

IUE-CWA NEWS

THE BOLT

VOLUME 65 ISSUE 1 • SPRING EDITION 2014

DIVISION NEWS

See inside this edition for important information about your local 2014 officer elections

Election Notices



It has been a long, cold winter in much of the country. I hope you have all been keeping warm. The good news is that spring is right around the corner! Throughout the winter, we have kept up the fight against the Transpacific Trade Pact (TPP) that would decimate our jobs and put our families at risk. Even though the fight is not over, I want to thank all of the Local officers and members who have worked to collect post cards and make calls to their congressional representatives to tell them to VOTE NO ON FAST TRACK FOR TPP! If we can defeat the move to fast track this legislation through congress, we can defeat it altogether!

On June 19th, we will be having our annual Division Meeting. This year's theme is **IUE: Inspired - Unified - Engaged!** This theme is a testament to our past and shines a light on our bright future. We are going to have a great meeting! The call letters should have reached you by now. I encourage ALL locals to send officers to this meeting. There will be important training opportunities and information sharing. In order to help our Locals attend, we are subsidizing a portion of the locals' hotel costs. Part of being a fully functioning local under the CWA Constitution includes attending Division meetings. Please attend!

IUE-CWA

INSPIRED UNIFIED ENGAGED

THE 2014 IUE-CWA DIVISION MEETING
JUNE 19-21 • ORLANDO, FLORIDA

There will be training for Local Presidents, Secretary-Treasurers and Chief Stewards., as well as a Next Generation get-together and an IUE Mentorship program meeting.

We have kicked off our **21st Century Local** program, under the stewardship of Region-

al Director Roger Deel. This program is designed to recognize Locals who meet and exceed the CWA Fully Functioning Local requirements per the CWA Constitution and Fully Functioning Local Resolution passed at the 2013 Convention. Roger

will be assisting the staff representatives in getting all IUE-CWA Locals into compliance. You will hear more about the **21st Century Local** program at the Division meeting in June.

In this edition of The Bolt, we have begun to print Election Notices for the Fall 2014 Local Officer Elections. Please make certain that your Local has the correct number of Local officers under the CWA Constitution. Now is the time to get into compliance!

Finally, join us in honoring our fallen brothers and sisters on Worker's Memorial Day in April. We at IUE continually strive to improve health and safety conditions in our facilities. A safer workplace and the freedom to speak out about safety concerns is one of the important benefits of belonging to a union. Watch our Facebook page and website for Worker's Memorial Day information.

Be safe, be well, and keep fighting the good fight!

In Unity,

Jim Clark
President



Remembering Lost Workers on International Workers' Memorial Day April 28

For Workers' Memorial Day, IUE-CWA Notes that Effective Health & Safety Committees' Save Lives and Prevent Injuries

For International Workers' Memorial Day, IUE-CWA extends sympathies to the families, friends, and co-workers of those workers around the world who lost their lives this past year due to on-the-job incidents. We urge businesses and workers to develop and implement effective health and safety committees.

In 1989, April 28th was first commemorated as Workers' Memorial Day in America to remember and honor those workers killed, disabled, or injured on the job. This day was chosen because it is the anniversary of the Occupational Safety and Health Act (OSHA). The very first Workers Memorial Day was observed in Canada on April 28, 1984. Today, labor unions, employers, community groups and others around the world mark April 28th as an International Day of Mourning.

IUE-CWA recognizes the many positive benefits that effective occupational safety and health programs provide to a company's em-

ployees, reputation and longevity. Effective health and safety committees work to make sure everyone who goes to work leaves work injury and illness free, returning home every day. The primary responsibility of the committee is to develop comprehensive safety programs to assess workplace hazards for elimination/minimization of worker exposure and company exposure helping ensure continued employment for all.

"The good news is that there has been no loss of life of any IUE-CWA represented workers in the past twelve months," said Debra Fisher, Coordinator of the IUE-CWA Health and Safety Program. "After the loss of three members over the past two years, we have worked with our businesses encouraging each to implement safety as a core value. We want to do whatever it takes to prevent workplace fatalities."

Last year, President Jim Clark announced a partnership with experts from LJB, Inc., and led our *Prevent Falls, Protect Life Campaign* to prevent deadly falls in the workplace and to make sure no other IUE-CWA member families suffer the pain of losing a loved one because of a preventable fall injury.

The campaign focused awareness among our members, their employers, and communities related to the hazards of falls. Recognizing that this hazard remains, we encourage continued emphasis on assessing your workplaces for fall risks, communicating those recognized risks, and continued educating on fall prevention.

Our Local safety committees are extremely important and are encouraged to continue to measure workplace safety programs on a prevention performance proactive basis and not on failures. We want to stress to all members the importance of being safe at work and sharing lessons learned and resources within your communities.

We ask Locals and their represented companies to join this year in reflecting on the successes gained in addressing workplace hazards and challenges that are still ahead. Past events to mark the day have included a moment of silence at a workplace, distribution of ribbon pins, a memorial ceremony, or simply distributing educational information to raise awareness about the importance of workplace safety.



IN THIS ISSUE

FEATURED ARTICLES

- IUE DIVISIONAL MEETING
- PRESIDENT JIM CLARK •
- WORKERS' MEMORIAL DAY
- SOCIAL MEDIA RISKS!
- LEAN SUCCESS STORIES
- MENTORSHIP PROGRAM
- GOOD JOBS GREEN JOBS
- BLAME THE WORKER PROGRAM?
- GAINING GROUND ON TPP
- CELEBRATING WOMEN IN LABOR!

DEPARTMENTS

- YOUR LOCAL NEWS •
- YOUR REGIONAL DIRECTORS •
- LEGAL UPDATE •
- HIDDEN BOLT WINNERS •
- RETIREES BENEFITS •

Social Media comes with its own set of risks!

Social media platforms like Facebook, Twitter, websites, and blogs have provided a great new method for our locals and union activists to get their messages out to co-workers and the general public. On the other hand, social media comes with its own set of risks for employees. We've recently seen a number of cases of IUE-CWA members disciplined or discharged for their online actions. This article provides a couple of quick tips and a general overview of the law with respect to workers, employers, and the internet. We can only hope to scratch the surface of this emerging issue here, so please contact your steward if you have concerns.

