

IUE-CWA NEWS

THE BOLT

SUMMER EDITION 2019

DIVISION NEWS

IUE-CWA establishes disaster relief fund, GE Negotiations, and more...



Dear Brothers and Sisters,
At the time of this writing, the Dayton, Ohio area around IUE-

CWA Headquarters is reeling from the effect of massive storms which hit the region on Memorial Day. Hundreds of IUE members in Dayton are without housing, and many more with no power or water. Additionally, we have members in Missouri struggling with flood waters from the same massive storms. Watching our friends and families struggle with the after-effects of disasters like this is incredibly difficult, but I am proud of how our membership cares for each other and comes to the aid of those in need. Our people really are the generous and strong backbone of this country. I want to personally thank everyone who has reached out and offered assistance. Whether it is hurricanes in the coastal states, monster tornados in the mid-west, or earthquakes out west, we are all at the mercy of mother nature. Thank goodness we have our Union brothers and sisters for support and assistance in difficult times. If you are able to donate, we have established an IUE Disaster



Dayton, Ohio Area Tornados cause massive path of destruction

Relief Fund for all impacted Locals/members C/O IUE-CWA Local 755, 313 S. Jefferson St. Dayton, Ohio 45402. If a situation like this occurs in your area and impacts IUE members, please contact me personally at CarlKennebrew@iuecwa.org so that I can get Union resources working to assist you.

On June 3rd, I will kick off GE National Negotiations in Cincinnati, Ohio. Acting Conference Board Chairman Jerry Carney and I, along with the GE National Bargaining Team of Jake Aguinaga, Andy Blades, Bill Mahar, Bill Collins, Vicky Hurley, and Rob Macherone, have been



Floods in Missouri reeking havoc

working hard to get prepared. The CBC Bargaining Committee members from IAM, UAW, USW, IBEW, and IFPTE have joined us in meetings at all of our major plant locations to show solidarity. These negotiations will not be easy. GE continues to practice corporate greed and move work out of the country and sell off organized sectors of the company. I have full confidence in our strong and capable Negotiations Team. Thanks to all of our GE members for having the Negotiation Team's back! Unity is very important!

Our Regional Steward and Bargain-

ing Trainings continue around the country. I have had great feedback on the effectiveness of the new training. We will continue to do these trainings regionally where there is Local need. Thank you to all our Local officers and stewards who have attended. Training is the key to good representation, and good representation is the key to a strong union! We will continue to improve all of our trainings.

We are close to launching our new online training site. We have restructured the site and added new classes for local officers and stewards. We will preview the site for you at the Division Conference on July 28th. I think you will be pleased when you see the new site! Also at the Division Conference, I will report on our Product Database project, and our plans to secure more work for our members by linking supply and demand within the IUE-represented facility family.

As we continue into summer, please practice safety and take all storm warnings seriously! Also, remember to buy Union and buy American when you shop for summer celebrations like the 4th of July!

In Solidarity,

President of the IUE-CWA

GE National Negotiations Kick-Off

The 2019 GE National Negotiations kick off June 2 in Cincinnati, Ohio. President Carl Kennebrew and Acting Conference Board Chairman Jerry Carney, along with the National Negotiations Committee of Jake Aguinaga (Local 1004), Bill Mahar (Local 201), Andy Blades (Local 701), Rob Macherone (Local 301), Vicky Hurley (Local 161), and Bill Collins (local 704), and members from the other CBC unions have been touring the IUE-Represented GE facilities and meeting with Local management teams. The IUE team has been seeing first-hand the issues our members are facing and hearing their concerns. The Negotiations team has met nine times



to review research, formulate demands, and discuss strategy. The Local officers on the National Negotiations team will be involved at every level of bargaining during these talks—there will be no small table with only Conference Board leadership and GE present. Acting Conference Board Chairman Jerry Carney is excited about the new structure, "We have a great team at the table,

and all of our Locals have taken pre-negotiations strike authorization votes. We are ready, and GE knows we are serious." IUE-CWA President Carl Kennebrew also expressed confidence in the team, "Throughout the meetings leading up to the negotiations kick-off, I have

been very impressed with the breadth of knowledge and dedication of our GE Local Officers. Having them at the main table during negotiations will make us stronger and better. They know this contract front and back—and they know where it needs to be improved." Negotiations are currently scheduled to run through the third week of June.

WHAT'S INSIDE?

