

IUE-CWA NEWS

THE BOLT

FIGHT BACK NEWS

DIVISION NEWS

VOLUME 68 ISSUE 1 • SPRING EDITION 2017



2017 is a busy year for IUE-CWA. We have local officer elections required this year at all locals during the fourth quarter, our biannual conference and CWA

convention in August, over 100 local contracts to bargain, and a big fight looming over the continued spread of right to work (for less) and other anti-union and anti-worker legislation. With attacks against unions coming from all directions, our best line of defense is strengthening our locals. Maintaining FULL union membership is won or lost in the local. Workers' desire to be part of the union family is based on how they feel about their local. This is not only a challenge and responsibility for the local leadership, but also a responsibility for all who are

union members. With CWA having its own financial challenges, the IUE Division has been put in a position to service our locals with the lowest staffing levels seen in the IUE's 68-year history!! Not servicing our IUE locals is not an option that we can or will live with. Our focus in the IUE remains on servicing our locals, training local stewards, training local officers, training our members, and making us all stronger to stand together against unscrupulous and greedy corporate interests. I may call for a town hall call with our locals soon to explore ideas to improve servicing. You, the members who make up the IUE-CWA, need to

If we all can look back at the end of 2017 and can say "I did more to fight for working families this year".... THEN WE WIN!!

believe in your own ability to make a difference. The strength of the labor movement is you. Our level of strength is directly tied to how many of you get involved. If enough of us do our part, we can push a pro-worker and pro-union agenda that will save the middle

class. Please watch for internal mobilizing training opportunities at your local and in your area to get involved. Get more involved in your local union!!

Help build solidarity, volunteer at union events and talk to other union members about the issues that affect us all. Reach out to your legislative representatives on both sides of the aisle in Washington and tell them that unions

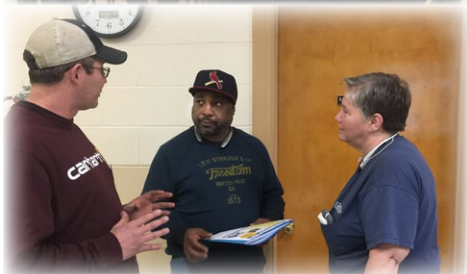
matter. You don't need to be an expert and know legislative details. They work for you!! Tell them that unions make a difference for American workers and that if they are truly patriotic, they should support the rights of workers to organize and bargain collectively. Hold your representatives accountable to represent you, not big business and corporate special interests.

If we all can look back at the end of 2017 and can say "I did more to fight for working families this year".... THEN WE WIN!!



National Right to Work Legislation - An Attack on American Workers

Under the new Trump administration, the threat of a National Right to Work law is becoming all too real. In February, House Republicans introduced national right to work legislation, HR 785. Now that Republicans control both the House, Senate, and Presidency, national right to work has a real chance of becoming law. This bill would make right to work the law of the land for our entire country. Make no mistake - despite the catchy title, right to work is an attack on workers. It is designed to bust unions, drive down wages and benefits everywhere, and strip away safety protections on the job. 27 states across the country have already passed right to work laws. The proposed national law would make all 50 states right to work. Corporate lobby groups such as the American Legislative Exchange Council (ALEC) and the Koch Brothers have been backing right to work in an effort to get rid of unions and maximize their profits. How does the right to work law work to bust unions? The law allows union members to opt out of paying their union dues, but the local union is still legally obligated to repre-



Pictured above: President Jim Clark speaks with IUE-CWA members at a training in Missouri on fighting back against the right to work law that was recently passed there. Also pictured, members from Indiana and Missouri mobilizing against right to work.



sent them. They get all the benefits and protections of the union contract, without contributing their fair share. The result is that the workers in the local union have less power against the company to fight for their rights, resulting in lower benefits and wages.

We know that in right to work states, the consequences for all workers, not just union members, are very real - **the average working family in a right to work state makes over \$500 less per month, and death and injury rates on the job are over 50% higher in right to work states**. Why do we see these numbers? Because when you get rid of unions, wages plummet, and safety protections are stripped away. Bottom line: right to work hurts all workers in our country. We will fight the proposed right to work law tooth and nail, and we need your help. What you can do. Call your legislator today and tell them vote no on the right to work bill! Go to this link to look up your legislator and their phone number: www.house.gov/representatives/find/

IUE-CWA Members Mobilize Against Right to Work

Our members have been fighting back against the right to work attacks in their state. Since January, both Kentucky and Missouri have passed right to work legislation. IUE-CWA members in these states have been mobilizing to fight back. In Kentucky, local activists are educating members on the threat of these laws, and why it's so important to have union protection on the job. In Missouri, our members are part of a ballot campaign to repeal the right to work

law that was recently passed by the Republican-dominated legislature in their state. In Indiana, which went right to work in 2012, IUE members recently attended an internal mobilizing training to make sure that their members understand the value of the union, and stay in the local union to fight for their rights. Everywhere we see this threat, IUE members are ready to answer the call and fight back!