1) [Internet speech about workplace terms and conditions may be protected by labor law in some cases.](#)

Section 7 of the National Labor Relations Act (NLRA) gives employees the right to act together to try to improve their pay and working conditions, with or without a union. Acting together in this way is called "protected concerted activity." Where employees are fired, suspended, or otherwise penalized for taking part in protected concerted activity, the employer violates provisions of Section 8(a) of the NLRA. When employees utilize social media to discuss or complain about the terms and conditions at work, they may be protected by the NLRA. The Labor Board will ask three general questions to see if there is protection:

a) [Is the activity concerted?](#) Generally, this requires two or more employees acting together to improve wages or working conditions, but the action of a single employee may be "concerted" if he or she involves co-workers before acting, or acts on behalf of others. So, in the online context, in order to be protected, the employee must either discuss the post with coworkers in person, have at least one coworker substantively comment on the post, or the post language must clearly be intended to spur coworkers to action (for example: "Hey, co-workers, what do you think?" or "Let's all go talk to management about this.").

b) [Does it seek to benefit other employees?](#) Employees have the most protection when an online post is about pay, hours, safety, workload, or other terms of employment that benefit more than just the employee taking action. Personal gripes that affect only you are generally not protected (for example: I hate my supervisor. Who does he think he is to talk to me like that!)

c) [Has it lost protection because of content?](#) Reckless or malicious social media posts, such as those threatening violence or sabotage (even if there doesn't appear to be a reasonable likelihood of ability to carry out the act), those that disparage a product or service of the employer, attacks on personal characteristics of individual of managers or co-workers, or posts that reveal trade secrets are generally not protected by the act (for

example: "Management is cheap and doesn't care that the products we make are flimsy," or "If my boss disrespects us one more time, he better watch himself outside of work.").

So think before you post, and be sure you're not putting your job in jeopardy just to vent online.

2) [Don't assume that your post is private or that your employer can't discipline you because you posted on your own time.](#)

IUE-CWA staff has recently seen a number of cases where employees were disciplined or discharged for posting threats or unprotected disparaging posts on Facebook. In many of these cases, the employee used a privacy setting that they thought would prevent their employer from seeing the post, or they posted in a message board or group that they didn't think their employer would find. Remember, once you post something on the internet, you lose control over who sees it. Emails can be forwarded, Facebook posts can be shared, and anyone who has access to the post can take a "screen shot" and forward it to management. Also remember that your work-issued email address and work-issued computers or devices remain the property of your employer, and they can be searched or confiscated.

As long as they don't make rules that prohibit or chill protected concerted activity (see above), employers are allowed to make rules that prohibit employees from posting disparaging or threatening things about work, or posting in ways that might embarrass or reflect badly on the employer. You can be disciplined for posts you make, even on your own time. Employers may also use your social media postings as evidence in grievances or arbitrations. For example, if you're on an FMLA leave but your employer finds photos posted on Facebook that show you on the beach during the time you claimed you were caring for a seriously ill family member, your local will have a hard time making a case to protect you.


We encourage members to use caution when posting about work. The Internet can be a valuable tool for organizing and mobilizing co-workers to stand up for fair treatment and conditions at work, but abusive or threatening venting, personal attacks and public disparagement of products and services online can get you into hot water, just as they would in person or traditional media.



Think before you post!

**By Lela Klein
IUE-CWA Attorney**

• Find the *HIDDEN* Bolt Contest • 2 Winners will receive an IUE-CWA 16 oz. Kircher Stainless Steel hot/cold Thermos!

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 Kircher Stainless Steel Thermos! Deadline for submissions is April 18th.

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

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!

IUE-CWA Rolling Duffel Bag Grand Prize winners:

Stanley Mlodzianowski, Schenectady, NY

Two runner-ups were drawn, who won Long Sleeve IUE-CWA T-Shirts:

Karine Davis, Fort Wayne, IN • Brian Stephens, Syracuse, NY

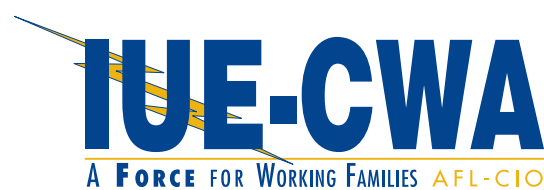
6 in 1 Engraved Screwdrivers:

James Neff, Xenia, OH • Elaine Henderson, Dayton, OH

IUE-CWA Travel First-Aid Kit:

Viola Ferguson, Louisville, KY • Thomas Inguagiato, Rochester, NY

Sharon Chisholm, Arkansas City, KS



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

JIM CLARK
President

ROGER DEEL
Director, Region 8

PENNY FRANKLIN
At-Large, Region 7

JOE GIFFI
Director, Region 3

TONY HAYES
At-Large, Region 8

JOHN LEWIS
Chair, Trustee

BOB SANTAMOR
Chairman, GE and
Aerospace
Conference Board

BRIAN SULLIVAN
At-Large, Region 3

KEN REAM
Director, Region 7

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.

Postmaster: For address changes write CWA: 501 Third St. N.W., Washington D.C. 20001-2797



The Labor Movement and Black History Month

In honor of February being Black History month, we want to highlight the tremendous contributions of African American leaders to the labor movement. Historically, African Americans and other minorities were excluded from organized labor, but the fearless persistence of many individuals helped to break down barriers to inclusion.

Our movement must strive to incorporate diversity at every level of our unions, from the shop floor to the international level. To commemorate Black History Month, the IUE Mentees were charged with researching a current African American leader in the labor movement. Here are a few of the labor leaders they told us they were inspired by:



Loretta Johnson,
Secretary
Treasurer,
AFT



Diann Woodward,
President,
AFSA



William Lucy,
Secretary
Treasurer,
AFSCME



IUE-CWA Leaders

Carl Kennebrew, President of IUE-CWA Local 755, (pictured) has been appointed to the CWA Civil Rights Committee in January. Penny Franklin, President of IUE Local 160 and Evelyn Evans, President of IUE Local 381 are leading the IUE-CWA Diversity Committee.