- NEW DUES SYSTEM • IUE STRONG ORGANIZING UPDATES • RETIREES TAKE ON GE SHAREHOLDERS
- IUE-CWA SCHOLARSHIPS AWARDED
- MEDICARE SCAMS • SOLIDARITY IN AMERICA'S LABOR MOVEMENT

DEPARTMENTS:

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- YOUR DIRECTORS' REPORTS
- YOUR LOCAL NEWS • SAFETY 4 U
- RETIREES NEWS

IUE-CWA ORGANIZING UPDATE



Optical Workers Uniting for a Union!

IUE-CWA Local 81408 is leading an organizing campaign among Visionworks optical workers in New York and Pennsylvania. The local currently represents Visionworks optical workers at retail locations and labs across the New York and Pennsylvania region. Working with Local President Jason Johnson, rank-and-file member Orvin Caraballo was recently brought on as a Campaign Assistant to Lead the Visionworks organizing campaign. The organizing efforts are targeting retail stores and vision labs where workers are fighting to form a union in their workplace. The campaign is coordinating with dozens of workers at multiple locations who are standing up and ready to fight. They are demanding better wages and fair treatment on the job. We stand in solidarity with the Visionworks workers as they fight for a union!



Local 761 Apprenticeship Program Graduates Take Pride In Their Achievement!



Left to Right:
Jason Blanford, Jim Anderson,
Joyce Grider, Scott Daily, Kevin Garrett,
and not pictured
Chris Carmen

Local 761 President Dean Driskell is proud to share with us that six local members recently graduated from the local apprenticeship program. Here are some their comments on the program:

"The apprenticeship has been a great opportunity for me. The education and on the job training is something that can never be taken away from me, but I can take elsewhere if something happens to GEA." - **Scott Daily**

"The apprenticeship program has been a good gateway to finding in-house maintenance men and women to better themselves in their careers. Thanks to all that has made this program possible. Most of all thanks to all the maintenance personnel that we have had as mentors, for being patient with us and keeping us safe." - **Chris Carmen**

"First off I'd like to thank GE appliances and IUE-CWA has given us an opportunity to better ourselves and our families. Just want to say I've really enjoyed the experience of being an apprentice and challenging myself to go back to school and learn a trade. Also like to say thanks to all the current maintenance personnel for working with us during the past few years." - **Kevin Garrett**

"For me getting into the program was a blessing that I'm very grateful and thankful for. I would like to thank IUE-CWA Local 83761 and GE Appliances for the opportunity to continue my education and the ability to get the necessary training to work on becoming a skilled trades maintenance technician. I would also like to thank the numerous Journeyman maintenance technicians that trained me and allowed me the opportunity to work beside them. Without any of them, none of this would have been possible for me."
- **Jason L. Blanford**

• Find the ***HIDDEN* Bolt Contest** •
One winner will receive an
IUE-CWA STANLEY MULTI-TOOL!

Somewhere in this edition of The Bolt, we have hidden this small lightning bolt from the IUE-CWA logo. Find the The Bolt, then email us where you found it (or send via fax/mail). All required information below. Deadline for submissions is 07/15/2019.

One entry per person. Must find the ***hidden bolt.***

Please **EMAIL** to: thebolt@iue-cwa.org

Mail to: Bolt Contest, 2701 Dryden Rd. Dayton, OH 45439

Fax to: 937-298-2636

Name:

Street Address:

City/State/Zip:

Phone Number (Required):

Page number where you found the bolt:

Tell us the page number and article in which you found the bolt:

Last issue'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 Stanley Multi-Tool Winner:

Brian Gettelfinger - Ramsey, IN

Union-Proud T-shirt:

Jesse Kennedy - Louisville, KY • Emerson Pate - Dayton, OH

Jackie Miller - Woburn MA

6-in-1 Engraved Screwdriver:

Patricia Barbone - Lake Milton, OH • Patricia Giles - Brooks, KY

Dennis Knorowski - Greenwich, NY



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

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Director, Region 8

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. 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



IUE-CWA STRONG

Building Power at Local 81381

Things are rocking and rolling at Local 81381 as their political action team gears up for Monroe County's 2019 municipal races. With 29 county commissioner seats up for election this cycle in addition to the County Executive, members of the oldest public sector social worker union in the country are doing what our brothers and sisters in labor do best, organize, organize, organize! This election is especially important for the members of Local 81381, because they bargain their contract with the county commission. They have the opportunity to directly vote for and elect these county commissioners. They are working hard to make sure pro-union candidates get elected.

Having completed their first round of endorsement interviews with over a dozen labor candidates, they are now in the process of preparing for their second round of interviews with non-labor candidates after their county's June primaries. Because of 81381's long history of PAF contributions, the local will also be making financial contributions to endorsed candidates in tight races to ensure that pro-labor candidates are winning and fighting for working people in Monroe County. Members of the political action team will be going through a two-day bootcamp training this summer and are excited to build their skills in preparation for the election this November!



