

# IUE-CWA NEWS

# THE BOLT

## DIVISION NEWS

VOLUME 67 ISSUE 2 • SUMMER EDITION 2016



Dear IUE-CWA Brothers and Sisters,

2016 is already half over, and if the first six months are any indication, hang on for the second half! If we as working families did not have so much at stake in this year's election, we could find the political theatrics amusing, but we can't find humor in watching the struggle between filthy-rich multi-national corporations and middle-class American working people. We must protect our children's share of the American dream, and the only way to do that is to vote for pro-labor candidates at every level of government. See the article at right for some key questions you should research about the candidates for President. State and local elections matter a great deal as well! Many states are passing anti-worker laws because the Koch brothers and their legislative arm have been pushing hard at getting anti-union candidates in the state houses. We cannot let that continue! Get involved and get educated!

At the time of this writing, CWA members at Verizon are still on strike. Show them your support on the picket lines! And support our AT&T members by checking out the AT&T Wireless program through Union Plus. AT&T is the ONLY wall-to-wall Union wireless company, and YOU save 15% just by being a union member! See the ad on page 5.

As you enjoy your summer, don't forget to support your fellow workers by buying Union! When you celebrate the 4th of July and honor this great nation, give thanks to the working men and women who toiled to make it great and the members of our armed forces who keep us safe everyday. Fraternaly,

## CAST YOUR VOTE TO SUPPORT AMERICAN JOBS!

2016 is an election year, and Union members MUST be educated about the candidates and committed to casting their votes to support American Union jobs!! Where candidates stand on issues that affect the livelihood of union members is important! Here are a few questions you should ask about any candidate you are considering supporting:

- 1) Will they appoint Supreme Court justices who will protect workers' rights? Given the ages of the current justices, the next President could appoint four justices in one term. If the wrong candidate gets elected and puts anti-labor justices on the court, it could mean an all-out assault on workers' bargaining rights (Right to Work for less), Social Security, Medicare, voting rights...it could mean the end of the American middle class.
- 2) Will the candidate take a stand against anti-American worker trade deals, like TPP? (We need a candidate who will support a comprehensive American Manufacturing Policy!). That large sucking sound we all heard as jobs ran to Mexico after NAFTA will pale in comparison to the job loss we will see with TPP! American manufacturing cannot compete with 26 cents an hour!!
- 3) Does the candidate support raising the minimum wage? When the minimum wage increases, it also bumps wages up the line and gives us more power at the bargaining table. A higher national minimum wage also helps stop the tug of war between states for employers chasing the lowest wage around the U.S.
- 4) Will the candidate protect and increase access to health care, like the Affordable Care Act or Single Payer health care?

Obviously, all voters have issues beyond these which are personally important to them, but as labor union members, we need to consider issues that directly affect our jobs! Above all else, register to vote and cast your vote! It's your duty as an American.

## Be a REAL American Patriot! Enjoy a Union Summer!

As you enjoy summer holidays and spending time with your family and friends, make sure that you are also supporting UNION workers in the United States. What better way to celebrate 4<sup>th</sup> of July than by supporting the workers who make America great! The following products and services can help you have a Pro-Union summer!

**Old Glory:** It's outrageous that many Americans celebrate the 4th by waving U.S. Flags made in China!!! Go to [www.artflag.com](http://www.artflag.com) for American and Union-made flags! **Need Plates, Cups and Bowls** for your Picnic or party? Get Solo brand! **Need a new grill?** Buy a Weber!! (Genesis, Summit and Q Series) **Need a cooler?** Get a Rubbermaid! **Union made for the Grill:** Oscar Meyer hot dogs, Hebrew National hot dogs, Ball Park franks, Butterball turkey burgers and franks, Dearborn Sausage, Empire Kosher chicken and turkey, Hormel beef, pork and chicken franks, Omaha Steaks. **Buns & Bread:** Get Sara Lee, Earthgrains, Entemenns, Nature's Harvest, Orowheat, Stroehmann. **Don't forget the Union Sunscreen!** Get Bain de Soleil or Coppertone! **Union Ice Cream:** Breyers, United Dairy, Good Humor, Tillamook, Creamland, Prairie Farms. **Union Condiments:** Get Claussen (pickles and relish), French's mustard, Heinz ketchup, Morton Salt, Vlasic (relish and sauerkraut). For Soft Drinks, use Coke and Pepsi products! **For Bottled Water,** get Alhambra water, Crystal Springs, Pocono Springs, Poland Spring, Sierra Springs **Union Beer** (check online for more): Beck's, Budweiser and Bud Light, Coors Light, Miller, Red Stripe, Rolling Rock, Sam Adams, Shock Top. **Union Made Snacks:** Bugles, Cheetos, Cheez-It, Frito-Lay Rold Gold Pretzels, Mike Sell's Potato Chip Co., Doritos, Mission chips, salsas, and dips, Tostitos chips, salsas, and dips.



Cut this list out and take it to the Union-represented grocery store near you!

