

HAPPY
YEAR

IUE-CWA NEWS

THE BOLT

DIVISION NEWS

VOLUME 65 ISSUE 4 • WINTER EDITION 2014

President Clark Takes A Look Back at 2014...



I want to begin by wishing all IUE-CWA members and retirees a happy and healthy holiday season! We've had a busy and productive 2014 in the IUE-CWA, and with your hard work and support, we have educated many more members on what it means to be union, helped more locals attain fully functioning 21st Century Local status, helped the communities in which we all live, and welcomed enthusiastic new members into the IUE-CWA.

The year started out with the Trans Pacific Trade bill staring us in the face, a bill that would further decimate manufacturing in the U.S., make our local leadership's struggles to attain gains at the bargaining table much more difficult, and put all citizens in danger of eating chemical-laden food (among other horrible provisions). Because of your hard work and support on this issue, we managed to stop fast track of the bill in 2014. We are grateful to you for that hard work and support, but TPP has not gone away for good. We expect Congress, under extreme pressure from corporate

special interests and the White House, to reintroduce fast-track for TPP in January of 2015. We will be reaching out to you to help stop this terrible, anti-American legislation. We can do it if we all work together! We had some disappointments in the 2014 congressional and gubernatorial elections. We also had some bright spots, including six states across the country that raised their minimum wage. We know we can't stop fighting for candidates who support working Americans. All of our hard work at the bargaining table can quickly be wiped out by bad legislation, written by corporate special interest groups like "ALEC." With your help, we can elect representatives who care about US – not just about the one percent. And we need to work together to hold candidates who we do support accountable once they get into office. We had many members participate in our political boot camps this year, and our IUE-CWA political action team is stronger than ever! If you were involved this year, thank you! If not - please get involved and help save the American middle class.

2014 was also a year in which we

expanded our IUE-CWA Lean and Energy Treasure Hunt programs, helping more of our employers stay healthy and competitive – and keeping our members' jobs safer and in the U.S. Fighting for you is our first priority, and we continue to look for new and effective ways to encourage employers to keep jobs in our communities and treat our members with the respect they deserve. We also expanded our Health and Safety training program in 2014, with a goal of helping ALL of our members avoid hazards on the job one hundred percent of the time. You, the IUE-CWA members, prove over and over that you understand the importance of quality work. IUE-CWA has a great reputation because YOU go to work every day and take pride in what you do. We have the best workers in the U.S. Thank you for that and for being the most important part of our great union.

Following the 2014 local elections, many of your locals have new officers, and our staff reps and directors will work hard to help train them and give them the support they need to effectively represent you at the local level. I want

to congratulate our re-elected officers and welcome all newly elected officers, as they being to assume their new roles and responsibilities. I know that the work issues which impact your lives every day on the job are incredibly important. Union is about making people's lives better – and one way we can do that is by helping to train local officers to deal with those workplace issues. We encourage experienced officers to attend trainings as well, to sharpen their skills and share their experiences.

The first part of 2015 will be busy, with trainings, a new class of IUE-CWA mentees, GE National Negotiations, the CWA Convention (including national officer elections) and IUE-CWA Conference in Detroit. If we all continue to work together, 2015 will be a very happy new year for the great members of IUE-CWA. I thank you in advance for your hard work and support.

2015 Union New Year's Resolutions

- 1) I WILL BUY AMERICAN AND BUY UNION!
- 2) I WILL ACTIVELY SUPPORT ELECTED OFFICIALS WHO SUPPORT WORKING AMERICANS!
- 3) I WILL GET MORE INVOLVED IN MY COMMUNITY THROUGH MY LOCAL UNION!
- 4) I WILL FOLLOW IUE-CWA ON FACEBOOK AND THE WEB!
- 5) I WILL MAKE SAFETY AT WORK A PRIORITY EVERY DAY!
- 6) I WILL PROUDLY WEAR MY UNION BUTTON OR T-SHIRT!
- 7) I WILL TELL MY FRIENDS AND FAMILY WHY BEING UNION MAKES A DIFFERENCE!
- 8) I WILL SUPPORT WORKERS FROM OTHER UNIONS!
- 9) I WILL SUPPORT NON-UNION WORKERS WHO ARE TRYING TO GET UNIONIZED!
- 10) I WILL SPEAK UP, VOTE, AND MAKE MY VOICE BE HEARD!

"MOST ACTIVISM IS BROUGHT ABOUT BY US ORDINARY PEOPLE" -PATRICIA HILL COLLINS

WHAT'S INSIDE

FEATURED ARTICLES

- SAVE THE DATE •
- ORGANIZING UPDATE •
- ELECTION RESULTS •
- RISING FROM THE ASHES •
- FUTURE LEADERS LOBBY IN D.C. •
- NLRB UNDER ATTACK •

DEPARTMENTS

- YOUR REGIONAL DIRECTORS •
- YOUR LOCAL NEWS •
- HEALTH & SAFETY •
- SCHOLARSHIPS INFORMATION •
- RETIREES BENEFITS •

LOCALS SAVE THE DATES

JUNE 6-10, DETROIT, MI IUE-CWA Conference & CWA Convention



Official Call letter will be sent to locals before January 31, 2015.

CWA National Officer and District VP elections will take place at the CWA Convention.

IUE-CWA Elections per the Division Rules will take place at the IUE-CWA Division Conference on Saturday, June 6.

Local Presidents are automatic delegates. Other Local delegates must be elected per the CWA Constitution, Division Rules, and Local Bylaws.

New this year!

Locals will be able to register delegates online!

FEBRUARY 10-11, MEMPHIS, TN IUE-CWA DIVERSITY MEETING

President Clark invites all Local Presidents (or their designee) to join our first IUE-CWA Diversity Meeting - February 10 & 11 in Memphis, Tennessee.

At this meeting we will discuss the importance of diversity within our union, and how our different backgrounds add to our strength. We will develop strategies for working effectively with diverse memberships that local leaders can take back to their locals and share with other officers. We will also explore opportunities for expanding diversity within all levels of leadership in the IUE-CWA. Because of the importance of this meeting, IUE-CWA Headquarters will be covering the hotel and lost time costs for attendees. All locals received a call letter in October from President Clark with information about the Diversity Meeting.

The deadline to register is Jan 6. Please see the call letter and registration form for further details about the meeting. If you have any additional questions, please contact Administrative Director Laura Hagan at IUE-CWA Headquarters, 937-298-9984.

Organizing Update

IUE-CWA is excited to report that 15 Electronic Warfare Technicians employed by Veteran Enterprise Technology at Miramar Marine Station in San Diego, CA, and Naval Air Station El Centro, CA won their NLRB election to form their union! These are Service Contract Act workers, part of a growing segment of IUE-CWA. The campaign was initiated in May by David Neider, president of an IUE-CWA unit at Northrop Grumman at Marine Station Yuma, AZ. Neider met several of the Technicians on a work assignment. Like any good organizer, he took the opportunity to talk to them about the union, and found that they were very ready to see some changes at work. Their issues included a lack of pay raises and having no meaningful voice. IUE-CWA Staff Representative Eric Benjamin guided David and the organizing committee to bring home the victory.

The vote was 13 to 0 (with one spoiled ballot). President Neider also started and won a separate election to represent 4 Heavy Equipment Operators employed by JANTEC, INC. at Marine Station Yuma, AZ, his home station. With the assistance of Eric Benjamin, they won their election 3-0.

