Children’s Breakfast with Santa

The Children’s Breakfast with Santa was held on Sunday, December 4, 2016 at CWA Local 6300’s Membership Hall. We had over 60 people in attendance enjoying Mattingly’s variety of pancakes and sausage for breakfast. This is our first year using Mattingly’s (a Union Caterer) for the Breakfast with Santa and we received many compliments on the variety of pancakes available. With Santa Claus as our special guest, he greeted the children, took photos, and listened to their Christmas wishes and stories. We also had Clowns that were doing the face painting and balloon making. With special thanks to our photographer Dan Juedemann for all of our Christmas photos. Our team for putting it together Vickie and Kelly Jordan, Joe Stout, Shenease Gregory, Mike Smith and Mark Johnson.

Special thanks to Jarold “Hat” and Gladys Addington for their continued dedication to the children of CWA Local 6300 Members and bringing the spirit of Christmas to them.
YP Informational Picket

Thanks to all of the Members that came out to participate in the informational picket at YP Holdings on December 13, 2016 and suffered in the cold to stand up for their Union Brothers and Sisters. The contract has expired and the Bargaining Committee has been working long hours on getting a fair contract.
Last month I talked about the difficulties being approved for short term disability (STD). I discussed not only the initial attempts but also the expected denials on your application. This month I wanted to focus on long term disability (LTD) I will attempt to explain the general differences and the difficulties in getting approval for that type of benefit. As you would expect, the disability insurance company does not want to approve these claims and will try to deny the claim anytime they can. It is how they make money! The more they can deny, the bigger their profits.

LTD is typically different than short term. STD is usually defined for those individuals that are off work for a period of time that will normally not exceed 6 months to a year. If you are applying for STD, you are typically trying to demonstrate that you are unable to return to your normal employment. This situation applies when you have some restrictions or limitations that prevent you from working your regular job. If the employer cannot accommodate your restrictions and places you off work, you will be eligible to apply for STD. There are other rules that may apply to determine your eligibility, so you would need to check your employer’s plan. Sometimes there are limits on your rights depending on your seniority. The amount you receive may also be different depending on your length of service.

If you are off work for longer than the time allowed for STD, you will normally be informed that you will need to apply for LTD. The standard for long term is almost always higher than it is for short term. Typically you will have to demonstrate that not only can you not return to your regular job but that in fact you are disabled from performing any regular work in the open labor market. Basically the disability plan is now looking to expand the types of jobs they say you can do even if you would never be able to really get those jobs. They are simply interested in whether work exists and not if it is really available. This is done to again eliminate payments to injured or sick employees and save money. It is also a push to try and get people to either return to work, quit or seek employment somewhere else. Basically it is to treat you as damaged goods and push you off the plan.

The only way to insure that you have the best chance of getting these benefits is to have significant medical support.

All workers need to be aware that it is the policy of Walgreens SSM Health Clinic that they will not complete any FMLA paperwork. There are no signs posted and the clinic employees did not inform me of this until I was in need of their assistance.

I was treated by a nurse practitioner at their clinic in Webster Groves, MO on October 31, 2016. The nurse practitioner diagnosed me with strep throat, prescribed antibiotics, and advised me I should remain out of work for at least three days because it was a contagious condition. Due to the severity of my condition I was out for the work week. Upon returning to work I requested FMLA paperwork. When I returned to the Walgreens SSM Health Clinic I was advised they refuse to complete FMLA paperwork per corporate policy. The attendant advised me to take the paperwork to my primary care physician.

I ended up scheduling a follow up appointment with my primary care physician for the following Thursday because I was still sick. He did complete paperwork for me and fax it in, but he did not note the Walgreens visit on October 31. This caused my initial submission to be refused because I did not show a visit within seven days of the first day missed. I asked my primary care physician to resubmit the paperwork showing that I had visited Walgreens on October 31. He advised me that the nurse practitioner is qualified to fill out the paperwork and she should have completed it for any treatment she provided.

I went back to Walgreens SSM Clinic and again asked that they complete forms showing I had received treatment there on October 31. Again, they refused to accommodate my request. I requested contact with the director of their facilities and was told I would receive a callback from a director. The director did contact me and advised me it is their policy that they will not complete FMLA paperwork. I advised her my job could be at risk if I did not get this FMLA request approved. She offered to give me a “doctor’s note” stating I was ill and required 3 days off work but nothing more.

