

News from Local 362!

The Union of Attractions, Custodial, and Vacation Planners at Walt Disney World and Hotel and Food Service Workers in Central Florida

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www.unitehere.org

Organizer Assignments

- Tito Rosario, Organizer, ext. 14
 - Sky Chefs - Orlando & Tampa
 - SSP America
 - Gate Gourmet - Tampa
 - Hollywood Studios
 - Downtown Disney
 - Typhoon Lagoon
 - Miniature Golf
 - Old Key West
 - Saratoga Springs Resort
- Ed Kontos, Organizer, ext. 21
 - Magic Kingdom
 - Contemporary Resort
 - Grand Floridian Resort
 - Fort Wilderness Campground
- Jeremy Yassen, Lead Organizer ext. 17
 - Epcot
 - POP Century Resort
 - Caribbean Beach Resort
 - All-Star Resort
 - Blizzard Beach
 - ESPN's Wide World of Sports
 - AMTRAK Aramark
- Eric Clinton, President, ext. 16
 - Animal Kingdom
 - Yacht & Beach Resort

Airport Concession Workers Keep Winning!

Workers at Orlando International Airport are celebrating their growing Union and a new contract settlement as they stand together for a better future in Central Florida.

On October 21, 2011, workers at AREAS USA, who work at the Ruby Tuesdays and Qdoba Mexican Grill, won recognition of their Union with 80% of the workers authorizing membership in Local 362. These workers are uniting for their first contract to achieve respect, dignity and fair work rules on the job.

Then, on October 24, 2011, members of Local 362 who work at SSP America in the Orlando International Airport voted to approve a new Contract that greatly improves their health care plan, and also provides guaranteed annual wage increases.

Local 362 now represents over 450 workers in the Airport Food Service industry after beginning the organizing program there just 3 years ago.



The AREAS USA Organizing Committee celebrates their organizing victory

Your Rights in the Manager's Office

"If this discussion could in any way lead to my being disciplined or terminated or have any effect on my personal working conditions, I respectfully request that my Union Steward, Representative or Officer be present at this meeting. Without Union Representation, I choose not to participate in this discussion."

The above statement is all you should say when called into a Manager's office before your Shop Steward arrives. Having a Steward present can help to ensure your rights are being asserted. Under the law, Shop Stewards can:

- Insist management state the purpose of the interview prior to it beginning
- Speak with the worker privately before, during and after the interview including when making any verbal or written witness statement
- Speak during the interview to clarify questions, object to improper questioning, advise workers on how to answer any and all questions from management, and provide additional information at the conclusion of the interview.

Stewards cannot tell workers not to answer questions or to give false answers. If management refuses to allow any of the above to happen, the only statement you should make is: "I have no statement at this time due to managements presence which is a violation of my rights".

Grievance Report

Active members and Shop Stewards continue to win many grievances and have resolved more problems before they became grievances. We must enforce the contracts we fight so hard to win. Some of those recent victories were:

- Hollywood Studios Shop Steward Rafael Torres won the removal of a 2 point reprimand for his behavior while performing his duties as a Shop Steward. The Company had reprimanded Brother Torres for what they deemed “poor judgment” while acting as a Steward. The Union won the grievance after filing for Arbitration because Stewards are protected under the law while acting as Stewards and the other Affiliates of the STCU stood in solidarity with our Union.
- Shop Stewards Brion Baker and Mike Beaver won the reinstatement with full back pay at Step 3 of the grievance procedure for an MK Attractions worker.
- POP Century Steward Madeline Lugo won report pay (2 hours) for a co-worker at Step 3.
- DAK Shop Steward Janice Butler won a rate of pay issue at Step 3 of the grievance procedure for a fellow Attractions worker.
- At Step 3 of the grievance procedure, Shop Steward Mike Beaver won 2.5 hours of back pay over a scheduling by seniority issue at the Magic Kingdom.
- Epcot Shop Steward Bruce Gerry won the removal of a reprimand for an Attractions Cast Member at Step 3.
- At a Step 2 grievance, Shop Steward Isaac Cropp won the removal of a poor judgment reprimand when he proved that the Company lacked just cause for the discipline.
- DAK Shop Steward Travis Joyner has settled a 14 month dispute over a co-workers Medical Leave of Absence and restrictions by utilizing both the grievance procedure and many meetings with management.
- Shop Steward Bob Miller at Animal Kingdom won the removal of a reprimand at Step 2 of the grievance procedure for a fellow Attractions worker.

Workers at Sky Chefs keep fighting

After nearly 2 years of struggling with their employer for a fair contract, the Union leaders and members at Sky Chefs who serve the Orlando International Airport continue to organize, recruit new leaders, and stand together for improved working conditions. At time of production of this *News from Local 362*, the Bargaining Committees were meeting with the National Mediation Board in Washington, DC, which oversees Railway Labor Act (RLA) contracts in the Transportation industry. More updates to follow.



News from Local 362! Staff

Editor.....Eric Clinton

Contributions.....Members,
.....Shop Stewards & Staff

Distribution.....Pat Bailey

Upcoming Union Meetings

General Membership Meeting

Thursday, January 26, 2012

9AM and 6PM

@ Local 362 Union Hall

UNITE HERE! Leadership Summit

Wednesday, February 1, 2012

5pm

@ Local 737 Union Hall (next to Local 362)