

ON THE MOVE



Publication of
CWA Local 1032, AFL-CIO



No Layoffs for CWA State Workers

At a special meeting with the Governor on Thursday, February 19, Local President Jim Marketti, Treasurer Paul Pologruto, and CWA leaders from other state worker locals were informed by Mr. McGreevey that there would be no layoffs of CWA represented state workers. 200-300 positions will be lost by attrition (positions not filled after someone quits or retires) at the Department of Transportation, mainly at New Jersey Transit.

The budget gap for FY 2005 will be filled by borrowing \$700 million (thru bonds) which will be paid for with a substantial increase in the cigarette tax. The Governor pointed out that the state expected to fully fund state worker health benefits, retiree health benefits and our contractually mandated pay and increment increases. The budget will also be increased to hire more than 1,500 additional staff for the Department of Youth and

Family Services. Several recent horrific cases of children murdered or mistreated have prompted a public outcry over lack of attention to protective services for children.

President Marketti specifically asked whether the administration anticipated an early retirement program this year. The answer was a clear "No".

Other issues on the Governor's mind were the ways in which the Bush administration is short-changing New Jersey. One example is \$90 million denied New Jersey for senior citizen drug discount cards because New Jersey already provides the benefit on its own to seniors. All other states that have not provided the benefit in the past will now get the benefit at the federal government's expense.



Fairness Alliance

The Fairness Alliance, a coalition of over 100 community organizations, advocacy groups, and unions (including Local 1032) is back again this year with a plan that would ease the burden of balancing the state budget without cuts in services, fee increases and borrowing schemes. The plan proposes "recapturing the windfall" that the wealthiest New Jerseyans have enjoyed from the Bush tax cuts by increasing state income taxes on fewer than 4% of households. The plan would raise \$1.5-\$2 billion in revenue that will go a long way towards closing the budget gap **and** investing in state services. In addition, the plan calls for increasing the amount a family can earn before having to pay state income tax. This provision will provide immediate relief to over 400,000 low income households.

For too long, the wealthiest New Jerseyans have disproportionately benefited from huge tax cuts while middle and low income families are forced to pay a greater percentage of their income in state and local taxes. Over the next few weeks, the Fairness Alliance will be involved in an aggressive grassroots campaign

to change the debate about taxes in New Jersey. Stay tuned for more information, and check the Local website for the latest news: <http://members.aol.com/cwa1032/>



"Me? I lost my life savings betting on tax cuts for the rich."



From The Shoulder

by President Jim Marketti

A grim reality faces any group of workers who want to form a union at their place of work. Just fifty percent of all organizing attempts wind up in a union election. When elections are held, only fifty percent end up in a union victory. Of the fifty percent who vote in the union, only half ever succeed in obtaining the first union contract. Do the math. Of every 100 workers who want a union to improve their conditions of employment, only 12½ succeed.

There are many reasons why this grim reality continues to frustrate millions of workers who want a union and continues to keep the number of workers in unions going down. Chief among them are weak labor laws in the U.S. and court interpretations that keep union busting consultants and law firms in business. The courts have ruled that employers have a “free speech” right to do their worse to frighten people from sticking with the union.

And employers do the worse. During a typical organizing campaign, employers

send a barrage of anti-union literature in the mail, they hold captive audience meetings with their employees and threaten them with dire consequences if they vote the union in, and supervisors will hold one-on-one meetings with employees demanding to know where they stand and implying that they will be on a permanent shit list if they are union supporters. Our Local had one campaign in which the employer brought in a full time anti-union organizer who buzzed around the workplace talking the union down and giving away little presents to employees who said they were against the union.

This is not the way things were supposed to be when the first legislation was passed giving workers the right to organize unions of their choosing. The preamble to the National Labor Relations Act says that it is the policy of the United States to promote collective bargaining and equalize the power between workers and employers. If that is the policy, why does government permit putting workers who want to organize a union in a pressure cooker in which their jobs and future are threatened?

