

# ***THE BADGER***



CWA 14164

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[WWW.Citlink.net/cwa14164](http://WWW.Citlink.net/cwa14164)

## **What is a Labor Union by: Israel Vega**

A Labor Union is an organization of workers who have banded together to achieve a common goal in key areas such as working conditions. Through its leadership (elected representatives) they bargain with the employer on behalf of the members. They negotiate wages, work rules, grievance procedures, and rules governing hiring, firing promotions, benefits, workplace safety and policies.

On a personal note, how many times have we heard or said "this union sucks." Well ladies and gentlemen I hate to be the one to tell you that WE the people are the union. The elected representatives are nothing without the unity of the whole union body. We need to put our verbal knives away and focus on what is important. We the people who make up this union are like a sleeping giant. We have allowed too

much time to pass on many important issues either for not being directly affected, felt it was none of our business or just did not care. It is time to wake this sleeping giant and work together. At the last Christmas gathering we were called "the company's greatest asset." I think the company is right. We make a good product, and if not for us getting the product out, there would be no company.

**TRANSLATION:** We need to stop the selfishness and work together. Most of us, if not all of us have bills and family to take care of. I don't know about you but I would like to be there for my family and take care of them. Remember, united we stand divided we fall. The job you help save might be your own.

**There were no questions  
submitted for this edition.**

**Please feel free to submit them for the next Badger edition.**

**FYI:**

Here is a resource you may need someday.

**WORKERS' COMPENSATION & SOCIAL SECURITY DISABILITY**

**Legal Assistance Program**

**A member benefit of**

**CWA LOCAL 14164 SIDNEY, NY**

Provided by

**Fine, Olin & Anderman, LLP**

**1-800-522-9001**

**[www.foalaw.com](http://www.foalaw.com)**

**17-01 by: Brenda Searles**

Just a little reminder about 17-01's.

Please make sure you are filling out and turning in the green slips any time you are moved to a job in a different code. It does not matter if it is a lower code or a higher code, just please fill out the slips. It is the only way we can track any abuse of the 17-01 provision of the contract. For example; if a code 7 does a code 2 job we still need a green slip filled out to track the movement. The code 7 pay will not change, but there will be a record of the move. It is not a bad idea to also make a copy and provide it to a union officer since the green slips sometimes get lost in transaction. We need everyone's help with this.

Remember the job you save may be your own.

**TRL Information:**

Here are a few facts that we all need to know about the TRL program. If you are laid off you should receive an envelope from Albany within a week. The forms do not come from Mead. If

you do not receive your forms and anyone that has been laid off even if it is only for a week, should contact CDO workforce to find out why. All TRL forms must be responded to within three days. If for some reason you are unable to make the three day deadline and find your response will be a few days late bring your forms in to Human Resource. They will try to get a waiver and fax the forms for you. Please make sure to fill out the TRL form even if going to school is not in your immediate future. A completed and returned TRL form will reserve money for you should your plans change as long as the money is there to fund the program. Meads grant will run out in July of this year, they will re-apply but who knows if there will be money left in the program by then, or if Mead will qualify for the grant again. Please take the time to fill out and return your TRL form and reserve a spot.

**45 Day Rule by: Dwain Knapp**

According to the contract section 15-03 (d) and (e) page 19 and 20 employees who return to work after any absence need to work 45 days on a regular basis to resume your seniority. This includes weekends. So, if you are called back to work before one year elapses with no further layoffs, leave of absences or voluntary layoffs you will need to work a period of 45 days or your seniority will be terminated. We have had some fellow employees fall into this category, and have been terminated. So if you are on voluntary layoff or could come back on a different shift possibly to a lower classification I would recommend you come back before 12 months is up or you will be losing your job.

**We are currently reviewing this language. More information to follow.**

## Census jobs:

This information was taken off the NYS Department of labor website.

The federal government is gearing up to hire workers to conduct the census.

Most of these jobs pay \$15.00 per hour for up to 30 hours a week for approximately 15 weeks or more. There are also some full time temporary jobs.

