



AFL-CIO GUILD SOLIDARITY

June 2001

GOING DOWN THE ROUGH ROAD

The mood among managers and employees of the AFL-CIO these days is a nervous one. Sea changes in the national political environment could cause tidal waves within the organization. The highly skilled professional staff—already working at a breakneck pace in a more favorable political environment—is being tested to the max. Effective stewardship of resources, effective programmatic development, and effective management and supervision of professional staff, require critical and deliberate review if we are to maintain the strongest position on behalf of American workers, and retain the best and the brightest to challenge the dark forces aligned against American workers.

To be sure, deliberate review must be on going, and we assume it is going on. The Guild's professional staff, unfortunately, is shielded from it, hearing about budget concerns mainly at contract time, and in the context of holding down wages or turning in expense reports. The lack of input into resource preservation adversely affects employees, especially in this jittery time when the rumor mill is churning.

Where would we look for change? Regular department meetings might be useful, and even novel. Employees could pose questions and offer ideas from the viewpoint of the front line. The ratio of "supervisor" or "manager" to staff could be reviewed. Over 130 people on the payroll are excluded from the Guild unit alone because they allegedly are managers or supervisors. Scores of others are considered administrative. The ratio of the boss to the worker is always a good starting point for budget review.

A review of short term hires is in order. The hiring of short term employees—the rash of postings for 6 months, nine months, a year—for substantive long term needs of the organization is at best disturbing, and at worst creates a revolving door of employees. Employees seek longer-term job security, and gravitate to employers who can provide that stability. The federation's recent inclination to hire core labor functions such as industry researchers and organizers as temporary

or project employees hurts both the workers and the federation's programs.

Finally, the federation's disinclination to meet with its professional staff union representatives to discuss the future economic and programmatic status of the organization is unfortunate, well, yes even insulting. Silence feeds rumors, feeds dissatisfaction, distrust. Employees know that departments are competing against each other for resources; employees know that some fieldwork is chaotically planned; employees know that some managers are still living in two states at the employer's expense; employees know.

At the American Federation of Labor-Congress of Industrial Organizations, if at no other place in the United States, management and labor should move through hard times and good times working together. AFL-CIO, talk to us.

Lori Calderone

Administrative Officer, TNG / CWA 32035

A NOTE FROM THE UNIT CHAIR..... A STALEMATE

The relationship between the AFL-CIO and the Guild is at an interesting place right now. As I think through all of the issues the Guild has presented to management since the beginning of the year, I can only characterize the relationship as one that is at a stalemate. We are neither making great progress forward, nor are we moving backwards. Following a difficult bargaining year in 2000, the Guild leadership has put forth a special effort to try to improve the existing labor-management relationship. While some of the discussions have been encouraging, the results have proven different.

In March, we held a Field Labor Management meeting to discuss issues impacting the field. We received commitments that we would have regular meetings, particularly where important issues surface. At a time when the AFL-CIO is undergoing a major refocus of work, and when discussions of deploying staff are underway, the

Guild has been unable to get a formal labor management discussion so that we can be a part of the planning as it impacts the terms and working conditions of our members. We have commitments at all levels of the AFL-CIO that this discussion with the Guild will take place. However, we still do not have any dates.

The stalemate exceeds just a real labor management discussion on the refocus of work. The AFL-CIO has increasingly come to the Guild with job postings for project and temporary workers. Not only are they asking us to expand the already too large contingent workforce, they are not adhering to contractual terms of employment time lines for project and temporary workers. This is wrought with all kinds of issues. First, Guild covered project and temporary workers are faced with the uncertainty of their employment. When their term expires, AFL-CIO management does not let the Guild know what their intentions are for the position – for example, will it be made permanent? They also do not inform employees of their termination date. The Guild has now learned that the AFL-CIO has retained employees beyond their term and are using them to perform Guild covered work for which these employees were not hired. This is happening without any discussion and consent of the Guild. In addition, the AFL-CIO should be posting these positions, a contractual requirement, if the job the project and temporary employee was hired to perform is different from the one they are now performing. The Guild is left in the precarious position of having to fight to terminate project and temporary Guild employees because the AFL-CIO refuses to post permanent jobs when clearly there is a need for these jobs. In an effort to balance these issues, the Guild has recently agreed to extend at least one member in a position with an understanding that the AFL-CIO will explore posting a permanent position in the future. Frankly, the Guild needs, and is gearing up for a more aggressive approach to these issues. The most egregious offenders of our project and temporary language are within the Corporate Affairs, Political and Organizing Departments. The stalemate is that the AFL-CIO will not enforce the terms of Article XX, and the Guild refuses to back away from its fight for permanent positions.