IUE-CWA also won another recent election and we now represent 57 Exelis employees at the Space Communications Network Services White Sands Complex in Las Cruces, NM. Our new members work in the Operations Department in the Tracking and Data Relay Satellite Operations Control Center at the Second Tracking and Data Relay Satellite Ground Terminal and the White Sands Ground Terminal TOCC.



• Find the *HIDDEN* Bolt Contest • 2 Winners will receive an IUE-CWA 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! Deadline for submissions is February 16th.

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!

\$100 Gift Card Winners:

Norma Frederick Louisville, KY • Frances Sullivan Warminster, PA

Grill Sets Winners:

Gary Borsching Lancaster, NY • Daphne Overstreet Louisville, KY

Runners up won:

6-in-1 engraved screwdriver:

Michael Dillon Piqua, OH • James Kuecker Arkansas City, KS

Long-sleeved t-shirt:

Sherrie Constable St. Joseph, MO • Paul Penrod Bluffton, IN



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 SANTAMOOR
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



ELECTION RESULTS

Local 76B FW (81076) Jamaica, NY
President: Elmo DeSilva
Vice President: Roberto Villalta
Treasurer: Adnan Silit
Sergeant-at-Arms: Andrew Kowaiski
Trustee: Vickie Brijlall

Local 101 (88101) St. Mary's, PA
President: Shawn Collins
Financial Secretary: William Eck
Recording Secretary: John Miller
Chief Steward: Kevin Cavalline

Local 103 (81103) Camden, NJ
President/Business Agent: Louis Laviano
Vice President: Ron McHugh
Treasurer/Secretary: Gerald Pomponio
Sergeant-at-Arms: Anthony Santoro
Trustees: Jim Reid, Rick Murphy, Brian Roher
Div. 1 Chairman: Steve Hillyfrey; Div. 1 Vice Chairman: Chris Mazzola; Div. 4 Chairman: Dan Mazzola; Div. 4 Vice Chairman: Alicia McHugh; Div. 9 Chairman: Vince Ransome; Div. 9 Vice Chairman: Steve Roberto

Local 106 (81106) Moorestown, NJ
President/Business Agent: Richard (Rich) Earley
Vice-President: Mark Chrzanowski
Treasurer/Financial Secretary: Carole Schaefer
Sergeant-at-Arms: William (Bam) Robinson
Trustees: Jeffrey Lex, Theresa Bloniarz
Division A Chairman: Cyle Agnew
Division B Chairman: Tom Capasso
Division C Chairman: Jon Rohloff
Chairman of By-Laws: Harold Richardson
Chairman of Trustees: Michael Feczner

Local 110 (81110) Camden, NJ
President: Linda Stewart
Vice President: Bobby Burgos
Secretary-Treasurer: Lynn Pickens
Shop Steward: Lynn Pickens

Local 123 (88123) Jenkintown, PA
President: Barbara Cunningham
Vice President: Robert Zorger
Secretary/Treasurer: John Shanoskie

Local 134 (81134) Bellmawr, NJ
President/Business Agent: John Derrickson
Vice President: Joseph Massaro III
Treasurer: Michael Valadez
Recording Secretary: Mike DePietropolo
Sergeant-at-Arms: Joe Levesque
Trustees: Doreen Hill, Robert Appley, Randy Hammond; Delegate District One: Eric Brinkman; Delegate International: Mike DePietropolo
Skilled Trades: Eric Brinkman

Local 135 (88135) Lykens, PA
Recording Secretary: Zachery Zerby
Committeeman: Ronald Rebusck

Local 161 (82161) Salem, VA
President: Joe Noojin
Vice President: James Booe
Treasurer: Jason Markle
Financial Secretary: Carey Walker
Recording Secretary: Michelle Hanna
Sergeant-at-Arms: Shannon Hurley
Trustees: Justin Arrington, Kenny Carroll, Chris Stamper; Administrative Chief Steward: Jonathan Creasy; 1st Chief Steward: Craig Hannah
2nd Shift Chief Steward: Dave Stanley
1st Shift Strike Committee: Jason Markle
2nd Shift Strike Committee: Betty Stimeling
1st Shift Arbitration Committee: Darryl Castillo; 2nd Shift Arbitration Committee: Crystal Sartin; Western Virginia Labor Federation/VA AFL-CIO Delegates: Adam Cassell, Mike Payne

Local 190 (83190) Lindale, GA
President: Rex Rains
Vice President: John Burdette, Jr.
Financial Secretary: Mark Rickman
Recording Secretary: Rodney Yarbrough
Trustees: Jeff Shelton, Donald Crider, Chad Freeman; Chief Steward: David Bratcher; Guard: Tim Horton; Chairman of Skilled Trades: Joe Momon

Local 251 (81251) Brighton, MA
President: John Russell
Vice President: Matt Caul
Treasurer: Chris Devery
Recording Secretary: Dan Chiaravallote
Trustees: Rick Finnell, Dave Clemons
Chief Steward: Steve Bosco

Local 255 (81255) Pittsfield, MA
President: Michael Rowe
Business Agent: Michael O. Cirullo, Jr.
Vice President/Sergeant-at-Arms/Chief Steward: Michael Buck; Financial Secretary/Treasurer/Recording Secretary: Erica Welton
Chairman Trustees: James Ward
Finance Chairman: Alan Hall; Chairman Constitution Committee: Steven Bateman

Local 266 (81266) New Britain, CT
President: Thomas A. Popillo
Vice-President: Aeridius Marshall
Treasurer: Roland Pinette

Sergeant-at-Arms: Clark Tewksbury
Trustee: Ray Segarra; Chief Steward: Warren Carlone; Election Committee Chairperson: Ron Tousignant; Election Committee: Mike Casola, Warren Carlone, Roger Bourgoin

Local 301 (81301) Schenectady, NY
President: Carmine Pallotolo
Business Agent: Brian T. Sullivan
Vice President: Rob Macherone
Treasurer: Louis Bonitatibus
Recording Secretary: Mark Friedman
Trustees: Mark Gatta, Michael Knapik
Chief Steward: Marc Santamoor

Local 302 (81302) Wayland, NY
President: Hubert Vogt
Vice President/Treasurer: Edward Ryan
Recording Secretary: Mike Finch; Sergeant-at-Arms: Donald Stephens; Trustees: Dennis Burke, Brian Button; Chief Steward: Duane Quanz

Local 302 FW (84302) Indianapolis, IN
President: Rick Bemis
Vice President: Bobby Phillips
Treasurer: Lisa Fishburn
Recording Secretary: Stephani Yeley

Local 310 (81310) Springfield, NJ
President: Mike Spressler
Vice President: Al Faragasso
Treasurer: Joe Herras
Recording Secretary: Frank Herd
Trustee: Phanor Valencia

Local 313 (81313) Painted Post, NY
President: Terrance Schoonover
Vice President: Jeffery Ingersoll
Treasurer: Timothy Schoonover
Financial Secretary: Carl Bogaczzyk
Recording Secretary: Jerrrie Smalley
Picket Captain: Brian Preston
Sergeant-at-Arms: David Mosher
Trustees: Terry Deitrick, Joseph LaVancher, Brian Scouter
Chief Steward: Aaron Keesey, Mark Johnson
Executive Board-Days: G. Furia, G. McNally, W. Phenes, W. Salisbury, N. Schoener, D. Westcott
Executive Board-Nights: Greg Metarko, Tony Stepnowski, Wilma Trappler, Robert Travis