## WHAT'S INSIDE

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## IUE-CWA Builds Strength through Inclusion

In early April, Diversity Ambassadors from around IUE-CWA met in Dayton, Ohio to increase their skills and knowledge in preparation for an official "Diversity Train the Trainer" meeting in Orlando. As part of the IUE-CWA Diversity program, which is focused on increasing our strength both at the bargaining table and in the community through practicing inclusion and embracing diversity, the Local Ambassadors are learning to be official diversity trainers at their own locals. In a country where Union density is now below 7% in the private sector, we need EVERY member to be involved and educated! The IUE-CWA Diversity Program is designed to help locals reach out to all members and get them engaged in the important work that we do fighting for working families! Local diversity trainings should start in July. Ask your local if YOU can be involved!



## SPOTLIGHT ON IUE-CWA MADE PRODUCTS

Looking for accessories for your boat this summer?

Looking for accessories for your boat this summer? Proud members of IUE-CWA Local 1140 in St. Paul park Minnesota, lead by President Al Hollingsworth, build aftermarket marine accessories for Garelick Manufacturing, which was purchased by Brunswick Corporation in late 2015. They specialize in Garelick/EEz-In Boat ladders, which are available through the national marine and retail chains, local boat dealers, and through several of the leading marine catalogs. Support the member of Local 1140! Buy Union! Buy Garelick for your boating needs!



## Changes on the Supreme Court and what they may mean for labor

With the passing of Supreme Court Justice Antonin Scalia, much is unknown about the future of the nation's highest court, or what it could mean for workers. One thing is for certain, labor has dodged a bullet: the post-Scalia 8 member Court split four-to-four on the Friedrichs v. California Teachers Association case, which had threatened to end fair share fees in the public sector. The tie means that the decision of the lower court stands. In this case that means that the 9th Circuit Court of Appeals decision that union fair share fees are constitutional remains good law, a huge victory for our labor movement (or a near miss, depending on how you look at it). But what position will the Court take on organized labor going forward? This question depends heavily on who is elected our next President of the United States. President Obama has appointed a widely-respected appeals court judge- Merrick Garland- to fill the vacancy on the Court. Garland has a long history while on the

bench of giving federal agencies a lot of leeway to exercise their discretion, a position known as "judicial deference." For labor, this means he has been reluctant to overturn the judgement of the NLRB, and this has largely played out in favor of unions. And when examined as a whole, Judge Garland's opinions can be read as being generally fair and sympathetic to unions and workers. IUE members may know, however, while there is nearly universal consensus that Garland is eminently qualified to serve on the Supreme Court, the Senate Republicans are refusing to even consider his nomination. This likely means that President Obama's successor will be the one to appoint Scalia's replacement. With "right to work" (for less) proponent Donald Trump now the presumptive republican nominee, many in the labor movement are very concerned.

Lela Klein  
IUE-CWA General Counsel



## • 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 July 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 GRILL SET Winners:

- Dourinda Landis, Macungie, PA • Alleene Wiley, Dayton, OH •

### Runners up won:

#### 6-in-1 Engraved Screwdriver:

- Albert Staton, Middletown, OH •

- Kevin Cervoni, Schenectady, NY • Pat Retlich, Elkhart Lake, WI •

#### Union-Proud Long Sleeve T-shirt:

- Michael Horvath Jr., Parlin, NJ • Justin Combs, Arkansas City, KS •

- Mary Basham, Memphis, TN •

**Correction:** Last month we left out Albert Neises, Oxford, KS who won a thermos and Leroy Gaddis, Edwards, MS who won a Screwdriver set. We apologize for the oversight.



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

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# UNION IN ACTION

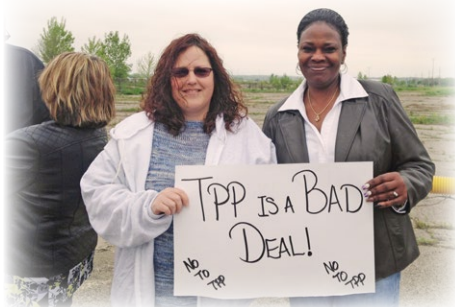
## IUE Members Stand with AFL-CIO to Say No to TPP



On Tuesday, May 3, IUE members joined National AFL-CIO Secretary Treasurer Liz Shuler and Dayton, Ohio Mayor Nan Whaley for an event highlighting how bad trade deals such as NAFTA have impacted working women in Ohio and beyond. IUE members spoke about their experiences working in manufacturing, and what happened when they lost their jobs due to their plants closing due to the race to the bottom under the “free trade” regime. The event was held at the site of a former IUE plant, Harrison Radiator, which was demolished in 2008. All that remains of the plant are the turnstiles where workers once entered every morning. Former IUE member Barbara Philpot worked at the Harrison plant for over 20 years, and shared her experience during the press conference. “My job in manufacturing was an excellent

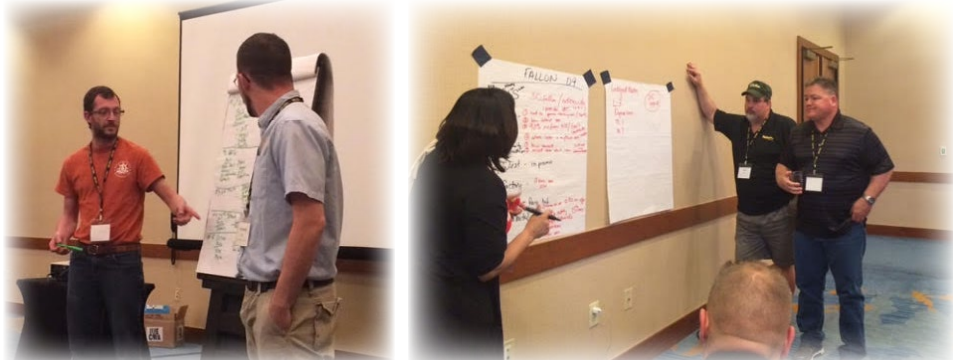
career path for me, as I was able to build a life and provide for my daughter. But things took a sad turn. Because of competition with low-wage plants in Brazil and Mexico, over time our workforce dwindled, until the plant was forced to close in 2008. I was one of the last people to be there to witness the plant doors being shut and locked, it was a horrible day.”

