

IUE-CWA NEWS

THE BOLT

VOLUME 67 ISSUE 1 • SPRING EDITION 2016

DIVISION NEWS



IUE-CWA Members and Retirees,

As we move further into 2016, we must focus and expand our efforts to get out the vote and elect candidates who support Union labor and have a vision of the future which includes a strong U.S. manufacturing sector. From local city council elections to the office of President of the United States, it does matter who is elected, and the time has come for organized labor to throw off “business as usual” and work together to elect candidates who really will fight to turn back the attack on organized labor and the standard of living of working Americans. Please ask your local officers or retiree club President how you can get involved at the local and state level. Everyone can make a difference and help shape our future. I urge you to carefully consider

the candidates and vote to protect your job, your union, and your future. Help us mobilize our members – we need EVERYONE to stand up and be counted.

In this issue, you will meet our new Organizing coordinator Ellen Vera, and you will see stories about some of the campaigns we are running. Why does this matter to you? It matters because when we lose density of membership, we lose power. The more members we have—the more strength we have at the bargaining table. No one else will fight for us to improve wages, benefits, and working conditions—we, as the members of the union, have to fight for our own best interests, and to bring the benefits of Union membership to the other workers in our communities. When we raise the standard of living for one employee—it helps ev-

eryone. All of our locals should be looking for opportunities to organize other workers in their communities, and all local members can get involved and help make us stronger. We continue to fight back against those who would destroy the labor union and take away what we have fought to gain over the past century. We fight in the courtrooms, in the legislative process, in the press, and as individuals, every time we educate our friends and family and co-workers about what the union really is and does. The union is not a separate entity from the members – the members ARE the union. YOU are the union. Share the good work that you do with others and take pride in being a member of the movement that ended child labor, instituted weekends, fought for health and safety, benefits, retirements and

so much more. You should be proud, and you should be actively involved.

We continue to make changes at IUE-CWA to more effectively service our locals and represent our members. Our national programs are focused on training and educating officers and members to make our locals stronger and more inclusive. My most sincere thank you to everyone who has gotten involved and helped move our work forward over the past years. If you want to get involved – there are opportunities. Make this the year that you take that first step and actively join the fight!

Union members running for office key to our Fight

Union members fight every day for the working class - defending workers' rights in the workplace, and also in the political arena. As the saying goes, all politics is local - and it is absolutely true that many important decisions that affect our lives are made at the local



PENNY FRANKLIN



JAY WALSH



PETE CAPANO

level, including city and county governments and school boards. Whether it's funding for our kids' schools, determining tax rates, or allocating resources in the community - issues that affect our daily lives are determined by local governments. In some cases even local governments can impact the rights of union members. In Kentucky, several counties have passed “Right to Work” laws at the county level, in an all-out attack on union workplaces. If we had more union members in these elected positions, we would be able to block such egregious legislative attacks on workers. Our members running for of-

fice can make a huge difference!

We are proud to have a number of IUE-CWA members who have been serving their communities in local elected offices. Penny Franklin, President of Local 160 in Christiansburg VA, was elected to the Montgomery County School Board in 2000. IUE-CWA Local 201 in Lynn, MA currently has two members who have been elected to Lynn City Council. Pete Capano Local 201 President has been serving on the Lynn City Council for 11 years, and Jay Walsh, Local 201 Vice President was elected to the Council this past year.

We are extremely thankful to our members for serving in their communities, representing organized labor in the local political process.

We encourage members to consider running for local office. There are many resources at your disposal if you are considering running, including training and campaign management.

If you would like to learn more about running for local office in your community, please contact:

**IUE-CWA
Political Program Manager
Heather Atkinson
937-298-9984**

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LOCALS

SAVE THE DATE • 2016 IUE-CWA DIV. MEETING •

Division Meeting: 9 a.m. on June 16th.
Training classes all day on June 17th AND 18th.
Training Opportunities will include the following:

- Bargaining • Dues/Financial • Health and Safety • Lean Program • Organizing - And more!
- Location: Hyatt Grand Cypress, Orlando, Fl. • Diversity Ambassador Meeting: Friday, June 17th.
 - Mentorship program meeting: Wednesday, June 15th. • Special Guest Speaker Les Leopold will talk about the income inequality that working Americans face!

FILL YOUR EASTER BASKETS WITH QUALITY MADE UNION GOODIES!