GAME-ROOM: MUST HAVE!

We are proud to feature this IUE-CWA union made product: Shuffle Boards made by our members at Bally Block Company in Bally, PA. Local 64FW represents the workers at this plant who make many high-quality home products, including counter tops, butcher blocks, and shuffle boards (pictured below). "We are very proud of the shuffle boards. They are beautiful to look at and also fun to have in your home!" says Local President Glen Moser. If you are interested in ordering an IUE made shuffle board, visit Venture Shuffle Boards: www.ventureshuffleboard.com.



Pictured at left: Classic Coin – Shuffleboard Table

The Classic coin shuffleboard is just that, a classic. Its clean lines and neutral wood tones make it an easy choice for any business. The Classic coin is constructed of furniture grade plywood and finished in Wilsonart high pressure laminate. This makes for an extremely durable table. Add a custom logo to your table and create a branded money maker.

LOCALS SAVE THE DATE 2017 IUE-CWA DIV. MEETING and CWA CONVENTION

August 6-8, 2017 - Pittsburgh, PA
All IUE-CWA Locals must send delegates to attend!
Further details to be announced.

• Find the *HIDDEN* Bolt Contest • 2 Winners will receive an IUE-CWA Windbreaker!

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 04/15/2017.

Name:

Street Address:

City/State/Zip:

Phone Number (Required):

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 Portable Battery Pack Winners:

Don Hugron, Louisville, KY • Richard Missell, Rochester, NY

Runners up won: Union-Proud T-shirt:

Jerry Palmer, Cleves, OH • Linda Wright, Louisville, Ky

6-in-1 Engraved Screwdriver:

Cecil Givens, Dayton, OH • Michael Horvath, Parlin, NJ
Paula Taylor, Tyler, TX



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

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CWA News (ISSN 0007-9227) is published quarterly Jan/Feb/March, April/May/June, July/Aug/Sept and Oct/Nov/Dec by Communications Workers of America, 501 Third St., N.W., Washington, D.C. 20001-2797. Periodical Postage Paid at Washington, D.C. and additional mailing offices.

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



★ Internal Mobilization: The Key to Our Power ★

Is your local struggling with a divided membership? Do you have members who say they don't see the value of the union? Do you have members opting out of the union? This article is for you! As mentioned in previous articles, we have been facing attacks on our members from "right to work" laws across the country. These laws are designed by corporations to break the unity of local unions. Why do they want to break our union? Because they know that's where our power comes from to fight for better wages, benefits, and safety protections on the job. But we have a way to fight back, even in states where right to work has already become law: internal mobilization. Under the leadership of President Jim Clark, IUE is joining the CWA Strong campaign, to make sure that our local unions are unified, and our members understand why we must all be a part of the union to fight for our rights.

In 2017 IUE headquarters will be providing hands-on training for our locals across the country, to make sure that our locals are

actively involved in educating our members about the power of the union, and why we need every member to join our fight.

Where does the power in our local union



POWER IN UNITY

come from? The members! If we are not unified as a membership, our power to bargain good contracts is broken down. Regardless of whether your local is in a right to work state, it is the central duty of every local to always be educating our membership on the power and value of being in the union. The only way we can educate our fel-

low members is to get out on the floor and talk with members face to face. We have many locals in the IUE that, despite being in a right to work state, have nearly 100 percent membership sign up in their local union. What is the common ingredient in this success? The local is actively talking with members every day about the power of the union. To strengthen these efforts, IUE headquarters will be holding trainings for locals on building unity and education among our membership. Is your local struggling with a divided membership? Do you have members who say they don't see the value of the union? Do you have members opting out of the union? We will set up a training for your local to help build unity and support among the membership. **If you are interested in scheduling a training, please call:**

Heather Atkinson at 937-298-9984.

IUE-CWA
ONLINE STORE
COMING SOON!

Stay tuned! With the help of American Products, we are in the process of building a website store that will



allow locals and members alike to directly order IUE-CWA jackets, shirts, hats, sweatshirts, and more at group

discount prices! The website will go live in late Spring 2017! Watch for it!

www.iuecwamerchandise.com

It is time to get REAL about Union Dues

Folks, it is time to talk about union dues. Many times union officers get embarrassed or try to avoid the subject. That time is long gone, if it ever existed. Let's take a minute and talk frankly about union dues.