INTERNAL ORGANIZING UPDATE



The Members of local 86782 in Tyler, Texas have been hard at work strengthening their Union! Due to the commitment of the local leadership, including President Charles Brown and VP Tammy Ray, over the past month they have signed up a total of 99 new members. Last week 8 members participated in our CWA strong internal organizing training. The members left the training with a fire lit under them and took that passion to the doors to do house calls and signed up new members. BJ Johnson, Tierra Griffin, Melissie Hampton and Jimmy Wade accompanied Organizer Donna Porter-Jones on house calls and were able to speak with a number of their coworkers, which resulted in 9 new member sign ups! On Saturday May 25th Ms. Yolanda Prince assisted Donna Porter-Jones with the Political Action Table at the Annual Local 86782 Picnic. Ms Prince was hard at work registering her fellow union members to vote and signed 13 members up for our Political Action Fund. Our hats go off to the members of local 86782 who truly know the definition of SOLIDARITY!!

IUE-CWA LEGAL

Protecting the Right to Organize Act (PRO Act)

The freedom to organize a union is a right every worker in our country enjoys - a hard won achievement of the many generations that came before. Yet, for decades federal protections for workers trying to organize seemed to exist on paper but not on the shop floor. The Union "avoidance" (busting) business has mushroomed into a multibillion-dollar per year industry. Highly paid consultants step up to the line of what the law allows holding "captive audience meetings" where workers are forced to listen to a high pressure "vote no" sales pitch. In other cases, where employers and their consultants violate the law by intimidating or firing workers for supporting an organizing drive, the law has often proven inadequate to deter unlawful conduct. The National Labor Relations Board (NLRB), the agency tasked with enforcing the federally protected right to organize, is limited in the remedies it can impose for violations of the law. The Board can order a notice posting informing employees of their rights under the Act with a pledge to follow the law, or, in the case of unlawfully terminated or suspended employees, reinstatement

with back pay, less any interim earnings.

According to Gallup, unions are currently enjoying a fifteen-year record-high approval rating at 62% approval versus 30% disapproval. If workers were allowed to freely choose whether or not to form a union at their workplace, it is clear millions more

would choose to be represented. However, given the workplace reality of captive audience meetings and threats of reprisals from employers, the popularity of unions has not resulted in a wave of new organizing.

Legislation introduced in congress by Representative Bobby Scott (D - VA), chairman of the House Committee on Education and Labor, seeks to add teeth to the legal enforcement of the workers' rights to



Legislation introduced in congress by Representative Bobby Scott (D - VA), chairman of the House Committee on Education and Labor, seeks to add teeth to the legal enforcement of the workers' rights to organize.

organize. Dubbed the Protecting the Right to Organize Act (PRO Act), HR 2474, the proposed legislation, would ban "captive audience" meetings, making it an unfair labor practice for employers to require employees to participate in "anti-union campaign activities." It would also beef up the penalties which

could be imposed by the Board for violations, including fines of up to \$100,000. If enacted, the bill would open the courthouse gates to employees who have been unlawfully retaliated against, allowing a private right of action including consequential damages, back pay -not reduced by interim earnings, liquidated damages of up to two times the amount of actual damages, attorney's fees, and in certain appropriate

cases, punitive damages.

For those workers able to successfully organize, the Bill seeks to streamline the process for bargaining a first contract and strengthen workers' power by prohibiting so-called "right to work" laws which allow employees to free ride on the backs of their co-workers, enjoying the benefit from a union contract and representation without paying membership dues or fair share fees.

AFL-CIO President Richard Trumfka, in his testimony before the House Committee on Education and Labor, encouraged passage of the bill, stating that the PRO Act "creates a true deterrent, so employers think twice before violating the law." Unfortunately, the bill currently has no chance of passage in Mitch McConnell's Senate. Republicans on the House Committee on Education and Labor in a joint statement denounced the PRO Act as "Radical and Misguided." However, the fact that this legislation has been proposed is a hopeful development. Clearly, there are some in Washington willing to fight for long overdue reforms, and the PRO Act shows what might be accomplished if we continue our fight to elect more pro-worker candidates.

See a complete list of the Bill's co-sponsors at <https://www.congress.gov/bills/116th-congress/house-bill/2474/cosponsors?s=1&r=185&overview=closed>
See the full text of the Bill at <https://edlabor.house.gov/imo/media/doc/PRO%20Act.pdf>



REGION 3 REPORT

by JOE GIFFI, Director

2019 continues to be a very productive year. All our staff are reporting completions of contract bargaining, with only a few rejections of tentative agreements. Of those rejections, all issues have been resolved and produced successful ratifications. Our staff continues to be stretched to the limit, hampered by the one replacement for two leaving policy of the CWA. The staff have been amazing, filling in for each other whenever there is a scheduling conflict. We can only hope this hiring restriction doesn't last much longer.