I would strongly suggest you avoid treatment at Walgreens SSM Health Clinic if there is any possibility you will need FMLA paperwork completed. Their policy undermines federal laws enacted to help protect American workers.
This is the second year we had the CWA Local 6300 Christmas party which is now called the Winter Extravaganza in the Membership Hall. Everyone enjoyed themselves and had a great time. We had the great band and music from Malpractice. With food all evening long from Mattingly’s, our Union caterer. Jackie and her staff did a wonderful job. We had a wide variety of food: chicken wings, mini tacos, mini burritos, meatballs, artichoke spinach dip, turkey, ham and roast beef dollar sandwiches, pasta con broccoli, mostaccolli and Caesar salad. Cookies and cupcakes from Cose Dolci Bakery, a locally owned bakery in Ferguson. Our security for the evening was Officer Gil Weingart from Maryland Heights Police Department. Our Union bartenders were Ron and Crystal George and Jim George. Woman’s Committee had their basket raffles as they do every year. We also had attendance prizes this year of the poinsettias that were given away at the end of the evening. The decorations in the hall looked fantastic. With special thanks to everyone who donated their time and efforts to set up and or clean-up for the event Vickie and Kelly Jordan, Joe Stout, Tori Pratt, Mike Smith, Mark Johnson, Mike Songer, Gordon Smith, Jr., Mark Crawshaw, Bill Phillips and Shenease Gregory. This all could not have happened without your help. Thanks to Ron Munford for being the photographer. Most of all thank you to the Members who attended and made this event the success it was.
ANNUAL CWA LOCAL 6300 SCHOLARSHIP APPLICATION

Each year, Local 6300 will offer three (3) college scholarships, each for $1,500.00 per school year, $750.00 per semester.

Scholarship eligibility and award criteria are as follows:

☐ Active CWA Local 6300 Members in good standing, spouse of Member or dependent child who is graduating high school or is currently enrolled full time (minimum of 12 credit hours) in a trade or technical school, college, university or private school.

☐ Verification of enrollment will be required.

☐ Money will be held in a trust at the winner’s choice of school.

☐ Only one scholarship will be awarded to a family per year.

☐ Previous winners of CWA Local 6310, 6320 or 6300’s scholarships are ineligible.

☐ Limit one entry per student.

☐ Include with the application, an essay of no less than 500 words depicting your personal view on the What Right To Work Will Mean for the State of Missouri (parental assistance encouraged).

☐ Incomplete or late applications will not be considered. Plagiarism will disqualify entry.

☐ Winners will be determined by merit of qualified applications, judged by the Local’s Scholarship Committee and announced at the June 2017 General Membership Meeting.

☐ Completed application with attached essay on the History of Union and Why Unions are So Critical must be postmarked by March 31, 2017 and mailed to CWA Local 6300, 2258 Grissom Drive, Saint Louis, MO 63146.

CWA Local 6300 Scholarship
Official Application for the 2017 Fall and 2018 Spring Semesters

Applicant Information (please print)
Name ________________________________________________________________
Address ______________________________________________________________________________________
City ___________________________ State ________ Zip ________________
College ____________________________________________________________

Member’s Information (please print)
Name ________________________________________________________________
Address ______________________________________________________________________________________
City ___________________________ State ________ Zip ________________
Phone # ____________________________

I am an active dues – paying Member in good standing of CWA Local 6300 and the above applicant is either myself, my spouse or my dependent child, who is graduating high school by June 2017 or is currently enrolled full time (minimum of 12 credit hours) in a trade or technical school, college, university or private school.

Member’s Signature ________________________________________________
Next Meetings:
January 18
February 15

Motions November 16

Motion: Motion Mike Songer, second Joe Stout to contribute $250 to the Maryland Heights Police Officers Association 2017 T-shirt Campaign. **Motion carried.**

Motion: Motion Ron Munford, second Erin Gagnon to send Vickie Jordan and Tori Pratt to the Greater St. Louis Labor Council 2016 Union Community Activist Network Training on Friday, December 2, 2016. Cost is $20 per person and lost time $481.20. Total is $521.20. **Motion carried.**

Motion: Motion Ron Munford, second Nancy Denney to purchase an 1/8th page black and white ad for the Labor Tribune Christmas Issue for $439. **Motion carried.**

Motion: Motion Ron Munford, second Nancy Denney to purchase one St. Louis Labor Council Luncheon Membership for 2017 at a cost of $320. **Motion carried.**

Motion: Motion Ron Munford, second Mark Denney to purchase table for the 1st Annual Community Voice Awards presented by the Missouri Alliance for Retired Americans Education Fund for $280. **Motion carried.**

New Members

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<td>Matthew Basler</td>
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<td>William McMillar</td>
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<td>Sara Bloomquist</td>
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<td>Johnathan Ridenhour</td>
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<td>Scott Broadway</td>
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<td>Jesse Smith</td>
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<td>Brandon Eschman</td>
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In Sympathy

| Perry Courtney       |
| Nellie Girouard      |
| Betty Mullersman     |
| Pete “Hog” Stenger   |
| Retiree              |
| Retiree              |
| Retiree              |

Winners of the Thanksgiving Gift Card Drawing!

| Colin Britsch       |
| Nick Pruneau        |
| Gloria Simmons      |
| Joe Klenc           |
| Taronna Jones       |
| Jacque Perez        |
| Jeff Allan          |
| Linda Elliott       |
| Ron Munford         |
| Terrence Phillips   |
| Doug Hull           |
| Rodney O’Neal       |
| Dominic Mc Nair     |
| Keith Robinson      |
| Mike Songer         |
| Travis McCullen     |
| Jeff Spraul         |
| Jesse Almanzo       |
| Eric Rayford        |
| Ray Witthaus        |

Winners each received a gift card worth $20.00 from Schnucks. The more meetings through out the year you attend the more entries you get.