Unions have caught on to the tilted playing field on which our organizing campaigns are conducted. That is why you are beginning to see a fight back campaign by the major unions in which

union rights are equated with human rights. Many of the major candidates for President on the Democratic ticket have signed on to this campaign. The first two reforms proposed and endorsed are “card-check recognition” and “first contract arbitration.” Under the “card-check recognition” rule, whenever a majority of employees at a workplace have signed union cards, recognition is automatic. No long nasty “free speech” campaign. If an agreement cannot be reached on a first contract, an arbitrator issues a binding decision on what the agreement should be.

These much-needed reforms should add millions to labors’ ranks. They will also put an end to the frustrated hopes of workers who want a union to better their futures. □

State Contract Update

As we reported in the last issue of *On The Move*, printing of the new state worker contracts was delayed pending further negotiations regarding the implementation of several new provisions. We are happy to report that the contracts are at the printer and will be ready for distribution in early April.

All state Shop Stewards will participate in a 1-day training session that will include a thorough review of the changes made in the new contract. Details on the trainings will be available in the next few weeks.

If you have any questions regarding the new contract, please see your Shop Steward, or contact your Staff Representative. □

Attention!

The Jersey City Office has moved. The new office is located at:

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Newark, NJ 07105

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

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Cost Analysis – Again

For ten years, Local 1032 has pushed for a cost analysis bill in the New Jersey legislature. This bill would require that the state perform a cost-benefit analysis before it contracts out for state work. Such analysis would show whether or not the state saves any money by such contracting, and if it does not, should raise questions about why the work is being contracted.

Privatization of public work is an idea pushed by libertarian ideologues since the 1980's. The idea has not worked for taxpayers and the general public. It has resulted in huge rip-offs of taxpayer dollars and a decline in public services. Libertarians don't care. They see government as the root of all evils. Libertarians want to save your soul no matter what it costs you.

Another faction supporting privatization is greedy politicians who see public contracts as a way to raise campaign contributions. Campaign contributions come in the front door and public contracts go out the back door. This is the basic deal in the so-called "pay-to-play" system in New Jersey.

Last year, cost analysis legislation passed in the General Assembly but got bogged down in the State Senate. Instrumental in blocking the bill in the Senate was the Laborers International Union who was seen as trying to protect their friends in the private engineering design firms.

So we are at it again trying to get this good government bill passed. Assembly Bills No. A318 (for state contracts) and A320 (for county contracts) have been introduced in the new legislative session. No Senate sponsor has yet been found although discussions with the Legislative leadership have been promising in finding key Senate leaders to sponsor the bills. In addition, discussions are ongoing with the Laborers Union to find ways we can jointly work together to mandate that the state look before it leaps into contracting out for work. At the New Jersey Department of Transportation, the union pointed out that their own cost studies showed they could save \$26 million a year by bringing design work and construction and bridge inspections back in-house.

This year, we hope that a decade of hard work on this issue will finally pay off. □

LOG ON AND VISIT OUR WEBSITE:

<http://members.aol.com/cwa1032/>

OIT Tramples on Worker Rights; CWA Launches Counter Attack

Last fall, management at OIT, the Office of Information Technology, took unprecedented steps to trample employee and union rights. In response, CWA Local 1032 has launched a comprehensive counter-attack.

OIT's actions included disciplining a CWA Local 1032 OIT Branch officer for using email to communicate with CWA members at OIT concerning hours of work, disciplining a CWA member in response to her use of the union appeal process, and threatening to stop electronic communication between the union and members.

These actions by OIT management are illegal. In response, CWA has filed unfair labor practices at the New Jersey Public Employment Relations Commission which will be heard soon. We expect to be successful in this forum.

Others in CWA, particularly the Newspaper Guild, have been successful in their efforts to apply the principles of labor-relations law that allow unions to communicate with members (and vice versa) via electronic correspondence. Traditionally, unions, as the legally recognized collective bargaining representative of employees, have an ability to communicate with represented employees (members) that other individuals or organizations do not have.