The gathering of women at the event urged Congress to vote no on TPP, which will only bring more destruction to the manufacturing U.S. sector. AFL-CIO Secretary Treasurer Liz Shuler echoed the experience of the IUE workers: “The industrial heartland of this country is being hollowed out, mainly due to bad trade agreements, that’s we’re working every day to figure out a way to put an end to TPP.”



## SCA LOCALS LEAD THE ORGANIZING CHARGE!

Service Contract Act Local Officers and Members recently attended a two-day intensive organizing training, run by National Organizing Coordinator Ellen Vera and organizers from CWA District 9 and AFL-CIO. Our SCA Officers have embraced the need to organize and grow our density in the area of civilian employees of government contractors. In fact, the last two locals added to the IUE family were both SCA locals (Local 222 and Local 223), and IUE-CWA Staff Representative Eric Benjamin has been instrumental in making that happen. Keep up the good work!



## The fight for working people begins with organizing!

Organizing is one of the most important activities of the Labor Movement. Organizing is the act of people coming together to accomplish a common goal. It is through organizing that working people have won better lives and working conditions since the industrial revolution. As we all know, organizing has led to victories such as better wages, overtime, just cause, workers comp and disability insurance, health insurance, retirement plans, and all of the other benefits we have won in our union contracts. As the new IUE Organizing Coordinator, my goal is to make IUE-CWA one of the best organizing unions in the country. When people see IUE, I want them to think “Now there’s an organization that fights for working people!”

The question is, how do we do this? In order for us to establish this type of reputation, we have to make organizing a part of everything we do. We have to be constantly engaging ourselves and our fellow members in working together to make our union stronger.



▲ Above are IUE Division Members Melvin Gray and Song Manmativong (Local 7304) with their fellow workers who are fighting for a union at New Flyer in Anniston, AL. Melvin and Song have taken time out of their plant to help the Alabama workers come together to win better wages and working conditions.



◀ To the left is a picture of our fellow CWA AT&T Members Stephen Cheyne and Jaime Stevens—who have also been coming out of their shop to help on the campaign for a National Fight for \$15 Solidarity Action. (The majority of these manufacturing workers are making less than \$15/hr).

**The Spirit of Making Organizing a part of everything we do, here are 6 steps you can use jump start Organizing in your area:**

1. Make a list of all of the non-union manufacturing facilities within 60 miles of your workplace (or if you are not in manufacturing, in the industry you are in).
2. Make a list of all of the people you know who work at those places and start talking with them.
3. Ask your co-workers or other community members if they know anyone who works at those facilities.
4. Go visit or set up a coffee or lunch date with some of the workers from these facilities.
5. Talk with the workers to find out:
  - What problems/issues they are dealing with at their workplace.
  - Explain the “union difference,” how you are able to deal with similar problems at your work due to having a union.
  - Ask them if they would like to make their lives better by forming a union.
6. Call the Organizing Department at 937-424-4570 for next steps on how to launch your campaign.

**We are so committed to Organizing that the International will award a \$1500 gift certificate to each individual who turns in a lead which results in a union election!!**

**So don’t wait! Let’s grow our union!!**

*Ellen Vera*  
National Manufacturing Organizing Coordinator, IUE-CWA  
evera@iue-cwa.org



## REGION 3 REPORT

by JOE GIFFI, Director

Summer is finally here!!!!!!  
Hope you have been enjoying the race for the White House. It has been a true lesson on our electoral process (that's one way of putting it!). Let's all hope and pray that our country survives the process and grows as a result of it.

2016 is an unbelievable year for bargaining in the IUE-CWA. We have over 95 Collective Bargaining Agreements expiring and will be re-bargaining. So far, most have been completed with the normal level of difficulty, but several have been over the top, coming very close to a strike. President Clark has doubled down on resources to assist in those difficult situations. Local committees have been stretched to their limits, but have risen to the occasion and been very successful for their members' well-being. Our Staff has been travelling like crazy, putting off vacations and even doctor appointments to make sure representation, experience, and advice are always available. We are all very proud of our organization, and this year really shows why.

The next six months will continue to be a big challenge, especially with the upcoming National and Local elections. We will continue to give

it our all. Expect that our available time will be thin, but we will make it all happen. Your understanding and patience would be greatly appreciated.

Organizing, Organizing, and Organizing!!!! This must be our focus. We must concentrate our efforts on building our organization for the future. With the continual devastation of manufacturing and attacks on the Public Sector, our strength is being challenged. We need your help to talk to people about improving their lives and workplaces through being united and organized. Let your Local Union Officers know of any potential groups that want to become Union members.

