

### Upcoming Events!

**Executive Board Meeting**  
Mar. 12th 6:00–8:00 PM  
UAW 2322 Office  
4 Open Square Way, #406,  
Holyoke, MA

**Joint Council Meeting**  
Mar. 26th 6:00–8:00 PM  
UAW 2322 Office  
4 Open Square Way, #406,  
Holyoke, MA



### UAW Local 2322/2232 Merger!

After a vote of the membership of our Local and UAW Local 2232, pending final notification of the UAW International Executive Board, we will be merging Local 2232 into our Local. Stay tuned for more updates!

## President's Welcome

By Jocelyn Silverlight, UAW 2322 President

I hope you all had a wonderful holiday season and New Year. 2014 was a challenging year but held many opportunities and victories. We have seen our Joint Council grow to representing more workplaces and we are working hard on shifting the Joint Council to be the organizing body of our Local. Many of our standing committees met and are working on new projects for our Local. The Women's Committee attended a Hearing on the Status of Women in Massachusetts and I spoke about the importance of supporting good paying, union jobs that value the work women do.

We are also gearing up for our Lobby Day in Boston on March 3rd. We hope you can

join us (carpools and lunch will be provided). We will be lobbying our elected officials on Legal Services funding, funding for Early Education and Higher Education as well as supporting legislation around workplace violence in our healthcare fields. If you are interested in attending, please contact your Servicing Representative.

I want to take a moment and recognize the hard work of bargaining committee members during the past year. Many of our workplaces have been in contract negotiations and I have had the honor of sitting in on many negotiations with many units. I am continuously inspired by the leadership of activists in our Local as we fight to ensure

the best contracts we can possibly win. It has been inspiring watching leaders speak at the bargaining table and thoroughly represent the interests of their coworkers. Thank you for the work you do and for the work of the UAW 2322 Staff for leading the way!

In 2015 you may see a lot of exciting opportunities to get involved in the union. Whether you have 5 minutes or 5 hours, there is a way for you to be involved. Please take the time to think about what this union means to you and what you would like to see out of it. Keep an eye out for educational trainings and conferences like the UAW Leadership Institute this spring or the Women's Conference this summer.

## UMass Unions United Rally

By Ryan Quinn, Servicing Rep.

On September 5, 2014, UAW 2322 members joined members of on-campus unions the University Staff Association (USA), Massachusetts Society of Professors (MSP), and the American Federation of State, County and Municipal Employees Local 1776 (AFSCME), as well as Western Massachusetts Jobs with Justice and undergraduate students with the Center for Education Policy and Action (CEPA) and the Student Labor Action Project (SLAP) for a rally on the campus of UMass Amherst. The coalition of unions, known as "UMass Unions

United," held a brief rally of more than 300 people outside the UMass Student Union before marching to the administration offices at the Whitmore Building and returning to the Student Union.

Donna Johnson, President of USA, gave a speech prior to the unions' march around campus, stating that "our unions are being asked to make important concessions, and are being offered nothing. The administration is showing its employees a lack of respect that is stunning." Graduate Employee

Organization Co-Chair Anna Waltman added that "we're seeing changes being made unilaterally without bargaining" in her remarks prior to the march.

UAW 2322 members in the Graduate Employee Organization are currently negotiating with UMass Amherst, and Postdoctoral Researchers and Resident Assistants have contracts with UMass that are set to expire in 2015.

# UAW Civil Rights Dinner

By Jocelyn Silverlight, UAW 2322 President

This January, about twenty UAW 2322 members and friends (see photo below) attended the UAW Region 9A Civil Rights Dinner in Hartford, CT. We were honored to hear from our UAW International President Dennis Williams, who received the Social Justice Award. President Williams spoke on the importance of the major Graduate worker organizing that is happening across our Region. The UConn Grad

Student Employees received the Benny Thornton Labor- Civil Rights Award. We welcome the UConn Grad workers to the UAW and applaud their hard work and quick organizing! Heather McGhee of Demos received the Community Activism Award. McGhee, who also spoke at the UAW CAP Convention, was a very inspirational speaker and drew connections between the labor movement and civil rights movement.