What are Weingarten Rights?

Employees have the right to Union representation when they feel an investigatory meeting is to take place.

An investigatory meeting occurs when a supervisor questions an employee to use information against them in discipline or for an employee to defend certain conduct. This does not include normal day-to-day conversations with management or discussions with productivity. **Note: The Company will not advise the employee of their “Weingarten Rights”**

Weingarten Rules:

**Rule 1:** The employee must make a clear request for Union representation before or during the meeting. The employee cannot be punished for making this request.

**Rule 2:** After the employee makes their request, the company has three options:

1. Grant the request and delay questioning until the Union representative arrives and has a chance to consult privately with the employee.
2. Deny the request and end the meeting immediately.
3. Give the employee a choice of having the interview without Union representation or end the meeting.

**Rule 3:** If the company denies the request for Union representation, and continues to ask questions, it commits an unfair labor practice and the employee has a right to refuse to answer. The company may not discipline the employee for such a refusal.

Submit Good and Welfare Announcements

Please see your Union Steward to submit notices of deaths, retirements, disabilities, or other announcements within your office.
The meeting was called to order at 11:30 am by President Bob Huss. He said a prayer and led everyone in the Pledge of Allegiance to our flag. There were no new members present. A moment of silence was held for Pete Stenger who was an employee of the phone company. Nancy Jinkerson announced the lunch menu and read the minutes of the previous meeting. With no additions or corrections a motion was made, seconded and passed to approve the minutes as read. Nellie Girouard gave the Treasurer’s report. A motion was made, seconded and passed to approve the report.

Vice President Earline Jones was not present as she was in China.

Bob spoke about the recent election and urged members to pay close attention to what is going on. President elect Donald Trump has already appointed a key figure in the radical “Alt-Right” movement as his Chief of Staff.

There are also concerns in the state of Missouri about Right to Work as the state now has a Republican governor and has maintained Republican control of the state legislature. Because of that Right to Work is likely to become a reality.

Bob shared a conversation with Red George who cannot attend the meetings anymore because he is no longer able to drive. Red sends his love to all.

The drawing for the monthly birthday cake was won by John Ebeling who offered to share it with anyone who is interested. He took it to the lunchroom in the CWA office next door.

Bob reminded everyone to bring items for the White Elephant drawing in the December meeting.

Drawings were held and monies were given out as prizes.

Bob told a joke.

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

Bingo was not played after the meeting as there were not enough people present to play.

Retirees Meeting December 12, 2016

The meeting was called to order at 11:30 am by President Bob Huss. He said a prayer and led everyone in the Pledge of Allegiance to our flag. A moment of silence was done for the deceased: Perry St Cin and James Archie Erwin:

Nancy Jinkerson asked for prayers for Imogene Sutton who has been dealing with some serious health issues recently.

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

Nellie Girouard gave the Treasurer’s report. A motion was made, seconded and passed to approve the report as presented. Vice President Earline Jones spoke. She talked about the November election and the impact of the results on seniors and retirees. She shared details of her recent trip to China.

Mark Crawshaw of Local 6300 thanked the Chapter on behalf of the Local for all they have done. Bob Huss gave the President’s report. He expanded on what Earline said and warned that with a Republican Governor and legislature Right to Work is sure to become a reality in Missouri.

The monthly cake drawing was won by Ruth Hermann. Tickets were drawn and monies were given out as prizes. After the money prizes, winners selected prize from the white elephant items.

Bob asked for a collection for Bob Jinkerson who provided Christmas music before the meeting.

Bob told a joke. A motion was made, seconded and passed to adjourn the meeting. Bingo was played afterwards.
CWA Community Services Presents

Trivia Night Fundraiser

April 29, 2017

at CWA Local 6300, 2258 Grissom Drive
doors open 6pm, begins at 7pm

Price includes soda • BYOB
$100 per table of eight or $15 per person which includes:
$200 For The First Place • 50/50 & Baskets Raffles • Silent Auction
Prize for the Best Decorated Table Spaces
This event will fill up quickly, call to make reservations
contact the Local at 314.991.0200

The Annual
CWA 6300 Kids
Easter Egg Hunt!

Visit from the Easter Bunny
Face Painting
Balloon Sculptor

Age Limit 10
Saturday, April 15th
12:00 noon to 2:00pm
Call 314-991-0200 to RSVP by April 7th, Leave Members Name, Contact # & Childs Name

Location: Greensfelder Memorial Shelter at Creve Couer Park, 13236 Streetcar Drive Maryland Heights, MO 63043