Next Step VOTE in 2018 Over 300,000 Signatures Collected

AUGUST 20, 2017 by ADMIN in LABOR NEWS FROM OUR REGION

Some 5,000 working Missourians traveled to Jefferson City Friday to turn in 310,567 signatures on the Citizens’ Veto referendum petition to repeal so-called “right-to-work” by placing it on the November 2018 ballot for voters to decide.

Jefferson City – Some 5,000 Missourians from across the state filled the Capitol Rotunda last Friday as citizens representing the state’s eight congressional districts announced the delivery of hundreds of thousands of voters’ signatures in an historic effort to repeal the so-called “right-to-work” bill signed by Governor Eric Greitens in February.

Missouri workers and union volunteers with the We Are Missouri coalition collected 310,567 signatures — nearly three times the number needed — to trigger a statewide vote on the anti-union, anti-worker law to let voters, not bought-and-paid-for politicians and their dark money special interests, decide what is right for working Missourians.

Senate Bill 19 would prohibit companies from freely negotiating labor contracts that require workers covered by a union contract to either pay dues or, if they chose not to be a member of the union to pay a “fair share” fee, for the union representation they receive — allowing freeloaders to enjoy all the benefits of union representation without paying one red cent to support the overhead necessary to run the union. Violations by companies would be punishable by up to 15 days in jail and a $300 fine.

“‘Right-to-work’ is wrong. It’s wrong for Missouri workers. It’s wrong for Missouri families. It’s time for Governor Greitens and extreme politicians to stop doing the bidding of their dark money donors and begin fighting for Missouri families,” said Lori Giannini, a 12-year United Food and Commercial Workers (UFCW) Local 655 member from St. Charles County who works as a grocery clerk at Schnuck’s.

Submitted signatures will now be copied by the Secretary of States office, then sent to local election authorities for verification as part of the certification process for the November 2018 ballot.

“I think the people have spoken and they are not all union people,” said Representative Doug Beck (D-Affton), a member of Plumbers and Pipefitters Local 562. “This is democracy in action.”

See complete coverage in the Aug. 24 edition of the Labor Tribune and expanded coverage in our special Labor Day issue on Aug. 31.

CWA Local 6300 Mike Mehringer was presented with an Organizing Award at the 76th Communications Workers of America Convention. Mike in turn requested this Award be presented at the August General Membership meeting by Mark Johnson to the Organizing Committee. This Award is in recognition of the of all the hard work and Accomplishments of the Organizing Committee in particular the organization of the DIRECTV Members.
Frontier Update

By Mike Mehringer, President

I was informed by Frontier on August 16th that the Call Center in Wentzville will be closing. The company is stating the reason for the closure is that the center is not in the Frontier footprint. The Company also stated that they have other call centers that are in the areas where they either own the real state or rental properties which are included in their footprint. During a meeting with District 6 VP Claude Cummings, Jr. and his Assistant Sylvia Ramos, we discussed possible Effects Bargaining to enhance the language for the Members being laid off. As I receive additional information from District 6, I will let you know.

AT&T Mobility Chief Steward Jeff Spraul and I were recently informed that AT&T Mobility had openings and shared this information with the Human Resource Department at Frontier. We are hoping that this will give our Members opportunities for Union employment within our Local. District 6 has a conference call scheduled for Local Presidents and I will inform our Membership as soon as I get information. We know these are trying time and we are working diligently to assist all the Frontier Members.

COPE AWARDS

Thank you to all Members that contribute to the CWA Political Action Fund (formerly COPE). As we continue to fight Right to Work in Missouri, these funds have been successful in forcing the Right to Work Legislation to be placed on the ballot in November of 2018 as well as continuing to fight bad trade deals that result in the outsourcing of our jobs. Let’s continue to fight for working Missourians.
What is Senate Bill 43

By Michael C. Goldberg, Attorney

This month I wanted to provide some additional details on the passing of the pro-discrimination bill, Senate Bill 43 that will encourage employers to discriminate against employees based on their race, age, sex, religion, national origin or disability. These were considered protected categories/classifications under the law. In addition, the bill removes many of the protections for employees who are considered whistleblowers and rewards illegal activity by employers including State agencies. I am going to provide some highlights (lowlights for individuals) of this pro-discrimination bill.

The first thing that you should be aware of in the bill is that you now must prove a much higher standard to bring a claim. The new standard is that any act against you was based on a motivating factor. The motivating factor is defined to mean that an employee’s protected classification actually played a role in the adverse action. This a significant change as an employee will now have to somehow prove that the actions were more than a part of the decision but essentially the dominant or even sole decision. This change allows the employer to acknowledge that they took an adverse position against an employee partially due to their race, age, sex, religion or disability but that part of the decision was also the fact that the employee was late a month before or had a bad day last week or really any other excuse you could possible think of at this time. Once the employer comes up with any reason at all, the case is likely to be dismissed as it is almost impossible to prove otherwise. That is the point of the change.