Hershey Products: Hershey Kisses* • Hershey Syrups • Hershey Milk Chocolate Bar* • Hershey Milk with Almond Bars • Hershey Special Dark Bars • Hershey Nuggets • Rolo • Hershey Kissables • Kit Kat Bars • Carmello Bar • Cadbury Fruit & Nut Bar • Cadbury Roast Almond Bar • Cadbury Royal • Dark Bar • Cadbury Dairy Milk Bar • Jolly Ranchers • Hershey Symphony Bar with Toffee

Necco (New England Confectionery Company): Sweethearts • Mary Jane Peanut Butter Chews • NECCO Wafers/Necco Wafer Smoothies • Sky Bar • Clark Bar • Canada Mints • Candy Cupboard • Thin Mints • NECCO Assorted Junior • Wafers • Clark Junior Laydown Bag • Mary Jane Laydown Bag • Haviland • Mallow Cups • Necco Peanut Butter Kisses

Ghirardelli Chocolates: All Filled & Non Filled Squares • Non Pariels • Chocolate chips **Just Born:** Peeps • Mike & Ike • Hot Tamales • Peanut Chews • JellyBeans

Gimbals Fine Candies: Jelly Beans • Cherry Hearts • Scotty Dogs **Jelly Belly's Candy Company:** Jelly Bellies - also made in a non-union plants in Chicago/Taiwan • Chocolate Dutch Mints • Chocolate Temptations • dimples • Goelitz Confections • Goelitz Gummi • Pet Rat • Pet Tarantula • Sweet Temptations • Candy Corn • Licorice • Malted Milk Balls • Chocolate Coated Nuts, and Sours • Sunkist Fruit Gel Slices

Nestle: Nestle Treasures • Laffy Taffy • Kathryn Beich specialty candy • Baby Ruth* • Butterfinger* • Pearson's Nips • Famous Old Time Candies (gourmet chocolates) • Nestle Crunch Butterfinger Crisp **Pearson's Candy Co.:** Salted Nut Roll • Nut Goodie • Mint Patties • Bun Bars **American Licorice:**

Black & Red Vines • Strawberry Ropes **Anabelles Candy Company:** Boston Baked Beans • Jordon Almonds • Rocky Road • U-Nos • Look • Big Hunk • Abba-Zaba • Yogurt Nuts & Fruit **Sconza Candie:** Jawbreakers • Chocolate Covered Cherries • Chocolate **Keebler:** Chips Deluxe • Pecan Sandies

• Cheez-it • Vanilla Wafers **Frito-Lay:** Doritos • Rold Gold • Lays Potato Chips **Nabisco:** Corn Nuts • Chips Ahoy! • Oreos • Nutter Butter • Vanilla Wafers • Graham Crackers

Bachman: Pretzels • Jax Cheese Curls • Keystone Snacks Party Mix • Cheese Curls • Corn Chips

Kraft Snack Products • Horizon Eggs • Durkee Food Coloring • Orville Redenbacher Popcorn • See's Candy • Guittard Chocolate Company

*Some products made in Mexico; check the label for country of origin.

• Find the *HIDDEN* Bolt Contest • 2 Winners will receive IUE-CWA Grill Set

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 April 1.

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 Kirchner Hot/Cold Thermos Winners:

- Sanford Ruthruff Kettering, OH • Sanford Ruthruff Kettering, OH •
- Runners up won:**
- 6-in-1 Engraved Screwdriver:**
- Kathryn McClung, Murrells Inlet, SC •
- Jackie Miller, Woburn, MA • Jackie Miller, Woburn, MA •
- Union-Proud Long Sleeve T-shirt:**
- Robert Charette, Ligonier, PA • Jackie Harris, Bluffton, IN •
- David Porter, Crescent City, CA •



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

JIM CLARK
President

ROGER DEEL
Compliance Director

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At-Large, Region 7

JOE GIFFI
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UNION IN ACTION

Union Organizing is Critical to our Future

As we know, growing our ranks as a union is critical to our future as the IUE. We have several active campaigns underway to organize unrepresented workers as part of the IUE - gaining the workplace protections that they deserve. We have campaigns in Ohio, Alabama, California, and Michigan. We need your help to bring more workers under the protection of the IUE! Our organizing efforts start with tips from IUE-CWA members across the country who help us to identify workplaces where the members don't currently have a union, and want to join the ranks of the IUE-CWA. As we know, union representation is the key to better wages and workplace protections for workers. The average monthly wages of a union worker are over \$800 higher than a worker who is not in a union – and rates of employer provided



STRENGTH IN NUMBERS

health care coverage are 30% higher for union workers! There is no doubt that unions make the difference for workers. We need your help to organize more workers to join the IUE-CWA!

Here is what you can do: talk to family members and friends who are employed in non-union workplaces – let them know the benefits that being in a union brings. If you know of anyone who is interested in gaining union representation at their workplace, call IUE-CWA Headquarters – we have resources to help these workers become members of the IUE. Organizing new units also makes your local stonger!

Contact IUE-CWA Organizing Coordinator:

Ellen Vera @ 937-298-9984 or evera@iue-cwa.org

Welcome Ellen Vera!