Some folks talk about the "union" as if it were a product or service, like something that they buy at the store. They speak as if the union exists apart from the members. It doesn't. A union is not a product or service—it's a movement to increase worker power, and it needs activism to make it work, like a gym membership, if you will. However . . .

For argument's sake, let's take on these free-riders and dues naysayers. Say the union were actually a product or service, something that you buy in the store. Our dues in the IUE are generally 1.3% of your base salary. If you make \$40,000.00 a year, 1.3% is \$520. Now, let's talk about raises. No, not the step raises, shift differential, classification raises, specialty raises, holiday bonus, or other wage increases you get with a union contract (and often don't get without a contract). Let's talk about plain old, across the board raises. You know, the ones that move the entire pay scale upward. The average, across the board raise through union bargaining in the U.S. for 2016 was 2.1%. I personally know that many of our IUE locals vastly exceeded that (something you should be proud of). Our \$40,000.00 a year worker gets \$840 permanently added on to his salary from this single, across the board raise of an average union member. This single, one-year across the board raise has not only paid his yearly dues for life (because the raise continues into future years), it also has given him a 62% profit margin over his dues

for life. And that's just one year's increase!

So let's forget for a second that the Union also has on average better health insurance plans, better retirement benefits, more vacation, more sick days, seniority, better holiday pay, more holidays, almost 15% more total pay on average, fewer injuries on the job, and other benefits so numerous it is hard to remember all of them. Let's forget for a second that every contract the Union bargains has the ability to improve working conditions. Let's just pretend that the Union's only job is to get you one across the board raise in one year only...

It would still be worth it! What other product not only pays for itself in a year, but gives you a 62% profit, a 62% profit for life? In fact, what stock or investment promises such a lucrative return?? If you know of a stock whose annual return is 62%, please tell me so I can quit my job and invest all my money. Can you imagine buying a flatscreen TV, and the store handing you back more money?

The origins of Right to Work and your dues

The corporate interests and billionaires backing the so-called "Right to Work" movement are the same corporate interests who are hiring union busters to spread anti-union propaganda. Not surprisingly, these corporate interests are not backing any other worker "right" besides the "right" to free-ride on your brothers and sisters. These corporate types, who believe that if you are economically struggling you are "lazy," believe that the solution to every issue at the workplace (wages, health insurance, safety) is your right to quit and get another job. Interesting how that right is all

the sudden insufficient for union membership, huh? Now, quitting is a totally insufficient means to get away from the big bad union, even though 93% of private sector jobs are non-union.

I wonder why so many free-riders don't just quit their union jobs? Probably, because their union jobs are simply much better for employees than their non-union equivalent. Probably because their brothers and sisters had the courage to fight for a good contract. Prove me wrong, free-riders, quit your union job. To all of the free-riders out there, until you actually quit your union job, we will simply not believe you when you say you hate the union. Until you actually put "your money where your mouth is," we will be left to believe that you are not against unions on principle, but instead a selfish free-rider who wants to benefit from the work your union brothers and sisters do to get and defend the CBA.

It is also important to remember where dues come from. Each local selects the union by a majority vote. We elected the bargaining committee who negotiated the union security and dues deduction articles. We ratify our contracts every three years or so by majority vote. That is right, I say WE because I pay proudly pay union dues too, with a smile on my face. Even if you look at the union as a product or a service, it's literally the best investment a working person could ever make.



Remember folks, at the bargaining table if management ever comes for our union security or dues deduction, we rightly think that they are trying to break the union. We are right to think that, what other reason would management have for caring how we spend our money? This is no different. We all know that the billionaires and corporate interests have much more influence on our democracy than we do. Instead of taking our union security and dues deduction at the bargaining table, they are doing it through the legislative process.

Folks, do not be embarrassed or ashamed of dues, hold your head high. We all negotiated our contracts by our elected committees, ratified them in the open, and gave our members and ourselves the best investment of our lives. If people are ignorant enough to complain about a 62% return on investment (which is actually much, much lower than reality) then they need a lesson in mathematics.



REGION 3 REPORT

by JOE GIFFI, Director

It's been a long winter, and spring is just around the corner!

Since the U.S. Presidential election ended, we have been fully engulfed in negotiating contracts, arbitrations, and organizing. The IUE-CWA staff and administration have been stretched to the limit, with everyone pitching in to help in needed areas. With several retirements, several more upcoming, and a restriction on hiring, we continue to load more responsibilities onto each representative/administrator. We all appreciate your understanding and patience. As membership declines, we all must do what we can to keep up our high degree of service. Organizing is so important to the future of Unionism as a whole. We all need to do our part in organizing for everyone's good-- including our own.

