

**IUE-CWA NEWS**  
**HAPPY YEAR**  
**THE BOLT**  
**DIVISION NEWS**  
 VOLUME 64 ISSUE 5 • WINTER EDITION 2013-14

**Happy Holidays,  
 the Union Way**

Did you know all Hasbro toys and games including Monopoly, G.I. Joe and My Little Pony are made by union "elves"? There are lots of great union-made and American-made gifts out there. Check out: [www.aflcio.org/MadeinAmericaHolidayGifts](http://www.aflcio.org/MadeinAmericaHolidayGifts)

This New Year's Eve, ring in 2014 with some union-made wine and Champaign by these brands: Andre champagne, Arbor Mist, C.K Mondavi, Chateau Ste. Michelle, Cook's champagne, Gallo Estate Wines, Gallo of Sonoma, St. Supery, Tott's champagne, Turning Leaf.

**"Black Friday" gets a Pro-Worker Makeover this Holiday Season**

You may have seen a lot of buzz lately about "Black Friday" protests this holiday season. Americans across the country are standing with low-wage workers to demand respect, dignity, and a living wage. Walmart was the target of many "Black Friday" protests, and tens of thousands of people across the country came out on November 29th to stand with Walmart Workers. Members of IUE-CWA Local 1140 joined over 1,000 fellow community members in a "Black Fri-



day" protest in Minneapolis, MN (see photo below).

We have also seen this trend with the Fast Food Strikes, which have picked up tremendous momentum this year. This rally of support for working people is what the labor movement is all about. There will continue to be protests at Walmart and fast food restaurants into 2014 across the country. To find out what protests and events may be happening near you, you can visit [www.changeatwalmart.com](http://www.changeatwalmart.com) and [www.events.lowpaysnotok.org](http://www.events.lowpaysnotok.org).

**Putting the Brakes on "Fast Track" for the TPP**

Sometimes good news out of Congress is hard to come by. However the latest development in the ongoing story of the Trans Pacific Trade Agreement (TPP) is something that we can celebrate. Many IUE-CWA locals helped to reach out to their Members of Congress in the last few months to ask them to sign the "Miller DeLauro" letter. This letter, composed by members of the House of Representatives, detailed the reasons for their public opposition to "Fast Track" for the TPP. Fast Track would grease the wheels for the TPP, by getting rid of Congress' ability to amend the trade deal. Under Fast Track they would simply be required to vote the TPP up or down, without any ability to amend the massive trade deal, locking out the American people



from having an impact on its contents. Fast Track authority is critical to those who want to see the TPP move forward. Without Fast Track, TPP will have a very rough road to getting enacted. On November 13, the Miller DeLauro letter opposing Fast Track and other aspects of the TPP was submitted to President Obama, with over 151 members of the House signed on. Many IUE locals reached out to your Representative to urge that they sign the letter, and it's because of the work of the locals that Members of Congress are taking action to say NO to Fast Track. In addition to the Miller DeLauro letter, there are over 40 other Representatives who have publically declared their opposition to Fast Track.

That's 194 members of the House, nearly half, who have said Fast Track is a bad idea.

That being said, we know that there are still members in the House and Senate who want the TPP and Fast Track to move forward. They will be kicking up their efforts in the New Year. It is essential to keep up our opposition and communications with Congress. The fight is far from over, but we should know that our voices have a major impact, and we need to keep up the fight against TPP to keep our jobs here in our communities. Thank you for your support!

Call your Rep  
 and ask them to say  
**NO to "fast track"**  
 your call  
 makes a difference  
**888-966-9836**

**Common Denominator:  
 Family**

Dear IUE-CWA Sisters and Brothers,



2013 is nearly over, and it has been a busy, productive year. I want to take this opportunity to tell you how proud I am of my entire staff, our local leadership, and the hard working families who make up our membership. Maintaining our jobs and raising our families is increasingly difficult in this country, but we are up to the challenge. With "fair trade" only a slogan, and constant and strong competitive head winds fighting against us every day, we still have been able to show that we can do it in America. Our members care – about each other and about this country, and it shows in their commitment to social justice and the work they do in communities around the country to support those who need assistance.

During this holiday season, whatever your religious convictions, there is one common denominator for us all--family. Love your family like this your last holiday. Show your appreciation every day.

In 2014, the fight for working families continues. Be ready and be involved! If we remain unified, we will be successful in fighting against corporate greed and improving the lives of all working people in this country.

Have a safe and happy New Year. God bless the IUE-CWA.

James Clark, President

**IN THIS ISSUE**  
**FEATURED ARTICLES**  
 HAPPY HOLIDAYS, THE UNION WAY  
 BLACK FRIDAY MAKEOVER  
 PUTTING THE BRAKES ON TPP  
 "COLLAPSE OF DIGNITY"  
 WILLIE THORPE, A LOOK BACK  
 WALMART GETTING IT WRONG!  
**DEPARTMENTS**  
 • PRESIDENT JIM CLARK •  
 • YOUR REGIONAL DIRECTORS •  
 • YOUR LOCAL NEWS • SAFETY •  
 • LEGAL UPDATE •  
 • HIDDEN BOLT WINNERS •  
 • RETIREES BENEFITS •

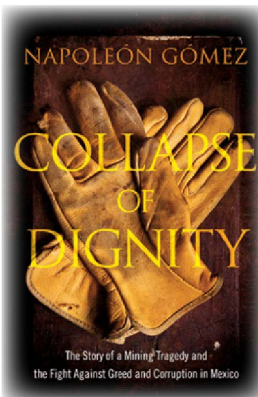
## "The Collapse of Dignity"



At the recent IndustriALL Global Union meeting, President Clark met with Napoleon Gomez, exiled President of the Mexican National Mine and Metal workers (Los Mineros) and author of the best-selling novel "The Collapse of Dignity," about his experiences with corporate and governmental greed and corruption in Mexico. President Gomez has been living in exile in Canada for the past eight years, a victim of his government's brutal personal attacks following the tragic Pasta

de Conchos mining disaster in 2006. President Gomez continues to speak out about the corruption and greed which led to the death of 65 miners, the lack of a real effort to rescue those workers in the week following the mine collapse, and he continues to push for the recovery of their bodies, which remain at the bottom of the mine.