LEAN HIGH PERFORMANCE WORK ENVIRONMENT

LOCAL 761 • LOUISVILLE, KY

By now most of you have heard about the revitalization of American manufacturing at one of our very own IUE-CWA plants in Louisville, Kentucky. You may not know that the IUE-CWA Lean High Performance Team played an instrumental role in this incredible resurgence. Lean manufacturing principles were used to transform the business at Appliance Park by fostering a spirit of collaboration between management and Local 761 Union Leadership under President Jerry Carney. When asked about using Lean to help transform Appliance Park, President Carney stated, "It took a collaborative effort and our member's willingness to change, sacrifices made, along with Lean Manufacturing and President Clark's vision for the future."

Lean was first introduced to management and Local 761 leadership in 2008 at a time when the facility was on its deathbed. Employment numbers for hourly union members was down to 1,600. Upper management had decided to try sell or close the facility, putting all 1,600 union members at risk of losing their jobs. The future was bleak to say the least.

After meeting with IUE-CWA Lean High Performance Workforce facilitator Michael Mayes and his team, both the company and President Jerry Carney agreed it was the right thing to do for the facility. President Carney knew that politically, developing Lean at the facility could be an unpopular decision with some of the union membership. However, with the support of the International Union and Local leadership training of union and management employees in Lean manufacturing principles, that resistance eventually became support. That support provided the opportunity for change, which helped turn the facility around to start making a profit again.

Management and union Leadership agreed to work together to foster a partnership centered around Lean principles of waste elimination and to work as a team to solve problems at the floor level, believing in the Lean Philosophy that the union members were the best resource to implement these Lean principles. Things started falling into place quickly because IUE-CWA International, as well as the Local President Jerry Carney, understood the need to shift their focus to helping companies like GE keep jobs here in the United States. "In the past when GE cut costs, that meant a job loss not only at Appliance Park in Louisville, but Kentucky and the United States, and that job was gone forever. Lean allowed us to keep our doors open, and therefore keep jobs," commented Jerry Carney President of Local 761.

Due in part to IUE's work, General Electric made the decision to invest in the appliance business instead of selling it. The company invested over \$800 million at the Louisville facility. Since that time the union membership at Local 761 has continued to grow: from 1,600 in 2008 to 3,800 currently. When referring to the company's decision to invest, President Jerry Carney said, "When I met with the CEO of GE in 2009, he told me because of the adoption of Lean and the union's willingness to do whatever it takes to secure jobs, corporate was going to take a second look at Appliance Park and consider investing back into the plant." That's the story of how Lean High Performance has helped keep and grow jobs at Appliance Park in Louisville, KY.

Election Notices Deadlines!

2014 is a Local Officer Election year. You should have already received the necessary forms for your local to submit, in order to utilize the IUE-CWA News to meet the federally mandated requirement for notifying your membership of election dates, times and locations. Locals choosing not to utilize the IUE-CWA News for this purpose will have to send election notices by mail to each member at least fifteen days prior to the local election (per the U.S. Department of Labor). Please include a run-off election date to avoid having to mail to your members notices in the event that a run-off vote would be necessary per the DOL and the CWA Constitution. Here is the IUE News schedule for 2014

with the deadlines for your locals to submit notices to IUE-CWA NEWS:

Summer Edition

Submission Deadline: 6/15/2014

For Elections Between:

9/1/14 – 10/21/2014

Fall Edition

Submission Deadline: 9/18/2014

For Elections Between: 10/22/14 – 12/31/2014

You can also fax forms to the IUE Communications Department at 937-298-2636 or mail to IUE-CWA Communications Department, 2701 Dryden Road, Dayton, OH 45439. Forms can also be submitted via e-mail to: thebolt@cwa-union.org.

New Officers

Local 329 (Gaine, PA)

President: Douglas Schoegel

Steward (1st Shift): Rae-Ann Dingman

Steward (2nd Shift): Brad Proctor

Local 248 (Jericho, VT)

President/Chief Steward: Ronald M. Brugnoche

VP, Treasurer, Financial/Recording Secretary, Trustee: Gus Kline

Local 303 (Albany, NY)

President: Todd Smith

Vice-President: Ernest Somogy

Recording Secretary: Barry Newman

Chief Steward: Ray Dean

Electrical Steward: Casey Cardwell

Mechanical Steward: Dan Stultz

Nominations & Elections Notice

IUE-CWA Local 761

Nominations Date/Time: October 14, 2014; 12:15 p.m.- 3:15p.m. till adjournment

Place: IUE-CWA Local 761, 5153 Poplar Level Rd., Louisville, KY 40219

Election Date/Time: October 28, 2014; 5:00 a.m.- 5:00 p.m.

Place: Appliance Park, Member's Manufacturing Department, Louisville, KY 40225
Officers to be Elected: President, Vice-President/Financial Secretary, Recording Secretary, (3) Trustees, Sergeant-at-Arms, (7) Chief Stewards: Home Laundry, AP2-AP4-PSO, Dishwashers, Refrigeration, Warehouse, Skilled Trades, GE Energy Services

Run-Off Election (if needed) Date/Time: October 30, 2014; 5:00 a.m.-5:p.m.

Place: Appliance Park, Member's Manufacturing Department, Louisville, KY 40225

IUE-CWA Local 447

Nominations Date/Time: November 13, 2014; 4:00 p.m.- 4:45.m. till adjournment

Place: IUE-CWA Local 447, Washington Ave, Nutleg, N.J.

Election Date/Time: December 10, 2014; 7:00 a.m.- 4:00 p.m.

Place: 77 River Road, Clifton, N.J.

Officers to be Elected: President, Vice-President, Financial Secretary, (4) Trustees, (2) Executive Board, (2) Sergeant-at-Arms, (2) Chief Stewards

Save the Date

2014 CWA Legislative Conference

CWA will be holding the 2014 Legislative-Political Conference from 1 p.m. on Tuesday, May 6, through Wednesday, May 7th at the Hilton Washington.

• 1919 Connecticut Ave, NW, in Washington, D.C. •

The CWA President's meeting will take place following the conference on Thursday, May 8, 2014 beginning at 9 a.m.