IUE-CWA's new National Organizing Coordinator



Join us in giving a warm IUE-CWA welcome to our new National Organizing Coordinator, Ellen Vera. Ellen comes to IUE-CWA from UFCW, where she developed organizing campaigns and strategy and oversaw multiple teams of organizers for over eight years. She has a strong background in community organizing and social justice as well, and has worked on dozens of campaigns, including anti-predatory lending campaigns, immigrant rights campaigns, and the fight against RTW legislation. Ellen also has a passion for developing worker-owned union co-ops, and took the lead on the creation of the Apple Street Market project in Cincinnati, Ohio, which has made a significant improvement in the availability of affordable

and nutritious food in that city, and the Our Harvest Cooperative, a worker-owned cooperative farm and food hub. She is dedicated to the fight for economic and social justice for working people, and with her strong organizing skills, will help IUE-CWA increase our density and bargaining power around the country. "I'm very excited about this opportunity to work with President Clark and the IUE team to expand manufacturing organizing. I look forward to getting to know the staff and locals as we all work together to get more manufacturing workers organized into this great union!"

Ellen currently resides in Cincinnati, Ohio with her husband and stepson. In her spare time, she enjoys being with her family, playing cards, and getting closer to nature.

"Creating the Middle class"

IUE-CWA Represented New Flyer Local 7304 VP Renee Brand, whose local manufactures transit buses at the New Flyer assembly plant in St. Cloud, Minnesota, recently introduced



Labor Secretary Tom Perez at the White House's first regional summit on worker voice in Minneapolis, MN. Rene spoke eloquently about how the union has made a difference in St. Cloud. "Through our union, we continually work to improve our product and our jobs. And we're partnering with New Flyer on improved workforce training and development, which means increased mobility and opportunities for advancement for workers. . .I've seen first-hand how the very best apprenticeship and training programs are those where employers partner with employees through their unions," Brand stated. "Our union also is encouraging New Flyer to hire more women and veterans

as well as more workers who come from disadvantaged communities. That's why we're part of Jobs to Move America, a nationwide coalition seeking to make sure the billions of public dollars spent on public transit systems create better results for our communities: good jobs, cleaner equipment and more opportunity for low income people. By telling our story, I hope we can inspire others to organize, and to stimulate more good jobs across the country." Labor Secretary Perez replied to Renee, "Renee, you're not just making buses, you are creating the middle class."

IUE-CWA General Counsel Lela Klein sits on the JMA Steering Committee, where she works with a coalition of more than forty community, labor, faith, civil rights, philanthropic, academic and environmental groups.

New Flyer Anniston Organizing Campaign Gains Momentum

On February 20th, 2016 ninety workers and their families from New Flyer Anniston came together for a solidarity lunch to hear lead in-plant committee workers speak on important issues relevant to their work areas. The campaign for IUE-CWA union representation at New Flyer Anniston continues to gain momentum. Eric Braun, welder and leader of the in-plant committee, spoke confidently about the current campaign, "We are increasing our presence across all areas of the Anniston plants. IUE-CWA has given us the education, resources, and guidance to help us build a local union of our own that will make our future bright." Committee members are very thankful for the ongoing support and assistance they have received from CWA's two other U.S. New Flyer facilities (St. Cloud and Crookston), and from our union brothers and sisters at the Unifor represented New Flyer plant in Winnipeg, Canada.



In January, welders in Anniston put forward a set of demands specific to their area, namely health and safety, forced overtime, and a call for managers to remain neutral in the organizing drive. The "march on the boss" with these demands effectively empowered the 500-worker plant to drop their fears and begin the arduous process forming a union of their own!





REGION 3 REPORT

by JOE GIFFI, Director

This is a Big and Busy year!! Nationally, we have the Presidential and many other political elections. Union-wise, we in the IUE-CWA have one of the most loaded years for bargaining contracts in a long time. We have over 90 Collective Bargaining Agreements to be negotiated in 2016. Our staff is stretched thin, but everyone is pitching in and our team effort will get us all through it. President Clark is giving us every bit of resources available. We need all Local Union Officers and members to really get involved and use those skills you have been honing and training for these very times. So far negotiations around the Country, although always difficult, have been mostly successful with no work stoppages. Hopefully, the rest of the year will be just as good.

Organizing, Organizing!

This will be a major theme for the IUE-CWA going forward. Our numbers have reduced tremendously over the years. We must organize the unorganized in order to create the power we need to develop leverage. We need to start with the unorganized

we currently work with and then expand to new areas. President Clark is putting large resources into this effort, and we all must put in a great deal of our own effort for the cause. There will be much more on this subject to come. In the meantime, no lead is too small. Give your staff reps and Officers any information on where we can direct our attention to organize.

This year's IUE-CWA Division Meeting is again in Orlando in June. In addition to the meeting there will be valuable training sessions. Please do your best to send as many as you can. The only way to be better at the bargaining table or grievance handling is by having knowledgeable representatives. This is very important in today's world! Hope to see you there!

We want to provide you with any assistance your Local needs. Do not hesitate to reach out to request whatever you think will help you represent our members. We will do our very best to fill the need.

Have a great year!

Fraternally

Joe

Here are some great labor leaders hard at work!



◀ Local 1114 at CG Powers L-R: Steve Madden, President Mike Tripoli, Gerald Nickelson, Staff Rep. Jim Cathcart, David Easky



◀ Local 81440 Camden County College from L-R: Pat Langston, Maryanne Duffy, Renee Pollard, Nil-da Beatty, Cathy Poston, Arlene Barker holding up the newly passed Local Diversity Resolution.