Gomez was the 2011 recipient of the AFL-CIO's prestigious International Meany-Kirkland Human rights Award, and in the same year, he was nominated for the Edelstam Prize and the Arthur Svensson International Prize for Trade Union Rights. He is also a member of the Executive Committee of IndustriALL Global Union, the world's most powerful union organization. At the IndustriALL meeting, President Gomez expressed his hope that he will some day be able to return to his native Mexico and continue the fight for workers rights on Mexican soil. President Gomez' personal sacrifices are an inspiration to us all. For more on his book, go to [www.collapseofdignity.com](http://www.collapseofdignity.com).



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**LIKE on facebook** : IUE-CWA  
**BOOKMARK the website:** [iue-cwa.org](http://iue-cwa.org)

### New Officers

**Local 255 (Pittsfield, M)**

*President: Michael O. Cirullo, Jr.*

*Business Agent: Daniel F. Walsh*

*Vice-President/Sergeant-at-Arms/Chief Steward: Michael Buck*

*Financial & Recording Secretary/Treasurer: Erica Welton*

*Chairman Constitution Committee: Steven Bateman*

*Chairman Finance Committee: Alan J. Hall*

*Chairman of the Trustees: James Ward*

### Nominations & Elections Notice

**Local 717 (Warren, OH)**

*Offices to be Nominated and Elected: Delegates*

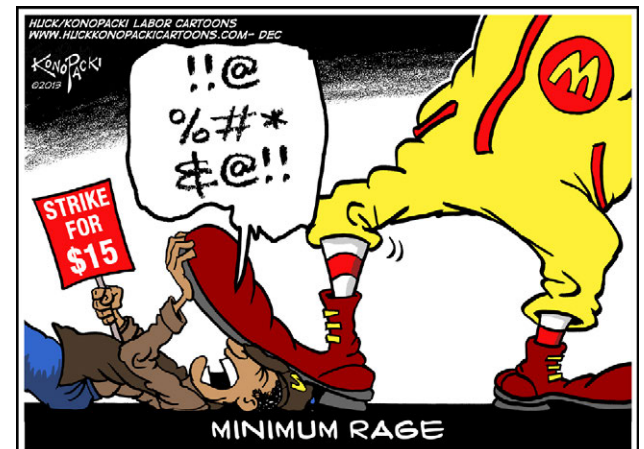
*Date, Time of Nomination: January 12, 2014, 7 p.m.*

*Date, Time of Election: February 9, 2014, 7 p.m.*

*Location: IUE-CWA Local 717 Membership Meeting*

*2950 Sferra Ave., Warren, Ohio 44483*

### NOT FUNNIES



**Join the Global Fight  
for Worker Rights!**  
[industriall-union.org](http://industriall-union.org)

### 2014-2015 IUE-CWA Scholarship Opportunities


IUE-CWA awards seventeen scholarships annually to IUE members, their children and grandchildren, ranging from \$1,000 to \$3,000 each. *Details for the scholarship program for the 2014-15 academic year are posted on our web-site. Applications will only be accepted online at [www.iue-cwa.org](http://www.iue-cwa.org). The deadline for submission is March 31, 2014. The scholarships will be awarded without regard to race, sex, creed, color, age, or national origin. Please read the scholarship rules at IUE-CWA.org. The information is located under the 'Member Resources' tab. You will find complete information and instructions on the application process, the required essay, as well as how to determine eligibility for children and grandchildren.*



**go to >> [iue-cwa.org/scholarships](http://iue-cwa.org/scholarships)**

**IUE-CWA**  
 A FORCE FOR WORKING FAMILIES AFL-CIO

IUE-CWA THE INDUSTRIAL DIVISION  
 OF THE COMMUNICATIONS WORKERS OF AMERICA

	<b>JIM CLARK</b> <i>President</i>	
<b>ROGER DEEL</b> <i>Director, Region 8</i>	<b>JOHN LEWIS</b> <i>Chair, Trustee</i>	<p>CWA News (ISSN 0007-9227) is published quarterly Jan/Feb/March, April/May/June, July/Aug/Sept and Oct/Nov/Dec by Communications Workers of America, 501 Third St., N.W., Washington, D.C. 20001-2797. Periodical Postage Paid at Washington, D.C. and additional mailing offices.</p> <p><b>Postmaster:</b> For address changes write CWA: 501 Third St. N.W., Washington D.C. 20001-2797</p> 
<b>PENNY FRANKLIN</b> <i>At-Large, Region 7</i>	<b>BOB SANTAMOOR</b> <i>Chairman, GE and Aerospace Conference Board</i>	
<b>JOE GIFFI</b> <i>Director, Region 3</i>	<b>BRIAN SULLIVAN</b> <i>At-Large, Region 3</i>	
<b>TONY HAYES</b> <i>At-Large, Region 8</i>	<b>WILLIE THORPE</b> <i>Director, Region 7</i>	

## Willie Thorpe brings his experience to new position

President Clark is extremely proud to announce that effective October 26, 2013, Willie Thorpe was appointed to his



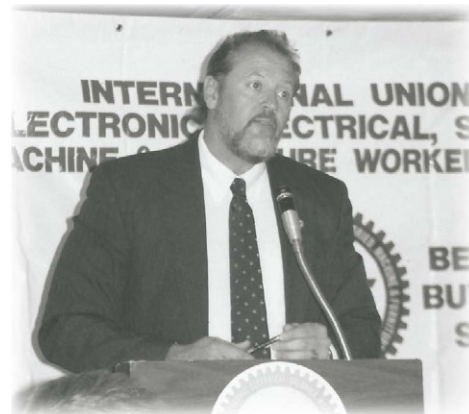
new position as Assistant to the President, Willie is no stranger to the IUE-CWA membership.

Willie began his career as an IUE member at a General Motors plant in Dayton, Ohio in 1968. He proudly served his home Local 801, for 13 years as a Benefits Representative. He also held the position as a 1st Vice President of his local before being elected President of his local for three consecutive terms. During his tenure as President, the membership grew from 6,200 members to over 8,200 active members.