I quote Albert Einstein commenting on why he joined the AFT (American Federation of Teachers): "I consider it important, indeed urgently necessary, for intellectual workers to get together, both to protect their own economic status and also, generally speaking, to secure their influence in the political field."

*Have an enjoyable and safe summer!!!*

*Fraternally,  
Joe*

### Here are some great Bargaining Committees hard at work!



▲ 2016 Momenive Bargaining Committee:  
L-R; Local 707 Dwight LaMar, Rick Madal; Local 380 Mark Bisailon, Monica Jasmain, Mike Babeus, Amber Brooks; Local 359 Mark Dunham, Dominick Patrignani, Bill Stackman, CWA District 1 Attorney Amy Young and IUE-CWA Staff Rep. James Winship.



◀ Engineers Union Negotiating Committee, Local 81444 at Lockheed Martin in Uniondale, N.Y. Sitting: President Henry Zylla; L-R: Michael Hanczor, Ernest A. Longobucco, Bob Olenczuk, Ron Grippo, Peter Brand, Edward Flynn



## REGION 7 REPORT

by KEN REAM, Director

SISTERS and BROTHERS  
IT'S UNION TIME!

*Summer is upon us. Time for barbecues, beaches, and of course, FIGHTING CORPORATE GREED!*

Wow, 2016 has been nonstop so far. Between contracts, arbitrations, battling RTW, the election season, and everything else, it has been hard to catch our breath. As I said in the last issue of The BOLT, 2016 is an extremely busy year for contract negotiations. Just to name a few recent agreements: Local 123/General Cable, 162/Harris Corp, 288/Eastman Chemical, 415/Dewitt Barrel, 419/Michigan Maple Block, 697 Angel Mfg, 749/National Electrical Carbon, 755/Dmax, 793/Honda Lock, 802 Bluffton Motor Works, 848/Escalade Sports, 1078/Johnson Controls, 1101/Amcor and 87140/Dayton Rogers. Most of these were extremely hard fought negotiations. Our IUE Staff Reps, the Bargaining Committees, and the members should all be commended on the great job that they have done to secure decent contracts.

I'm sure that you saw in our last issue of The BOLT that Ellen Vera became our new National Organizing Coordinator. Ellen has really hit the ground running. Ellen, our Staff Reps. and many of our Locals have been very busy on Union organizing drives. President Clark is very serious about growing the IUE. We need all of you to help us to organize the unorganized.

The last issue of The BOLT talked about the recent passing of Justice Antonin Scalia and its effect on the then upcoming Friedrichs decision. In this case, major Corporations and the National Right to Work (for less) Foundation were trying to overturn 80 years of labor law and make it illegal to require dues from any public sector employee. As expected, without Scalia, the decision ended up being a tie. Therefore, the Lower Court ruling held and we ducked a major bullet, for now. But, those anti-union forces won't stop. If we

get an anti-union President in November, he will appoint another anti-union Justice to the Supreme Court and we will be dealing with Friedrichs and worse for a long time. That is why it is imperative that all of us work together to get out the Union vote in November.

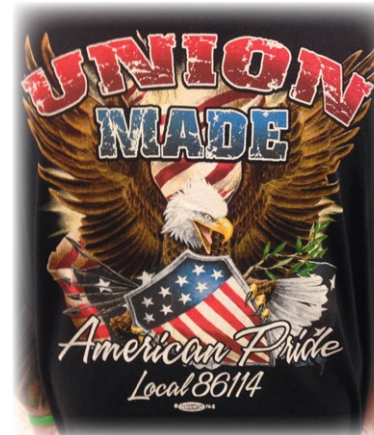
On a happier note, I recently had the pleasure of working with Ron Macherone and Scott Fernandez as they and Local 301 hosted Steward Trainings in Schenectady, NY. Nearly 100 officers and stewards from the Schenectady area attended. It was a great group, and I really enjoyed the classes. At that time, Rob's wife was expecting a baby at any moment. Since then, baby Evan has arrived! Congratulations! I expect Evan's signed Union card in the mail any day now. I also had the pleasure of making a short presentation to the 2016 class of our IUE Mentorship Program and also to our Diversity Ambassadors. Again, both groups were an absolute pleasure. I am very proud of the leadership that President Clark and others have shown in developing these unique programs. With the help of these Mentors, Mentees, and Diversity Ambassadors, the IUE is building a stronger, smarter, and more unified Union. PROUD TO BE IUE!

Don't forget, June 16 is the IUE Division Meeting in Orlando. There will be a lot of great information discussed at this meeting. In addition, President Clark always insists on providing plenty of good training for our Locals. Orlando is no exception. There are a number of great classes for Local officers to attend. I am looking forward to once again teaching the Basic Steward Class.

