Shop Talk

- by the Local 2322 Service Representatives

**CUTCHINS:**
The Cutchins Program residential unit has told senior management that the $50 “bonus” that they offered the bargaining unit for two years worth of wage re-opener is not enough! The bargaining committee rejected the final offer and has told Cutchins to hold on to that money and use it towards the new contract, which will expire in March 2005. The membership is gearing up for contract negotiation. Please contact your union steward and plan to attend membership meetings. A special thanks to the union stewards, Rob Dulaski (Three Rivers), Patty Connors, Tom Donahue & Melissa King (Northampton) for all their hard work and dedication to improving the quality of the work place.

The Cutchins School unit in Northampton had a recent win at a step 1 grievance. Due to the stewards diligence the bargaining units disciplinary letter was removed from his file. Special thanks to union stewards Christopher Munson and Cindy Rauch.

**GRADUATE EMPLOYEE ORGANIZATION:**
Currently GEO is negotiating its sixth contract with the University and negotiations have been prolonged and relatively unproductive. UMass is proposing serious concessions from GEO, including demands that our members pay for 20% of their health insurance combined with no wage increases. We have been building an aggressive contract campaign aimed at the university over the last few months but it has become clear that our targets must be the legislature and the Governor. UMass claims that the Governor has not authorized them to bargain over wage issues yet, and that they won’t be able to discuss wages in the foreseeable future. We will be taking our campaign for a new contract, and for our retro money from the 01-04 contact to the state in January and February—we won’t let a year of bargaining go by with no new contract in place! Thanks to our bargaining team: Alanna Rudzik, Slash Hakki, Amanda Plumb, Chris Vials, Amy Hines, Anders Jonsson, Jen Turner, Jamie Campbell and Megan McDonough for their investment and perseverance.

**HAMPSHIRE COMMUNITY ACTION COMMISSION:**
HCAC is in big financial trouble. Nonetheless, we want to give thanks to the courageous folks who have kept the Union strong. Special appreciation to Lilian Scott, Dina Healy, Susan Kyte and Deb Kapinos of the negotiating team and to Caryl Rice for helping with the Bonus funding.

**HAMPSHIRE EDUCATIONAL COLLABORATIVE:**
UAW members who work at HEC began contract negotiations for their first union contract this past Fall after winning a union

(Continued on page 3)

**Vickery (and other) Victories:**
- by Ron Patenaude, Local 2322 President and Service Representative

Peter Vickery a Progressive Democrat candidate for Governor’s chusetts support the values of fairness and inclusiveness council sailed to victory over his independent opponent by an almost two to one margin, reflecting most contests in Massa- chusetts where democrats handily defeated their Republican opponents.

Vickery’s decisive win demonstrates that the voters of Massa- (Continued on page 5)
Union Community Fund:
The UAW has joined other unions in offering our members the option of making your charitable donations through the Union Community Fund. The UCF is a way to show our communities that unions and their members contribute to organizations in our communities. The UCF board consists of Union members and makes sure that recipients of funds are responsible community members and treat workers fairly. For more information go to:
http://www.unioncommunityfund.org

New Board Members Elected
At the December 2nd Membership meeting and Holiday Social the following UAW Local 2322 members accepted positions on the Executive Board.

<table>
<thead>
<tr>
<th>Name</th>
<th>Shop</th>
<th>Position on E-Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mandie Brouilette</td>
<td>NECC</td>
<td>Guide</td>
</tr>
<tr>
<td>Paul Bailey</td>
<td>NECC</td>
<td>Trustee</td>
</tr>
<tr>
<td>Richard Gonzalez</td>
<td>NECC</td>
<td>Trustee</td>
</tr>
<tr>
<td>Tara McCauley</td>
<td>GEO</td>
<td>Financial Secretary</td>
</tr>
<tr>
<td>Jen Turner</td>
<td>GEO</td>
<td>Trustee</td>
</tr>
<tr>
<td>Mary Roco</td>
<td>MHC</td>
<td>Recording Secretary</td>
</tr>
</tbody>
</table>

Please join us in congratulating them on their new positions with the Executive Board. Thank you all for you dedication!