Local 320 (81320) Liverpool, NY
President/Business Agent: Michael Rachetta
Vice President: Brian Stephens
Treasurer: Joseph Szymanski
Financial Secretary: Vincent Anquish
Recording Secretary: Bobby McKelvin
Sergeant-at-Arms: Marty Kirby
Trustees: Bob Baker, Keith Lamica, Nelson Hudgins
Chief Steward: Raymond Caprin
Skilled Trades Chairman: Charles Anguish
Test Representative: Mark Mead

Local 381 (81381) Rochester, NY
President: Chad Kyler
Vice President: Margaret Capuano
Treasurer: Virginia Baggs
Recording Secretary: Kathleen Gowans
Trustees: Julie Garrett, Cyril Waugh
Grievance Committee: Michelle Alaimo, Robert Way, Kendall Bell

Local 386 (81386) Dayton, NY
President: Mindy Schweickert
Financial Secretary: Diana Gibbs
Recording Secretary: Becky Wilcox
Chief Steward: Marilyn Warrior

Local 388 (81388) Alden, NY
President: James Zymowski
Vice President: Jon Fehr
Treasurer: James Corda
Recording Secretary: David Pulinski
Trustees: Ray Bernfeld, Anthony Roy, Mike Paul
Chief Steward: John Fehr
1st Shift Shop Steward: Dale Biggie
2nd Shift Shop Steward: Keith Grzybek

Local 444 (81444) Lake Success, NY
President: Henry Zylla
Vice President: Edward Flynn
Secretary/Treasurer: Bohdan Olenczuk
Trustees: Vincent Benischek, Frank Pellegrino
Chief Stewards: Michael Currie, Sal Coniglio
Members-at-Large: Michael Hanczor, Edward Lawler, Ronald Grippo

Local 455 (81455) Trenton, NJ
President: Felix R. Tuccillo, Jr.
Vice President: Kenny Lee
Financial Secretary: Sondra Ferguson
Treasurer: Tammie Grant
Recording Secretary: Tameka Rittenburg
1st Shift Chief Shop Steward: Charles Bessant
2nd Shift Chief Shop Steward: Henry L. Bernard, Jr.
Corresponding Secretary: Schnell Reid
Negotiator: Salvatore Angotti
Sergeant-at-Arms: Ron Austin
Trustees: Jim Birchenough, Jr., Robin Jolley, Arthur Tartee; Executive Board (Day): James Bessant, Richard Blatchford, Maurice Dixon, Lester Paterson; Executive Board (2nd Shift): Andre Barnes,

Andre Chaneyfield, Wilbert Harrington, Clair Steffler

Local 485 (81485) Brooklyn, NY
President: Humberto Leon
Vice President: Gerardo Leon
Treasurer: Fenel Evrard
Recording Secretary: James Johnson
Sergeant-at-Arms: Jose Carmona
Trustees: Jean Emile, Raphael Etienne, Jason Mills

Local 502 (88502) St. Marys, PA
President/Business Agent: Richard E. Zimmerman
Vice President: Timothy Mahoney
Treasurer: Richard Yeager
Financial/Recording Secretary: Sandra Coudriet
Sergeant-at-Arms: Joseph Predko
Trustees: Michael Micale, Jill Tyler, Marsha Dinsmore
Chief Steward: Sandra Coudriet, Jill Tyler, Marsha Dinsmore, Gerald Gulnac, Thomas Paropacic, William Smith, Thomas Bauer, Donald Kentoski, Richard Zimmerman

Local 612 (88612) Coudersport, PA
President: Frank Kaziska
Vice President: Richard Dugan
Financial Secretary: Jennifer Kelly
Recording Secretary: Diana Reynolds
Sergeant-at-Arms: Steve Kelly, Sr.
Trustees: Jim Maiuro, Jon Miller, Blaine Wise
Chief Steward: Ryan Briggs
Negotiating/Grievance Committee: Jim Bell, Steve Kelly, Jr., Chris Waterman

Local 630 (88630) Pittsburgh, PA
President: Bill Brennan
Vice President: Karl Warren
Treasurer/Financial Secretary: Mike Anthony
Recording/Corresponding Secretary: Audrey Cathers
Sergeant-at-Arms: Terry Parker
Trustees: Dave Ross, Deb Warren, Brian Moses
Chief Steward: Dave Janicik
Assistant Chief Steward: Reese Currie

Local 640 (88640) Bridgeville, PA
President: Eric DeJohn
Vice President: Todd Barbin
Financial Secretary: Don Scholz
Recording Secretary: Michaline Naser
Sergeant-at-Arms: Robert McGinnis
Trustees: Jim Tinney, Eugene Dungee, Jeff Arnold
Chief Steward: Jeff Scott

Local 701 (83701) Madisonville, KY
President: Andrew T. Blades
Vice President: Eric Barnett
Secretary/Treasurer: Sarah H. Forker
Trustees: Scottie Strange, M. Scott Strader
1st Shift Chief Steward: Mike Adams
2nd Shift Chief Steward: John Pierson
3rd Shift Chief Steward: Anthony Wells
Skilled Trades Chairman: James Hamby

Local 704 (84704) Bucyrus, OH
President/Business Agent: William Collins
Vice President: Phil Bays
Treasurer/Financial Secretary: Kevin Walker
Recording/Corresponding Secretary: Sue Groves;
Sergeant-at-Arms: Stanley Frey
Trustees: Kelly Fulwider, Chuck Scott
Chief Steward: Ron McAdow
Negotiating Committee: Ron Pinion, Joe Rex
Executive Board Committee: Bev Brause, Chris (Duffy) Dyer, Josh Barker

Local 706 (83706) Oneida, TN
President: Lon Whaley
Vice President: John Reed
Secretary/Treasurer: Mike Boyatt
Chief Steward: Peggy Lloyd
Recording Secretary: Gary Griffith; Trustees: David Gibson, Linda Gibson; Executive Board: David Lovett, Wayne Gibson, Danny Duncan; Union Steward: Carla Mason, Danny Burress

Local 707 (84707) Cleveland, OH
President: Rick Madal
Vice President: Tim McGreal
Financial Secretary: Charles Robinson III
Treasurer: Joe Madal
Recording Secretary: John Rajk
Chief Stewards: GE Tungsten Products Plant: Marty Shaw; GE Nela Park Grounds & Maintenance: Bill Bogaty; GE Nela Park Engineering Support Operation: Charles Robinson III (acting Chief Steward); GE Ravenna Master Distribution Center: Scott Moore; GE Cleveland Service Center: George Dennis; Momentive Performance Materials: Dwight Lamar

Local 708 (84708) Mansfield, OH
President: Vince Storms
1st Vice President: Mike Davis
2nd Vice President: Dion Bowersock
Treasurer/Financial Secretary: Kim Taylor
Recording Secretary: Marian Zeigler
Sergeant-at-Arms: Angel Caraballo
Trustees: Camille Johnson, Shannon Mackenzie;
Chief Steward: Eva Haney

Local 711 (83711) Gadsden, AL
President: Lisa Carroll
Chief Steward: Lisa Hale

Local 712 (83712) Jupiter, FL
President: Lance Bergmann
Vice President: Guy Leone
Treasurer: Michael Runge
Recording Secretary: Davide Lombardo
Chief Steward: David Leppo
Steward: Rolando Ortiz