As we have reported in previous newsletters, the Guild is in a joint process with the AFL-CIO negotiating the Job Enhancement Review Process (JERP). We have spent many hours, with many

more to come, working with the AFL-CIO to identify issues of concern for our members about the function, training and implementation of this process. In February of this year, the AFL-CIO Human Resources Director invited the Guild to a meeting with Manny Pastreich, an Assistant Manager in the Corporate Affairs Department. At this meeting the Guild was presented with feedback forms that had been developed by Pastreich. After listening to the explanation of the purpose and use of this form, the Guild took the position that we had major reservations about the forms, as they seem to reflect an important component of the JERP process we are currently negotiating, and they also seemed to run afoul of the Job Questionnaire Upgrade process. The Guild firmly took the position that the forms were not to be used, that we needed to meet with the members in Corporate Affairs, and that we also needed to think through the overall impact on the members and contract. After consultation with Corporate Affairs members, as well as discussions in the HQ subunit meetings, it was clear that the membership did not want to see implementation of the feedback forms. The Guild has requested on two occasions, a labor management meeting in the Corporate Affairs department, with one of the agenda items being a discussion of the feedback forms. More than six weeks later, still no meeting scheduled. On June 6, the Guild filed a grievance on behalf of the bargaining unit as a result of Manny Pastreich's unilateral use of the form during an evaluation meeting with one of our members.

In moving forward, I hope the AFL-CIO will take the Guild seriously on the issues we raise. While the Guild does not relish in filing grievances, we will certainly do whatever it takes to aggressively enforce our contract.

**In solidarity,
Dawn Lamar, AFL-CIO Guild Unit Chair**

AFL-CIO INTERNS WANT A VOICE@WORK

Since 1999, the Guild has tried to accrete interns working for the AFL-CIO into our bargaining unit. Interns in the Public Policy, as well as in other departments of the AFL-CIO have expressed an interest in becoming Guild members, and have signed Guild membership cards. The AFL-CIO rejected the Guild's request to accrete these employees into the bargaining unit. This was done

at the Labor-Management table in 1999, and then again in the 2000 contract negotiations.

The interns are tenacious in their desire to become members of our union. Most of the interns are hired for at least one year. The interns in Public Policy, Corporate Affairs and Media Outreach all work side by side with Guild members, doing essentially the same work performed by Guild members. From our perspective, the practice of hiring interns has evolved into yet another aspect of the growing contingent workforce at the AFL-CIO. Under our collective bargaining agreement, temporary employees covered under the agreement are those employees who are hired for one year or less. Interns are hired for at least one year. They perform Guild work. The AFL-CIO has NOT yet provided us a clear rationale as to why these employees should be excluded from the bargaining unit and denied basic rights afforded under the agreement. For the most part, this is a no cost item to the AFL-CIO. Why then do they continue to ignore the will of these employees who have chosen to work for and learn more about organized labor? Why does the AFL-CIO choose to deny the interns the right to join this union so that they will have a voice@work?

Re: GUILD REPRESENTATION FOR AFL-CIO INTERNS

(A May 15, 2001 letter to Bob Welsh, AFL-CIO Chief of Staff, by AFL-CIO Interns requesting a Voice@Work through Guild representation.)

We, the undersigned interns of the AFL-CIO, ask for recognition as members of the professional employees' bargaining unit represented by the Baltimore-Washington Newspaper Guild Local 32035. While we are generally happy with our jobs and working conditions, and believe that our internships provide excellent opportunities, there are compelling issues of protection, fairness and principle that justify our inclusion in a collective bargaining unit.