Willie was appointed Benefits Director of the IUE-CWA Automotive Conference Board from 1997-2005. During this

juncture, he led the Benefit Negotiations for the 1999 and 2003 National Negotiations with General Motors and Delphi.

Willie's expertise and experience was needed with the Delphi and General Motors plants in the IUE-CWA, therefore, in 2007, Willie was elected IUE-CWA Conference Board Chairman. He served in that capacity until the Conference Board was dissolved due to the loss of jobs and plant closures. Willie was appointed IUE-CWA Region Seven



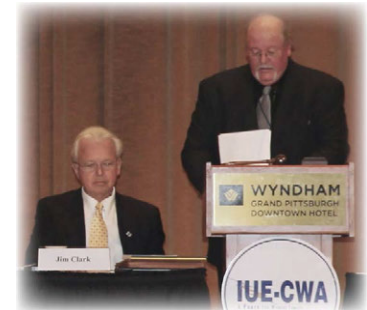
Director and served in that capacity for many years.

Willie has been part of the General Motors National Negotiations representing IUE members in 1984, 1987, 1990, 1993, 1996, 1999 and 2003. Willie has also been a past recipient of the Dayton Area Miami Valley AFL-CIO Labor Leader of the Year Award.

Willie also currently serves on the Ohio AFL-CIO Executive Board, Dayton Miami Valley AFL-CIO Executive Board and a trustee on the IUE-CWA VEBA.

Willie has been married to his wife Margaret for over 40 years and has two children.

*Congratulations to Willie on his new position as Assistant to the President of the IUE-CWA!*



### Getting it wrong: Walmart and GAP run away from Bangladesh Accord

*As the number of retail companies signing up to the Bangladesh Fire and Building Safety Accord continues to grow, the garment workers of Bangladesh have been given a slap in the face by Walmart and GAP.*

The IndustriALL Global union authored Accord on Fire and Building Safety in Bangladesh is a historic breakthrough covering more than 2 million garment workers. Under the Accord, trade unions and multinational companies are working together to improve the precarious situation of garment workers and to prevent more tragedies like the Rana Plaza disaster, which claimed 1,200 lives and injured 2,500 more.

Walmart and Gap are not content with snubbing the Accord, they have now produced a code of their own, where they will act as judge and jury. Walmart, which has suffered further dents to its tarnished reputation this week with fines and class action suits brought against it, has taken GAP with it along the low road. Shoppers everywhere will be angered that Walmart and GAP are making a concerted effort to misrepresent and undermine the Accord by conspiring to produce their own code, on their terms, in a sorry public relations exercise as they run for cover.

More than forty global companies have shown their commitment to staying in Ban-

gladesh and investing to improve factory safety in the Bangladeshi garment industry, under the Accord. IndustriALL Global Union and UNI Global Union, along with their NGO partners, the Clean Clothes Campaign and the Worker Rights Consortium, deplore Walmart and Gap's tactics. The household global names who have signed the Bangladesh Safety Deal have shown leadership in a combined effort to avoid a repeat of the Rana Plaza tragedy which claimed so many lives, mostly female workers. Walmart and Gap should follow suit and sign immediately.

**IndustriALL Global Union General Secretary,**

**Jyrki Raina said:**

*“Yet another U.S. retailer, Sean John, has signed the global Accord and companies from all around the world are ready to join this growing group. The kind of voluntary initiative being put forward by Walmart and Gap has failed in the past and will again fail to protect Bangladeshi garment workers. Walmart has cynically refused to pay compensation to the Tazreen factory fire victims and is now undermining the constructive efforts of other companies.”*

Source: [industriall-union.org](http://industriall-union.org)

### Find the \*HIDDEN\* Bolt Contest Win an IUE-CWA Rolling Duffel Bag!

Somewhere in this edition of "The Bolt," we have hidden this small lightning bolt from the IUE-CWA logo. Find the lightning bolt, fill in the form below then mail, fax or email it in, and you will be entered in a drawing to win an IUE-CWA Rolling Duffel Bag! Deadline for submissions is February 15th.

Name:

Street Address:

City/State/Zip:

Phone Number:

Page number where you found the bolt:

Describe the story or picture in which you found the bolt:

One entry per person. Must find the \*hidden bolt\*.

Mail to: Bolt Contest, 2701 Dryden Rd. Dayton, OH 45439

Fax to: 937-298-2636 or Email the information to:

[thebolt@iue-cwa.org](mailto:thebolt@iue-cwa.org)

**Last month's \*HIDDEN\* Bolt WINNERS!!**

These Bolt Detectives received some great prizes.

What are you waiting for? Find the \*HIDDEN\* Bolt and join the fun!

**\$100 Gift Card Grand Prize winners:**

Lendon 'Fuddy' Kirkman, Okeechobee, FL • Stanley Mlodzianowski, Schenectady, NY

Four runner-ups were drawn, winning a Long Sleeve IUE-CWA T-Shirts:

Cindy Harrold of Lynn, MA; Missy Mack of Boonton, NJ;

Kenneth Muterspaw of Xenia, OH; Ed Pryor of Warwick, RI

6 in 1 Engraved Screwdrivers:

Jeff Cooney of Parma, OH; Paul Tyra of West Carrollton, OH;

Kathy Brown of Rochelle, IL; Alfred B. Fischer of Dayton, OH

# YOUR LOCAL NEWS

## LOCAL 190 Lindale, GA

We are pleased to announce we have been chosen for a revitalization operation at our plant in excess of \$23 million. This is great news in these difficult times, and is also a big commitment to our union members for our union strong membership's hard work and attention to quality.



Our Company told me that with our five-year contract and our excellent quality, they were going to make us more competitive with machinery that is currently in China but will be relocated to our Rome Plant. We will be updating our current machinery to add new products. This is a three-year project.

We were chosen over the other plants in the USA. We are the *only* plant that is Union! We have 177 members and this plant was started in 1970. Our plant slogan here is "Better Together."

Very excited to pass this along. Thanks for your support and a special thanks to Gary McGuire.

