



Local 1342 Newsletter

Volume 18, Issue 5

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May 2018

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Upcoming Charter Union Meetings

May 9, 2018

June 13, 2018

July 11, 2018

August 8, 2018

September 12, 2018

October 10, 2018

November 14, 2018

December 12, 2018

All Charter Union
Meetings are held at
the Union Hall

**196 Orchard Park Rd.
West Seneca NY**

**10:00 AM
and
7:30 PM**

From the President's Desk **By: Jeff Richardson**

NEW TAYLOR- LAW LANGUAGE

I wanted to share some very good news that came through the NYS Budget Agreement. The budget contains several fixes to the Taylor Law that are designed to counter act the potential consequences of an adverse ruling in Janus v. AFSCME, which is currently pending before the Supreme Court. As you may know, the Court is poised to rule that compulsory dues deduction for public employees is unconstitutional.

First, the budget bill appears to eliminate the duty of

fair representation for non-members, except as is related to negotiating your contract. This would mean for example, that if a non-member was terminated, the union could decline to process the non-members grievance through arbitration because he or she is a non-member. Under the prior rules, discrimination on the basis of membership status would have violated the duty of fair representation. These changes could cut down significantly on potential free rider problem caused by an adverse ruling in the Janus case, as it eliminates the major incentive for indi-

viduals to become non-members.

Second, the bill accelerates the window within which public employers must deduct dues, provide for automatic deduction renewals, and provide the union with time to discuss the benefits of membership.

Public employers must also allow a duly appointed representative to meet with new employees at the work site during work time for a reasonable amount of time without requiring employees to charge leave time. Additionally, employee organizations are now permitted to use elec-

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Union Newspaper

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tronic membership cards.

The new legislation requires public employers must notify an employee organization of new employees, and provide the following within 30 days of employment; NAME, ADDRESS, JOB TITLE, EMPLOYING AGENCY, DEPARTMENT OR OTHER OPERATING UNIT, AND

WORK LOCATION.

In the next couple of weeks, we will be coming out with the new union cards. We need every union member to fill out the new card and return them to your elected union member ASAP.

Lastly, I would like to thank the WNY AREA LABOR FEDERATION for recognizing me as the

“Activist of the Year”. I am humbled and honored for that award. BUT WITHOUT OUR EXECUTIVE BOARD, STEWARDS, EXECUTIVE ADMINISTRATOR, OUR 1000 ACTIVE MEMBERS AND OVER 600 RETIREES, IT WOULD NOT HAVE BEEN POSSIBLE.

In Solidarity
Jeff Richardson

Barnes, George
Beal, Tony
Boice, Frank
Bradley, Shenita
Brumagin, Roger
Brunner, James
Buie, Jeffery
Burger, Arlene
Cahill, Michael
Camillo, David
Carney, Thomas
Carrasquillo, Chris
Carter, Edward
Cherry, Clydie
Chihanick, David
Chillis, Sharon
Deperto, Darrick
Dimino, Joshua
Dobozin, Jeffrey
Drayton, Dennis
Edwards, Michael
Ehlers, Angela
Erb, Nathan
Farrell, Shaun
Fitzgerald, Patrick
Gawelo, James
Giddens, Cotona

Giezycki, Donna
Green, Demetrius
Hanley, Barbara
Harris, Tito
Hayes, Charles
Helm, Terrance
Herkey, Ronald
Jackson, Ariana
Johnson, Quantella
Jones, Barbara
Jones, Jason
Jones, Mark
Jones, Ronald
Kelly, Michael
Khalid, Lamaur
Lahrs, Eric
Laney, Antoinette
Logan, Maria



Lukasik Jr, Richard
Machajewski, David
McPhail, Deon
Miller, Demario
Miller, Gregory
Mitchell, Ray
Montanari, Vincent
Moore, Lydia
Moorhouse, John
Moss, Jeffrey
Olds, Patricia
Olejniczak, Alan
Palmer Jr, David
Petricca, Robert
Piccolo Jr, Gerard
Pontrello, Joseph
Port, Dwayne
Pyzikiewicz, Paul

Ransom-Perry, Clarissa
Rodriguez, Jose
Russell, Dorcas
Sacchetti, Vince
Sargent, Mark
Scime, Anthony
Scully, Jeff
Shadwick, Jeremiah
Shephard, Demetrius
Siegel, Robert
Spate, Tremaine
Stoll, Matthew
Swain, Eddie
Tate, Ramone
Todd, Kayla
Torres, Jorge
Truesdale, Michael
Wainwright, Raymond
Washington, Clifford
Williams, Ramona
Williams, Serena
Williams, Valdez
Woleen, Randy
Woodard, Diane
Woodruff, Alithia
Woodward, Jacob



**A Message From
Charlie Sikora
Financial Secretary/Treasurer**



Union dues are the backbone of our labor movement, but in many, unions dues are a taboo subject. From per capita taxes to initiations fees and special assessments, union members rarely get a full picture of their own unions dues structure.