The rest of the year is filled with more of the same. We have a high number of contracts expiring. Many had been rolled over due to financial issues. Terminations seem to be at an all-time high, increasing the need for arbitrations. There is also a slight uptick in closures, which we haven't seen in several years. All in all it looks like a very busy year. We all need to be on our toes and be at our best for what's coming. No one knows what will be in store for us with the new U.S. Administration. We are fully expecting a continuing attack on Unionism (Right to Work- for less) in almost every

state. Take advantage of every training session being offered. Knowledge is our best offense and defense!

REMINDER! It is imperative that every Local has their Officer elections in the fourth quarter of this year, no exceptions! It is in the CWA Constitution, and all locals must be fully compliant.

Congratulations to Locals 359, 380 and 707 at Momentive for ratifying their T/A and ending a three month strike. It was a difficult eight months of bargaining with the Company demanding some extreme concessions. Special thanks to CWA D1 VP Dennis Trainor and D1 attorney Sumanth Bollepalli for closing the deal and to IUE-CWA President Jim Clark for all of the work he did behind the scenes to put pressure on management to come to the table. CWA President Shelton put in a big boost by getting NY State Governor Cuomo involved. A real special thanks goes to CWA D1 Mobilization expert Bob Master, who did an unbelievable job of getting the story out nationally. The Locals really stuck together and braved the cold and snow to fight the unreasonable company.

Wishing you all a Healthy and Prosperous New Year!

Fraternally,
Joe



REGION 7 REPORT

by KEN REAM, Director

SISTERS and BROTHERS – IT'S UNION TIME! Spring is right around the corner. Time for renewed hope, baseball, and fighting Corporate Greed!

We are a couple months into the new Trump administration as well as Republican control of the House and Senate. We recently lost both Kentucky and Missouri to "Right-to Work (for less)" laws. Yes, we certainly have our work cut out for us. There have been countless studies that prove that prove RTW (For less) laws only lower workers' wages, benefits, and working conditions with no increase in new jobs. However, anti-Union, anti-worker corporations and lobbyists are driving state after state to RTW. National RTW may be right around the corner.

I know that many of our good Union members voted for Donald Trump in the hope that he would get rid of trade deals like NAFTA and TPP. I certainly appreciate that sentiment. However, so far Trump's Cabinet and other selections have been billionaire CEOs and bankers. These are not "pro-worker" people. He attempted to appoint Andrew Puzder, a fast-food tycoon with a history of abusing his workers, as Labor Secretary. As President, Trump will appoint 3 of the 5 members of the National Labor Relations Board as well as the all-important NLRB General Counsel. So warm up those phone lines, get your favorite pen out, and find a nice pair of walking shoes, we have some grass roots Union Business to do!

In bargaining, our members have been able to win dozens of new contracts since our last BOLT. Congratulations to all of you! Things don't get any easier; every contract is a struggle. You may remember from our last issue, on November 2, 2016 our members of Locals 359, 380, and 707, went on strike against Momentive Performance. The overwhelming majority of these members stuck together on a 107-day strike, through freezing weather, ice and snow in upstate NY. On Valentines Day, those members voted to accept a new Labor Agreement. I am very proud of the way our members stuck together. Great job Sisters and Brothers!

I am also happy to report that I recently had the honor to teach two very well attended Steward classes. On January 23 and 24, we held a class at the IUE's "313 Building" in Dayton, OH. We had nearly 70 people attend this class. The students were very intelligent, energetic, and involved. I greatly enjoyed the interaction. I would also like to thank Matt Clark, Heather Atkinson, and Pancho Rivera who helped me to teach the class. We also had the honor of a surprise visit from President Clark.

On November 31, I had the privilege to teach a Steward class at the Local 792 Union Hall in Jackson, MS. This class had nearly 30 students from Locals 718, 786, 792, 793, 797, and 799. Again, this class was a pleasure to teach. Staff Rep. Debbie Beeler was very beneficial in helping me with this class. I would especially like to thank President Tony Thomas and Local 792 for hosting this class. This old Yankee really appreciated the famed "southern hospitality."

Teaching classes is one of the most rewarding jobs that I have. It is especially rewarding to see young new faces coming into our Labor Movement. They are our future! I would also like to acknowledge that none of these classes would happen without the diligent behind the scenes work of administrative support personnel like Terri Hungate and Pam Deer, as well as our Staff Reps, and especially without the direction of President Clark and his Executive Assistant Laura Hagan. Thanks to all of you.

In closing, I would like to remind you that the IUE-CWA Division Meeting and the CWA Convention are going to be held in my home town of Pittsburgh in August. These will be very important meetings. Please start preparing to make sure that your Local is represented! BTW, my Pirates will be playing the Padres and the Tigers during that stretch. PNC Park is a great place to catch a ballgame.