Certainly it is appalling that OIT management, operating within an administration that has taken a pro-union point of view, takes such anti-union/anti-worker actions.

We will update the status of this important issue in the next edition of *On The Move*. □



'04 New Jersey Legislative Agenda

(State bill numbers included when relevant)

Investment of Public Pension Funds – CWA is fighting any effort to allow politically connected private groups to invest our pension funds. We believe that state law currently prevents such outsourcing. We are prepared to move forward in court and in the legislature if necessary to regulate alternative investments and external management of investments.

Cost Analysis/Anti-Privatization (*Weinberg A318 [state] and A320 [county]; Codey to be Senate sponsor*) – legislation to determine if outsourcing saves or loses the state money and to regulate outsourcing.

Millionaires Tax (*no bill yet*) – would raise \$1.3 to \$1.8 billion to fill budget deficit by raising income tax on top 4% taxpayers. No income tax for family income below \$30,000.

Transportation Trust Fund (*no legislation yet*) – removes spending caps on state worker salaries that give private engineering firms an unfair and expensive advantage.

Anti-Outsourcing (*Turner S494*) – would prohibit state outsourcing outside of US.

Pay to Play (*Inverso/Adler S119; O'Toole/Russo A1660*) – prohibits most political contributions by state and local government contractors.

State Contractor Disclosure (*Greenstein A837*) – would require state contractors to disclose the number of workers employed on state contracts together with their pay and benefits. This bill was inspired by a suggestion from President Jim Marketti to the Assembly Labor Committee.

Call Center Bill (*Greenstein A840*) – would require employees of call centers receiving calls to identify themselves, their company, and location - foreign or domestic.

New Jersey Rx (*Sweeney & Singer S590 and Burzichelli & Fisher A1593; Van Drew to introduce similar bill*) – plan to provide 25 to 40% discounts in drug costs to NJ residents making less than 350% of poverty level. Would save state budget \$85 million/year in Medicaid and senior drug programs through more robust negotiations with drug companies.

Regulate Pharmacy Benefit Managers (*Senator Madden to introduce*) – would require PBMs to disclose financial deals with drug manufacturers and pharmacists to the State Health Benefit Commission and other public and private health plans.

Non-imposition (*Smith A693*) – prohibits local government employers from changing terms and conditions of employment without negotiations. □

Port Authority Shop Stewards Meet to Begin Preparations for Bargaining

On Thursday, February 5, 25 shop stewards representing nearly 500 clerical workers in two-dozen worksites at the Port Authority of New York and New Jersey held an all day strategy session to begin planning for negotiations. With the current contract set to expire on December 31, 2004, discussion focused on the composition of the team, the role of the Shop Steward during negotiations, and a preliminary conversation about issues and priorities.

“We wanted to get together early so that we could begin having these discussions among ourselves before we go to the membership. We know that negotiations will be difficult and our goal is to be as prepared as possible and have everyone united behind the team and in support of our goal to get a fair contract,” said Branch 8 President Joyce Joyner. “Bargaining team members and Stewards are going to have to work together.”

Following a report on Local 1032 from President Jim Marketti, Stewards reviewed membership lists and discussed strategies for signing up non-members prior to the beginning of negotiations. Shop Steward and Local Sector Vice-President Jim Bailey emphasized the importance of recruiting non-members: “We want to send a message to management that we have members’ support. The best way to do that is to maximize our membership levels in all locations.” All Stewards received “New Member Packages” to use in their recruitment efforts.

The majority of time was spent on an initial review and discussion of the current contract and areas that need to be addressed in the upcoming negotiations. Topics discussed included classification and job titles, the use of temporary employees, promotion procedures, health and safety, salary and benefits, among many others. While the goal was not to generate specific proposals, the discussion was very useful for gauging what issues are important throughout the Port Authority. “The Port Authority has a lot of worksites and sometimes you think that a problem is unique to your site. But when you talk about them as a group it becomes clear that a number of issues are problems in many places,” stated Wendy Johnson, Shop Steward at Journal Square.

