

IUE-CWA NEWS

THE BOLT

FALL EDITION 2022

DIVISION NEWS

Communications Workers of America, AFL-CIO
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IUE-CWA Brothers and Sisters,

It's an exciting time for the labor movement right now! Approval of Labor Unions is at 68% -- the highest point

since 1965. It has been trending upward in recent years and is now at its highest point in more than half a century. This is happening because workers like you are stepping up and fighting back. IUE staff has worked side by side with our Local officers and members to negotiate dozens of strong contracts, fight for and pass essential legislation in DC (see below), train hundreds of Local officers, members and stewards, and organize new shops! Organizing New Flyer in Jamestown NY was a great victory -- one that came after years of working with community partners to put pressure on the employer to stop Union busting. This year has also seen a record number of Local members getting involved in organizing and political work. Why are they getting involved? Because it matters!! We need to grow our density so that everyone's livelihoods improve! We need to fight

for pro-worker legislation and pro-Union representatives to protect our jobs and our rights at work. As we move into the fall and election season, I urge you to support candidates that support organized labor, that support workers like us. They cannot say they support working people and be anti-Union. It's that simple. In July, we had over 250 Local officers join me at the 2022 Division meeting and training (see story inside), and at that meeting we committed ourselves once again to growing the Union and making our movement stronger. I want to thank all of our amazing Local officers and members who have gotten involved. You are the U in Union. Your energy, passion, and commitment to working people is what makes us strong and inspires me every day. Have a safe ending to your summer and I look forward to our future fights together!

In Unity,

President, IUE-CWA

IUE-CWA/CWA Leaders Join President Biden as the CHIPS Act is Signed into Law



CWA President Chris Shelton and IUE-CWA President Carl Kennebrew joined President Biden at the White House as he signed the Creating Helpful Incentives to Produce Semiconductors (CHIPS) Act into law. The CHIPS Act promotes domestic production of semiconductors and creates good jobs in the United States. IUE-CWA represents workers at onsemi, a semiconductor manufacturer in Mountain Top, Penn., which is currently the only union-represented final assembly semiconductor manufacturing workforce in the United States. Jane Stein, president of IUE-CWA Local 88177 in Mountain Top, also joined President Shelton and Kennebrew at the White House for the bill signing.

"The signing of the CHIPS Act into law marks a historic win for American workers and will be critical to rebuilding our country's manufacturing sector and fortifying American supply chains. For too long, the U.S. failed to ambitiously invest in critical chip manufacturing, leaving global trade at the mercy of China's unfair trade practices. As the only union representing American semiconductor manufacturing and final assembly workers, we understand the need for more investment in U.S. manufacturing and wide-scale competition," said CWA President Chris Shelton. "This legislation is a significant step towards getting U.S. manufacturing back on the map, while creating sustainable, competitive jobs in the process."

"I am proud to stand alongside President Biden as he signs into law the CHIPS Act, legislation that will ensure critical investment in semiconductor manufacturing across the country and improve the lives of our country's essential manufacturing workers," said IUE-CWA President Carl Kennebrew. "We look forward to continuing to work with the Biden Administration to ensure there are labor protections tied to these federal dollars that will help create good, family-sustaining jobs."

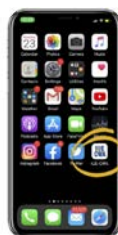
Building Offshore Wind On Our Shores!

On June 23, 2022, the White House launched a formal partnership with 11 East Coast governors to boost the growing offshore wind industry. IUE-CWA President Carl Kennebrew joined other labor leaders to meet with the governors and top Administration officials to discuss ways to expand key segments of the offshore industry, including manufacturing facilities, ports, and workforce training and development. "IUE-CWA is very supportive of state and federal efforts at building out an ambitious agenda for offshore wind turbine manufacturing and installation here in the United States. Many new jobs can be created, electricity generated, and carbon emissions reduced. We want all the offshore wind manufacturing jobs of the future to be family-sustaining union jobs," President Kennebrew said.