Under the direction of President Carl Kennebrew, we have been pushing forward our goals of servicing the locals to the best of our ability, training all IUE-CWA employees the most modern best practices, training all locals to handle their responsibilities of a fully functioning local and bringing a more critical, invigorated approach to organizing. Our IUE-CWA Executive Council continually watches our funds and provides all the needed support for those goals. The team effort from Headquarters to staff, pitching in to do whatever is necessary to get the job done in these very difficult times of attack against labor unions, has made

the difference.

This summer is going to be a very busy one. We have the IUE-CWA Division meeting immediately followed by the CWA Convention in July. There will be a great deal of training and information available, especially regarding the new dues system coming up. We are looking forward to seeing and interacting with all the delegates and Officers. President Kennebrew will be laying out his vision and plans for the future, including major organizing strategies. We truly believe 2019-2020 will be a growth year for us, and if any members are interested in assisting in this effort please give us a call at IUE-CWA Headquarters.

Thank you all for being such great Union Sisters and Brothers! Your support and participation are what makes us strong. The IUE is never afraid of a just cause fight and always jumps in with both feet. United we stand, divided we fall. Let's make 2019-2020 our best success ever!

Wishing everyone a very enjoyable, safe summer!

Fraternally,

Joe



REGION 8 REPORT

by James Winship, Director

Here we go! Summer is upon us, and the IUE-CWA Conference and CWA Convention are around the corner. With that in mind, it's crunch time for a lot of our Locals and Staff. I have been working with Staff and Headquarters in

a continuing effort to train as many Locals with interest as possible in bargaining and steward training. We have completed training in Memphis, St. Mary's, South Bend, and by the time you read this Roanoke, with Philadelphia and others to come before the end of the year. The trainings are going great with more participation from Locals. Next year, under the leadership of President Kennebrew, we will be focusing more on advanced bargaining and steward classes, as well as chief steward. The IUE-CWA is excited to be developing and offering these classes to the hardworking members of our Locals.



Bargaining and Steward Training in St. Mary's, PA

President Kennebrew has also made Grievtrac a priority for the second half of 2019. The program is moving forward, and we will be assisting Locals in the installation and setup. Please contact your Staff Representative to be placed on the list. This program will be a valuable tool for Locals moving forward in grievances, arbitrations and bargaining.

United we bargain divided we beg.
In Solidarity,

James

Discovering Discounts

★

Savings for Union Members and their Families

WIRELESS DISCOUNTS

CREDIT CARDS

MOVIE TICKETS

CAR RENTAL

Check out the values online at unionplus.org

Aptify is here!

The launch of CWA's new membership and dues management system, Aptify, will go live for locals Monday, June 3! Aptify is a web-based system that will serve as the central hub for all CWA membership records and dues processing. We are excited to be moving to a centralized database and the ability we will have to adapt this system over time to meet CWA's changing needs. All the Orion and CIMS data will be migrated into the new system, and the old systems will be turned off.

CWA will automatically issue a log-in for every local president and secretary-treasurer who is listed in the Orion database. You can also request an additional log-in for anyone who needs to be able to update member records and/or track dues and invoices. But please keep in mind that anyone with a log-in will be able to view all your local records, update member information, file "bottom-up" dues prelists and complete other tasks.

Locals should expect to receive a personalized log-in link on or just before Monday, June 3, when Aptify goes live for locals.

Just a reminder, it is the locals' responsibility to keep the addresses information up to date in the dues system.

*As always, we welcome your questions and comments.
Feel free to reach us at IUE HQ.*



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

Learn more at UnionPlus.org/Discounts



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



Compliance Report

by KEN REAM, Director

SISTERS and BROTHERS – IT'S UNION TIME! The long dog days of summer will soon be upon us. That means, it's TIME TO FIGHT SOME CORPORATE GREED!

The CWA Constitution, Article XV - Elections, Section 3-Local Officers, (b) states: "Officers of a Local shall be at least President, Vice President and Secretary-Treasurer or Secretary and Treasurer." Most Locals have more officers, but let's stop right there. The CWA Constitution mandates these officers because they are paramount to the proper administration of a Local Union. Most of us have a good idea of what the President and V.P. do, but I want to key in on the Local's financial officer (treasurer or secretary-treasurer).

