Dear IUE-CWA Sisters and Brothers,

Welcome to the first issue of “THE BOLT,” the new IUE-CWA Division newspaper! I am confident you will find the new format informative and entertaining. My team has worked hard over the last six months to optimize our current communications and move the Division into new media avenues in order to more quickly and fully inform and educate our membership. In the new Bolt, you will find updates and articles from the Regional Directors and Conference Board Chairman, Legal Department, Health and Safety, LEAN Team and more - and we’d also like to hear from your Local: email photos and stories to: thebolt@iue-cwa.org. Starting with this current edition, “The Bolt” will be on the outside of the CWA News, and we are now mailing to all retirees who are members of our IUE Retirees Club. I would also like to thank Jason Schiely, from Local 755, for coming on to be The Bolt’s editor.

If you have not visited our new website www.iue-cwa.org, please do so! We have added information, news, and new opportunities for you to communicate with us. Officers, stewards, and members, be sure to open a training account and take advantage of the free training available at iuetraining.org! I am quite proud of the work our IUE team has done on the site, and it will be improving even more over time. Further, the IUE-CWA now has a Facebook page. Don’t forget to “Like” us and stay up to date on what is happening. Don’t have a Facebook account?

That’s ok—our Facebook account is linked to a “blog” page on our website and you can read our newsfeed there.

IUE-CWA Division Conference
We are only weeks away from the first bi-annual CWA Convention in Pittsburgh, PA. The IUE-CWA Division Conference, held in conjunction with the convention, will start at 9 p.m. on Saturday, April 20, 2013 at the Wyndham Hotel. We will have a great meeting, informative speakers, and some quality training workshops on Sunday the 21st. This year’s Division theme is “Building Power.” At this conference, we will elect our At-Large Executive Council members and Trustees, and our speakers and workshops will inform our delegates and enhance their skills, enabling them to return home with a renewed toolbox of ideas for strengthening their Local’s power at the bargaining table and in the community. As always, we will have a great time coming together. I’m looking forward to seeing everyone there.

TRAINING & RTW
In January, we held two training sessions to help our Locals deal with the Right to Work for Less laws that were recently passed in Indiana and Michigan. We had great turnout both in Ft. Wayne and Grand Rapids, and we were inspired by how fiercely our local leadership is ready to fight progress. We were very fortunate to get Heather Atkinson, a proven capable consultant, to help lead us in this fight. Heather is doing a great job for the IUE-CWA, and will be speaking at our conference in Pittsburgh about how we move our union forward and Build Power!

Building coalitions with other organizations is one way to help stop the RTW plague. We are not going to agree on every issue with these partner organizations, but if we are to be heard with a loud voice, labor has to work with other groups and organizations where we can and on the issues we have in common. The CWA and President Cohen are leading the country in coalition building, and the IUE-CWA is doing our part. Our Coalition Building SIF was recently approved, and we are already making progress. We were very fortunate to get Heather Atkinson, a proven capable consultant, to help lead us in this fight. Heather is doing a great job for the IUE-CWA, and will be speaking at our conference in Pittsburgh about how we move our union forward and Build Power!

The economy is starting to improve; let’s fight to get our members their share of the recovery! See you next month in Pittsburgh.

In Unity,
James D. Clark
President, IUE-CWA
Update on GE Schenectady

In April 2011, the G.E. Schenectady facility opened its new addition to the campus in Building 7, which houses the GE battery manufacturing business. The facility was designed to be the future of the G.E. transportation industry and to include approximately 300 hourly jobs operating on a three-shift schedule. Through intense negotiation between G.E. and IUE-CWA Local 1, this location would not be the only new contract in the past 20 years for the union.

The past decade has been very difficult for us. There has been what seemed to be a concerted effort on the part of many employers to “take on the Unions,” with a “dues freeze” in the early days. We have experienced the labor movement in unprecedented ways. The dates 241 hourly jobs have been created, with an impact to exceed 300 by mid-year. This new building, which is the size of football fields, has been renovated from an older assembly building to its current status and holds endless possibilities for manufacturing businesses. It is not the first or last of its kind, but it has a long way to go. Now, because of this success story, G.E. is willing to add an additional $70 million in investment capital to help this business grow.

