

UPCOMING SEMINARS

October 19-21, 2005	Arbitration: Making Your Best Case
December 2-3, 2005	Labor Resources On The World Wide Web
February 2006	8th Annual Presidents' School
Spring 2006	Strategic Grievance Handling

LEP courses and services can be found on the LEP web site at <http://www.iea.ualr.edu/lep>
 For more information call the LEP office at 501-569-8483

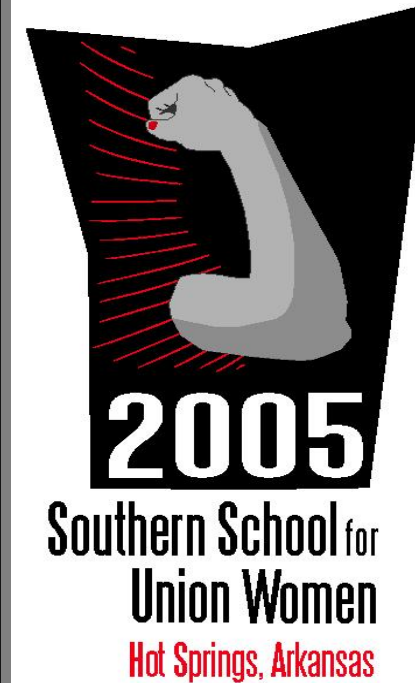
**LABOR
 EDUCATION
 PROGRAM**

*"The fight is never about grapes or lettuce. It is always about people."
 - Cesar Chavez*

LABORLINE NEWSLETTER

INSTITUTE FOR ECONOMIC ADVANCEMENT / COLLEGE OF BUSINESS

Summer School Smashing Success!!!



"Having a chance to meet other union women was very motivating and inspiring! I learned a lot!" This was a common response of participants at the 2005 Southern School for Union Women hosted by the University of Arkansas at Little Rock's Labor Education Program. The school was held at the Arlington Hotel in Hot Springs, Arkansas July 29 – August 2, 2005.

Union women attending the school came from Alabama, Arkansas, California, Florida, Kansas, Kentucky, Louisiana, Maryland, Missouri, North Carolina, Oklahoma, Tennessee, and Texas. Local unions with women in attendance included: AFGE L. 108, 834 and 1923; CWA L. 3179, 3808, 6325, and 6507; IAM L. 463; IBEW L. 289 and 1141; IBT L. 572 and 878; IUE/CWA L. 782 and 83701; IUPAT L. 756; PACE L. 434; SEIU L. 21A; SEIU/NCFO L. 1227; UAW L. 862, 1853 and 1999; UFCW L. 2008; USW L. 3-265, 746; 752, 1329, 6433, and 7173.

The women attended classes on grievance handling, labor law, health and safety, political education, membership mobilization, and public sector issues. The courses were taught by university labor educators from UALR, Florida International University, the University of Alabama – Birmingham, and the National Labor College and by union-based labor educators and rank-and-file from AFSCME, SEIU, and IUE/CWA.

The school was a success because the women in attendance learned practical skills to take back to their local unions and were able to relax and enjoy fellowship with other union women. While studying dominated the activities, there was ample time for spas, sightseeing, shopping, and socializing. On Sunday, students caravanned to Little Rock to tour the Central High Museum Visitor Center, followed by an exclusive private tour of the new William J. Clinton Presidential Library. Every four years Arkansas has the privilege of hosting the Southern School for Union Women. Judging by the participation and enthusiasm in Hot Springs, LEP anticipates another smashing success for 2009!

-Monica Bielski Boris

Upcoming Seminars

- **Arbitration: Making Your Best Case**
October 19-21, 2005
- **Labor Resources On The World Wide Web**
December 2-3, 2005
- **8th Annual Presidents' School**
February 2006
- **Strategic Grievance Handling**
Spring 2006

All union members are invited.
 All seminars are presented in cooperation with the Arkansas AFL-CIO and are held in the Little Rock area. Details of upcoming seminars are enclosed.



Steelworkers from Arkansas and Oklahoma gearing up their evidence and arguments for a regional arbitration class with LEP in Fort Smith, Arkansas this past spring.

Writing A Grievance

Most grievance procedures require that the grievance be reduced to writing, usually by the second step. A written grievance:

- **clarifies** the issue, providing a better chance of settling the grievance prior to arbitration
- **forms** a permanent record of the dispute and its resolution
- **commits** the grievant to the issue and the local union
- **provides** evidence that the union is acting in good faith in representing those in the bargaining unit.

An effective written grievance is divided into three parts:

The Part	Example
<p>Nature: States the who, what, where, and when of the grievance. It should be no more than one or two sentences.</p>	<p><i>On July 1, 2005, Nemo Badger was bypassed for two hours of overtime worked in her classification in Department H.</i></p>
<p>Violation Charged: States the specific reason(s) why management's action is a grievance. States the specific grounds for the grievance, including all appropriate contract clauses or practices.</p> <p>Notes:</p> <ul style="list-style-type: none"> • Always begin with "The union charges..." Do not write grievances in the first person ("I"). • When citing the contract, include a phrase such as "and all other applicable clauses and practices..." so you are not limited to what has been listed on the grievance. 	<p><i>The union charges that this is a violation of Section 12 of the collective bargaining agreement (equalization of overtime), and all other applicable clauses and practices.</i></p>
<p>Settlement: States the remedy sought by the union. Write specifically what the union is requesting.</p> <p>Notes:</p> <ul style="list-style-type: none"> • Always ask that management cease the violation. • In discipline cases, ask that the discipline be removed. • Always use the phrase "made whole" if the grievance involves any loss of benefits, seniority, back pay, etc. 	<p><i>The union requests that the grievant be awarded two hours of overtime pay, that the grievant be made whole, and that such violations cease.</i></p>

Source: Labor Education Program/IEA, University of Arkansas at Little Rock.