Online registrations and additional information will be available at a later date.

YOUR LOCAL NEWS

IUE-CWA Locals Amalgamating to Better Serve the Members

Amalgamating can be a very positive change for smaller locals. When small locals initially start thinking about the process, they usually have concerns about officer positions merging, stipends for officers, losing control, and taking on extra work. The reality is that all of those issues can be handled smoothly in the merger agreement, and joining two locals together can create one bigger, more experienced, powerful, and financially solvent local union. For example, recently two Connecticut Locals merged: Local 266 at "SPX Precision Components" in Newington, CT. and Local 281 at "The Gray and Prior Machine Company" in Bloomfield, CT. All of the officers are excited to be working together to better serve their members. In Indian Orchard, Massachusetts, Local 288 under President Dave Gamache is now expanding to include Local 284. If your local is interested in exploring a merger with another local, contact your IUE-CWA Staff Rep and we will do whatever we can to help you find a merger solution that works for you!

LOCAL 106 • Baltimore, MD

2014 has been busy for our members. The government finally released the funds for seven more Aegis ships and 1 Aegis Ashore in mid-January. Aegis has been the main stay of our location here in Moorestown for over 25 years and our members have been building a radar system that has protected the Navy fleet and now our shores here at home and abroad. We just recently celebrated the shipment of our 400th antenna system to the customer. This is all great news for us considering budget cuts, sequestration etc. Our members are ready to rock n roll, and we are anticipating some call backs of our displaced members on lay off.



We are starting to accept applications for our annual Scholarship Program. Local 106 offers up to five scholarships of \$2,000 each for children and grandchildren of our members. We like to "give back" to the next generation of leaders. It's feels good to give these young men and women a good start to their college experience. The applicants are required to write an essay on the importance of unions.

Our Executive Board's goal is to increase membership involvement in all aspects of our Local union. We have created a website with lots of info for our members. We have created a monthly General Membership raffle to get more members to attend meetings.

We are starting to accept applications for our annual Scholarship Program.

DMAX, Ltd., will invest \$60 million to make design changes that meet future emissions requirements. The investment retains approximately 500 IUE-CWA Local 755 jobs.

Established in 1998, Local 755 members have produced almost 1.6 million engines since opening in 2000.

"Today's announcement demonstrates GM's commitment to continuously invest in technologies that reduce the impact of our vehicles on the environment," said GM North America Manufacturing Manager Christine Sitek, "This invest-

LOCAL 75FW Baltimore, MD

Local Working to Build Unity

IUE-CWA Local 75FW furniture workers in Baltimore, Maryland, under President Don Harris and Vice President Brian Harris have started a monthly local newsletter called "OUR WORLD-OUR LIFE-OUR FUTURE." In their January 2014 issue, they reported on their annual cook-out and Children's Christmas Party in 2013, and honored eight union brothers and sister who retired in 2013: Leo Karopchinsky, Rudy Davis, Michael Kemmer, James Jones, Florence McCauley, Henry Russell, Louis Berry and Wilmer Speaks. Their newsletter also has a sports section, a birthday corner, a upcoming events, and they are hoping to expand with reports from within the plant. IUE-CWA applauds Local 75FW for moving forward and taking steps to build unity at their location! Great job!

We had great success in membership calls to our elected officials to stop FASTTRACK and TPP. All of our shop stewards and Executive board members got the word out quickly. There wasn't much "I'll call later" as everyone was urged to "call now." Our members are also posting on Facebook from the Expose TPP site. We're trying to get the word out that "TPP only helps corporations, not the middle class or the environment!"



This year we and our sister Union, Local 320, will be negotiating a new contract in July and we are looking forward to working with our Conference Board to secure for our members the best contract we can. We recently handed a survey to our memberships regarding contract negotiations and the response has been great. We're asking our members what is important to them and what needs to be changed. I have offered a prize of a \$25 gift card to the member who designs a tee shirt slogan for our contract negotiation tee shirts. We wear them every Friday during negotiations and we have just about 100% participation. It shows unity and strength and sends a positive message. That's what we want!

LOCAL 755 • Moraine, OH

ment represents a vote of confidence in our employees and IUE-CWA Local 755, who have consistently demonstrated their commitment and dedication to building the best diesel engine possible."

DMAX is home to the proven Duramax 6.6L Turbo Diesel engine used in the Chevrolet Silverado and GMC Sierra. The current Duramax is SAE certified at 397 horsepower at 3,000 rpm and 765 lb-ft of torque at a low 1,600 rpm. All Duramax engines include a high-pressure (30,000 psi/2,000 bar) Piezo-actuated fuel system for greater fuel efficiency, improved performance and reduced emissions.



Top GM & DMAX Management stand united with IUE-CWA Interenational & Local 755 union representatives showing their team concept slogan "You are the key."

LOCAL 711 • Gadsden, AL

Canned food drive was hosted by the IUE-CWA Local 711

At top left, Brayden Bolton shares a laugh with Santa Claus during a canned food drive to benefit needy area families in Gadsden, Alabama. December 14, 2013. The event was hosted by IUE-CWA local 711



and was supported by many local members of USW Local 12, Alabama AFL-CIO, Pipe Liners Local 798, IBEW Local 498, Plumbers and Steamfitters Local 498, IBEW Local 136 and local fire fighters.

At bottom left, Kayleena Melson has her face painted by Kim Denson.

At left, Mary Oliver drops off some canned foods. (Dave Hyatt, Gadsden Times)

LOCAL 704 • Bucyrus, OH



The Holiday Season is brighter this year because of the efforts of IUE-CWA Local 84704 whose member work at the GE Lamp Plant in Bucyrus. Local 704 holds yearly fund-raisers to raise money for the Crawford County needy. The big event every year is the Annual Hog Roast. The 2013 Hog Roast was held at VFW 8999 in Bucyrus with nearly 200 people attending. The evening included raffles, a 50/50, a live auction with Auctioneer Tom Brause, and was DJ'd by 704's Brian Bradley. "I'm grateful for all the people who helped that night! The evening went smoothly and we couldn't have done it without every one of them," said Susan Groves, Event Chairperson

Beginning in early summer, Hog Roast. Members Susan Groves, Becky Striker, and Becky Mills went door to door to local businesses asking for raffle donations. Area businesses were very generous.

