



The 18th IUE-CWA Division Conference and 80th CWA Convention in Pittsburgh went very well. I am grateful to all of our delegates and guests for coming together and showing the strength of IUE-CWA, and on a personal note, for their support. I have received many calls and emails on how successful our meeting was. As our delegates learned at the convention, this has been a challenging year for working people. We have seen Executive Orders attacking our public sector workers,

fewer OSHA inspectors, manufacturers struggling with supplies due to wild tariff fluctuations, and an administration that has publicly said that striking workers should be fired. In the face of these challenges, *Solidarity is our best weapon!* Our theme at the Conference was "**Solidarity Starts with Us!**" We saw many examples of how our solidarity helps us win – a big contract win at GE, successful fights against several employers, and organizing wins at Fleet Logic, Mersen, MPP and in our SCA sector. Our solidarity comes from our shared purpose, protecting the rights and livelihood of our members, and from our shared

values – fairness, equality, and concern for others. The most fundamental principle at the core of Unionism is that we care not only about ourselves, but about our fellow workers. When we come together in Solidarity and fight for the rights of working people, we make everyone's lives better. We saw many examples at the Conference and Convention of how our members have stood up and fought back! We have fought back against attempts by the 1% to divide us on race, age, gender, culture.. and any number of social issues.

I am proud to stand by you and with you. You all make me proud to be IUE! Let's fight together and continue to stand strong and show solidarity with fellow workers!

In Solidarity,

President, IUE-CWA



CWA CONFERENCE 2025



• 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 The Bolt, then email us where you found it (or send via fax/mail). All required information below. Deadline for submissions is 10/31/2025

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:
THOMAS BUTLER - BALLSTON LAKE NY

IUE-CWA 6-IN-1 Screwdriver:
HECTOR ZAYAS - ORLANDO FL • JASON STAKE - PORT ALLEGANY PA

IUE-CWA T-Shirt:
KAREN SMITH - ROANOKE VA • RICHARD LEGERE - BALLSTON LAKE NY

IUE-CWA
A FORCE FOR WORKING FAMILIES AFL-CIO

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

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President

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Aerospace
Conference Board

JAMES WINSHIP
Director

MIKE RUSINEK
Director

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

FleetLogix Workers Win Big: First Contract Secures Paid Holidays and More



After years of near-minimum wages, no paid holidays, and no vacation, 90 FleetLogix workers at Avis-Budget near Boston Logan Airport have scored their first union contract—proving what's possible when workers stand together.

Inspired by Local 201's 2023 strike victory at Avis, FleetLogix members fought hard for paid holidays. Management not only ignored their demands but also blew up negotiations over minor issues, walked away from the table, and delayed progress at every turn. Members didn't back down—holding surveys, rallies, and pickets, and even marching on the boss when final bargaining sessions were canceled.

The result? Major gains in their first contract:

- 16% raise to top of rate
- 4 paid holidays: July 4th, Thanksgiving, Christmas, New Year's
- Paid personal days, vacation, and bereavement leave
- Just cause protections, seniority rights, layoff and recall rights, and a strong grievance procedure

The contract was ratified June 30, 2025—meaning many celebrated their first-ever paid holiday this Fourth of July.

As Chief Steward Luis Sanchez said: "We went from nothing—no raises, no holidays, no vacation—to something major. Something we can finally count on."

FleetLogix workers showed that when you organize, mobilize, and stand together, you win what you've been fighting for.

The Fight for a Fair NLRB

This spring, IUE-CWA joined unions across the country in fighting for a labor-friendly National Labor Relations Board (NLRB). For those who may not know, the NLRB is the federal agency that enforces workers' rights to organize, bargain collectively, and take action together. It's the board that decides unfair labor practice charges and oversees union elections. Basically—it's one of the most important tools workers have to hold corporations accountable and defend our right to a union.

Under the leadership of **Jennifer Abruzzo**, a longtime CWA attorney who became the NLRB's General Counsel, and **Gwynne Wilcox**, the first Black woman to serve on the Board, workers saw some of the strongest pro-union rulings in decades. With Abruzzo and Wilcox in place, the NLRB stood firmly on the side of workers, protecting organizing drives and cracking down on employer abuses.

