

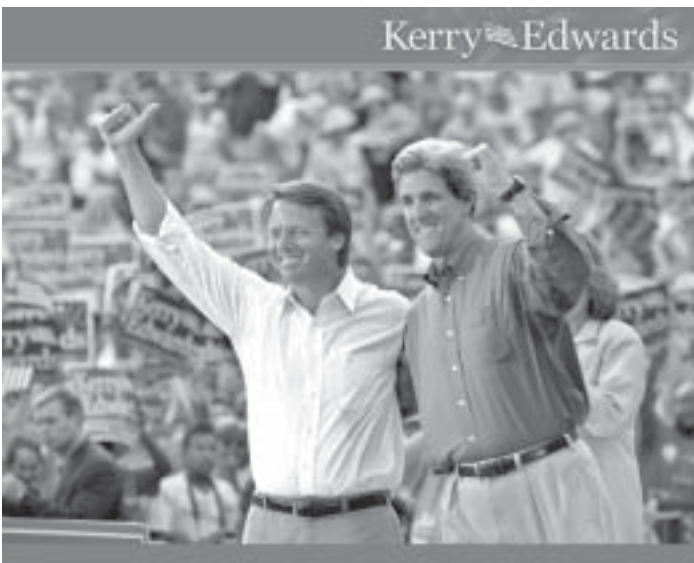
ON THE MOVE



Publication of
CWA Local 1032, AFL-CIO



JOHN KERRY: *The Right Choice for Working Families*



Like many other unions throughout the country, Local 1032 has spent the last few months doing its part to ensure that George W. Bush is a one-term president. We have worked to educate our members about Bush's record on domestic issues as well as foreign policy. Our members have participated in the AFL-CIO's Labor-to-Labor program in an effort to connect with other union families and encourage them to vote for John Kerry, especially in the crucial swing state of Pennsylvania. We contacted members in New Jersey and Pennsylvania who were not registered and provided them with registration information so that their voice can be heard on November 2nd. And we will continue to work right up to Election Day because we believe that the policies of the Bush administration have eroded the hopes of working families and dismantled the security of the country.

In this issue, we speak with several people involved with the Kerry campaign in New Jersey and Pennsylvania. Each provides insight into the issues being debated in the campaign and each makes abundantly clear that there is much at stake domestically and globally in this election. Congressman Bill Pascrell, New Jersey Co-Chair of the Kerry for President campaign, says the question we must ask ourselves is a familiar one: "Are you better off today than you were four years ago? If you are, vote for

George Bush and Dick Cheney. If not, vote for John Kerry and John Edwards." To determine if you are better off today, consider a few highlights from the first four years of the Bush-Cheney administration:

- Tax cuts averaging \$136,398 for the richest 1% of Americans.
- A \$445 billion federal budget deficit. Bush inherited a \$230 billion surplus when he took office.
- 1.8 million private sector jobs and 2.7 million manufacturing jobs lost – putting Bush in the position to be the first President since Herbert Hoover to leave office with fewer jobs than when he started.
- The stagnation of workers' wages – rising 0.8% per year from late 2001 through mid-2004 – at the same time corporate profits rose at a rate of 14.2% per year.
- Denial of overtime rights for over 6 million American workers. Efforts to privatize 850,000 federal jobs.
- The exponential growth in un-insured and under-insured Americans.
- \$200 billion (so far) for a flawed war in Iraq that has benefited corporate supporters while placing our troops at risk, alienating our allies, and neglecting America's domestic priorities.

One need only look at the record to understand the disastrous impact of Bush's domestic and international priorities. As New Jersey Co-Chair of the Kerry for President campaign State Senator John Adler put it, "you can say that the 2 parties are the same with respect to corporate ownership but we can see now, after 4 years of Bush-Cheney, that there is a significant difference." That difference cannot be overstated. On November 2nd, we must make a statement for change.

Working families are clearly not better off with Bush-Cheney in office. Vote for John Kerry and John Edwards and send the message that we want the priorities of working families to come first. □





From The Shoulder

by President Jim Marketti

Local 1032 members approved construction of a 3,000 sq. ft. meeting hall on the Local's property in Ewing at the annual budget meeting on September 23. The meeting hall will seat 200 and contain state of the art audio/visual and video conferencing equipment. Members are to be congratulated for approving this step for improving the union's resources for the future.

There are several compelling reasons for making this commitment now. First, it makes financial sense. Local 1032 currently has more than \$1 million in liquid assets (cash accounts). This is twice what we need in reserves to deal with any crisis we may face. Second, by investing half of our surplus in property, we will ensure the greatest return on our investment should we need to raise cash in the future. Interest rates on bank accounts are extremely low. Property values are increasing wildly. Any future emergency which calls on us to spend more money than we have in cash reserves can be financed by a mortgage

on the new facility which will increase in value.