Yours in brotherhood,  
Rex A. Rains  
Local 190 President

## IUE-CWA Division Mtg & Training June 19-21-22, 2014. Orlando, FL.

Multiple training opportunities! Watch for the call letter in the beginning of 2014. There will be a Health and Safety Training opportunity that may include lost time reimbursements for the attendees.

At the 2013 CWA Convention in Pittsburgh, a resolution was passed supporting the idea that all locals need to be "Fully Functioning." Attending IUE-CWA Division meetings is one requirement for a local to be fully functioning. Our expectation is that every Local will send at least one office. We are subsidizing hotel costs to make the trip more affordable, but Locals should use this advance notice to budget appropriately.

## Circle W Scholarship Winner

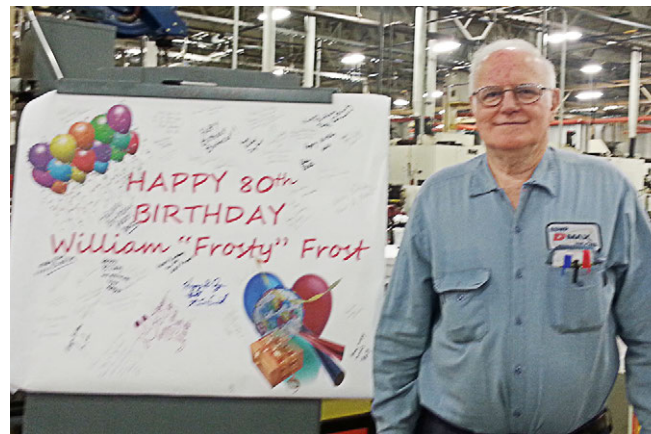


The IUE-CWA would like to congratulate Cienna Wright for winning the Circle W Scholarship.

*"As a future business owner/leader, it is my goal to offer employees a potential for growth so they can work to their fullest potential."*

**OPPORTUNITY KNOCKING**  
**IUETRAINING.ORG**

## LOCAL 755, Dayton, OH



William Frost started working for Frigid-air in 1953. In that 60 years of service he has also worked as an electrician for Delco, Harrison, and currently at DMAX, Ltd. Not only is he a highly skilled electrician but few can keep up with him.

### Congratulations Frosty!

Sixty years as a dues paying member of the IUE-CWA is pretty impressive but being a genuinely great guy to work with is why he is loved!

*- Billy Idle, IUE-CWA Skilled Chairman*

## LOCAL 761, Louisville KY GE Customer Day, November 20th, 2013

Six IUE-CWA Local 761 production Team Leaders accompanied members of the GE Retail Sales Commercial Training Program on local Home Depot customer visits on Wednesday, November 20th. Customer Day was initiated by GE Corporate earlier this year to thank the customers for selling GE products and help get each showroom ready for Black Friday selling. Jeff Immelt wanted all of the GE businesses to dedicate a day to the customers and get a better understanding of their needs and issues. At GE Appliances, the day revolved around one-on-one visits with some of GE's Home Depot customers.



Local 761 Team Leaders meet with the GE Sales Team and Home Depot Associates

The customer visits were a great experience for all of the Local 761 Team Leaders. Mike Robinson and Kim Bryant, both 19 year veterans of GEA, commented that in all of their time with the business, they'd never been exposed to anything like this. They were very positive about the entire experience. Mike Robinson actually went beyond the planned interaction with the Home Depot and GE training staff and sold two dishwashers to consumers! Way to show them how it's done, Mike!

The Production Team Leaders got a first-hand view of the sales support process, and in turn provided valuable insight about key details and the overall production process to both the Home Depot sales associates and consumers who were in the stores shopping for products. The experience was also very positive for the members of the GE Retail Sales CTPs, who had the opportunity to ask the Local 761 Team Leaders more about the production process, and to benefit from the

Team Leaders' extensive knowledge of the products they make. Team Leader Dionna Thompson pointed out parts that had been improved since the early versions of the M1 products and explained the 'how and why' behind the decisions, and Kim Bryant, who is working on a run of new pilot refrigerator doors with the water filter relocated, explained to the CTPs the 'how and why' behind the decisions to make that change.

The Home Depot associates in the Breckinridge and Hurstborne stores were all incredibly happy to meet the



Local 761 Member Mike Robinson explains to a Home Depot customer why GE Made in America products are the best choice.

production team, both because they really like selling the "home team's" products, and they agreed that the visits helped them reinforce the America at Work story.

Thank you to Local 761 members Michael Robinson, Kim Bryant, Dionna Thompson, Kristi Hare, Brandon Graham, and Phil Myers for taking part and showing off the incredible knowledge and work ethic of IUE-CWA members.



The Bolt IUE Division News continues after the CWA News >>>

# HEALTH & SAFETY

## Safety 4 U: HOLIDAY TIPS

The holiday season is a time to enjoy and have fun but it can be very busy and hectic. It's also a time when busy people become vulnerable to theft and other holiday crime. Unfortunately, not all folks out there have a peace-on-earth-goodwill-toward-men attitude at this time of year.

Recognizing we can never be too careful, too prepared or too aware. The following Holiday Safety Tips were compiled, in collaboration with Ohio members of IUE-CWA Local 725 of Sidney and Local 755 of Dayton, to contribute to the safety and security of our members during the holiday season. Please share this information with family, friends and neighbors.

### DRIVING

- Never leave your car unoccupied with the motor running or with children inside.
- Avoid driving alone at night.
- Keep all car doors locked and windows closed while in or out of your car.
- If you must shop at night, park in a well-lighted area.
- Avoid parking next to vans, trucks with camper shells, or cars with tinted windows.
- Park as close as you can to your destination and take notice of where you parked
- Do not leave packages or valuables on the seat of your car. This makes it too easy for thieves. If you must leave something in the car, lock it in the trunk or put it out of sight.
- Be sure to locate your keys prior to going to your car.
- Keep a secure hold on your purse, handbag and parcels. Do not put them down or on top of the car in order to open the door.
- When approaching or leaving your vehicle, be aware of your surroundings.

