

## UAW Local 2324

Boston University Technical Office Professionals  
650 Beacon Street · Boston Massachusetts 02215



## *Coffee Break*

Greetings members,

Since our last newsletter summer has come and gone. Unfortunately so are some of our members. Boston University eliminated six positions in one department thus laying off members from our local. The reasoning was said to be economical, but a couple of the members were long time employees at or near retirement age putting them in a tough situation. Imagine being in your sixties trying to find comparable work and pay in this job market.

Currently our contract states in Article 46 under Layoff and Recall, “The university will consider the following factors in effecting a layoff: skill, ability, qualifications, experience, performance, and seniority. The determination of these matters shall be within the university’s sole discretion.” Basically this means BU can lay off whomever they want, and all those factors are just lip service. This is one example of language in our contract that we need to look into changing this upcoming contract. If you are interested in going through the contract and finding other glaring weaknesses, we have a contract review committee that would love to have more members. The more people we get involved the stronger our union will be.

Chris Snook-President



**What: Picnic**

**Where: 775 Commonwealth Avenue (The Alley in the basement of the GSU)**

**When: September 20, 2006 from 12pm-2pm**

# Know Your Contract!

## Weingarten Rights

*As a regular feature of the Coffeekbreak, 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 or email the union office, 617-2624333 or local2324uaw@verizon.net*

*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.

**Know your contract! Things we should be reviewing for the next contract.**

**ARTICLE 23, WAGES**

**General Increases**

All employees who are actively employed on the effective date of the increase shall receive an increase to their individual hourly base rates of pay as follows:

**January 1, 2007 2.25%**

**Performance Increases**

All bargaining unit employees who have completed the probationary period on or before the first (1st) of September preceding the effective date (first Monday in January) will be eligible for the performance increases. Only employees who are actively employed on the effective date will be eligible for performance increases. The University will allocate **an amount equal to 1.0% of the payroll for the bargaining unit for performance increases**. Individual performance increases will range from **\$100 to \$400 per annum**. Any eligible employee who receives an overall performance rating of at least **"meets standard"** will receive a performance increase.

**Employees who have completed three (3) of service** as of the effective date of the increase will receive the negotiated increases (general and performance) or an adjustment to the first quartile\*, whichever is greater.

Hourly Wage Rate Effective January 1, 2007

Grade	1 <sup>st</sup> Quartile
21	\$12.90
22	\$13.90
23	\$14.30
24	\$15.00
25	\$15.60
26	\$17.10

**Employees who have completed five (5) or more years of service** as of the effective date of the increase will receive the negotiated increases (general and performance) or an adjustment to the midpoint\*, whichever is greater.

Hourly Wage Rate Effective January 1, 2007

Grade	Midpoint
21	\$14.00
22	\$14.80
23	\$15.50
24	\$16.20
25	\$16.90
26	\$18.60

\*To be eligible for an adjustment to the first quartile or the midpoint, an employee must receive an evaluation of **"meets standards"** or higher on his/her most recent performance appraisal.

**Hiring Rates and Performance Increases**

The minimum hiring rate for each job classification shall not be less than the minimum of the rate range established for the job level assigned to that job classification.

Non-probationary employees may be granted performance increases at the sole discretion of the University. No provisions of this Agreement shall restrict the University in its right to grant performance increases, nor shall any University decision as to this matter be subject to the Agreement's grievance and arbitration provisions. The University will notify the Union of performance increases granted. *(These are also known as off-cycle merit raises and not to be confused with the annual performance increase in January as a result of your annual evaluation in the fall of the previous year.)\*\**

\*\*Not in the current contract – just for clarification.

**Promotional Increases**

Employees who are promoted to a higher job level will be entitled to a minimum promotional increase of 8.5 percent or the minimum rate of the new level, whichever is greater.

Submitted by Nancy Olson, Treasurer

## UPCOMING CONTRACT NEGOTIATIONS

As we are all aware, American capitalism has never been happy negotiating fairly with the workers whose labor supplies the profits they so eagerly pursue. Federal and local governments, backed by a conservative Supreme Court, seem more determined than ever to restructure American society to benefit the owners and stockholders of corporations, often to the detriment of our society as a whole.

Disputes attempting to reduce management's share of health and retirements costs, unlegislated outsourcing of jobs, lay-offs and plant closings affect not just the workers at Ford, or GM, or Wal-Mart -- they affect our ability to negotiate fair salaries here at Boston University as well. Each time a United Air Lines or a Delta Air Lines forces an employee union to renegotiate wages downward, a ripple effect reaches out to all other labor unions. In addition, the media seems able to report only negative stories about us and our leaders. The proliferation of the 30-second soundbite makes such stories far more easy to broadcast than a more thorough, and possibly time-consuming, investigation into the reasons unions came about and why they exist today.

