T KNOW THE PRICE OF

MACARONI AND CHEESE.

OR HOW TOUGH IT IS TO FIND A GOOD JOB.

OR HOW TOUGH IT IS TO LOSE ONE.

AT THE END OF THE DAY, THE HEALTH CARE PROBLEM ISN'T CRYING IN THEIR LAPS.

SICK KIDS AND SNOW DAYS

DON'T COME OUT OF THEIR VACATION TIME.

THE ECONOMY ISN'T ASKING THEM FOR

A NEW PAIR OF SNEAKERS.

TROUBLE ISN'T WAITING FOR THEIR KIDS AFTER SCHOOL.

YOU SEE, SOME POLITICIANS DON'T KNOW ANY OF THESE THINGS.

IT'S UP TO YOU TO TELL THEM.

PLEASE VOTE.

LET THE POLITICIANS KNOW WHAT'S REALLY IMPORTANT.

WORKING WOMEN: How we vote will decide who wins and who loses in this year's elections. We can make real changes—like good health care and equal pay. Quality child care and after-school programs. Social security and pensions that will be there when, hope to heaven, we retire. And the right to speak up about our jobs without fear of retaliation. This year we can tell America it's time for politicians and employers to get down to business and do something for working families. This is our chance to tell the politicians what's really important. **PLEASE VOTE.**

AFL-CIO

UAW/Graduate Employee Organization

GEO, the Graduate Employee Organization is a union of graduate employees at the University of Massachusetts Amherst. GEO is a unit within UAW Local 2322 and represents graduate students who are employed as TAs-teaching assistants, TOs-teaching associates, RAs-research assistants, PAs-project assistants, and ARDs as-

sistant residence directors. Also included are graduate interns, fellows and trainees who have similar duties as TAs, TOs, RAs, and PAs. The UAW/District 65 organized the graduate employees and in a six-day strike held in 1990 the union won recognition from the University.

Through union activism the graduate employees have

won raises and tuition, health and activity fee waivers. These accomplishments represent substantial economic gains.

Recent Gains

GEO/UAW Local 2322 won another significant victory this winter when their campus-wide organizing and outreach to the labor movement and elected officials challenged the
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UAW Works to save jobs through Employee Buyout

by John Boudreau

Feb. 2 1998: Share Group Inc. closes Springfield MA. Office - 35 employees out of work!

Due to circumstances beyond their control, 35 members of UAW Local 2322, specifically trained to market the Union Privilege Master Card for the AFL-CIO, are out a job. Share Group explores the possibility of outside buyers, but offers the Springfield site to whoever can take over leases, including the employees. United Auto Workers Local 2322 President Thia Hadge brings in UAW Financial Guru Mike Schippani. He

runs the numbers and finds that the company can be profitable if run right.

35 employees, who are out of work, approach the State of Massachusetts Corporation

Springfield facility. With state funding, Ownership Associates of Cambridge Mass and Harry Kokkinis of New York, a consultant partnership, are hired on February 17.



STG employees working towards workplace ownership

for Business Work and Learning for assistance in hiring consultants to do a pre-feasibility study of a possible employee buy-out of the

Springfield facility. With state funding, Ownership Associates of Cambridge Mass and Harry Kokkinis of New York, a consultant partnership, are hired on February 17.

A buy out committee is formed. Kessler Financial, managing the Union Privilege Master Card Project for House Hold Finance Corporation, the financial institution picked by the AFL CIO to administer the Union Privilege credit cards, needs calling to begin immediately.

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To receive an 1998 Union Plus scholarship application, send a post-card - with return address and telephone contact information clearly printed on it - to:

Union Plus
Credit Card
Scholarship
PO Box 9389
Minn. , MN.
554440-9389

Deadline to
apply is Jan.
31, 1999.
Awards are
announced
May 31,
1999.

Union Plus Credit Card awards scholarships to 4 UAW recipients

Union Plus Credit Card scholarships — chosen from a pool of more than 7,000 applicants — were awarded to four recipients representing the UAW.

The four were among 109 award winners representing 37 AFL-CIO unions.

They are:

Kathryn Kowalski of Shelby Township, Mich., daughter of Robert Kowalski, a member of Local 400;

Chambroe Malone of Huntsville, Ala., daughter of Orris Malone of Huntsville, a

member of Local 1413;

Davis Quinn of Newark, Del., son of John Quinn, a member of Local 1183; and

Michael Reintz of Crystal, Minn., a member of Local 879.

Kowalski was awarded \$750, and others received \$500 each.

The UAW is providing matching scholarship for the four recipients.

The 1998 recipients are a diverse group, ranging from high school valedictorians to union-member activists to im-

migrants looking for a better way of life.

Judges included representatives from the United Negro College Fund; the American Association of State Colleges and Universities; the National Association Independent Colleges and Universities; and the American Association of Community and Junior Colleges.

The Union Plus Credit Card Scholarship Program is funded by Union Privilege and Household Credit Services.

-UAW-LUPA

UAW/Graduate Employee Organization continued

Administration's apparently illegally declared impasse in contract negotiations.