UAW 2322 at the UAW Region 9A Civil Rights Dinner

## New Organizing: Peer Mentors

By Court Cline Servicing Rep., and Jocelyn Silverlight, UAW 2322 President

For over a year, activists who work as Peer Mentors for UMass Amherst's Residential Life have been working hard and organizing their coworkers to join the Resident Assistant Union/ UAW 2322. A few years ago, the University attempted to eliminate the Peer Mentor position all together, but workers and community members fought back, citing the importance of the position and the impact it would have on the community if it was allowed to eliminate the jobs. These activists were successful in fighting off the removal of these positions, but the University was not done.

The workers decided that the best course of action was to seek to join the already existing Resident Assistant unit of our Local. Peer Mentors secured a majority of support and submitted union cards to the Department of Labor Relations last spring. In July, we attended a

two day hearing on the validity of this union drive because UMass was opposed to the unionization efforts. UMass claimed that these workers are not actual workers (despite the fact they are paid and provide invaluable services to undergrad residents of UMass). They also claimed that the Peer Mentor position and RA position are too different to be in the same bargaining unit. However, it is clear to the Peer Mentors and RA's that this is not the case. There is very much overlap between the positions.

The Commonwealth Employment Relations Board has ordered an add-on election for the UMass Amherst Peer Mentors to decide whether or not to join the Resident Assistant Union, a unit of UAW 2322. We are thrilled with the DLR's decision and expect the Peer Mentors to overwhelmingly vote to join our union.

## Member Spotlight: Alyssa Goldstein

By Jocelyn Silverlight, UAW 2322

### What is your job?

I'm a graduate teaching assistant in the Sociology department at UMass.

### How long have you been a member of UAW 2322?

I've been a member for a year and a half.

### What projects have you worked on with the union and what events have you attended?

I am a steward for the Sociology Department, a member of Joint Council, and have been active with GEO's Organizing Committee. For GEO Bargaining I gave testimony during a bargaining session to strengthen the GEO workload clause. I have also attended the annual membership meeting and recently the Region 9A Civil Rights dinner

### What does being a union member mean to you?

I am proud to be involved in a union that fought militantly to win organizing rights and respect for graduate employees. I believe in standing up for others in my union to protect and advance the rights they have won. It is great to be in a local with people from all backgrounds and occupations, and know that we share the desire to strengthen the working class.

### What are your hopes for our union?

Working class people have been under attack for a long time, I think Local 2322 can play a part in fighting back and winning more for all. Together we have a lot of ideas, skills, experiences, and hopes to use to build a strong union that sees community issues and strong wins on the job as part of the same fight for a powerful working class movement for social justice.

# Solidarity and Education Committee Update

By Jocelyn Silverlight, UAW 2322 President

On January 29th, members of the Solidarity & Education Committee met to lay out plans for this committee. Led by UAW 2322 Executive Board member Carly Houston Overfelt, and attended by committee members Stacey Sexton (GEO), Erin Wilson (Cutchins), Hannah Levine (Nonotuck), Anna Waltman (GEO) and myself, we decided to focus on a few areas to get us started. Stacey and Carly will be helping to coordinate content for this newsletter! Carly and Erin will be working with plans from previous meetings of the Sol/Ed Committee to help guide Joint Council in decisions on funding requests from other organizations. Erin and Stacey will be working on setting up educational opportunities for members. We will be reaching out to the UAW International Education Program for assistance. Anna

and Jan Clausen (Goddard) will be guiding our Local on discussions surrounding solidarity with Palestine. Stacey and Erin will be restarting our Union Member Local Discount Program and working with local businesses to set up discounts for our members. We also decided to hold another UAW 2322 Unity Brunch this spring! The last Unity Brunch in 2013 brought together members from many of our different workplaces to find commonalities in the struggles we all face. Keep an eye out for this spring's Unity Brunch. If you are interested in getting involved with the Sol/Ed Committee, please email [info@uaw2322.org](mailto:info@uaw2322.org). Our next meeting will be held on March 30th at 6pm with location TBA. We hope to see you there!



## STAY SHARP! STAY INFORMED!

Do we have your current mailing address, phone number, name change, and email address?

We need this information to make sure we are able to reach you with important information in a timely manner.

Send your updates to

[info@uaw2322.org](mailto:info@uaw2322.org)

## People's Climate March

By Brett Bailey, Graduate Employee Organization

What is it like to hear the voices of 400,000 people fill the streets of New York City as they scream in unison, calling for action to stop runaway climate change? Ask any of the 30 UAW Local 2322 members who attended the People's Climate March on September 21, 2014. The coordinated Moment of Alarm was one of many highlights of the march, organized to demand action from world leaders ahead of a critical series of United Nation Climate Summits. For me and many other attendees, the numbers of people, the signs they carried, and the collective spirit embodied by the event inspired hope and renewed interest in fighting for a more just and sustainable future.