Dues may be used to support a wide variety of programs and activities. Including paying the salaries and benefits of union leaders and staff; union governances; legal representation; Legislative lobbying; pension and health.

Many of us complain about paying taxes, but deep down we know that if we don't pay taxes, many of the things we depend on every day will fall apart. Union dues are similar. The dues we pay from our paychecks return benefits both immediately and over

the long term. Every organization needs funds to operate and unions are no exception.

The most common actions that involve union representation are when negotiating, enforcing and administering collective bargaining agreements. This sort of representation cost money. Benefits can include complex legal rights such as pension and benefit plans, and when bringing a grievance though, the process is expensive often requiring lawyers; lost time; accountants and actuaries to assist the union. Union dues are the only source funds available to unions for paying these costs of representation.

These are the cold hard facts that every union worldwide has to deal with in order to survive. But

every so often you get developments that are unique and unusual only to your union that others may never have to deal with.

Recently we have been dealing with one of those unique and unusual situations. When a grievance is filed all the union members in good standing vote and it may or may not go to arbitration depending on that vote. The company is now saying that any grievance we file is not arbitral so we have to go to court to fight that it is before we can move forward with the arbitration process. This amounts to paying twice for each grievance voted to go forward.

Try to enjoy the typical short spring.

Retired in May

John Huber

Deceased Members

- ◆ Diane Cramer 4/03/18
- ◆ Steve D'Anna 4/06/18
- ◆ Ziggy Janus 4/13/18



Apa, Jay	17	Harvey, Floyd	1	Mosher, Ricky	4
Barron, Cory	7	Hennegan, Ronald	14	Mullen Jr, Donald	11
Becton-Schmitt, Annette	17	Humes, David	33	Myree, Shantay	13
Blue, Marc	2	Johnson, Kenneth	7	Palmer Jr, David	11
Bottom, John	30	Johnson, Quantella	15	Panaro, Patrick	11
Boyd, Ledonia	26	Jones, Jason	2	Parrett, Quandra	15
Burger, Arlene	14	Jones, Marcus	10	Paulk, Michael	24
Conmy, Kevin	20	Jones, Mark	16	Pendelton, J. C.	18
Cooper, Frank	7	Jones, Sterling	11	Riehle, Bruce	5
Cornelious, Carletha	17	Kapsiak, Matthew	1	Rodriguez, Jose	7
Data, Julian	5	Kelly, Jacob	1	Ross, Gayla	16
DeJesus Jr, Robinson	16	Khalid, Lamaur	5	Russell, Dorcas	1
Deperto, Donald	35	Krause, Raymond	10	Selvaggio, Michael	5
Doyle, Delano	18	Krywczuk, David	2	Smith, Tracy	16
Duffin, Dawn	18	Kuehne, Peter	33	Stafford Jr, Derek	1
Epps, Aisha	16	Lamarca, Frank	14	Terry, Kevin	17
Errington, Donald	1	Little, Mario	7	Thomson, Scott	8
Ferguson, Bryan	17	Love, Clyde	8	Troutman-Washington, Evelyn	16
Flood, Markeita	15	Machajewski, David	7	Vincent, Ronald	14
Gauss, Jeffrey	32	Mancini, Mark	35	Wachowski, Michael	25
Goss, Gary	33	McCooley, Gary	25	Walker, Annette	2
Green, James	5	McDougald, Samuel	33	West, Brian	20
Griffin Jr, Robert	17	Milczarski, Richard	7	Wheeler, Jeffery	17
Griffin, Kevin	4	Miller, Keesha	7	Williams Jr, Johnny	10
Hall, Carolyn	18	Mitchell, Damien	6	Williams, Lawrence	8
Hansen, Alfred	5	Mitchell, Roosevelt	6	Zientara, Michael	5
Hardy, Marquellia	12	Moore, Ray	2	Zimmermann, Kevin	4