### Using the Automated Teller Machine (ATM)

- When using an ATM, pick one located inside, or a well-lighted location.
- Take out only the amount of cash you need.
- Protect your PIN. Don't let others see what you're entering on the keypad.
- Do not throw your ATM receipt away at the ATM location.

### SHOPPING

- Shop during the day whenever possible... must shop at night, go with a friend or family member.
- Avoid wearing expensive jewelry.
- Don't carry a purse or wallet, if possible.
- Stay alert to your surroundings, watch who's around you or your stuff.
- Avoid carrying large amounts of cash.
- Pay for purchases with a check or credit card when possible.
- Keep cash in your front pocket.
- Notify the credit card issuer immediately if your credit card is lost, stolen or misused.

• Beware of strangers approaching you for any reason. At this time of year, "con-artists" may try various methods of distracting you with the intention of taking your money or belongings.

- Don't get loaded down with too many bags. Try to keep one hand free.

### CHILDREN

- If possible, leave small children at home with a trusted babysitter.
- Teach your child to go to a store clerk and ask for help in case your child is separated from you.
- Teach children to stay close to you at all times while shopping.
- Never allow children to make unaccompanied trips to the restroom.
- Children should never go to the car alone and they should never be left alone in the car.
- Teach children their full name, address and telephone number to give to store clerk or police.
- Teach children to immediately inform you if a stranger is bothering them.

### AT HOME

- When leaving home for a long time, have someone watch your house and pick up your mail.
- Put Indoor and outdoor lights on an automatic timer.
- Leave a light and radio or television on so the house looks and sounds occupied.
- Don't put holiday gifts in areas where they can be seen through a window or door.
- Place your Christmas tree in water or wet sand to keep it green.
- Be aware that crooks sometimes pose as carriers delivering gifts or charity soliciting donations.

### HOLIDAY PARTIES

- Have non-alcoholic beverages available for party guests.
- Provide alternative transportation for intoxicated guests.
- Arrange for an official designated driver for your party who will not drink at all.
- Have something to eat before consuming alcoholic beverages.
- Never drink and drive.
- If something tastes or looks odd, do not eat/drink any more of it. Be aware though that some date rape drugs are colorless and tasteless.
- Pay attention to your instincts. If you feel uneasy about someone, there may be a reason.
- When it's time to go home, carry your keys, mobile phone and some money in your pocket, so you can give up your handbag or wallet and escape quickly if necessary on the way home.

## IUE-CWA LEGAL UPDATE

By Lela Klein, IUE-CWA Attorney



The 2013-2014 Supreme Court term features a number of cases that could impact IUE-CWA members. Below we describe four of these cases.

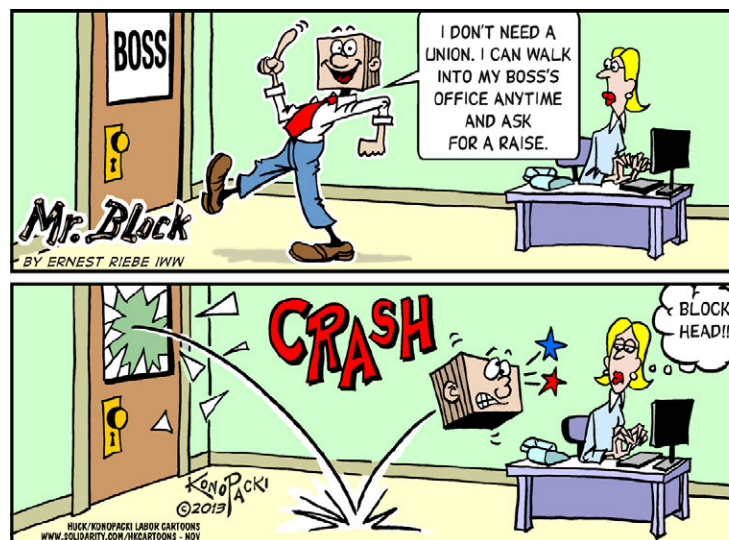
The first case, mentioned in the last edition of the Bolt, is N.L.R.B. v. Noel Canning. This case will determine the validity of President Obama's 2012 recess appointments to the National Labor Relations Board (NLRB). A federal court held these appointments unconstitutional because they occurred when the Senate was convening in pro forma sessions (meaning that the Senate was not actually conducting any business). This case will specifically decide the validity of NLRB rulings from January 3, 2012 (when President Obama made the recess appointments) to August 12, 2013 (when the president's replacement nominees were sworn in). IUE-CWA has an important lock-out case on appeal to the Fifth Circuit affecting hundreds of members that will be impacted by Noel Canning. Further, an adverse decision by the Supreme Court would undermine the long utilized practice of all Presidential recess appointments.

The second case, Unite Here Local 355 v. Mulhall, involves agreements between unions and private employers setting ground rules during unionization drives. Such agreements might include an employer's commitment to remain neutral on the issue of unionization, or to give union representatives limited rights of access on to employer property. The question in this case is whether such agreements violate the anti-corruption provision of federal labor making it illegal for an employer to provide any "thing of value" to a union. These voluntary agreements have been essential to promoting labor peace during contentious union drives. There have been several IUE-CWA shops organized under such agreements, as well as thousands of

our CWA brothers and sisters, particularly at AT&T Wireless. We strongly believe that these agreements are legal and valid.

The next case is Harris v. Quinn, which could impact our public sector union sisters and brothers. In Harris, a group of public sector in-home health care workers who opposed union representation brought suit, challenging the requirement that they pay union dues as a violation of their First Amendment rights. Although the decision in this case could only narrowly apply to public home healthcare workers, some legal experts believe the case could lead the current corporate-friendly Supreme Court to reconsider its prior decisions requiring all covered employees, not just union members, to pay the portion of union dues ("Fair Share") that support collective bargaining representation in the public sector or even beyond.