Third, this new facility will contribute significantly in our mission of building the union. We will hold general membership meetings here. We will conduct educational and training programs. We will hold union oriented cultural events (films, speakers, plays, rallies, etc.). We will invite other union affiliates to meet in our facility. It will be a natural staging location for political events. The video conferencing capability alone will put the building in a class of its own.

But by far, the more important reason for investing in this facility is what it says about our commitment to our future. We plan on being on the cutting edge of new union developments. We've seen the future and it is the ability to engage in effective communication. This new facility will not only enable us to communicate better with our membership but also with community groups, political leaders and employers. The message we are delivering is that we plan on being around for a long time and our vision is bold.

Groundbreaking for the new meeting hall will begin in the Spring of 2005. Hopefully, the facility will be ready to hold our 2005 annual budget meeting in late September/early October 2005. *Carpe diem.* □

2004 CWA National Convention

The 66th annual convention of the Communications Workers of America took place on August 30th and 31st in Anaheim, California. CWA President Morton Bahr announced to delegates that he will retire at the end of his term in August 2005. Bahr has been a member of CWA for 50 years and has served as president since 1985. Following the announcement, the CWA Executive Board unanimously endorsed Bahr's recommendation for a new leadership team headed by CWA Executive Vice-President Larry Cohen as his successor. The team will also include CWA Secretary-Treasurer Barbara Easterling, continuing to serve in that capacity, and CWA District 4 Vice-President Jeffrey Rechenbach to replace Cohen as Executive Vice-President.

Much of the convention business addressed the upcoming election and the ongoing efforts to support John Kerry. Delegates overwhelmingly endorsed a strongly worded resolution condemning the Bush administration's failed policy in Iraq and demanding the immediate withdrawal of U.S. troops. The resolution also called for the promotion of domestic policies that prioritize the needs of working people.

Delegates also rejected a proposal to hold the convention once every three years instead of annually. The 2005 Convention will be in Chicago. □

ON THE MOVE is a publication of Local 1032, Communications Workers of America, AFL-CIO.

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SUSSEX OFFICE ASSISTANT: Nancy Holleran

NEWSLETTER EDITOR: Patrick Kavanagh

LOCAL 1032 OFFICES:

Main office
67 Scotch Road
Ewing, NJ 08628
(609) 434-1032
FAX (609) 883-8184

Newark Office
290 Ferry Street
Newark, NJ 07105
(973) 589-1544
FAX (973) 589-5304

Sussex County Office
61 Spring Street
Newton, NJ 07860
(973) 579-7539
FAX (973) 579-5649

or call 1-800-882-1032

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Election 2004

In order to provide different perspectives on the upcoming election, as well as analysis on key issues, Local 1032 spoke with four individuals representing the Kerry-Edwards campaign in New Jersey. Legislative-Political Committee Chairman Tom Miller coordinated the question and answer sessions throughout this issue and was assisted by *On The Move* editor Patrick Kavanagh.

CAMPAIGN PROFILE:

JOHN GRAHAM

Chairman, New Jersey Steering Committee for Kerry

With just a few weeks until Election Day and the race looking to be as close as expected, what are your priorities for the stretch-run?

We have a two-part strategy for the final weeks. First, we need to solidify New Jersey and second is we need to assist Pennsylvania – one of the most important battleground states and one that we simply have to win.

The Kerry campaign has been criticized for its failure to focus on the message. How do you address this very major problem during the final weeks of the campaign?

We have a situation where we are running against a candidate whose record is indefensible. So what does he do? He lies and plays to his perceived strengths: terrorism and security. He can't talk about the economy; he can't talk about the rising debt; he can't talk about health care; and he can't honestly talk about the



Legislative-Political Committee Chair Tom Miller (left) poses with John Graham after discussing the election.

war in Iraq. We have to be out there every day, all over the country, telling people that Bush is the first president since Hoover that will have a net loss in jobs at the end of his first term; that he has taken overtime pay away from millions of workers; that his tax cuts for the wealthy have caused the national debt to balloon; that he lied to the American people about Iraq where we have lost more than 1,000 US soldiers, seriously injured over 5000 Americans, killed and injured thousands of Iraqis and spent over \$200 billion so far. More importantly, we have to tell the American people that Bush has no plan to address these issues. A second term would be business as usual for Bush and company and that will be a disaster for the country. John Kerry has a plan to create new jobs and protect existing ones; he has a plan to improve health care coverage for the uninsured and under-insured; and he has a plan for Iraq.

As you know, Local 1032 has been very outspoken against the war in Iraq. At the National CWA convention last month, our members adopted a resolution calling for immediate action to bring the troops home now. Where does Kerry stand on this issue?

Senator Kerry knows that when he wins in November, he will be inheriting a major political issue. He knows the war was a mistake and he believes that, realistically, we can significantly minimize our presence and our role in Iraq within one year. Look, very few countries want to see Bush and Cheney reelected. We have to rebuild our relationships around the world – that will help us to develop a comprehensive plan to deal with the violence in Iraq and it will make us safer.