The Local Union financial officer is very important. They are responsible for the receipt, disbursement, accounting and reporting of every penny that flows through the Local. As such, their work is subject to review by the IRS, the Department of Labor (DOL), the CWA, the Local's officers, trustees, and the membership. They are required to present financial reports to the membership, write checks, file proper IRS forms (i.e. 990's, W-2's, W-4's, 1099's, 990's, 940's, 941, etc.), DOL LM forms, Local audits and many other duties. Many of us get anxious and frustrated at tax time. For financial officers, it is almost always "tax time". It takes a dedicated, skilled and unique individual to be a good financial officer. If your Local has a good financial officer, hang onto them--they are worth their weight in gold!

The financial officer's duties may be the most difficult in the Union, but they are usually last in line to get any praise. When was the last time you heard a member tell a financial officer, "Yey, great job on that financial report", or "way to go on those 990's"? Like pretty much every human, financial officers enjoy a pat on the back once in a while. When you have the chance, give them one. It will be appreciated

We all have various skills and abilities in various areas. An individual person from a Local of 10 members is neither any better

nor any worse than an individual person from Local of 1,000. However, finding those few people with the unique skills, ability, time, and patience to be a good financial officer (or any other officer or official) is much more likely in a larger Local than in a smaller one (in this example 100 times more likely). Small Locals not only have limited members from whom to draw their officers, but also often have very limited financial resources. It is difficult for these Locals to pay lost time or expenses for officers to do work or to get adequate training. In many cases, the best answer for this problem is to amalgamate (merge) locals. If one Local of 50 people merges with another Local of 50 people, the chance of finding good qualified and dedicated officers doubles. Both shops still negotiate their own contract and have their own representatives, but being a larger local union, they are stronger. Under the IUE and CWA, if 2 or more Locals want to merge, it is a relatively simple procedure.

IUE President Kennebrew has made training of Local officers and stewards a top priority. With the help of Director Winship and other staff, President Kennebrew has completely revamped bargaining and steward training. The IUE has also provided officer training. IUE Assistant to the President Laura Hagan and Financial Supervisor Stacey Reynolds have individually trained and advised many of our Locals and financial officers. President Kennebrew and the IUE are committed to helping you in any way that we can. However, if your Local would like to become a bigger, stronger, more powerful Local Union, consider amalgamating with other IUE Local Unions. If you have thoughts or questions regarding amalgamation, please contact your staff rep. or me.

In closing, again, I would like to thank each of you for all that you do. Remember, YOU are the UNION and, as always, YOU are the ones who make me - Proud to be IUE!

Until next time,

Take Care,

Ken

GE CONFERENCE BOARD REPORT

IUE-GE & Aerospace
Conference Board Members,

First, let me say that all of our thoughts and prayers remain with Jim Ledford, who has been out battling health issues. We wish him a speedy recovery. We have had a busy Spring! As you saw on the front page article, the run-up to 2019 GE National Bargaining has involved numerous meetings and plant visits, to make certain that our members' concerns are addressed. I want to personally thank President Kennebrew and our National Bargaining Team for their sacrifice and commitment to this process. We have a level of unity that is unmatched in prior negotiations. CWA President Chris Shelton will also join us at the opening and express his support for the Conference Board. When this issue mails, we will be in the middle of those negotiations. Local members, please stay strong and unified—make sure Local management knows your commitment to getting a fair contract!

Please join me in keeping the members of Local 161 in your thoughts. They are latest victims of GE's Corporate Greed/Race to the Bottom. Three generations of union members built critical pieces of the Company's Power Systems products at this plant—since 1955. GE has moved their work to a newly-built GE facility in India, and their plant will close over the next few months. GE refused to work with the Union to try to keep that work in the United States.

In other news, we recently successfully negotiated a first contract at Current (Formerly GE Lighting). We were able to keep current wages, plant closing benefits, and improved IEA, we improved Healthcare, and matched all vacation and personal as defined in the GE contract. We also have the potential to grow the Ravena distribution center! I want to thank Local 707 Officers Chuck Robinson and Robert Green for all their hard work!

Our two Lockheed Martin locations have a new 5-year National Contract! Through the efforts of Local Officers Mike Rachetta and Brian Stephens from Local 81320, and Rich Early, Mark Chrzanowski, Harold Richardson, and Jon Rohloff from Local 81106, we were able to beat back the company's efforts to freeze their pensions, secured the pension for the life of the contract, won increases for the new hires HCAP, over a 15% increase in wages with no ACP payments, full 10% night shift after 1 year, enhanced PTO package and improved short term disability with the first 8 weeks paid at 100%. A huge thanks to those Local officers for putting in the 12 and 16 hour days it took to make that contract happen! I appreciate your dedication.

