

Local Lodge 1529 Newsletter

November 2010



Editor: John Murray D49/2nd shift Next meeting is Dec. 14th. at 2:00 P.M. Visit our web site at www.iam1529.org

November's President's Message

As we all know, the 2010 Contract Negotiations concluded with a positive ratification vote on Saturday, October 23, 2010. I want to take this opportunity to thank ALL the members of Local Lodge #1529 for their professionalism before, during, and after the entire process. Everyone was very pleasantly surprised at the somewhat muted tone in the plant leading up to the meeting on the 23rd. The lack of wild rumors, as well as the minimal distribution of fliers throughout the Plant kept emotions in check for many, and that had a calming affect which carried over to the day of the vote. People were especially pleased with the ratification meeting itself at the Sidney High School. It just goes to show that no one enjoys the type of meeting we had three years ago, and everyone in attendance appreciated the fact that all who attended listened to the explanation of the proposals being presented, kept to the subject at hand, and got down to the business of voting without all the unnecessary chaos that ensued in 2007. I am very proud of our entire membership for treating the entire process with the seriousness such proceedings should have. The Sidney High School reported back there were no issues noted on the 23rd which would preclude us from using their facilities in 2013. Once again, I want to thank everyone for their cooperation.

I want to thank our Negotiating Committee for their outstanding job. As I have stated before, I wish everyone had a chance to serve on the Negotiating Committee so that they had a better idea of the challenges we are up against. The members of the current Committee worked well together, and represented decades of invaluable work experience here at Amphenol. Whether you like the contract or not, they did an excellent job preparing for, and dealing with, a very difficult adversary during these negotiations. Likewise, I want to thank Business Rep. Tim Perry for all his hard work as the Committee's chief spokesman during the meetings with the company. It's a very difficult, stressful process for those involved, and they should be applauded for all their hard work.

As for the contract itself, it contained no real surprises to anyone. Considering the dreary economic climate we have been under for the past year and a half, I'm pleased we were able to achieve the salary and Pension increases we received. No one on the Negotiating Committee was pleased with the hours of work changes that were included in the contract, and we spent considerable time trying to convince the company their conceptions that these changes would be a boom for productivity were seriously flawed. We weren't pleased about the health insurance changes, but knew these changes were inevitable based on ever rising health costs and observations of what was taking place at other manufacturing facilities. We weren't pleased with the proposal that employee health insurance expires at the end of the month following the month they are laid off in, but hopefully this new policy will make it far easier for the company to recall employees on layoff, instead of hesitating like they did for months early this year due to concerns over potential insurance costs.

Hopefully with the contract behind us, passed by an overwhelming margin, we have sent a message to corporate that we are serious when we say we want jobs, and more of them, here in Sidney, NY. This workforce is ready, willing and most definitely able to take on the challenges of a global market and fierce competition. If the economy cooperates and starts to recover at a more robust pace than we've seen to date, we will hopefully see more new machines and more work come to Sidney, which means more jobs. We shall see if that happens.

Family and Medical Leave Act of 1993

The **Family and Medical Leave Act of 1993 (FMLA)**, was signed into law on 5 February 1993 by President Bill Clinton (Pub.L. 103-3; 29 U.S.C. sec. 2601; 29 CFR 825). However, it did not take effect until August 5, 1993: a full six months after the president's signature. The bill was among the first signed into law by President Clinton in his first term. The FMLA is a labor law requiring larger employers to provide employees job-protected unpaid leave due to a serious health condition that makes the employee unable to perform his or her job, or to care for a sick family member, or to care for a new child (including by birth, adoption or foster care). The FMLA is administered by the Employment Standards Administration's Wage and Hour Division within the U.S. Department of Labor.

The FMLA is an unpaid mandate requiring larger employers to provide unpaid leave to certain workers in the United States. The law recognizes the growing needs of balancing family, work, and obligations, and promises numerous protections to workers.

Prior to the passage of the FMLA, the provision of leave for family or medical reasons was left to the discretion of individual employers. Employees making a request for leave could be denied for any reason, and employees could be fired for taking family and medical leave. When workers changed jobs, even within the same company, they could not be sure that their requests for leave would be treated consistently. Some employers had formal leave policies that were applied uniformly to their workforces while others had informal policies and the granting of leave depended on the particular circumstances."^[1]

To qualify for the FMLA mandate, a worker must be employed by a business with 50 or more employees within a 75-mile radius of his or her worksite, or a public agency, including schools and state, local, and federal employers (the 50-employee threshold does not apply to public agency employees and local educational agencies). He or she must also have worked for that employer for at least 12 months (not necessarily consecutive) and 1,250 hours within the last 12 months.

The FMLA mandates unpaid, job-protected leave for up to 12 weeks a year:

- to care for a new child, whether for the birth of a son or daughter, or for the adoption or placement of a child in foster care;
- to care for a seriously-ill family member (spouse, child or parent);
- to recover from a worker's own serious illness;
- to care for an injured service member in the family; or
- to address qualifying exigencies arising out of a family member's deployment.

The FMLA further requires employers to provide for eligible workers:

- Restoration to the same position upon return to work. If the same position is unavailable, the employer must provide the worker with a position that is substantially equal in pay, benefits, and responsibility.
- Protection of employee benefits while on leave. An employee is entitled to reinstatement of all benefits to which the employee was entitled before going on leave.
- Protection of the employee to not have their rights under the Act interfered with or denied by an employer.
- Protection of the employee from retaliation by an employer for exercising rights under the Act.

The federal FMLA does not apply to:

- workers in businesses with fewer than 50 employees (this threshold does not apply to public agency employers and local educational agencies);
- part-time workers who have worked less than 1,250 hours within the 12 months preceding the leave and a paid vacation;
- workers who need time off to care for seriously ill elderly relatives or pets;
- workers who need time off to recover from short-term or common illness like a cold, or to care for a family member with a short-term illness; and
- workers who need time off for routine medical care, such as check-ups.

Information on washing the new union t-shirts. Turn inside out when washing in warm or cold water and do not put in the dryer unless it's on a low temperature setting. ***DO NOT use bleach.***