In May 2022, IUE-CWA President Carl Kennebrew was also part of a labor delegation to Denmark and Germany to meet with companies, developers, government officials, pension funds, and European labor unions involved in the offshore wind industry — which is well established there. IUE-CWA is working actively to bring OSW work to its facilities and ensure that the taxpayer dollars being invested in this new industry are going towards developing a strong, unionized, domestic supply chain.

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and download the app today!



SCAN ME

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2022 IUE-CWA DIVISION MEETING



On July 27-29th, over 250 Local Officers and activists from around the country came together for the 2022 IUE-CWA Division Meeting and Training Event. President Carl Kennebrew chaired the main meeting and welcomed guest speakers Chris Smalls (ALU President), CWA Secretary-Treasurer Sara Steffens, and District 9 VP Frank Arce. Two days of training followed, including an IUE-CWA Mentorship program meeting.

Next year's CWA Convention and IUE-CWA Conference will be held in St. Louis, MO on July 9-12, 2023.



• Find the ***HIDDEN* Bolt Contest** •
One winner will receive an IUE-CWA Cell Phone Charger!

Somewhere in this edition of The Bolt, we have hidden this small lightning bolt from the IUE-CWA logo. Find the Bolt, then email us where you found it (or send via fax/mail). All required information below. Deadline for submissions is 11/15/2022.

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):

T-Shirt Size (Unisex):

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 Cell Phone Charger WINNER:

David Harrison * Dayton OH

Union-Proud T-shirt:

Leroy Schaffrick - Savoy MA • Robert Baird - Litchfield MN

6-in-1 Engraved Screwdriver:

Diane Evans - Clinton MS • Brian Gettelfinger - Ramsey IN



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

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President

KAINE GOODWIN
Director

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Director

MIKE RUSINEK
Director

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IUE-CWA STRONG

Workers Build First Union at New Flyer Jamestown, NY

The IUE-CWA is excited to welcome the workers of New Flyer into the union. This local was built by the workers using time during and after work to educate one another about their rights. They were supported by members from the St. Cloud New Flyer Local, Wade Walvatne and Bob Coplien, alongside Local 81495 President Tom Thomas, and staff organizer Eric Dryburgh.



The result of this campaign is largely due to the collaboration of IUE-CWA, CWA, and Jobs to Move America. Nearly six years of work has gone into this campaign, and under the leadership and commitment of President Carl Kennebrew, these workers were able to organize through one of the best neutrality agreements in the labor movement. New Flyer Jamestown is the first to unionize; next up are Anniston, AL, Ontario, California, and Shepherdsville, KY!

Local 83718 in Brookhaven, MS Non-Member Organizing Drive

IUE-CWA Local 83718 Organizing Committee "OC" members Chandra Nunnery and Darrell Jett ("Jett") spent 5 days visiting non-members at their homes and having some very powerful organizing conversations! The OC knocked on 56 doors, welcomed 19 new members to their union, and recruited 5 new people to their OC!

"I love going out to meet my coworkers at their homes to share the excitement with them about being a union member!" said Local 83718 member Chandra Nunnery. "I really listen to non-member concerns and give them feedback about how we are stronger in numbers as one by uniting together! Then I explain to them how many benefits they get as a member and how using just one or two of these benefits in a year can really pay for their union membership! That's something we all like, getting more for your bucks by seeing it in savings and having the cushion knowing you have a union to have your back and not having to fight a battle alone!"

Jett also joined Chandra in the organizing campaign. "I always liked helping people, it's who I am, so this was a simple decision. As a steward it's part of my day to day routine, but I don't really get the opportunity to talk to the non members about becoming members the way I want to while I'm on the clock. Being a part of the Organizing Committee and participating in our door to door program allows me just that, OPPORTUNITY to help strengthen my local at the grassroots level and that makes me feel solid!"



IUE Members Running for Office & Building Worker Power!

IUE-CWA members are running for state and local office around the country and receiving support from their union siblings! If you are interested in supporting IUE members running for office, contact Ashley Snider at asnider@iue-cwa.org for more information on volunteer opportunities.