We also successfully negotiated a new contract for Locals 88607 and 84707 with Wabtec, the new owner of what was formerly GE Transportation (thanks to Local officers Tim McGreal and Jame Clancey) and ABB, which was formerly GE Service. We were unfortunately unable to save the Philadelphia and New Orleans service shops, but we were able to secure closing benefits with preferential hiring and severance packages for those members, and their work will go to the other IUE represented locations in Charlotte, NC and Evansville, IN. Thank you to Dave Bush (83761), Randall Jackson (87124), Robert Webster (83181), and Dave Dossett (85859) for all of their hardwork and assistance.

As you can see, it has been a busy few months! I want to thank President Kennebrew for all his support and assistance during this time. Our GE members appreciate IUE and CWA having their back!

In Unity,

Jerry Carney

Acting Conference Board Chairman

IUE Retirees Take On GE Shareholders

On May 8th, IUE-CWA retirees from Louisville, KY joined their union brothers and sisters from across the country at General Electric's annual shareholder meeting in Tarrytown, NY. They were there with a simple question for the company's new CEO and board of directors - "Why?"



- "Why haven't GE retirees received any raises?"
- "Why did we [retirees] lose our contractual guaranteed supplemental health insurance?"
- "Why did Jack Immelt, the former chairman of the board, retire with a \$5 million annual pension while retired workers are dying because the benefits they earned building GE were taken away?"

Several of our members bravely shared their stories and demanded accountability measures from the current GE CEO, Henry Culp, and the rest of the GE board. We believe the workers who built this company deserve their fair share; an injury to one is an injury to all!

WE NEED YOU!

Send us a paragraph or two on your local's recent membership event or community outreach activities and don't forget to send some quality photos too!

Send stories to: thebolt@iue-cwa.org

SAFETY 4 U

Protecting member safety is no small feat... That's why IUE-CWA is focused on ensuring our locals have the tools they need to do their best on the job and off. In celebration of National Safety Month, we say thank you to our safety committees and our members for all you do to help prevent unnecessary injuries at work, at home, or in our communities.



YOUR LOCAL NEWS

Local 389 • Wellsboro, PA

Local 389, which represents nursing home workers, entered National Safety Month with local contract talks fighting for better wages, reasonable hours, and safer working conditions.

At the same time, pending legislation, the Workplace Violence Prevention for Health Care and Social Service Workers Act, H.R. 7141, guides OSHA to issue a standard requiring health care and social service employers to write and implement a workplace violence prevention plan to prevent and protect employees from violent incidents.

The plan takes a proactive approach, focusing on prevention. According to the BLS, healthcare workers are nearly 5 times more likely to experience workplace violence than the average US worker. Most violent incidents are committed by patients.

"We want a violence prevention program that includes management commitment, member involvement and participation, hazard identification, safety and health training, and hazard prevention, control and reporting."

Demanding workloads and inadequate staffing are putting our members at risk of a recognized hazard, which is workplace violence,"

President, Kelly Kibbe, IUE-CWA Local 389. "It is essential that we address the risks that health care workers face in their workplaces. We need our employers

to work with Locals and members and advocate for laws to provide protection from workplace violence. All of our members deserve a safe working environment." said IUE-CWA, President Carl Kennebrew.



Local 436 • Ionia, MI

A couple wonderful photos of Local 436's Annual Easter Egg Children's Party and Egg Hunt!

"This is what safety is all about," Ozzie Smith, Local 436 VP, said with excitement in his voice, "To go home to your loved one's each day and enjoy events like this!"



Local 313 • Painted Post, NY

Local 81313 at Siemens (Dresser Rand) in Painted Post, NY, recently completed their very first contract negotiations since Siemens acquired Dresser Rand. The team negotiated a new 3-year agreement that was voted in by the highest margin ever, 89.2%.

Pictured to the left are the Local's negotiating committee, first row. L to R are Terry Schoonover, President, Chris Austin and Mickey Keefer, back row L-R are Brian Scouten, behind Brian is Mark Johnson, George McNally, Mike Glick and Greg Matarko. Assisting was Staff Rep. Mike Rusinek, behind the camera.



IUE-CWA 2019 CANDIDATES STATEMENTS

IUE Family,

Although we come from different cities and towns, work for different employers, have families of different sizes, colors, and backgrounds, we all share something very essential. We believe in the dignity of work and the right of every person to share in the profits of their labor. We believe in the fundamental right to be treated fairly and to return safely home each day to our families. We believe these rights should extend to all working people.

These ideals, around which our Union was formed, are the reason I accepted the position of IUE-CWA President last year after working for 24 years as an IUE member/officer. We must fight for each other! I believe that with enough determination and hard work, we can effect change in our Union, our workplaces, and our country. I ask for your support July 28th when I run for President at the 16th IUE-CWA Division Conference, so we can continue the important work we have begun.