Kerry is starting to speak more aggressively against the war and its impact on domestic issues. Can we expect more of that?

We know there is no plan to secure peace and that the violence and instability you now see is the best proof of that. There are cities in Iraq under the control of terrorists that weren't even there before we invaded. This was a war for oil and I'll be honest, I think there is a real possibility that this quest (for oil) could lead us into Iran as well. If this were to occur, the results would be catastrophic. Iran, unlike Iraq would be a formidable opponent – costing us far more in lives and money – essentially making Iraq look like a picnic. Over \$200 billion for a constructed war is \$200 billion that we are not investing in job creation, health care, education, and countless other initiatives that could have a real impact on working families. □

CAMPAIGN PROFILE:

JOHN ADLER

New Jersey State Senator, District 6 and New Jersey Co-Chair of the Kerry-Edwards Campaign



How do you read the recent polls that have the race tightening in New Jersey? Should the campaign be concerned?

There is no question that John Kerry will win New Jersey. What we must do

is focus on reconnecting the people of New Jersey with the Kerry-Edwards campaign and remind them of just how important this election is and how different the candidates are. We are seeing the message begin to sharpen and repetition of that message will be key to turning the poll numbers around to where

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they should be. We are also working closely with the County chairs to solidify our Get Out The Vote (GOTV) activities throughout the state. We all have to work together on this – getting Kerry elected must be the priority for everyone.

I think it is fair to say that the policies of the last four years have had a disastrous impact on the issues that matter most to working families. As you prepare for the final weeks of the campaign, what's the message to New Jerseyans about what a Kerry-Edwards administration will mean for the state?

I think one of the first things we have to do is address the inequities of the tax cuts. Everyone knows that the Bush tax cuts benefited the wealthiest Americans and the wealthiest residents of our state. Modifying the tax plan will allow us to address one of our most important issues – making money available to provide healthcare to middle class and working families.

Public education is of major concern for working families, as well it should be, and it is an area in which we must invest. The ultimate goal of the Bush administration's education policy is to destroy public education, not to solve its problems. No Child Left Behind is severely under-funded, over-relies on testing and, as a result, risks separating our society along racial and economic lines. Investing in public education will be an investment in one of the greatest institutions of our democracy.

I also think the people of our state are very concerned about job security. "Outsourcing" is the buzzword right now and it is a very real issue. While we can't always stop jobs from going abroad, John Kerry is committed to taking away the incentives that are often cited for outsourcing. The result will be more good jobs created and staying in this country.

One of the issues that seems to have contributed to the tightening of the race in New Jersey is concern about security. Is this a real concern?

Absolutely, but we haven't done a good enough job of getting people the facts.

Clearly New York City and North Jersey suffered greatly on September 11th and have suffered some of the greatest economic losses since. The risks for this area remain very real. Yet, states with the greatest risk who tend to vote Democratic, have received far less money than those who vote Republican. Bush likes to talk tough but he really doesn't deliver. Here's an example. There are currently four agents in the Treasury Department assigned to track down money used by terrorist organizations to fund activities. There are 21 agents assigned to enforcing the trade embargo with Cuba – an embargo many Americans oppose. How does this help the people of New Jersey?

Do you think the country is more secure today than four years ago?

No. One of the things that the Bush administration has done throughout the war in Iraq is to create a situation that pits Americans against Muslims rather than America and the world against terrorists. This type of rhetoric is very dangerous. More cooperative efforts with our allies must replace it if the world is really to be made safe.

What is your message to the voters?

John Kerry and John Edwards have a plan to restore America's credibility around the world and to address the major domestic issues facing the country. They are the right choice for New Jersey and for America. □

ELECTION 2004:

Two Questions for U.S. Senator JON CORZINE



The Bush ideology is essentially against all restrictions on business – the market dictates the entire course of human events. Alternatively, the Kerry ideology imposes some

restrictions on business – incentives that

discourage outsourcing, some controls on fair trade, unions, etc. Which approach provides "the greatest good for the greatest number" and why?

The Kerry ideology, which is the democratic ideology and mine as well, is that the key to a successful and prospering economy is to strike a balance between both Labor and Management. In order to accomplish this, it is important to come up with the proper incentives so as to make the free market system work for us all – not just the wealthy few. As an example, John Kerry is opposed to outsourcing per se but understands that business will use it because it is cost effective – especially if it is encouraged as President Bush has done. Kerry's plan is to give businesses tax credits in order to keep those jobs here. Also, he will not give tax credits to those companies who move their companies offshore as George W. Bush has done.

It is said that the American middle class came into being via high paying manufacturing jobs created by the likes of GM, Ford, RCA, etc. With those formerly high paying manufacturing jobs moving overseas, the remaining jobs are primarily in the service, marketing, agriculture, hotel and restaurant sectors.