All stewards agreed that involving the members throughout the bargaining process was going to be a major factor in securing a new contract. Over the next few months, Stewards will be engaged in activities to strengthen the membership and keep members informed. The negotiating committee will be elected in early March and members will be receiving a Contract Survey soon after. Specific proposals will be developed in response to member input. *See page 7 for more on the Port Authority.* □

Bush Overtime Rules Latest Attack on Workers

The Bush Administration's anti-labor agenda took yet another step forward in January as Senators ended a filibuster against the omnibus appropriations bill that included a Bush proposal denying overtime pay to millions of American workers. Senators had been trying to secure an overtime pay guarantee, but President Bush threatened to veto the bill if it included such a provision. Local 1032 members will not be immediately affected. Current contract provisions will continue to govern overtime rules and pay, but these rule changes set a negative precedent that we must be aggressive in continuing to fight.

The Bush plan makes drastic changes to the Fair Labor Standards Act (FLSA) by creating criteria for reclassifying and exempting the approximately 80 million workers who are eligible for overtime pay under the Act. The administration maintains that only 644,000 workers will be affected and that the plan actually extends overtime pay protection by allowing anyone making \$22,100 or less to automatically qualify for overtime pay. Evidence to the contrary is overwhelming, however, and makes clear that the changes will immediately impact over 8 million workers.

Here's how it works. Under the FLSA, "learned professionals" are exempt from overtime pay. Although this category has generally been reserved for doctors, lawyers, and workers with advanced degrees, the new rules extend this category to include workers who have received the equivalent knowledge by means other than the traditional college degree. Workers who have acquired knowledge through work experience, technical training, community college, and military training, among others would now be exempt under the FLSA. It is inclusion of the latter that has especially outraged Veterans organizations, calling the denial of overtime pay a slap in the face to those who have served. The exemption would also apply to workers with "specialized

training," including police, firefighters, paramedics, and nurses. In addition, workers who have supervisory duties or other managerial responsibilities would no longer be eligible for overtime pay.

Labor Secretary Elaine Chao denied a request to delay implementation of the new rules that are to go into effect at the end of March. Already large and small employers are figuring out how they can use the new rules to their advantage. Labor leaders and Congressional supporters have vowed to find another means to provide for overtime pay protections, but in the meantime, Bush and company continue their assault on American workers. Soon after the overtime rules passed, Donald Rumsfeld unveiled proposals to restructure the Defense Department that would deny union membership and end collective bargaining for thousands of employees. What will be next?

Visit the AFL-CIO Working Families Activist Network to find out how you can send a message to President Bush urging him to withdraw his overtime pay take away: www.aflcio.org. □

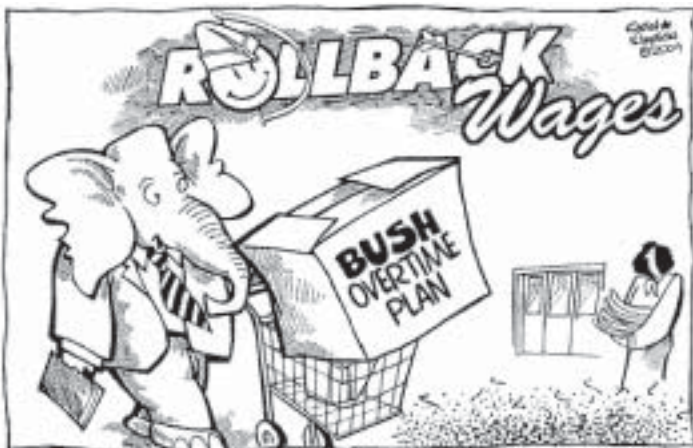
Negotiations Update:

Negotiations for new contracts are underway in the following locations:

- Clifton – Crossing Guards
- East Windsor Township
- Egg Harbor Township
- Hazlet Township
- Monmouth County Bridge Operations
- Passaic County Youth Detention – Blue-Collar and Supervisory units
- Preakness Hospital
- Princeton Borough
- Warren County Prosecutor
- Washington Borough

In addition, at the **Mercer County Superintendent of Elections**, negotiations have been put on hold due to a change in administration caused by the recent elections. Negotiations will resume after the appointment of a new County Administrator and Personnel Director.