Local 718 (83718) Brookhaven, MS
President: Michelle Smith
Vice President: Robert Robinson
Shop Chairman: Mathew Mabile A.M. Committeeman: Deangelo Curtis A.M. Alternate Committeeman: Rufus Lewis P.M. Committeeman: Shung Brown P.M. Alternate Committeeman: Peggy Bass; Trustees: Theora Smith, Lige Garrett; Executive Board at Large: Fred Wilson, Angel Jackson

Local 729 (84729) Cincinnati, OH
President: Todd Taylor
Vice President: William Wallace
Financial Secretary: Curtis Rosselot
Recording Secretary: Phil Lindsey
Sergeant-at-Arms: Tim Lowe
Trustees: John Wiedman, Andy Theademan, Frank Pickerd; Chief Steward: Michael Holtkamp; Stewards: Matt Cook, Jeff Turner Jr., Jeff Bloom, Tim Obermeyer; Committeemen: Paul Anderson, Rick Groves

Local 755 (84755) Dayton, OH
President: Carl Kennebrew
Vice President: Shawn Grimes
Treasurer: Brian Mason
Financial Secretary: Dale Barrett
Recording Secretary: Tyra Williams
Trustees: G.Acevedo, T.Hale
Executive Board: M.Jones, M.Yount, M.Lockhart, L.Barker, M.Gross, W.Brewer, D.Watson, A.Jones, M.Arnold, R.Turner, J.Cook, J.Casey, N.Lee

Local 761 (83761) Louisville, KY
President: Dana Crittendon
Vice President/Financial Secretary: Glenn Hagan
Recording Secretary: Steven Stober
Sergeant-at-Arms: Mike Roseberry
Trustees: Tammy Merrick, Theresa Goss, Jamie Henderson; Chief Stewards: Tony Brown (AP1), Daniel Cummins (AP2), Eric Fields (AP4), Dennis Russ (AP3), Kindre Batliner (AP5), Mike Bannon (AP10), Bruce Perry (Skilled Trades), David Bush (GE Energy)

Local 765 (84765) Norwood, OH
President: Wayne Cupp
Vice President: Vic Henderson
Financial Secretary/Treasurer: Bob Curington
Recording Secretary: Ron Myers
Sergeant-at-Arms: Nick Rupp
Trustees: 1st Shift Darren McGeorge, Joe Hunley
2nd Shift Tony Wise
Chief Steward: 1st Shift Dennis Carter
2nd Shift Chuck Edmondson
Executive Board at Large: Shaun Knight, Vernon Leonard, Ronnie Madden
Grievance-Negotiations Committee: Nick South, Darrell Cole, Scott Elam

Local 770 (83770) Columbus, MS
President: Danny Woodcock
Vice President: Stacy Hodges
Chief Steward: Clyde Jackson
Financial Secretary: Steve Hammack
Recording Secretary: Robert Arnold
Assistant Chief Steward: Elaine Gaylord
Master of Arms: Dhaamin Shakur
Trustees: Carolos Harris, Bobby Robertson

Local 775 (84775) Dayton, OH
President: William S. Gibbs
Vice President: Dawn Behnken
Financial Secretary/Treasurer: Lauren Stovall
Recording/Corresponding Secretary: Pam Akers
Sergeant-at-Arms: Charles Hardin
Trustees: Edsel Smith, Jr., Carla Clay
Chief Stewards: Tommy Ward (Mahle Behr), Glen A. Thomas (Crown Cork & Seal), Kim Stevens (GE Aviation-Tech), Ralph Patterson (GE Aviation-Prod), Kathy Taulbee (Freedom 1st Credit Union), Laurie Wright (Vision Makers), Larry King (Hawker Dayton); Executive Board Members: Randall Behnken, Kimberly Osborne, Gregory Sutton, Jessie Chivers, Pat Mahaffey, Pearle Poole, Sam Sanders, Roy Wilmoth, Dorothy L. Yarbrough

Local 782 (86782) Whitehouse, TX
President: Anthony Hays
Vice President: Claretta Allen
Financial Secretary: Dion Bowersock
Recording Secretary: Mechelle Bell

Local 800 FW (84800) Sheboygan, WI
President: Randy Tayloe
Business Agent: David H. Larsen
Vice President: Adam C. Tayloe
Financial Secretary: Curtis Kinch
Recording Secretary: Doris Tayloe
Trustees: Duwayne Ochs, Diane Zimmerman

Member at Large: Margaret Steinberg, Jason Entringer

Local 801 FW (84811) Janesville, WI
President: Tom Casey
Vice President: Michelle Phillips
Financial Secretary: Kathy Pawluk
Recording Secretary: Teri Laws
Sergeant-at-Arms: Henry Hagen
Trustees: Lee Olstao, Tim Dean, Bill Koeprnick

Local 807 (84807) Jeffersonville, IN
President: Jammie R. Willen
Vice President: Adam Mayfield
Financial Secretary: Brittany Frankhouser
Recording Secretary: Rachelle Ernst
Trustees: Jackie Willen, Dylan Baker
Chief Steward: Eric Delgado

Local 809 (84809) South Bend, IN
President: Gabe Balderas
Vice President: Michael Harris
Financial Secretary: Brian Putz, Sr.
Recording Secretary: James Niedermeyer
Sergeant-at-Arms: Michael Hardin
Trustees: John Glinos
Chief Steward: Chris Boykin
Financial Consultant: Terry McMillin

Local 821 (86821) Centralia, MO
President: Robert Shuler II
Vice President: John Mays, Sr.
Financial Secretary: Larry Brandow
Recording Secretary: Greg Pierce
Sergeant-at-Arms: Scott Sanders
Trustees: Kenny Bailey, Joe Rutherford, Troy Garvin
Chief Steward West: Jessie Montgomery
Chief Steward East: Keith Dawson
Executive Board: James Tuggle, Mike Young, Frank Hancock, John Richards

Local 913 (84913) South Bend, IN
President: Joseph Nguyen
Vice President: Leroy Kingsberry
Financial Secretary: David Szymczak
Recording Secretary: Rafael Beserra
Sergeant-at-Arms: William Covington
Trustee: Teresa Davis
Chief Steward: Kenneth Samulski
Skilled Trades Chairman: Tony Minder

Local 963 (84963) Fort Wayne, IN
President: Will Johnson
Vice President: Shonda Logan
Financial Secretary: Roger Jones
Recording Secretary: Angel Witham
Trustees: Mike Kolmerten, Scott Teeter
Chief Steward: Todd Erdly
Executive at Large: Dewayne Mendez, Tim Kelsaw

Local 1078 (84078) Aurora, IL
President: Marion Hertzog
Vice President: Leo Morgan
Financial Secretary: Dale Breining
Recording Secretary: Chrissy Williams

Local 1081 (84081) Dekalb, IL
President: Eddie Avila
Vice President: Meliton Bueno
Recording Secretary: Robert Ebert
Financial Secretary: Andrae Brown
Chief Steward: Harry Begovich
Trustees: Anthony Davis, Jose Ortiz
GE Chief Steward: Dale Strausberger

Local 1116 (86116) St. Joseph, MO
President: Greg Schaefer
Vice-President: John Holland
Financial Secretary: Amy Geha
Recording Secretary: Joe Canchola
Sergeant-at-Arms: Brad Siekman; Trustees: Karla Lewman (3); Marlene Haskill (1); Chief Steward: Carl Chenoweth (JCI); Mike Martin (Exide); Jay Kerns (Ruan); Dave Redmond (JCI-DC)

