

Upcoming Events!

**UAW 2322
Executive Board Meeting**
Wednesday, July 10
6:00—8:00 PM
UAW 2322 Holyoke Office,
4 Open Square Way #406,
Holyoke, MA

**UAW 2322 Solidarity and
Education Committee Meeting**
Monday, July 22
3:00—4:00 PM
UAW 2322 Holyoke Office

**UAW 2322
Joint Council Meeting**
Wednesday, July 24
6:00—8:00 PM
UAW 2322 Holyoke Office



The Creation of a Strong Community

By Jocelyn Silverlight, President

As an amalgamated local, we all come from various backgrounds, identities, and workplaces. Some of our job descriptions may overlap, and others may be completely different. However, we are united under the same union. Lately, I have been considering what exactly a union is. I am positive it is not a third party that is nonexistent in the lives of its members. A union, our union, is driven completely by the membership, which has the highest authority in decision making. Each and every member of our large local union has an equal and powerful voice. Together, we must work towards the inclusion

of all voices. Some of you have heard me talk about the power of an amalgamated union, and I am constantly reminded of one of my favorite quotes (most often attributed to Lila Watson who was a member of the Aboriginal Activist Group): "If you have come to help me you are wasting your time. But if you have come because your liberation is bound up with mine, then let us work together." I want to see a union where members from all shops come and support struggling workers from another shop. I want to see us join together over our differences and fight for better working conditions, higher pay, benefits,

respect, and dignity. Together we can accomplish much, but only if we begin to see our struggles as intertwined, not independent and isolated. Join me in workplace conversations with co-workers, and distribute these newsletters widely. Come to union meetings, or set up a meeting with me or your servicing representative. It's time to become involved and active, constantly pushing for change and the creation of a strong community. Call me at 413-534-7600 or email me at jocelyn@uaw2322.org and tell me what a union means to you, and how we can work together to strengthen UAW 2322.



Staff and Faculty at Goddard College Unite to Win Contract Gains

By Ryan Quinn, Servicing Rep.

Goddard College, located in idyllic Plainfield, Vermont, is a pioneer in low-residency higher education. The faculty at Goddard has long been UAW 2322 members, and the staff recently voted to join our Local in January. This summer, as the staff negotiates its first contract, the faculty continues to bargain a successor agreement.

Both teams have been bargaining in an environment of financial hardship. Management presents poor projections for enrollment and has demanded concessions from both committees including wage cuts, an end to employer matching retirement contributions, and elimination of severance payments. Additionally, they have announced layoffs in both units and have suggested that they will declare impasse in



Left to right, front to back: Shirley Boardman, Helen Warren, Jane Wohl, Heather Byrd, Tom Pearson, Sarah Hooker, Kenny Fries, ME Lawlor, Karen Campbell, Carrie Biggam, Jan Clausen, Kyle Bass, Bhanu Kapil, Dvora Zipkin, Kit Cacicio, Michael Klein, Deb Brevoort, Jeff Dutton, Todd Beaton, Karen Murray, Claudia Marieb, Rebecca Shea, Nicky Morris.

August and impose their plans at that time.

These actions have incited

members of both shops to unite to develop united strategies to respond to management's threats. The first such action

was a joint statement on June 15 by both bargaining committees in response to management's impasse threats and public statements about layoffs and cutbacks in The Times-Argus, the local paper. The second action was a one-day show of solidarity during the MFA in Creative Writing Residency on June 28, where both staff members and faculty on campus wore UAW 2322 shirts.

Despite management's characterization of a dire financial situation, the members of the bargaining and organizing committees in both shops are confident that we will win good contracts that avoid concessions and reflect the priorities set by the memberships of both units: expanded shared governance for the faculty and increased protections for temporary and part-time workers for the staff.

UAW Statement on the Supreme Court's Ruling in Shelby v. Holder

6/26/13, www.uaw.org

DETROIT – This was a major setback for America. The UAW has had a long and storied history of working on civil rights issues, and we are extremely disappointed that a conservative majority on the U.S. Supreme Court struck down a key provision of the Voting Rights Act of 1965.