Unfortunately, both Abruzzo and Wilcox were (illegally and wrongfully) removed earlier this year, leaving the Board without a functioning quorum. Without enough members, the NLRB can't issue decisions—essentially grinding workers' rights enforcement to a halt.

IUE-CWA Local 81201 Members Push for Groundbreaking UI Legislation in Massachusetts

Members of IUE-CWA Local 81201, representing workers at General Electric in Lynn, Massachusetts, took to the State House last week to advocate for critical legislation that would extend unemployment insurance (UI) to striking workers. Their efforts helped lead to the introduction of two game-changing bills—S.1319 and H.2168—which would allow workers to collect UI benefits after 30 days on strike.

The legislation addresses a harsh reality: while striking is a vital tool for workers to demand better wages, affordable healthcare, and safer conditions, it often comes at a steep financial cost. If passed, the bills would bring Massachusetts closer in line with states like New York and New Jersey, where striking workers can begin receiving benefits after just two weeks.

For Tim Lynch, a member of Local 81201, Lobby Day was more than just a political action—it was a moment of solidarity and real progress.

"It was an interesting, fun, powerful experience to be alongside my 201 brothers and sisters representing union solidarity," said Lynch. "There was a moment when all the representatives from Lynn agreed to sign on the bill granting unemployment benefits for striking union employees where I could feel we were making a difference. There is still work to be done. We are here for it!"

Kenny Linnel added that the day left members feeling hopeful and energized:

"Lobby Day was a tremendous success, energizing our members and building crucial legislative support that will strengthen our union's future."

Jonathan Kohut, another Local 81201 member who participated, emphasized the impact of meeting directly with lawmakers: "Lobby Day was inspiring and impactful, creating powerful connections with lawmakers that will help advance the union's goals and protect workers' rights."

As the bills move through the legislative process, IUE-CWA members are continuing to build momentum and push for policies that support working families across the state. Their message is clear: when workers stand together, real change is possible.





KAINÉ GOODWIN

Director

We just returned from the IUE-CWA Division meeting and the CWA National convention. It was great to see delegates and catch up with many of the locals we haven't seen since the last division meeting. The delegates energized the room and both meetings were a great success.

I know that as I am writing this my kids are just going back to school and my wife, a teacher, is as well. Summer is coming to an end and fall is right around the corner. While that means great football, especially on Saturdays (GO Buckeyes!!!). it also brings challenges. Kids have to be transported either before school or after school. Days get shorter, so there's less daylight to get everything done in. Work schedules pick up, and there is more overtime to complicate the schedule change we have from the summer routine. Before you know it, we have to switch our clocks back. Actually, I like that one because we gain that hour of sleep-- but it is another change. Fall is also a very busy time for bargaining. Between now and the end of the year the IUE-CWA Staff will bargain roughly 30 more contracts.

All these things happening it make it really easy to put off your Union activities and Union support. "I'm tired so I'll skip the Union meeting or not attend a function of the bargaining committee." While life at home will be hectic, please try to find time to support your local Union, especially if

you have a contract this year. While it's always important to get involved, it's never more important than in the contract year. Ask what you can do to help, and I am sure your Local will have plenty of work to share. Bargaining isn't just the committee going in and saying magic words to get raises or a better contract. They are the voice for all the members. When the Local puts out surveys, fill them out so they have a full picture of what the membership wants. When they ask for solidarity, to wear a shirt, or show up to an informational picket, take the time to do it. The employer is watching, and if they see that no one shows up or participates in the activity, then they know there is a little threat of any further action. If they see all the members show out and participate, however, then the chances of getting a better contract grow.



Retired director Ken Reem was in Pittsburgh at the Division meeting and he came on stage and asked his Favorite Question:

"WHAT TIME IS IT?" And of course we all know **IT'S UNION TIME!**

Thank you all for what you do in your place of work, home, and communities.

In Solidarity,

Kaine Goodwin

IUE-CWA TRUSTEES



At the 2025 Division Conference, John Lewis was re-elected as Chairperson of the IUE-CWA National Trustees and representative from IUE-CWA Region 7. As the Chair of the Trustees, he is also the IUE-CWA representative on the Defense Fund Oversight Committee for CWA. John is the first IUE-CWA representative to ever be chosen as a co-chair of that National CWA committee. Antwan Marshall, President of Local 81266, was elected National Trustee from IUE-CWA Region 3 and Megan Johnson, Secretary-Treasurer of 89118, was elected National Trustee from IUE-CWA Region 8. Join us in congratulating them and thanking them for their work!