Here's one more thing union families can share.



Everyday savings add up with Union Plus programs. Union Plus offers exclusive discounts on a long list of home, travel, and health care products and services, available only for union members and their families. Union members can also apply for one of three credit card options from Capital One¹. Check our site for the card that best fits your family—and for details on the exceptional collection of discounts from Union Plus.

Learn more at UnionPlus.org/Discounts



¹Three unique card options are available. Credit approval required. Terms & Conditions apply. Union Plus Credit Cards issued by Capital One, N.A. pursuant to a license from MasterCard International Incorporated.



REGION 7 REPORT

by KEN REAM, Director

SISTERS and BROTHERS – IT'S UNION TIME! Spring has sprung and a young man's (or woman's) fancy turns to love, baseball, and of course **FIGHTING CORPORATE GREED!**

2016 is going to be a very important year. As you may have heard, it is an election year. The IUE and the CWA membership have endorsed Bernie Sanders for President. Personally, I have been a Bernie supporter for a long time. What I like about Bernie is, "what you see is what you get." He has not changed in over 50 years. In 1972 he wrote, "A handful of people own almost everything ... and almost everybody owns nothing. A handful of people make the decisions and the vast majority of people have virtually no control over their lives." Since then, as an activist, mayor, congressman, senator and now Presidential candidate, he has fought hard to right that injustice. In 1963 as a student at University of Chicago he was arrested for protesting against the city's segregated schools. Bernie has always supported Unions and has walked many Union picket lines. In short, he has been "with us" since before many of us were born and even when I was just a kid. Hillary Clinton has done many good things and is a good candidate, but Bernie is my guy.

This is also going to be a very busy year. On top of getting out the vote to elect pro-worker candidates, the IUE will be negotiating about 100 contracts this year. Between contract negotiations, grievances, arbitrations, elections, and all of the other things that we do to support our members, we will **all** be very busy. As always, I am looking forward to working with all of you.

We will also be meeting to conduct important business at the IUE-CWA Division

Meeting in Orlando, FL June 16-18. There will be important business, guest speakers, and training available. The training will include Bargaining, Dues/Financial, Health & Safety, Organizing, Lean, and others. As I said, I know that many of your Locals will be going into bargaining this year. As you may remember from my recent letters, our Locals, shops and members have suffered from fires, major injuries and even a recent workplace death. President Clark and I have also talked about the need to Organize in order for the IUE to survive. Please come to Orlando and take advantage of these trainings to better serve your members and to make us a better IUE.

I would also like to take a minute to congratulate a recent merger. IUE Locals 628 and 329 recently voted to merge into IUE Local 123. Congratulations to Barbara Cunningham, Lowell Long, Curtis Coates, and the officers and members of these Locals on a great decision. The very essence of Unionism is that the bigger we are, the stronger we are. By joining together these members into one Local, we are stronger and better able to protect our members. In fact, the IUE and CWA believes so strongly that the merging of Locals is beneficial that there are rebates and financial incentives available for Locals who do so. If your Local is interested in getting stronger by merging with another Local, please contact your Staff Representative.

In closing, I am looking forward to working with each of you and I hope to see you in Orlando.

Until next time,
Take Care,

Ken

Show Us Your IUE-CWA Tees!



Union pride is what makes the IUE-CWA strong and keeps us moving forward! Each month we will feature a photo of an IUE member sporting their local union t-shirt (sometimes more than one local might be featured!). Send us a photo of members wearing their union t-shirts! Be sure the photos are clear and in-focus,

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

Timothy Ng, President of Local 1118 in Fallon, NV sent us this great Tee (hoodie in this case) featuring member Elizabeth Kimler. Thanks for sharing your Local's union pride!

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



COMPLIANCE REPORT

by **ROGER DEEL, Director**

Hello Brothers and Sisters of IUE-CWA. Welcome to my first column of 2016. I am extremely pleased to report the tremendous progress IUE-CWA Local officers have made with LM reporting. For those of you with a fiscal year end on September 30th, your report was due by December 29th. Almost all of you have submitted your LM Reports to the Department of Labor, and most have provided copies to me. When the DOL contacted me about delinquent reports on 3 separate occasions this year, I was able to tell them that those locals had completed their forms and provided copies to me. I sent copies to the DOL on behalf of those locals and it was resolved quickly. The system we have really does work.

We do have a few locals who have not provided a copy of the LM Report to me, even though they may have filed their form. If you haven't filed yet, both you and I will be hearing from the DOL shortly. I urge you to complete the form and send a copy to me as soon as possible. However, please remember that you must send the original, signed copy to the Department of Labor and just forward a copy to me.