LEP courses and services can be found on the LEP web site at www.aiea.ualr.edu/lep.

Labor Education Program

Director
Diane Thomas-Holladay

Union Education
Tom Karson, Labor Education Specialist
Randy Wright, Labor Education Specialist
Monica Bielski Boris, Labor Education Specialist

Workplace Skills Enhancement Program
Mike Gerfen, Coordinator
Laura Miller, Program Developer
Tracey Spencer, Program Developer
Denise Leeson-Provost, Program Developer

LEP Advisory Committee

Alan Hughes, President, AR AFL-CIO
Chair, Pam Walker, President, OPEIU L. 105
Vice Chair, Jesus (Chuey) Sanchez, AFGE National Representative, District 9
Nancy Baker, President, CWA L. 6507
Candis Collins, AFSCME
Leslie Haber, SEIU L. 100
Jim Denton, International Rep., IBEW
Mike Keen, President, UFCW L. 2008
E. J. Miller, International Rep., IUE/CWA
Jim Oden, International Representative, USW
Larry Powell, President, GCIU L. 673-S
Pete Reagan, President, AR IAFF
Clint Harris, International Rep, UAW
Barry Strange, International Rep., PACE/USW
Darrell Tharp, Business Rep., IAM District W2
Joyce Wroten, Vice Pres., Univ. AR System

Institute for Economic Advancement

Director and Senior Staff
Ashvin P. Vibhakar, Director
Sarah G. Breshears, Census State Data Center
Davis A. Bullwinkle, Research Library
Rom Swager, Center for Economic Development Education
Diane Thomas-Holladay,
Labor Education Program

Labor Education Program Support Staff
Sandra Phillips, Accounting Technician
Ashley Scott, Student Assistant
Igor Zimin, Graduate Assistant

Is Your Union Merging?

Brothers and sisters, you aren't alone. In the past ten years we've seen several mergers of union unions with a large presence in Arkansas and our region:

- Clothing and Textile Workers formed UNITE
- Rubber Workers joined with Steelworkers
- Aluminum Workers joined forces with the Steelworkers
- Woodworkers merged with the Machinists
- Paperworkers teamed up with the OCAW to form PACE

More recently, a second round of mergers is creating even larger unions. UNITE has joined with the Hotel Workers, and the PACE merger with the Steelworkers will bring together two or our large unions in Arkansas. Our Graphic Communication friends have changed their t-shirts to add the logo of our Teamster friends.

Beyond the name changes and the logo designs, mergers, for the most part, are a response to challenges of the new economy. For example, as work in the textile industry left the country in the 1990s, unions that traditionally represented textile workers found a way to survive and stay strong through mergers. Other unions, facing the double whammy of a shrinking membership base and the growing power of international corporations, have needed to consolidate to maintain their strength.

Some labor leaders have called for consolidation of unions on an industry-wide basis to maximize bargaining power, and a few proposals for "super-unions" have been floated in the past several years, such as the proposed merger of the Steelworkers, Autoworkers, and Machinists that didn't pan out.

We've heard from you that merging union "cultures" and administrations isn't always easy and some worry

that participation at the grass-roots level may suffer when leadership has to balance the interests of many different members.

On the up side mergers have been shown to reverse financial difficulties and membership decline in the short term. Many hope our newly merged unions will fulfill their potential to increase organizing activity and contribute to a revival of our labor movement. (See: "Union Mergers and Union Revival" by Gary Chaison, in Rekindling the Movement: Labor's Quest for Relevance in the 21st Century.)

If you find yourself in the middle of a merger we might suggest that you sponsor a LEP union leadership class, where your newly merged officers can rub shoulders and review topics like strategic planning and dealing with conflict. Don't hesitate to call.

-Tom Karson



National Bargaining Committee for AFGE Food Inspectors Union attending a LEP-sponsored collective bargaining class at UALR.

Citizenship Project Hits the Airwaves

We are pleased to announce that our Workplace Skills Enhancement Program (WSEP) has received funding for its Citizenship Radio Training Project. Denise Leeson-Provost will be developing, piloting, and evaluating a curriculum that responds to basic questions asked and the information needed by immigrants in order to successfully complete the application, interview, and exam for citizenship administered by the U.S. Citizenship and Immigration Service (USCIS). The Carnegie Corp. of New York has funded part of the project and we are currently seeking additional funds from other foundations.

The curriculum is unique in that it involves a blended approach to train-



ing delivery. Participants will access part of the course by weekly radio broadcasts that compliment chapters in a handbook. In addition, in three Arkansas cities, facilitators will conduct group discussion sessions twice during the 10-week course for those participants who learn best in group settings.

This project will have a significant impact on the immigrant population in Arkansas. The U.S. Office of Citizenship noted that there is no other curriculum that equally addresses the needs of immigrants. They plan to feature it in a web-based listing of resources for individuals and instructors.

-Denise Leeson-Provost