

Local Lodge 1529 Newsletter

October 2010

Editor: John Murray D49/2nd shift Next meeting is Nov. 9th. at 3:45 P.M. Visit our web site at www.iam1529.org

October's President's Message

I want to thank those individuals who attended our Contract Proposal Meeting on Sunday, August 1st. While the turnout was low the input from those present was very constructive and several points were incorporated into our final proposals currently being presented to the company. I also want to thank everyone for following the school district's rules while on their property for that meeting. No incidents were noted that would have precluded us from using Sidney High School for our ratification meeting later this month, so that's where it will be held on **Saturday, October 23, 2010**.

I want to remind everyone that it is just as important to follow the Sidney School District's rules on the 23rd as it was in August, regarding no smoking or consuming alcohol ANYWHERE on school property. Everyone MUST understand & obey the following rules:

1. There is NO SMOKING allowed on school property. PERIOD! Not even in your cars in the parking lot. If you need to smoke YOU MUST DRIVE OFF SCHOOL PROPERTY! This is both a State and Federal Law and applies to everyone (including school staff) while on the property.
2. The consumption of alcohol on school IS STRICTLY PROHIBITED.
3. Park only in designated parking areas. DO NOT DRIVE ON LAWNS or park in unauthorized locations.
4. Anyone breaking any of the above rules will be subject to ticketing from the Sidney Police Department who will be present to ensure everyone's compliance. Please remember, we are at the School as their guests and we should act in an appropriate and responsible manner. It's their property and their rules.

EVERYONE'S COOPERATION ON THESE ISSUES IS ABSOLUTELY NECESSARY & EXPECTED!

As for the October 23rd Contract Ratification Meeting itself, I want to remind everyone the purpose of that meeting is to explain, and vote on, the contract proposals being presented to the membership. It's not a forum for the discussion of other issues that have or may take place in the plant. The purpose of the microphone on the floor is for members to ask questions pertaining to the proposals being presented at that meeting. The cooperation of everyone attending will be greatly appreciated and will expedite the entire process. The vast majority of our membership wants to get to the school, see what's being offered, and get through the voting process so they know what direction their life is going for the next three years. The chaos of three years ago makes an already stressful situation even worse, so let's get to the meeting, listen to the proposals, ask questions where necessary, and move forward accordingly. A meeting with all department stewards and chief stewards is scheduled to take place the morning of the ratification meeting, so they will be in a position to help explain the proposed contract changes before the main meeting starts.

Opening day for Negotiations was Wednesday, September 22, 2010. The 2010 contract negotiations are being held at the State University College at Oneonta, with 15 days of meetings currently scheduled, which is about the average number of days we spend negotiating with the company. Contract language will be addressed first, with economic issues being discussed last. I don't need to tell everyone

how important these contract negotiations are. There have been months of discussions and rumors swirling around the plant as to what we will or won't see in this contract. While we anticipate negotiations to be tough, at least the state of the business has significantly improved from where it was a year or two ago, making it far more difficult for the company to legitimately say they are in dire financial straits. Having said that we still expect a tough fight ahead of us, and the final outcome of that fight will unfold on the 23rd. Hopefully the company will recognize and reward their single most important asset... their employees who make the best interconnect products in the entire industry.

Women's Committee Report

The Women's Committee would like everybody to know that the "Matter of Taste II" Cookbook has arrived and they are \$8.00. If you didn't order a copy, extras are available. See your steward if interested.

Santa Claus is coming to the Union Hall located at 25 Sherman Ave., Sidney, N.Y. on December 4, 2010 from 1:00pm - 3:00pm. Start the Christmas Season off with this fun Holiday event for the entire family. Refreshments will be served.

Please start wearing your new, or old, union shirts on Friday's to show your Negotiating Committee your support! Show our solidarity every Friday!

Operation Merry Christmas will be starting in November and we would like to have everybody's support in this important Holiday fundraiser for the Tri-Town area.

Thanks to all our member's for their support of the Women's Committee's various project.

Confessed Union Buster Shares Trade Secrets

The late Martin Jay Levitt spent 19 years "on the dark side," running 250 union-busting campaigns for corporations around the country. He was good at it, too, losing a mere five. In his video, "Confessions of a Union Buster," Levitt shares his experience, trade secrets and tips.

Two of the main gospels of any anti-union campaign, says Levitt, are *misinformation* and *fear*. A union buster without the atmosphere or climate of fear is like working without one leg and one arm. Fear is essential. Fear is like caviar, lobster and filet mignon to a union buster. The element and emotion of fear is vital.

Then, says Levitt, comes the *divide and conquer strategy*.

The more we knew about the demographics and individuals, the more we could set them up. We would pit religion against religion, race against race...we would use background information to set people in some vicious ways, plant false rumors, to ruin lives, if you will.

But there is one thing, Levitt says, that union busters fear the most: **An informed and prepared group of workers who are in a sense "inoculated" against the tactics and schemes in the union buster's play-book.**

When inoculation is put in force with employees and they see it come true, it creates a feeling of rage—"How can the company be doing something like that?"—and **that rage translates to a solidarity** which beat me...the most effective weapon you have to beat the union buster is exposure.

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.*