

Upcoming Events!**Bowling Party, Part 2!**Thursday, October 4
6:30—8:30 PM
Spare Time Bowling,
Northampton, MA**Baystate Franklin Medical
Center Nurses Strike**7:00 AM Friday, October 5th to
6:59 AM Saturday, October 6th**A Talk by Bill Fletcher:
Fighting the Right and
Building Social Justice
Unionism**Wednesday, October 17 at
12:30 PM in UMass Campus
Center Room 905—09
and
5:30 PM at Pioneer Valley
Central Labor Council
640 Page Blvd, Springfield, MA**Member-Activist-Steward
Training**Wednesday, October 17
5:00—6:00 PM
UAW Local Office, 4 Open
Square Way, #406,
Holyoke, MA
and
Thursday, October 18
1:00—2:30 PM
UMass Amherst
Campus Center
Room 911-915**November 6th: A Vital Election***By Ron Patenaude, President*

Dear Sisters and Brothers,

The future of our members and working people's futures are at risk. The stakes could not be higher this November 6, Election Day. We can either keep on moving forward—rebuilding our economy and creating opportunity for regular working and middle-class Americans—or we can go back to the disastrous policies that gave us two wars, an economic meltdown, and the worst economic inequality in the history of the country.

We need to re-elect President Obama and give him a Congress that he can work with to get it done.

In Massachusetts, we have a chance to elect a Senator, Elizabeth Warren, who was talking about economic inequality long before it became a part of the national conversation. She was appointed by President Obama to head the commission that oversaw the TARP program (the

Bush program to bail out the big banks), she demanded greater accountability for the banks, and sought regulations to prevent the same abuses from bringing down the economy in the future. She fought for the creation of a new Consumer Protection Agency to prevent fraud and abuse by banks and credit card companies.

Elizabeth Warren stands with ordinary Americans. Her opponent, Scott Brown, stands with the Republicans. He has taken his marching orders from the conservative Republican leadership—which has blocked unemployment benefits, jobs bills, tax fairness, and health care reform—and wants to privatize Social Security and Medicare.

The outcome of this Senate race could also determine whether Republicans take control of the Senate. A vote for Scott Brown is a vote to give conservative Republican Senate

Leader Mitch McConnell of Kentucky to power to decide what legislation will be even be voted on by the Senate. We cannot afford to lose the Senate.

If you are not registered to vote, the deadline to register is October 17. If you need a form or help, please contact either the UAW 2322 or GEO offices.

If you can hand out information to your co-workers, we have flyers about Elizabeth Warren available. If you can do more, go to our website, www.uaw2322.org, for information about labor walks and phone banks that you can join.

Please talk to your friends, family, and co-workers to make sure they know what's at stake.

If we all do our part, we can, and must, win this.

**GEO/UAW Successfully Ratifies Its Most Recent Agreement!***By Court Cline, Servicing Rep.*

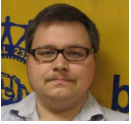
Congratulations to the Graduate Employee Organization (GEO-UAW), the largest shop of UAW Local 2322, for ratifying their latest contract on Thursday, September 20th. With the highest level of participation in a ratification vote since the early days of the shop, more than 99% of GEO-UAW employees who voted agreed to ratify this tentative agreement. Some of the highlights of this new contract include annual 3.5% wage increases, increased pay rates for employees in the Continuing and Professional Education

field, lower overall out-of-pocket health insurance costs, and better health insurance co-pay protection.

Many thanks to the GEO-UAW Bargaining Team members: Jocelyn Silverlight, Thomas Herndon, Kathleen Baldwin, C. Anders Minter, Jonathan Cooper, Derek Doughty, Danielle Alessio, Yetunde Ajao, and UAW Servicing Representatives, Ryan Quinn and Court Cline along with UAW Local 2322 president, Ron Patenaude, who spent most of the summer

meeting with the UMass Administration to craft this progressive agreement. It is truly a testament to their hard work that we were able to get to a Tentative Agreement before the GEO-UAW contract expired on August 31, 2012. It truly gives a fine example of the phrase, "United we bargain, divided we beg."





Miranda vs. Weingarten Rights

By Ryan Quinn, Vice President/Servicing Rep.