UAW Members met early on the morning of September 21st to catch one of 22 charter buses leaving the Pioneer Valley for New York City. A couple of hours later, on the outskirts of the city, the adven-

ture began as a massive accident blocked traffic for an extended period. While passengers on other buses apparently abandoned their buses and

exited via an on ramp. As we approached the main staging area for the march at 86th street the scale of the event became obvious; Columbus Ave was filled with people as far as the eye could see.



Recognizing the diversity of participants, march organizers positioned groups in 6 major blocks designed to tell the story of the climate change movement. The story line was led by indigenous and other frontline communities, the people first and most impacted by climate change. Next in line, "We Can Build the Future", represented by more than 10,000 union members, including a large contingent of UAW, Region 9A members. Despite the traffic we luckily arrived at the staging area near Columbus Circle just as the UAW was joining the march.

walked to the nearest subway, our driver followed the lead of a few cars, completed a U-turn on the interstate, and

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## Member Profile: Jan Clausen

By Ryan Quinn, Servicing Rep.

The first time I met Jan Clausen in person was in April 2013, as we leafleted outside the New York International Auto Show on behalf of Nissan workers trying to organize with the UAW. For years prior, hers was a familiar voice calling into Joint Council meetings from her home in Brooklyn as a representative of faculty unit at Goddard College (GCFU). In fact, the majority of my conversations with Clausen – both as a member of the Joint Council and now as the Servicing Representative for GCFU – have been by phone.

Because Goddard has multiple low-residency sessions throughout the year, some faculty members may spend only a few weeks on campus, may only see the faculty in their own program, and most faculty members reside at a considerable distance from the college's Plainfield, VT campus. This makes phone conversations and online meetings crucial for organizing – a process Clausen has spearheaded throughout the past two years during her tenure as chair of the GCFU Bargaining Com-



mittee. Clausen worked with GCFU President Muriel Shockley and Vice-President Ju-Pong Lin as well as the rest of the GCFU Bargaining Committee to answer members' questions and address their concerns on countless conference calls culminating in a strike authorization vote and a contract ratification vote, held this past March,

that rejected management's last offer.

Throughout those difficult conversations in negotiations, it has become clear to me that Clausen's ability to redirect conversations that veer toward ad hominem attacks or which merely go slightly off-topic has been decisive in having productive conference calls and bargaining sessions, and that her fearlessness at the bargaining table has served the members of GCFU well. It has long seemed to me that not only I but perhaps others in the Local could learn from her experience and example. Clausen, the author of a dozen books of poetry, prose, and a memoir, is releasing her most recent collection, *Veiled Spill: A Sequence* this month. I spoke with her about her new book and her experience in the UAW for this month's Member Profile.

### How long have you taught MFA Writing at Goddard College?

I began teaching in the Goddard MFA in Writing Program about 25 years ago. I

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## Activist Spotlight: Jenna Grady

By Jocelyn Silverlight, UAW 2322 President

### Tell me about your job.

The Peer Mentors are undergraduate student staff members who work in first

year residential halls at UMass Amherst. We work hand in hand with Resident Assistants (RAs) to support first year residents in these communities. The Peer Mentor job focuses on helping residents achieve academic success.

### What led you to want to organize under UAW 2322?

UAW 2322 represents the Resident Assistants (RAs) at UMass, and we decided that we wanted all student staff members in Residential Life to be in the same bargaining unit, in the same union.

### Why is it important that Peer Mentors have a union?

Peer Mentors deserve respect and recognition for the work we do as well as a voice in our

jobs. I believe that with worker input, the Peer Mentor position could better benefit both workers and the students we serve.

### What do you hope to gain from this experience?

I hope to add momentum to the struggle for undergraduate workers to have jobs where they have a voice and where they are respected. I believe that unionization is an important way that student workers can go about achieving these goals.

### What are your hopes for UAW 2322?

I hope that UAW 2322 continues to push to be a socially and politically progressive union that supports both its workers and greater social, political, and economic justice.



## Three Things We Can Today to Increase Transparency in UAW 2322

By Ryan Quinn, Servicing Rep.