Workers at the **Middletown Public Library** are also in negotiations for a new contract. The major issue is overtime payment for Sunday hours. Due to delays in construction of the new library and the loss of the lease of the temporary facility where the main library is currently operating, there is a strong likelihood the library may be shut down for two months while construction is completed. The library has agreed to continue medical coverage if a temporary layoff occurs. □



Workers at the Passaic Valley Water Commission Vote for CWA Local 1032



Mike Marotta, Supervisory Unit Shop Steward in Little Falls.

On October 24, 2003, Local 1032 won two separate elections conducted by the New Jersey Public Employment Relations Commission (PERC) for units at the Passaic Valley Water Commission (PVWC). Together, over 160 workers in the blue-collar unit and the supervisory unit voted overwhelmingly for Local 1032. Senior Staff Representative Mario Rivera led the organizing campaign and Local organizer Migdalia Santiago assisted in the get out the vote effort. Negotiations are currently underway for a new contract.

Workers at the PVWC had been represented by another Union, but they became frustrated by the lack of attention they received. According to Tim O'Brien, Shop Steward for the blue-collar unit in Clifton, grievances had been piling up. "We had a lot of issues where management was violating the contract and we would file grievances but nothing ever happened. No timeframes were ever observed and we got no response to anything." It became clear that management took advantage of the lack of representation to continually ignore the contract. "We had to fight back," O'Brien added. "We made a good

contact at Local 1032 and we went ahead with a new election. The other Union didn't even bother to try and keep us. We have to go ahead now and repair the damage that was done."

Local 1032 is the third Union to represent workers at the PVWC. As Mike Marotta, Supervisor and Shop Steward for the supervisory unit in Little Falls points out, one of the challenges they now face is restoring confidence in the Union. "Because of what has happened in the past, some workers have the attitude of 'What's this Union going to be able to do?' That's understandable, but I think everyone realizes that we have to get this contract done and enforce it. That hasn't happened in the past and how well we do that will go a long way to building the Union here." Despite the previous experiences, the overwhelming support for Local 1032 in the election

demonstrates that workers at the PVWC are committed to having a strong and effective voice on the job.

With negotiations now underway, both Marotta and O'Brien agree that cleaning up the vague language in the current contract is a top priority. "We've got people working out of title, doing higher duties for less pay, and we have fewer workers overall because of retirements and attrition," O'Brien points out. "We have waited a long time for a raise, and we want a fair and equitable raise, but fixing these other problems is just as important to us."

"CWA has a good reputation and we are ready to take our fight to county leaders and legislative leaders if necessary," Marotta adds. "Management is stalling, taking its time, but we are ready to fight for this contract." □



Blue-Collar Unit Shop Steward Tim O'Brien on the Job in Paterson.

Port Authority Steward Profile: Wendy Johnson



Wendy Johnson is a Principal Time Keeper and Shop Steward in Public Safety at Journal Square in Jersey City. Wendy has worked at the Port Authority since 1986 and was a member of the bargaining team for the current contract.

How long have you been a Shop Steward?

When I started at the Port Authority, I worked in Labor Relations and I was a confidential employee so I wasn't even in the bargaining unit. I moved into my present position at Journal Square in 1993, after the first attack on the World Trade Center. I had always been pro-Union so when I became a unit member I thought that my experience in Labor Relations would allow me to contribute as a Shop Steward.

What has your experience as Shop Steward been like so far?