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

*Take Care,  
Ken*

## Show Us Your 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](mailto:thebolt@iue-cwa.org)

**Andrew Staryak of Local 1114 in Washington, MO sports his Union Tee! Anyone would be proud to wear such a stylin' shirt! Thanks for sharing your Local's union pride!**



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CWA Text Alert System: Text IUE to 69866

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



## COMPLIANCE REPORT

by ROGER DEEL, Director

Hello Brothers and Sisters of IUE-CWA. By the time you read this column, we will be about halfway through 2016. At this point, most of our locals have filed their LM forms on time. We do have a few locals that completed their forms right at the deadline, and assumed the forms were timely. Even though the forms were completed, signed and mailed within the 90 day period, those forms were still reported as delinquent. When we received the delinquency report, I called an investigator with the Department of Labor and I was told that LM Forms filed electronically are accepted immediately and promptly posted on the DOL website. But, DOL does not acknowledge receipt of the paper form until it has been scanned into their system and posted online. That process may take up to 6 weeks. She suggested that I encourage all our locals to file LM reports online using the DOL website. We will have a training class at the IUE-CWA Division meeting in June to help Local officers with filing online forms. We have also allocated some one-on-one time to work with local officers who have any specific compliance issues. If the local wants to continue to file the paper form, I suggest you complete the form and mail it to the DOL no later than six weeks after the end of your fiscal year.

As I reported in my last column, the IRS changed their online filing for the 990-n, also called the e-postcard. This form can be used in place of the 990ez if their income less than \$50,000 annually. However, the 990-n can only be filed electronically. It is very easy to use after you register your local

and get a pin number. And the form does not require detailed information like the 990ez. The e-postcard is quick and easy. When you complete the process you simply print out your receipt for your records and you are done. You don't have to mail anything to the IRS. I will present some information on that process and the form at the Division Conference. If you need help prior to the conference, or you are not able to attend the conference, I can help you over the telephone. Just call me.

Last but not least, we need to address the fiscal year end. CWA locals end their fiscal year in September as outlined in their policies. About 80% of all IUE-CWA locals follow suit end their fiscal year at the same time. However, we do have about 35 locals that end their fiscal year in other months, mostly at the end of December. As we work to conform to the same reporting requirements as CWA, we should follow the same schedule and end our year in September. It is not very difficult to change the fiscal year. In the weeks ahead, I will mail a letter to each of those locals along with instructions on to make the change. At that time I will help each local with the necessary changes.

Please call me with your compliance needs or questions, and I will help you. I can be reached at 937-293-5959, or by email at rdeel@cwa-union.org.

*Roger Deel*  
Compliance Director  
IUE-CWA Division

Proud member of IUE-CWA since 1977



## GE CONFERENCE BOARD REPORT

by BOB SANTAMOOR, Chairman

Brothers & Sisters, I know everyone is glad to see the warmer weather and the signs of Spring everywhere! The GECB staff has been busy meeting and working with Local 83761. This local represents the workers at the large GE Appliance Park facility in Louisville, KY, and GE recently sold this facility to a Chinese company, Haier. The local leadership, the GECB staff and President Clark and the International have been extremely busy preparing for negotiations with the new employer. The sale of this facility not only affects the membership of Local 83761, but it also affects the GE service shops we have in Florida, California, Massachusetts and Oklahoma.

Therefore, this sale affects a great number of our IUE-CWA GECB members. New ownerships bring a lot of questions and uncertainty to the memberships, and I want to

commend the local leadership of the locals involved for all their hard work and diligent efforts in keeping the membership informed of the changes and answering all the numerous questions that the membership has during these type of changes.

Don't forget to make plans to attend the IUE-CWA Division Conference in Orlando, Florida in June. President Clark has scheduled multiple training sessions to help keep our locals informed and up to date on issues.

Have a wonderful spring! Hope to see you in Orlando!

*Bob Santamoor*  
Chairman  
IUE-CWA GECB

*With the \$5.4 billion sale of General Electric's Appliance Division to Chinese company Haier Group expected to close any time, IUE-CWA and the GE Conference Board are currently engaged in effects bargaining on behalf of several thousand IUE-CWA members. Local 83761 in Louisville, as well as GE appliance service members all over the country, will be impacted by this sale. While Haier has agreed to keep wages and benefits the same in the aggregate for the first year, many members are left wondering what will happen next. IUE-CWA Attorneys, Conference Board Staff and Local Officers have been leading effects bargaining to try to ensure a fair package from GE for its longstanding, loyal employees who have made the appliance business wildly profitable. GE's initial offer was unacceptable, and we continue to push the company for a better package. The IUE-CWA remains committed to ensuring a fair contract from Haier once the sale is complete.*



## JUST BECAUSE YOU'RE UNION.

**The 15% Union Plus AT&T Wireless Discount** was created to help hard-working union members like you save on wireless phone services from AT&T, the only national unionized wireless provider. Make the switch to AT&T to take advantage of this union member discount.

- Save 15% on monthly AT&T voice service and select data plans
- Qualify for up to \$200 in rebates when you use your Union Plus Credit Card to buy a new smartphone or switch to AT&T
- Support 45,000 union brothers and sisters working at AT&T



To start saving, visit  
**UnionPlus.org/ATT**  
Discount FAN: 3508840

Credit approval and new two-year service agreement required. Offer cannot be combined with any other discounts. Other conditions and restrictions apply, visit UnionPlus.org/ATT for details.

### Local News Local 135 • Williamstown, PA

#### IUE Local 135 Salutes Retiring Member

Terry Lenker, of Local 135, Reiff & Nestor CO. Lykens PA, retired on March 31, 2016. Terry started working at Reiff & Nestor CO Sept 29, 1969. He worked as a foreman in the repair department, and was a member of the local union for 47 years. Terry was a great worker and a great union member - we wish him luck in his retirement!



