

COLT NOTES

Spring Semester 2023



The LOCAL Happenings

What is going on with 1761

By Jennifer

- Holiday Cheer - Our local gave out some holiday cheer gifts for 2022, but we would love to see ALL our dues paying members pick up their gifts at the end of 2023!
- The Local constitution was voted on and approved. We will link to it as soon as it is finalized. This is the first update since 1984! Times and communications have surely changed since it was first implemented.
- We are looking for stewards! Trainings are coming up in May & June. Please contact us at contact.local.1761@gmail.com if you are interested

IN THIS ISSUE

WHEN SHOULD I HAVE MY UNION REPRESENTATIVE PRESENT?

MILLIONS OF U.S. WORKERS WISH THEY COULD JOIN A LABOR UNION

RUTGERS YEARLY CALENDAR

SUBMISSIONS, DID YOU KNOW & MORE

Weingarten Rights... What to say...

I request Union representation. If my responses to your questions could lead to discipline or termination, or adversely affect my personal working conditions, I respectfully request that you summon my union representative. Until my representative arrives, I choose not to answer any questions.

When Should I Have My Union Representative Present?

By Georgette Adamcik (retired COLT member)

In a 1975 Supreme Court decision, unionized employees were given the right to have a steward present during a meeting with management when the employee believe the meeting might lead to disciplinary action. This is known as the Weingarten decision and applies to COLT members.

Weingarten rules apply when a supervisor is questioning an employee to obtain information that could be used as grounds for discipline and possible termination. It is important to know the following:

1. The employee must request representation before or during the meeting.
2. After an employee makes the request, the supervisor has these choices:
 - a. Grant the request and wait for the union steward
 - b. Deny the request and end the meeting immediately; or
 - c. Give the employee the choice of ending the meeting or continuing without the representation.

This is always a risky option for the member to choose. It is important to remember that your supervisor is not your friend. If something you have done will reflect on his/her supervisory abilities, he/she will hang you out to dry. So, remember your Weingarten rights and keep your steward number handy.



Millions of U.S. Workers Wish They Could Join a Labor Union

U.S. labor unions and their popularity are on the rise. Some great findings have come out from the Economic Policy Institute (EPI)

A look into some of the numbers below.

- Over 60 Million U.S. workers want to join a union, but are not able to
- Workers represented by unions have decreased .3% (11.6 to 11.3).

Because non-union job creation has outpaced union jobs, the overall percentage of the employed AND unionized is down. This may seem grim, but the labor front is actually on an upswing.

- Unions in the US have increased membership by 200,000 members between 2021 & 2022.
- The National Labor Board saw an increase in union election petitions of 53% - these hopefully will eventually lead to established unions

The United States and its workforce are in the midst of a struggle. The middle class is being eaten away. History has shown us Labor Unions help.

Solidarity creates change.

Rutgers 2023 Calendar For COLT members

New Year's Day	Monday, January 2, 2023
Martin Luther King, Jr. Day	Monday, January 16, 2023
Memorial Day	Monday, May 29, 2023
Juneteenth	Friday, June 16, 2023
Independence Day	Tuesday, July 4, 2023
Labor Day	Monday, September 4, 2023
Thanksgiving Day	Thursday, November 23, 2023
Day after Thanksgiving	Friday, November 24, 2023
Christmas Day	Monday, December 25, 2023
Mandatory Floating Holiday/Mandatory Leave	Tuesday, December 26, 2023
Mandatory Floating Holiday/Mandatory Leave	Wednesday, December 27, 2023
Mandatory Floating Holiday/Mandatory Leave	Thursday, December 28, 2023
Mandatory Floating Holiday/Mandatory Leave	Friday, December 29, 2023

SUBMISSIONS!

BY AMY JOYNER

Good day COLT family!

We want to celebrate you on special occasions and your accomplishments. Please submit to us your birthday, work anniversary, work accomplishments and/or your retirement date.

If you would like to have your photo added please submit a picture of yourself two weeks before we send out the newsletter (1st of March, June, Sept. & Dec.) This information will be posted on our website and included in the COLT notes.

Thanks for sharing your story with us.

Did you know?

You can download your AFSCME Member card.

Apple users can find it here:

<https://apps.apple.com/us/app/afscme-ecards/id1633676818>

Android users here:

<https://play.google.com/store/apps/details?id=org.afscme.membercard>



AFSCME's 1.6 million members provide the vital services that make America happen. With members in hundreds of different occupations from nurses to corrections officers, child care providers to sanitation workers, AFSCME advocates for fairness in the workplace, excellence in public services and prosperity and opportunity for all working families.



LOCAL 1761

GENERAL MEMBERSHIP MEETING

Topics/Issues

- **GUEST SPEAKER, SAM GAYLORD, ESQ.**
 - **WORKER'S COMP., PENSION**
- **AC CONVENTION VOTE**
- **CONSTITUTION- FINAL VOTE**

MARCH 8, 2023

6 PM VIA ZOOM

E-MAIL WITH LINK TO FOLLOW