I think it is very important that the members I represent have a voice in the Union and that is what I try to do. I was on the bargaining team during the last round of negotiations and I feel that my members had input into what was happening and they were informed throughout the process. The last round of negotiations was a real learning experience for me as a Shop Steward.

What do you think the big issues will be in the upcoming negotiations?

Without a doubt, job classification and titles will be at the top of the list. Job duties and specifications are not clear throughout the Port Authority. The job specs. are obsolete - most haven't been revised in over 20 years and those that have are vague and contain loopholes that allow management to add new duties. As a result, there is no consistency in the duties and you have real confusion about the duties associated with specific titles. For example, the job of timekeeper varies from location to location. One supervisor will be transferred or promoted to a different office and expect the timekeeper to do exactly what was done in the previous location. There is no uniformity. On top of this, you have workers taking on additional responsibilities when people leave the department or retire and the position is not filled. Management takes advantage of all the confusion to have people working out of title and not getting paid correctly.

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Port Authority Steward Profile: Victor Sansone



Victor Sansone is a Supervising Office Assistant and Shop Steward at the George Washington Bridge. He has been with the Port Authority for 35 years and was involved in the organizing drive for the clerical unit. He also served on the bargaining team for the first contract.

You have had a lot of experience with the Port Authority and you've been a Union activist since the beginning. What are your expectations for the upcoming negotiations?

Each contract we've had so far has been better than the one before and, based on our experience over the last few years, we are looking to make additional improvements in certain targeted areas. It's a work in progress. Negotiations are always difficult and I expect that management will be hard-nosed. I like to say that "The House is Fine, but The Roof is Leaking" and that's how I feel about the current contract. There are certain areas where we need to make some improvements.

What are some of those areas?

I think there are certain parts of the contract that management has been able to "get around" and I'd like to see us plug some of the holes that they use to play games. For example, in the last contract, we negotiated caps on the use of temps and job shoppers. We knew this was a major issue and we addressed it. But management found new ways and new terms to meet the caps but still use temporary employees. The promotion process is another good example. There is a procedure for posting and interviewing, but management has been able to manipulate the process to hire who they want when they want. I'd like to see us really sharpen the language and clarify some of these areas that we now see are problems.

Why is this important for the Union to address?

Well, first and foremost, we want our contract to be adhered to. But, just as important, we want to have a contract that we can enforce so that the membership really believes it is being administered fairly. Right now, people see how management is getting around certain provisions and they lose faith that the contract is a document that provides for fairness and protection. As a Shop Steward, I help people interpret the contract and I want everyone in my office to feel that the contract works for them.

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Member Profile: Veon Lassiter



Veon Lassiter is a Lead Dispatcher for Gateway Security Taxi Dispatchers at Newark Liberty International Airport. Prior to working for Gateway, Veon was employed by Unique Security, also represented by Local 1032 but replaced by Gateway following a new bidding process. Employed for over 10 years at the airport, Veon was an integral part of the organizing drive at Gateway and is currently involved in the efforts to negotiate the first contract.

What were the issues that led to the organizing drive at Gateway?

Most were your standard workplace issues. People were not happy with the pay rates, workers were forced to attend non-paid trainings, and they were concerned with job security. Management would terminate people at will and without cause. I was terminated during the organizing drive at Gateway, but with the help of CWA I got my job back. It was clear that they didn't have just cause to fire me. This has been a very big issue. In fact, some people were being terminated without even having a hearing. One incident really illustrates management's attitude though. A worker had to attend one of the non-paid training sessions, but she didn't have childcare so she brought her child to the training. She was asked to leave and then terminated.

Did workers unite behind that issue?

Well, people were scared. Management really deceives people - they make promises and then don't keep them and then when individuals start to speak out, management tries to silence them by calling meetings and trying to intimidate. But people started talking and it became clear that no one felt respected on the job. That was probably the unifying theme.

How did that come out?