IUE member Terry Lenker joins Local 135 President John Radell for a send-off to retirement!

# 2016 IUE SCHOLARSHIP WINNERS

## Jamie Franks

Paul Jennings  
\$3,000  
Nursing  
Kent State University

*"...through work, perseverance, and a united front anything is possible."*

Daughter of Stacie Franks  
Delphi Packard  
IUE-CWA Local 717  
Ohio



## Zach Combs

Sal Ingrassia  
\$2,500  
Engineering/Robotics  
Cowley College

*"The security they (IUE-CWA) have provided for us as a family is unmatched."*

Son of Justin Combs  
General Electric  
IUE-CWA Local 1004  
Kansas



## Jeri Houghtaling

Bruce Van Ess  
\$2,500  
Nursing  
Jamestown Community College

*"It (the union) gives you benefits, security, and better wages."*

Daughter of Jennifer Kelly  
Pure Carbon Co.  
IUE-CWA Local 612  
Pennsylvania



## Sarah Stranieri

David J. Fitzmaurice  
\$2,000  
Chemical Engineering  
University of Illinois at Urbana-Champaign

*"...one of my goals in the workplace will be to create an inclusive environment for women when working in groups that are predominantly male..."*

Daughter of Angelo Stranieri  
Lockheed Martin  
IUE-CWA Local 444  
New York



## Thomas Hansen

Robert Livingston  
\$1,500  
Environmental Engineering  
University of Iowa

*"I will enjoy working in environmental engineering because I know I will be making a difference."*

Son of Christine Hansen  
Northstar Aerospace  
CWA Local 14430  
Illinois



## Austin Frey

Robert Livingston  
\$1,500  
Computer Science  
Rochester Institute of Technology

*"...if you don't enjoy what you do you'll just be miserable and likely not do your best..."*

Son of Timothy Frey  
St. Mary's Carbon Co.  
IUE-CWA Local 502  
Pennsylvania



## Jason Vangalis

George Hutchens  
\$1,500  
Public Administration  
Northwestern University

*"Organized labor is still relevant and can provide much value to the public and private sector."*

Son of Jason Vangalis  
Bemis Mfg. Co.  
IUE-CWA Local 800 FW  
Wisconsin



## Katelyn Klonowski

Willie Rudd  
\$1,000  
Dentistry  
Cowley County Community College

*"My aunt is a dentist in Michigan and ever since I was little I've wanted to be just like her."*

Daughter of David Klonowski  
General Electric  
IUE-CWA Local 1004  
Kansas



## Derek Vasquez

James B. Carey  
\$1,000  
Journalism  
University of Texas at San Antonio

*"Having unions not just ensures equality for the worker but provides peace of mind."*

Son of Esmeralda Perez  
International Resistive Co.  
IUE-CWA Local 1029  
Texas



## Kate DelSignor

James B. Carey  
\$1,000  
Political Economy  
Williams College

*"I want to put my ideas to life and help the world improve itself."*

Daughter of James DelSignor  
General Electric  
IUE-CWA Local 301  
New York



## Elizabeth Burton

James B. Carey  
\$1,000  
Strategic Communications  
Morehead State University

*"All in all, we depend on one another."*

Daughter of Michael Burton  
Delphi, Retired  
IUE-CWA Local 755  
Ohio



## McLean Pink

James B. Carey  
\$1,000  
Archaeology  
SUNY Cortland

*"Having reasonable work hours allows my father to maintain our farm, and our entire family is covered by his health care benefits."*

Daughter of Michael Pink  
Momentive Materials  
IUE-CWA Local 380  
New York



## Raven Clark

James B. Carey  
\$1,000  
Psychology  
Stephen F. Austin State University

*"Eventually I hope to become a professor so I can use what I have learned to inspire the next generation."*

Granddaughter of Johnnie Ewings  
Delphi Harrison, Retired  
IUE-CWA Local 801  
Ohio



## Baylee Hughes

James B. Carey  
\$1,000  
Nursing  
Wright State University

*"I plan to contribute to further research and better care by using evidence-based practice."*

Daughter of Martin Hughes  
DMAX  
IUE-CWA Local 755  
Ohio



## Bruce McDonald Jr.

James B. Carey  
\$1,000  
Economics  
California State University San Marcos

*"I firmly believe the labor movement is vital to both the employee and the employer's success in a business."*

Son of Bruce McDonald  
General Electric  
IUE-CWA Local 850  
California



## Dawson Lion

James B. Carey  
Scholarship  
\$1,000  
Undecided  
Edinboro University

*"Unions stand for many things I believe in."*

Son of David Lion  
Osram Sylvania  
IUE-CWA Local 101  
Pennsylvania



## Kelsie Walbrecht

James B. Carey  
\$1,000  
Criminal Justice  
Missouri Southern State University

*"...being in the union means you are part of a larger organization that is always looking out for you and your family's best interest, almost like another family."*

Daughter of Barry Walbrecht  
CG Power USA  
IUE-CWA Local 1114  
Missouri



## Tyler Helm

Circle W  
\$400  
Computer Science/Security  
Fairmont State University

*"The labor movement has made a significant impact on me because it has created better working conditions for any career path I may choose."*