So now, let’s pretend the employee can prove the higher standard. What else did the Governor and his buddies due to help in that case? Well they lowered the damages. They put severe limits on what you can and cannot receive in the case. They limited any long term damages, they capped punitive damages and limited lost future wages. Basically they took away the penalties to actually convince companies not to discriminate. They are making it harder to find an attorney to help as they cannot win or get paid. It is an attempt to stop frivolous lawsuits according to the Governor and convince more businesses to come to Missouri without the fear of having to worry about how they treat different people different ways. I will bet this does not convince a single company to move to Missouri to avoid any chance of getting sued because they discriminate. Usually that is not even on the companies mind. The discrimination almost always comes from lower level managers or individuals that the company does not working for them anyway. This simply avoids any damages to the company when it occurs.

So what happens to the individual that actually commits the crime? Well the good Governor and his pals have seriously considered this and want to make sure that it is addressed. The new bill simply makes it impossible to go after the individual. Basically they get off the hook right away. You cannot go against the person that did everything, you are forced back into a situation against the employer and in the system I just described. It seems crazy that the actual person under this bill cannot be brought into the claim. This bill is simply a free pass to anyone who wants to discriminate.

A quick note about whistleblowers under the law. The bill in order to protect companies and individuals who commit illegal activities, basically gutted the penalties of these types of actions and removed State agencies and religious groups and others from any liability. They are free to fire anyone basically that reports a potential illegal activity. That’s what we all want, the State to be absolved of liability if they do something illegal. There is more I will discuss next time.

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LOCAL 6300 ELECTION RULES

On September 20, 2017 Local 6300 will accept nominations for all Officer and Vice Presidents positions at the General Membership meeting. Ballots will be counted on October 30, 2017. For everyone’s information and review, here are the rules pertaining to candidates and campaigning rules as shown in CWA Local 6300 Bylaws and the CWA booklet “How to Conduct Local Union Elections.” These rules must be adhered to and will be enforced by the Election Committee.

CANDIDATE RULES
a. No Member shall be nominated for office of Local 6300 who is not a Member in good standing, who has not attended at least four (4) meetings in the twelve (12) months immediately preceding the September 20, 2017 General Membership Meeting from Local 6300 or any other CWA Local transferred from.

b. Members who are scheduled to work during the hours of the General Membership Meeting may appear in person on that day to nominate candidates of their choice at the Local 6300 office between the hours of 8:00 am and 5:00 pm.

c. Members nominated must accept the nomination in person at the September General Membership Meeting or in writing prior to the meeting, stating their intent to run and serve if elected.

d. Nomination and acceptance speeches will be limited to three (3) minutes at the conclusion of the September General Membership meeting. Only candidates nominated shall appear on the election ballot. Write in votes will not be allowed. If there is only one nominee for an office, that nominee will be elected by acclamation.

e. Nominees for Executive Board Offices shall be nominated for one office only.

f. Nominations for Vice Presidents shall be made in the following manner:

1. Vice President AT&T Plant
   Air Conditioning Specialist
   Cable Splicing Technician
   Circuit Design Specialist
   Communications Technician (excluding Communications Technician at 125 Corporate Office Drive)
   Customer Services Technician
   Data Services Technician
   Frame Attendant
   Supplies Attendant
   Systems Technician
   AT&T Legacy T
   AT&T Internet Services
   Avaya
   CenturyLink

2. Vice President AT&T Plant
   2
   Administrative Support
   Assistant (DTV)
   Premises Technician
   Warehouse Assistant (DTV)

3. Vice President ASI/FACS
   125 Corporate Office Drive
   Communications Technician
   Customer Service Representative
   Facilities Specialist
   Network Center Technician

4. Vice President Metro
   1010 Pine
   Advanced Computer Attendant
   Claims Rep

5. Vice President Appendix
   B&I
   AT&T Mobility
   1001 S. Kirkwood
   Leverage
   Service

   Computer Attendant
   Editing Clerk A
   Senior Accounting Clerk A
   Senior General Clerk
   Senior Records Clerk
   Senior Reports Clerk C
   Senior Typist
   115 W. Adams
   Installation Coordinator B
   Senior Records Clerk B
   120-122 N. 2nd (Festus)
   Operations Clerk
   125 Corporate Office Drive
   Senior Records Clerk A
   Senior Reports Clerk C
   12851 Manchester Road
   Operations Clerk
   Senior General Clerk B
   12930 Olive
   Cad Technical Specialist
   Technical Associate
   13075 Manchester Road
   Senior Reports Clerk
   14780 Manchester Road
   Cad Technical Specialist
   2340 59th Street
   Claims Representative A
   Technical Associate
   402 N. 3rd (St. Charles)
   Cad Technical Specialist
   Operations Clerk
   4325 Weber
   Operations Clerk C
   801 Chestnut
   Advanced Computer Attendant
   Audit Clerk
   Computer Attendant A
   Senior Records Clerk A
   Technical Assistant CTR Admin
   909 Chestnut
   Senior Records Clerk A
   Senior Reports Clerk C