The president sets the tone and shapes the culture, which has a tremendous impact on the quality of our work. In the year I have served you as President, I've dedicated myself to creating a positive culture of transparency, progress, and inclusion.

I have listened and learned from Local officers and members, and acted on what I learned. I revamped trainings making them more accessible. I re-energized our GE-Conference Board. I improved our relationship with CWA, while protecting our autonomy, because infighting must not distract us from serving our Locals.

I know I have successfully moved our Union forward, but there is much left to be done. This is not the time to stop our progress and embrace a culture of bitterness and revenge. We must continue growing and improving, to truly deserve the loyalty and unity of our officers and members. I am running because I truly care about this Union. I have the energy, passion, experience, and vision to lead us into a better future.

Thank you for your faith in me. Let's continue to move forward together.

In Unity,
Carl Kennebrew
IUE-CWA President
kennebrewiuecwa@gmail.com

Hello. I am Todd Viars, Candidate for IUE-CWA Division President.

I am a devoted family man and have been married for over 30 years and have 3 grown sons and 1 grandson. I have been a proud IUE-CWA member for over 23 years, and have been an International Staff Rep for over 18 years. My family and this Union are my top priorities.

My goal will be to put the members and the locals first. I will bring transparency to the IUE-CWA, so that the membership is kept aware of decisions and plans that affect our Union.

I chose to run for Division President because I believe that experience matters when you are making decisions that affect our members and our Union. Also, IUE-CWA has not had a contested election since 1996. We have approximately 38,000 members who pay 2.4 hours of their hard earned money in Union dues each month and deserve to choose who they want to lead us. Changes in leadership within the IUE-CWA have been orchestrated to avoid elections and to permit the outgoing President to appoint his replacement. This is not democracy.

It takes strong leadership and experience to lead an International Union. The future of our members' lives depends upon deci-

sions made at this level.

My experience includes:

- Negotiated numerous local and national agreements
- Arbitrations
- Grievances
- Trained local officers
- Assist with compliance issues
- Worked on political campaigns
- Serviced small, large, amalgamated and conference board locals
- Negotiated closing agreements
- Assisted with strikes
- Worked on behalf of IUE-CWA members through 4 of the country's largest corporate bankruptcies

I have not had the opportunity to personally meet with each local, but I would be more than happy to set up a time to speak with your executive board via conference call so that they can ask me any questions.

In closing, I believe that I have the experience to lead our Union and keep it strong for the next generation.

Feel free to contact me at viars4president@yahoo.com.

I would appreciate your vote in July!

Todd Viars

IUE-CWA 2019 SCHOLARSHIP RECIPIENTS



Anna Hudella

James B. Carey
\$4,000
Undecided
University of Minnesota
Duluth

"I am so grateful for the labor movement because it helps keep my dad safe."

Daughter of Edward Hudella
Bermo Inc.
IUE-CWA Local 1140
Minneapolis, MN



Markis Lawson

James B. Carey
\$4,000
Mechanical Engineering
Mt. Vernon Nazarene
University

"...my family has had great benefits from the labor union so much that it makes me wonder why every business doesn't have the same concepts."

Son of Mark Lawson
General Electric
IUE-CWA Local 704
Bucyrus, OH



Alexander Johnson

James B. Carey
\$4,000
Information Technology
University of Cincinnati

"I would like to pursue a career in cybersecurity at a large technology company with paths to grow my career."

Son of Chris Gross
DMAX Ltd.
IUE-CWA Local 755
Dayton, OH



Emily Atieh

James B. Carey
\$4,000
Anthropology
Brandeis University

"I feel an immense sense of pride at what organized laborers have accomplished in my city, and the effect the labor movement has had in securing my own family's prosperity."

Granddaughter of Irving Hubbard
Valeo SA
IUE-CWA Local 509 (closed)
Rochester, NY



Britney Ellis

James B. Carey
\$4,000
Nursing
Madisonville Community
College

"The labor movement gives employees a reason to do their best in their job positions."

Daughter of Jason Ellis
General Electric
IUE-CWA Local 701
Madisonville, KY



Dellissia Hendricks

Willie Rudd
\$2,500
Biological Science
Pre-Med
Florida State University

"I look forward to seeing all that science has to offer, both molecular and biological."

Daughter of Gloria Pettigrew-Hendricks
Trane Co.
IUE-CWA Local 782
Tyler, TX



Bailey King

Circle W
\$600
Exercise Physiology
West Virginia University

"From the time I was old enough to understand, I was taught the value of hard work and dedication."

