

UAW Local 2324

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

Greetings Members

May 2008

It is hard to believe that we are already into May! The academic year is over soon and summer is all but upon us! For most of our members this means a reduction in their work load or even time off. Did you know that close to a hundred union members' work 9 or 10 months – getting off most of the summer? For the twelve month employees that experience a decrease in their workload, it's recommended that you find ways to stay busy. Individuals have been written up for playing games, excessive use of the internet and even improper viewing of websites. Chances are your boss, also, has less work and consequently more time to pay attention to what you are doing. I am not saying you cannot take advantage of some extra down time but be careful not to draw attention to your lack of work. Why not impress everyone by working on projects that will make you more efficient and your job easier during the school year.

I would like to thank the three individuals that ran and are filling the three vacancies on the Grievance Committee. They are Jose Ponce, George Boag, and Ken Rosen. Having a full Grievance Committee is very beneficial to the union, and most importantly to you the members. Make sure to thank them if you see them. Although it is great that we filled the Grievance Committee, but we still have plenty of openings for Stewards, and we desperately need up to 5 individuals on the Election Committee. We also have openings on various other committees. I would really like to have people that are interested in writing articles for this newsletter, or someone that would like to help in maintaining and updating the union website as well. If you are interested in any of the listed positions, or just want to offer help in any way, don't hesitate to call the office.

I have attached a link to the written response for the complaint filed with the United States Department of Labor. This complaint was filed after being brought to a membership meeting November of last year. At that time the complainant agreed to limit the complaint to her eligibility based on the membership's direction, but as you can see that is not what ultimately happen. I assure you that the Election Committee and me at the time did everything in our power to have the election be accurate and fair for all involved. It was very unfortunate that sour grapes cost the Election Committee and the union a large amount of time dealing with erroneous issues. I had originally chose to not put this in a newsletter, but multiple members felt it was the membership's right to know. If you have any questions please feel free to give me a call. <http://local2324uaw.org/DOLResponse.doc>

Best Wishes,

Chris Snook-President

Saturday, May 17th

@ Foxwoods Resort & Casino

9:00 a.m. – 1:00 p.m.

Join the workers at Foxwoods as we rally to support workers rights to organize.

We will have a bus leaving the Sub-Regional Office at 960 Turnpike Street, Canton, MA at 6:30 a.m. and returning at 3:30 p.m.

If you will be driving, plan to be at the UAW Office located at 2 Cliff Street, Norwich, CT by 8:30 a.m. where you will board a shuttle bus to the Rally!

For additional information—

please call
Kathy Cody @
(781) 821-3037.



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UAW AT FOXWOOD

UAW AT FOXWOOD

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INFORMATION

Don't forget that you can still win Red Sox tickets! How you say???

Come to a meeting between now and May 16th and be automatically entered to win a pair of tickets.

Buy a raffle ticket to win a pair of Roof Box seats and enters you into a UAW Region 9A drawing for a brand new computer (\$2 each.)

Drawing will be held on May 16th, 2008 for the tickets.

The UAW drawing will be on June 14th.

Get \$150 back from Blue Cross by joining a gym, (including the Fit Rec Center.) For more information contact the Boston University Benefits Office.

Want to get together with other union members to play basketball or volleyball? If so contact George at gboag@bu.edu



If there is something you would like to share with you fellow union members, email Chris at chrissnook@local2324uaw.org . **Can not be selling something.**

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 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.



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2007-2010 LOCAL 2324 UAW Eboard/WPC

Executive Board Officers

President	Chris Snook	262-6333
Vice President	David Ritchie	262-6333
Recording Secretary	Selma (Sandy) Mayer	3-4149
Financial Secretary/Treas.	Ezzedine Essaibi	3-2307
Trustee	Claude Green	3-2307
Trustee	Ali Al-Gezi	3-4270
Trustee	Tessa Skinner	3-4270
Sergeant at Arms	Doris McFarlin	3-3752
Guide	Darlene Santos-Smith	3-8328

Grievance Committee

George Boag	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
Michael Sullivan	Residential Safety	3-2307
Robert Colbert	Residential Safety	3-2307
Kris Sessa	CFA	3-3731



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Chris Snook-President

Ezzedine Essaibi-Secretary Treasurer

David Ritchie-Vice President

JANUARY through JUNE 2008 MEETING SCHEDULE

**Indicates Date Change

Executive Board/Workplace Council meet 11:00 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

Contract Review meets 12:00 – 2:00 pm

** (Date Change)

<u>DATE</u>	<u>Day</u>	<u>MEETING</u>	<u>LOCATION</u>
Jan 9	Wed	Exec Board/WPC	Marsh Chapel
Jan 23	Wed	Grievance Committee	Marsh Chapel
Feb 6	Wed	Exec Board/WPC	Marsh Chapel
Feb 13	Wed	Luncheon/Membership	Barrister Hall-LAW
Feb 20	Wed	Presidents Meeting	Connecticut
Feb 27	Wed	Grievance Committee	Marsh Chapel
Mar 5	Wed	Exec Board/WPC	Marsh Chapel
Mar 19	Wed	Sale of Red Sox Tickets	TBA
Mar 26	Wed	Grievance Committee	Marsh Chapel
April 2	Wed	Exec Board/WPC	Marsh Chapel
April 23	Wed	Grievance Committee	Marsh Chapel
May 7	Wed	Exec Board/WPC	Marsh Chapel
May 14	Wed	Presidents Meeting	Connecticut
May 21	Wed	Membership Meeting	Marsh Chapel
**May 28	Wed	Grievance Committee	Marsh Chapel
June 11	Wed	Exec Board/WPC	Marsh Chapel
June 18	Wed	Grievance Committee	Marsh Chapel
June 25	Wed	Luncheon	590 Comm Ave 1st floor lounge

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