How would a President Kerry encourage upgrading these remaining non-manufacturing jobs from the low to the high end as far as pay and benefits are concerned?

History tells us that when workers unionize, good pay with good benefits follow. Unfortunately over the last number of years, Republicans with help from some Democrats have been able to make it extremely difficult for unions to sign up new members. John Kerry has enthusiastically signed on to Ted Kennedy's bill, the Employee Free Choice Act, which will make it far easier to organize new members, thereby encouraging the "balance" principle already mentioned.

We also know that we just can't go from a manufacturing economy to a high tech one without extensive training. John

continued on next page

Kerry's education plan will pour real money into a program that will allow those who have been excluded from higher education under the Bush administration to now get the education they need in order to succeed in this new high tech world in which we now find ourselves. □

ELECTION 2004:

Two Questions for
Congressman, District 8

BILL PASCRELL, JR.

New Jersey Co-Chair of the
Kerry-Edwards Campaign



What most bothers you about President Bush as regards his relationship to working people?

My District is a part of what is known as the Greater New York City area. After 9/11, Bush was

all over the place praising the heroic efforts of our local police and fire people... but what did he do for them ...he did nothing. He seems unable to relate to those of us who have to earn a living – many times by the sweat of their brow. On the one hand, he praises them and on the other he pushes through his Republican-controlled Congress a bill which severely curtails their right to overtime pay... something they fought long and hard for and have had for some 65 years. He essentially seems comfortable speaking, as it were, out of both sides of his mouth.

What would most concern you about a second term for George W. Bush?

If Bush is re-elected he will undoubtedly appoint far right judges to the Supreme Court. This will be a disaster for the country primarily because these judges will most likely curtail the freedoms that we cherish. The rights to free speech, free inquiry (stem-cell research comes to mind), and a woman's right to choose will most probably be reduced, if not destroyed all together. Any Americans concerned about these issues should think twice before voting for George W. Bush. □



Local 1032 members preparing to walk in Morrisville, PA.

Labor to Labor

As part of our ongoing efforts to defeat George Bush and elect John Kerry on November 2, Local 1032 members have been participating in the AFL-CIO's "Labor to Labor" program. Beginning in June, Local 1032 members have volunteered on Saturdays to visit other union members at their homes and talk to them about issues in the Presidential election that are important to working families. Given Pennsylvania's status as a key battleground state, our efforts have focused on reaching out to union members in Bucks County, Philadelphia, and the Lehigh Valley.

The one-on-one contact with other union members is what has made the Labor-to-Labor program so effective over the years – and enjoyable for those that participate. According to Ron Schwaeble, OIT shop steward and VP for the Administrative/Clerical Bargaining Unit, it's that contact that makes the experience so rewarding. "Talking to other union members about this election and the need to elect John Kerry has been a very interesting experience. Even though we may not agree on every single issue, working people know that the country is headed in the wrong direction and that unites us in or goal to send Bush back to Texas." For DOT shop steward Connie House, Labor-to-Labor walks are a family affair. "I've been doing this for over ten years now because it is something I believe in. Recently, I have gotten my children involved because I want them to have the first-hand experience of being actively involved in the electoral process. I want them to know that elections are more than just marking a ballot so that when they are old enough to vote, they will go into the booth with a unique perspective. They learn about elections in school, but being out here makes it very real for them."

In addition to talking about issues, Labor-to-Labor volunteers register unregistered voters in the households they visit.

Labor-to-Labor walks will take place every Saturday at sites in Bucks County, Philadelphia, and Allentown/Bethlehem right up until Election Day. If you are interested in participating, please contact Dudley Burdge at the Local office: 1-800-882-1032. □

Good Jobs

What's at stake Nov. 2: **Good Jobs for America's Workers**



John Kerry

- ✓ Plans to create 10 million new jobs in his first four years as president. His energy policy alone will create some 500,000 good jobs. (Associated Press, 3/23/04)
- ✓ Supports workers' right to overtime pay protections and co-sponsored legislation to stop Bush administration efforts to take overtime pay from millions of U.S. workers. (AFL-CIO questionnaire, 2003, S. And. 1590, 2003)
- ✓ Will reform the federal unemployment insurance program to cover more workers and provide sufficient benefits and job training. (www.johnkerry.com)

The Bush Record

- ▶ Since President George W. Bush took office, 1.7 million private-sector jobs have been lost. (Bureau of Labor Statistics, January 2001–August 2004)
- ▶ Workers' wages have stagnated—rising just 0.8 percent per year from the fourth quarter of 2001 through the second quarter of 2004. In the same period, corporate profits leaped by 14.2 percent per year. (Center on Budget and Policy Priorities, 3/3/04)
- ▶ Jobs in expanding industries are less likely to provide health coverage than jobs in declining industries. (Economic Policy Institute, 6/4/04)
- ▶ In May 2004, real wages fell to a two-year low. (Economic Policy Institute)
- ▶ The Bush-backed Republican Congress refused to extend unemployment insurance (the federal Temporary Emergency Unemployment Compensation program) for the more than 2 million unemployed U.S. workers—a record—who had exhausted their regular unemployment insurance benefits by March 2004. (Center on Budget and Policy Priorities, 5/28/04)