Holiday Food Drive:
It’s that time of year when people think about gathering with friends and families for a holiday celebration. Though many of us are probably often struggling to make ends meet and get by ourselves with the continuing economic slump we thought maybe we should count our blessings and try to help some of those less fortunate than us during for the upcoming Holiday Season.

We would like to give you a chance to join us in helping out the Open Pantry. Will be collecting canned goods to donate to the Open Pantry. Please drop off your donation at the local’s office at Open Square in Holyoke (see directions on back page) or give your Service Rep when you see them.

You can help them any time. Visit their site at:
http://www.openpantry.org

Letter to the editor
- by Ron Patenaude

How many times have you seen an article in the newspaper that just shows a total anti-union bias or misrepresents a labor issue? Instead of letting your blood boil why not write a letter to the editor?

The media is often very good at portraying unions and workers in a negative light while it seems to pander to employers and management. Could it be that they are afraid to offend some of their advertisers? There’s no reason to allow their distortions and often-outright lie to go unanswered, write a letter to the editor.

A well-crafted and concise letter is often the only way the public will get to hear “the other side” of the story. It’s also a way to counter the often pro-business slant that most newspapers take. Even writing to the editor to say you’d like to see more “labor” stories and content, would show the newspapers they need to give us our due. The letters to the editor section is often the most read section of the paper so let’s get our union voices heard.

ATTENTION LOCAL 2322 MEMBERS
You are entitled to a discount at the following local businesses by presenting your UAW Local 2322 Member Card:

- **Whalen’s Office Supply** — 59 Service Center Rd. in Northampton.
- **Collective Copies** — both 71 S. Pleasant St. in Amherst & 93 Main St in Florence. (10% discount for individuals only, not for organizations or businesses).
- **Broadside Books**, 247 Main St, Northampton
- **Food for Thought Books** — 106 N. Pleasant St., Amherst
- **The Book Mill**, Greenfield Road, Montague
- **Guild Art Centre**, Main St Northampton

Supporting locally owned, community-minded businesses is an easy way to protest the labor practices (as well as the political & environmental policies) of corporate giants such as Staples, Barnes & Noble, etc.

These discounts provide an opportunity to get a good deal and support your community. If you never received a laminated member card, or the information on your card is incorrect, please contact the local so that you may get a new one as soon as possible.
(800) 682-0269
“I QUIT”: Don’t say it unless you mean it

by Leslie Edwards, Local 2322 Service Representative

These are words you should never say to your boss unless you know what they really mean. Many people are unaware of the fact that voluntarily quitting a job makes it very unlikely that you will be able to collect unemployment. In fact, many bosses and even co-workers may tell you that quitting is the only way you can collect—this is absolutely false!

In general, you are eligible for unemployment if you lose your job due to no fault of your own—this usually includes situations like involuntary layoff or if you are unable to fulfill your duties because of incompetence. If you are fired, you can apply for unemployment insurance and if your employer contests your claim, you can file an appeal. During the appeal, the employer will have the burden of proving that you were fired for good cause. The hearing officer will look at things like: did you knowingly violate a stated rule that was uniformly enforced, did you willfully engage in misconduct, etc.

In addition to making it more difficult for you to collect benefits, quitting can often tie the hands of your union representative or steward. It is much easier to grieve a termination than to grieve the circumstances that led an employee to quit. If in doubt, let the employer terminate you, preferably with a steward or witness present, and talk to your union representative immediately about filing a grievance. Even if you’re sick and tired of the job and you don’t want to continue working there, this will put you in a better position to leave on your own terms or bargain for a settlement offer.

Shop Talk

- by the Local 2322 Service Representatives

(Continued from page 1)

Jobs with Justice hosted a workers rights forum in South Hadley on October 13, 2004. Mandie spoke out about the working conditions and the extreme difficulty the bargaining unit is having at the negotiations table with management and their union busting consultant. NECfC UAW bargaining unit wants to thank Mandie for all her hard work and dedication to the improvement of the working conditions for all her union brothers and sisters. Thanks to ALL the bargaining committee members at NECfC; Madeline Smith, Paul Bailey, Richard Gonzalez, Brian Barry & Mandie Brouilette.