Terri Tauro, Local 81776 - MA State Rep, 8th Essex

IUE-CWA Local 81776 President, Terri Tauro, is running for Massachusetts State Representative in the 8th Essex district. Terri has fought for workers rights on the shop floor and will continue to do so in the halls of justice. "Our communities will only start to look different and our voices will only be heard when we all step up to take action." said Tauro when asked why she is running for office.

Members of Local 81201 have attended weekly canvasses to support Tauro and Local 81255 Business Agent, Byron Waterman, personally made hundreds of buttons and donated them to campaign volunteers.



Justin Sparazynski, Local 84913

- St. Joseph County Township Advisory Board

Justin Sparazynski is an active member of Local 84913 in South Bend, IN and has been involved with IUE's political and worker power program for 8 years. Justin has always recognized the importance politics plays in our lives as working people and when he was approached by constituents in his hometown to run, he couldn't say no. When Justin isn't working in the shop as a Tool and Die Apprentice, or knocking doors on the campaign trail, you can find him with his family or serving his country as a Staff Sergeant with the Army National Guard. When asked why he is stepping up this cycle, Sparazynski shared: "I'm excited to campaign as a union member, to show that regular working people can run for office. If more working class people ran, I feel like more legislation would get passed that actually helps the struggling communities. We know what people are facing because I am one of them."

Willie Roberts, Local 83761 - Shelbyville City Council

Willie has been an active member at GE Appliance park in Louisville, KY for 15 years. He spends his days building worker power and supporting his community as a shop steward, political action team member, and middle school football coach. He was born and raised in his hometown of Shelbyville, KY and if elected, Willie would be the only union member and the only person of color on City Council. "I come from a working class background and I feel like there isn't proper representation of every voter in my hometown. I hope by stepping up for office will encourage other working class people to do the same. Change isn't going to happen until we demand it."



GE Aviation Workers in Auburn, Alabama Put on Their Boxing Gloves for Round Two

President Kennebrew's emphasis on organizing in paying dividends! On Monday, August 22nd, 2022 workers at the GE Aviation facility in Auburn, AL filed for their first union election. On the day of the filing, IUE-CWA and area labor partners joined together to hold a press conference in front of the NLRB office in Birmingham. Marcus Durrell, one of the leaders in the organizing committee, spoke to the group to tell them that workers at GE Aviation in Auburn deserve fairness, equality, and a voice on the job. Supported by organizers Tomeka Cooley-Petus and Genesis Hunt, the workers were able to file for their election with a majority of support.

The path to win their first contract will not be easy, but this election filing represents a

commitment of IUE-CWA to stand by workers as they build their new local at GE Aviation in over 30

years! IUE-CWA is proud to join the movement of southern worker organizing that has been ramping up since the Amazon election in Bessemer, Alabama earlier this year.





JAMES WINSHIP

Director

I'm in disbelief that this is the last Bolt for the year, I feel like I took a nap in April and woke up in August. What happened to the year?

We just finished up our latest training in Windsor Locks, CT/Springfield, MA area and it was very productive. What an awesome group! We had members there from the private and public sectors along with SCA. It goes to show how much our Staff is doing when these groups come together, and everyone can see all the differences and how things change from unit to unit. As I am writing this, I am working on the final touches to this year's last training in Austin, TX. This is scheduled for the first weekend in November. By the time you are reading this the call letter should be out but if not, it will be very soon.

We gave a preview of the upcoming advanced classes in Vegas, and I could not be more excited about bringing everyone the full class. We have developed some well-informed training in the Advanced Bargaining and Steward/Chief Steward classes. The Division Meeting training classes were very well attended and gave us some terrific insight. Kaine Goodwin and I have been working with Byron Waterman to provide additional resources for bargaining committees. President Kennebrew is committed to providing real training that is both effective and convenient for Locals. The plan right now is to offer both beginner and advanced classes next year. All that is being hammered out and will be announced in the new year. We will always plan to be in at least four different parts of the country each year.

