UPSEU Local 1222
Shop Stewards/
Unit Officers
Newsletter

September 2016

United Professional and Service Employees Union

SHOP TALK

UPSEU
LOCAL 1222

Troublemakers

One of a steward's most important jobs is to sign up new members, and to get uninvolved members more active in the union. During this process the following refrain is likely to be heard: "Why is it that the union only seems to look out for the members who are troublemakers?"

Here are some suggestions on how you can respond:

· Explain that all of the terms and conditions of the contract (wages, benefits, language) apply to all members all the time, not just when an individual member has a "case". If you have a history of the union that shows the various improvements won in each negotiation, show it to the critic. Another good tool is a comparison sheet contrasting your wages with non-union wages in your geographical area.

· Every member, not just the troublemaker, will benefit from future improvements negotiated by the union, on everything from wages to insurance to health and safety improvements and holidays.

· Every member is helped by the political advocacy of the labor movement. Remember that unions are the largest single organized group of people in the country, and as such have a lot of power. A huge number of our most basic laws, including workers comp, Social Security, OSHA, civil rights, even minimum wage and overtime exist because unions led the fight for all workers, union or not.

· Every time the union organizes a new worker, everyone in the union is made stronger, not just the troublemakers. More organized, decently treated workers make it harder for employers to resist union demands in negotiations.

· Remember that right or wrong, you may be considered a "troublemaker" some day and need protection and representation.

· Working under a union contract with its job security is like carrying fire insurance on your house. You hope you never need it but you're glad to have it. And you'd be in big trouble if it wasn't there when you did need it.

· Without the union, you wouldn't even be having this discussion. No one would be protected and all would be at the mercy of your employer.

· And yes, the union does protect "troublemakers." The union guarantees that they, like everyone else, can only be disciplined for just cause.

· When responding to the charge that "the union's just there for troublemakers," it's helpful to make your answers as specific as possible and to focus the complainer on your particular workplace. You can also expound on a grander view of unionism: that it gives every worker a voice, so you can stand up to the employer without fear of retaliation.

Remember: A chain is only as strong as its weakest link. When you protect one, you protect all.

By Bill Barry, former director of labor studies at Dundalk Community College

HARD HAT RECALLED

3M recalled approximately 7,500 hard hats sold under the 3M™, 3M Tekk Protection™ and AOSafety™ brands. The hard hats were marketed to protect against electric shock, but they do not provide this protection, posing a shock hazard to consumers. If you or a loved one has recently purchased the hard hats online for protection against electrical shock, immediately stop using them and contact 3M for a free replacement.

DISTRACTED DRIVING EDUCATION PROGRAM

The National Highway Safety Administration reported that since 2012, distracted driving as the cause of 18% of all fatal crashes. It is believed that an operator of a motor vehicle using an electronic device is twenty three times more likely to be in a motor vehicle crash than those operators who are not distracted.

Recently, in response to this, various states nationwide have created distracted driving education programs in an effort to enhance pedestrian and vehicular safety through education and adjudication of traffic offenses. For example, New York State has amended their Vehicle and Traffic Law to increase the number of points recorded on a distracted driver's license from 3 to 5 upon conviction. In addition, the Nassau County Traffic and Parking Violations Agency (TPVA) has created a pilot program for distracted driving offenders.

In New York, a first time conviction for unauthorized use of a portable electronic device, which includes any handling of a portable device, can result in fines and fees of $283.00 and 5 points assessed by NYS DMV on a motorist's driving record. In addition to the fines and points, a conviction may have a negative impact on one's automobile insurance. Under the pilot program enacted in Nassau County, first time offenders are offered the opportunity to have the charges significantly reduced. The points on a first time offenders license will be vacated for those who successfully participate in the Pilot Project Deterrent Program.

Through this program, offenders have the opportunity to show the TPVA that they can change their behavior rather than receive points. Offenders can adjourn their case for about 4 months, and within the first 10 days register to have a device installed in their car, at their own cost of $125, which will prevent the unlawful use of electronic device by the driver. The device will be monitored and will generate a report, to then be presented on the adjourned court date. If the report is found satisfactory by the TPVA, the original plea will be reduced to a plea of guilt to vehicle traffic law and a no point violation will be substituted. If the report is not submitted, or deemed unsatisfactory, the original plea will be entered and 4 points will be placed on the motorist's license.

** The above is intended to inform, and not to advise. No one should attempt to interpret or apply any law without the assistance of an attorney.

MORICI & MORICI, LLP
1399 Franklin Avenue
Suite 202
Garden City, NY 11530
516-873-1902 (Garden City)
212-687-6050 (Manhattan)
718-946-0111 (Brooklyn)

Understanding Nutrition Facts Labels

Sample Label for macaroni & cheese

Start here

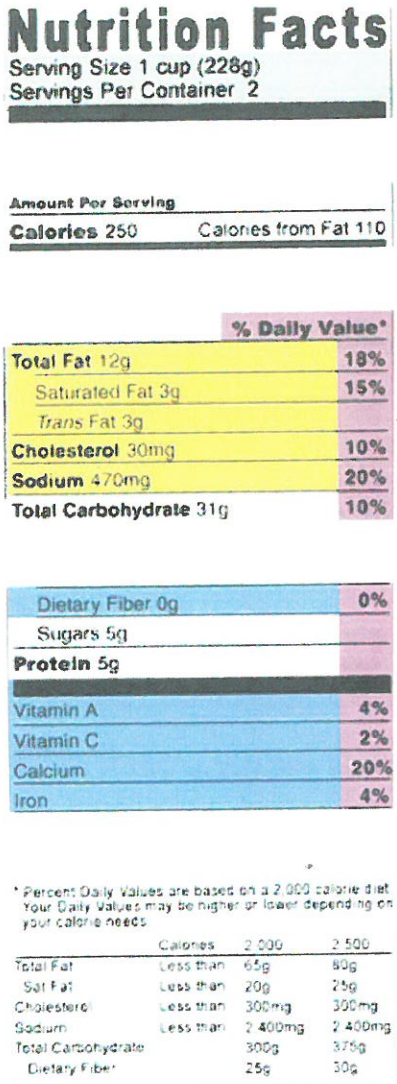
Check calories

Limit these Nutrients

Get Enough of these Nutrients:

5% or less is low
20% or more is high

Footnote



Nutrition Facts

Serving Size 1 cup (228g)
Servings Per Container 2

Amount Per Serving

Calories 250 Calories from Fat 110

	% Daily Value*
Total Fat 12g	18%
Saturated Fat 3g	15%
Trans Fat 3g	
Cholesterol 30mg	10%
Sodium 470mg	20%
Total Carbohydrate 31g	10%
Dietary Fiber 0g	0%
Sugars 5g	
Protein 5g	
Vitamin A	4%
Vitamin C	2%
Calcium	20%
Iron	4%

* Percent Daily Values are based on a 2,000 calorie diet. Your Daily Values may be higher or lower depending on your calorie needs:

	Calories	2,000	2,500
Total Fat	Less than	65g	80g
Sat Fat	Less than	20g	25g
Cholesterol	Less than	300mg	300mg
Sodium	Less than	2,400mg	2,400mg
Total Carbohydrate		300g	375g
Dietary Fiber		25g	30g

The information in the main or top section can vary with each food product; it contains product-specific information (serving size, calories, and nutrient information). The bottom part contains a footnote with Daily Values (DVs) for 2,000 and 2,500 calorie diets. The footnote provides recommended dietary information for important nutrients, including fats, sodium and fiber. The footnote is found only on larger packages and does not change from product to product. In the following Nutrition Facts label we have colored certain sections to help you focus on those areas that will be explained in detail. You will not see these colors on the food labels on products you purchase.

The first place to start when you look at the Nutrition Facts label is the serving size and the number of servings in the package. The size of the serving on the food package influences the number of calories and all the nutrient amounts listed on the to part of the label. Pay attention to the serving size, especially how many servings there are in the food package. Then ask yourself how many servings are you consuming.

Calories provide a measure of how much energy you get from a serving on this food. Remember, the number of servings you consume determines the number of calories you actually eat. A general guide to calories: 40 calories is low, 100 calories is moderate and 400 calories or more is high.

Next, look at the Nutrient Section which shows you some key nutrients that impact your health. This is separated into 2 main groups. Health experts recommend that you keep your intake of saturated fat, trans fat and cholesterol as low as possible as part of a nutritionally balanced diet. These nutrients are identified in yellow.

Most Americans don't get enough of the nutrients that are listed in blue. Eating enough of these nutrients can improve your health and help reduce the risks of some diseases. Getting enough calcium may reduce the risk of osteoporosis and eating a diet high in fiber promotes healthy bowel function.

Note that the * used after the "Daily Value" on the nutrition facts label refers to the Footnote in the lower part of the label which tells you the %DVs are based on a 2,000 claorie diet. This statement must be on all food labels. But the remaining information in the full footnote may not be on the package if the label is too small. When the full footnote appears, it will always be the same. It does not vary from product to product, because it shows the recommended dietary advice. It is not about a specific food.

If you are concerned about your intake of sugars, check the ingredients and make sure that added sugars are not listed as one of the first few ingredients. Other names for added sugars include: corn syrup, high fructose corn syrup, fruit juice concentrate, maltose, dextrose, sucrose, honey and maple syrup.

To limit the nutrients that have no %DV, like trans fat and sugars, compare the labels of similar products and choose the food with the lowest amount.

UPSEU Local 1222 Update

The Duty of Fair Representation

When UPSEU Local1222 wins a representation election, it gains a special status as the exclusive representative of all employees in the bargaining unit. UPSEU Local 1222 has the authority to negotiate and administer the contract and to address issues concerning the terms and conditions of employment. With this status comes the responsibility of fair representation. UPSEU Local 1222 has the duty to fairly represent ALL employees in the bargaining unit, regardless of whether they are members or non-members.

As a UPSEU Local 1222 Unit Officer/Steward you should follow this principle: to investigate, file and process your grievance cases based on the merits of the grievance, not the merits of the grievant.

Fully investigate possible grievances to determine if they have merit. Contact your UPSEU Local 1222 Labor Relations Representative with any questions.

Follow the time limits in your contract's grievance procedure.

Keep accurate, written records of each grievance.

Be a strong advocate for all members of the bargaining unit throughout the grievance procedure.

Keep the employee informed about the status of the grievance at all steps of the process.

Always allow the grievant to submit additional evidence or data.

If UPSEU Local 1222 decides to withdraw a grievance for lack of merit or other reasons, we will notify the grievant as soon as possible.

Don't forget that your UPSEU Local 1222 Labor Relations Representatives are with you every step of the way.

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Linda Pickwick
Shop Talk Editor

UPSEU Headquarters
3555 Veterans Highway Suite H • Ronkonkoma • NY 11779
21 Aviation Road • Albany • NY 12205
130 Research Parkway Suite 201 • Meriden • CT 06450

www.local1222.org