



LOCAL 81359

Waterford, New York 12188

Hello and welcome to the facility. My name is **Dominick Patrignani** and I am currently President of IUE-CWA Local 81359, which is the collective bargaining unit here at MPM for all hourly Manufacturing, Maintenance, Logistics, Training and Site Service employees here. We make up the largest group of represented employees here at MPM of approximately 600 members. We are currently under a collective bargaining agreement that runs from **June 2019 until June 2022**. A copy of the current contract will be provided when we receive them, but for now we will provide you a copy of the 2013-2016 in the package and send you a copy of the Tentative Agreement Summary and recent RTW agreements along with other pertinent data when we get your e-mail addresses. Our Local has been in place since May 15, 1951 and was originally known as IUE Local 359. IUE merged with the Communication Workers of America, also known as CWA, on October 1, 2000. CWA is one of the largest private sector unions in the country. The CWA is comprised of many diverse groups including Telecom, Nurses, Teachers, Broadcasting, Airlines, and of course Manufacturing Unions across the country and in Mexico, Canada and Puerto Rico. You can read all about the size and diversity of our parent union by visiting CWA-union.org. Our Union is approximately 850,000 members strong. We work directly with CWA District 1, which is the largest District of the CWA across the country. We meet and participate locally in many of the CWA events. We regularly cover the cost for any of our members that wish to attend due to our ability to save for these events and limit our spending. Examples of the trips include a combined march on Wall Street and a picket of the Apollo Corporation we accomplished and the One Nation rally in Washington D.C. in 2010. Again, District 1 has approximately 185,000 members from Maine, New York, Massachusetts, New Hampshire, Connecticut and New Jersey, which represent both Public and Private sector members. Recently, we were part of a **HUGE** mobilization effort with Verizon and AT&T providing members and support to them both in their Contract Negotiations as well as trips to NYC to Picket Apollo Management for our Labor struggle. We supplied food and resources for the Striking workers of Verizon as well as supplying our 12ft RAT seen all over the Capital District. As many of you may know, we were also on strike here for 105 days around the clock. With the help of CWA District 1, we were able to survive and secure a contract.

Here in Waterford, we report directly to the sector of IUE-CWA approximate 30,000 members strong, which has its headquarters in Ohio as the IUE-CWA Aerospace Conference Board comprised of approximately 8,000 members. You can get specifics on this by visiting iue-cwa.org or by visiting our Local Union website www.local81359.com. Our Local here has a very powerful communication tool that we publish everything on from meeting with MPM to all types of Labor events that we participate in locally and with the upstate N.Y. labor community. We also have items on Benefits, Wage Scales, EAP and health information as well as Contract Bargaining notes, Local Union bylaws and Constitution manuals, all Past Union Meeting minutes and Union Monthly Agenda sheets since the start of the site on 2006.

We welcome all of you to be part of our website which also has instant e-mail updates to your homes and instant text messaging in the event we need to get something out immediately along with a new RSS feed added to headlines of the news here. All you need to do is to log on and sign up. The website is managed by Secretary Treasurer Bill Stackman and Frank Izzo. The website contains the last 13 years of our labor history.

Our Local Officers are as follows for the term Jan 2018- Jan 2021:

Name & Title	E-mail	Cell #	Ext	Shift
President Dom Patrignani	Pres359@gmail.com	518-935-3445	2355	Days - B616
VP Shawn Mastropietro	smastropietro@nycap.rr.com	518-727-6689	3723	C - B37
Secretary-Treasurer Bill Stackman	bill@local81359.com	518-698-1224	3484	C - B30PH
Chief Shop Steward Todd Robbins	Ccs81359@gmail.com	518-859-3730	2661	Days - WWTP
Trustee Mark Dunham	Mpdunham1@yahoo.com	518-342-9496	2834	Days - B28
Trustee Gib Travis	Gcards58@yahoo.com	518-429-0795		Days - B85
Trustee Conrad Lape	Conrad@local81359.com	518-788-0063	3421	A - B30PH

The responsibilities and roles of each job are provided in the blue book on the Constitution and bylaws of Local 81359, which is normally provided in the package. We've just recently voted to amend and update and copies are on the website until we get this to our Printer. Please take the time to read this and call us with any questions.