This year, Co-Chair Bev Brause arranged

for the donation of the hog from those her family raises. Bev collects items for the raffles and auction all year long; she also set up a Bake & Craft Sale at the plant. Member Kevin Heydinger and his family roasted the hog, an all-day process, starting at 6am the day before. Meal Co-Chairs, Bev Brause and Cindy Roop set up all of the food for the Hog Roast Dinner and desserts were donated by members of the local. Approximately \$5000 was collected for the charity account over the year, most of which is being divided between the Bucyrus Backpack Program, Crawford County Help Me Grow, and the Lighthouse Homeless Shelter. "There is such a wonderful feeling to know that we are doing something to help those in need, especially at this time of year. It's the best feeling in the world! It's what keeps me helping with these events year after year. It's something every Member of our Union should be proud to be a part of." -Susan Groves, Event Chairperson



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

HEALTH & SAFETY

Blame The Worker Programs - Also Know As: Behavior-Based Safety!

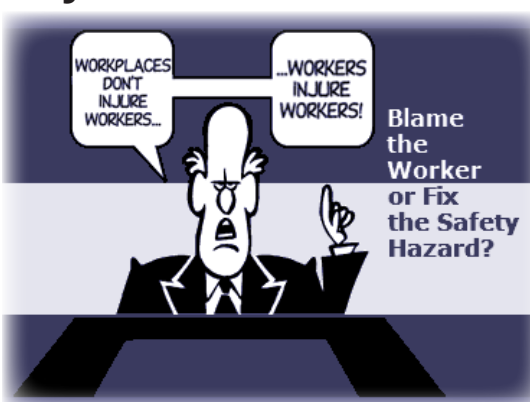
Has your company jumped on the "Blame the Worker" Train? Many worksites are putting blame on employees who have experienced an occupational workplace injury or illness. Blame-the-worker programs are all too common, and they are harmful for workplace health and safety.

As we all know our workplaces have changed over the years through downsizing, restructuring, long hours, and job combinations. These ups and downs have caused many workplaces to experience increased injury rates bringing higher insurance costs, workers compensation premiums, and increasing their risk of having an OSHA inspection. This restructuring is contributing to workplace injury, illness and stress. Instead of evaluating the work restructuring and making modifications to their quality management programs, many of our employers are using the cat mouse game—hide the injuries.

What's happening in your facility? Behavior-based safety (BBS) programs and practices focus on worker behavior as the cause of injuries and illnesses rather than on the real

culprit—workplace hazards. Some common ways to spot a blame program may include:

- Safety incentive programs where workers receive prizes or rewards when they don't report work-related injuries
- Injury discipline policies where workers are threatened with or receive discipline (including termination) when they do report injuries
- Workplace signs that track the number of hours or days without a lost-time or recordable injury, which encourages numbers games
- Other posters, like those stuck to washroom mirrors stating, "You are looking at the person most responsible for your safety."
- Programs where workers observe co-workers and record their "safe behaviors" or "unsafe acts." This focuses attention away



from hazards and reinforces the myth that injuries result from bad behavior rather than hazardous conditions.

In order for there to be a workplace injury or illness, there must be a hazard. A union approach to reducing injuries and illnesses is to identify, eliminate, reduce, and prevent hazards. A behavior-based approach, on the other hand, drives both injury reporting and hazard reporting underground. When a job injury or illness is reported, the hazard causing it can be identified and addressed. If injuries aren't reported, hazards go unaddressed—and injured workers may not get the care they need.

It's hard enough to get the hazards fixed that we know about. It's impossible to fix hazards we don't know about.

The first step is educating members about these programs and building solidarity around the need to end them. Locals whose employers are covered by the NLRA or similar labor law should use their bargaining rights to block unilateral implementation of these programs, as health and safety is a mandatory subject of bargaining.

Locals whose workplaces are covered by OSHA can use a provision in OSHA's Recordkeeping Rule: it is an OSHA violation to discriminate against workers for exercising their right to report injuries. When workers lose prizes or receive automatic discipline for reporting injuries, this can be illegal discrimination under 29 CFR 1904.36 and Section 11(c) of the OSH Act.



Debra Fisher is the Health and Safety Coordinator for the IUE-CWA. Have additional questions, training requests, or stories to share?

Contact her at dfisher@iue-cwa.org

TRAINING OPPORTUNITIES

Learn more on confronting Behavior-Based Safety programs and The Union Approach to Health and Safety at the 2014 IUE-CWA Division Meeting & Training.

Unable to attend the June training—we can set up a training at your local. Union Trainers and materials are provided at no costs to your local. Lost time wages may also be available.

UNION STRONG GOOD JOBS GREEN JOBS CONFERENCE



IUE-CWA Members at the Blue Green Alliance Green Jobs Conference in Washington, DC

IUE-CWA had a strong presence at the Blue Green Alliance's 2014 Good Jobs Green Jobs Conference in Washington, DC on February 10th and 11th, led by President Jim Clark. The IUE Energy Treasure Hunt/LEAN Program tradeshow booth was on display, manned by Energy Treasure Hunt Coordinator Bill Draves, Treasure Hunt Team member Ken Hess (Local 800FW) and LEAN Program Leader Mike Mayes. IUE-CWA Local 761 Team Leader John Wachter participated in a panel on "The Efficiency Edge" about the successes Local 761 President Jerry Carney has had in implementing LEAN and bringing new product into the GE Louisville facility. CWA Local 7304 President John Desm lent his expertise to a panel on

public transit funds and American jobs, sponsored by Jobs to Move America. Also attending the conference for IUE-CWA were IUE-CWA Health and Safety Coordinator Debra Fisher, Community Engagement Coordinator Heather Atkinson, Administrative Director Laura Hagan, Carl Kennebrew and Business agent Kaine Goodwin from Local 755, Wayne Cupp from Local 765, Dale McGilvary and Mark Chrillo from Local 1101, Nick Nicholson and Bruce Hereford from Local 1114, and IUE Next Generation Committee Chair Richard Shorter from Local 162. Everyone in attendance was energized by the inspiring programs designed to grow manufacturing jobs in America while protecting the environment for future generations.