*I trust that every member of Local 2322 is committed to building a transparent, democratic union. After all, a democratic union is a prerequisite for all the other goals we share, such as winning better contracts, involving more members, and building power at work. Because I know that we all share these goals, the proposals below are offered without criticism of past or present leadership, and are not intended to question anybody's commitment to transparency.*

New technologies make it possible for us to improve how we communicate and share information amongst members, but our policies often lag behind. This is true of organizations generally, but unions are often particularly slow to adopt new tools. There are three policies we can adopt to utilize technology to improve transparency within our Local immediately:

- Summarize decisions of the Joint Council, Executive Board, and Membership Meetings on the website
- Provide unit leadership the ability to send email to their unit and post on their unit page of the Local 2322 website
- Post the UAW 2322 and unit bylaws on the website

### **Summarize decisions of the Joint Council, Executive Board, and Membership Meetings on the website**

Decisions made at Joint Council, Executive Board, and Membership meetings should be more easily available to members. Currently, we direct members inquiring about reviewing minutes to come to the Local 2322 office at 4 Open Square, #406, Holyoke, MA. There is nothing sinister behind this practice, as we have been directed by the International Executive Board (IEB) that minutes are to be kept at the Local office for inspection by members, and not "distributed". The challenge to transparency arises due to our geographically diverse membership, which includes two units in Central Vermont and three units at UMass Amherst where members don't always have

ready access to transportation to Holyoke.

Fortunately, we can comply with the IEB policy and create a more transparent Local by posting summaries of decisions made at these meetings. This is, in fact, exactly what the IEB does with their minutes – the International Union's Recording Secretary sends verbatim minutes to each IEB member's office, where members can inspect them, and then sends summaries of the meeting to each Local Union (see the UAW Constitution, Article 12, Section 19). By having the Local 2322 Recording Secretary summarize the decisions made within the union to be posted online, every member could stay up-to-date on what's going on in the Local. It's also likely that posting the agendas and decisions of the union will help to recruit members to join the Joint Council by making the decision-making process less opaque and demystifying what that body does.

There are, of course, some decisions which we wouldn't want posted publicly. It may be strategically unsound to post the outcome of a decision to go to arbitration, or to forewarn an employer that we are contemplating a strike. We can address this problem by either developing a policy on the posting of such items or by relying on the wisdom of our elected Recording Secretary to address these concerns as they arise by leaving such decisions vague (e.g. "The Joint Council voted to authorize an arbitration filing").

Regardless of how we choose to handle those delicate topics when they arise, it hardly makes sense to conclude that the existence of an occasional sensitive decision should lead to a blanket policy barring the communication of important decisions of the Local's leadership bodies to the membership. By posting summaries of these meetings to the website starting today, we can make our decision-making more transparent and begin to engage with the entire Local membership on the direction of our union.

### **Provide unit leadership the ability to send email to their unit and post on**

**their unit page of the Local 2322 website**

In the last few years, the staff of the Local, at the behest of the Executive Board, has greatly improved our email communications procedures and website. We have moved from fragmented, piecemeal unit email lists to a unified email list program provided by the International Union and maintained by the Office Managers. We have also created unit pages for every shop which have basic information about the shop including the contract, unit officers, servicing representative, and any website posts related to the unit. The new email system lets us maintain far more accurate email lists, send targeted content to units, and improve the mailing list by using reports of undeliverable mail. The new website lets members quickly find the most relevant information for their shop.

These advances can help Unit Leadership communicate with their members as well. Currently, units use a patchwork of incomplete and outdated email lists and many units have no list at all. UAW 2322 Amherst Office Manager Andy Goulet has identified a best practice amongst units – the process used at the Graduate Employee Organization (GEO). In that unit, the co-chairs send Goulet their content and he formats it before sending a mass email or posting it to the website when requested. Goulet says of the process, "What we have now is a good balance between data security and accessibility. Unit leaders can send emails that reach their intended audience and look professional without requiring special knowledge that could detract from their other duties and responsibilities." By adopting this practice across all units and offering them the same access to their own units that GEO Co-Chairs currently have, Unit Leadership including Unit Co-Chairs, Bargaining Committee Chairs, and Joint Council Representatives could improve communications within their units.

This process can also help us to improve the lists themselves. For in-

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stance, in my experience working with the Goddard Faculty, I know that we have been able to improve the membership email lists by working with unit leadership to verify addresses when we send bargaining updates and other unit communications. We have also found, unsurprisingly, that members are more interested in hearing from their unit leaders – their coworkers – than from an organizational email address like “info@uaw2322.org”.

