

The Badger



For and By the Union Members of CWA 14164
Your Local Website: citlink.net/~cwa14164

Feb 2011

INSURANCE

As you are all aware, the Union had a Mass meeting on Jan9th to discuss The possibility of the Union going out on our own for health insurance. We had a presentation by Jay Bongiorno from Excellus blue cross/blue shield explain the 2 plans that Excellus had to offer us. One plan is a Sidney PPO look alike and the 2nd plan was modeled after the Select plan. After the presentation we had an open forum for questions/concerns and a vote which was held from 12pm-3pm. The vote was to determine if we were to pull out and go on our own insurance or stay with the Mead insurance. The results of the vote were 202 for and 33 against. With this vote, the membership has decided to see insurance with Excellus. As of April 1, 2011 we will terminate insurance with Mead and go under the Excellus plans. There is much work that needs to be done to make sure this happens. I am working with Dan Wasser and Jay Bongiorno to try and establish when the open enrollment will be and securing all necessary contact information for Excellus. When this insurance goes into effect, any insurance questions will be handled by Excellus NOT Human Resources or Hewitt.

Contact information will be made available prior to the change, so keep an eye on the Union Bulletin boards. I know that people may be a little apprehensive about such a big change, however, I feel that this is a very positive one. Not only did we secure current up to date coverage, it is better and cheaper. When was the last time the Company provided us with better coverage that was cheaper?

In Solidarity
Matt Theodore



HELLO EVERYONE;

I am writing this to remind people of the importance to call your supervisor to notify of any absence or if you are going to be late as well. There are instances where emergencies prevail and you will need to provide an excuse for not calling in. FMLA issues do not excuse you from calling in.

Dwain

The local is looking for members who are interested in being a mobilizers for the up & coming negotiations, anyone interested come to a monthly meeting and get the information so that you can help inform members in the plant as to what is happening in negotiations. Mobilizers will be the people to decide what and how issues will be passed around the plant. Be informed and keep all informed.

OFFICE HOURS

Monday—Thursday

11AM—2PM

If anyone needs help with anything such as retirement, social security I would be available to help, just need to let me know what time and day would be good for you and I would make myself available.

Virginia



FELLOW MEMBERS

My name is Dustan Manley, for those of you who don't know me, I am a 1st shift shipper and have been appointed to fill Scott Reeves spot o the E-Board. I am working hard on your behalf trying to learn the ropes and understand current issues at hand. I think I am doing well, but I am always open to comments or questions or ideas. Here are some things to help us all through layoff.

Cafg.org, phone # 1800 559-4645
Email, cafg@citizensactionny.org
Mail to cafg

94 Central Ave.
Albany N.Y. 12206

Free membership w/union proof
HEAP NOV 1,
1 800 342-3009

Reg, emergency, equip repair & replacement.
Family health plus—Child health plus
FHP 1 877 934-7587
CHP 1 800 698-4543

Easy to find online under Family health plus or Child health plus.

In support of the union
Thanks for listening
Dusty

Grievance settled

During the past year, Meadwestvaco consumer and office products in Sidney N.Y. terminated the seniority of employees under Section 15-03 of the collective bargaining agreement. CWA local 14164 filed a grievance because the company wrongly applied the 45 day rule. The company denied the grievance. Unable to resolve the grievance, Arbitration was scheduled for February 17, 2011. an agreement was reached between the Union and the company on January 25, 2011. The company will fully restore the seniority of the affected employees and agrees not to terminate any laid off employee under Section 15-03 (d) during the term of the current agreement and continuing until the parties reach a new collective bargaining agreement.

In Solidarity:
The E-board

**Next monthly meeting
will be held on:
February 26, 2011
Meeting will start at
11am
At 9 River St. Sidney**

How points roll off

Points stay on for 12 months; they do not roll off while you are on layoff. So to simplify, if you are collecting a paycheck your time is adding up to roll a point off. No time is added to your 12 month total while on layoff. Good rules of thumb for points. Check your points once a month, supervisors make mistakes, keep track of your own points and time worked. It will help eliminate mistakes.

Dusty



"No, I'm not your fairy godmother.
I'm your union organizer."

**THIS IS THE COMP. LAWYERS
THAT THE UNION RETAINS
ON A MONTHLY BASIS.**

**WORKERS' COMPENSATION &
SOCIAL SECURITY DISABILITY
*Legal Assistance Program***

a member benefit of
CWA Local 14164 • Sidney, NY

FOA
Attorneys at Law

provided by
Fine, Olin & Anderman, LLP
1-800-522-9001 • www.foalaw.com

PAYROLL

Jan 1, 2011 the Company outsourced payroll to Ceridian, there have been many issues that have come about due to this change. We have had issues with just about everything including direct deposit, mailing of checks, deductions being wrong, etc. If you are one of these people having problems with your paycheck, the E-Board would like to know about it. You still need to inform your supervisor, so that HR is aware of the problem. On 1-8-11 the Union filed an unfair labor charge (ULP) against the Company for unilaterally implementing this payroll change without bargaining. Anything to do with compensation (pay) is a mandatory subject of bargaining, with that said, we need the memberships help in validating this charge. If you have experienced any problems we would like you to document these in a statement. Any of the board members or myself would be willing to help people with this if needed. The more evidence there is that we have been harmed by this change, the better our case will look. If there are any questions, comments or concerns feel free to contact any one of us.

In Solidarity
Matt Theodore

MOBILIZERS

The E-board is looking for members who would like to get involved; the mobilizers would be responsible for making flyers and distributing them through out the plant. If you are interested please attend a monthly meeting and find out more.

The TRA program has been approved again. Anyone who is on layoff may contact the CDO workforce for more details.

Please make sure you update your contact information at the union office, also with the company.

LIST OF STEWARDS

NAME	DEPT/EXTENSION	SHIFT
Deana Tietjen	3100—5140	1 st
Mike Talbot	505---5140	1 st
John Nero	505---5140	1 st
Peter Taranto	505---5140	1 st
Robert Vance	505—5140	1 st
Linda Darrow	505—5140	1 st
Donna Finch	196---5782	1 st
Kathy Oswald	505---5140	1 st
Deb Perry	505---5140	1 st
Paul Gascon	275---5778	1 st
Walt Crawford	140---5902	2 nd
Brian Burdick	140---5902	2 nd
Dan Strauss	165---5414	2 nd
Victor Fitch	275—5231	3 rd
Tim McCarthy	185—5753	3 rd
Scott Genung	190—5307	3 rd

This is where they all are now but due to bumps and layoffs things may change and they may be on other shifts.

THERE ARE A LIST OF EXECUTIVE BOARD MEMBERS
EXTENSIONS IN THE PLANT

MATT 5237

DWAIN 5755

RUDY 5387

LINDA 5414

BRENDA 5406

ALEASHA 5202 folder

ISRAEL 5209

IF CALLING FROM OUTSIDE THE PLANT USE EXCHANGE 561