Local 1140 (87140) Minneapolis, MN
President: Allen Hollingsworth
Business Agent: Howard Terry
Vice President: Travis Brueggman
Treasurer: Jeffrey Goplen
Financial Secretary: Dale Foster
Recording Secretary: Steven Vine
Sergeant-at-Arms: Patrick Keller
Trustees: Troy Schultz, Doug Williams, Scott Williams
Conductor: Dean Crawford

Local 22485 (81495) LeRoy, NY
President: Sam Fili
Vice President/Chief Steward: Lapp – Ron Stackhouse, PCore – John Shultz, Pulsafeeder, Mike Riggi
Financial Secretary: Mike Myers
Recording Secretary: Jeff Freeman
Sergeant-at-Arms: Jack Stanton
Trustees: Dave Englerth, Donald Scott
Steward: Lapp – Daryl Hamler, P-Core – Craig Holly, Pulsafeeder – John Kehoe, Lapp (2nd Shift) – R.Z. Lampley
Executive Board: Lapp – D.Vanson, B.Heaman, D.Minardo, L.Bogardus, T.Thomas, C.Ayers, M.Saulsbury, J.Giunta, G.Merica, M.J.Shero, P.Harrington



REGION 3 REPORT

by JOE GIFFI, Director

Well, 2014 is now a thing of the past. In many ways, I think "thank God!" In other ways, I know we have a lot to be thankful for. We have laid ground work for an exciting 2015.

With all the Local Union elections completed, we are planning trainings to bring the new officers up to speed and refresh all those continuing the fight. We look forward to the energy and spirit of the new being blended with the experience of the old. We will need every bit of it with the challenges we will be facing. Don't forget to send new officer info to IUE HQ.

At the International level, we will be electing a new CWA President and VP's this June. This also brings a great excitement and curiosity as to our direction.

In the world of United States politics, the Working People took a beating in the

recent mid-term elections. We have a great deal of work to do over the next two years to prepare for the Presidential election and House seats. Add this work to our main duties of bargaining and enforcing Collective Bargaining Agreements, organizing the unorganized, and building a movement for economic justice & democracy, it's time once again to roll up our sleeves and get to work. I leave you with this quote as our mission:

*"Not enjoyment, and not sorrow,
Is our destined end or way;
But to act, that each to-morrow
Brings us farther than to-day."
-Longfellow, A Psalm of Life*

*In Fraternity,
Joe*



REGION 7 REPORT

by KEN REAM, Director

SISTERS and BROTHERS – IT'S UNION TIME! It is also winter. The fires are blazing in the hearths, but what keeps us warm are the Union fires raging in our hearts.

It has been a very busy three months since our last issue of *The BOLT*. Elections have come and gone. As you well know, we did not fare very well in the Congressional and Senatorial elections nationwide. Unfortunately, we will soon have even more anti-working people, anti-Union, pro-corporation, and pro-unfair trade agreement politicians to fight. That means that we will have to work even harder to stoke those pro-Union flames in our hearts in order to hold their feet to the fire.

These past three months have also been IUE-CWA Local election months. With these elections, there are some

new faces, new ideas, and many new challenges. To the newly elected, I say **WELCOME to the Fight!** We are here to help you in any way that we can. Many of our old friends have won re-election. It is great to have you back in the battle. Some old friends and colleagues have either stepped aside or been defeated. We will miss you. But, we know that the fire still burns in your hearts and that you will continue to do whatever you can to help the new officers and to grow this great IUE-CWA! Don't forget to send new officer info to IUE HQ.

For the new officers and even for those who have been around a while, the IUE will be offering a number of classes and trainings over the next several months. I strongly urge every Local to send their officers to these trainings. They are very educational, and our members deserve to have the best-trained officers possible.

At the time that I am writing this letter, we are still in the midst of the election season. There is no way that I can mention each local's election outcomes. However, on a couple of the early returns I would like to congratulate Local 749 President Mike Kroetz and his officers (see picture of swearing-in by Staff Rep. Todd Viars) and Local 651 President Shawn Diehl, VP Lee Roy, and Chief Steward Bob Dull (see picture of

swearing-in by Staff Rep. Bob Sutton). Again, congratulations to all new and re-elected officers!

Over the past few months, I was privileged to be part of a tour of IUE Local 160's Hubble Lighting plant in Christiansburg, VA. They make state-of-the-art outdoor lighting fixtures. I was extremely impressed. I would like to thank local President Penny Franklin and the Local 160 membership for their hospitality. I was also privileged to be part of a tour of IUE Local 670's Magnetech Industries plant in Huntington, WV. They repair and rebuild large electrical train and other motors. Huntington's Mayor and Congressman Rahall also joined us. Local union president, Danny Sallie and his membership have done great things working with the Company to grow our membership.

In fact, they are looking for people to hire. If you have the mechanical skills for this type of work and are interested, let us know. Again, thank you Danny and the Local 670 membership for your fine hospitality. (Note, Danny insists that Magnetech use IUE-CWA products whenever possible! And, they do so!)

Finally, fire is not always a good thing. On November 19 a major fire broke out at our Local 190 Bekaert plant in Rome GA. Over 150,000 sq. feet of the plant was destroyed. Fortunately, no one was injured. Thanks to Local 190 President Rex Rains and our great Local 190 officers and membership, the plant is already back in operation and there are plans to build it back even bigger and better than it was! **Congratulations Local 190! You really know how to put a silver lining around a dark cloud!**

Sisters and Brothers, I wish you a great holiday season. Keep up the good work!

*Take Care,
Ken Ream*

Proud to feature these Negotiation Teams!

Local 134 Negotiation Committee at GGB Bearing Technology in Thorofare N.J. Negotiated a four year contract.

L-R Standing: Jason Carbone, John Derrickson (President), Michael Valadez, Joe Levesque - Michael F. Horvath Jr. (Staff Rep), Michael Thomas.

L-R sitting: August Michael Heilig, Warren Lopez, Shawn O'Brien, Michael Depietropolo.



Local 447 Negotiating Committee at Exelis former ITT in Clinton N.J. L to R Bern Falcicchio, Angelo Bambo (President), Angelo Guarino, Vinnie Russomanno.

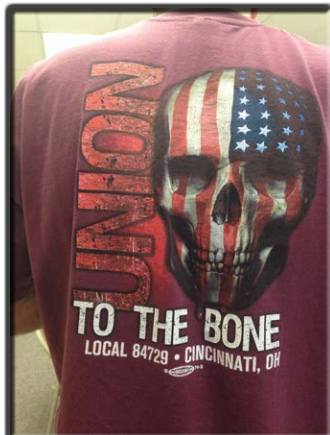


Show Us Your Tees!

Union pride is what makes the IUE-CWA strong and keeps us moving forward! We want to showcase our local union sisters and brothers and the pride they take in their local. Each month we will feature a photo of an IUE member sporting their local union t-shirt. Send us a photo of members wearing their union t-shirts! Be sure the photos are clear and in-focus.

Send your photos to IUE-CWA at: thebolt@iue-cwa.org

◀ Frank Pickard of IUE-CWA Local 729 in Cincinnati, Ohio shows us his union pride.



YOU WILL BE ENTERED IN A DRAWING TO WIN AN IUE-CWA COOLER BAG!

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

Get Connected.

twitter @IUE_CWAUNION
facebook IUE-CWA
Website iue-cwa.org



COMPLIANCE REPORT

by **ROGER DEEL, Director**

Welcome Brothers and Sisters to the final edition of the BOLT for 2014. Before I write any further, I want to wish all of you a great holiday season! Congratulations to the officers who have been re-elected and welcome to the many new officers elected to new or different positions. I look forward to working with all of you.