Happy Holidays

Members of the NECfC bargaining unit from left to right - Front row: Nancy Fish, Richard Gonzalez, and Mandie Brouilette. Back row: Paul Bailey and John McGrath.
~ From the staff of the UAW Local 2322

Jeremy Brown— Benefits Administrator
Samantha Gerolimatos - Bookkeeper
Scott LaRochelle—Office Manager

Directory of Organizations

This list includes organizations we are officially affiliated with, as well as ones we support and also a few that we just think are cool.

Labor Groups:
- Union Voice [www.unionvoice.org]
- Jobs with Justice [www.jwj.org/localcoal/MA.org]
- Labor Notes – [www.labornotes.org]
- Mass AFL-CIO [www.massaflio.org]
- Labour Start [www.labourstart.org]

LGBT Groups:
- Human Rights Campaign [www.hrc.org]
- Freedom to Marry Coalition [www.equalmarriage.org]
- Pride at Work [www.prideatwork.org]

Anti-War & Socially Conscious Groups:
- United for Peace and Justice [www.unitedforpeace.org]
- US Labor Against the War [www.uslaboragainswars.org]
- Solidarity [www.solidarity-igc.org]
- War Times [www.war-times.org]
- Traprock Peace Center [www.traprockpeace.org]
- The Valley War Bulletin [www.westernmassafsc.org/vwb/]

Democracy Groups:
- People for the American Way [www.pfaw.org]
- Democracy Now [www.democracynow.org]
- Bill of Rights Defense Committee [www.bordc.org]

Community Groups:
- Western Mass Neighbor to Neighbor [www.n2n.org] (413) 493-6666
- American Friends Service Committee [www.westernmassafsc.org] (413) 584-8975
- Anti-Displacement Project [www.a-dp.org] (413) 739-7233
- Organizes to empower low-income families in Western MA

Social/Political Commentary:
- Mother Jones [www.motherjones.com]
- ZNET [www.zmag.org]

Shop Talk - by the Local 2322 Service Reps

(Continued from page 5)

with employer contributions, pay for writing progress reports, paid time for lobbying, more holiday time and a voting union member on the board of directors, among other things. Congratulations and thanks go to Michelle Sullivan, Risha Zuckerman, Lisa Germanowski and Paul Murphy who put in countless hours strategizing, calculating and developing our arguments on the bargaining committee!

PROVIDENCE:
The UAW recently won a settlement for a worker who had been unjustly suspended. Thanks to Glen Porter, co-chair for his work on that case. The Union also made a settlement to remove disciplinary action against one of the SPBHS co-chairs after filling charges with the NLRB over what we considered harassment for her union activity.

RA UNION:
The RA Union at UMass is up and running at full speed this year. Since September, 8 new stewards and a highly motivated bargaining committee have been elected to represent all Resident Assistants and Community Development Assistants who work in the dorms across campus. The RA Union bargaining committee has been meeting regularly to draft proposals in preparation for contract negotiations which begin in February. Thank you to all the elected representatives; Alex Austin, Ian Callahan, Jay Catelli, Nathan Chomsky-Higgins, Joanne Freddette, Mike Gibbons, Shannon Keller, Brian Lussier, Chris Murray, Carrie Sallgren & Steve Sasso of the bargaining committee and the stewards; Chuck Berry-Skillen, Andrew Bynard, Nathan Chomsky-Higgins, Mike Gibbons, Shannon Keller, Mike Pillsbury, Carrie Sallgren & Steve Sasso. We also like to send a special thank you to all of our supporters, who are to numerous to list here.

(Continued on page 5)
Vickery

- by Ron Patenaude

(Continued from page 1)

Vickery, a member of UAW Local 1981, the National Writer’s Union was endorsed by the UAW Western Massachusetts CAP council (the Community Action Program is the political branch of the UAW) and area UAW members contributed financially and with their time, doing phone banking, standouts and attending public events to support their union brother. Susan Kyte of Hampshire Community Action Commission said, “We are proud to have one of our own members represented on the Governor’s council. Peter’s election was a fine example of a hardworking grass roots effort working with hardworking candidate to achieve their collective goals.”