Until next time,
Take Care,
Ken



One of our very community active Locals:

The Federation of Social Workers, IUE-CWA Local 381, has become the first organization to bring the national CITYPAK Project to the Monroe County area in Rochester, NY. The goal of the project is to provide the homeless with safe, durable and reliable backpacks that are designed to meet their changing needs and environment.

IUE-CWA Stewards Sharpen their Skills at Steward Training

Stewards in the IUE have been attending steward training to get their skills up to speed in representing our members - taught by IUE-CWA Director Ken Ream. Over 70 stewards from across the IUE attended a steward training hosted by IUE-CWA Headquarters in Dayton, OH in January. Our stewards are on the front lines of fighting for our members' rights in our locals, so it is essential that they are well-trained and have the tools they need to represent the members. At the training, stewards learned hands-on skills for handling grievances, their duty of representation to the members, and knowing the local contract inside and out. Marjorie Simonye from Local 436 in Ionia, Michigan shared about her experience at steward training, "It was a great opportunity to learn about all of the duties that we have as stewards, and how to do our job the best we can. I learned a lot and would recommend the training to any steward in our union." Steward training was also recently held in Mississippi for six locals in the area, and over 30 in attendance. We thank all of the stewards and locals that have participated in these trainings. Additional steward trainings will be scheduled for this coming year, dates and locations to be announced. If your local is interested in steward training, please contact Terri Hungate 937-298-9984.

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



COMPLIANCE REPORT

by **ROGER DEEL, Director**

Happy New Year Brothers and Sisters of IUE-CWA. Welcome to my first column of 2017. I want to thank all of the local officers who have sent me your Yearly Audit Form and copies of the LM and 990 Forms. I do appreciate your prompt attention to my request. I know it is a busy time of year for everyone, so thanks again!! Working together, we have made great strides in the federal reporting obligations and our compliance requirements set forth in the Fully Functioning Local Resolution as provided for in the CWA Constitution. We will continue to improve.

Each year brings changes and new responsibilities, and this year is no different. One change that is long overdue, but that has not been enforced until now, is local union elections. This is an election year for all our locals. Every IUE-CWA local must have an officer election in 2017.

A few weeks ago, a letter went out to every IUE-CWA local union advising the officers of the CWA election cycle. The CWA Constitution requires an election of local union officers every three years, as written in Article XV, Section 3. The cycle began with elections to be held during the months of September through December in 1972 and every three years thereafter. This includes all CWA locals, including IUE-CWA locals. The requirement is further supported by the Merger Agreement between CWA and IUE in item #5(a) on page 4, that

states, all IUE Local unions will operate in accordance with the CWA Constitution. Fortunately, most IUE-CWA locals are on that cycle so this will not be an issue for those locals. It is important that we hold elections at relatively the same time. Don't forget to send your election information to the IUE-CWA for publication in the BOLT to meet the Department of Labor mailing obligations. Please call me if you have any questions.

Shortly after all the local elections are completed, the union will provide training for newly elected (and re-elected) officers. During that training session we will also provide resources to assist the local officers meet the needs of their members.

We must address the fiscal year for CWA locals. The year begins on October 1st and ends on September 30th of the following year. Many IUE-CWA locals are already on that fiscal year, but some are not. It is mandatory for all locals to be on the same fiscal year. If you are not on the CWA fiscal year, contact me and I can help you change it.

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 look forward to working with you, just call me if you need help.

Roger Deel
Compliance Director
IUE-CWA Division

Proud member of IUE-CWA since 1977



GE CONFERENCE BOARD REPORT

by **BOB SANTAMOORE, Chairman**

Well Spring is just around the corner, and I, for one, will be glad to see it get here!

In the last Bolt issue, I reported that we were still negotiating a new first contract for Local 761. Well, I am proud to report that Local 761 in Louisville, KY ratified a new first contract with employer Haier. As you are all aware, Haier bought the GE facility in Louisville, and we have been working on getting a new first contract with which to build on. Now I am happy to report that the contract passed by 79%.

This is a national agreement, and we were able to maintain a lot of the GE language in the new agreement with no decreases in wages. I want to thank Local 761 President

Dana Crittendon and his negotiating committee for doing an outstanding job during these negotiations. Now, unfortunately, our members are in for another battle in the state of Kentucky with the passing of the new Right To Work law in Kentucky. We must continue to fight for our members and stay united!

The GE Conference Board will now be busy preparing for another set of negotiations at Local 901 with British Aerospace.

Have a wonderful Spring!

In unity,

Bob Santamoore

Chairman

IUE-CWA GE & Aerospace Conference Board

Key West Organizing Victory!