We have several Committees that we ask you to be aware of:

Health and Safety, Tolling, Article XXII, Constitution and bylaws, Election, Skilled trades, Diversity, Women in the workplace, Next Generation ,Political Action and Mobilization and most recently our **Local Bargaining Committee** . We are still recruiting young members to participate in the "**Next Generation**" committee of young labor advocates in the community. You can read about it in the agenda sheet. We are always looking for volunteers for **Health and Safety, Mobilization, Diversity, Women in the Workplace, Political Action and Mentoring**. Most recently, we formed a **Building Committee** and **board of Trustees** for the purchase of 301 Hudson River Road.

We are also part of the Occupation Health, Environmental Council in upstate N.Y. on the advisory Board. This is funded as a non-profit group directly tied into the NYS dept. of Health.

We have a very large list of Shop Stewards and Alternates that recently went through some vigorous training offsite to sharpen their skills and make our Union stronger. We will continue more advanced training in the months ahead and you can read about this in the Monthly Agenda sheet. The lists of Stewards will be e-mailed to you as well and also reside on the Website:

Our Monthly Union meetings take place on the first Friday of each month starting at 11:45 am at HDHQ which is right across the street from the plant. It is advertised on the website as well as posted at each time clock as a reminder. You are all welcome to attend and take

part in the meetings. The next meeting is on **June 7th** at 11:45am and is usually the first Friday of each month.

As you will read, Local 81359 participates in many events and Labor Councils and events in the capital district and we encourage our members to do what they can to support others in the Community. We are a member of the following labor groups in upstate N.Y.: NYS AFL-CIO, Capital District Area Labor Federation (CDALF) in which we hold an E-Board seat as part of CWA and IUE-CWA, Albany County Federation of Labor (ACCF), Troy Area Labor Council (TALC), Saratoga County Labor Council (SCLC), Schenectady Labor Council (SLC), Glens Fall Labor Council (GFLC) the Occupation, Health and Environmental Council of Upstate N.Y. (OHEC) and the Solidarity Committee of upstate NY and most recently are on the Labor Board of United Way of Upstate N.Y. Please check out the many articles on our site.

We are always looking for members to get more involved. We also participate in fund raising events and activities with the community. Our most recent for the **Seventh** Year was the sponsoring of 10 members to participate in a Dodge ball tournament at Siena College for a fundraiser for the Albany Boys and Girls club. This raised over \$25,000.00 for this charity and our members had a great time helping out. Local 359's Team actually won the tournament previously and had the 5 foot trophy here at the plant for the year. We also participate and use our Monthly 50/50 at each Union meeting to raise funds for the Capital District Food Pantry in which we collected \$2500.00 this year between 50/50's and our two events: Summer Picnic that takes place in August and Christmas Party December. These events are paid for with dues contributions along with Union made shirts and handout we provide to our members throughout the year. We invite you upfront to the next Christmas Party coming up and hoping 1 or 2 of you will join the committee.

The Union dues structure is as follows: Members are required to pay $2\frac{1}{4}$ hours of pay each month via payroll deduction to the Union, soon to increase to $2\frac{3}{4}$ hours. The deduction is used as follows: Part of the dues collected each Month by MPM or 40% goes directly to the CWA as part of their administration costs, the Operation of our International Leadership both CWA District 1 and IUE-CWA along with direct Legal counsel for our many issues that come up. 60% of the 2 hours comes back to the Local to fund the day to day activities, training, the picnics, events, the Union made handouts we provide to our members and the largest portion goes into a major defense fund for our Members. The $\frac{1}{4}$ hour pay is taken to go into a Major fund of the CWA called the Members Defense fund. It is set up for the event of Strikes during a National Contract and is money paid directly from CWA in the event of a Long term Strike. Only Locals that pay into this are eligible for this benefit. You can read more about this on our website. We've publish information and sent it to the homes of our members before the National Bargaining in 2007, 2010,2013,2016 (and will do so again before the 2019 Contract bargaining) explaining what we were planning to compensate our members in the event of an unsuccessful Contract negotiation and what the CWA contribution would be added to our defense fund weekly payout. This is very rare that a Local Union has a fund like this. Most recently the Members voted to raise the dues $\frac{1}{2}$ hour per month to pay for the Property we just invested in across the street to Purchase for our Union Hall and replenish our Defense fund.

