

Upcoming Events!**UAW 2322****Joint Council Meeting**

Thursday, November 21

6:00—8:00 PM

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

UAW 2322 Holiday Party and Membership Meeting

Wednesday, December 4

6:00—9:00 PM

World War II Club, 50 Conz St,
 Northampton, MA

UAW 2322**Executive Board Meeting**

Thursday, December 5

6:00—8:00 PM

UAW 2322 Holyoke Office

*By Jocelyn Silverlight, President*

On Saturday, November 2, UAW Local 2322 held its first Unity Brunch at the Media Education Foundation in Northampton. Those of us who attended had a wonderful time eating brunch, learning from each other, and planning for the future. We had time to hear about the experiences of members who work at Cutchins School, Cutchins Residential, Nonotuck, ServiceNet, and the Graduate Employee Organization. We found that while our jobs may look different, we are connected through some very similar struggles, such as lack of funding from the Commonwealth of Massachusetts. This was a powerful event

The Creation of a Strong Community

where we began to build connections across the many workplaces in our Local. It was suggested that we continue to hold this event every few months, and we certainly will! Thank you to members of the Executive Board for the planning and preparation for this event. This event confirmed for us something that we already knew- we are stronger when we are unified. Now is the time to learn about what your fellow union members do at work, because our connections are more apparent than we think. Check out www.uaw2322.org and the drop down menu "Shops" to learn about what your fellow members do in our community.

Regardless of the location, our members are doing hard and necessary work in our community. We are a union of care and service providers, whether through education, counseling, or housekeeping, we provide direct and indirect care to those in our communities. We deserve respect and dignity, great working conditions, and contracts that match the work that we do. Many of our shops are struggling in contract negotiations right now, and it is ever so important for us to join together as one Local and support each other. Please be sure to check the website and your emails frequently, as we will have many calls to action shortly.

**NCYF Bargaining Committee Keeps out Management's Proposals***By Nancy Fish, Servicing Rep.*

The Union bargaining committee at NCYF has reached a settlement after a dozen meetings to negotiate the one year successor contract

We first met with management on May 1, 2013, Labor Day, and passed union proposals across the table. Kim Zadworny (HR) and Rashida Rasario-Daniels (Residential Director) met with the Union committee and stated that the Union's proposals looked reasonable. NCYF did not have any proposals to pass the Union and the feeling was "OK, things may be very different this year." The attorney was NOT at the table and the Union thought we were off to a great start this year.

At the second meeting management had invited Leo Audette, the CFO, to present the grim numbers for the Residential

Programs, and explain how we didn't have the money in the budget for wages and economic improvements. By the third meeting, Kim was no longer working for NCYF; at the fourth meeting, Attorney Kocot was at the table. Now management had proposals and the Union's proposals no longer seemed reasonable to management. "The money was tight," and with an uncertain future for Residential treatment programs, we had pending layoffs due to reduced ratio changes. We were in a much different place than when we first met on Labor Day.

We learned that NCYF had installed GPS tracking in the work vans without telling us. The UAW was able to stop the system from being activated until we bargained the impact on workers. Currently the tracking system will be up and running

closer to January 2014 after impact bargaining at an all staff meeting with the UAW Rep.

The Union committee needed to switch strategies and quickly adapt to the new environment. The UAW committee had surveyed the membership and had identified many non-economic proposals that workers themselves had identified as important. We were able to focus on more non-economic improvements and successfully got many in our new contract.

We did not get guaranteed raises for this one year contract, but we did get improved language in many Articles: Recognition, Dues Check Off, Labor/Management, Hours of Work, Staff Meetings, Personnel Files, Weather Days (time and a half pay in some circumstances). The UAW committee was strong

and successful in keeping many of management's proposals out of the contract. We will be ready to start again in April 2014. Thank you to all who worked on this campaign.

UAW Local 2322 bargaining committee is:

Jeremy Vega, Steward and Joint Council member from KidBuilders (Residential program)

Jody Pangburn, Steward from Charm (Residential program)

Jay Gray, Steward from Empire (Residential program)

Nancy Fish, UAW Representative/Organizer

A special thanks to Andre McPherson and all the other UAW-NCYF members who joined us when they could.



News You Can Use: Welcoming New Members

By Ryan Quinn, Servicing Rep

Your first day at a new job can be bewildering. You probably have questions ranging from where to fill out new hire paperwork to where the bathroom is. Having a helpful steward from day one can help new members and build the union.

When new workers start at our worksites, it is important for us to welcome them to the union. Welcoming new workers helps show them that union stewards – and fellow union members – are resources for the questions

and concerns they have. Offering a new member a copy of the contract and contact info for their steward and union servicing representative is crucial, but listening to the new member to hear where they have worked before, what their experience with unions has been, and information about their lives is also vital.

UAW 2322 has welcome packets for new members that usually arrive after the member has already started. In some contracts, we have negotiated ori-

entation time where we can meet with new members and distribute information about the union. If, as a steward or interested member, you know that there will be new hiring in your worksite, you can contact our office managers Andy Goulet and Scott LaRoche at info@uaw2322.org in order to request a new member packet so that you can provide it to new workers on their first day. These first conversations should convey the message that the wages, hours, and

working conditions have been negotiated in a union contract, and are not gifts from management. The conversation should make it clear that you are available to answer questions about how your workplace operates – whether the questions seem trivial or not. Finally, it should include an invitation to an upcoming union event or meeting, or if no events are coming up, a promise to invite the member to the next one when it is scheduled.



UAW Local 2322's

ANNUAL HOLIDAY PARTY

(for members, family & friends)

**FOOD
RAFFLES
MUSIC
FUN**

Wednesday, December 4, 2013
6:00 pm until 9:00 pm

at The WWII Club
50 Conz Street, Northampton, MA

RSVP to 534-7600 or info@uaw2322.org
(brief membership meeting starts at 6 pm)



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<http://uaw2322.org>