

UAW Local 2324

Boston University Technical Office Professionals
50 Beacon Street · Boston Massachusetts 02215
617-262-6333 phone 617-262-6414 fax
email: local2324@local2324uaw.org
website: www.local2324uaw.org



Coffee *Break*

April 2010

Greetings,

Spring is in the air, and the Red Sox are playing meaningful baseball again! Hopefully optimism for an economic recovery continues, and the unemployment rate will keep moving in a downward direction. Health care reform legislation passed, and now hopefully our government will focus on what is most important to our country. We are finally getting the much needed help in the union office, so now we can focus on getting ready for negotiations next year. I think things are starting to turn for the better, and I hope that everyone has been able to keep the faith through these trying times.

As of April 19, 2010 Terry Canavan will be taking the reigns left by David Ritchie here at the union office. Terry has worked at Boston University for the past ten years. She has been an active member of our local, serving as a member of the bargaining team, as well as a member of the Workplace Council. Terry has been an activist for most of her life, and I am very happy to have her working so closely with me in the office. If you see her, or talk to her on the phone, please thank her for her dedication to our local.

Speaking of the Red Sox.... On May 4th from 8am till 4pm at the union office we will be selling tickets for three games. The games are as follows: Wednesday, August 18th vs. the L.A. Angels in the RF Grandstands for \$32 a piece, Wednesday, August 25th vs. the Seattle Mariners in the RF Bleachers for \$30 a piece, and for Saturday September 18th vs. the Toronto Blue Jays in either the RF Grandstands for \$32 or RF Box for \$54 a piece. You can purchase up to four tickets combined to any of these games, and it is first come first served. I recommend coming early on May 4th to insure you get tickets.

Coalition for Social Justice presents

“Immigration Rights and Wrongs”

With Professor Aviva Chomsky

WHEN: Tuesday, April 13, 7pm

WHERE: Barrister Hall, Boston University
(first floor of the Law School, 765 Commonwealth Av, Boston)



Aviva Chomsky will discuss some of the myths we live with surrounding immigration and the economy, including the racial roots of immigrant exclusion, and how the humanitarian disaster at the U.S. southern border fits into the picture.

Professor Chomsky is coordinator of Latin American Studies at Salem State College. Her books include *They Take Our Jobs! And 20 Other Myths About Immigration*. Her *West Indian Workers and the United Fruit Company in Costa Rica, 1870-1940* was awarded the 1997 Best Book Prize by the New England Council of Latin American Studies.

For more info: contact Daryl Bridges (daryl.l.bridges@gmail.com).

UAW Talking points: A Historic Victory for American People

- This is a victory for American families, for seniors, for workers and small businesses, for citizens who deserve the security of knowing that in this country, neither illness nor accident should endanger the American dream.
- The passage of health insurance reform legislation represents a historic victory for the American people- a victory over the special interests that have fought for decades to prevent families and businesses from having control over their health care or the health care of their workers.
- The legislation passed reins in the worst excesses and abuses of the insurance industry with some of the toughest consumer protections this country has ever known.
- It will hold insurance companies accountable to keep premiums down and prevent denials of care and coverage, including for pre-existing conditions.
- It will make health insurance affordable for middle class families and small businesses with one of the largest tax cuts for health care in history- reducing premiums and out-of-pocket costs.
- This reform is the right thing to do for our seniors. It improves Medicare benefits with lower prescription drug costs for those in the 'donut hole,' chronic care, free preventative care, and nearly a decade more of solvency for Medicare.
- It will improve our nation's fiscal health by reducing our deficit by more than \$100 billion over the next decade and more than \$1 trillion in the decade after that.

Security and Stability for Americans with Insurance:

Shifting power from insurance companies to consumers:

- Insurance companies will be prohibited from denying coverage to anyone with a pre-existing condition like diabetes, high blood pressure, or asthma.
- Insurance companies will be prohibited from dropping coverage when you get sick and need it most.
- Insurance companies will be prohibited from imposing annual and lifetime limits on coverage so that Americans can have the peace of mind that treatments they need will be provided.