The last case, Sandifer v. U.S. Steel Corp will consider what constitutes "changing clothes" under the Fair Labor Standards Act. Generally, an employer is not required to pay workers for time spent changing clothes if that time is excluded under a union contract. But union contracts can't exclude time spent doing anything considered a "principal activity." Putting on and taking off safety gear required by the employer is a principal activity if it is an integral and indispensable part of the activities for which the worker is employed. In this case, employees at U.S. Steel Corp in Gary, Indiana claim that they should be paid for time spent changing into flame retardant pants and jacket, work boots, hard hat, safety glasses and ear protection, and for traveling back and forth to the locker room. They argue that this is safety gear rather than clothing. This case may clarify when an employer must pay employees for putting on and taking off safety gear at the beginning and end of their shifts.



## LABOR TOONS

Your Union protects you every-day from attacks of the greedy. Thank a union rep today. They do more than you know!



## REGION 3 REPORT

by JOE GIFFI, Director

2013 sure was an odd year!! With the economy settling down, even growing in certain areas and the ever changing Affordable Care Act issues, we were always so busy that time really flew. Yet when you look back to the beginning of the year, it seems so long ago and so many actions were taken.

Region 3 has had a relatively good year with few closings and actually some growth in many states. We have had several employers look to us for help in the areas of Lean Manufacturing and Health & Safety. This is a great credit to President Clark's commitment to the philosophy that a healthy employer means stable jobs and prosperous collective bargaining. We hope to continue and grow this initiative in 2014.

I also think that 2014 is prime for organizing new locations. Now that many of our

sisters and brothers have had to look elsewhere for employment opportunities we should all be encouraging them to allow us to assist them in bringing the Union message to their new places of employment. Most of them are seeing what it is like to be unprotected and without a voice. They hopefully will recognize that they can no longer just go along for the ride! All of us still in the Union must reach out to all those we know who have been forced to move on and offer our full assistance to organize the unorganized. All we need are some referrals. Pass them on to your Local Officers, any Staff representative or the IUE-CWA Headquarters.

Hope your Holidays are safe and happy!

Wishing you all the very best for 2014,

*Fraternally,*  
*Joe*

**Here are a couple of Region 3 Locals for you to get to know!!**



*Local 134 at Datwyler in Pensauken, NJ, A leading distributor and solution provider for manufacturing, pharmaceutical and datacom industries honors members having 40 years of service.*

*In picture from L-R; John Derrickson, President; Mike Horvath, Staff Rep.; May Lee, Elizabeth Cutter, Mike Wallace and Rick Gillen, Local 134 Members; Joe Giffi, Regional Director.*



*Local 311 at Hilliard Corp in Elmira, NY*

*Over 400 members and guests enjoyed a holiday gathering sponsored by their local union. Pictured here from L-R: Roger Sterling, President; George De Andrea; Kirk Niver, Chief Steward and IUE-CWA Staff Rep., Mike Rusinek.*

*ling, President; George De Andrea; Kirk Niver, Chief Steward and IUE-CWA Staff Rep., Mike Rusinek.*



## REGION 7 REPORT

by Ken Ream, Director

Since this is my first report as Region 7 Director, I would like to take a moment for a little personal privilege. First I would like to thank President Clark for bestowing this great honor on me. I only hope that I can live up to the expectations of President Clark, as well as those of the officers and members of our great IUE-CWA Region 7. I am also trying to fill the shoes of the big guy, Willie Thorpe. Willie has moved on to be the Assistant to President Clark. Congratulations Willie! You leave some pretty big shoes to fill. (Actually, everything Willie fills is pretty big.) Thank you for the great job you have done as Director and the job you will do as the Assistant to the President!

Many of you already know me. I came out of Iron City Brewery, IUE-CWA Local 144B. I have been a proud member of the IUE since 1980. I became an officer of the Local in 1981, and the business agent of the Local in 1985. I went on the IUE staff in 1995. In recent years I have had the privilege to meet many of you and your Locals through contract negotiations, arbitrations, and by teaching office and steward training classes. I really am looking forward to working with all of you in the future.

Our Region 7 staff as well as our Locals' officers and members have been very busy recently. As you know all too well, these employers just do not stop. There is constantly another battle right around the corner. Our staff and Local Unions have negotiated and won contracts at Locals 22B, 64 FW, 75 FW, 109, 144B, 706, 643 766, and 775. Through these hard fought labor negotiations, Region 7 and its Locals have helped to protect our members' wages, benefits, and job security in Kentucky, Ohio, Maryland, Tennessee and Pennsylvania. Congratulations to the officers and negotiating committees of these Locals. I would also like to thank our staff reps, Bob Sutton, Joe Katula, and Gary McGuire for their help in getting these agreements. A special thank you goes to Staff Rep, Todd Viars, as well as Local 775 President Billy

Gibbs and his negotiating committee in Dayton, Ohio. They had a particularly hard contract to win. But through a lot of hard work, patience, and perseverance, they brought home a good contract for our members at Local 775.

We have also had a number of arbitrations throughout the Region. I would like to thank Staff Rep, Matt Clark for his expertise in handling many of these cases for us.



*Collective Bargaining Training – November 13, 2013 Attendees – Local 162 Roanoke, VA*



We received word from Local 190 President Rex Rains that the Bekaert Steel Wire plant in Rome, GA has been chosen for a \$23 million revitalization plan. (See article on page 4.) This facility was chosen over all the other non-Union facilities. Congratulations to Rex, the Local 190 officers and members and

staff rep. Gary McGuire. Once again this proves, "America works best when we say UNION YES!"

On November 13, as one of my first duties as Regional Director, I was fortunate to attend a Collective Bargaining training session in Roanoke. Locals 160, 162, 167, 647, and 3603 attended the training, which was hosted by IUE-CWA Local 162 in Roanoke, VA. The class was taught by Region 3 Staff Rep., Keith Sweeney. Keith did his usual outstanding job of teaching the session. I would like to thank President Dwayne Slough and Local 162 for hosting this training and making me and everyone else who attended feel so welcome.

President Clark has always considered the training of his staff, the Local officers, and our members to be of the utmost importance. Please pay close attention to your mail, The Bolt, and the IUE-CWA Website for announcements of future IUE-CWA training opportunities for your Local. Don't forget, the IUE Division meeting in June of 2014 in Orlando, FL for it will have a number of great training opportunities. I look forward to seeing you there!