George W. Bush

- ✗ President Bush's economic policies and tax cuts for the rich cost the nation 1.7 million private-sector jobs and 2.7 million manufacturing jobs from January 2001 to August 2004. Bush is on track to be the first president since Herbert Hoover in the Great Depression to end his term with fewer jobs than when he started. A report from Economy.com found that nearly two-thirds of the jobs created after June 2003, when the economy finally began adding some jobs, were in low-wage industries. (Bureau of Labor Statistics, Economy.com, 7/13/04; Business Week, 7/2/04)
- ✗ The Bush administration developed and issued on Aug. 23, 2004, new rules that will cost millions of workers overtime pay protections, including nurses. An Economic Policy Institute report says the new rules could take the right to overtime pay from more than 6 million workers. (Economic Policy Institute, Federal Register, vol. 69, no. 79, 4/23/04)
- ✗ Wants to cut funds for dislocated workers and job training—his fiscal year 2005 budget for job training and employment programs is \$1 billion less than 2001 levels, despite the loss of 1.7 million private-sector jobs since 2001. (Bush administration fiscal year 2005 budget, Bureau of Labor Statistics)

**Learn the issues,
Check the records and**



How you vote is a personal decision, but after researching the candidates' records, **your union and the AFL-CIO have endorsed John Kerry for U.S. president.** For more information, visit www.votenov2.com.

Around the Local:

Tentative JCAU Contract Reached

A tentative agreement covering the Support Staff and Supervisory Support Staff employees of the New Jersey State Judiciary has been reached, but must be ratified by the Union members. Our members repeatedly stated that the annual 4.15% increment had to be retained together with annual across-the-board increases, and we have been successful in achieving this goal. In addition, effective July 2007, those employees who have been at max for 24 months or more will receive a 3.3% increase in addition to the across-the-board increases. We cannot go into detail about the specifics of the salary increases and other tentative changes until the JCAU completes the final bargaining report. Once completed, we will schedule worksite meetings to explain details of the tentative agreement and then mail ratification ballots to the members in the respective bargaining units.

Representing Local 1032 on the bargaining committee are Susan Norris, Mary Contu, and Lisa Morton from Monmouth, Ray Eckenrode from Somerset, and Senior Staff Representative Betty Verdejo. □

New Contract at Middletown Library

Members overwhelmingly ratified a new 3-year contract at Middletown Library on October 6th. The Union filed for mediation because the Library was only offering across-the-board increases of 1.5%, and wanted to open on Sundays but only pay straight time. A mediation session was held on August 16th but nothing was accomplished and a second session was scheduled. As a result of a letter to the newspapers in which our members threatened to distribute flyers and inform the community of management's unfair position at the Library's grand opening ceremony, management asked for a meeting prior to the second mediation session.

On October 1st, the bargaining committee met with the President of the Board of Trustees and a tentative agreement was reached that calls for time-and-a-half pay for Sunday work, and across the board increases of 3.5% retroactive to January 1, 2004, 3.5% effective January 1, 2005, and 3.75% effective January 1, 2006.

The bargaining committee consists of Joan Somers, Rita Collani, Mary Balk, and Senior Staff Representative Betty Verdejo. □

Sussex County Negotiations Begin

The first negotiating session between CWA Local 1032 and Sussex County was held on Tuesday, September 23. The union presented its proposals and answered questions from the Management team. The next session is scheduled for October 4 and we expect to receive management's proposals. The current contract expires December 31, 2004. □

Negotiations to Begin Soon at the Port Authority

The contract between CWA 1032 and the Port Authority of New York & New Jersey expires December 31 of this year. The Port Authority CWA negotiating committee has been busy preparing to begin negotiations for a new agreement. Over 250 members responded to a contract survey and proposals are currently being finalized. Negotiations are expected to begin in October. □

Borough of Princeton

A new three-year contract was ratified by the members in June. The contract provides for salary increases of \$1700 in each year of the contract. The increases are divided into an across the board raise of \$1105 and a salary step of \$595. Other improvements include better health and safety language, rest periods after performing emergency overtime, an increase in sick leave pay at retirement, better funeral leave. Eye-care reimbursement was also increased and opened to employee dependents. Thanks to negotiating committee members Keith Woods, Jason Morgan, Tom Hughes and Brian Maher. Local 1032 represents the blue-collar employees in the Borough. □

Egg Harbor Township

The Higher Level Supervisors of Egg Harbor Township ratified a new contract for the years 2004 through 2006. The contract includes a 4% increase in each year plus salary steps for those employees not at maximum. Improvements were also negotiated for sick leave buy back and vacation leave. Thanks go to negotiation committee members Don Stauffer and Nancy Scaricamazza. Additionally, a PERC petition filed by the Township during negotiations asking to remove three employees from the CWA bargaining was dismissed. PERC ruled the members were properly placed in the unit. □

Log On and Visit Our Website:

www.cwalocal1032.org



President Jim Marketti discusses the budget.