For those of you who don't know, in 2014 President Clark asked me to assist our local officers in moving their respective locals toward his vision of what our Union should look like in the 21st century. That vision encompasses several functions that will help the Union fight back against the assaults from the super wealthy and corporate America, but first we must be able to handle the administrative obligations we have to the government and the obligations determined by the delegates at the CWA Convention in 2013. I was alarmed to learn that so many locals were delinquent with LM Reports and IRS 990 forms not filed timely (or not filed at all). Some locals have lost their tax exempt status as a result of not filing their 990 forms. We are still working through the process after all these months and now we face a new filing year.

I have focused on the administrative responsibility of local officers to file appropriate reports and meet the obligations of fully functioning locals. **My role is to help you meet those obligations.** Failure is not an option. The delegates to the CWA Convention passed a resolution that requires every local to be fully functional or run the risk of being merged into another fully functioning local. It is my goal to work with each of you to insure that your local is fully functional so you comply with the resolution. Remember--some of these compliance issues are statutory requirements from the Dept. of Labor and the IRS. Those obligations have been in place for many years. Others were passed by the delegates at the CWA Convention. NO one wants to force a merger of Locals against their will, but Locals must meet their obligations. We have made progress, but there is still work to be done.

On a more positive note I have already received the paperwork from a few locals for the fiscal year that just ended September 2014. Thank you to the local officers who have already provided LM Reports, IRS 990 Forms and Audit Forms for the fiscal year that just ended September 30, 2014. Good job!!! You are really on top of it and I appreciate your commitment.

Reminder: Please send a copy of your local bylaws to me. I have received copies of local bylaws from about one-

half of our locals. I must have a copy of your bylaws for your local to be in compliance.

On December 5th, I mailed a letter to each local requesting the necessary information to keep your local in compliance with the CWA Constitution, the Department of Labor and with the IRS. I know this information is redundant to most of you, but a lot of newly elected officers may be seeing it for the first time.

As I have written in each column in 2014, we must file the required reports with the Department of Labor and the IRS. **If your fiscal year ended on September 30, (as it should) Form 990 is due no later than February 15, 2015. The LM Report is due no later than December 29, 2014.** I encourage every local to file Form 990 at the same time you file the LM Report so you don't forget to complete it later. **Don't hesitate to call me if you have any problems filing your report. It is extremely important to have all our IUE-CWA Locals fully functional prior to the CWA Convention in June 2015.**

Please send the information to me at:
Roger D. Deel
2701 Dryden Rd.
Dayton, OH 45439

Please call me if you need any help with your **Form 990, 990EZ or E-postcard** for the IRS or with your **LM Report**. I can be reached at 937-293-5959 or by email at rdeel@cwa.org, and we will work together to complete your forms. I may not be able to answer every question, but I am confident we can find the answer for you. I look forward to working with you.

Roger Deel
Compliance Director
Proud IUE-CWA member since 1977

801 Retiree Club Giving Back to the Community



IUE-CWA Local 801 Retiree Club opening their hearts and giving to needy kids by providing a new toy to Toys For Tots.



GE CONFERENCE BOARD REPORT

by **BOB SANTAMOOR, Chairman**

IUE-CWA Mobilization Leads the Way in Preparing for 2015 GE Negotiations

The GE CBC, Chaired by IUE-CWA President Jim Clark, is preparing for tough negotiations with GE in June of 2015. To get our members prepared for the bargaining process, IUE-CWA has developed a mobilization training class, which IUE-CWA Local 712 President Lance Bergmann (as seen in top photo) has been traveling around the country delivering to our GE Locals. Local feedback on the mobilization classes has been tremendous, and our GE members are getting more prepared than ever before! IUE-CWA has also developed a redesigned GE Workers United website and Facebook page to help our GE members get involved and stay informed during these pivotal contract negotiations.

At a recent CBC meeting in Evendale, Ohio, President Clark stressed to the members, *"We have to mobilize to get the strength of our members behind our bargaining*

committee, and we need have GE react to what we want--not what they want." The

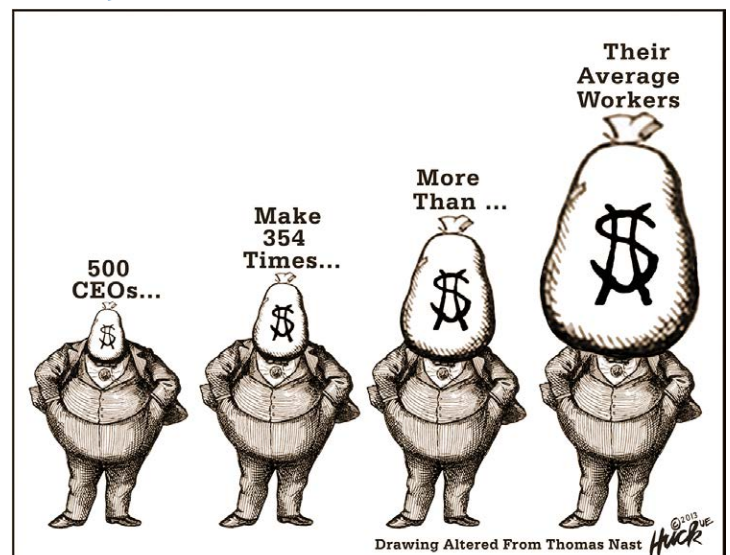
new mobilization training and website/Facebook presence are designed to build that membership strength.

IUE-GE Conference Board Chairman Bob Santamoor recently attended one of the mobilization training classes and spoke highly of both the material and the presentation by GE Local President Bergmann. As Chairman Santamoor stated at the recent CBC meeting, *"... we have to be prepared better than we have ever been to protect our jobs, improve our pensions and medical plans, and stop any post-65 benefits cut proposals."*

IUE-CWA GE members are encouraged to check out the website at www.geworkersunited.org and LIKE us on Facebook at GE Workers United. To get involved, add your face and story to the "Faces of GE" section of the website, and/or fill out the contact form to volunteer in the mobilization campaign.



NOT FUNNIES



YOUR LOCAL NEWS

Local 190 • Rome, GA

RISING FROM THE ASHES!!

On November 19, 2014 Bekaert Rome suffered a devastating fire in their Beadwire Department. This particular part of the plant was a total loss, but thanks to quick action by the employees and the company, everyone in the plant was evacuated safely with no injuries.

Since this event, IUE-CWA Local 190 has worked diligently with the Company to get operations restarted. The outpouring of support by Union Officials, Union Members, Company Officials and the local community has been nothing short of outstanding. Not knowing how long the Beadwire department will be down due to all power cut to the plant, thus having no work being performed, and the upcoming holidays looming ahead; Bekaert Corporate went the extra mile and decided to pay all employees their full wages for the next three weeks. Floyd Hospital, along with Chick-Fil-A restaurant, came to the Union hall to help feed all our Union members as well as the employees who were able to work this past Monday. Dr. Miniyar, a local physician,



has offered free health care to the young children of the affected employees until the first of the year. Using an armada of generators and about 20 miles of drop cords, the shipping areas of the plant were put back in operation the next day. Although Union members were being paid and did not have to show up, many of them volunteered their time to help get out products to customers and to keep the operations running.