Grandson of Richard Helm  
Philips Lighting  
IUE-CWA Local 627  
West Virginia



## Isabella Diserio

Circle W  
\$400  
Theatre Arts  
Point Park University

*"Whether I achieve my dream of being a film actor or forever stay a theater teacher it will be very important to have the backing of a union."*

Niece of Bill Diserio  
Westinghouse  
IUE-CWA Local 627  
West Virginia



## Alexis White

Circle W  
\$400  
Physical Therapy  
Pierpont Community & Technical College

*"Helping patients get on the road to recovery is very exciting to me."*

Great-Granddaughter of Phyllis Slate  
Westinghouse  
IUE-CWA Local 627  
West Virginia



# HEALTH & SAFETY

## Safety 4 U – Joint Health and Safety Programs

IUE-CWA Health & Safety works with Local Joint EHS committees to support safe and secure workplaces and to enhance worker voice in the workplace. Our department is seeking your success stories and best practices to show the positive results and benefits of our programs. Please submit information to [dfisher@iue-cwa.org](mailto:dfisher@iue-cwa.org).

### IUE-CWA Committees' Putting Safety First in the Workplace

IUE-CWA Local 708 and TE Connectivity- the joint safety committee of Local 708 in Mansfield, Ohio- is comprised of 14 team members, 10 production and 4 salary employees. This committee proudly represents all shifts since adding a team member from 3rd ship operations. All are voluntary members and committed to improving safety!

This cross-functional committee is actively taking advantage of the "eyes and ears" of this group by planning joint trainings with the IUE-CWA and the Ohio Bureau of Workers Compensation (BWC). Their goal is to enhance the group's awareness of potential risks and hazards, and more importantly, identify effective countermeasures to improve their overall safety management program.

The committee meets once a month to discuss safety activities, review open projects, and identify new safety concerns brought to their attention.



Team members - Back row (left to right): Ryan Niemiec, Katrina Diskin, Michael Davis, Kim Taylor, Greg Bright, Ken Metz, Dale Anderson, Ashley Gullett & Ellen Eichler. Front row (left to right): Krista Gwin, Melinda O'Neal, Karla Dotson & Tina Poirier. (Marian Zeigler – not pictured)

## Voting Rights Restored

For the Formerly Incarcerated

Governor of Virginia has restored Voting Rights for the Formerly Incarcerated. The Commonwealth of Virginia, has prohibited felons from voting since the Civil War. Across the South and in Virginia felon disenfranchisement laws, together with poll taxes and literacy tests, have had a disproportionately negative impact on Africa-American voters. African-Americans make up 20% of the population in Virginia, however, African-Americans make up more than 50% of the state's disenfranchised population. An estimated 378,000 citizens in Virginia are barred from exercising their right to vote due to a felony conviction.



On April 22, 2016 Virginia Governor Terry McAuliffe issued an Order restoring civil rights to a large number of Virginians currently disenfranchised for a felony conviction. By this act 206,000 more individuals will be qualified to vote in Virginia.

To qualify to have their voting rights restored, a person must have, as of April 22, 2016 (1) completed any term of incarceration and (2) completed any period of supervised release (probation or parole) for any and all felony convictions. In short, those who have served their time as of April 22, 2016, will have their rights to vote restored. This is a major victory in the fight for voting rights - we need to make certain that everyone affected gets registered to vote!

With organized labor under attack, our vote is of the utmost importance. We have to elect people who support working people - this is about our jobs, and more. For more information, please go to the website for The Secretary of The Commonwealth of Virginia.

Article by Penny Franklin, IUE-CWA Executive Board Member and Diversity Steering Committee Chair

### Get on Board the Voter Registration Train!

IUE Locals across the country are stepping up to get their members active in our democracy by conducting a voter registration drive at their worksite! Getting members registered to vote means more union members will be showing up at the ballot box this November. We need to turn out every vote to make sure our voices are heard. We are asking all of our Locals to conduct a voter registration drive - if your Local would like to get involved, please contact IUE-CWA Political Program Manager, Heather Atkinson 937-298-9984.

## Energy Footprint put jobs at risk

Recently I had the opportunity to accompany the University of Dayton's Industrial Assessment Center (IAC) team on an energy assessment at a manufacturing facility



gas is expected to remain relatively low, the price of electricity is expected to continue to rise. Every manufacturing facility in the America is going to face the risk that this presents. Significant rise in

utility costs could put manufacturers at risk of downsizing or closing, ultimately hurting our brothers and sisters. Through effective energy management you can reduce the size of a business's energy footprint and you can reduce this risk. Treasure Hunt can help you to do this. Call (937) 298-9984 today to get started.

Even though the cost of natural

Bill Draves  
IUE-CWA Treasure Hunt

# SUPPORT AMERICAN JOBS! CHECK THE LABEL!

AFL-CIO Endorsed!

Nabisco/Mondelēz is slashing good middle-class American jobs and shipping them to Mexico.

Do YOU know if your favorite Nabisco products are **MADE IN MEXICO?**

Nabisco/Mondelēz has plants in Monterrey and Salinas, Mexico where low-wage workers, in workplaces with lax regulatory standards, are producing Nabisco products.