This fund is very important and is well kept for our members in the event of having to exercise our contractual right to Strike per the National Contract. We are very **cautious** and have only struck MPM twice since 1988, going out for 2 days in Jan 2011 and most recently for 105 days from November 2, 2016 through February 15, 2017. Unfortunately we also had to give notice in January 2012. We were extremely fortunate to get this benefit of \$400.00/week from CWA throughout the strike supplementing U.I. benefits.

Please take the time to review all the data and information published on this matter in our website. We are also part of an International Defense Fund, which is allocated as monies to get from CWA in the event of a long term Contract Strike. You will see we prepare each and every member before we negotiate a National Contract with specifics on this and you can find out the specifics directly within our website on this benefit.

There are many benefits to being part of a Union that I could speak for hours on. I ask that you take a few minutes and read what we do here. You can send me an e-mail any time at pres359@gmail.com . I do request you first try to get the answer via your shop Steward. One of the biggest pieces that many underestimate is Benefits of every kind from Vacation sick and personal time to the "earn as you go" along with your entire medical, dental, prescription drugs, hearing and eye care. The Union fights very hard to **NEGOTIATE** these benefits for our members as well as making sure MPM hold up to their end of administering them fairly. We spend a great deal of time on this throughout the year. As you will see, including providing a Contract bargaining survey to our members before each and every contract bargaining session to get the opinions of the members and hear what means most to them in the Bargaining sessions. We do this every spring of each contract bargaining sessions of 2007, 2010, 2013,2016,2019 and will do in the spring of 2022.

The next piece that you will appreciate some day is **Seniority and the right to file grievances and challenge issues**. Unfortunately, we have many issues here in Waterford and we are trying our best to work through them. We again ask you to stay focused on learning your job, staying safe and coming to work on time. **For the first six months you are a probationary employee** and we **ABSOLUTELY** represent each and every one of you. We can grieve any issue and take on any concern on your behalf but cannot arbitrate your case if terminated during your first 6 months under probation. **We ask you to please meet your Steward in your area and ask him or other member's questions on anything you are not 100% certain on**. This is a Chemical Plant and has many components that you may be seeing and dealing with for the very first time. Nothing is more important that you and the safety of yourself and co-workers.

I am asking you to look at the **COPE** cards that are photo copied in your pamphlet. In short, in the CWA and on their website you will see a triangle and each side has a meaning. We have been very good throughout the years with focus on Mobilization and education and I admit we were very weak on Political action and involvement. Over the last two years we've come a long way and since our battle in 2008 here we've learned our lesson and have done a great deal getting up to speed on Political action. We cannot directly use dues for this so we ask each member to try to contribute \$1.00 a week to this if possible. We must support candidates that support Labor and we always look for new candidates from the rank and file to step up in the local communities. We do not care which Party they belong to as long as they support Labor. Please consider this request.

I wish you all the best here and remember, safety starts with you. Please use the PPE that is given to you, take **NO** shortcuts and **ASK QUESTIONS**. This is a Chemical business in which we make over 2500 products. I am hoping to see you out in the plant in the near future. Hopefully this note didn't put you all to sleep. Thanks and welcome aboard.

In Unity,
Dominick Patrignani
President, IUE-CWA Local 81359
518-935-3445 cell anytime **24/7**