I would also like to take a minute to welcome the new IUE-CWA members in

Jamestown, NY at New Flyer. We have been working closely with them to negotiate a first contract, train stewards, and get everything else off the ground they will need to be successful. I am personally very proud of this group for having the conviction to join IUE-CWA and work together to improve working conditions and terms at their employer. I think many of us take for granted the things we have; as Union Leaders we know the struggles, wins, and losses and the constant fights to keep what we have and to improve our members' lives. But for a group to have faith and make the jump without having those things (that were given to most of us without a fight) took real courage. So, congratulations to them, all of them. Of course, there were those who didn't want the Union for whatever reason, but they are now our Union brothers and sisters and should be treated as such.

The IUE-CWA also has many organizing campaigns going on all over and if you and your Local can assist I encourage you to do so. We all gain from increasing the size of our organization and the power of our leverage. Not only at the table but with those that would use political influence to undo us. Make no mistake when we fight together, we are a force to be reckoned with at the table and in the community making the lives of our members and those around us better and better. This is what we do, when we provide training classes- we are preparing you for those fights. When we organize other shops and members- we are preparing you for those fights. And, when we are together and prepared- we win those fights!

In Solidarity

James Winship



KAINE GOODWIN

Director

Sisters and brothers, Most who attended the IUE-CWA Division Meeting were informed that Ken Ream, long-time director, and former Staff Rep for the IUE retired with over 40 years of service. He had many more union positions over the years with IUE-CWA as well. Ken was an invaluable source of knowledge and experience and will be greatly missed. I would like to wish Ken the best in the next chapter of his life and give a sincere thank you for all the hard work and devotion that he gave to the IUE-CWA. I will begin my first Director's article with his energetic opening line: "What time is it? UNION TIME!!!!"

It was great seeing everyone in person at the Division Conference. I look forward to getting to know many of the locals I have not had the opportunity to work with - there can't be many of these locals left though.

Some areas I will be focusing on include benefits questions and arbitration requests. I have an extensive background in the benefits arena and will work with staff to

address concerns that arise from locals and in bargaining. I will also be working with the Legal Department and Staff Rep Matt Clark on arbitration requests. Speaking of arbitrations, there is an information checklist that locals must complete, which also needs to include any supporting documentation for the arbitration request. The local should work with their Staff Rep and they will share this with the local as requests are made. It is very important that all information relevant to the grievance be attached to the request. This information is what will be the basis to determine if the case will be approved for arbitration.

We will be working this winter on some advanced training classes for next year. We piloted a partial advanced training at this year's convention but will finish the materials and schedule the full classes soon. The dates and locations for these trainings will be announced in early 2024.

In Solidarity,

Kaine



YOUR LOCAL NEWS

Local 83761 • Louisville, Ky

Local 83761 Participates in Pride Parade

Members of Local 83761 at GE Appliance Park/Haier in Louisville, KY organized their first ever float for the Louisville Pride Parade. The idea came from the Local's Diversity Committee and was



open for all members to participate. "Like our Union, Pride is for everyone and both find their strength in diversity," said Kevin Parsley, Diversity Committee Chair. Local 83761 has worked to recruit and grow their Diversity Committee membership and participation so that the Local can send the message that all members are welcome in Local 83761.



MIKE RUSINEK Director

I have been working as a Staff Rep. for the IUE & now the IUE-CWA since 1985. Over those years, I have worked with many locals as well as many companies and I have been very close to those locals. There is a lot of personal satisfaction in the work we do as Union Representatives as we are there to help people.

Amongst my responsibilities as a Director are following the staff efforts when it comes to CWA Strong. I ask that the locals to take those reports seriously and work to move forward to gain 100% compliance, get your members involved.

In addition is compliance with LM Reports as well as 990's, the Department of Labor watches for your compliance very closely so don't put it off get it done on time.

