

This is the time of the year to say **THANK YOU** to those that have been giving of themselves so much . . .

The key to our success rests in people like you, who embody the spirit of greatness by saying, "Yes I can, and so can you!" Thanks for your inspiring dedication and tremendous example to the local..

Peter's latest word about our pay raises!

November 26th we should have the 1% increase.

Dec. 10 we should have most of the retro back to June 30th of this year. Plus the 2 grade upgrade for the police. (not including retro back to July 1 2009)

By the end of this year we should have all retro due us including police back to 7-1-2009.

If there are any questions about your pay, the process will be to go to payroll first then to the steward who will set up a meeting to discuss how they got that amount.

*Sadly, former president and friend, **Gene Booth**, passed away on November 20.*

Calling hours will be at the Britton Funeral Home, 648 Main St., Shrewsbury on Thursday, December 2, from 4-7 p.m.

A funeral Mass will be held at St. Mary's Church, Shrewsbury, at 10 a.m. on Friday December 3.



Where the jobs are disappearing

The job market is tough these days, and it's probably going to get worse. Here's a look at projected declines in employment by industry from 2008 to 2018, from the National Employment Matrix:

Industry Change

- Cut-and-sew apparel manufacturing -57%
- Semiconductor/electronic component manufacturing -33.7%
- Newspaper publishers -24.8%
- Support activities for mining -23.2%
- Motor vehicle parts manufacturing -18.6%
- Printing and related support activities -16%
- Postal service -13%
- Wired telecommunications carriers -11%
- Department stores -10.2%
- Gasoline stations -8.9%

NEED A NEW YEAR'S RESOLUTION

The Update of 1067 is a publication of AFSCME Local 1067. We aim to be a voice of the membership. Moreover, our goal is to advocate for the membership. We believe that communication between members is a means to that end. To be effective, we need your participation. How can you participate? Send us ideas for stories. Angry? Write us. Someone deserves congratulations? Write us. Read something of interest to members in a magazine or newspaper? Clip it, and send it in. Original articles, editorials, news items, cartoons, criticism, and praise are always welcome. All materials should be forwarded to khanley@bhcc.mass.edu. We strive to publish monthly. If you are interested in writing, reporting, cartooning, editing, typing, or layout, please contact us. Empower yourself. Empower us.

Straight Talk on the Employee Free Choice Act

What Would EFCA Do?

• Majority Rules, Not the Boss

Now, the law allows a majority of workers to sign up for a union voice at work. But, the company can veto that decision and demand an election. This allows the company to run an abusive and intimidating campaign that coerces workers into voting against a union. One-quarter of companies illegally fire pro-union workers and 34% of companies coerce workers into opposing the union with bribes and favoritism. In 2005 alone, more than 31,000 employees were awarded back pay by the National Labor Relations Board (NLRB) due to retaliatory firings and other unfair labor practices by companies.

Under EFCA, workers choose, not the company. If a majority of all employees at a worksite sign cards clearly indicating support for a union, the company is required to recognize the union, so long as the workers' choice is certified by the NLRB.

• Fair Resolution of Contract Disputes

Now, despite the fact the law requires everyone to bargain in good faith, it is common for companies to drag out the negotiation process for years and to refuse to bargain. One-third of negotiations for a first contract are not finalized 2-3 years after their union election victories; many take much longer.

Under EFCA, there would be a fair process for resolving contract disputes, thus requiring management and labor to bargain productively. If the company and union are not able to reach agreement within 90 days, either party may ask the Federal Mediation and Conciliation Service (FMCS) to step in. If after 30 days of mediation the FMCS cannot resolve the dispute, it gets referred to an arbitrator whose ruling is binding for two years.

• Strong Remedies to Protect Workers' Rights

Now, a company faces only minimal penalties if it violates employees' rights to form a union or negotiate a first contract. Typically, it just has to put up a notice at the worksite saying it won't do it again. Even when a company fires an employee for union organizing there is no real penalty. The NLRB simply requires the company to reinstate the worker and provide back pay. But the worker can be out of a job for years. Without meaningful remedies workers are discouraged from exercising their right to unionize.

Under EFCA, workers and management would be on a level playing field. The NLRB would be required to take legal action to immediately reinstate workers fired for union activity. Companies that punish or fire employees for lawful union activity would have to pay triple damages.

STEVE GROSSMAN
for TREASURER

Let's put Massachusetts on the road to financial stability

Dear AFSCME Local 1067,

By now, most of you know about the magnificent victory we achieved on Tuesday in the Treasurer's race, in which we received over 1.2 million votes and won by 10 points. I could not have achieved this result without the extraordinary investment of time, energy, and resources, which you and thousands of others made during our 16-month journey. I'm particularly proud that our campaign was built on a positive, optimistic message, which included bold, innovative ideas to use the full potential of the Treasurer's office to create jobs, boost small businesses, and protect the public's money at all times. We've already begun the planning process for a smooth transition so that when I take office in January, we will be able to implement our action agenda immediately. We will keep you informed from time to time as our plans develop and invite your advice and fresh ideas about how we can make the Treasurer's office relevant to the needs of all citizens and a model of common-sense solutions at a time of continuing economic uncertainty. I want to thank you for the privilege of leadership and for believing in me from the beginning. Your confidence has always been a source of strength and will continue to energize me during my entire term of office.

Best personal regards,

Steve



Cutbacks still in force for many Americans

The recession isn't over for lots of American workers, according to a CareerBuilder survey of more than 4,400 workers conducted from May 18 to June 3. In the survey, 77 percent said they're living paycheck to paycheck these days, up from 61 percent in 2009. One in five (22 percent) said they've missed payments on bills.

How are cash-strapped workers cutting back?