Local 1032 Lobbyist, Dr. Peter Guzzo, discusses legislative priorities for the coming year.

General Membership Meeting

Local 1032 held its fall general membership meeting on September 23, 2004 at the Palmer Inn in Princeton. At the meeting, members approved the FY 2005 budget, including plans to build a new union hall at the Local office in Ewing. The new facility, an addition on to the existing annex and connected to the main office, will be a state of the art conference and meeting facility. See "From the Shoulder" on page 2 for more on the building.

As part of the FY 2005 budget, the Executive Board has made a commitment to enhancing existing member benefits and implementing new benefits for members. Additional discounts on movie tickets, as well as expansion of reimbursements for legal assistance to include adoption, name change, commercial fraud suits, and domestic violence cases are among the most recent changes. Benefits are available to full dues-paying members only.

For more information on the Local's member benefits program, visit our website (www.cwalocal1032.org) or call the office at 1-800-882-1032. □



Shop Steward Bruce Darji, second from left, relaxes with DOT members.

Local 1032 Holiday Party

It's not too early to make your plans to attend the CWA Local 1032 Holiday Party. This year's party will be on Saturday, December 11 at the Radisson Hotel Princeton, 4355 Route 1 South in Princeton.

The evening will begin with a poolside cocktail hour from 7:00 P.M. to 8:00 P.M. (open bar). Following dinner, there will an open bar from 9:00 P.M. to 11:00 P.M. with music, dancing, and door prizes. In addition, we have made arrangements for a special rate at the hotel for those that want to stay the night. The Local 1032 rate is \$79 and you should contact the hotel directly (609-452-2400) to make a reservation.

WHEN: Saturday, December 11, 2004

7:00 P.M. - 8:00 P.M.: Poolside Cocktail Hour

8:00 P.M. - 9:00 P.M.: Dinner

9:00 P.M. - 11:00 P.M.: Music, Dancing, Prizes, Open Bar

WHERE: The Radisson Hotel Princeton

4355 Route 1 South (at Ridge Rd.), Princeton, NJ

MENU: Choice of Prime Rib, Flounder Florentine, or Chicken Marsala

COST: \$15 per person/\$30 per couple (Members)

\$60 per person/\$120 per couple (Agency-Fee Payers)

RSVP: No later than Tuesday, December 7, 2004.

Make checks payable to CWA Local 1032.

For more information, contact the Local at 1-800-882-1032 □



VOTE for Kerry-Edwards on November 2nd!



CWA President Morton Bahr (left) presents the 2004 Organizing Award to President Jim Marketti.

Organizing Report

Local 1032's growing organizing program was recognized at the CWA National Convention in Anaheim in August. President Jim Marketti was on-hand to receive the 2004 Organizing Award for organizing more than 400 new workers in the past year. Since last fall, we have organized new bargaining units at: Gateway Security (2 units covering Taxi Dispatchers and Customer Service Representatives at Newark Liberty International Airport), the Passaic Valley Water Commission (2 units covering blue collar workers and supervisors), and workers at the Passaic County Board of Elections. Current efforts are underway to organize additional units at Newark Airport.

As part of our efforts to develop new leads and further expand our organizing efforts, Local 1032 is asking for you, the membership, to give us your support. Member involvement is key to the success of our organizing program. As a union member with a union contract, you are in the best position to talk about the importance of unionization and what it means to have a voice at work. We would like all members to make a commitment to talk to two people outside of their bargaining unit about Local 1032 and what it means to be represented on the job. Talking to family, friends, and people in the community could result in finding someone who is not organized and may be serious about getting a union at their workplace. We all have an interest in helping Local 1032 grow through organizing and talking to two people is a first-step towards continuing to make the Local stronger. At the same time, you may be helping a group of workers get organized.

If you find somebody you think might be interested in forming a Union at their job, or just wants to have an initial conversation about the benefits of unionization, please call Mickey at 973-589-1544. She will be happy to set up a meeting with an individual or a group of workers interested in the possibility of forming a Union at their worksite.

UPDATE: New Overtime Regulations

The Bush administration's relentless attacks on working families took another step forward late this summer. Following months of protest, new rule changes that will deny overtime pay to more than 6 million workers went into effect on August 23rd. Determined not to allow these changes go forward without a continued fight, the AFL-CIO and affiliate unions continued to speak out against the issue in an effort to block enforcement. As part of the ongoing campaign, union members from around the country signed petitions and sent faxes and email message to the White House and the Department of Labor urging the administration to save overtime pay.