The Local Fiscal Year is coming to an end on September 30th. Your Local

financial officers should be preparing to wrap up the year, work with the trustees on the final audit for the year, and get the LM and 990 completed in conjunction with the Local president. Doing all of these things as soon as possible after the end of the fiscal year is IMPORTANT. Do not wait until close to the LM deadline in December! Copies of the audit form, LM and 990 must be sent to IUE-CWA HQ. Also, getting a budget completed and files and spreadsheets ready for the new fiscal year is imperative! Please thank your Local financial officer when you see them! They do important work for your membership.

I look forward to working with all of you.

In Unity,

Mike Rusinek

GE CONFERENCE BOARD REPORT

I am proud to announce that the IUE-CWA has filed a petition for election in Auburn, AL. This is a GE facility as many of you know GE is brutal when it comes to union elections. I ask all locals to show support for the brave men and women that are standing up to GE to be recognized and treated with dignity by sending pictures in with your local shirts on showing support. I want to thank Wren Keturi and Tomeka Cooley-Pettus for all their hard work in Alabama on this campaign.

Recently I visited IUE-CWA Local 83701 Madisonville, KY and IUE-CWA Local 1004 Arkansas City, Kansas to sit in on LEAN classes taught by Mike Mayes and assisted by Chuck Robinson, Sean Webb and Chelsea. I would like to thank each of them for

their dedication to the Union. A wise man once told me a lean factory is better than no factory at all. The Conference Board fully supports Lean to not only save jobs but create new jobs. Lean is from bottom up not from top down.

I want to thank President Kennebrew for all his hard work on not only organizing but trying to secure renewable work for our members in New York and abroad.

I look forward to seeing you at our Fall Conference Board Meeting in September, our first since 2019.

Stay safe god bless you and your families.

Jerry Carney

Madisonville, KY
LEAN Training



IUE-CWA 2022 SCHOLARSHIP RECIPIENTS



2022 Willie Rudd
Scholarship Winner

*Uchenna
Egoro*

Member
Local 82075

Nursing
Care Hope College



2022 James B. Carey
Scholarship Winner

Jacey Wolfe

Daughter of
Kevin Wolfe,
Local 81301

Education
Cortland University



2022 James B. Carey
Scholarship Winner

*Henstridge
Henry*

Daughter of Muriele
Etienne, Local 83761

Architecture
University of Kentucky



2022 James B. Carey
Scholarship Winner

Ronia Grubbs

Daughter of Ron
Grubbs, Local 84717

Business
Administration
Youngstown State
University



2022 James B. Carey
Scholarship Winner

*Dana
Macklin*

Daughter of Dave
Macklin, Local 88177

Biology/Pre-Veterinary
University of Scranton



2022 James B. Carey
Scholarship Winner

*Bryan
Caskey*

Son of Joseph
Caskey, Local 88502

Computer Science
Penn State

SAFETY 4 U

SAFETY 4 U: Three Essentials for Your Safety Committee Toolbox

Having a well-equipped toolbox is essential for safety committees to perform their work successfully. One tool is OSHA's Regional Labor Liaisons. Each OSHA region has a labor liaison to communicate with safety committees. They can answer questions and help your committee with OSHA's complaint procedures. Building a relationship between your safety committee and Regional Liaison can be a hefty tool in your box.

An added resource for your toolbox is the NIOSH Health Hazard Evaluation (HHE) Program. Through the HHE program, NIOSH responds to requests for evaluations of workplace health hazards from employees and their representatives. At no cost to the employer or employees, NIOSH conducts studies of workplaces in response to these requests to learn if workers are exposed to hazardous materials or harmful conditions. Workplace exposures studied include chemicals, biological agents, work stress, noise, radiation, and ergonomics. NIOSH evaluates the workplace environment and the health of employees by reviewing records and conducting on-site environmental and medical testing. Upon completion of the study, NIOSH issues a report that includes recommendations for addressing identified problems, reducing exposure, and preventing disease.