Usually when we talk about expanding email list privileges, concerns are raised about inappropriate content. One proviso to note is that the Office Managers receiving content to send out or post on the website would typically flag egregiously offensive or illegal content to the Local President for her to weigh in before the content is posted.

Additionally, when we train unit leaders on how to get their messages out, we can inform them of their responsibilities laid out in the UAW Ethical Practices Codes, which state that “mailing lists are to be used only to promote the necessary legitimate functions of the Local Union and for no other purpose,” and that while members have the right to criticize policies and leaders, “this does not include the right to undermine the Union as an institution; to vilify other members of the Union and its elected officials...”. I am confident that the elected leadership of each bargaining unit will accept the responsibility that goes along with the ability to use union email lists and websites and act wisely. When they fail to do so, I trust that the unit membership will hold them accountable.

By providing all units the same email list and website access currently enjoyed by GEO and the Goddard Faculty leadership, we could improve communication within units and help build a more accurate member contact list.

### Post the UAW 2322 and unit bylaws on the website

As far as I know, the fact that the Local's bylaws are not posted on the web-

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## The Power of Our Stories: Ending Violence at Work and at Home

By Nancy Fish, Servicing Rep.

Violence seems to be everywhere; it's always in the news. You may have witnessed violence at work on occasion, or even regularly. You may be a survivor yourself; maybe it happened at work or maybe you were abused in our own *home* (see below: Massachusetts Domestic Violence Bill).

Our local Union is seeing an increase in violence in Residential Programs. Workers have been attacked by the clients that they serve, in part, because of reduced staffing ratios. Often these clients are deeply troubled minors with mental illness who have experienced personal trauma and violence themselves. Maybe the client that hit, punched, kicked, bit, or spat at you is still in the Residential program and the courts, hospitals, and jails don't think they belong there either. If DMH (Department of Mental Health), DCF (Department of Children and Families) and EEC (Early Education and Care) do not increase staffing ratios, I am fearful we will only see more violence in Residential Programs.

Many of us in UAW 2322 want to join forces and be a part of reducing the risk of violence in the workplace. We want to get our message to the agencies that recently reduced the staff/client ratios. We need to tell our employers and the state that workers in Residential Programs are not safe at work with the current reduced ratios. Workers are getting attacked and injured too frequently. Funding needs to be restored in the State budgets for increased safety.

We need to tell our stories and bring them directly to the attention of EEC and DMH. We need to collectively prepare, get on the agenda, and present the facts. I want survivors of violence to know that there is help and support available beside workers compensation benefits and access to sick time. Workers cannot wait this out and hope that it will get better without getting personally involved and identifying solutions. The UAW wants to support this process.

Staffing ratios that were recently reduced are directly impacting the safety of all: workers, clients, and communities. What is it going to take to get the funding needed to safely care for troubled youth in our communities? I do not want to see a worker killed, but I fear that this may happen if the State doesn't address the issue

of safe staffing; it is that serious.

Many union members have their own personal story of a violent attack or incident at work. You may have already had an opportunity to share your story during an internal investigation or at the doctor's office after the injury. I want to encourage you to take it a step further and get the message (your story) to the licensors (DMH-EEC). We should not wait until someone is seriously injured or worse for staffing ratios to be restored and adequately funded.

Some stories of violence are hidden and have not yet been told; maybe because it didn't happen at work, but behind closed doors, in your own home. Maybe a co-worker or you are experiencing domestic violence and have not yet told anyone, or maybe you have shared your story and have asked for protection from the courts. Maybe you called the YWCA domestic violence hotline and spoke to a UAW member, or maybe a court advocate has helped you or your friend get protection. Workers at the YWCA answer hot line calls for emergency help, and assist women and families in shelters seeking safety from their abusers. UAW-YWCA workers support victims in court seeking legal protections in the effort to be safe and to try to move away from violence.

Maybe you went to the HR department at your job and asked about the newly passed Domestic Violence Bill in MA. This bill is job protection for workers who are victims (or have family members who are victims) of domestic violence. This bill allows workers to get the help they need when they need it without worrying about losing their job while seeking help.

It may be that you are a survivor of domestic violence or you were injured at work by the very clients that you are paid to serve and protect. Several UAW- YWCA members told deeply moving accounts (their stories) at the bargaining table which helped personalize the experience; these stories moved the management committee. I believe the power of telling our personal stories helps illustrate the importance of improving wages and working conditions. Sharing our stories make a difference. Join us in trying to reduce violence at work, and know that help is out there. We all deserve a community, job, and home free of violence and abuse.