With massive member mobilization, legal and other assistance from the UAW and the support of the other unions on campus, the union was able to secure a contract during the early morning hours of February 28, 1998.

The contract—won after 16 months of struggle—includes several important gains, including guaranteed wage increases, increased funding for educational access, and agency fee.

The clause about educational access is especially important (and unusual for a collective bargaining agreement) because it addresses the need to make

graduate positions accessible to students from diverse racial and economic backgrounds and under-represented groups.

Agency fee, frequently referred to as "Union Security", has been an outstanding demand since the initial organizing and has now been won. An agency fee means that all the employees who benefit from the union contract must contribute to the negotiation and administration of that contract. Paying dues or an agency fee is a condition of employment. No more free riders.

During these negotiations the University Administration also agreed to work with the union to gain legal recognition, under the Massachusetts labor law, above and beyond the recognition they achieved through their initial or-

ganizing.

The top three officers of the unit and the grievance officer are paid teaching assistance wages by the University. In addition to the staff paid by the University, there are five graduate employees paid lost time through the Local. GEO has regular leadership, and membership meetings.

UAW/GEO

Student Union 201

UMass-Amherst

Amherst, MA 01003

Phone: 413 545 5317

Fax: 413 545 1457

email: geo@oitunix.oit.umass.edu

Web Page:

www-unix.oit.umass.edu/~geo

**UAW/GEO
LOST TIME
STAFF**

**ORGANIZER
POLITICAL
ADVOCATE
LULU DAVIES**

**ORGANIZER
CONTRACT
ADMINISTRATOR
MATTHEW
CLARK**

**ORGANIZER
OUTREACH
COORDINATOR
DONNA
ZMED-KRUPP**

**DATABASE
COORDINATOR
SUH-JUNG
LEE**

**OFFICE
COORDINATOR
XIAOYING MA**

Buyout Continued

So 35 employees form a corporation with the help of Ownership Associates and Harry Kokkinis hustle to form a corporation, while also exploring how to purchase assets from their former corporate sponsor. The new corporation, formed on March 3, is named Springfield Telemarketing Group - STG. Thirty five workers are back to work with a whole lot of help.

Our former corporate sponsor, Share Group of Somerville, has been a patient and considerate seller. We appreciate their commitment to helping us save our jobs, and without the UAW's help, an employee buyout would not have been an option. The UAW continues to help us put this new company together and STG workers are glad to be unionized and in the UAW. But we are not home free yet. Much work and more fund-

ing is needed to help us finalize our corporate structure.

UAW Local 2322, Ownership Associates and STG have approached the city of Springfield for the needed funding for legal fees to finalize our employee owned structure.

At the same time as we are working to create a worker cooperative we are up and running. People here want to control their destiny and are working more productively than ever before.

*John Boudreau is on the
Share Springfield Employee
Buyout Committee and an
Springfield Telemarketing
Group Employee.*

COMPUTER ACRONYMS

PENTIUM: PRODUCES ERRONEOUS NUMBERING THROUGH INCORRECT UNDERSTANDING OF MATHEMATICS

WWW: WORLD WIDE WAIT

COBOL: COMPLETELY OBSOLETE BUSINESS-ORIENTED LANGUAGE

MIPS: MEANINGLESS INDICATION OF SPEED

MICROSOFT: MOST INTELLIGENT CUSTOMERS REALIZE OUR SOFTWARE ONLY FOOLS TEENAGERS

LISP: LOTS OF INFURIATING AND SILLY PARENTHESES

DOS: DEFECTIVE OPERATING SYSTEM

IBM: I BLAME MICROSOFT

SCSI: SYSTEM CAN'T SEE IT

RISC: REDUCED INTO SILLY CODE

BASIC: BILLS ATTEMPT TO SEIZE INDUSTRY CONTROL

-WILSON/CALM/UAW-LUPA

CALENDAR

UAW Local 2322
News Letter
243 King St.
Northampton, MA
01060

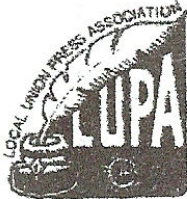
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UAW
Region
9A



Region 9A UAW Women's Committee Meeting
Sub Regional Office Dedham

September 25

Region 9A UAW Veterans Dinner and Dance
Hartford CT.

September 26

Region 9A UAW 3rd Annual Labor Day Celebration and Family Outing Sponsored by the Mass CAP, Civil Rights, and MA/NH Women's Committee
Medway MA.

September 27

UAW Local 2322 Joint Council Meeting
Northampton office

October 13

AFL-CIO Organizing Institute Training
Newark N.J. in Spanish
Hartford CT.

October 9-11th
November 20-22

UAW Legislative CAP Conference
Washington DC.

February

UAW Technical Office and Professional Conference
Chicago

Feb 28-March 2

If you are interested in participating in any of these events please let your union representative know or call the Northampton Union office. 413-584-4905



UAW Local 2322
243 King St.
Northampton, Ma
01060