   5. Vice President Appendix B&I
   AT&T Mobility
   1001 S. Kirkwood
   Leverage
   Service
CAMPAIGNING RULES

a. Each candidate will be afforded a reasonable opportunity to have campaign materials distributed by the Local to the Membership. The expense of such distribution shall be borne by the candidate.

b. Each candidate will be treated equally with respect to the conditions and expenses of the distribution of campaign literature.

c. No Local or National Union funds or employer funds shall be used to promote the candidacy of any individual. The use of employer stationery, facilities, equipment or personnel connection with any campaign is prohibited. Use of plain Local stationery, facilities, equipment or personnel in connection with any campaign is prohibited unless the Local is compensated. Use of Union stationery with the Local’s name, insignia, or other mark identifying the Local is prohibited. (NOTE: use of CWA’s Logo is prohibited.)

d. No Member may campaign during time that is paid for by the Local, the National Union or any employer. Campaigning incidental to regular Union business would not be a violation to this section or federal law.

Mailing labels will be provided at cost including labor cost for the Administrative Assistant, upon request, at a designated time that the Election Committee will be in the office. No one can leave the office with the mailing labels. Additionally, the Local’s copy machine cannot be used for campaigning purposes. All campaign material must be printed at an outside CWA Union Printer with receipts provided to the Election Committee. Candidates requesting mailing labels will be responsible for any associated expense for their mailing labels at the Local’s cost. All campaign material to be mailed must be prepared and ready for the mailing labels to be affixed, the candidate’s envelopes must be pre-stuffed with campaign material and postage stamps affixed ready for mailing prior to arriving at local for mailing labels. Election Committee will randomly select envelopes for inspection for proper campaign material.

The use of email to campaign is prohibited.

Each candidate is allowed to have observers present at the counting of the ballots at the Local office. Candidates cannot act as their own observer. Observers must be Members of the Local. Observers may speak at Election Committee meetings and may challenge a voter or the counting of a ballot. Observers will be allowed to stand in a place where they clearly can observe the tally process, but will not be allowed to interfere with that process. Observers are not allowed to touch the ballots or the membership list. Observers may not conduct any campaigning while acting as an observer. Observers will not be allowed to run their own tally sheets. Candidates must notify the Election Committee of the names of their Observers.

Candidate names on ballot will be placed under the position for which they are nominated in order of random drawing done by the Election Committee immediately following nominations at the meeting on September 20, 2017.
**Next Meetings:**

**September 20**

**October 18**

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**Motions August 16, 2017**

**Motion:** Doug Hull, second Mike Papalanus to purchase a hole sponsor for the Maryland Heights Firefighters 7th Annual Charity Golf Tournament for MDA and Ranken Jordan Pediatric Bridge Hospital at the cost of $200. **Motion carried.**

**Motion:** Joe Stout, second Mike Papalanus to replace VP Sonja Gholston-Byrd with Rosemary McCowan, presently the Chief Steward for Metro since VP Gholston-Byrd resigned. **Motion carried.**

**Motion:** Ron Munford, second Tia Bowling to send Mike Mehringer, Mark Johnson, Mark Crawshaw, Tori Pratt, Floyd Bell, Jr. and John Ebeling to attend the District 6 Conference in Austin, Texas from September 12-13, 2017. Estimate cost is $9,645.52. **Motion carried.**

**Motion:** Gordon Smith, Jr., second Chad Kujawa to purchase a hole sponsor for a Memorial golf tournament in memory of Member Nicholas “Cole” Rabbit who was killed in a motor vehicle accident on Sunday, August 13, 2017. **Motion carried.**

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**New Members**

**CenturyLink**

Chris Dees

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**In Sympathy**

Rita Lindsay **Member**

Peter Maciak **Member**

Richard Rose **Retiree**

Lila Ruppel **Retiree**

Dorothy Struharick **Retiree**

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**Members’ Losses**

Marquitta Boyd-Gilmore **Father**

Myrtle House **Mother**

Kimberly Neal **Mother-in-law**

Deborah Rosenthal-Gusman **Mother**

Lisa Smith **Father**

Michael Songer **Mother-in-law**

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**Retiring**

Janet Jones  **6/4/2017**

Carrie Roberts  **7/28/2017**

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Pictured L-R Tori Pratt, VP; Natalie Ray, Scholarship Winner; Jeff Spraul, Chief Steward; Mark Johnson, EVP
Retirees Meeting July 10, 2017

Allegiance to our flag.