The bottom line is that new jobs for the community mean more families with medical benefits, job security, and peace of mind. Our schools are in the best shape in years. We have experienced the labor movement in unprecedented ways. The dates 241 hourly jobs have been created, with an impact to exceed 300 by mid-year. This new building, which is the size of football fields, has been renovated from an older assembly building to its current status and holds endless possibilities for manufacturing businesses. It is not the first or last of its kind, but it has a long way to go. Now, because of this success story, G.E. is willing to add an additional $70 million in investment capital to help this business grow.

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Thank you to all those who have given of themselves to the labor movement, to the labor movement in unprecedented ways. The dates 241 hourly jobs have been created, with an impact to exceed 300 by mid-year. This new building, which is the size of football fields, has been renovated from an older assembly building to its current status and holds endless possibilities for manufacturing businesses. It is not the first or last of its kind, but it has a long way to go. Now, because of this success story, G.E. is willing to add an additional $70 million in investment capital to help this business grow.
Sisterly) Love to observe The MLK Day of Service. It is more than the City of Brotherly (and Sisterly) Love to observe The MLK Day of Service. It is more than the City of Brotherly Love. It is more than the City of Brotherly Love. It is more than the City of Brotherly Love.

The TPP is a massive trade agreement that is currently being negotiated by the U.S. government, and is poised to become the largest free trade agreement in the world. The U.S. is considering entering this agreement with a number of countries, including Australia, Canada, Chile, Malaysia, Mexico, New Zealand, Peru, Singapore, and Vietnam. What is more, this agreement could allow for a “docking agreement,” allowing other Pacific Rim countries to potentially join over time, including Japan, Korea, China.

The TPP has been dubbed “NAFTA on steroids,” and the effects of this agreement could have major consequences for the U.S. economy and for workers. There are many indications that the TPP would lead to an increase in offshoring of jobs, lowering of wages, and an erosion of collective bargaining agreements and other labor standards. Many other constituencies have deep concerns about the TPP, including environmental, public health, faith, human rights and consumer protection groups. What’s even more concerning is that, thus far, this trade deal has been negotiated behind closed doors, with a lack of transparency and access for labor and nearly all other interest groups. Only a select group of corporate interests have been given access to the negotiating texts.

The IUE-CWA is taking action on the TPP, sending the message to Washington that we want transparency in the negotiation of this deal. On March 20th, IUE-CWA held a joint workshop with the Sierra Club to discuss the impacts of this agreement on workers and the environment. We are also working to take action to send our message to Washington. If you are interested in learning more about what you can do to act on the TPP, please contact: Heather Atkinson 937-424-4683, hatkinson@iue-cwa.org.

The IUE-CWA Legal Department is pleased to welcome new IUE-CWA attorney Lela Klein. Lela comes to us from the SEIU Legal Department where she provided counsel to orga- nizing campaigns and the union’s worker mobilization programs. Before working at SEIU, she was a staff attorney at James & Hoffman, P.C., a prominent D.C. labor firm.

The Trans Pacific Partnership Trade Agreement

What is the TPP?
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Visibility and distractions may include

- Footwear based on recognized hazard
  - Steel toes to protect against dropped objects
  - Oil resistant soles to reduce the chance of slipping on oily or wet surfaces
  - Steel toes to protect against dropped objects
- Housekeeping
  - Using the handrails when provided
  - Treating snow or ice covered walkways
  - Maintaining at least three-point contact on a ladder (2 feet and 1 hand)
- Use of signs to warn others when cleaning or weather conditions cause wet surfaces
  - Providing proper egress between workstations, aisles and walkways
  - Never move a ladder while you or someone else is standing on it
- Provide proper egress between workstations, aisles and walkways
- Keep electrical wires and air hoses from becoming trip hazards

Collecting on innovative collaboration that created ChemHAT, the Chemical Hazard and Alternatives Toolbox (ChemHAT.org), IUE-CWA is gearing up to Put Breast Cancer Out of Work, as a tribute to our injured, ill, and lost workers.