Bekaert Rome was in the beginning stages of a \$29 million dollar revitalization project when the fire occurred. Although this fire has been devastating, with new machin-

ery arriving every day, everyone has kept their spirits high and are looking to the future and the new opportunities this will present. As with the legend of the Phoenix, **Bekaert Rome and Local 190 will rise stronger and better than before!**

Note, the above article was written by Rodney Yarbrough, Recording Secretary of Local 190.

IUE-CWA could not be more proud of our members at Local 190. Even in right-to-work (for less) Georgia, Local 190 is 100% Union. You may remember that Bekaert Corporation closed down other plants and committed \$29 million to bring that work to Rome, GA.

Local 190 is just one of the reasons that we are all PROUD TO BE IUE!

- Ken Ream, District 7 Director

Local 706 • Oneida, TN

IUE-CWA Local 706 in Oneida, TN recently made a donation to their local Boys and Girls Club.

The organization put up a very public thank you note of gratitude! Support for local organizations is a key part of the work that our locals do for their communities.

Thanks, Local 706!



Local 255 • Pittsfield, MA



Jim Clark and Bob Santamoor (seen above with Dan Walsh, Local 255 Business Agent) congratulate Local 255 on their successful merger with 254! The amalgamation of Locals facilitates more experienced, powerful, and financially solvent local unions.

IUE-CWA Young Leaders head to Nation's Capital



IUE-CWA young leaders met with the legislators in November and urged them to vote no on "fast track" for the TPP. They also met with AFL-CIO Executive Vice President Tefere Gebre about the future of the young worker movement and how they can each make an impact in their own communities.



The IUE-CWA Mentorship group headed to Washington D.C. in November to get some hands-on experience with national labor leaders and a first-hand look at American government. Members of the Mentorship team prepared for lobby visits with their legislators on the TPP. Mentees participated in a lobby training to get up to speed on the latest with the TPP, and to learn to communicate to their elected officials on why this trade deal is bad for workers. The next day the group

hit Capitol Hill to meet with Congressional staffers. For many of the Mentees, it was their first time visiting a Congressional office. The young leaders demonstrated fantastic skills and poise in talking with staffers about their concerns over TPP. Later that day, the group headed to AFL-CIO national headquarters to meet with Executive Vice President Tefere Gebre. The group shared a conversation about growing the capacity of the young worker movement in our country, and strategies

for how our mentees can get more involved with labor and community groups back home. The D.C. trip ended with a visit to the National Museum of American History for a look at labor and social justice movements from our nation's history. The 2013/2014 class of mentees will be finishing up their year in the program at a final meeting in Dayton, Ohio in January.

Article by IUE-CWA Political Program Manager Heather Atkinson

2015-16 Scholarship Program now open!

IUE-CWA awards 17 scholarships annually ranging from \$1,000 to \$3,000. Details for the scholarship program for the 2015-16 academic year are available on our website now. Applications will only be accepted online at www.iue-cwa.org.

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, and the required essay, as well as how to determine eligibility for children and grandchildren.

HEALTH & SAFETY *Resolutions!*

Safety 4 U Include Workplace Safety in your 2015 Resolution

We are in the thick of the holiday season with errands to run, gifts to buy, cookies to bake, and travels to meet friends and family. There is a long list of safety issues linked with all of these activities-- and then add poor weather conditions, early sunset, and stress. In this 2014 Holiday season... take time to relax!

As we head back to work after time off for the winter holidays, many of us will make resolutions to help make 2015 our best year yet. While many of these resolutions tend to center around well

being, such as losing extra pounds, saving money or spending more time with friends and family, few of us take the time to think about how we could make more of an effort to ensure our own health and safety on the job. This year, why not make the resolution to make workplace safety a value in your life? Become a member of the safety committee or maybe become a safety activist. 2015...get involved!

As we move into 2015, if there are topics of interest that you would like to hear

about, please let us know. We value your input. Additionally, if you are interested in presenting on a topic or know someone that would like to become a safety activist, please pass that along as well.

We continue to develop and move forward on several actions/campaigns (such as Union Officer training, Heat Stress, Lead Kills, and the IUE-CWA Injury and Illness Investigation) and there are more to come. Our work with the CWA, USW, TMC, and Labor Institute continues

to thrive and lead to increased energy.

It is hard to imagine we have just more than a week left in 2014. 2014 was an exciting year for our health and safety efforts, and we have made a difference! So, let's work to make 2015 an even more successful year.

Best wishes for a healthy and SAFE new year!



**TO SCHEDULE
SAFETY TRAINING
CONTACT DEBRA FISHER:
dfisher@iue-cwa.org**



THE FIGHT IS COMING In 2015

Leading into the 2015 Congressional session, all eyes will be on the Trans Pacific Partnership trade deal (TPP). We anticipate that leadership in the newly elected Senate Republican majority will be looking to work with President Obama to push through this bad trade policy, which will put more power in



the hands of corporations at the expense of workers. We anticipate that there will be a new "fast track" bill introduced after the new year. This fast track legislation will remove the ability of Congress to amend this terrible trade deal and will force an up or down vote. Thanks to the grassroots action of IUE-CWA members and thousands of our allies across the country, we stalled the TPP in 2014. Stopping TPP in 2014 was a huge victory; however, the fight is about to come back with a vengeance. We are gearing up for our next offensive on the TPP, and it will take all of us together to stop this bad trade deal once and for all. The week of November 10, allies

organized a "Stop Fast Track" Week of Action. Across the country, activists came together to host rallies, visit Congressional offices, make phone calls to legislators, and sign post cards. IUE-CWA members were a part of the action, as we brought the word to our shops about the destructive impact of TPP on our jobs and our communities. The fight is coming, and we need everyone to join in! Please be sure to work with IUE Headquarters to get resources and get the word out to your members about this terrible trade deal. We need to keep the pressure on our elected officials to say no to TPP and fast track. To find out more on how you can get involved, contact IUE-CWA Political Program Manager Heather Atkinson, hatkinson@iue-cwa.org, 937-424-0683.

Call your Representative and tell them to VOTE NO on Fast Track 1-888-966-9836.

Legislation threatens NLRB

By Lela Klein, IUE-CWA Attorney



In September, Republican Senators introduced a bill they call the "The National Labor Relations Board Reform Act," which threatens to further paralyze the federal agency that enforces labor laws. The bill would increase the number of Board members from five to six, mandating that the Board be made up of three Republicans and three Democrats, and virtually ensuring permanent partisan gridlock. The bill would also limit the authority of the General Counsel (the NLRB's chief prosecutor) and permit parties to seek review of any complaint in federal district court.

For those unfamiliar with the Board's procedures, granting the ability to challenge a "complaint" in court doesn't sound like such a bad thing. But in the Board's terms, a complaint is only the very first step in the process -- a basic finding that an allegation has any merit. Under its current rules, a union, individual or company can file an Unfair Labor Practice charge, and the NLRB Region for the geographical area will investigate the charge, and decide whether there is merit to issue a complaint on the charge. Once a complaint has issued, the NLRB

presents the case to an Administrative Law Judge, who decides the case, subject to appeal.

The proposed rule however would mean that an employer could run right to federal court any time an NLRB Region makes only this preliminary decision that a charge has merit, before an NLRB administrative law judge has even heard the case. Again, this seems certain to bring the Board's process to a screeching halt, to say nothing of its effect on the federal courts when they have to try NLRB cases!

Ironically, despite giving employers the opportunity to slow down the process by dragging cases into federal court, the proposed rule would also impose time limits, reducing NLRB funding by 20% if the Board does not decide 90% of its cases within one year!

