



**DIRECT CARE &  
SERVICE  
WORKERS  
COALITION**  
LOCALS 1037 & 1040

Communications Workers of America  
**Local 1037**  
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March 10, 2008

Dear Sponsor or Respite Provider,

Victory! Approximately 2 years ago, we began our drive for union representation for DD sponsors. On Wednesday, March 5, Governor Jon Corzine signed an Executive Order recognizing CWA as the exclusive collective bargaining agent for Sponsors. The Governor signed each letter of his name on the historic document using a different official Governor Jon Corzine pen, and then gave each of the Sponsors who attended one of the pens to keep. Pictures of the event and the Executive Order are on our website: [www.cwaunited.org](http://www.cwaunited.org).

But organizing is only the first step. Now we have to prepare to negotiate the first contract. First contracts are very difficult. The foundation for future years has to be laid. Important language like the grievance procedure is very difficult to negotiate and has to be done before we tackle money and other economic issues. Add to that the fact that we are in a very difficult budget fight and this is going to be a tough contract.


Preparation is key. Hundreds of providers have already filled out bargaining surveys spelling out their own concerns and priorities for a first contract. In addition, we are going to do research on working conditions and pay rates for providers all over the country. The surveys and research results will be used by the Bargaining Committee to set the priorities for negotiations. If you have not done so already, make your voice heard by filling out your survey and returning it as soon as possible. If you need a blank survey, please contact us at 973-623-1828 or e-mail [organizing@cwa1037.org](mailto:organizing@cwa1037.org).

We must also begin the process of nominating and electing a Bargaining Committee that will act as an advisory body in negotiations. Enclosed you will find a nomination form on which you may nominate yourself or another sponsor or respite provider to serve on the CWA Bargaining Committee. All nominees to the CWA Bargaining Committee must have signed a CWA authorization card. If you wish to be nominated and you have not yet signed a card one can be mailed to you. **Nominations are due back no later than Monday, April 7<sup>th</sup>**. Once nominations are received, nominees will be contacted for a short bio and picture. These bios will be sent out with voting instructions and you will have a chance to elect who you want to serve on your Bargaining Committee.

There will be a series of meetings over the next several weeks throughout New Jersey to inform sponsors and respite providers about the bargaining process. Congratulations. We have had a great victory and we are ready to move forward as CWA UNITED!

In Solidarity,

  
Hetty Rosenstein  
President, CWA Local 1037

  
Carolyn C. Wade  
President, CWA Local 1040