- Wear appropriate footwear for climbing a ladder
  - Don’t build makeshift ladders out of chairs, benches, or boxes
  - Face front and use both hands as you climb
  - Treat snow or ice covered walkways
  - Wear appropriate footwear for climbing a ladder
  - Rope to pull up in a bucket or pouch
  - Make sure there is only one person on a ladder at a time
  - Stay within the side rails of a ladder; don’t over-reach to either side
  - Always get off a ladder before trying to move it
  - Do not use a ladder as a work platform
  - Tie off the top and bottom of an extension ladder when possible

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Slips, trips, and falls account for many industry incidents. It should be obvious to any business that keeping your workforce healthy and working is preferable to having them injured, recovering or deceased. But each year 10% of accidental deaths and thousands of workers are injured after falls. Many of these involve ladders.

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The majority of falls happen on the same level resulting from slips and trips. The remaining falls are from a height. There are many ways to fall that do not require your center of gravity or losing your balance. Most falls involve one or more of the following factors: housekeeping, footwear, visibility, makeshift ladders, lack of, faulty or misuse of equipment, and mishaps while climbing up and down stairs or ladders.

Good housekeeping might include:

- Keep debris from operations or packaging picked up
- Keep floors clean, dry and all free of protruding objects such as nails or bolts
- Use of signs to warn others when cleaning or weather conditions cause wet surfaces
- Treat snow or ice covered walkways
- Providing proper egress between workstations, aisles and walkways
- Keep electrical wires and air hoses from becoming trip hazards
- Maintain at least three-point contact on a ladder (2 feet and 1 hand)
- Don’t carry tools and equipment when climbing a ladder-use a rope to pull them up in a bucket or pouch
- Stay within the side rails of a ladder; don’t over-reach to either side
- Always get off a ladder before trying to move it
- Do not use a ladder as a work platform
- Tie off the top and bottom of an extension ladder when possible
- Set ladders up properly by using the 4 to 1 rule. Place the feet of a straight or extension ladder on foot away from the structure base for every four feet of ladder height
- Do not build makeshift ladders out of chairs, benches, or boxes
- Face front and use both hands as you climb
- Wear appropriate footwear for climbing a ladder
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- Face front and use both hands as you climb
- Watch for people walking or working around where you place the ladder
- Never move a ladder while you or another person is standing on it

Tract cause root cause

It is at too common for incident reports of slips, trips, or falls to say: Remind the worker to be careful or Pay attention next time. This is not the answer or the root cause of an incident. Although, being aware is part of the solution.

Prevention tips:

- Practice safe walking skills. If you must walk on slippery or wet surfaces, take short steps to keep your center of balance under you and move slowly
- Clean up spills right away
- Don’t let oil, dust, or debris accumulate on a shop floor around machinery
- Don’t run up or down stairs or jump from landing to landing
- Use the handrails when provided
- Cautiously climb a ladder
- Choose the correct ladder for the job
- Do not use the ladder as a work platform
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- Do not build makeshift ladders out of chairs, benches, or boxes
- Face front and use both hands as you climb
- Wear appropriate footwear for climbing a ladder
- Make sure there is only one person on a ladder at a time
- Check the ladder’s condition before climbing. Don’t use a ladder that is damaged, broken or has cracked rails or rungs
- Face front and use both hands as you climb
- Watch for people walking or working around where you place the ladder
- Never move a ladder while you or another person is standing on it

Moving Tragedy into Prevention: A tribute to our injured, ill, and lost workers.