HHEs can be especially helpful if members are:

- Have an illness from an unknown cause.
- Are exposed to an agent or working con-

- dition that is not regulated by OSHA.
- Medical or epidemiological investigations are needed to evaluate the hazard.
- The incidence of a particular disease or injury is higher than expected in a group of employees.
- The exposure is to a new or previously unrecognized hazard.
- The hazard seems to result from the combined effects of several agents.
- Experience adverse health effects from exposure to a regulated or unregulated agent or working condition, even though the permissible exposure limit is not being exceeded.

The IUE-CWA offers online and in person General Industry OSHA Outreach 10- and 30-hour courses. The courses help to provide members with basic health & safety awareness. Each course introduces members to OSHA policies, procedures, standards and principles covered under OSHA's general industry standards. Upon successful completion of an OSHA Outreach 10- or 30-hour course, each member will be receiving a completion card issued by the U.S. Department of Labor.

IUE-CWA Local 755 Aaron Watts, Safety Rep Dayton Phoenix Group, Dayton, OH



In the 90's the movie Forrest Gump stole our hearts and mind with memorable the line, "Life is like a box of chocolates; you never know what you're going to get." This movie line came to fruition for Local 755 member, Amy Shrout, Chief Stewart at Staco Energy Products.

Earlier this year, a vending machine and a plain bag of M & M's on a normal workday soon changed to desperation for Amy. Clinging to hope and gasping for air due to a small candy covered M&M stuck in her throat (that was supposed to melt in her mouth and not in her hand per the TV slogans). Amy used the Universal Sign for Choking to signal co-worker Scott Grey and they perform Heimlich Maneuver then Ginger Yaksich and Stephanie Bridges assisted her recovery after incident. For these members, they know lives are worth more than a bag of M&M's and knowing how to apply Safety precautions and techniques that can save lives is priceless!

IUE-CWA Local 701 Kevin Crick, Skilled Trades Chairman & VPP Rep GE Madisonville, KY



The Voluntary Protection Program (VPP) is such a great program for us here in Madisonville KY. It allows us to work closely with our OSHA Site Rep giving us the opportunity to talk directly to them on challenging issues that we are having trouble getting the company to address.



I would just like to thank everyone on my VPP safety team here in Madisonville Kentucky for always putting safety first for our union brothers and sisters and always doing such an outstanding job.

Thank you to all the IUE-CWA Safety Committees!!



Local 320 ESH Awareness Team's Earth Day Roadside Pickup



Local 88612 Coudersport PA. L/Tim Brown & R/ Steve Lawrence



Local 88022 L-R/ Kyle Mattioli, Casey Villa, Dale Lohr



Local 81359 L/Vincent Anatriello & R/Anthony DeCrescenzo



Local 81201, EHS Team



On June 17-18, over 50 Local Union Women's Committee Chairs came together in Washington, DC for a two day training event. The goal of the Women's program is to develop and provide ongoing support for local women chairs/activists throughout IUE-CWA. The two-day event featured guest speakers, panel discussions, and various activities to help build internal organizing and leadership skills. IUE-CWA President Carl Kennenbaw, CWA President Chris Shelton, Secretary-Treasurer Sara Steffens, and other CWA Executive Board members attended to show support. Our women's committees continue to do good

work around the country, making our Locals more visible in their communities and creating unity within our membership. Our women's chairs understand that doing events that benefit our members and bring them close together builds UNION POWER. We are an organization that fundamentally is about people caring about people. I big thanks to all of our women's chairs for the great work they do!



LOCAL 81455



LOCAL 83718



THE SAGA OF JOY SILK: Or, how the Board disarmed itself

It may surprise many an experienced Union advocate, but the anti-union Taft-Hartley bill did not eliminate the use of representation cards to establish a majority of employees for the purposes of establishing a union. The Taft-Hartley Act of 1947 was passed over the veto of President Harry Truman, who called it "a shocking piece of legislation!" Truman went on to say that "it clearly abuses the right, which millions of our citizens now enjoy, to join together and bargain with their employers for fair wages and fair working conditions." Taft-Hartley is correctly seen by many with an interest in labor law as a turning point in the labor movement. A turning point in which the swelling tide of union power was stopped, and then eventually reversed.