You have the right to remain silent. Anything you say or do can and will be held against you in a court of law. You have the right to an attorney. If you cannot afford an attorney, one will be provided for you. Do you understand these rights I have just read to you?

These questions will be familiar to any fan of police dramas as the “Miranda warning”, which came out of the 1966 Supreme Court case *Miranda v. Arizona*.

The court decided that a suspect’s testimony cannot be used against her unless she has been read her rights and given the opportunity to speak with a lawyer – that is, given the “Miranda warning”.

Things work very different when you are on the job. If your boss wants to question you, she does not need to inform you of your right to representation, even though you have that right in a union workplace. In the Su-

preme Court’s 1975 ruling in *NLRB v. J. Weingarten, Inc.*, the court upheld the National Labor Relations Board’s decision, now known as “Weingarten rights”, that a unionized employee whose boss begins asking questions that could lead to discipline may request union representation. Once that request is made, your employer can either end the interview, wait until your union rep arrives, or give you the choice of proceeding without representation. If your employer denies the request for union representation and continues the interview, you have the right to refuse to answer.

Remember: your boss does not need to read you your rights on the job. You need to know your rights to use them.

How to Invoke Your Weingarten Rights

“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. Until my representative arrives, I choose not to participate in this discussion.”

UAW 2322 Member Profile: Mary Roco

By Nancy Fish, Servicing Rep./Organizer

Name: Mary Roco

Shop: Mount Holyoke College Housekeeping

Mary Roco is a proud and active unionist. She currently is an Executive Board Financial Officer, a steward, a labor/management committee member, and an activist and has been on every bargaining committee campaign since the first contract. Mary has also attended the [UAW Family Education Center](#) in Michigan (Black Lake) twice.

How long have you worked at Mount Holyoke College?

I have worked at Mount Holyoke College (MHC) for 32 years. After 18 years in the dining department, I transferred to the Housekeeping Department (HK) and soon found that my co-workers were organizing and wanted to be represented by the UAW Local 2322. The main issue was getting seniority recognition and to stop favoritism. A brand new employee was being made a Lead Housekeeper, rather than an existing Housekeeper, and this made no sense. Management was being unfair and was getting away with it because we didn’t have the union back then. During

that time, management would have spur of the moment captive meetings and would tell us not to join the Union.

So you got involved with the campaign to bring the Local UAW to the HK Department?

Yes, I went to every meeting.

How long did it take to get the first contract?

It was a long and hard time to get that first contract. Sometimes we would be meeting until 1 am and we had to work the next morning at 6 am.

What were you fighting for?

The basics. They said if you want a union, you are going to have to start with nothing and try to get your benefits back: personal time, vacation and holidays. We had to fight for every single solitary thing. They were mad because we wanted to have the union. At the 11th hour (during the first negotiations), one of the new benefits we got was an annual shoe allowance of \$180 a year. We go through shoes pretty fast cleaning showers. The College tried to take it away, but we fought, and still have the needed shoe allowance today.

What changes have you seen



over the past 12 years in the UAW/HK department?

HK now have option to bid by seniority for preferred dorm assignments. We have flexible breaks now. The College used to be strict with when we could take breaks, which made no common sense for the type of work we do. We fought and won to have benefit time be fair for everyone; prior to the Union, the College had a two tier system, which wasn’t fair.

What are you most proud of?

All of the accomplishments that I personally fought for. Not just for my own benefit, but for others as well. I fought to keep fire and flood clean-up out of the HK Department. I did my homework and researched the proper type of clean up for fire and flood damage; it didn’t belong in our department. It requires

special equipment that we don’t have.

What are the challenges for you being a union activist?

My biggest challenge is trying to get other union members involved and to participate in their union. I am often expected to do all of the fighting for my co-workers, not realizing how much effort it can be for one person. The work is much easier if it is shared.

What keeps you going?

I feel like I’m doing good work, important work, and people need me. I’m helping even though it isn’t always known by others. Someone has to step up. The student support at MHC has been great and very important over the years for us in getting a good contract.



Mary Roco is dedicated to her family and to her union: “Anytime my family (including my union family) needs me I’m there.” Mary was born and raised in Easthampton, MA and moved to Amherst 38 years ago. Mary is married and has two adult children and one very special granddaughter.