Well, for example, some people had certain benefits that others didn't and it was obvious that management played favorites. And that realization got the ball rolling because the workers understood that until we had a way to secure fair treatment for everyone, management could keep getting away with firing who they wanted to and paying certain people what they wanted. The bottom line is that people are struggling just to make a living and we wanted to be sure that we could continue to make a living here. An overwhelming majority voted for the union in the election.

What are your priorities now?

Well, we need to get a contract, and that's a fight we are having right now. But we need to have that contract so that we can feel protected on the job and respected on the job. A Union contract is the only way to do that. Management's failure to really negotiate just shows what they think of us. Those of us that have been around for a while are taking the lead in talking with people and keeping everyone strong. We have to be united now. □

Wendy Johnson

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It sounds like this has been a problem for a long time.

This is an issue we tried to address in the last contract. We did agree that the Port Authority would conduct a study of job titles and specs., but everything came to a halt after September 11. They are supposedly working on the study now, but we will have to address this issue in the new contract with or without it. It has gotten much worse and it impacts just about everyone in some way.

So how do you want this issue resolved?

The bargaining team will figure out how best to handle it, but I think we need to start getting support from the members for this issue. Based on my experience, and seeing what has happened over the last few years, I think the members are willing to fight for this issue. The focus of the Stewards now is to get information from members about how this affects all parts of the Port Authority. I believe that addressing this classification issue will help us in other parts of the negotiations. □

Victor Sansone

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Do you think the general membership will support the kind of language clean up you are talking about?

I really do. There are other important issues of course, including salary increases, but I think that by continuing to improve the language we have a long-term impact on our work. We will have to educate members about this, but I think people will rally around it. I also think it will help all Shop Stewards at the Port Authority to enforce the contract. In approaching our new contract negotiations, I'd like us all to keep in mind that the contract is for us and we are its strength or we are its weakness. □

Gateway Security Dispatchers Join Local 1032

In an election conducted by the National Labor Relations Board (NLRB) on July 22, 2003, over 50 employees of Gateway Security Taxi Dispatchers at Newark Liberty International Airport voted to join Local 1032 – AGAIN! Dispatchers had been represented by Local 1032 when they were employed by Unique Security, Inc. However, when Gateway received the contract, they refused to recognize the Union, thereby prompting another organizing drive.

Employees were driven by a number of issues, but job security was at the top of the list. Numerous Unfair Labor Practices were filed and two employees who were dismissed without cause were reinstated after CWA intervention.

Negotiations are proceeding slowly due to management's failure to engage in substantive discussions of proposals. With frustration mounting, workers are beginning to plan mobilization activities to move the negotiations forward. Stay tuned for updates on this fight for a fair contract! □

UNION JOBS MEAN



A BETTER COMMUNITY

Don't Mourn – Organize!!

As a member of CWA Local 1032, you know first-hand the value of a Union contract and the important role that a Union plays in providing workers with rights and a voice at work. Your Union contract defines the terms and conditions of employment at your worksite, it provides for equality and fairness, and it goes a long way towards ensuring that you are respected on the job.

Local 1032 is committed to organizing in New Jersey and YOU can help us build our Local Union. Do you have a family member, a neighbor, or a friend who doesn't have a Union at their workplace, but may want or need one? Have you had a conversation about the benefits of having a Union in your workplace that made someone wish they had the same benefits? Chances are that you have and that can be the first step towards helping to bring a Union to a new workplace.

If you know someone 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 Migdalia Santiago, Local 1032 Organizer, at 973-589-1544. Migdalia 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. □

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CWA Local 1032 General Membership Meeting

Thursday, March 11, 2004

6:00 P.M. - Dinner

6:30 P.M. - Meeting

Coastline Restaurant

1240 Brace Road, Cherry Hill, New Jersey

Please Call the Local Office if You Need Directions.

Asst. Commissioner of Labor Kevin McCabe has been invited to speak

RSVP: Please call the Local office by March 9, 2004 if you plan to attend the dinner.

CWA Local 1032: 1-800-882-1032