Since President Obama would certainly veto any such legislation, this proposed rule is not currently a threat to working people, but it does give us a window into Republican's views on labor law and their enforcement.



Members from IUE-CWA Locals 160 and 1101 getting the word out in their shops during the Stop Fast Track Week of Action--signing "No TPP" postcards

The Next Class of IUE-CWA Mentorship Program

We are extremely pleased to announce that we have accepted our second class of IUE-CWA mentees for the 2015 IUE-CWA Mentorship program! We have a tremendous group of young leaders who will be participating in our program this coming year. The mentee group will represent IUE-CWA locals from New York, Texas, Mississippi, Indiana, Kentucky, Ohio, Virginia and Nevada. We also have a stellar group of leaders from the IUE who will be serving as Mentors to the Mentees. Some served in the program last year, and we have some new faces as well. The new class of the Mentorship group will hold its first meeting in January in Dayton. We hope to welcome another class of the Mentorship Program for 2016. Anyone who is interested is encouraged to apply to when we open applications next year! Stay tuned for updates from this new group of young leaders!

RETIREE NEWS & INFORMATION

Service Center: 313 S. Jefferson St., Dayton, Ohio 45402

Contact: Keith Bailey 937-224-5219 • Kim Short 937-224-5217 • FAX 937-224-1391



SOCIAL SECURITY "MYTH BUSTERS"

MYTH: "Social Security is driving up the federal deficit!"

TRUTH: Social Security has not added a single cent to the federal budget deficit. The federal government doesn't fund Social Security – American workers do. Social Security is funded directly by payroll contributions. With a dedicated source of revenue, it's fully financed for years to come.

MYTH: "Social Security is going broke!"

TRUTH: With a \$2.7 trillion trust fund projected to grow to \$3.7 trillion by 2022, Social Security is far from going broke. While Social Security is paying out more in benefits than it currently collecting in contributions – the program is NOT in the red. Why? Because the interest Social Security makes off of its Treasury bonds in the trust fund is more than enough to make up the difference.

MYTH: "Everybody needs to sacrifice. Cut seniors' Social Security COLAs!"

TRUTH: Social Security's cost-of-living adjustments (COLA) help retirees' monthly benefits keep pace with inflation. The average monthly retirement benefit is a little more than \$1,290, so it's clear that every little bit counts. Despite this, there are proposals to cut the COLA by adopting a chained CPI (formula used to calculate the COLA). According to the Social Security Actuary, moving to a chained CPI would mean an immediate benefit cut. The cut compounds over time, so it would be felt more deeply as seniors get older and resources dry up.

MYTH: "People are living longer; raise the retirement age!"

TRUTH: While the average life expectancy has grown since Social Security started, this is because fewer die as children than did 70 years ago – not because we're all living significantly longer. Any gains that have been made have been for workers in the top half of the income brackets. Moreover, the retirement age is already moving to 67 for those born on or after 1960. Raising it even more would just push retirement completely out of reach for the average American.

MYTH: "Cut Social Security Benefits for Millionaires!"

TRUTH: Careful: Proposals to means-test Social Security by further reducing or eliminating benefits altogether for millionaires are really wolves in sheep's clothing. Here's why: The majority of Social Security beneficiaries are not millionaires. In fact, only 2% of benefits go to individuals with earnings over \$100,000. To get any significant savings, a means-test would need to hit people with incomes around \$40,000 – the middle class. A better way to make the rich pay more without damaging the middle class would be to scrap the cap on taxable wages. With the wealthy contributing to Social Security on all of their income, Social Security's entire funding gap would be closed.

MYTH: "Illegal Immigrants get Social Security, ripping off American taxpayers!"

TRUTH: Since 1996, undocumented workers have not been eligible to receive Social Security. In fact, according to the SSL, undocumented workers contribute \$7 billion a year to Social Security even though they cannot claim benefits from the program.

MYTH: "Social Security is a burden to our youth."

TRUTH: Today's youth and working families are struggling as a result of high unemployment, stagnant wages and a shift from traditional pensions to 401(k) plans. These are the folks who will likely need strong retirement, disability and survivorship protections. We should be talking more about preserving and strengthening Social Security for young and old alike, instead of pushing for cuts to the benefits of future generations.

*Happy Holidays and
Happy New Years,
Keith Bailey*

Source: The Alliance For Retired Americans, Fact Sheet Government Affairs 2014.



WHAT IS AN EOB?

Hello Members,

I hope this issue of The Bolt finds you all well and warm this winter!

I have a lot of members who call in regard to medical billing services and are confused as to whether they owe a medical bill or not. I am hoping this information on Explanation of Benefits or an EOB as it is commonly referred will help.

What Is an Explanation of Benefit? An Explanation of Benefits (EOB) is a document that is sent to you by your insurance company several months after you have had a healthcare service that was paid by the insurance company. You should get an EOB if you have private health insurance, a health plan from your employer, or Medicare.

Your EOB gives you information about how an insurance claim from a health provider (such as a doctor, hospital, lab) was paid on your behalf.

It is very important that you understand an EOB (Explanation of Benefits) **What Information Is in My Explanation of Benefits?**

Your EOB has a lot of useful information that helps you track your healthcare expenditures and serves as a reminder of the medical services you received during the past several years. A typical EOB has the following information:

Patient: The name of the person who received the service: you or one of your dependents.

Insured ID Number: This should match the number on your insurance card.

Claim Number: The number that identifies the claim that either you or your health provider submitted to the insurance company. Along with your insurance ID number, you will need this claim number if you have any questions

Provider: The name of a doctor, a laboratory, a hospital, or other healthcare facility who provided the services.

Type of Service: A code and brief description of the health-related service you received from the provider.

Date of Service: The dates of the

health-related service you received from the provider.

Charge (also known as Billed Charges): The amount your provider billed your insurance company for the service.

Not Covered Amount: The amount of money that your insurance company did not pay your provider. Next to this amount you may see a code that gives the reason the doctor was not paid a certain amount. A description of these codes are usually found at the bottom of the EOB, on the back of your EOB or in a note attached to your EOB.

Total Patient Cost: The amount of money you owe as your share of the bill. This amount depends on your health plan's out of pocket requirements, such as an annual deductible, copayments, and coinsurance. Also, you may have received a service that is not covered by your health plan, in which case you are responsible to pay the full amount. Additional information may include the amount of payment actually made to your provider and how much of your annual deductible has been met.

Your EOB is a window into your medical billing history. Review it carefully to make sure you actually received the service being billed, the amount your doctor received and your share are correct, and that your diagnosis and procedure are correctly listed and coded.

You may get a bill from a medical provider that has not yet processed through your insurance company. Always wait until you receive your EOB to make sure it matches the amount not covered by insurance (amount you owe) and the amount being billed to you by the medical provider. This is the easiest way to make sure you are not overpaying a provider. If you are still uncertain about a bill or service, please don't hesitate to contact me, and we will work through it together.

In Solidarity,

Kim Short

IUE-CWA Retiree Benefit Rep

Contact information at the top of this page.

RECENTLY RETIRED OR RETIRING SOON?

Join the IUE-CWA Retiree Associate Member Club.

For \$3 a month dues, you get to continue receiving the IUE News, access to retirement benefit representative Kim Short, and invitations to our Retiree Health Fairs and other activities. Join now and we will send you a retiree club gift!

For more information, call (937)298-9752 or go to Retiree Corner on the website at IUE-CWA.org.