Launching the First Class of the IUE Mentorship Program

They came by plane and car, traveling from as close as the next town over, from as far away as Texas and Wisconsin. They braved delays, icy roads and even canceled flights. On January 9th and 10th, twenty five IUE-CWA members from all over the country assembled in snowy Dayton, Ohio for the orientation meeting for our union's first mentorship program.

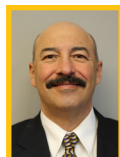
Eleven of these brave travelers were Mentees, newer members selected from a competitive group of applicants to participate in a yearlong training curriculum that will expose them to our union at the national level, as well as to the labor movement as a whole. Another eleven were the Mentors, experienced local leaders and staff who will guide the mentees through their learning journey. And three were Peer Leaders, newer members selected because they have already

shown tremendous leadership capacity and commitment.

The group was welcomed to Dayton by IUE-CWA President Jim Clark, who talked about the importance of engaging the next generation of labor leaders, and shared stories of his own early days as a union leader. The group was also addressed by CWA Secretary Treasurer Annie Hill, who talked to the group about our union's priorities, and the importance of building a movement for working people.

For the next several months, Mentees will take on assignments to practice union leadership skills at their home locals, guided by their individual Mentor and the Peer Leaders. Then they'll be back together again at the IUE-CWA Division Meeting in Orlando in June.





REGION 3 REPORT

by JOE GIFFI, Director

Happy New Year everyone!!!! And so far it has been. We have been settling large issues and contracts. We have even found several areas of hiring so far in early 2014. Maybe the economy has bottomed out and is finally on the rebound. We have been pushing forward aggressively on all labor/political fronts and are fully intent on making this a great year. Our CWA 2014 theme is "Building a Movement for Economic Justice & Democracy." The timing is finally right to rebuild the Labor movement. This Country desperately needs Unions to make middle class voices heard. We are looking forward to getting as many of you involved as possible.

As you have been notified by IUE-CWA President Clark, Region 8 Director Roger Deel has been placed on special assignment to fix our many problems with government reporting and Local Union compliance with

the CWA Constitution. That move entailed the shift in responsibilities of servicing Region 8 locals (and one Region 7 staff) to me and Region 7 Director Ken Ream. In addition to Region 3 locals and staff I will have the pleasure of directing staff reps, Doug Williams, Rudy Rodriguez, Jim Cathcart, Joe Katula and all the locals they service. The states involved include all or parts of Texas, Missouri, Minnesota, Illinois, Arkansas and Pennsylvania. I will do my very best to keep up the great work that Roger was doing!

Hopefully I will see many of you at this year's IUE-CWA Division Meeting in Orlando in June. There will be lots to talk about and some great training classes. See you there!

*Fraternally,
Joe*

Here are a couple of our locals for you to meet!



Local 225 Curtil/Marland Mold Located in Pittsfield, Mass., with 40 members, Curtil/Marland produces high precision molds for the use in making amongst others, closures (eg. lids), medical, cosmetics and packaging.

In Picture: At left-Staff Rep. Keith Sweeney, 3rd from left-Chief Steward Ray Janas, 4th from left-President Cliff White

Local 134 Committee, Negotiated new contract at Chaney Flashing, in Trenton, N.J.

From L to R - Gary Pierson, George MuLrine, Tim Fitzgerald, Local President John Derrickson and Anthony Miller



REGION 7 REPORT

by Ken Ream, Director

SISTERS and BROTHERS - ITS UNION TIME! And, speaking of time, along with time comes change. As you remember, at last year's CWA Convention, a resolution was passed on "fully functioning locals." The idea behind the resolution is to bring all of our Locals up to speed to make sure that we are doing everything that we possibly can to support, protect, educate, and defend our members. President Clark and the IUE are grabbing this initiative with both hands. In the IUE, we are going to refer to fully functioning Locals as 21st Century Locals. In order to help our locals in this transition, President Clark recently appointed Region 8 Director, Roger Deel to oversee the transition. Roger will do an outstanding job for all of you on this program.

Since Roger will be very busy with the 21st Century Local program, his staff has been assigned to either Region 3 Director Joe Giffi or to me. I have picked up the staff and the servicing for the Locals in California, Indiana, Illinois, Michigan, and Nevada as well as the Service Contract Locals. Our Region 7 staff is excellent and the staff that I have picked up from Region 8 is outstanding too. I am proud of each and every one of them. I also know that there are a lot of great Locals, officers, and members in my areas, and I look forward to working with each of you.

Quite a few locals have been involved in recent contract negotiations and arbitrations. It is a constant battle out there. These companies and corporations just don't let up. I know a lot of you took part in the IUE's Tele-Town Hall Meeting on TPP in

January. The call was a huge success and we had a fantastic turnout. Moreover, with your actions of contacting your Senators and Congresspersons, it looks like we have made some gains in stalling the TPP fast-track. As you know, the TPP would be like NAFTA on steroids. We have already lost enough American jobs. We do not need to trade away any more! However, the big battle to come is preventing Corporations from being able to buy politicians. This year, the IUE will be following CWA President Cohen's lead in "Stamping Out Money in Politics." You will be hearing a great deal more on what we need to do to get big money out of politics and return our Government to the People. In the meantime, you can call you call your Senators or Congresspersons and tell them to support the, "Government by the People Act", or voice your opinion by going to www.democracyisforpeople.org

Don't forget to mark your calendars for the upcoming IUE-CWA Division Meeting June 19-21 in Orlando, Florida. It will be a great meeting, and there will be a number of training classes that you can attend. President Clark will be sending out dates and training information in the next few weeks. Obviously, come if you can! Orlando is a great place for families, both your Union family and your own family. I look forward to seeing you there!

(I will be the funny looking one with the big ears. No not that one. I don't have a squeaky voice. LOL.)