Granddaughter of Barbara King
Phillips Lighting/Westinghouse
IUE-CWA Local 627 (closed)
Fairmont, WV



Lucy Walker

Circle W
\$600
Exercise Physiology
West Virginia University

"For me to be able to achieve any of the goals I have set for myself, women before me had to work hard."

Granddaughter of Minnie Walker
Phillips Lighting/Westinghouse
IUE-CWA Local 627 (closed)
Fairmont, WV

IUE-CWA RETIREE NEWS & INFORMATION

Service Center: 313 S. Jefferson St., Dayton, Ohio 45402
Contact: Leigh Shilt / Kim Short 937-224-5217 • FAX 937-224-1391

Hello Retirees,

I hope this summer is finding you all well. This issue we are sharing important information with you.

Even though seniors are less likely to fall for scams, they are often targets nonetheless. Please always be cautious with ALL your personal information.

Sincerely, Leigh Shilt • IUE GM/DELPHI Retiree Rep.

Scam Alert Beware of the Medicare Back Brace Scam

Source: Better Business Bureau

Seniors are less likely to fall for scams overall, according to the BBB Scam Tracker. But here is one scam that's aimed right at seniors: free medical equipment. The Better Business Bureau is hearing from consumers, more than 200 since the first of the year, who have been targeted by scammers for "free" back braces.

How the scam works:

You get a call saying you qualify for a back brace or knees brace, totally paid for by Medicare. The scammer may pretend to be from Medicare, or they may claim to be the maker of durable medical equipment {DME}. They will repeatedly call until you relent and allow them to submit an order to your Doctor for the equipment. Or you may say NO but the company sends the equipment anyway. Other times the equipment just shows up on your doorstep and Medicare receives the bill. Often consumers have a difficult time refusing the unnecessary equipment.

By Law, no one can make unsolicited calls to consumers about Durable Medical Equipment {DME}. If they do, it's Medicare Fraud. And taxpayers foot the bill for all the unwanted or unnecessary equipment. If you get such a call, just hang up.

Other Examples of Durable Medical Equipment Fraud:

- Suppliers who want you to use your doctor's information
- Doctors or suppliers who charge Medicare for items you never received
- Companies that bill for duplicate orders
- Older adults who allow their Medicare number to be used in exchanged for money or other things

Medicare fraud has cost the American public more than \$60 billion, and durable medical equipment fraud is a significant contributor to that total. In April 2019, the US Department of Justice indicted 24 people across the country for DME fraud involving more than \$1.2 Billion in losses.

How to protect yourself and Medicare from Durable Medical Equipment Fraud:

- Refuse and report anyone offering "free" equipment, supplies or services using your Medicare number.
- Know that Medicare Suppliers are not allowed to make unsolicited telephone calls to sell equipment.
- NEVER sign a blank form from any Medical supplier
- Protect your Medicare, Social Security, Medicaid cards; keep them in a safe place (not your wallet), and only get them out when you are going to see a health care provider.
- To report a scam, go to BBB Scam Tracker.
- To learn more about health care and Medicare scams, go to BBB.org/healthcareScam
- To learn how to protect yourself, go to "10steps to avoid Scams"

Thank you, BBB of Central and Northwest North Carolina, for investigating this scam and providing this scam alert!



SOLIDARITY IN AMERICA'S LABOR MOVEMENT

Solidarity is a term often used by union members and is strongly associated with the labor movement, but what is this concept of solidarity and why is it so important to our movement? To begin, solidarity is the uniting of individuals into a group based on a shared objective or value. History shows us that employers and corporations have continually attempted to divide workers in order to ensure compliance and control over the workplace. Employers feed off of divisions between race, gender, and political party affiliation among workers. Why are these corporations so threatened by our unity? The answer is simple. The law ensures workers are equal in power to the employer--but only when we are united as a Union.

The law ensures workers are equal in power to the employer--but only when we are united as a Union.

Passed in 1935, the National Labor Relations Act outlines the rights of workers as a collective. Although we have the ability to bargain individually with our employer, the company is not obligated to bargain with us as individuals. If we act as a collective, then we have a right to bargain as a union with our employer on our working conditions and wages. As a result an employer is obligated by law to uphold this right which is enforced by the National Labor Relations Board. Solidarity, therefore, is not a recommendation but rather a requirement for the labor movement to function. We only have power as a whole unit, not multiple individual units. We cannot afford to turn our backs on other workers, because by doing that we are not only hurting that worker, but also we are destroying the power of our union and our only power against tyranny of an employer.

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 IUE retirement benefit representatives, 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 Kim Derringer at (937)294-9764 or go to Retiree Corner on the website at IUE-CWA.org.