This is the same court that has continued their assault on de-

mocracy with the detrimental decision of Citizens United; this same court is trying to undo affirmative action and other civil rights protections. The ruling has ended a much-needed law that has been central to the United States' commitment to addressing and trying to end racial discrimination in voting, especially in the deep South.

The court declared that the so-

called 'coverage formula' used to determine which states should be required to obtain preclearance for changes in voting laws was unconstitutional, but that Congress retains the authority to update the coverage formula.

Last Saturday on June 22, we commemorated the historic Detroit freedom march where the Rev. Dr. Martin Luther King

Jr. first delivered his 'I Have a Dream' speech 50 years ago. We are not about to let Dr. King's dream become a nightmare.

Fortunately, this fight is not yet over, and we will continue to fight for the civil and human rights of all Americans. We must call on Congress to come together with bipartisan legislation to respond to this decision.



75th Anniversary of the Fair Labor Standards Act

By Court Cline, Servicing Rep.

Seventy-five years ago, President Franklin D. Roosevelt signed one of the fundamental pieces of modern employment law, the Fair Labor Standards Act (FLSA). The Fair Labor Standards Act, also called the Wages & Hours bill, legally established the length of the work week (40 hours) and the requirement of paying overtime (1.5 times the hourly rate) for hours of work performed in excess of 40 hours a week. The FLSA also outlawed child labor and guaranteed, for the first time, a minimum wage for all workers.

Capping the number of hours in the work week in all sectors of the economy resulted in more jobs. No longer were employers allowed to work their employees to exhaustion, and the result was more jobs for more workers. It is important to remember that this change was brought about by thousands of workers engaged in organized political activity through their unions. These workers forced the creation of this federal law, not some mystical force of market equilibrium. The struggle for fairness in the workplace continues today, as more employers seek to reclassify jobs as "exempt" from the Fair

Labor Standards Act, or to classify workers as independent contractors, thereby denying them overtime pay and the other protections that the FLSA provides.

We all know that the minimum wage has not kept pace with the increase in the cost of living. Many workers around the country are involved in organized struggles around the creation of a "Living Wage", which would reflect the true minimum that a worker should be paid to cover the expenses of living in a particular community. It is only through concerted, collective activity that we will win this fight.

On this seventy-fifth anniversary of the Fair Labor Standards Act, it is essential that we recognize the legacy of the workers and their unions in the struggle for a fairer workplace, and that we remain every vigilant to the new attacks by employers on these fundamental rights. As Franklin Roosevelt proclaimed, "A self-supporting and self-respecting democracy can plead no justification for the existence of child labor, no economic reason for chiseling workers' wages, or stretching workers' hours."



Cutchins School Unit Gets a Raise for All Workers!

By Nancy Fish, Servicing Rep.

Cutchins Programs for Children and Families, Inc. - School Unit ratified a one year rollover with a 2% raise for ALL workers in the school unit on 6/27/13. In addition, all union members will receive a small token of \$50 in their first paycheck in July.

The school membership decided that it made sense to hold off on full bargaining this year due to the changes that will impact the school and residential services with the merge of Department of Mental Health (DMH) and Department of Children and Families (DCF). Erin Ervin, Teacher, Steward, Union Activist, Bargaining Committee & Labor/Management member wrote a report to her fellow union members to give a bargaining update on 5/31/13. As a result, the membership was informed and ended up supported the one year rollover at the ratification meeting.

Both parties (Union and Management) have made a commitment to continue discussing important issues like

safety, management responsibilities, emergency planning, having the school thoroughly cleaned by professionals immediately and regularly thereafter, and a system that updates school materials when they are out of date.

In the 4/1/2010 - 3/31/2013 Collective Bargaining Agreement (CBA), Article 51 (Wages) states that in order to be eligible for the annual raise, you must have been hired by October 1. The CBA also has wage/salary caps for each category: Assistant Teacher/Interventionist, Instructors/Specialists, and Certified teachers. The union was successful with this one year contract to NOT have the caps prevent some workers from getting the 2% this year. The union was also successful in removing the October 1 deadline this year. Thanks to the dedication of the bargaining committee and the membership, the union was able to get a raise for all workers!

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