The newly organized Key West unit will consist of 68 F-5 aircraft maintenance members with a possible expansion of up to a 100 total by years end. The driving issues which led to the campaign and ultimately sustained the drive were employees being forced to accept an eighteen dollar pay cut, medical premiums doubling, discontinuation of the company sponsored 401K plan and a reduction of sick days from seven to zero.

The employer (PAE Aviation) is a Government service contractor who supports the U.S Navy Naval Air Systems Command (NAVAIR) F-5 Contractor Logistics Support

(CLS) contract to provide maintenance and logistics at Naval Air Station at Naval Air Station Key West.

The contract supports the newly expanded Specialized and Proven Aircraft Program Office (PMA-226), which encompasses aircraft in the Adversary program, U.S. Naval Test Pilot School, the U.S. Naval Post-graduate School and out-of-inventory Foreign Military Sales (FMS) aircraft.

We welcome these members to our IUE union family! We thank IUE Staff Rep. Eric Benjamin and member Jeff Martens for their work to organize this unit!



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ONE OF
40
BENEFITS
FROM UNION PLUS

FUN
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AFFORDABLE
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UnionPlus.org/Entertainment



UNION IN ACTION

Momentive Workers Settle Strike and Go Back to Work.



After a 107-day strike, IUE-CWA members ratified a new agreement at Momentive and are back to work. IUE-CWA locals 84707, 81380 and 81359 are covered by the newly ratified agreement, which expires June 25, 2019. The difficult bargaining between Momentive and the Union started June 4, 2016. Locals 84707 and 81380 accepted the company's Last-Best-Final offer dated August 25th, but that agreement was overwhelming rejected by Local 81359. Due to the membership size of Local 81359, the company's Last-Best-Final offer was rejected by the aggregate vote of the three locals. Local 81359 leadership estimated the company could not tolerate a strike for over two weeks, and President Shelton approved the strike request effective November 2nd. The greedy company immediately went into hiring replace-



ment workers and started running sections of the chemical plant with inexperienced temporary workers. District 1 representative Bob Master, with great experience in strike mobilization, assisted the IUE and the 3 locals with a complex and hard-hitting plan to bring pressure on the Momentive Corporation. As the strike proceeded the company stated they were now looking to hire permanent replacement workers. CWA President Chris Shelton and District 1 Vice President Dennis Trainor used their close relationship with New York Governor Andrew Cuomo to put maximum pressure on the corporation to get them to the table and find a solution to end the strike. As pressure mounted, the company maintained they would not make any deal that included bringing all the striking workers back. They insisted they would leave out 150 of the strikers plus 15 terminated workers accused of sabotage and 11 more terminated strikers accused of various picket line issues. Vice President Dennis Trainor held the line and was able to force a deal that included the 150 workers' ability to

return to work and the 15 terminated workers accused of sabotage to get a third party independent investigation, and the 11 strikers terminated for alleged picket line issues to be granted an arbitration hearing to seek justice.



The new agreement was ratified. Though the terms of the new agreement was less than what the company's Last-Best-Final offer included, the members feel proud they fought back against corporate greed, and hope this long strike will improve negotia-

tions in the years ahead. A big IUE thank you is deserved to CWA President Chris Shelton, NY Governor Andrew Cuomo, VP Dennis Trainor, CWA Rep Bob Master, IUE Director Joe Giffi and IUE Rep James Winship!!

Justice Will Be Served!

In 2015, the (then) Financial Secretary of Local 749 in Nevada used a debit card and other means to embezzle over \$42,000 from the local. After a DOL investigation and referral to the Department of Justice, that prior officer has now been sentenced to 16 months in federal prison and will be required to pay full restitution, starting with his confinement income. The message here--if you embezzle from a local and the members who trusted you, you will face stiff punishment. While these investigations can take a frustrating amount of time -- in the end, justice is served.

A good financial controls process and an engaged membership can help stop these tragic situations from happening. All IUE Financial officers should attend financial trainings and all locals should have quarterly trustee audits.

SAFETY 4 U: Joint Health & Safety Programs

April 28th is one of the most solemn days of the year for all of us in the labor movement. It's Workers Memorial Day. On this day we remember those who have died on the job and we recommit organizing campaigns to make sure workplaces are safe. Daily in America, 12 people go to work and never come home. Yearly in America, nearly 4 million people suffer a workplace injury and some never recover.

Our struggle is not limited to remembering...we need to not forget...each of these tragedies were preventable.

Our IUE-CWA local safety committees are working harder than ever to reach and educate members. Providing a safe work environment will take the concerted efforts of us all. Our foundation is the strength of our local membership. I ask you to get involved with your

local union meetings, activities, and join your safety committee.