The controversy surrounding the new overtime rules continues in Congress as well, where Democrats and Republicans have questioned the impact of the new rules on their constituents. Most recently, on September 9, the House of Representatives approved an amendment to restore overtime pay to the 6 million Americans whose overtime pay was threatened by the new regulations. Twenty-two Republicans stood up to intense lobbying pressure from the White House and the amendment was approved by a vote of 223-193. The amendment would force the Department of Labor to rescind overtime pay eligibility changes to the Fair Labor Standards Act (FLSA) while keeping in place the one provision of the new rules that would actually assist approximately 384,000 low-income workers by making them eligible for overtime pay.

Although this marks the fifth time that either the Senate or the House has passed a measure opposing the new overtime rules, the fight continues to make sure that overtime pay is protected. President Bush has threatened to veto the appropriations bill (which includes funding for health care and education, among other areas) if it contains the overtime pay amendment.

Keep up-to-date on this issue and learn how you can help protect overtime pay by visiting: www.saveovertimepay.org.

Bush's anti-labor agenda must be stopped. Vote for John Kerry on November 2!



Know Your Rights: PEOSHA

The New Jersey Public Employees Occupational Safety and Health Act (PEOSHA) ensures that all public employees in New Jersey are provided a safe and healthful work environment. Your contract may provide specific health and safety provisions, but as a public employee in New Jersey, you have additional rights and protections under the Act.

The New Jersey Department of Labor (DOL) is responsible for administering and enforcing the law throughout the state. In addition, the Department of Labor is responsible for responding to all complaints regarding safety hazards. The Department of Health and Senior Services (DHSS) is responsible for responding to all complaints regarding health hazards.

Major Provisions of the PEOSH Act include:

- The promotion of safety and health, including the distribution of information, the development of educational programs, and the investigating of complaints.
- The adoption of federal OSHA standards and the development of standards in the absence of federal standards or incases where existing standards are not strict enough.
- Employee right to file a complaint and request an inspection. The employee(s) filing a complaint have the right to remain anonymous if they so choose. In addition, employees have the right to be present during an inspection and are protected from disciplinary action as a result of filing a complaint.
- Employer Accountability. The Act states that the employer is obligated to provide a workplace free from hazards and must comply with all standards adopted under the Act. If a complaint is filed and the investigation reveals any violations, the employer must address the violation within the designated timeframe provided or face a penalty.

If you have questions about filing a complaint, or if you are not sure if your concerns are covered by the Act, talk with your staff representative. They will help you determine the best course of action.

In addition, DOL and DHSS both publish materials pertaining to the program and periodically offer training sessions and programs. For more information, contact the Department that would handle your question:

SAFETY COMPLAINTS

NJ Department of Labor
Office of Public Employees Occupational Safety & Health
Phone: (609) 292-7036
Fax: (609) 292-3749
<http://www.state.nj.us/labor/lsse/lspeosh.html>

HEALTH COMPLAINTS

NJ Department of Health and Senior Services
PEOSH Program
Phone: (609) 984-1863
Fax: (609) 292-5677
<http://www.state.nj.us/health/eoh/peoshweb/>



You Have the Right to a Safe and Healthful Work Environment!

Note: Private sector workers are covered by the federal Occupational Safety and Health Administration (OSHA). For more information, go to www.osha.gov.

Governor McGreevey Signs Executive Orders

Governor McGreevey signed two Executive Orders in September that address issues Local 1032 has been aggressively fighting for in the State Legislature. In both cases, the Orders contain loopholes that make them substantively weaker than the legislation we support.

On September 9th, McGreevey signed an Executive Order to limit offshore contracting by state agencies. This Order is similar to legislation (S-494/A-2133) for which we have lobbied, but is significantly weakened by 2 major loopholes. The Treasurer can allow offshore contracting at his/her discretion, and offshoring is permitted if doing so would provide significant and substantial cost savings. S-494, sponsored by Shirley Turner, is much stronger in its prohibitions and has already passed the Senate overwhelmingly. The Assembly version, A-2133 sponsored by Reed Gusciora, is awaiting a vote and will be a priority of our lobbying efforts in the coming weeks. Members can contact Assembly Speaker Sires (201-854-0900) and Majority Leader Joe Roberts (856-742-7600) and urge them to post the bill.

Two weeks later, Governor McGreevey signed an Executive Order that will significantly curb the political contributions of state contractors to Governors, state political parties, and county political parties. While McGreevey's Executive Order is a good start, it does not, by his own admission, completely end the Pay-to-Play culture as we know it in New Jersey. Political contributions by state contractors to legislative leadership committees need to be banned as do pay to play activity by state and local government contractors. Given these loopholes, along with the fact that a future Governor could eliminate or weaken an Executive Order, Local 1032 will pursue legislation to expand and protect this Order.