We have made a lot of progress but we are not quite as successful with the IRS Forms. If your fiscal year ended September 30th, the deadline for submitting your IRS form passed on February 15, 2016. If you recall, IRS Form (990, 990ez, and 990-N) is due on the "fifteenth day of the fifth month" following the end of your fiscal year. It is extremely important to get your form filed if you haven't already filed it, and send a copy to me. The IRS is permitted to impose fines on Labor Organizations for each day that their form is filed late. I am not notified by IRS if a local has not filed their form. I have not received nearly as many copies of your IRS forms. I do hope they have been filed but some Local have not forward copies to me yet.

Please be advised that IRS has changed the way we log in to file form 990-N, the e-postcard at the end of February, they stopped using Urban Institute for the forms, and now filers must register and get a new pin number with the IRS. Hopefully there won't be any major problems with the web site.

We have made progress gathering "The Yearly Audit Form" from many of your locals but I receive less Audit Forms than LM and 990 forms. We are working on an Audit Class to offer Trustees at the Division Meeting in June. That class should help Trustees complete thorough audits and understand the importance of the very basic yearly audit form.

You should get more information on that meeting in the coming weeks.

We have made such progress and I want to commend all of you for your work and cooperation. It is my pleasure to work with all of you.

For newly elected local officers or any of you who might not have received a letter from me in November, I have restated the essential information in this column. IUE-CWA local unions (with a few exceptions) must file an LM Report with the Department of Labor within 90 days after the last day of the fiscal year. Also, local unions must file the appropriate version of Form 990, (the 990-N e-postcard or Form 990-EZ) shortly thereafter. I encourage every local to file IRS Form 990 at the same time you file the LM Report so you don't forget to complete it later.

In addition to the LM Report and Form 990, every local union MUST have their financial records audited at least annually. That audit can be done by Local Trustees or by an Audit Committee.

I know this information is redundant but it is important for all our local officers to know their filing obligations. Please call me if you need help with any of these forms. My role as Compliance Director is to help you meet these obligations.

I can be reached at 937-293-5959 or by email at rdeel@cwa-union.org and we will work together to complete your forms.

I am so pleased with the overall progress you are making in your compliance efforts. Thank you so much.

Roger Deel

Compliance Director

Proud member of IUE-CWA since 1977



GE CONFERENCE BOARD REPORT

by **BOB SANTAMOORE, Chairman**

This month I would like to use my space in *The Bolt* to share this update from Local 901 in Fort Wayne, IN as reported by Brent Eastom, President of Local 901.

As the pressures of globalization grow more and more, impacting all of our Unions, it is important that we all work together and support one another for the common good of all of our futures.

Being in this position has taught me many things, but nothing more important than the decisions that we make today as an International, a Local, an Executive Board, Bargaining Committee, or Elected Officers all have direct impacts on the livelihoods of those we represent.

I have seen the importance of these partnerships with our International work in the past few months as it pertains to what we are experiencing at our Local this year. The Company announced that they wanted to downsize our business due to rising labor costs and programs not being renewed. Initially, we were notified that it would be a much larger amount, but after days and weeks of deliberations, we were able to work with the company to agree that the impact would be much less.

We are currently wrapping up and finalizing talks to negotiate several retirement

packages that are in addition to our contractual agreements, in hopes of protecting all of our members at the bottom so that nobody is involuntarily impacted. In doing so, we are working with the company to remain cost-effective and to be able to be compet-

itive in order to bid and win future business to begin hiring again. The intent is to give us all the best opportunities at extending our futures.

We recently moved into a brand new building with plenty of growth potential as long as we make the right moves today in order to be attractive to customers now and into the future. It is humbling to think of what the outcome

could be without having a Union present to be able to negotiate with the Company at times like these, when livelihoods and the ability to support families are on the line.

While we have been going through this process, several of our members stepped up to the plate and have asked us to run a collection site from our plant and Union Hall for water to be delivered to those in need in Flint, Michigan (see picture above).

It is very nice to see that our members, at a time of concern and negotiation for our own futures, can stop and look at the big picture and see just how blessed we truly are in order to give to those who are less fortunate.

Times like these make you realize just how important it is to stick together and understand that we are all in this together. It is an honor to be a representative of this Union because it is a blessing to be able to work to negotiate to protect and help solidify the futures of the membership on a daily basis.

In Solidarity,

Brent Eastom
Local 901 President

Help us give families in Flint, Michigan Clean Water



SPOTLIGHT ON IUE-CWA MADE PRODUCTS

Need a new HEATER/AC unit? Buy a TRANE!

IUE-CWA Represents over 1,000 Trane workers at Local 782 in Tyler Texas (President Tony Hays) and over 800 at Local 455 in Trenton, NJ (President Felix Tucillo). Our workers proudly manufacture commercial and residential HVAC Heating and Air Conditioning units. Support IUE-CWA workers and buy Trane!

trane.com/UNSTOPPABLE



SEND IN QUALITY PHOTOS OF YOUR UNION LOCAL'S ACTIVITIES!
thebolt@iue-cwa.org

Mentorship Program

In January, participants of the 2015 and 2016 Mentorship Programs met in Dayton, Ohio to wrap up the 2015 program and introduce the 2016 Mentees and Mentors to the year-long program. The 2015 group recapped the skills and knowledge they gained through the program, gained additional training in FMLA, political action and public speaking, and focused on ways that they can take what they've learned and serve their local union and membership. The 2016 mentees got to know their assigned mentors and kicked off their year with an overview of the program, Union 101 training, mobilization training, and more. Thanks to all of the participants for braving the ice and snow to attend!

