

Upcoming Events!

**Film Screening:
"Brother Outsider"**Wednesday, March 20
6:00 PM
Forbes Library
Community Room
20 West St,
Northampton, MA**GEO Membership Meeting**Thursday, March 28
6:00–8:00 PM
Campus Center room 903,
UMass Amherst**UAW 2322 Solidarity and
Education Committee Meeting**Monday, March 25th
4:00–5:00 PM
UAW 2322 Office, 4 Open
Square Way #406,
Holyoke, MA

*Do you want to be
more involved in
your union?*

**UAW 2322
Triennial Elections
for
Executive Board
are
coming up!**

*Watch your mailbox
for more
information!*

How You Can Help Bring Justice to All Workers



Dear Sisters and
Brothers,

I am writing this month to ask that with our triennial elections approaching, members of UAW 2322, in all of our shops, think about what we can all do to be more involved and help support each other. Not just in our own shop or in our Local, or other UAW Locals or other Unions, but also those workers who do not have representation.

You can support UAW 2322 and all of our members by considering running for a position on the Executive Board, or considering becoming a Joint Council representative. However, I'd like to emphasize that anyone interested in running for and serving in either capacity needs to understand this is not a place to push one's own agenda. Members of the Executive Board and Joint Council have a responsibility to the entire membership. Executive Board members

should not support their shop to the detriment of other shops of Local 2322.

Just as we do not, and would not, support under other circumstances the "tyranny of the majority at the hands of the minority," we should be mindful of following those principles closer to home. This means that members of the Joint Council and Executive Board must be able to understand and respect the principles and structure of an amalgamated Local, and act in the best interests of ALL of our members.

We need to support all of our Sisters and Brothers in all of our shops by showing up at rallies, making phone calls, or whatever other concerted activity we can engage in to help all of our shops benefit from our numbers and collective strength.

It saddens me to have to say that has not always been the

case, and that I have seen far too many situations where members have not come to the aide and support of other members. This has included situations not just on a Local level, but at times, we have not done our best to support Sisters and Brothers in other Unions when we have had the chance.

To that purpose, I'd like to invite those interested in supporting not just our members and the members of other Unions, but workers everywhere (including those workers who don't enjoy the protections of belonging to a Union) to join Western Mass Jobs with Justice. (For more info go to www.wmjwj.org)

Working together, we can help bring social and economic justice not just to our members, but to all working people.

Fraternally and in Solidarity,

Ronald Patenaude,
President UAW 2322

7th Annual UAW 2322 Skating Party

UAW 2322 held its 7th annual Skating Party at the UMass Amherst Mullins Center in the afternoon of March 3. The UAW 2322 Conservation and Recreation Committee estimates that this year had the largest participation of children and families since we began hosting the event. Members from our many diverse shops skated and socialized for two hours, enjoying apple cider donuts from Atkins Farm and spring water from Otis, MA. Next year, the committee hopes to bring in an instructor for novice skaters, and increase the number of milk crates and buckets for younger skaters.



Katrin Bahr and Kevina King take a break from skating with their fellow union members to say hello!

Photo by Court Cline



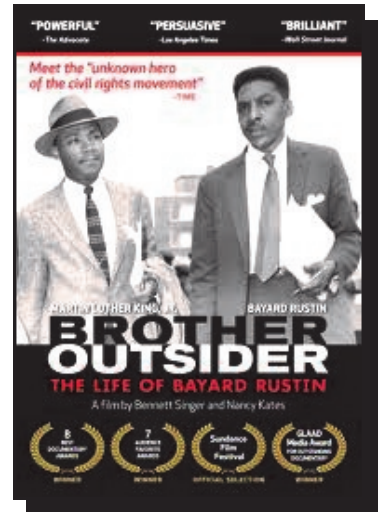
March 20 Film Screening: "Brother Outsider"

By Ryan Quinn, Servicing Rep.