- 54 percent have limited their leisure activities
- 48 percent shop at discount stores or rely on coupons
- 37 percent drive less to save money on gas
- 12 percent have canceled their cable TV and other subscriptions

Shop stewards are the key to making the union strong. The steward provides the link between the union and the members and when the steward does her or his job, the union works for members.

It is the shop steward's job to represent the members in the shop. Stewards are the leaders of action on the shop floor, and they are also the conduit of information to and from the union. Stewards are the eyes and ears of the union in the shop.

It's a tough job, but there is no more important job in the entire union.

Know the contract and the grievance procedure. A big part of being a steward is helping people when they've been wronged. You don't have to memorize the contract cover to cover, but you should familiarize yourself with the parts that are used the most. Grievance procedures often have deadlines; for instance, a grievance usually has to be filed within a certain number of days after the event occurred. Make sure you know these details

Get the facts. Who's involved? What exactly happened? When? Where? Why? Before you file a grievance or confront the boss, make sure you know exactly what's going on. Talk to everyone involved, find witnesses be a detective.

Inform and educate. Hold regular shop meetings. Make sure to pass on information from the union office to all the members in your shop. Welcome new members. Ask people if they have questions.

Involve as many people as possible. Our power as a union comes from the involvement of the members. Leadership is not about doing everything for everyone; it's about getting everybody to stand up for themselves by standing together. For instance, if you are filing a shop grievance, you might also want to get everyone in the shop to sign a petition to the boss; that way everyone has played an active role, it's not just you filing that grievance for everyone else.

Ask for help. No one expects you to know the answer to everything. If you don't know, don't make it up and don't blow it off call your staff rep and ask her or him to help you.

Under the National Labor Relations Act (NLRA), union stewards cannot be punished or discriminated against because of their union activity, such as filing grievances or speaking out on behalf of other workers.

Among other things, an employer may not:

- Order a steward to perform extra or more difficult work
- Deny a steward pay opportunities
- Isolate a steward from other workers
- Deprive a steward of overtime
- Enforce rules more strictly against a steward
- Overly supervise a steward

The Union Stewards Prayer

Grant me, Oh Lord,
the genius to explain
to my brothers and sisters
the policies and plans
of our great union
even though no one explains them to me.
Give me the understanding
that I may forgive the apathetic member,
curb the overly ambitious member,
and accept the views of the member
who does nothing until I have done something...
and then tells me
what I should have done
and how I should have done it.
Oh Lord, make me formidable in debate,
logical in argument
and fearless in confrontation.
Let me be a lawyer,
actor,
mathematician,
sage,
philosopher,
sociologist,
and economist;
pleasing, cajoling, threatening, and belaboring
so that I make the best of a good case
and a good case from no case at all.
Teach me, Oh Lord,
to stand at all times with both feet firmly on the ground
Even when I don't have a leg to stand on.

Know your Contract!

When and why can the substance of an evaluation be grieved?

Send your answer to:
khanley@bhcc.mass.edu

Melanie Nadeau will receive a \$10.00 gift card to Stop & Shop. For the correct answer of Novembers question.

REMEMBER!

AFTER 30 DAYS OF EMPLOYMENT, YOU ARE RESPONSIBLE FOR PAYING EITHER UNION DUES OR AN AGENCY SERVICE FEE. TO AVOID BACK PAYMENTS, CONTACT YOUR 1067 STEWARD.

DECEMBER 2010

Monthly

Universal Human Rights Month. On Dec. 10, 1948, the General Assembly of the United Nations adopted and proclaimed the Universal Declaration of Human Rights. The purpose of Universal Human Rights Month is to share information about human rights throughout the world and to distribute copies of the Universal Declaration of Human Rights in English and other languages.

Safe Toys and Gifts Month. When buying holiday presents, people sometimes don't consider whether the gifts they're purchasing are safe for children. The National Safe Kids Campaign recommends that when selecting toys, consider the child's age, interests, and skill level. Look for quality design and construction, and follow age and safety recommendations on labels.

National Tie Month. Celebrate the necktie, especially because 20 percent of all neckties are purchased in December, presumably as holiday gifts. Fashion tip, from protocol expert Nemo Turner: The proper length for wearing the everyday "long tie," whether it is for business or social events, is that it must go just to the bottom of the belt, and NEVER above or below the belt. (www.protocolpower.com)

National Stress-Free Family Holidays Month. The holiday season can be stressful. Don't drive yourself crazy trying to create the "perfect" holiday. Instead, identify what's truly important to you and your family, and develop holiday traditions that are uniquely your own.

Weekly

National Tolerance Week, Dec. 1-7. Promote diversity and celebrate multiculturalism, share your culture while learning from other cultures and experiences, and learn to accept others for their differences.

National Handwashing Awareness Week, Dec. 5-11. Holiday get-togethers increase the risk of spreading germs and catching diseases. The goal of National Handwashing Awareness Week is to decrease the spread of infectious diseases by educating people and communities.

Daily

World AIDS Day, Dec. 1. According to UNAIDS estimates, 33.4 million people are now living with HIV, including 2.1 million children. World AIDS Day, first observed in December 1988, is dedicated to raising money, increasing awareness, fighting prejudice, and improving education. The World AIDS Day theme for 2010 is "Universal Access and Human Rights."

Nobel Prize Day, Dec. 10. Date on which most Nobel Prizes are presented by the Nobel Foundation in Stockholm, Sweden, on the anniversary of the death of Alfred Nobel. The Nobel Peace Prize is presented by the Norwegian Nobel Committee in Oslo, Norway, also on Dec. 10.

National Haiku Poetry Day, Dec. 21. Celebrate a day/ in a cold winter season/ with delicate verse.

Christmas, Dec. 25. Christian celebration of the birth of Jesus.

New Year's Eve, Dec. 31. Still time to make a few last-minute resolutions . . .