*Take Care,
Ken Ream*

LOCAL 648 & CCL: The Spirit of Cooperation

A Success Story

IUE Local 648 and CCL Containers in Hermitage PA is a great story of how Union/Management relations can drastically change a shop. CCL Container is North America's largest producer of impact extruded aerosol aluminum cans (such as the fancy curved body hair aerosol cans, etc.), and they produce over 600 million cans a year. In 2009, the Local and the company were locked in terrible contract negotiations which were going nowhere. The union was on the verge of striking. The members worked for nearly a year without a contract while negotiations dragged on and on. Under the leadership of President Clark, the union was able to explain to the top management of the company that although we as a union could continue to fight, what we really wanted was to create a relationship where both the company and our membership could prosper and grow. At that point, the company brought in new management. In a spirit of cautious cooperation,



CCL Plant utilizes LEAN and Treasure Hunt to become prosperous

the Local negotiating committee and the new management were able to work through their difficulties and reach an agreement. President Clark, the IUE, the Local and CCL did not let that spirit of cooperation stop at the bargaining table. The company accepted the union's offer to have the IUE "Lean Team" come into the plant in order to find ways to make the plant work more efficiently. IUE's Lean Team worked directly with Local 648

President Brad McAdams, Ed Derr, and other union officers and members to train both union and management on how to make the plant more efficient. The effects were tremendous. In addition, CCL took advantage of the IUE's Energy Treasure Hunt program. With the Treasure Hunt, our people were able to locate tens of thousands of dollars of savings for the company!

Last year, the parties went into contract nego-

tiations again. This time, the atmosphere was completely different. After a relatively short negotiation in July of 2013, the union was able to win a positive five year agreement, which was ratified overwhelmingly. Shortly after the ratification, the company broke ground to expand the plant (see picture) adding several new production lines as well as additional warehousing space. In fact, the overall size of the plant will nearly double. CCL plans to close its Canadian facility and bring much of that work to our Local 648 members in Hermitage. The increased production should add some 60 brand new jobs! Thanks to President Clark, the officers and members of Local 648, the "Lean Team," the Treasure Hunt program, and the cooperation of the management at CCL in Hermitage, the union was not only able to protect our members' jobs, wages and benefits, but also able to bring in more jobs!



REGION 8 REPORT

by ROGER DEEL, Director

Welcome Brothers and Sisters! This year has begun with some significant changes that I will report in this column, but first we must bid a fond farewell to Staff Rep Art Mitchell who retired effective January 31, 2014 after 25 years of service with IUE-CWA. Art served as President of Local 1078 in Geneva, IL for about 10 years before leaving the local to work for IUE. In short, he has spent most of his life representing IUE-CWA members at some level. As an International Rep. for IUE, Art's primary area of service included Illinois, Wisconsin and parts of Indiana, but he also worked outside that area from time to time. Art is recognized as an excellent negotiator and superb advocate in arbitration, along with his many other duties as a staff rep. He will be sorely missed by the IUE-CWA Division, the locals he represented, and particularly, the many friends he has amassed throughout his years of service.

21st Century Local Program

A significant change for the IUE-CWA Division as of January 2014 is that I accepted the responsibility to lead IUE-CWA's new 21st Century Local Program, and will assist all of our locals in becoming compliant with the "Fully Functioning Local" resolution. In the early stage of this project we will work together to resolve the compliance issues. I will devote full time to this project, and you will be hearing more from me in the coming days. Another change is that the IUE Staff Reps who service Region 8 locals will now report to Directors Joe Giffi or Ken Ream. I am completely confident that our Locals are in good hands with them, and this realignment permits me to devote full time to our new program.

So what prompted the changes? At least in part, they happened as a result of the resolution passed by the delegates to the CWA convention in Pittsburgh last year, Resolution 74A-13-3, Fully Functioning Local Unions. The resolution is intended to help prepare and engage all of our locals to fight for workers' rights. When you read the

other articles in the BOLT and in the CWA News, you can see the massive assault that corporations have launched on American workers. We must fight back, and to do that, we must be functioning well on all levels.

Fully Functioning Local

So, what is a Fully Functioning Local? There are several responsibilities required of Local Union Officers and members for us to truly perform as a Union. Those include representation of workers and many administrative responsibilities, such as the active promotion of union programs, organizing, and member education. A "Fully Functioning Local" (as it relates to administrative responsibilities) is a local which files their LM Report with the Department of Labor (DOL) and their 990 Form with the Internal Revenue Service (IRS) in a timely manner and has their books audited each year by "competent persons." Trustees and/or audit committees are deemed to be "Competent persons" as well as a CPA or an accountant who performs financial work for the local and audits the books at the end of the year. A fully functioning local also provides a Trustee Audit Report and a copy of their local bylaws to CWA as outlined in the CWA Constitution. When there are changes to local bylaws, they must provide a copy of the amended bylaws to the Department of Labor along with their annual LM Report.

Most of our locals meet these requirements on a regular basis. Unfortunately, some of those responsibilities fall through the cracks in the transition of officers following elections. I will provide more information to each local very shortly, and we will work together to get everyone up to speed and in compliance.

If you have any questions don't hesitate to contact me at rdeel@iue-cwa.org or call me at 937-293.5959.

I look forward to working with all of you!

Roger Deel

Region 8 Director

Proud IUE-CWA member since 1977

We are making strides to stop Fast Track and the TPP, thanks to the work of IUE-CWA Members. Let's keep the heat on!



IUE-CWA members visited Capitol Hill on Feb 11 to lobby their Reps on the TPP.

Celebrating Women in the Labor Movement

In honor of International Women's Day (March 8), we want to recognize some of the amazing contributions that women have made to the labor movement. In the early days of the union, women were all but shut out, faced with gender discrimination and obstacles



to participation in unions and many other aspects of society. However, this did not stop women from blazing the trail. Here is a look back at some of the earliest pivotal moments for women in labor history (excerpts from AFL-CIO "Working Women in History"). Through these early struggles for equality and a better way of life, these women helped shape our modern labor movement.

Lowell Mill Women Create First Union of Working Women

In the 1830s, half a century before the better-known mass movements for workers' rights in the United States, the Lowell mill women organized, went on strike and mobilized in politics when women couldn't even vote—and created the first union of working women in American history.