Make sure your family only purchases Nabisco snacks made by your fellow American workers. **CHECK THE LABEL** on the back of every Nabisco package (near the expiration date and UPC code) before you purchase.

There are **TWO** ways to tell if your Nabisco snacks are **MADE IN MEXICO:**

1

Check for the words "Made in Mexico"



2

Check the plant identification code:

**DO NOT BUY:**

MM = Monterrey, Mexico  
MS = Salinas, Mexico

**DO BUY:**

AE = Chicago  
AH = Portland, Ore.  
AP = Fairlawn, N.J.  
AX = Atlanta  
AZ = Richmond, Va.  
XL = Naperville, Ill.



**DO NOT BUY** Nabisco products made in Mexico and tell your grocery manager to stock **ONLY AMERICAN-MADE** Nabisco/Mondelēz snacks!

### LEARN MORE:

- [www.fightforamericanjobs.org](http://www.fightforamericanjobs.org)
- BCTGM International Union
- @BCTGM\_Nabisco

### WATCH OUR VIDEOS:

The 600



Check the Label



# IUE-CWA RETIREE NEWS & INFORMATION

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

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



## Living Well in Retirement

Test your knowledge about healthy retirement:

**Question #1: To keep your brain sharp:**

- A) Do crossword puzzles  
B) Take a daily walk C) Both

**Answer: C**.....To lower your risk for Alzheimer's disease, flex your gray matter by solving a crossword puzzle or reading a book, but make sure you also get up and move, (like walking, biking or swimming) lowers the risk of Mild Cognitive Impairment disease.

**Question #2: The earlier you retire the better:** True/False

**Answer: False**.....People who retire in their early 60s may not be as healthy as those who stay in the workforce. Those who keep working part-time or as a temp tend to have fewer major diseases and better mental health.

Experts don't know exactly how work or even a particular job helps you stay sharper. But having somewhere to be, something to do, and being social may have something to do with it. And you'll have a little more money for your nest egg.

**Question #3: How much longer does retirement last today than it did in the 60's?**

- A) It's about the same B) Twice as long C) Three times as long

**Answer: B**.....On average, most retirees today will be retired for about 18 years. Those who retired in the 1960s could expect to enjoy less than half of that. The reason? Americans still retire around the same age, but we're living longer overall.

**Question #4: Babysitting grandkids is bad for your health?** True/False

**Answer: False**.....Go ahead and offer

to watch your grandchildren if you enjoy spending time with them.

While caring for youngsters can cause health problems for some grandparents, it's not always the case. People who see their health decline as a result of caring for their grandkids are the exception, not the rule.

**Question #5: Most people want to move to a new place when they retire?**

True/False

**Answer: False**.....The AARP says 9 in 10 Americans plan to stay put when they retire. But if you're thinking of moving, you might want to consider health care, chances for volunteering and part-time work, and the art and culture scene.

**Question #6: How many Retirees want to move closer to their families?**

- A) 75% B) 52% C) 32%

**Answer: C**.....You might be surprised, but when it comes to retirement, only 32% of people over 55 want to move within 20 miles of their kids and grandkids.

It's really a matter of personal choice. Some people look forward to being closer to their family, but others prefer the adventure of finding new social circles.

**Question #7: Most people become less physically active after they retire?**

True/False

**Answer: False**.....Even if you haven't been as active as you'd like during your working years, that doesn't mean you can't get moving after retirement. In general, people actually tend to become more active after they retire.

**Exercise not only your body but your brain! Enjoy your retirement you have earned it!**

Source: WEBMD

*Kim*

## Retirees Making A Difference



IUE-CWA retirees, including retired staff rep. Gary Gardner (not pictured), and members from CWA Local 4900 demonstrated in front of an Evansville, Indiana Verizon Wireless store for over three hours.

Thanks to everyone who has joined the Retiree Dues Program over the past few months. You are helping us fight GM and GE and stand up for our retired members' benefits!! If you have not received your gift yet, please be patient. We had a great response to our membership drive and we are getting the gifts out as quickly as possible!



## ELECTION 2016 SUPPORT CANDIDATES WHO SUPPORT SOCIAL SECURITY!

Ten million workers over the age of 58 work in jobs that are either physically demanding jobs or jobs with difficult working conditions.

House Speaker Paul Ryan wants to raise the Social Security retirement age, forcing everyone to work longer. **Sign The Alliance for Retired American's petition and tell Ryan the retirement age is already high enough.**

**Go to <http://retiredamericans.org> and sign the petition!!**

Facts about Social Security:

**Nearly 165 million workers contribute to Social Security through payroll taxes.**  
**Nearly 59 million people rely on monthly Social Security benefits.**

Average 2016 Monthly Social Security Benefit

**A retired worker: \$1,341**

**A retired couple: \$2,212**

Resources on Social Security

- o Alliance for Retired Americans: [www.retiredamericans.org](http://www.retiredamericans.org)
- o National Academy of Social Insurance: [www.nasi.org](http://www.nasi.org)
- o Social Security Works: [www.strengthensocialsecurity.org](http://www.strengthensocialsecurity.org)
- o Social Security Administration: [www.ssa.gov](http://www.ssa.gov)
- o Status of S. 1940: [www.congress.gov](http://www.congress.gov)

## 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](http://IUE-CWA.org).**