



Upcoming Events!

UAW 2322 Membership Meeting and Holiday Party

Monday, December 10th
6:00–9:00 PM

WWII Club, 50 Conz St.,
Northampton, MA

There will be a brief meeting, then food, awards, and a DJ! Bring a canned food for the food drive!

New York City Bus Trip

Saturday, December 15th
7:30 AM–7:00 PM

Leaving from:

West Springfield High School,
425 Piper Road,
West Springfield

This trip is a fundraiser for the Western Massachusetts Coalition for Occupational Safety and Health, a unit of UAW 2322 and a nonprofit organization. Call 413-731-0760 for more information.

UAW 2322 Solidarity and Education Committee Meeting

Monday, December 17th
3:00–4:00 PM

UAW 2322 Office,
4 Open Square Way #406,
Holyoke MA 01040

The UAW 2322

Food Drive ends on

December 17th!

Please help us by

donating at our

Holyoke or Amherst

offices!

A Guide to Buying Union!

Our greatest strength lies in each other. When you buy union, you support other union workers, and fortify the labor movement. Be proud of your purchases; buy union!

Clothing

Union Jean Company
No Sweat Apparel
Justice Clothing
Union House
King Louie
Unionwear
Zubie Wear
Union Made Clothing
Leather Coats Etc.
Alliance Graphics
Union Made in America
Special T Unlimited
Red Wing Shoe Company
Alden of New England
Brown Shoe Company

Sports Equipment

Louisville Slugger
Spalding
NordicTrack

Toys

Battleship
Boggle
Chutes and Ladders
Connect Four
Cranium
Guess Who?
Hasbro Games
Milton Bradley
Weebles
Yahtzee
Trivial Pursuit
Super Soaker
Sorry
Scrabble
Playskool
Parker Brothers
My Little Pony
Nerf

Food

Boar's Head
Butterball
Eckrich Deli
Foster Farms
House of Raeford Farms
Klement's
Saag's
Sahlen's
Thumann's
Ore Ida
Betty Crocker
McCain
Stuffing
Manischewitz
Stroehmann Bakery Products
Kraft
Ocean Spray
Andy Boy
Eurofresh
Birds Eye
Mann's
Sunripe Produce



RAU/UAW 2322 Ratifies New Contract!

By Court Cline, Servicing Rep.

Congratulations to the bargaining team for the Residents Assistants Union (RAU-UAW) for reaching a Tentative Agreement with the University of Massachusetts after 18 long months of bargaining, and to the RAU for ratifying the agreement! Included in this agreement is an almost 37% wage increase over the next four years. Also contained in this agreement is significant movement towards "just cause", which will result in increased protections for our members on the job. These gains were almost inconceivable two months ago, and lay the groundwork for better contracts in the future. The agreement

was ratified at the RAU/UAW membership meeting on December 5th.

Many thanks to the RAU-UAW Bargaining Team members: Avery Fuerst, Frank Jackson, Christopher Hoel, Patrick Michel, Megan Kingston, Annie Mombourquette and UAW Servicing Representative, Ryan Quinn and UAW Local 2322 president, Ron Patenaude, who spent most of the past 18 months meeting with the UMass Residential Life representatives to craft this progressive agreement. It is truly a testament to their hard work and persistence that the bargaining team was

able to move beyond stalemate and reach a progressive Tentative Agreement. Thanks must also go to the more than 60 RAU members and allies that lined the halls of one of the most recent bargaining/mediation sessions. Collective, concerted action like this certainly helped the RAs to make significant progress. It truly gives fine example to the phrase, "United we bargain, divided we beg."





ServiceNet Home Care Nurses: Determined, Courageous, and Insightful

By Brooks Ballenger, Servicing Rep.

In December of 2011, the ServiceNet Home Care Nurses voted overwhelmingly to form a Union. This was after years of no raises, inconsistent management, and an unstable work environment. The nurses voted to win themselves a voice at the table and to improve the program for themselves and their clients. We have been bargaining a first contract since March. The nurses on the Union bargaining team have been determined, courageous, and insightful in the face of management slowdown tactics. An Unfair Labor Practice charge was filed against ServiceNet for making unilateral changes in the work-

place and forcing the "resignation" of a Union nurse by unilaterally changing his job description. The Labor Board issued a complaint on these charges. The nurse will be getting his job back with back pay. On November 13, the nurses held an inspiring informational rally in front of a of Democratic party meeting at the Hotel Northampton. Contract bargaining will continue. Thanks to Shirley Markham, Kelly Covey, Angelica Trenholm, Belinda Emily Kim Soutra, and Sarah Fishburn for your great work!