We will continue to reach out, organizing and educating workers on their rights, asking them to remember that no job is a good job unless it's a safe job...and safe jobs are no accident; safe jobs happen because employers make a conscious choice, each and every day of the year to make protecting workers a value.

There is no more basic employee right than to go to work at the beginning of your shift and return home again at the end of your workday safely, but for a significant number of employees work itself is a hazard to their health and well-being.

Workers Memorial Day is a day to remember; but every day is a day of action for our safety committees.

Highlights of a few of our Local Health & Safety Activities



761 Ergo Cup

Local 761 Safety & Ergo Team

Local 161 Safety Observer Team

Local 304 Safety

Local 755/DPG

Local 711 Safety

Local 761: Congratulations to Ergo team members Sharon Bromfield and Brandon Graham who will be showcasing their works at the annual Ergo Cup Competition. We wish you lots of luck and look forward to sharing your L-761/Haier experience along with lessons learned in our next BOLT edition.

Local 161: Safety remains a value for all at GE in Salem, VA. Our Safety Observer team played a huge role in preparing for our most recent VPP audit, in which we were recertified as a STAR site. The team of volunteer union hourly workers conducts safety audits in their area weekly.

Some tips from the team include:

- Communication is vital!
- Communicate findings, any changes, and why changes are needed.
- Conduct regular meetings. -Use meetings to address specific efforts.

- Housekeeping makes all the difference.
- Utilize at least two people while auditing, so you can discuss findings.
- Be sure to follow up with your leadership so concerns can be addressed.

One Team, One Goal: SAFETY!

Our newest Prevention 360' committee is L-304/Taber Industries, North Tonawanda NY. We look forward to sharing more information on this committee along with L-215, L-266, L-775, L-502, L-743, L-766, L-757, and L-190 in the near future.

Thank you to all those who send updates and pictures. We will continue to showcase your works and encourage you to continue to share by sending your updates to dfisher@iue-cwa.org.

YOUR LOCAL NEWS

2017 IUE-CWA LOCAL OFFICER ELECTIONS

The CWA Constitution requires that ALL IUE-CWA Locals hold officer elections between September and December 2017. Even if a local had an election in 2016—they MUST have an election in the 4th quarter of 2017 to get into compliance with the CWA Constitution. Questions from locals about your election procedure? Call IUE Legal at 937-298-9985. Locals have had sixteen years since our merger with CWA to get on the appropriate election cycle, and this year, it is mandatory.

Watch for Local election information in this edition of the Bolt and the July edition, and attend your local membership meeting to get more information about nominations and elections at your local. Your local by-laws/constitution will have the procedures laid out. Each officer position MUST be held by a different dues-paying member. One member cannot hold more than one officer position. We need YOU to step and Get involved at your Local!! YOU are the UNION!

LEAN TRAINING



IUE-CWA members from across the country gathered for a LEAN High Performance Workforce Program training - learning about how to make our plants run as efficiently as possible, in order to keep our facilities profitable, and our jobs secure. The LEAN program harnesses the knowledge of our workers to organizing production on the shop floor to lower costs, eliminate waste, and improve quality. If your local is interested in LEAN, please call Stacey Reynolds at 937-298-9984.

Show Us Your Tees!

Union pride is what makes the IUE-CWA strong and keeps us moving forward! Each month we will feature a photos of IUE members sporting their local union t-shirt. Send us a photo of members wearing their union t-shirts! Be sure the photos are clear and in-focus!

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



Local 84811 (801FW) Janesville, WI
Sweatshirt worn by Adam Fletcher
Made by Union printers at Zubieware.com

Local 81495 Leroy, NY
T-Shirt worn by DavidEnglerty



Local 135 • Williamstown, PA



Marvin Crow Artz retired from Reiff & Nestor with 44 years of service. Marvin was a foreman in the rotary and tool grinding departments. He also served as a shop steward and as financial secretary for Local 135 over the years.

Local 1140 • Minneapolis, MN



Dale Foster and Howard Terry of IUE-CWA Local 1140 proudly being awarded The Silver Award for their commitments towards the 2016 political efforts. The Minnesota AFL-CIO awards organizations that reach their goals for phone banking, door knocking, and other political activities during the election cycles. This award was presented to the CWA MN State Council, which IUE-CWA Local 1140 is affiliated with and coordinates political efforts throughout the year as a coalition run organization.

LEGAL CORNER

When the going gets tough, the Union gets going

On February 28, 2015, Staff Rep. Mike Rusinek, Local 81319 President Tom Brewer, and Local VP Mark Clark received devastating news that manufacturing plants around the nation have tragically become accustomed to hearing. General Super Plating (GSP), a Syracuse New York manufacturer that had been a foundation for the community for 83 years, was laying off the majority of the workforce. The final employees were laid off on March 24, 2015, and soon after the plant closed its doors.