UAW Talking Points on Excise Tax on High Cost Insurance Plans

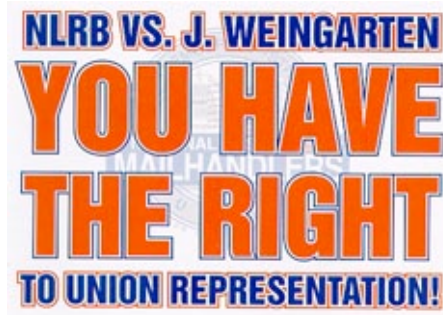
- The primary source of tax revenue to pay for health care reform is a tax on those who earn more than \$200,000 per year (\$250,000 for joint returns.)
- The excise tax on high cost insurance plans was reduced 85% from the original Senate proposal and accounts for only 3% of the bill's overall funding.
- The excise tax does not become effective until 2018.
- In those eight years, we expect to see significant health care cost savings from other provisions in the health care reform act, in which case the excise tax would have less effect.
- The excise tax is not on individuals, but on the health care plans.
- The excise tax applies only to the amount over the threshold (\$27,500 for families, \$10,200 for single), not on the entire cost of health care.
- The threshold amount excludes dental and vision care.
- The threshold amount will be adjusted up for high risk occupations and for early retirees; there are also age and gender adjustments.
- The threshold will be adjusted for inflation (starting in 2020.)

Know Your Contract!

Weingarten Rights

As a regular feature of the Coffeebreak, this column answers some of the most frequently asked questions members have about our union contract. If your question isn't answered here, please call the union office, 617-2624333 or email: local2324@local2324uaw.org

I have been having a difficult time with my supervisor. I was called into her office and handed a written warning. When I asked for a union representative she told me that the law did not require a union rep be present when discipline is being issued. Is this correct? Just what are my rights?



Yes! Your supervisor was correct. A federal court case called “Weingarten” established the rules regarding workers’ rights to have a union representative present. If the meeting is just to hand you discipline and nothing else, then you are not entitled to have a union rep with you (although management can allow your rep to be present). However, if your supervisor calls you into a meeting to answer questions about absenteeism or lateness, poor attitude or work performance, damage to or theft of company property, drinking or drugs, falsifying records, accidents, fighting or insubordination, sabotage or slowdowns, or violating safety rules, and you reasonably believe that discipline or other negative consequences could result, then you are entitled to have a union rep assist you. Talk about splitting hairs! We encourage members to assert their “Weingarten Rights.” Having a union rep on the scene can be very helpful. They can serve as a witness to be sure supervisors won’t later give a false account of the conversation; they can object to confusing or intimidating questions and tactics; most importantly, they can keep you from saying or doing something that you would later regret (like losing your temper).

If management fails to adhere to your Weingarten Rights it is an unfair labor practice, and charges will be filed with the National Labor Relations Board (the U.S. agency that covers employee-employer disputes).

The union has almost 30 representatives across campus. Someone is always available to help you. Don’t hesitate to call the union office for help and advice.

Cut and save this “Weingarten” statement below. If you are called into a meeting with management, read it to them before the meeting starts:

If this discussion could in any way lead to my being disciplined or terminated, or affect my personal Working conditions, I respectfully request that my union representative, officer or steward be present at this meeting. Without representation present, I choose not to participate in this discussion.

