



# CWA LOCAL 1032

COMMUNICATIONS  
WORKERS OF AMERICA  
A.F.L.- C.I.O.

67 SCOTCH ROAD • EWING, NJ 08628  
PHONE: (609) 434-1032 • FAX: (609) 883-8184  
www.cwalocal1032.org

President  
Patrick Kavanagh

Executive  
Vice President  
Bill Ricci

Secretary  
Alan Hardy

Treasurer  
Paul A. Pologruto

Sussex County Office  
61 Spring Street  
Newton, NJ 07860  
Ph: (973) 579-7539  
Fax: (973) 579-5649

Newark Office  
290 Ferry Street, Suite A4  
Newark, NJ 07105  
Ph: (973) 589-1544  
Fax: (973) 589-5304

September 3, 2013

Dear CWA Local 1032 Member,

Greetings! I hope that this message finds you well, both rested and relaxed after a summer spent enjoying the company of family and friends.

This summer was book-ended by 2 important events for the Local. Summer began with an important victory in our fight to save civil service. With initially no meaningful public dialogue on the matter, the Civil Service Commission (CSC) attempted to pass a proposal to “broad-band” titles – a proposal that would in effect end the objective process for promotions based on qualifications and instead allow management to pick and choose candidates based on its own criteria. However, after weeks of mobilization with our allies and following public hearings in both the Senate and the Assembly, both houses of the Legislature passed concurrent resolutions stating that the Administration’s proposals to “reform” civil service violated legislative intent. The result is that these efforts have come to a complete stop – for now. We continue to monitor this situation and we will continue to fight for a system that is based on fairness, honors veterans preference and that protects women, people of color, LGBT and disabled workers from discrimination. Thanks to all of our members who signed a letter opposing the changes, came to a public hearing, and demonstrated against this injustice. Our mobilization was critical to fighting back against this proposal.

The summer then ended in the best way possible. As I write this, four Local 1032 members in the Passaic County Superintendent of Elections office are preparing to go back to work after a 4 year fight to get their jobs back. These employees were fired in June 2009 by the former Superintendent as retaliation for filing grievances and fighting to enforce their contract on the job. An independent arbitrator ordered these employees back to work and a PERC hearing officer did the same, yet the County administration continued to fight their reinstatement. George Dowd, William Malave, Elvin Sanchez and Robert Tomczyk never gave up the fight and are going back to work with full back pay. Congratulations guys!

This fall, our priority and our focus as a Local will be introducing our friends and family members to Senator Barbara Buono. We know the Christie record all too well – vicious scapegoating of all public employees, the aforementioned attacks on civil service, a privatization agenda that began with the NJN giveaway, shifting healthcare and pension costs on to workers

**O V E R**

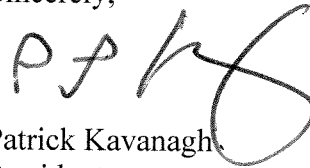
without adequately addressing ways to address cost containment and the stability of our pensions. Senator Buono has a pro-working family agenda and the ability to win, but we need your help to tell the story of Senator Buono's leadership in fights against the Christie agenda and her commitments to working families – her support for collective bargaining, for increasing the minimum wage, for preserving civil service protections, her fights for a strong public education system and affordable higher education, and her commitment to women's health and marriage equality.

Enclosed is a sign up sheet to volunteer for our 2013 election mobilization work. In addition to the gubernatorial race, we will be working on several key legislative races as well as the ballot question to increase the minimum wage. Our phone banks have already begun at the Local and Saturday labor walks will begin throughout the State this month. No matter where you live, there will be plenty of opportunities to get involved in this important work.

**On Thursday, September 26<sup>th</sup>, 2013, Local 1032 will hold its annual General Membership meeting at which we adopt the Local's budget for the coming year.** Please see the enclosed leaflet for details. We will have updates on our election work and more information about ways to get involved. I encourage all members to attend this meeting.

Thank you for your continued support. I look forward to working with each of you to build our Union.

Sincerely,

A handwritten signature in black ink, appearing to read 'P. Kavanagh', written in a cursive style.

Patrick Kavanagh  
President