There are some interesting twists to this story though. Unlike common myth, Taft-Hartley was unable to succeed in completely stripping the power of workers to card check recognition. Card check recognition avoids the Orwellian farce which Company's subject workers to in elections under current Board law; forced propaganda, surveillance, constant threats, terminations, and intimidation. Union recognition elections under current law often resemble fake elections in totalitarian countries.

The "Joy Silk" doctrine stands for the proposition that the Board can order an employer to recognize and bargain with a union if (1) the Union represented a majority of workers in an appropriate unit; (2) the union requested recognition; and (3) the employer denied the request for recognition while lacking a good faith doubt as to the union's majority status. The Board during the "Joy Silk" era interpreted Unfair Labor Practices to be per se evidence that the employer knew the Union had a majority and broke the law to dissipate that majority

while using the election to stall for time. The Board could then order a bargaining order on the basis that the employer had no good faith doubt of the Union's card check majority.

The "Joy Silk" doctrine is not only good law, but also pure common sense. If you abuse a legal technicality and break the law while you do it, you should not gain from this. If you request a jury trial, but then bribe and threaten the jury,

the judge will never throw up their hands or shrug their shoulders. That would be another crime with severe punishments attached. Allowing employers to claim they doubt the Union's majority, request an election, and then break the law with impunity to dissipate that majority is an outrage. The threat of "Joy Silk" kept employers in more in line until the Nixon Board officially abandoned it in 1971.

Interesting to note though, nothing in the law required that change. In fact, the Taft-Hartley Act explicitly included in the definition of a union both "designated or selected." Many advocates wanted to limit the power of the Board to recognize a union only when certified, but they explicitly lost this fight in the debates over the Taft-Hartley Act.

What was not lost in Congress, was voluntarily abandoned by the Nixon Board. Like many other aspects of labor law, important labor rights are enforced or not depending on who is doing (or not doing) the enforcement. Many Union advocates may have heard that NLRB General Counsel Jennifer Abruzzo has recently argued that the Board should reinstate the Joy Silk doctrine. We should all be thankful to have a former CWA attorney at the helm trying to repair the damage done by past labor Boards.

If you request a jury trial, but then bribe and threaten the jury, the judge will never throw up their hands or shrug their shoulders. That would be another crime with severe punishments attached.

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



IUE-CWA Local Diversity Ambassadors participated in a training in Atlanta, Ga., to share experiences and gain skills and knowledge to continue the fight for more Unified & Stronger locals. The group of phenomenal diversity ambassadors left the two-day training re-energized to go back to their local unions and promote diversity and inclusion! Our Ambassadors have continued to get out there and have positive pro-Union and pro-Diversity discussions with our members! It's ALL about education!



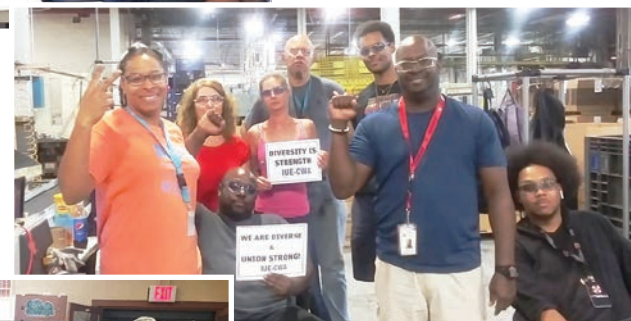
Local 86821 members with Diversity Ambassador Kp Freeman

Local 81359 Juneteenth Event/ Local members with Ambassador Cosmas Munandi



Local 86782 Members with Local Diversity Ambassador Daryl Friend

83761 Local Ambassador Derrick Gibson with members



Local 88135 members showing their support!!!

Local Ambassador Kevin Parley, and members of Local 83761 showing their Union Pride in the LGBT Pride Festival Parade.



Local 84765 Ambassador Lee Larkin with Local members -- showing their support!