2013 represents the 50th anniversary of the historic 1963 March on Washington, the largest political demonstration in America's history to that time, perhaps most famous as the site where Dr. Martin Luther King, Jr. gave his "I Have a Dream" speech. The UAW 2322 Solidarity and Education Committee is commemorating this anniversary by hosting the March on Washington 50th Anniversary Film Series, which will feature key figures involved with the 1963 march.

This month, we are joining Western Massachusetts Pride@Work to screen "Brother Outsider", a documentary about Bayard Rustin, the gay civil rights leader and confidant of Dr. King who organized the March on Washington and brought Gandhi's philosophy of nonviolent protest to the American civil rights movement. Rustin managed to attain these achievements despite having been threatened, beaten, arrested, and marginalized for being openly gay.

Members interested in getting involved with the Solidarity and Education Committee should contact Office Manager Scott L a R o c h e l l e at scott@uaw2322.org. The committee meets on the fourth Monday of every month at 3PM at our office at 4 Open Square Way, #406, Holyoke, MA. The screening of "Brother Outsider" will take place on March 20 at 6pm in the Community Room of the Forbes Library at 20 West St., Northampton, MA.



Improving Our Immigration System

By Brooks Ballenger, Servicing Rep.

There are an estimated eleven million immigrants living and working in the U.S. without documents. Some call these folks "illegal aliens." The vast majority are working, paying taxes, and contributing to our society, yet they live in constant fear of deportation. Some call for "self-deportation" by making life so miserable that the undocumented will choose to leave. The UAW recently released a statement calling for comprehensive immigration reform and a way for undocumented immigrants to earn citizenship.

"Our country's immigration system is broken. Without a pathway to citizenship, millions of workers are forced into a shadow economy and exploited by unscrupulous employers," said UAW President Bob King. "That drives down wages and working conditions for all workers, and puts employers who want to do the right thing at a competitive disadvantage. It's

past time to lift the fear of deportation for individuals who are contributing to our country."

President Obama called for immigration reform during the 2012 campaign and in his State of the Union Address, yet, at the same time, the Obama Administration has deported more undocumented immigrants than any administration in history

"The current system divides families and forces workers to live in fear," added UAW Vice President Cindy Estrada. "No child should be separated from their parents. Too many children go to school in the morning not knowing whether their parent will be home when they return. Our country can do better for our families."

Currently a group of Republican and Democratic Senators are working to create a bi-partisan bill to improve our immigration system. What do you think a better system would look like?



Your Union Contract: News You Can Use

By Nancy Fish, Servicing Rep.

Your legally binding union contract with your employer is full of useful information you can use. Union contracts generally identify your benefits, wages, working conditions, union rights, union protections, and the scope of management rights. All of UAW 2322 contracts are available on our website, www.uaw2322.org.

Each shop should have a copy available for anyone to reference. You may have a copy attached to the union bulletin board. If you do not have a contract at your work site, please ask the steward or representative to provide a copy.

After getting a copy of your contract, you should read it. After reading your contract, you will get a basic idea of what is included. You will be able to use it as a reference to help answer questions that either you or a co-worker may have. It's also okay to call your representative to get additional support when you are not sure about your rights.

A supervisor may ask you for a doctor's note, for example, after you have been out sick for a couple of days. You didn't think that you needed to see a doctor because you just needed rest due to a bad cold. You remember seeing an Article in your contract that identified when your boss can demand a doctor's note. So, you reach for your contract and you find that your supervisor can ask for a doctor's note, but only after three missed days, and only if there is suspected abuse. You then explain to your manager what it says in the contract, and reference the Article and the agreement between the union and the company. That may be enough information to stop your boss from demanding that you bring in a note. However, you may need to obey now and grieve later, and, with the support of the steward, you may end management's unfair (and sometimes very expensive) practice of requesting doctor's notes. This is just one example of how your union contract may have "news you can use!"