# Member Profile: Jan Clausen

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taught for a few years, left to increase my teaching load at the New School, and returned to Goddard in 2000. Whereas early on I knew little about the college beyond what happened in my own program, in recent years I've become more involved with the broader institution, serving on the Faculty Council and as chair of the faculty union bargaining team.

**I understand you belong to several UAW locals. In addition to Local 2322, you have been a member of ACT-UAW, Local 7902 both as faculty at the New School and New York University. Additionally, you are a member of the National Writers Union, Local 1981. Are there any lessons you think UAW 2322 members could take from your experiences elsewhere in the UAW?**

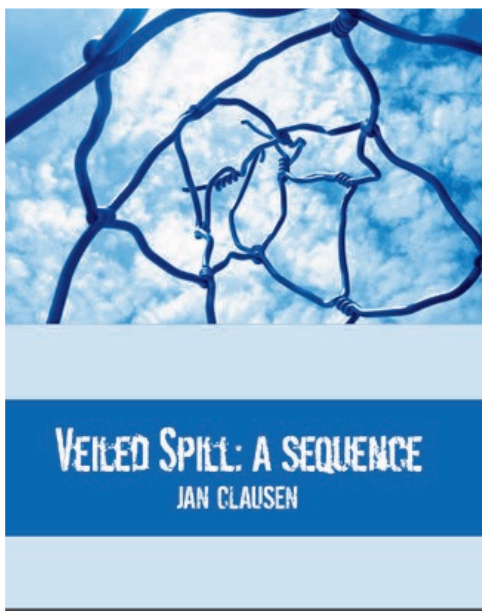
My experience with Local 7902 involved actually helping to organize the New School unit for part-time faculty, going through Labor Board hearings, and serving on bargaining committees for two successive contracts. I guess the lesson there is that anything is easier than taking those first steps – but also that most employers never quit trying to erode gains made by the union.

Both Locals have succeeded through a combination of tireless organizing (well, actually, sometimes it is tired organizing, but nonetheless, it is ongoing!) and savvy use of the media to pressure employers to do the right thing. At times, our challenges in Local 2322 are a little different because we represent such a diverse collection of shops. In reality, though, all three locals face versions of the same problem – how to actualize the notion that unity = strength while honoring the fact that our members' diverse locations generate different perspectives, and at times different needs. We can all learn from each other!

**You were the primary voice on the Joint Council responsible for getting UAW 2322 to affiliate with U.S. Labor Against the War (USLAW), and have served as an officer of the New York City chapter of USLAW. Which USLAW actions and initiatives would you like UAW 2322 members to be aware of? What can**

**2322 members do to get involved with USLAW?**

USLAW's broad mission is "Demilitarizing U.S. Foreign Policy – Organizing for a New Economy." Since its founding in 2003 on the eve of the Iraq invasion, important work has included building solidarity with Iraqi trade unionists and influencing the AFL-CIO to take pro-peace positions. Because USLAW doesn't currently have a chapter active in New England, Local 2322's participation is through the New York City chapter. The first thing I'd suggest is to sign



up for USLAW's e-mail list. You'll receive occasional "Action Alerts," e.g. a notice to call your congressional representative when a key vote is scheduled. With a ramping up of military operations against the Islamic State in a region from which U.S. troops withdrew just a couple of years ago, USLAW's mission seems more relevant than ever. To get on the mailing list, go to: [http://org.salsalabs.com/o/2488/signup\\_page/subscribe](http://org.salsalabs.com/o/2488/signup_page/subscribe)

**As Bargaining Committee Chair for the Goddard Faculty, you have worked on one of the most contentious negotiations in the Local's recent history. The Goddard Faculty have faced threats that the college would close, demands for pay cuts, and ultimatums eliminating severance pay, yet they have remained united. How have you and the bargaining committee persevered and**

**maintained solidarity in such trying circumstances?**

Goddard is an interesting place. We have a lot of free spirits on the faculty, and sometimes we can look a little ragged around the edges, but there's an intense commitment to Goddard, our students, and each other. I think the key is that many of us realized we weren't only fighting for a contract, important as that is. We were (and are) fighting for our ability to keep on doing the intellectual and creative work we do as permanent (not disposable) members of the rooted community that sustains us.