2015-2016 Mentorship Program Participants



2016 Mentors/Mentees

Former IUE Mentee now Serving as Local Trustee



As our young members come through the Mentorship Program, we encourage them to get more involved in their Locals - to serve on a committee, help with the Local Facebook page, or recruit other young members to attend the member meetings. We are extremely proud of Cortney Haynes, member of IUE-CWA Local 320 and a former Mentee from the Class of 2014 - she took these lessons to heart, and has taken on exciting roles at her Local since graduating from our program. Cortney served on her Local's election committee last year. "It was a challenging but rewarding experience for me, and I got to learn so much more about the election process by serving on the committee." After gaining experience on the election committee, Cortney was asked by her Local Executive Board to serve as a Trustee. "Without my experience in the Mentorship program, I never would have had the confidence to step forward and serve as a Trustee. Through my experience in the program I learned why being involved is so important, and I also learned that I had something to offer to my Local." We applaud Cortney and all of our other Mentees for getting involved as future leaders of the IUE!



\$200,000 in yearly energy savings

Another Successful Energy Treasure Hunt! In early December, the IUE-CWA Energy Treasure Hunt team, led by coordinator Bill Draves and Lead trainer Ken Hess, held an Energy



Treasure Hunt at WEG Electric Machinery (WEM) in Minneapolis, Minnesota. IUE-CWA Local 1140 represents the workers at WEG Electric Machinery, which has designed, manufactured and serviced custom products for the Oil & Gas, Power Generation, Nuclear, Metals and Mining, Pulp & Paper and General Industries for well over a hundred years. It was a challenging Treasure Hunt in a large facility, and other energy savings programs had previously worked on the

facility, but our IUE-CWA Treasure Hunt team identified over \$200,000 in yearly Energy Savings! A thank you to Al Briski maintenance manager and WEG management for their

willingness to work with the Union. Thanks to Local President Dale Foster, Staff Rep. Richard Shorter, and Grievance Committee Member Jeff Goplen who were all instrumental in working with management to get the Energy Treasure Hunt team into the facility. An especially big thank you to our amazing 1140 members, who work hard every day to make WEG Electric Machine successful.

"Agency Fees" and "Fair Share" Challenges Pending in the Supreme Court

The current composition of the Supreme Court has many across the labor movement trying to determine what this may mean for the Court's imminent decision in *Friedrichs v. California Teachers Association*, scheduled for release in June of this year. The recent death of conservative Supreme Court justice Antonin Scalia, leaving only eight Justices for a Court typically composed of nine, and the likelihood of rejection of any nomination the current President puts forth to the Court for Senate review - mean that this issue is unlikely to be fully answered until election day.

The Court now has four "liberal" justices (Ginsburg, Breyer, Sotomayor and Kagan), three staunchly conservative (Roberts, Thomas and Alito) and the mainstream conservative, Justice Kennedy. Projecting from historical voting records, most agree the likely result in *Friedrichs* will be a 4 - 4 tie. If this split decision becomes reality in June 2016, the lower court's decision is effectively upheld. That court relied on the 1977 Supreme Court case of *Abood v. Detroit Board of Education*, allowing agency fee payments to public unions from those workers who opt out of union membership, also called "fair share" payments. Under *Abood*, which is currently the law, labor unions are allowed to charge "fair share fees" to non union members to cover the costs of the "non political" work the union does on behalf of employees also benefiting non-members. The Union refrain here has always been a practical and fairness based position of "no free riders."

Even if the 4 - 4 split occurs as forecast, labor must plan ahead for the possibilities that arise should a Republican president appoint the next Supreme Court justice. Under this scenario, with a Republican as the country's Chief Executive, labor and its allies can expect a rehearing on the split decision likely to come from the presently constituted Supreme Court in June. Several days ago, the plaintiff's attorney for *Friedrichs*, arguing to stop these agency fees, supported by many right leaning think tanks and institutions, signaled this intent by asking the Court for a rehearing, even before the June results have been made public.

The November Presidential election will likely provide the final answer as to what happens definitively in *Friedrichs*.

HEALTH & SAFETY

Safety 4 U – Joint Health and Safety Programs

Recognizing the value of a joint health and safety program is one step many IUE-CWA Locals and their represented businesses are taking to heighten safety awareness. We are pleased that our collaborative efforts have created joint committees who work identifying and addressing members' health, safety, and environmental concerns. Send your committee activities and news to Debra Fisher at dfisher@iue-cwa.org.