While we are relatively young and our jobs are only temporary, we are full-time professional employees who do substantive work and we deserve the protection of a union contract. We deserve basic contract protections afforded to other Guild members. If an intern felt sexually harassed, for example, that person should be entitled to enlist

the assistance of a shop steward in seeking an appropriate remedy. Since our internships are designed to recruit new faces into the labor movement, we deserve to have the past practice of counting our year of service toward accrued seniority explicitly acknowledged in the contract. Moreover, since the union contract influences our work conditions and benefits, we deserve a voice in that contract.

Our work is generally comparable to that of Guild members. Our jobs have much more in common with entry-level professional jobs than most other internships, which are often part-time or last only a few months. We are not students and do not have the luxury of returning to undergraduate life after our internships. We have more responsibility than interns in other organizations and more is expected of us. Furthermore, temporary and project employees are Guild members; it is fundamentally unfair that interns who have full-time, year-long positions be denied the protections afforded to others with similar job tenures.

Finally, and most importantly, this issue is a matter of principle. We represent union members and our salaries are drawn from their hard-earned paychecks. Our affiliated members deserve to be represented by other union members. It is not only embarrassing to us when we explain that we are not union members to our affiliates, as we were forced to do during Labor 2000, it is damaging to the image of the organization. It is inconsistent for the AFL-CIO to call for all workers to organize unions but to refuse union representation to its own employees.

Article II of the AFL-CIO's Constitution states that it exists "To aid and assist affiliated unions in extending the benefits of mutual assistance and collective bargaining to workers and to promote the organization of the unorganized into unions of their own choosing for their mutual aid, protection and advancement." The interns of the AFL-CIO are the working people of America, and we hope that the leadership of the Federation will correct the current situation by recognizing us as members of the Guild Bargaining Unit.

In solidarity,

Bryan Keefer	Public Policy
Robert LaJeunesse	Public Policy
Jennie Mahalick	Media Outreach
Andrew Prediletto	Media Outreach
Rick Wilson	Public Policy

A NOTE FROM THE HEADQUARTERS VICE CHAIR

I first want to thank Deborah Weinstock for doing such a tremendous job as Acting Vice-Chair for HQ during my leave of absence. We are all lucky to still have her working on our behalf as a member of the Executive Committee, the mobilization committee, and as a steward! Thanks, Deborah.

Upon my return, I realized that many of the issues that were outstanding before I left are still (unfortunately) outstanding and that we have new challenges ahead. Project and temporary employees, use of consultants, and bargaining unit erosion issues are issues that are near and dear to my heart. There is a concentration of project and temporary jobs in my department, Corporate Affairs, which is an issue that we are really trying to keep on top of. In the weeks and months ahead, we really need to be vigilant about the proposed changes in the Field Mobilization Department and make sure we have a seat at the table right from the start.

I look forward to working with Dawn, the other officers, stewards and members on these and other issues to keep our unit strong and united!

Susan Dundon
AFL-CIO Guild Headquarters Vice Chair

MAY/JUNE 2001 GRIEVANCE REPORT

Miranda

A Stage 2 grievance meeting was held on April 20, 2001 regarding the grievance initially filed on January 25, 2001 regarding the dismissal of Gloria Miranda without just and sufficient cause. The AFL-CIO failed to show that a just cause standard for discharge was met when it terminated the grievant as its first action of progressive discipline.

Nonetheless, the AFL-CIO subsequently denied the grievance. The Guild is reviewing the grievance for possible arbitration, and is in discussions with the federation on alternative

resolutions.

IT Temporary Employee

The grievance of April 17, 2001 regarding the improper retention of a six month temporary employee in the Information Technology Department was granted by the AFL-CIO on April 27, 2001, at which time the temporary employee was released. The Guild's request to post a new permanent position in IT was denied, but human resources indicated that they are considering posting a Guild position to meet staffing needs. However, nothing has materialized, leaving the work for the currently incredibly over burdened IT staff. IT staff service not only headquarters and field employees and managers, but AFL-CIO offsite clients such as the Solidarity Center, Metro Washington AFL-CIO, WAI, and others.