IUE-CWA RETIREE NEWS & INFORMATION

The 313 Building: 313 S. Jefferson St., Dayton, Ohio 45402

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Anniversary of the Social Security Act of 1935

Sunday August 14 marked the 87th anniversary of Social Security. In August of 1935, President Franklin D. Roosevelt signed the Social Security Act into law, codifying access to lifesaving resources that impact over 70 million people every year. The program provides beneficiaries a lifeline that empowers them to live a life of dignity. We face a growing number of Republican candidates and elected officials calling for dramatic changes to the earned benefits system we created, such as requiring it to be re-approved every year, sunseting it in five years, privatizing the system, and reducing benefits. Social Security is a basic earned income not just for retirement but, it also protects us if we are disabled from work, and protects our surviving spouses and children if we die. Preserve, Protect and Pass It On!!! To get involved, go to retiredamericans.org!

The Inflation Reduction Act (IRA) Savings for Retirees on the way

The Inflation Reduction Act (IRA) passed the U.S. House of Representatives five days after the bill was passed by the U.S. Senate. President Biden signed the bill Tuesday, August 16th. The bill will help lower prescription drug prices for seniors by:

- Requiring Medicare to negotiate lower prices for some of the highest priced prescription drugs, using its enormous purchasing power on behalf of seniors and taxpayers;
- Capping out of pocket costs for insulin at \$35 per month for Medicare beneficiaries;
- Making all recommended adult vaccines free for Medicare beneficiaries beginning in 2023;
- Prohibiting drug corporations from increasing the price it charges Medicare for a drug by more than the rate of inflation; and
- Capping out of pocket drug spending at \$2,000 per year for Medicare Part D.

Americans pay the highest drug prices in the world, and one in four Americans has reported not taking at least one drug as prescribed because they couldn't afford it!! This legislation is essential to our retirees! Thanks to all of the retirees who called their representatives and pushed them to vote yes on this important legislation!!



JOIN THE IUE-CWA RETIREE ASSOCIATE MEMBER CLUB!

For \$3 a month, you get the IUE News, access to retirement benefit reps, and invitations to our Health Fairs and other activities. And you have supported our fight to protect Social Security and Medicare!

We will send you a retiree club gift just for joining! You can either pay by yearly \$36 check, credit card, or, if you retired from GM, Delphi, GE or Chrysler or are part of the IUE-CWA Multi-employer Pension Fund - through direct deduction from your pension check.

For more information, call Kim Derringer at (937)294-9764 or go to Retiree Corner on the website at IUE-CWA.org.

IUE-CWA
ONLINE STORE

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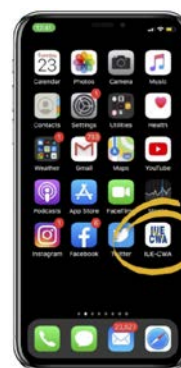
IUE-CWA has partnered with our friends at American Products to create an IUE Logo Merchandise store.

- ☞ At IUEMERCHANTISE.com, you can purchase apparel, gifts, and other items with the IUE Logo.
- ☞ No order is too small or too big for our store to handle!
- ☞ And the best part is that even if you only order one item, you are getting bulk prices on these American and Union made products!
- ☞ Support your union brothers and sisters and proudly wear the IUE-CWA logo. Buy logo products for your friends and family.

Visit **IUEMERCHANTISE.COM** today!

If there are items you would like to see us stock in the store, please don't hesitate to contact Laura Hagan at Lhagan@iue-cwa.org.

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For questions concerning pension & retirement benefits:

Leigh Shilt
937 224 5217
GM/DELPHI Retiree
Benefit Rep

...
Vicky Hurley
540-389-2397
GE Retiree Rep

Please note that we get many telephone calls regarding "The Union" having life insurance on our members. This is not true unless it was applied through Union Plus. As we have had brochures at the local Retiree and Membership meetings in the past. We do not have any access to that information or those policies.

Please do not hesitate to contact your retiree rep with questions!