*Take Care,*  
*Ken Ream*

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## REGION 8 REPORT

by **ROGER DEEL, Director**

Welcome Brothers and Sisters to another column on the members and events of IUE-CWA Region Eight. This is the last column of 2013 and a good time to reflect on the events of this past year. It has been a hectic year for IUE-CWA Locals and Staff in bargaining contracts, arbitration and servicing member and some plant closings. Sadly, we witnessed the plant closing of Chromalloy in Midwest City Oklahoma. This was an older plant where the members had many years of service with the company. We did negotiate a plant closing agreement with some severance benefits but it will never compensate the people who lost their job after many years of service. Unfortunately, the story is too familiar in the manufacturing industry.

On a more positive note, Art Brown and the bargaining committee of IUE-CWA Local 555 just ratified a 5 year Agreement with Ventra Corp. in Fowlerville, Michigan. Among other improvements, that Agreement provides wage increases and gives the employees much more flexibility in vacation scheduling. They also held the line on health care coverage with only modest increases to the employee's share of the premium. Along with Fowlerville, Ventra Corporation employs IUE-CWA members at two other locations, one in Ionia, MI and one in Angola, IN, who have all successfully bargained agreements in 2013. Ventra acquired this company a few years ago and they have continued to grow, hiring almost 400 new people this year. In another negotiation, Ann Hodges and the bargaining committee at Local 303 FW in Rensselaer, IN ratified a 3 year agreement with Sealy Mattress. This plant was recently acquired by Tempur-Pedic, who also owns a shop represented by IUE-CWA Local 262 FW in San Leandro, CA. The new owners have added new employees in San Leandro and I was told they plan to expand the facility in Rensselaer.

Those are only the two most recent contracts ratified at the end of November. All the Staff have been extremely busy this year, negotiating about 20 contracts just here in Region 8. We have also been busy with arbitrations and engaging in community actions to defend against extremist politicians and corporate interests who want to eliminate our right to exist as a labor movement. We recently walked picket in support of the brave Walmart

workers who are fighting for their dignity and for the right to organize. We continue to oppose the Trans Pacific Partnership (TPP) which has been called "NAFTA on steroids" – and for good reason. Negotiated behind closed doors by the governments of a dozen countries (including ours) colluding with corporate interests, this secret "trade" deal (much of which has little to do with actual trade) would grant unprecedented snooping and censorship powers to ISPs, copyright holders, and governments.

You will see more details on this in the CWA News and the IUE-CWA News but you should also check it out on the internet. Go to: [www.stopthetpp.com](http://www.stopthetpp.com) for more information. This will take you to a CWA site that provides more information.

In this column I want to recognize IUE-CWA Local 820 in Moberly, MO. These members manufacture sporting goods for Everlast Manufacturing. Everlast is a well-known brand name in the sporting world, particularly in the boxing world. These members make the boxing gloves, heavy punching bags, speed bags and other boxing related products. They also make the apparel worn by the fighters such as the trunks and robes. If you are in the market for these items please consider Everlast products, some of which are made by our Union brothers and sisters.

If you would like to promote the products you make at your workplace please don't hesitate to contact me at [rdeel@iue-cwa.org](mailto:rdeel@iue-cwa.org) and we can try to get your products include in an edition of the BOLT.

Looking forward to 2014, I expect an extremely busy year. We have 25 contracts scheduled to expire in our Region. Along with contract negotiations, we will continue to fight the attacks from people who want to eradicate Unions and your right to bargain collectively. This is a never ending battle that we must win, and we can as long as we all work together going forward.

For now, enjoy the well-earned holidays that you and the members have bargained in your current collective bargaining agreements. Happy Holidays!!!

*Roger Deel*

Region 8 Director

Proud IUE-CWA member since 1977

## GE CONFERENCE BOARD REPORT

by **BOB SANTAMOR, Chairman**



*I recently received this great report from Brent Easton, Local 901, that I would like to share with you:*

There are a lot of things that we take pride in when it comes to our IUE-CWA Local 901 membership body in Fort Wayne, Indiana; but one of the primary things that sticks out the most is how our members join and come together in caring for one another for a common cause.

Over the course of a given year, we have done collections for our disabled veterans through VFW Buddy Poppy Drives, Community Harvest Food Bank Collections, and have adopted families for Christmas through our Local Salvation Army.

When our own Union members have been hit with serious health conditions, other Union members have stepped up to the plate and have worked to put benefit dinners on or have fundraisers to attempt to raise money to help offset some of the medical costs that individual and their family may experience.

However, one of the most heart-warming things that we have done recently is something that one of our own Union members, Bridget Fravel, asked to put together and took ownership of. As soon as she heard about it, Keyana Brooks, a dedicated member of our Charity Committee also joined in to assist to help out the cause. The following story was an opportunity for our members to rise to the occasion and show that we all understand just how big of a blessing the gift of life is.



Ryan Beining, an 8-year old child from Kokomo, who is battling cancer, is taking comfort from thousands of Christmas cards sent to him from around the world.

Ryan Beining's family learned last month that treatments were no longer slowing the growth of his aggressive brain tumor. So they decided to make the most of their time together, including putting up

their Christmas tree early because Ryan loves the holiday.

Teachers at Taylor Intermediate School launched a plan to get Christmas cards to Ryan. Word of the idea hit the Internet, and the family has received 6,000 Christmas cards from nearly every state, and as far away as England and China.

Ryan's mom, Anita Beining, says reading the cards has become part of the family's daily routine. If you would like to send him one on your own, send it to [Ryan's Rally c/o Taylor Intermediate School, 3700 E. 300 South, Kokomo, IN 46902](mailto:Ryan's Rally c/o Taylor Intermediate School, 3700 E. 300 South, Kokomo, IN 46902).



A very special thanks goes out to Bridget Fravel (pictured on the left) who helped raise awareness of the situation with Ryan Beining

which tugged on our members' heart-strings. She was able to show just what it means about the importance of caring for one another and the reason for the season. This also helped give our Union members another opportunity to show the strength of being united and coming together for a common cause. Our Union members wrote over 150 cards. We had a total of 254 total Christmas cards that were written and sent to Ryan and his family.