Local 161

IUE-CWA Local 82161 & General Electric in Salem, is a VPP Safety plant. The Voluntary Protection Program (VPP) is a management, union, OSHA cooperative effort to reduce workplace injuries and illnesses, by improving on safety measures to ensure greater safety. Mallory Jones, VPP Champion and her EHS Manager, Robert Wallace work together as a team increasing participation in safety by setting short and long term goals, training, and engaging members. "With a workforce that averages over 1.5 million working hours a year in manufacturing the task of member safety cannot be taken lightly", states Mallory. One of our 2016 goals is educating our workforce on the efforts of all to create and sustain a safe workplace. To help achieve this a special conference room has been designated as the official "VPP War Room" for committees to hold meetings, training sessions, and communicate progress. Everyone interested in being part of the safety program is encouraged to roll up their sleeves and reach out to Mallory.



Local 359 & 380

Safety Representatives and members of Local 359 & 380, Momentive Performance Materials in Waterford, NY held a 2-day Safety Expo showcasing exhibits and demonstrations of personal protective equipment (PPE). The event was loaded with safety resources and demonstrations. One goal was to highlight site-specific High Risk Activities (HRAs) and PPE essential to enhance safety of those activities. Nearly 300 employees participated which presented a fantastic opportunity for our membership to talk openly about safety and safety equipment.



Standardized versions of the new area PPE lockers were on display, HRA-specific tables with all available PPE were set-up, the new PPE catalog was showcased, and hands-on demonstrations including Lock-Out Tag-Out, Confined Space Entry, and proper Fire Extinguisher Use techniques were conducted.

This Local 359 & 380 planned event enabled our membership to learn about their personal safety and that is invaluable, life-saving information!

Local 755

Team Concept is nothing new for IUE-CWA Local 755 and Dmax-ltd. After years of effective joint safety committees, the work of prevention remains the focus for this team. Donny Goins, safety representative, states, "Our members are our number one emphasis. Reviewing each machine, tool, and process for hazards and risks is what we do". Organizing efforts of safety and maintenance thru prevention/predictive actions promotes the protection for our members while sustaining a safe workplace.



Dwight Richardson, Predictive Maintenance & Donny Goins, Union Safety Rep.

LOCAL NEWS

Local 223 • Las Cruces, NM



The members of Local 223 in Las Cruces, New Mexico perform in the specialized fields of Satellite Communications Services Controllers, Site Specialist, CSC and Schedulers. Not surprisingly, the group pursued Union representation in hopes of addressing traditional issues of the unorganized (No pay raises the previous six years, increase health care cost and lack of a voice in the work place). On November 15 2014, the employees elected to control their own destiny by voting Union Yes and joining IUE-CWA!!!!

After an extensive amount of bargaining, which included an acquisition of the Exelis Company by Harris Corporation in the midst of negotiations, the members ratified their very first four-year contract on January 16, 2016.

Congratulations to Staff Rep. Eric Benjamin and the Las Cruces bargaining team on a job well done.

Local 206 • Chicopee, MA



Etta Hill, Local 206 member and participant in the 2016 mentorship program, recently met Senator Elizabeth Warren of Massachusetts, a champion for unions. Etta is clearly rubbing elbows with the right people!

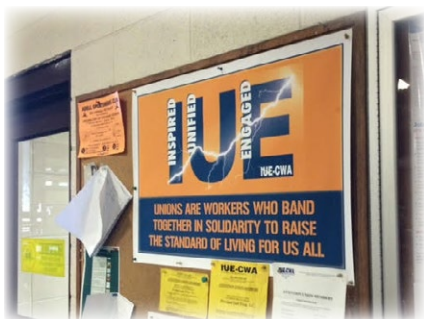
Local 162 • Roanoke, VA



Back Row: Tommy Thurston, Middle Row L-R: Jack Rowland, Brenda Moran, Jim Clark, Kay Ragland, Jake West and Dwayne Slough. Front Row L-R: Bonnie Rourke, Lisa Slough.

The bike drive has been an effort from our local to help kids in our own community who are in need of help. This is an annual project that we have undertaken in conjunction with the local salvation army. Two of our members, Jack Rowland and Sherry Coley head up the bike drive. The slogan that was adopted this year was seventy bikes in seventy days and we were able to kick that off with a Visit from Santa during our September union meeting coming from the Bahamas going to the north pole (see picture below). This drive was a great success raising 78 bikes and additionally we were able to provide a helmet for every bike. All of our members including some of our retired members played a huge role with their generosity. With so many kind hearted members giving to this project, it is disappointing that only a few were available to be pictured with President Clark (see picture above). I am certainly proud to be the president of such a great group of members. We are already looking toward the next Christmas season to see how we can at least repeat the number of bikes provided this year.