Too many Americans, including union members, seem to believe that the excessive anti-labor actions taken by management are a thing of the past. "Maybe unions were necessary at the turn of the 20<sup>th</sup> Century, or during the 1930s and 1940s, but we don't have those problems today," is what one is likely to hear, not only from conservative opinion-makers, but also from a segment of the public which truly doesn't realize how much of their income, their retirement, their safety and their health benefits are tied up, not in the formation of unions, but in their continued existence.

It concerns me greatly that, two years ago, under the former leadership of our local, we signed a wage and benefits contract that could only have sent Boston University management out dancing in the streets. An institution that paid 1.7 million dollars to a "President" who worked not a day for the university has to make up such wanton corporate governance somehow. Two years ago, they did it in part at our expense.

We must not let this happen again. I'm writing now to ask that every member of our union find time to communicate their concerns, ambitions and hopes for the new contract to the officers and stewards of the union, and also to ask that each member participate as fully as time permits in making this a stronger union.

I suggest that all of us, whether officers or members, begin to discuss now, amongst ourselves, what we want to go to the negotiating table with. There is no time to spare in order to come up with the most beneficial package we can for our members. This is something all board members should remember when they attend meetings. It is something each of us should look on as a right, and not a chore.

For openers, I would like to suggest three items that we could ask Boston University for:

1. In order for the university and the union to mutually fight one of the greatest health problems facing us, that our membership be given three hours free time per week to attend FitRec exercise and health programs. The cost to the university would be minimal, at best. The embarrassment, should they choose not to do so, would be rightfully deserved.
2. The cost of automobile parking on campus either be eliminated or reduced. The low salaries the University pays do not allow for us to continue paying \$18 per week to come to work. The Greater Boston transportation system is in such deplorable condition that many of us have no choice but to drive to and from work. Gasoline prices have doubled, lunches in the GSU have almost doubled, cost of living has far exceeded the wage increase last negotiated. This is yet another way for the university to lose pennies and save dollars, in that it would cut down employee turn-over and the time spent training new employees.
3. Our lunch hour should be paid, making our work day eight hours instead of seven. As it is, employees work thirty-five hours and then, if called to put in extra time must work the next five hours at straight time. In practicality, we are here eight, not seven hours and the mere fact that we are asked to stay a half-hour or longer is a recognition on management's part that we are being requested to work longer-than-normal hours -- i.e., over time. To ask an employee to do this and not be willing to pay for it is unfair of the university.

Hopefully, these suggestions will start discussions needed to bring a strong and united union to the bargaining table.

Submitted by Sean Bennett, Steward

## **Union Plus Scholarships**

The Union Plus Scholarship offers \$150,000 in scholarships annually to members, their spouses and dependents. Students who are beginning or continuing their secondary education are eligible. Awards are based on academic achievement, character, leadership, social awareness, career goals and financial need.

The deadline to return completed applications is January 31, 2007. Application packets with a postmark later than January 31 will not be eligible for review. Only winners will be sent notification on May 31, 2007.

[www.unionplus.org/education](http://www.unionplus.org/education)

## **Katrina and Rita Hurricane Relief Report**

As you all know, we were granted permission from Boston University to hold a Hurricane Relief Drive last year November 3 & 4. This drive was organized by Local 2324 UAW members Taylor Hill and Christel Rock. Due to the hard work of volunteers working in booths and the generosity of students and employees, we were able to send checks as follows:

- \$195 to Habitat for Humanity and \$195 to the American Red Cross
- \$100 to Greater Boston Food Bank
- 58 boxes of clothing with an unspecified dollar value to Salvation Army for distribution – we are still waiting for a receipt -- we know they are far too busy to worry about us at this point – but we're sure they've still got us on their list of things to do

## **9/11 Remembrance**

The events of that day will stay in our hearts and memories forever. The genuine acts of courage and heroism that were displayed personally and professionally that day will overshadow all the controversy and cowardly acts of a few.

America, the land of the brave. America, the land of the free. America, the land of opportunity. America, the land where everyone wants to be.

## **HAVE YOU REGISTERED TO VOTE YET?**

The first week of October is your last chance to register to vote in the November 7<sup>th</sup> general elections. You must be 18 years old, a U.S. Citizen, and a resident of your home state.

[www.govote.org](http://www.govote.org)

<http://www.sec.state.ma.us/ele/eleifv/howreg.htm>



Local 2324 United Auto Workers/AFL-CIO  
650 Beacon St. Boston, Massachusetts 02215  
Office: (617) 262-6333 Fax: (617) 262-6414  
Email: [local2324@local2324uaw.org](mailto:local2324@local2324uaw.org)  
Website: [www.local2324uaw.org](http://www.local2324uaw.org)

Chris Snook-President



Nancy Olson-Secretary Treasurer



Michael Swan-Vice President

**LOCAL 2324 UAW**  
**STANDING COMMITTEES**

(volunteer positions)

**BYLAW COMMITTEE**

Nancy Olson, Chair  
Chris Snook  
David Ritchie  
Richard Larkin  
Mike Swan  
Linda Prater