April 28 is one day set aside to concentrate on the importance of saving workers’ lives. It is designated Workers’ Memorial Day. The goal of Workers’ Memorial Day is to remember workers who have suffered and died while on the job and to strive to improve workplace conditions. Each year workplace accidents take more than two million workers die as a result of workplace related incidents and illnesses. Workers suffer approximately 270 million occupational accidents each year, and suffer some 150 million cases of work-related illnesses. Worldwide, one worker dies every 15 seconds in the United States, 14 workers die every day due to preventable incidents. On April 28, 2013, IUE-CWA and the U.S. Labor movement will celebrate and observe Workers’ Memorial Day. As we remember those who have become ill, injured or killed on the job, we will renew our fight for a strong workplace health, safety and environmental protection.

In 2013, the U.S. Workforce Memorial Day is of particular significance to our IUE-represented workforce as we lost two members to workplace fatalities during 2012 and another in 2013. In addition many of our members have suffered work-related illnesses, injuries, and near misses. I encourage you to remember these fallen members 365 days a year, but on April 28, we will focus on the occupational contributors to the disease that affects one in eight women in the United States.

In Memory

April 1, Michael Zwald, 39, an employee of Mercur USA in St. Mary’s, PA was operating a powered industrial truck-truck; died when the raised fork from another truck struck his leg, causing a catastrophic injury. He was a member of Local Union 88502 in Region 3.

October 26, Marvin L. Bennett (Melvin), 46, an employee of Globe Metallurgical, Inc. in Selma, Al, was fatally injured when he fell from a 20ft. ladder leading to a tunnel. He was a member of Local Union 88503 in Region 7.

January 29, 2013, Leroy Ham- mond, 61, an employee of REA- Magneto Wire in Fort Wayne, Indi- ana was fatally injured as a result of a workplace injury sustained while falling from a fixed ladder. He died two weeks later. He was a member of Local Union 965 in Ret-

Put Breast Cancer Out of Work! By The BlueGreen Alliance’s Charlotte Brody
Hello, Retirees!

My name is Keith Bailey, and I am the IUE-CWA Retiree Representative. My job is to support retiree clubs, your activities, and to be the liaison between your club and the IUE-CWA leadership. My office is located in the IUE-CWA Service Center and my phone number is 937-224-5219. Recently, I have been helping the Dayton area retiree clubs by providing speakers for their meetings on topics that meet the needs of our retirees. The Diabetes Association, Alzheimer’s Association and the V.A. have made informative presentations and supplied retirees with contact information in case they need further information or help.

I also encourage all our retirees to join the IUE-CWA Retired Member’s Club. The cost of membership is $3 per month and for those retirees who still have dues check-off with their employers it can come out of your pension check or you can write a check for $36 for the year. Your membership helps the IUE-CWA keep up the fight on strengthening Social Security, protecting and expanding Medicare coverage, gaining COLA adjustments, and maintaining affordable health care benefits. Whether it’s retaining outside lawyers to fight a bankruptcy, renting a bus to take retirees to a state house, corporate office, court room or other locations where we will protest reductions of benefits, services or laws that hurt our seniors and retirees. Your continued financial support really does help. If you want more information on joining the IUE-CWA’s Retiree Membership Club you can call me.

I want to encourage your clubs to send me stories and photos so that we can highlight your activities in the IUE-CWA News and on our Facebook page.

Keith Bailey

Save 15%* on wireless costs while supporting union workers.

Two ways to start saving on AT&T calling and data plans:

1. Online
   Visit UnionPlus.org/ATT

2. Visit an AT&T store
   Take this ad and a union ID to your local AT&T store and tell them you’d like your 15%* Union Plus discount. Union Plus discount—not available at authorized dealers or kiosks.

President Clark addresses the GE Conference Board delegates on the topic of the TPP (Trans-Pacific Partnership) trade deal that is being negotiated behind closed doors in Washington, a trade deal that would allow U.S. corporations to accelerate the off-shoring of jobs. The delegates committed to assisting the IUE-CWA’s fight against the TPP.

President Clark presents Eddie Huffman, Chief Steward of IUE-CWA Local 761 in Salem VA, a gold IUE watch in recognition of his thirty-seven years of union service to the IUE. Eddie plans to retire May 1st after forty years working for GE. Known to be a genuinely good guy, he will be missed!