They plan to hire at least 12,000 people upstate and possibly downstate. Some of the hiring is through their One-stop system and there is a basic employment test that people have to take. Some of you might be interested in this if your unemployment may be running out.

For more information you can call 1-866-861-2010 or go to Census Jobs

<http://www.census.gov/hrd/www/index.html>

## Nurse Practitioner by:

### Brenda Searles

For anyone that missed the visions article there will be a nurse practitioner (Karen Adams) from Bassett Health Care on site Wednesdays from now until April 21<sup>st</sup>. Appointments will be from 1:15pm thru 3:45pm. Call medical services (5227) to make an appointment. Pat has asked that people call by Tuesday if possible so she can determine if the practitioner is needed for the week. This service is for all employees with minor illnesses for injuries whether they occurred at home or on the job. Chronic health problems should be dealt with by an employee's personal physician.

## INTEGRITY:

I've learned that, Integrity is a **firm** adherence to a code of moral value.

That is incorruptible, sound, undivided, complete and honest.

There is a slogan, "What is right is not always popular, what is popular is not always right". This quote reminds us to do what is right, not what is most expedient or convenient.

Isn't that what a union is about, doing what is right in a given situation. If that is not having **Integrity** what is?

## Weingarten Rights:

The National Labor Relations Act (NLRA) gives employees the right to assistance from union representation during investigatory interviews. An investigatory interview occurs when:

1. Management questions an employee to obtain information and
2. The employee has a *reasonable belief* that discipline or other adverse consequence may result from what he or she says.

It is your responsibility as the employee to request union representation. You cannot be denied this request.

## Look where we are now by:

### Mike DeShaw

Twenty years later I wonder where the time went. When I'd get up in the morning and look forward to work, taking pride in my job feeling like I was a part of something big. As the years have gone by I find myself struggling to find that feeling and wonder why? Could it be the rising health care cost, lack of raises or retirement benefits, or it might be coming off a busy year where I worked most weekends, saw little of my family. We were told business was good and management was saying let's just **All Work Together** and finish up the year strong. So I'm starting to get some of that good feeling back about my job, feeling proud about what **WE**

accomplished. The managers came out and told all their departments how great they did and announced a 3% bonus, now I'm getting more of that good feeling back UNTIL I HEARD WHAT KIND OF BONUS THEY WERE GETTING on the other side of the wall. By the way there never used to be the other side of the wall. In Unity Michael DeShaw

## **A CWA Symbol for Solidarity:**

This article is a reprint originally submitted by Dan Strauss some changes have been made.

In 1989, the members of (formally NYNEX) Verizon went out on strike. This was a long hard fought strike that went on for months. There was picketing at all of Verizon's offices and job sites. At one of these offices tragedy struck.

Jerry Horgan was a member of a local from downstate NY. He, along with all of his fellow members spent time on the picket line protesting the company's position on reduction of health care benefits and other benefits along with proposed pay cuts.

One of the top executives of the company was going into work with his daughter driving his car, the members on the strike line tried to block their path. The daughter panicked and stepped on the gas instead of the brakes and in that instance Jerry Hogan was struck down in the prime of his life leaving behind a wife and two young daughters.

Since that day in 1989 members of Jerry's local began wearing red t-shirts as a sign of solidarity on Thursdays. The local ordered t-shirts with the CWA emblem and their local number on them. Many other CWA locals proceeded to do the same thing. This practice has

continued ever since. Several of the officers of your local try to remember to wear a red t-shirt each and every Thursday. When the local ordered stewards shirts one year the color they chose was red.

Solidarity is one of the reasons Unions stay strong. If any local union is on strike, members of their union and other unions are ready to assist them in many ways. They walk the picket lines, handout leaflets, make phone calls to local politicians, anything that will assist that Union. We need to show strength in solidarity. We need to show the company that we are strong and ready to do whatever it takes that our next contract will better our lives in a variety of ways. Better wages, better health care, more paid time off, better retirement benefits, etc. All of the things that we need to make each and every member of the local to want to come to work each and every day feeling good about working for this company. From this point forward, on every Thursday please wear a red t-shirt to show the company they are dealing with one group, one local, one Union that is willing to take the steps needed to get a fair contract. Wear a red t-shirt and remember Jerry Horgan. Jerry gave his life for what he believed in, his Union, his local, his right to a fair and decent contract. Wearing a red t-shirt is a small price to pay to show support.