Retreat

A step one meeting was held on May 29, 2001 regarding the Guild retreat grievance, at which time Karla Garland, HR director, expressed a desire to settle the matter amicably. The Guild grievance was filed over the AFL-CIO's refusal to schedule a full day retreat during the body of the field mobilization meeting, instead scheduling it a day in advance and refusing to pick up half the costs as required by contract. Initially the federation argued that the contract did not require a full day. The Guild is currently waiting for an official response to the grievance meeting.

Evaluation Forms

A grievance was filed on June 6, 2001 regarding the improper use of a unilaterally created employee evaluation form by management in the Corporate Affairs Department. A step one meeting has been scheduled for June 13, 2001.

Lara Wheelock
Grievance Committee Chair

AN UPDATE FROM THE ORGANIZING FIELD SUBUNIT

Guild members in the Organizing Department had a nation-wide conference call on April 27. Among the key issues we discussed are the recent posting of 6 new Temporary positions for organizers and lead organizers. These temporary positions were posted for 12 and 24-month periods with pay at grades 5 and 4. We are concerned about the lower pay than previously paid organizers, and the

temporary nature of the newly created jobs.

Our Field campaigners are working hard on HOTROC, Seattle Union Now, and the Stamford Organizing Project. There is some concern about the long-term future of the projects and whether the Department plans to maintain financial support. There is no clear information yet.

Organizing Department Guild members in the Field have ongoing Health care concerns, in areas where ULLICO PPO coverage is inadequate. In some states, there are very few ULLICO PPO covered practitioners. Staff at SUN have been working on seeking expanded health care coverage and urging HR to negotiate better health care services in states where ULLICO PPO availability is clearly inadequate.

We also want the AFL-CIO Guild Membership's support in trying to change "Domestic Partner" rules with ULLICO. Currently, domestic partners are eligible for coverage ONLY after a six month waiting period. Married spouses are not required to wait 6 months for coverage to begin. We feel this is discriminatory.

**Jen Wofford, Steward
Organizing Field Subunit**

MOBILIZATION COMMITTEE REPORT

The Mobilization Committee met April 18 and May 15. At the April meeting, the committee discussed the need to mobilize members around short-term issues in preparation for bargaining. A quick mobilization was pulled together after T. Rowe Price, an investment firm that for the past four years has refused to participate in the AFL-CIO Key Votes Survey, was scheduled to make a presentation in the building on April 20. The mobilization effort – flyers questioning the worker-friendliness of T. Rowe Price's investment practices – was successful. We were able to raise awareness among members, and the issue, which had been ignored for over a year, is now being addressed by the 401(k) trustees. Special thanks to Toby Sheppard Bloch, the Guild's 401(k) trustee, for doing the necessary research and providing the committee with information and guidance.

At the May meeting, members focused on how to best support the interns who are seeking Guild membership, but have thus far been prohibited

membership by management. A petition was drafted for Guild members to sign in support of the interns' plea for membership. More than 120 Guild members signed the petition in solidarity for the interns. The interns' letter was delivered to Bob Welsh on June 7th and Guild members have been asked to wear stickers in support of the interns. Special thanks to Elizabeth Drake for taking the lead on this issue.

HOW CAN A GUILD MEMBER OBTAIN AN UPGRADE?

There have been a few questions which have recently come up regarding how a Guild member can become eligible for an upgrade.

The AFL-CIO and the Guild have a joint committee process. Guild members who are interested in applying for an upgrade can obtain a Job Questionnaire packet from Emily Silver in the Human Resources Department. After reviewing the packet, please contact me if you have any questions about how to complete the form.

Once you have completed your form, you will need to give the form to your supervisor to review. The only function the supervisor has is to review the questionnaire to verify that both of you agree that the work outlined in the questionnaire is the work you actually perform. The supervisor and you will both sign off on the document. Your shop steward should also sign the document after your supervisor has signed to assure that the process has been completed.

I want to make clear that at no point does the supervisor have a right to tell you that you are not eligible for an upgrade. All Guild members who have completed their 6 month probationary period are eligible to apply for job upgrades. The sole function of your immediate supervisor is to verify that the information you have included on your job questionnaire is accurate. Supervisors do not make a final determination as to whether or not you will receive an upgrade. The Job Questionnaire Committee is responsible for making that determination based on the information you provide.