A moment of silence was held for the deceased: Norma Jean Ponder, Emil A. Pavilk, Richard J. Rose and Donnie Goodman.

Nancy Jinkerson announced the lunch menu and read the minutes of the June meeting. With no corrections or additions offered a motion was made, seconded and passed to approve the minutes as read.

Ron Munford gave the Treasurer’s report. A motion was made, seconded and passed to approve the report.

Vice President Earline Jones was not present due to recent surgery on her finger which left her unable to drive.

Bob Huss mentioned a letter about healthcare for dependents and that the reimbursement account will be continued in 2018. Per Kevin Kujawa the letters are forthcoming as some have already been sent. He shared thoughts about the current situation in both Washington and Jefferson City. He talked about a recent medical procedure he went through that involved removing something on his face that could have been cancerous if left unattended. He talked about the heartlessness of people in the health care debate who have no qualms about denying health care to some people who need it the most.

He also talked about receiving a letter from Claire McCaskill. She invited questions from constituents who could not attend a town hall meeting. At the end the letter asked for a donation.

The monthly birthday cake was won by Shirley Leahy. This month it was cupcakes.

Drawings were held and monies were given out as prizes followed by white elephant prizes.

A motion was made, seconded and passed to adjourn the meeting.

Bingo was not played afterwards due to an insufficient number of players.

Retirees Meeting August 14, 2017

The meeting was called to order by President Bob Huss. He said a prayer and led everyone in the Pledge of Allegiance to our flag.

The meeting was called to order by President Bob Huss. He said a prayer and led everyone in the Pledge of Allegiance to our flag.

There were no known deceased members this month, but Bob asked everyone to take a moment to think of those members who were ill and could not attend. Nancy Jinkerson shared her recent conversation with Red George and Ron Munford had spoken to Jim Bottorff and said he joined a retiree’s chapter in Nebraska where he now lives.

There was one new member—Michael Walgate, but he was not present.

Nancy Jinkerson announced the lunch menu and read the minutes of the July meeting. With no corrections or additions offered a motion was made, seconded and passed to approve the minutes as read.

Ron Munford gave the Treasurer’s report. A motion was made, seconded and passed to approve the report. Ron reported on the Annual CWA Retirees Council Convention in Pittsburgh which he recently attended. A handout was made available regarding the Retirees Council. There was much discussion about healthcare for AT&T retirees. The company’s position was that retirees’ healthcare was not on the bargaining table, but the company finally agreed to a conference call in September to address the issue. He acknowledged Kevin Kujawa’s role as coordinator for the retirees.

Vice President Earline Jones reported on several issues concerning retirees and seniors. She summarized the recent activity in the US Senate regarding their attempt to repeal the Affordable Care Act, even without a replacement. So far those efforts have been unsuccessful. She talked about the current status of Medicare funds. The Alliance for Retired Americans continues to support maintaining and strengthening Social Security. She is going to investigate current attempts to put known “Union busters” on the National Labor Relations Board and expects to have more information at the next meeting.

Earline and Bob Huss reported that over twice the number of signatures needed to get Right to Work on the ballot. Right to Work will not go into effect until after the November 2018 election when it is on the ballot, but a serious effort needs to be made to get the vote out.

Bob talked about the recent events in Charlottesville, Virginia and there was much discussion about the climate of hatred in the country. He talked about the state of organized labor in the country, citing examples of workers voting not to organize. He stressed the importance of talking to family members about the importance of unions.

The Labor Day parade will be on September 3. The CWA is second in line for the parade. Everyone is urged to attend. Hot dogs and bratwursts will be served at the end of the route and volunteers are needed to help wrap the food.
2017 Labor Day Parade
Monday September 5, 9am
Line up starts at 7am
We invite all CWA Members and Family to walk with us in the Labor Day Parade, Downtown St. Louis
“Together We Win”

Greater St. Louis CWA Council will provide hot dogs and refreshments. First 150 participants receive a free T-shirt

Visit www.cwa6300.org for more information and line-up location

CWA Community Services Golf Tournament

Portion of proceeds Committee for the St. Louis Crisis Nursery.

4 Man Scramble
$75 Per Person

29th Union Hills Golf Course
1230 Abbey Lane
Pevely, MO 63070
No tank tops

September 16, 2017
7:00am registration
8:00am Shotgun Start

Donuts in the morning; hotdogs at the turn,
Barbecue afterwards & all beverages included:
beer, soda, & water

Entry fees include green fees, cart, refreshments, and dinner to follow. Entry fees due by September 1, 2017. Make checks payable to CWA Local 6300 Community Services Committee, 2258 Grissom Dr, St. Louis, MO 63146.
Any questions call Tori Pratt 314.991.0200 ext. 245