GSP's story is familiar to many manufacturing workers across the nation. Less than a year prior, a venture capitalist firm bought the plant, pressured the Union to take drastic concessions to save the plant, and then despite those concessions declared bankruptcy and laid off all the workers. Workers were owed vacation pay, payments for their failure to bargain over the closure, and two-months of wages for the company's failure to comply with the NY Warn Act (a statute that requires warning before a plant closure or a mass layoff). Despite the fact that the venture (or is it pronounced "vulture"?) capitalists were bragging about the billion dollar worth of their other corporate shells on their websites, they refused to pay the workers or even supervisors the money they were owed. Creating shell entities (corporations, LLCs, and other business entities) to hide wealth and escape liability, taxes, and debts is a favorite tactic of unscrupulous venture capitalists.

In the months following the plant closing, Mike Rusinek, Tom Brewer, and Mark Clark hounded the government entities that are supposed to be responsible for looking out for worker's interests. Without exception, these entities eventually shrugged off all responsibility, basically arguing that it was impossible to find the venture capitalists liable if the entity was declaring bankruptcy.

Along the way, Director Joe Giffi put the former local in contact with the IUE legal department. Together, with Mike, Tom, and Mark's help, we were able to figure out the web of corporations that connected the venture capitalists. Instead of accepting their bankruptcy excuse and shrugging off the responsibility, IUE decided to sue at the same time every single corporate entity connected to the venture capitalists.



Over the next year and a half, despite the fact that the factory doors were shut, Mike, Tom, and Mark stayed vigilant, collaborating with the IUE legal department to keep the litigation moving. Finally, on February 2, 2017, nearly two years after most members were laid off, Judge Deborah Karalunas issued a judgment for the employees of GSP totaling approximately

\$550,000 (two month's pay for every employee) for violating the Warn Act (yes, even the supervisors, who are suddenly very "pro-union," got the settlement). Unlike a private law firm, the union will take no cut of that money. Mike and the local officers at 81319 exemplify what solidarity is all about. Despite being overwhelmed with work at other locals, Mike never forgot the injustice his former members faced. Despite getting new jobs and no longer being officers, Tom and Mark never forgot their fellow workers.

The IUE-CWA may not be able to stop every bad thing from happening or prevent every plant closing. As long as there are greedy unpatriotic business owners who will sell their workers out for a quick dime, that

is impossible. What the Union can do, however, is **NEVER STOP FIGHTING!**



Casey Whitten-Amadon
IUE-CWA Staff Attorney

Legal Disclaimer: This Article is meant for informational purposes only and is not to be construed as legal advice. Please consult an attorney or the IUE Legal Department prior to taking any legal action. Any legal decision, judgment, or past performance should not be taken as an indication or guarantee of future performance, all cases are dependent upon the specific facts and circumstances of every individual case.



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IUE-CWA RETIREE NEWS & INFORMATION

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

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

IUE-CWA Retirees Taking Action to Protect Medicare!



IUE-CWA Retirees across the country have been getting involved to stop the threatened cuts to Medicare. Under the new Trump administration, we are facing some very bad policy proposals that would privatize Medicare, resulting in cuts to coverage for millions of seniors across the country. House Speaker Paul Ryan and other Republican leaders in Congress have proposed cutting Medicare and turning it into a voucher system.

How the proposed changes could impact you:

- Raising the Medicare eligibility age from 65 to 67
- Increasing the cost of deductibles
- Increasing the cost of hospital visits

We are fighting back! IUE-CWA retirees have been writing letters and calling their members of Congress to tell them - Hands Off Our Medicare! In December IUE-CWA retirees participated in a training and press conference on protecting Medicare. At retiree club meetings across the country, from Mississippi, to Massachusetts, to Ohio and Kentucky, retiree leaders have been taking the charge and asking their fellow retirees to write letters and make calls to their legislators to tell them to vote no on any efforts to privatize Medicare.

Fight Back! How you can take action:

Write a letter to your legislator. You can copy the following letter text and send it in to IUE-CWA Headquarters, Attn Heather Atkinson - 2701 Dryden Road, Dayton OH 45439.

Dear Legislator,

American seniors value the guaranteed health care benefits that Medicare provides. It saves lives and has kept generations of seniors from financial ruin. I have paid for and earned Medicare's guaranteed health care benefits through a lifetime of hard work. Replacing Medicare with a voucher and cutting benefits is unacceptable to me and my family. I urge you to protect this vital program, and oppose any efforts to privatize or voucherize Medicare.

*Sincerely, your name,
your street address, city, state, zip code,
email and phone number.*



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.