Member Profile: Anna Waltman

By Ryan Quinn, Servicing Rep.

Shop: Graduate Employee Organization (GEO)

Where are you from?

I grew up in Millville, New Jersey, which is a smallish, postindustrial city about an hour's drive southeast of Philadelphia.

What brought you to UMass?

I applied to UMass Amherst's MA/PhD program in English and American Literature at the recommendation of one of my favorite undergraduate professors, who did his PhD here and had an excellent experience. UMass' reputation as one of the most politically engaged campuses on the East Coast immediately attracted me. Having been raised by two unionized public employees, I wanted to attend a public university with a strong teaching program and a unionized graduate student body if possible; this way, I get to work with students from a much wider range of backgrounds and experiences than I would have at a private institu-

tion, and I enjoy the protection and benefits that come with union membership.

How have you been involved in the GEO and UAW Local 2322?

Well, it all sort of happened at once at the end of last year when our department's previous steward of three years stepped down to focus on her dissertation. Four people from the English department put their names up during the ensuing elections to be stewards, including myself, under the assumption that we could only have a maximum of two (since we'd had only one or two stewards in previous years). However, after doing a little research it turned out that our department is so big, we qualify for four stewards! Now all four of us are on board, which has been great for mobilizing the English department's large and diverse workforce. I also co-chair the Steward's Assembly along with one of the other English department/Writing Program co-stewards, and we both serve as the Steward's Assembly delegates to Steering Committee, too. Most recently, I've been attending meetings as a GEO representative for a cross-

A Brief (But Rousing) History of the UAW

1935: The American Federation of Labor charts the UAW in Detroit.

1937: Thugs from the Ford Service Department and UAW organizers clash in Dearborn, Michigan. The incident is dubbed the "Battle of the Overpass."

1941: 50,000 workers walk out of the Ford River Rouge plant in response to years of union-busting. After ten days, Ford capitulates and agrees to recognize the UAW.

1945: The expanding defense industry and the labor shortage resulting from military service bring millions of women out of their homes and into the factories. By 1945 women comprise 36 percent of the workforce—350,000 of them as UAW members.

1954: By 1954 almost all UAW members and their families have health care coverage for with the companies paying half the insurance costs.

1961: The UAW wins contract language prohibiting racial discrimination in employment decisions at GM.

1970: The UAW becomes the first union to endorse the Equal Rights Amendment.

1982: In negotiations with GM and Ford, the UAW wins the first restrictions on outsourcing.

1999: More than 10,000 academic student employees throughout the University of California system join the UAW.

campus coalition originally dreamed up by the Center for Education and Public Advocacy (CEPA) and the Student Labor Action Project (SLAP). The coalition has brought together representatives from a wide range of campus organizations—including undergraduates and graduate students—with the ultimate goal of making UMass a more democratic, safer, and more accessible campus for students of all backgrounds and identities. I'm very excited to be a part of such a positive and important project, and excited to see what changes we can make!

What is your vision for the future of the GEO and UAW Local 2322?

I'm thrilled that GEO has been doing more social justice work this year, like collaborating with the Stonewall Center on ally trainings for GEO workers. In the future, I would love to see us continue actively working to make UMass Amherst a more equitable and safe environment for our membership and the community as a whole. I'd also like to see us continue working actively with other groups on campus, like undergraduate

activist groups and the RA union. Continually building and reinforcing bridges of support between GEO, other on-campus unions, and the undergraduate organizations whose members usually support our actions (SLAP, for example) can only benefit us all in the future.

What other organizations have you been involved with?

I've been an off-and-on member of the English Graduate Organization over the years, and have also been part of reading groups and theatrical performances within the English department. Last spring at the Renaissance Center, I was a part of the first production of Thomas Heywood's comedy, *Fortune By Land and By Sea*, since the 1600s.

What do you like to do for fun?

Obviously I enjoy reading, but as a PhD student in English, these days it's as much work as it is "fun." Most of the time, my stress outlets are baking (especially bread), knitting, subversive cross-stitch, and running. I also enjoy playing mountain dulcimer to an empty house, exploring cities on foot, and watching RuPaul's Drag Race with my two cats.