More information can be found at www.state.nj.us.

National Budget Priorities

What's at stake Nov. 2: National Budget Priorities



John Kerry

- ✓ Kerry supports tax breaks for the middle class. He proposes new health care and college tuition tax credits for working families funded by rolling back Bush's tax cuts for the nation's wealthiest 1 percent. (www.johnkerry.com)
- ✓ John Kerry will fully fund Head Start, create a new National Education Trust Fund, expand health care coverage and fully fund federal affordable housing programs. (www.johnkerry.com)
- ✓ John Kerry will cut the federal deficit in half in four years by rolling back tax cuts for the wealthiest, ending corporate welfare and restoring fiscal discipline. (www.johnkerry.com)
- ✓ Will meet America's domestic priorities such as rebuilding the nation's schools and highways and providing health care for families and education for their children. (www.johnkerry.com)
- ✓ Will help states end their fiscal crises by investing \$25 billion a year in vital programs such as education, public safety and health services, creating jobs and strengthening services to working families. (www.johnkerry.com)

The Bush Record

- ▶ Under President George W. Bush's tax cuts, millionaires ultimately receive an average tax break of \$136,398, per year. The middle 20 percent of taxpayers get only \$652. ([Center on Budget and Policy Priorities](http://www.centeronbudgetandpolicy.com))
- ▶ Over the past four years, states have struggled to close budget deficits totaling \$235 billion. Federal policies over this period have cost the states a net total of \$155 billion. ([Center on Budget and Policy Priorities](http://www.centeronbudgetandpolicy.com), August 2004; [National Conference of State Legislators](http://www.ncsl.org), July 2004)
- ▶ The Bush tax cut lowered taxes on income from investments—which benefits primarily the wealthiest—two-and-a-half times the tax cut on earnings. ([Institute on Taxation and Economic Policy](http://www.institutefor taxationand economic policy.com))



George W. Bush

- ✗ His 2001–2003 tax cuts benefit mostly the wealthiest—over the next 10 years, 50 percent of the tax cuts will go to those making more than \$1 million, the nation's richest 1 percent. ([Citizens for Tax Justice](http://www.citizensfortaxjustice.com), 1/8/03)
- ✗ Bush plans to cut funding for education, the Homeland Security Department, Head Start, nutrition programs for women, infants and children and home ownership, job training, medical research and science programs in fiscal year 2006. ([The Washington Post](http://www.washingtonpost.com), 5/27/04)
- ✗ Bush's tax cuts for the wealthy and economic policies have contributed to the largest federal budget deficit in the nation's history, even though Bush inherited a more than \$230 billion budget surplus when he took office in 2001. ([Center on Budget and Policy Priorities](http://www.centeronbudgetandpolicy.com), 2/1/04)
- ✗ Is spending billions to rebuild Iraq's roads and schools while neglecting America's domestic priorities. (S. 1689 and H.R. 3289)
- ✗ President Bush's economic policies, budget choices and massive tax cuts for the wealthy have fueled the worst state fiscal crises since World War II. Many states and cities have been forced to slash services, close offices and lay off workers. ([Center on Budget and Policy Priorities](http://www.centeronbudgetandpolicy.com); [National Conference of State Legislatures](http://www.nationalconferenceofstatelegislatures.com))

Learn the issues,
Check the records and



How you vote is a personal decision, but after researching the candidates' records, **your union and the AFL-CIO have endorsed John Kerry for U.S. president.** For more information, visit www.votenov2.com.

CWA LOCAL 1032

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A SPECIAL MESSAGE FOR THE MEMBERS OF 1032

ON NOVEMBER 2ND VOTE FOR

John Kerry
HE'S THE

Real Deal for
Local 1032 Families

John Kerry: He's On Our Side

Many Americans know John Kerry best as the decorated Vietnam combat veteran and U.S. senator who's out to beat George Bush. He's much more than that. With a 97% pro-worker voting record from the CWA, John Kerry is one of America's toughest advocates for affordable health care, fair trade and civil rights.

John Kerry: Standing Up With CWA

When CWA members fought for an ergonomics law and healthier workplaces, John Kerry stood with us. Last year John Kerry sponsored CWA's Consumer's Right-to-Know law to expose cut-rate call centers and protect good paying jobs. Now, John Kerry is backing our union's drive for fair labor laws including card check recognition and employer neutrality in organizing campaigns.

John Kerry has also been with us on the front lines. In fact, in his home state of Massachusetts, John Kerry was on our side when CWA activists mobilized to organize workers at Lucent Technology.



John Kerry is the only Democrat who can beat George Bush and put the White House on the side of America's workers...but only if CWA families help him make it happen.



John Kerry

DEMOCRAT FOR PRESIDENT

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