**Your most recent book, Veiled Spill: A Sequence, was begun as a response to the Deepwater Horizon oil spill in the gulf and the emergence of laws in Europe banning the full face veil. How does your writing bridge your personal life and your activism? How do you find time to write with your teaching commitments?**

My "creative" writing – poetry, fiction, and nonfiction – is always engaged with big political issues as well as small personal moments. It's often the overlap of the two that fascinates and inspires me. Writing gives me a way to "talk back" to reality – to shape words in response to a pileup of events so fantastic and accelerated that it can't be described only felt – yet whose impact we are going to be living with for a long time. So there's a common context to my writing and my activism. I'm not sure there's exactly a "bridge," however. In my creative work, it's as if I'm meditating on the realities I perceive, without any expectation of changing them. It's in my activism that I consciously try to nudge the world in a different direction. Finding time to write is always a struggle, yet I also draw energy and inspiration for my writing from conversations with my students, and from being an organizer.

**Where can members purchase the book?**

The easiest way to buy the book is to order direct from the publisher:

<http://genpopbooks.com/>

# People's Climate March

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From our entry point at Columbus Circle we marched 3 hours under leaden skies. For many, the march was a festive occasion celebrating weeks of preparation and a renewed energy behind the climate justice movement. For others it was a somber day, recognizing that climate change is already here and that the changes required to avoid even moderate levels of warming are monumental challenges. However, the resounding message was that we are up for the challenge!

ists. Not only was it many times larger than any other climate march by many times, but it was also the most diverse. Indigenous communities and frontline communities of color were front and center at the march with labor unions shortly behind. Spiritual leaders also helped turn out huge numbers of people. This new level of unity is what made the march much more than a day of action, it was the beginning of a new movement, a turning point in the fight against climate change.

Since September 21st the march has

access to food, water, shelter and good jobs. The path away from the worst effects of a changing climate is a path that leads towards equality and justice for all.

Labor has helped lead this nation forward through many crises. Riding the momentum of the People's Climate March, I hope that we will continue to all work together at this critical time in human history. UAW region 9A is an official partner organization of the People's Climate March. If you're interested in becoming more involved in the movement through the local or other community organizations contact me, [brettabailey@gmail.com](mailto:brettabailey@gmail.com).



The march route wound past many famous landmarks, including Times Square, where local New Yorkers and tourists, many with signs and cheers of their own, stopped to watch the largest climate mobilization in history roll by. Supportive banners hung from some businesses and residences while video screens dotted the route streaming smaller actions from around the world. The march ended at 11th Avenue and 34th Street where participants gathered for performances and art displays. Among the displays was the Climate Ribbon Tree where participants pinned ribbons listing the one thing they feared to lose to climate change: harvests, coastlines, homes.

The People's Climate March was more than just a gathering of environmental-

moved on throughout the world: communities are fighting back against dirty energy infrastructure, citizens are calling for progressive legislation, organizations are divesting from the fossil fuel industry, and towns are transitioning to more sustainable development. In Naomi Klein's new book, *This Changes Everything*, she reminds us that today, "well-paying union jobs are so scarce that people will fight for whatever jobs are on offer, no matter how dangerous, precarious, or polluting to themselves, their families, or their own communities." Climate change is everyone's problem and it's going to take everyone to turn it around. The climate justice movement is about much more than our climate, it's about avoiding injustices even worse than those seen following hurricanes Katrina and Sandy, it's about

## Three Things

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site is an oversight. The UAW Constitution is available on the UAW's website at <http://uaw.org/page/uaw-constitution>, and they recently posted an updated PDF which makes it easier to search the entire text for key words. By adding the Local's bylaws to our website and any unit bylaws (for units where they exist) to the unit pages of the Local website, we could make the policies and procedures of our democratic practices more transparent and bring them into line with the International Union's practice. I would also hope that by posting Local and unit bylaws, those units without unit bylaws could evaluate the foundational documents of the other units in the Local and use the best parts of those to develop their own bylaws.

### Implementing these proposals

The Joint Council could adopt these suggestions as Local policies at their next meeting. If you want to let your Joint Council representative know what you think of these ideas, you can email the Local at [info@uaw2322.org](mailto:info@uaw2322.org) and have your message be passed along to your representatives (maybe #4 on the list above should be "list Joint Council representatives on the website so members can contact them directly"). It is only through an informed and engaged membership that we can build the strength we need to win at the bargaining table and at the work site.