

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

Contact Us:

1255 La Quinta Drive Suite 212
Orlando, FL 32809
407 851 0626 or 800 468 0626
Fax: 407 851 6607

Go online:

www.uniteherelocal362.org

www.unitehere.org

Organizer

Assignments

• Debra Clark, Organizer, ext. 26

Magic Kingdom
Hollywood Studios
Epcot Attractions/Main Entrance
Sports and Recreation
 Typhoon Lagoon
 Blizzard Beach
 Wide World of Sports
 Miniature Golf

• Tito Rosario, Organizer, ext. 14

Sky Chefs
 Orlando & Tampa
Gate Gourmet
 Tampa

• Ed Kontos, Volunteer Organizer,
ext. 21

Animal Kingdom
Contemporary Resort
POP Century Resort
Caribbean Beach Resort
Grand Floridian Resort
Fort Wilderness Campground
All-Star Resort

• Eric Clinton, President, ext. 16

Downtown Disney
Epcot Custodial
Saratoga Springs Resort
Old Key West Resort
Yacht & Beach Resort
SSP America
AMTRAK Aramark

Elected Leaders sworn into Office

On October 8, 2009, the newly elected leadership team of Local 362 was sworn into office for a 3-year term. Over 80 workers attended the meeting to witness history as a full rank-and-file slate of workers in our industries was sworn into office for the first time. Brother Morty Miller, former Local 362 President, led the oath of office for the new team of leaders. He also spoke of the great organizing all of our work place leaders have been doing in our struggle for justice with the bosses.

He strongly encouraged us to, "Keep going!". The meeting also included exciting reports on workplace actions Shop Stewards have been leading on the shop floor with their co-workers, a detailed plan-to-win a fair contract for Gate Gourmet and Sky Chef workers and reports on the Union Leave of Absence program by Nathalie Nava, Au Bon Pain Shop Steward. The next membership meeting is scheduled for Wednesday, January 27, 2010 at the Union Hall at 9am and 6pm.



Pictured above, from left to right: Secretary-Treasurer, Jim Mykins, Downtown Disney; President Eric Clinton, Studios; Executive Board Member, Irma Candelaria, Sky Chefs; Executive Board Member, Tom Pearce, Epcot; Former Local 362 President, Morty Miller, Retired. PHOTO: Debra Clark

Report from the President

Sisters and Brothers,

It's an honor and a privilege to be the President of this great Local Union. Our members are the hardest working men and women in the industry as well as the best fighters for Justice. We have great challenges and opportunities ahead of us, but I know that with strong worker committees, Union democracy and a bottom-up program in our Union—that WE WILL WIN!

Workers across our Union are leading workplace actions demanding fair treatment from their Supervisors. These types of collective actions are the way for workers to directly engage their bosses for better working conditions. Actions have been led by multiple Stewards in some of the following locations: All-Star Resort; Contemporary Resort; Animal Kingdom; Magic Kingdom; Sky Chefs; Blizzard Beach and the Studios. Continuing this program, along with new activist recruitment is the foundation for having a strong Union.

Airport In-flight negotiations for Gate Gourmet and Sky Chefs have started. Shop Steward Irma Candelaria traveled to Dallas, TX to attend the opening session of bargaining with Sky Chefs. Upcoming bargaining is scheduled to take place in South Florida where multiple workers from Orlando will attend bargaining with Sky Chefs. At Gate Gourmet, the opening round of bargaining took place in Washington, DC with a follow-up session scheduled in Denver, CO during December. More details to follow over the next several months.

Preparations for Disney negotiations are under way as well. We have been working incredibly hard at Executive Board meetings to put the Local 362 membership in the best possible position to win a fair contract next year. Contract demand surveys will be out after the first of the year. We expect to start negotiations with Disney in the late spring/early summer.

With the holidays approaching, I send warm wishes of holiday cheer to you, your co-workers and your families. Have a safe and happy holidays!

In Solidarity,

Eric Clinton, President

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:

- Downtown Disney third shift Custodial worker Randy Cornette won half-time pay to equal overtime for the day worked because he had been assigned Jury Duty on a regular day to work and then was assigned to work on a day off. The Company insisted on paying straight time for that day until Shop Steward Jim Mykins moved the grievance to Step 4 of the grievance procedure. The grievance was settled prior to the Step 4 hearing.
- Shop Stewards Mike Rashis and Isaac Cropp reversed the Company’s decision to terminate Magic Kingdom worker Orlando Mandry at a Step 4 grievance hearing. Brother Mandry will receive full back pay as a result of the decision.
- Shop Steward Angel Cotto won the removal of a 2-point reprimand when he proved that the Company did not have just cause for the reprimand given to his co-worker Enrique “Kiki” Guzman at Step 4 of the grievance procedure.
- Epcot Custodian Angelo Rubino became a statused Coordinator as a result of a Step 4 grievance hearing decision. The Company had previously maintained that he was not qualified to be a statused coordinator, even though he was already a relief coordinator.
- Disney Quest worker, Katherine Retamar, recently won her job back prior to Step 3 of the grievance procedure.
- Studios third shift Custodians Sully Moreau and Polette Moreau each won 40 hours at the night shift differential rate (one dollar per hour) after the Company refused to pay the shift differential when the workers “cashed-out” their vacation pay. Shop Steward Judy Claypool won this at Step 3.
- Shop Steward Eli Rivera won the removal of two (2) 1-point reprimands for Lise Desgauste at a Step 3 hearing when he proved that management lacked just cause for the discipline. As a result of this grievance hearing, the company removed the unjust 1-point reprimand of Stephane Alexandre before it was heard at Step 3 for the same issue.

Any of these situations can happen to you at work. If you have questions about your contract, talk with your Shop Steward or Union Representative. Copies of your contract can be picked up from the Union Hall, from your Shop Steward or at our website, www.uniteherelocal362.org.

Knowledge is POWER!

Contract Language Focus—Holiday Pay

Through our Union, we have bargained to have certain premium pay when we work on holidays. Remember to follow all criteria to achieve such pay.

Disney Full Time:

Workers must work their shifts prior to and following any holiday as well as the holiday, if scheduled, to receive pay. Upcoming Full time holidays: Christmas Day, New Year’s Day and Dr. Martin Luther King Jr. Day.

Disney Part Time:

Workers must work their shifts prior to and following any holiday as well as the holiday, if scheduled, to receive pay. Upcoming Part time holidays: Christmas Day, New Year’s Eve Day.

Sky Chefs:

Workers must work on holiday if scheduled. Upcoming holiday: Christmas Day, New Year’s Day.

Au Bon Pain:

Must work on holiday if scheduled. Upcoming holidays: Christmas Day, New Year’s Day and Dr. Martin Luther King Jr. Day.

Gate Gourmet:

Workers must work their shifts prior to and following any holiday as well as the holiday, if scheduled, to receive pay. Upcoming holidays: Christmas Day, New Year’s Day and Dr. Martin Luther King Jr. Day.



Upcoming Union Meetings

Shop Steward Training/Holiday Gathering

Thursday, December 17, 2009

9am, 4pm, 7pm

@ Local 362 Union Hall

General Membership Meeting

Wednesday, January 27, 2010

9am and 6pm

@ Local 362 Union Hall

News from Local 362! Staff

Editor.....Eric Clinton

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

Distribution.....Pat Bailey