## **14 days straight by: Dwain Knapp**

I thought I should inform you that it is against corporate policy to allow anyone to work 14 days in a row. There was an incident where the Womako doodle pad line was forced to change their weekly schedule to compensate the continuous

run for a serious work load around the holidays. Following an investigation from the Union, the company agreed to allow people to use paid time off for the 14<sup>th</sup> day and no ones overtime was affected by the 7 day in a row and double time pay.

In the past some areas were allowed to use paid time off and this was a new situation for department 165. So going forward the company agrees that you are able to use paid time off for your 14<sup>th</sup> day.

### **Contract update:**

The end of January the Union and the company met and approved the final draft of the contract. We are now waiting for the company's negotiator (Calvin Herd) to give his final approval. Once that has been done we will be printing the new contract in house and distribute it when it is completed. Thank you for your patience.

### **Quality checks:**

We feel it is very important to inform you of the necessity for performing your quality checks. There have been a few instances of employees being written up for not doing them, or sending questionable products through with a green light from management. Should you encounter this, have your supervisor sign the quality sheet and make a copy so that we can retain one at the union office for further reference if we need to use it.

### **People out the door by:**

#### **Linda Albright-Seneck**

As of march 5<sup>th</sup> 2010 according to the move list there are 136 people presently out the door.

### **Committees:**

#### **Members Relief Committee**

- **Scott Reeve (chairperson)**
- **Linda Albright-Seneck**
- **Sara Howland-Church**

#### **Bi-Laws Committee**

- **Aleasha Thompson & Brenda Searles (Chairperson's)**
- **Virginia England**

#### **Activity Committee**

- **Izzy (Israel) Vega (chairperson)**
- **Robert Vance**

#### **Picnic Committee**

- **All Union Officers (Chair people)**
- **JR Ostrander**
- **Victor Finch**
- **Kathy Oswald**

#### **Safety Committee**

- **Dwaine Knapp (chairperson)**
- **Daniel Strauss**
- **Scott Genung**

#### **Badger Committee**

- **Linda Albright- Seneck (chairperson)**
- **JR Ostrander**
- **John Nero**
- **Kathy Hudson**

#### **Web-site**

- **Freeman Wilson**

#### **Election Committee**

- **Ann Marie Thompson**  
(chairperson)

### **Local Officers:**

- **Matt Theodore (President)**
- **Dwain Knapp (Vice- president)**
- **Vicky Bill**  
(Secretary/treasurer)
- **Linda Albright-Seneck (Ex. Committee)**
- **Scott Reeve ( Ex. Committee)**
- **Aleasha Thompson (Ex. Committee)**
- **Brenda Searles (Ex. Committee)**
- **Israel Vega (Ex. Committee)**
- **Rudy Barringer (Ex. Committee)**

### **Stewards list**

#### **First shift:**

- **Walter Crawford (pressroom)**
- **Dustan Manley (shipping)**
- **Debra Perry (shipping)**
- **Peter Taranto (shipping)**
- **Kathy Oswald (shipping)**
- **Donna Finch (dept. 196)**

#### **Second shift:**

- **Victor Fitch (bailer/recycler)**
- **John Nero (shipping)**
- **Brian Burdick (pressroom)**

#### **Third shift:**

- **Scott Genung (tabbing)**

**JR Ostrander (womako)**

getting involved please attend. New ideas are needed and welcomed.

### **Monthly Membership**

#### **Meeting:**

Our monthly membership meeting will also take place on March 27<sup>th</sup> at 11:00am at the union office. Please attend.



*May the Leprechauns be  
near you*

*To spread luck along your  
way*

*And may all the Irish  
angels*

*Smile upon you on  
St. Patrick's Day!*

### **Picnic Committee Meeting:**

There will be a picnic committee meeting on March 27<sup>th</sup> at 10:00am at the Union office. Anyone interested in