We have also encountered situations where supervisors delay signing off on job questionnaires submitted by members. If you have submitted a

questionnaire, and it has taken more than a week for your supervisor to sign off, please notify me as soon as possible so that I can address this issue.

I realize that there are many other questions about how this process works, and I am committed to working with the Job Questionnaire Committee to address some of the other questions that have arisen.

Do not hesitate to contact me if you would like to discuss this further.

**In solidarity,
Dawn Lamar
AFL-CIO Guild Unit Chair**

GUILD, OPEIU AND AFL-CIO MANAGEMENT SEEK HEALTH PLAN SAVINGS AND REFORM

The Guild met with the AFL-CIO, OPEIU and ULLICO in the Joint Labor-Management Healthcare Committee in April and June as part of the Guild's effort to prevent a repetition of the health plan difficulties we faced during our last contract negotiations. The Labor-Management Health Care Committee meets every three months and was negotiated into the last contract specifically to seek ways to keep costs down and mitigate adverse affects of the prescription co-pay.

Prescription drug costs continue to rise faster than any other health plan benefit and the AFL-CIO plan is no exception to this dangerous national trend. The Union Labor Life Insurance Company (ULLICO), which runs the largest health plan offered by the AFL-CIO, also reported significant increases in costs for dental care during the first three months of 2001, and a 4.1% drop in claims paid for services by preferred providers that accepted discounted fees.

ULLICO will not have data on the effect of the new higher co-pays for the prescription drug plan until sometime this fall. The co-pays increase the out of pocket costs paid by each Guild member to \$12.50 for brand name drugs without a generic equivalent and \$17.50 for brand name drugs that have a generic equivalent. The plan now requires any prescription in excess of three months to be filled by the cheaper mail-order pharmacy program run by Walgreens.

Burton, Lamar and Oakes said they were committed to finding new ways to hold down costs without cutting benefits. They agreed to look at new ways to promote healthier food in the AFL-CIO cafeteria that would attract more customers. Preventive services, including health screening for high blood pressure and smoking cessation and exercise programs are also part of the Committee's agenda for the next meeting.

ULLICO will also present data on the trends in utilization and costs of health services by AFL-CIO staff, as well as its medical-loss ratio, which measures the amount of money actually paid for health care services from each dollar spent by ULLICO.

TNG/CWA LOCAL 32035 SECTOR CONFERENCE AND CWA CONVENTION ELECTION RESULTS

The following persons won election during the elections for delegates to the TNG/CWA Conventions:

Lori Calderone
Dawn Lamar
Carol Oberdorfer
Connie Knox
Michelle Amber

The following persons won election during to the TNG/CWA Sector Conference only:

Doris Crouse-Mays
Mark Pattison
J. Small
G. Holmes
K. Harris



Here is the list of 2001 dates for HQ stewards meetings and HQ sub-unit meetings. **PLEASE MARK YOUR CALENDARS!** We can only book rooms about a month or 2 in advance, so you will notice that most of these dates do not have room assignments yet. We will continue to send out reminder notices about the meetings with the room numbers/names.

HQ Subunit Steward Meetings - every other Monday 12:00-1:00:

July 2, 16 and 30
August 13 and 27
September 10 and 24

October 9 and 22 (Monday the 8th is Columbus Day)
November 5 and 19
December 3 and 17

HQ Subunit Meetings - 2nd Wednesday of each month at 12:00:

June 13
July 11
August 8
September 12
October 10
November 14
December 12

TNG-CWA, LOCAL 32035 FACT SHEET

The Washington-Baltimore Newspaper Guild was originally founded as a union for journalists. Today, the Guild bargains contracts for and protects the rights of various workers throughout the news and information industry and labor-related organizations. WBNG is the legally recognized union for more than 3,000 news, information, and labor organization workers at 18 different employers in the metropolitan Washington, D.C. and Baltimore area. In this role, the employers at Guild-represented workplaces are legally obligated to bargain with the union over the compensation, benefits and working conditions of their employees.