Vickery’s support for workers’ rights and marriage equality made him the candidate of choice for unions as the Governor’s council helps select and approve gubernatorial nominations for judicial appointments and the Industrial Accidents Board which can impact worker’s compensation issues.

The union has fielded and supported candidates in the past who were UAW members, but Vickery is the first UAW member from this area to win elected office. Peter is our first win, but won’t be our last. Unions need to help select and promote candidates who support worker’s rights and equality, so when we find those individuals in our ranks we’ll help them run and win. Union members need to be involved and vote to curb the undue influences of big business on decisions affecting our well being of working people will guide his every decision...”

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Shop Talk

- by the Local 2322 Service Representatives

(Continued from page 4)

SERVICENET:
The Contract is Signed! After months of struggling, we finally have a signed contract back from management. Thanks to the persistent, determined members and supporters of the Negotiating team-Dee Lock, Karen Hettlinger, Tamura Wegryn, Joseph Frimpong, Sid Arens, Sally Johnson, Mary Hynes, Daniel McLeod. We are now moving ahead with a renewed Labor-Management team, and some new stewards. We are also finalizing the distribution of a retroactive pay raise based on Salary Reserve funding from the state.

SPRINGFIELD DAY NURSERY:
We have settled on the OCCS Bonus money. Members should see a bonus in their checks before December 25th. Special thanks to Marie Belden, Pam Curto, Vernita Reid, Yailin Valdes and Annie Lafreniere for hanging in there through these difficult meetings.

SPRINGFIELD PARTNERS FOR COMMUNITY ACTION:
New Beginnings Daycare Center, at Springfield Partners for Community Action (SPCA) has paid the overdue and retro contract wages to its members. The bargaining unit at the daycare has waited many months to see their contract raise. The union did not waiver in its fight to have the Center pay the teachers what was owed. Thank you to all that helped. Management saw the power of the union contract and the strength of organized workers.

YWCA:
The YWCA bargaining committee continues to work hard in contract negotiations with YWCA management for their first union contract. YWCA workers won a union election by a 2 to 1 margin in October of 2003. Although it has been a long and often tedious process to gain the first contract, the YWCA bargaining committee has already made significant strides in contract language that will improve working conditions for all YWCA union members. They are currently focusing on the final stages of the contract involving wages and benefits. Thank you to the Bargaining Committee; Brenda Barcome, Art Franz, Wendy McKee & Paul DeSantis for your dedication.

The Struggle Ahead

(Continued from page 1)

The battle for the White House may be over, but the coming battles in our nation in retaliation for union’s overwhelming support for Sen. Kerry is not. We can be sure that the Bush administrations already fervent pro-business/anti-union attitudes and policies will become even more intense over the next four years.

Our New Website

COME CHECK IT OUT!
It’s still under construction. We are trying to make it more interactive, informative and useful for our members. Go online at http://new.uaw2322.org. to get a preview of the new site.

Would you like to write an article for the Working News? Maybe you have an idea or suggestion for what you’d like to see in future issues of Working News? Drop us a line at uaw2322@uaw2322.org and let us know.
Miriam Williams of UAW Local 1981 stated “Peter’s astonishing victory is a bright spot in a dismal election. The well being of working people will guide his every decision, and he’ll be an outstanding member of the Governor’s council. Local 1981 can be proud to know he’s one of us.”

Vickery’s victory combined with the other decisive democratic victories demonstrates that the voters of Massachusetts aren’t fooled by the sound bites in politics of deception that have become the mainstay of the Republican party not just in Massachusetts, but nationally.

Other friends of labor who won re-election handily locally were Representatives Ellen Story, Ben Swan, Cheryl Rivera, Peter Kocot and Senator Stan Rosenberg.

WE NEED YOUR CONTACT INFO! Please help us reach you. Send us your phone number, home address and your email address so we can update our database. Emails will do a lot to help us reach you quicker. It is a great paper-saving method to and allows us to keep you informed in a timely manner. Whether you have moved recently or not, tell us anyway so we can verify our records. Thank you for your help : )