**CONTRACT REVIEW  
COMMITTEE**

Chris Snook, Chair  
Mike Swan  
David Ritchie  
Paul Gannon  
Miriam Hatoum  
Richard Larkin  
Bob Snee

**ELECTION COMMITTEE**

Jim Eisenberg  
Ed Butts  
Wayne Grachow  
Gilbert Machado

**HEALTH AND SAFETY  
COMMITTEE**

Chris Snook  
Miriam Hatoum

**MEMBERSHIP COMMITTEE**

Nancy Olson  
Marcia Childs  
Doris McFarlin  
Wanda Velez-Jusino

**NEWSLETTER COMMITTEE**

Chris Snook, Chair  
Mike Swan  
Donald Twomey

**RETIREES COMMITTEE**

Marcia Childs, Chair  
Nancy Olson  
Richard Larkin

**SOCIAL COMMITTEE**

Richard Larkin, Chair  
David Ritchie  
Doris McFarlin  
Wanda Velez-Jusino  
Nancy Olson  
Chris Snook

If you are interested in joining any of these committees or volunteering for one or more special events, please contact the union office.



**Local 2324 United Auto Workers/AFL-CIO**  
**650 Beacon St. Boston, Massachusetts 02215**  
**Office: (617) 262-6333 Fax: (617) 262-6414**  
**Email: [local2324@local2324uaw.org](mailto:local2324@local2324uaw.org)**  
**Website: [www.local2324uaw.org](http://www.local2324uaw.org)**

---

Chris Snook-President      ⚡      Nancy Olson-Secretary Treasurer      ⚡      Michael Swan-Vice President

**JULY through DECEMBER 2006 MEETING SCHEDULE**

Executive Board/Workplace Council meet 11:30 am -1:00 pm  
Membership and Luncheon Meetings are from 12:00-1:00 and 1:00-2:00 pm  
Grievance Committee meets 12:00 – 1:00 pm

<b><i>DATE</i></b>	<b><i>MEETING</i></b>	<b><i>LOCATION</i></b>
July 19	Exec Board/WPC	Marsh Chapel
<b>Aug 2</b>	<b>Exec Board/WPC</b>	<b>Marsh Chapel</b>
<b>Aug 23</b>	<b>Reg. 9A President's Meeting</b>	<b>Connecticut</b>
Sept 6	Exec Board/WPC	Marsh Chapel
Sept 20	Member Luncheon/Picnic	Science Lounge (590 Comm. Ave)
Sept 27	Grievance Committee	Marsh Chapel
<b>Oct 4</b>	<b>Exec Board/WPC</b>	<b>Marsh Chapel</b>
<b>Oct 25</b>	<b>Grievance Committee</b>	<b>Marsh Chapel</b>
Nov 1	Exec Board/WPC	Marsh Chapel
Nov 15	Grievance Committee	Marsh Chapel
<b>Dec 6</b>	<b>Local 2324 Holiday Party</b>	Science Lounge (590 Comm Ave)
<b>Dec 13</b>	<b>Reg. 9A President's Meeting</b>	<b>Connecticut</b>

ALL MEETINGS ARE OPEN TO ALL MEMBERS  
CHECK WEB PAGES FOR UPDATES



**Local 2324 United Auto Workers/AFL-CIO**  
**650 Beacon St. Boston, Massachusetts 02215**  
**Office: (617) 262-6333 Fax: (617) 262-6414**  
**Email: [local2324@local2324uaw.org](mailto:local2324@local2324uaw.org)**  
**Website: [www.local2324uaw.org](http://www.local2324uaw.org)**

---

**Chris Snook-President**      ⚡      **Nancy Olson-Secretary Treasurer**      ⚡      **Michael Swan-Vice President**

## **2004-2007**

### **Officers:**

President	Chris Snook	617-262-6333
Vice President	Mike Swan	617-262-6333
Recording Secretary	Wanda Velez-Jusino	617-353-3658
Financial Secretary/Treas.	Nancy Olson	617-262-6333
Sergeant at Arms	Doris McFarlin	617-353-3752
Guide	open position	

### **Trustees:**

Paul Gannon	RHO Special Services	3-2307
Claude Green	RHO Special Services	3-2307
Richard Larkin	Mugar	8-4054

### **Grievance Committee:**

David Ritchie, Chair	SAR	3-2729
Miriam Hatoum	CAS Econ	3-6822
Linda Prater	WBUR	3-0909
Open position		

### **Stewards:**

Sean Bennett	LAW	3-8958
Terry Canavan	Rental Property	3-9833
Robert Colbert	RHO Special Services	3-2307
Jim Eisenberg	Reservations	3-2932
Wayne Grachow	Graphics	3-4557
Joseph MacNeil	Media	8-2169
Darlene Santos	Media	3-3227
Kris Sessa	CFA Music	3-3731
Robert Snee	CAS Physics	3-5056