In addition to Bridget bringing this situation to our attention, Keyana Brooks (pictured on the right above), took the initiative to talk with her nephew's (Devin Brooks) principal at the local Prince Chapman Academy. Principal Thelma Green brought the issue to the school's art teacher, Mrs. Keefe, and instantaneously it took off. We were delivered over 100 cards from the children of the school in support of Ryan Beining.

It is amazing and rewarding to see how our Union members can work with community leaders such as Thelma Green and Mrs. Keefe to do something for such a great cause. We are blessed to have the group of Union members we have as well as schools like Prince Chapman Academy in our community.

Happy Holidays!

*Brent Easton*

Local 901

**What's going on at your Local? Send us your story! Send us your quality pictures! [thebolt@iue-cwa.org](mailto:thebolt@iue-cwa.org)**

# RETIREE NEWS & INFORMATION

Keith Bailey • Kim Short • Larry Badgett



## FRAUD! What to look for, What to say...

Even if you have never been subjected to an investment fraudster's sales pitch, you probably know someone who has. Remember, fraudster's tend to go "where the money is" – and that means targeting older Americans who are nearing or already in retirement. Fraudster's also have in their sites the millions of Baby Boomers who have been accumulating sizeable retirement nest eggs through company 401(k) plans and personal accounts. But anyone can be a victim of investment fraud. You can never be too young to become a smart investor.

We've all heard the line, "If it sounds too good to be true, it probably is." Great advice, but the trick figuring out when "good" becomes "too good." There's no bright line. Investment fraudsters make their living by making sure the deals they try to sell appear both good and true.

Some of their common tactics include:

- The "Phantom Riches" tactic – dangling the prospect of wealth, enticing you with something you want but can't have. "These gas wells are guaranteed to produce \$6800 a month in income."
- The "Source Credibility" tactic – trying to build credibility by claiming to be with a reputable firm, or to have special credential or experience. Believe me, as a senior vice president of XYZ Firm, I would never sell an investment that doesn't produce."
- The "Social Consensus" tactic – leading you to believe that other savvy investors have already invested. "This is how \_\_\_\_\_ got his start. I know it's a lot of money, but I'm in and so is my mom and half of her church, and it's worth every dime."
- The "Reciprocity" tactic – offering to do you a small favor for you in return for a big favor. "I'll give you a break on my commission if you buy now – half off."
- The Scarcity tactic – creating a false sense of urgency by claiming limited supply. "There are only two units left, so I'd sign today if I were you."

If these tactics sound familiar, it's because legitimate marketers use them too. But one key difference is that real deals will be there tomorrow. Here are three strategies you can use to help distinguish good offers from bad ones:

1. Practice saying "No." Simply tell the person, "I'm sorry, I'm not interested. Thank you." Or tell anyone who pressures you, "I never make investing decisions without first contacting my \_\_\_\_\_. I will contact you if I am still interested."
2. Turn the tables and start asking questions. A legitimate investment professional must be properly licensed, and his or her firm must be registered with the Financial Industry Regulatory Authority (FINRA), the Securities and Exchange Commission (SEC), or a state securities regulator. Companies must register their securities with the SEC before they can sell to the public. ASK: \*Are you or your firm registered with FINRA? \*Are you registered with the SEC? \*Are you registered with a state securities regulator? Which ones? You can verify their answers by checking FINRA Broker Check, 1-(800)-289-9999.
3. Talk to someone first. Be extremely skeptical if the person promoting the deal says, "Don't tell anyone else about this deal!" a legitimate investment professional won't ask you to keep secrets. ⚡

If you feel you have been defrauded or treated unfairly here's where you can call for help: FINRA Complaints and Tips, [www.finra.org](http://www.finra.org) complaint. Securities and Exchange Commission (SEC) Office of Investor Education and Advocacy 1-800-SEC-0330. State Securities Regulator 1-202-737-0900. You can also find your broker and his/her credentials and background by calling FINRA Broker Check at 1-800-289-9999.

Happy Holidays and Happy New Years, Keith Bailey



## RETIREE BENEFITS UPDATE

### Happy Holidays to all of our members and their families!

This article is geared to our GM/Delphi Retired members who are turning 62 and who are not already on Social Security due to disability. As many of you know, our Retired GM/Delphi members who retire before the age of 62 are given a Social Security Supplement added to their Vested Pension.

Once a member turns 62 and one month and is "eligible" for Social Security, GM will take away that supplement whether the member files for social security or not! NOTE: "Eligible" means that if you are working or for whatever reasons decide not to apply for your social security benefits, your supplement will still cease at the time you reach the 62 and one month date. NOTE: you are NOT entitled to both, a social security supplement and Social Security.

Social Security suggests that members who want to draw their social security file about 3 months ahead of their 62nd birthday. You can go to a local Social Security office in your area, you can apply online at [www.socialsecurityadmin.gov](http://www.socialsecurityadmin.gov) or you may call social security at 1-800-772-1213. Any member who may be divorced will need the dates of marriage and dates of all or any divorce agreements at the time of filing

When you are getting ready to file, keep in mind that GM pays your supplement at 62 and one month, for example: if your birthday is July 10th, you will get your full pension check for July and a full pension check for August. The supplement will be removed as of the first of September, at which time you should have applied (if you so choose) for your social security and that month you would receive your decreased monthly pension check and your Social Security check to which should bring your pay back up close to the pension amount you were receiving. Please keep in mind everyone's social security amount is different!

Members who go on Social Security disability before the age of 62 will have their pension checks reduced as of the date they are deemed disabled from social security. Once again, you cannot receive the social security supplement and social security!

As GM pays pensions on the 1st of every month for that month, Social Security pays a month behind. If you follow the example, in the month of September this member would receive their reduced monthly pension check on September 1st and their social security check in that month would actually be pay for August. That is the reason GM pays the supplement an extra month after turning 62.

I hope this helps to clear up any confusion our members may have with regards to how this process works! If you still should have any questions, please feel free to contact me at 937 224 5217 my hours are typically Monday through Friday 8:00 to 4:00 p.m. (EST).

Sincerely,  
Kim Short  
Retiree Union Benefit Rep.

**IUE-CWA**

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