The Uprising of 20,000 and the Triangle Shirtwaist Fire

In the early 1900s, young women shirtwaist makers—mostly Jewish immigrants, still in their teens—were a powerful force for change. They brought together women's rights activism and union power and ignited sweeping changes to worker safety laws.

Atlanta's Washerwomen Strike

With slavery less than two decades behind them, thousands of black laundresses went on strike for higher wages, respect for their work, and control over how their work was organized. In the summer of 1881, these

brave women took on Atlanta's business and political establishment and gained so much support that they threatened to call a general strike, which would have shut the city down.

Women in Labor Leadership

Today there are still too few women in

top leadership positions of national unions. However, there are many talented, tireless women who have broken through the glass ceiling to reach the top ranks of the labor leadership in America. Here are two women who have helped to blaze the trail to the top:



Arlene Holt Baker served as Executive Vice President of the AFL-CIO from 2007-2013. She was the first African American in the federation's history to serve as an officer.



Mary Kay Henry is the current International President of Service Employees International Union (SEIU). She is the first woman to serve at President of SEIU.



IUE Represented on CWA National Women's Committee

We are proud to announce that Vickie Hurley (President of IUE Local 162 in Salem, VA) was appointed to the CWA National Women's Committee. Vickie will serve us well as she works with other CWA women leaders to advance equality for women.

**By Heather Atkinson
Community Engagement
Coordinator
937-424-0683**



Fast Track

Call Your Representative Today and ask them to Vote No on Fast Track for the TPP: 1-888-966-9836



www.ExposeTheTPP.org

RETIREE NEWS & INFORMATION

Keith Bailey • Kim Short • Larry Badgett



WARNING SIGNS OF ALZHEIMER'S

Have you ever gotten frustrated when you started looking for your car keys, glasses, wallet, or television remote and couldn't find them. Or when working in the garage, have you just gotten done using that 1/2 inch socket or screwdriver, put it down and then couldn't remember where you laid it? When this happens to me, I cuss a little . . . ok, maybe a lot, and I dismiss it as a "senior moment," or me not paying attention to what I'm doing. Have you ever been out to eat and you see a co-worker you used to work with, and when you say "hi" to them, you can't remember their name so you say something like, "Hey bud how you been?" Sound familiar? Well, we are getting older and it's ok to forget stuff, isn't it? Sometimes . . . but it could also be beginning of something else. Something much more devastating--**Alzheimer's Disease!**

What is Alzheimer's disease? It is an irreversible, progressive disease that slowly destroys memory and thinking and eventually even the ability to carry out the simplest tasks of everyday living. In most people with Alzheimer's, symptoms first appear after age 60 and are the most common cause of dementia among old people. Estimates vary, but experts suggest that as many as 5.1 million Americans may have Alzheimer's disease.

The 10 warning signs of Alzheimer's:

- 1.) Memory loss that disrupts daily life, like forgetting recently learned information, important dates and events, or asking for the same information over and over.
- 2.) Some people may experience changes in their ability to develop and follow a plan or work with numbers. They may have trouble following a familiar recipe or keeping track of monthly bills.
- 3.) Sometimes, people may have trouble driving to a familiar location or remembering the rules of a favorite game.
- 4.) People with Alzheimer's can lose track of dates, seasons and the passage of time. They may have trouble understanding something if it is not happening immediately and may forget where they are and how they got there.

5.) For some people, having vision problems is a sign of Alzheimer's. They may have difficulty reading, judging distance, determining color which may cause problems with driving.

6.) People may have trouble following or joining a conversation. They may stop in the middle of a conversation and have no idea how to continue or they may repeat themselves or have problems finding the right word.

7.) Misplacing things and losing the ability to retrace steps.

8.) They may experience changes in judgment or decision making. An example may be using poor judgment and giving large amounts of money to telemarketers and pay less attention to grooming or keeping themselves clean.

9.) They may start to remove themselves from hobbies, social activities, work projects or sports.

10.) The mood and personalities of people with Alzheimer's can change. They can become confused, suspicious, depressed, fearful or anxious. They may be easily upset at home, at work, with friends or in places where they are out of their comfort zone.

If you or someone you know think you might have the beginning of Alzheimer's disease, see your doctor and get tested. An early diagnosis can be helpful, medically and personally. **Remember --not all memory loss is a sign of the disease, but it never hurts to check it out!**

To find out more on Alzheimer's disease go to www.alz.org.

Or call 1-800-272-3900
24 hrs. a day.

*In Solidarity,
Keith Bailey*

IUE-CWA
Service Center
313 S. Jefferson St.
Dayton, OH 45402
Keith Bailey 937-224-5219
Kim Short 937-224-5217
FAX 937-224-1391



RETIREE BENEFITS INFORMATION

Hello Members, Happy 2014!

Think Spring! I thought I would try to update some telephone numbers for our General Motors/Delphi members as there have been a few changes.

GM Benefits & Services
(Fidelity)

1 800 489 4646

GM Payroll Division

1 866 245 5957

Anthem Blue cross/Blue shield
(NOT on Medicare status)

1 800 345 4907

Anthem BCBS Durable Medical
(Diabetic Supplies, Wheelchairs, Canes, etc.)

1 800 482 2210

Express Scripts
(Formally MEDCO) Prescription Service

1 800 464 4679

Value Options
(Mental Health, Behavior Health, Substance Abuse)

1 800 235 2305

Davis Vision
(if deducted out of your pension check!)

1 888 463 9370

Delta Dental
(if deducted out of your pension check!)

1 800 942 0667

MetLife
(GM/DELPHI Retiree's life insurance)

1 888 543 3461

GM Vehicle Purchasing Center
(also www.gmfamilyfirst.com)

1 800 222 1020

PBGC (DELPHI pensions)

1 800 400 7242

DELPHI Payroll

1 877 304 7532



May I suggest, that you cut this list out and keep it for future reference! Thank you and please feel free to contact me if you should have any questions or concerns!

Kim Short



FOLLOW on twitter: @IUE_CWAUNION
LIKE on facebook: IUE-CWA
BOOKMARK the website: iue-cwa.org
CWA Text Alert System: Text IUE to 69866