WBNG represents more than 3,000 journalists, classified sales reps, technicians, computer programmers, accounting personnel, circulation workers, production workers, researchers, public relations reps and other workers at the Washington Post, the Baltimore Sun, international news agencies, public relations firms, and the staffs of other labor organizations, including the staff of the AFL-CIO. A complete list of who the WBNG represents is available at www.wbng.org. Guild members are the highest authority of the local, and the members run the union. As a highly democratic organization, WBNG members determine what to bargain for in contract talks, decide how the locals resources are used, set local union policies and goals, and can run for union leadership positions within their individual workplaces or for local-wide posts.

WBNG was founded in January 1934, just six weeks after the national Newspaper Guild held its founding convention in Washington, D.C.'s Willard Hotel. The local was organized during the depths of the Great Depression to improve the economic and working conditions of Washington-area journalists, many of whom often worked more than 50 hours a week for as little as \$20. Founding WBNG members fought hard to get journalists covered by then-emerging labor laws that guaranteed workers the right to organize unions and the right to overtime pay. At the time, newspaper publishers were lobbying the White House to exclude journalists from such protections, arguing unsuccessfully that the proposed laws threatened their First Amendment right to free speech. Since helping to guarantee journalists rights under federal labor laws, the Guild has worked, both locally and nationally, to protect and expand the rights of workers in its jurisdiction.

The offices of the Washington Baltimore Newspaper Guild TNG/CWA Local 32035 are located at 1100 15th St., NW, Suite 350, Washington, DC 20005-1707. Local 32035 President is Dawn Lamar, who also serves as AFL-CIO Guild Unit Chair, phone: 202-637-5066, and the Administrative Officer of Local 32035 is Lori Calderone, phone: 202-785-3650. Michael Szpak, AFL-CIO Guild Unit Secretary, phone: 202-637-5284, serves on the Local 32035 Executive Council. TNG/CWA Local 32035 phone number is 202-785-3650 and fax number is 202-785-3659.

Guild Officers & Stewards (June 2001)

Guild Officers

Unit Chair:	Dawn Lamar 202-637-5066 or 202-785-3650 xt 13 (Guild Office)
Acting Vice-Chair HQ:	Deborah Weinstock 202-637-5318
Vice Chair Field:	Doris Crause-Mays 540-366-5830
Unit Secretary:	Michael Szpak 202-637-5284
Unit Grievance Chair:	Lara Wheelock 202-637-5062

Stewards

Broadcast, Publications & Media Outreach: James Parks 202-637-5022
Corporate Affairs: Rachna Choudry 202-637-3291
Education Department: Cecelie Blakey 202-637-5188 and Yvette de la Cruz 202-637-5240
Field Mobilization - HQ: Edward Feigen 202-637-5187
Field Mobilization - Midwest Region: Shelly Seeberg 701-250-9472, pager: 888-858-7243, 104782
Field Mobilization - Northeast Region: Tom Bradley 410-538-5838, pager: 888-858-7243, 108077
Field Mobilization - Southern Region: Bill Sam 409-842-2829, pager: 888-858-7243, 104821
Field Mobilization - Western Region: David Keicher 415-292-1400, pager: 888-858-7243, 110898

Field Mobilization - At Large: Roger Clayman 860-571-8467, pager: 888-858-7243, 104764
Information Technology: Bob Moses 202-637-5128
International Affairs: Alison Crisman 202-637-5061
Legislation: Erin O'Neill 202-637-5246
Organizing HQ: Jennifer Wofford 202-639-6289
Organizing Field: Julia Stewart pager: 888-487-5054
Political Department: Beverly Franklin 202-637-5120
Public Policy: Elizabeth Drake 202-637-5169 and Joel Yudken 202-637-3958
Safety and Health: Deborah Weinstock 202-637-5318
Working Women: Mia Washington 202-639-6237

Committees

Health Care Committee: Rob McGarrah 202-637-5335
Job Enhancement Review Committee: Joel Yudken 202-637-3958
Job Questionnaire Committee: Dawn Lamar 5066
Membership Committee: Deborah Weinstock 202-637-5318
Mobilization Committee: Deborah Weinstock 202-637-5318 and Jennifer Wofford 202-639-6289
Newsletter Committee: Michael Szpak 202-637-5284
Parking Committee: Robert Moses 202-637-5128