Jeff Moran • President



IUE-CWA Poster Contest

Help us design a new IUE-CWA Poster! Contest is open to IUE members and their immediate families. The design (in color or black and white) should focus on one or more of the following: the spirit of IUE and the labor movement in general, IUE history, IUE workers/membership. "IUE-CWA" should be visible on the poster. Create your design on an unlined 8 1/2 x 11 piece of paper and mail with your Local number and contact information to [IUE Poster Contest, 2701 Dryden Rd. Dayton, OH 45439](mailto:IUE-Poster-Contest@iue-cwa.org). The winner of the contest will have their poster reproduced for all IUE Locals and will receive an IUE-CWA windbreaker and an all expenses paid trip to our 2016 Division meeting in Orlando, Florida. Two runners-up will receive IUE-CWA windbreakers and honorable mention at our Orlando Conference. All submitted entries become the property of IUE-CWA.

IUE-CWA RETIREE NEWS & INFORMATION

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

Contact: Kim Short 937-224-5217 • FAX 937-224-1391



Time to Fight for Social Security in 2016!

For IUE retirees and millions of others across the country, protecting and expanding social security is essential to a secure future. There are nearly 65 million seniors across the country who rely on social security benefits - and these programs prevent nearly 26 million seniors from falling into poverty. But increasingly, the social security system that millions of retirees depend on is under attack. This past fall, for only the third time in 40 years, it was announced that there will be no social security cost of living increase (COLA) for seniors. This announcement is extremely concerning for retirees who are living on a fixed income, with costs that only seem to continue to increase - such as prescription medicines.



There is a fundamental problem with the way in which it is determined if there will be an increase in COLA- the formula that is currently used is just not working. Social Security currently uses the Consumer Price Index - this formula puts more emphasis on factors such as fuel costs, education and apparel. In truth these factors affect

younger Americans, not seniors. We need a formula that reflects the reality of seniors' economic lives - healthcare and housing costs are among the things that most impact seniors, but these are not taken into account with the Consumer Price Index. Therefore the decision as to whether to increase COLA is disconnected from the lives of seniors - leading to the lack of an increase we saw this year. Instead, we should be using the Consumer Price Index for the Elderly (CPIE) to determine COLA. If we used CPIE, seniors would be getting a much-needed 0.6 COLA increase this year! We must get involved and tell our legislators that we need to be using the right formula to determine the social security benefits of the millions of seniors who need it!

What YOU can do

You can get involved. Call or write your legislator and ask them to switch the formula for Social Security COLA - use the Consumer Price Index for the Elderly! You can call the Capitol Switch board at 202-224-3121. If you would like to learn more, or get more involved, contact IUE-CWA Political Program Manager Heather Atkinson at 937-298-9984.



Local 801 and Delphi Harrison retiree Donald McElroy, now residing in Surprise, Arizona sent us this picture of his Union Jacket - stating that he, "wears it with pride every chance he gets!"

Thanks Donald! We appreciate you and your pride in your union.

Websites for Retirees

Hello Members!

I ran an article in the Bolt with some great web sites that I feel can be a great asset to our members. I have been asked to rerun this article as some of our members would like to cut it out and save it. So here it is!! Stay warm, spring is just around the corner!

In this issue of the Bolt, I am going to be providing a few web sites that I think have a lot of great info for our retiree's.

www.gmretiree.com: Is a great website that has a ton of information that includes Retiree benefits, such as discounts (hey, we all like a bargain?!), Vehicle purchasing discounts and how to go about getting that discount for you or any eligible family member. You do have to register. Access to this web site is restricted to General Motors U.S. retirees and their surviving spouses. Registration is required to gain access to benefit information, GM news, special Marketplace discounts and offers, and much, much more.

www.gmbenefits.com: You can access and manage your GM benefits in one easy location! It's never been easier to obtain information, enroll in, or make changes to your GM benefits. Simply click on the program you are interested in and follow the prompts! This would include address changes, tax deduction changes, healthcare information, life insurance beneficiary, copy of pension statement's and much, much more.

www.iue-cwa.org: Be sure to stay up on some of the latest news of your Union. Also be sure to check out the Retiree's Corner tab for articles, discounts and also scholarship information and steps to follow for applying.

www.anthem.com: This web site is for our members who are on the GM retiree healthcare (Not on Medicare or Medicare disability). Once you register you will be able to access your personal coverage area and find medical Doctor's, facilities, labs and hospitals in your coverage area.

www.retiremed.com: This website is for our folks who are on Medicare, Medicare plans or getting ready to become Medicare eligible and coming off the GM Retiree healthcare.

I realize that not everyone has a computer or access to online programs, but I do have phone numbers for all of these sources and I would be happy to help you with anyone of them.

If nothing else, and you do have access to the internet I hope these sites will help you and who knows, you may enjoy learning something new or read an article that has information you may be interested in.

Once again, if you should have any questions or concerns please do not hesitate to contact me (937-224-5217).

Kim

HELP US FIGHT FOR MEDICARE, SOCIAL SECURITY & PENSION SECURITY!

Join the IUE-CWA Retiree Associate Member Club Today!

For \$3 a month dues, you also get to receive 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! You can either pay by yearly \$36 check, credit card, or, if you retired from GM, Delphi, GE or Chrysler - through company deduction.

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