LOCAL 2324 UAW COMMITTEES

BYLAW COMMITTEE

Chris Snook
David Ritchie
Linda Prater
Robert Snee
George Boag
Tessa Skinner

CONSERVATION AND RECREATION

Chris Snook

HEALTH AND SAFETY COMMITTEE

Chris Snook
Robert Snee
Terry Delprado

COMMUNITY SERVICES

Chris Snook

COMMUNICATION COMMITTEE

Chris Snook
Selma Mayer
Andrew Galante
George Boag

UNION LABEL

Chris Snook

RETIREES COMMITTEE

David Ritchie
Marcia Childs, Chair
Elly Leary
Nancy Olson

CITIZEN AND LEGISLATIVE

Chris Snook

SOCIAL COMMITTEE

Chris Snook
David Ritchie
Doris McFarlin
Wanda Velez-Jusino
Selma Mayer

CONSUMER AFFAIRS

Chris Snook

EDUCATION

Chris Snook
Terry Delprado
Selma Mayer

CIVIL AND HUMAN RIGHTS

WOMEN'S

Linda Prater
Tessa Skinner
Richard Larkin
Kris Sessa
Wanda Velez-Jusino

VETERANS

Joseph MacNeil
David Ritchie

If you are interested in joining any of the committees listed here, please contact the office.



Local 2324 United Auto Workers/AFL-CIO
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Chris Snook-President

Ezzedine Essaibi-Secretary Treasurer

David Ritchie-Vice President

January through June 2010 MEETING SCHEDULE

Executive Board meets 12-2pm
Workplace Council meets 12-2pm
Membership Meetings meet from 12-1, and 1-2pm
Luncheon Meetings are from 12:00-2:00 pm
Grievance Committee meets 12:00 – 1:00 pm
**Retirees Committee meeting 12:00-2:00 pm
Red Sox tickets on sale from 8am-4pm

<u>DATE</u>	<u>Day</u>	<u>MEETING</u>	<u>LOCATION</u>
April 14	Wed	**Retirees Committee	Union Office
April 15	Thurs	Workplace Council	Union Office
April 28	Wed	Membership	Barristers Hall (LAW)
May 4	Tuesday	Red Sox tickets	Union Office
May 6	Thurs	Executive Board	Union Office
May 13	Thurs	Workplace Council	Union Office
May 18	Tuesday	Grievance Committee	Union Office
May 26	Wed	Luncheon	LAW-1270
June 2	Thurs	Executive Board	Union Office
June 9	Thurs	Workplace Council	Union Office
June 23	Wed	Membership Meeting	Barristers Hall (LAW)

ALL MEETINGS ARE OPEN TO ALL MEMBERS. DATES ARE SUBJECT TO CHANGE. CHECK WEB PAGES FOR UPDATES



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Chris Snook-President • Ezzedine Essaibi-Secretary Treasurer • David Ritchie-Vice President

2007-2010 LOCAL 2324 UAW Eboard/WPC

Executive Board Officers

President	Chris Snook	617-262-6333
Vice President	David Ritchie	617-262-6333
Recording Secretary	Selma (Sandy) Mayer	617-262-6333
Financial Secretary	Open	
Trustee (Chair)	Claude Green	3-2307
Trustee	Tessa Skinner	3-6880
Trustee	Ali Al-Gezi	3-4270
Sergeant at Arms	Doris McFarlin	617-262-6333
Guide	Darlene Santos	3-8328

Grievance Committee

George Boag (Chair)	Residential Safety	3-2307
Robert Snee	CAS Physics	3-5056
Ken Rosen	Mugar	8-4065
Jose Ponce	COM	3-2028

Stewards

Linda Prater	WBUR	3-0909
Terry Canavan	Rental Property	3-9833
Richard Larkin	Mugar	8-4054
Noreen Guy	SED	3-3212
Jim Eisenberg	GSU	3-2932
Robert Colbert	Residential Safety	3-2307
Kris Sessa	CFA	3-3731
Wanda Velez-Jusino	Disability Services	3-3658
Eric Griffith	Media Group	3-2150
Andrew Galante	SMG	8-2130
Stephen Siteman	Media Group	3-3274

We can always use more Stewards, if you are interested in getting involved, contact the Union Office.