JAMES WINSHIP

Director

Unbelievably, the summer is almost over. I simply do not know where the time goes. We are fresh off the IUE-CWA Division Conference and CWA Convention. Congratulations to our newly elected Executive Council at Large members, Mike Gross, Jose Tavares and CJ Jones. I would also like to congratulate John Lewis (Chairman of the Trustees) and Megan Johnson and Antwan Marshal on being elected National Trustees. It is such a great thing to be a part of a Division Conference; I truly recommend that you attend one. Personally, I love being able to see familiar faces and meet new ones.

Now that summer is coming to an end, so are our Steward and Bargaining Trainings, with the final one being an Advanced training in Las Vegas at the end of September. Those classes are already full with a waiting list. We are planning to begin next year with the Beginner classes sometime at the end of January or beginning of February. We will send word to Locals as soon as we have finalized the details. The training team is working to revamp the current classes with new information to make them even better than before. We are hoping to be able to provide many more classes again next year, throughout the first three quarters. Next year we will also have officer elections at the Local level, which makes training during the forth quarter a little tough. The IUE-CWA will also be providing election committee and financial trainings

next year as well.

Speaking of upcoming elections for 2026, your Local Bylaws should speak to your election committee and how your elections are run. I have been reviewing Bylaws for Locals and most of them are compliant with the CWA constitution, the Division Rules, and the DOL. There have been more than a few, however, that have needed updates. If you have any questions on this, please send me a copy of your bylaws, and I will get back to you.

As we all know, LMs and 990s will be coming due in the last week of December.

DO NOT PROCRASTINATE! Get them done and submitted early. I realize this seems a little early; however, every year we have Locals which rely on accountants who--to be honest-- don't seem to worry about time frames. Please, please, please, *do not fall into this trap, as late locals are much more likely to be audited by the Department of Labor.* If you need help, reach out to Headquarters and someone will assist you.

I hope each and every one of you have a great Labor Day, Our Day, the Day of the working person, and a great end to your summer. I look forward to meeting all of you and working with you to make your Locals and our Union the best that they can be.

In Solidarity

James Winship



MIKE RUSINEK

Director

As summer begins to wind down, our thoughts turn to fall. Just returning from a great IUE-CWA Division Conference. It was well attended and very informative. IUE-CWA President Carl Kenebrew delivered a heartfelt and instructive address to all attendees regarding his history with the IUE-CWA as well as his personal feelings toward all members of our great organization, and preparing us well for the CWA Convention that followed.

Last quarter has been a very busy one as far as negotiations and the everyday dealings within various locals, and I am happy to report that all went well. It is no secret we have much to deal with on a

national level, for which we have to be prepared to react when necessary. Solidarity within our great Union will make the difference as we move forward.

Our Staff have been very busy working on our members' behalf, and we find each of them ready to pinch hit when the busy scheduling calls for it. They are dedicated and well prepared to work on your behalf.

As always, your Union stands prepared to respond to our members' needs. Together we are strong, and remember - WHEN WE FIGHT - WE WIN!

In Unity,

Michael Rusinek

IUE-CWA.ORG



JERRY CARNEY

GE Conference Board Chair

GE Aerospace Workers Ratify Historic National Contract

On July 1, 2025, IUE-CWA members at GE Aerospace plants in Kansas, Kentucky, Massachusetts, and New York overwhelmingly ratified a landmark four-year national contract—bringing stability, fairness, and significant gains to workers after years of uncertainty.

The contract delivers a compounded 16.9% wage increase over its life, along with added Cost of Living Adjustment (COLA) language to protect members from runaway inflation. Earnings will outpace rising healthcare premiums.

Workers also secured major improvements to benefits:

- **Pension protections** for long-serving employees, while newer members receive enhanced annual 401(k) contributions from GE.
- **Paid time off improvements**, including faster accrual of vacation days and immediate access to personal time for new hires.
- **Juneteenth added as a paid holiday**.
- **Expanded bereavement leave and parental bonding time**, with up to six weeks of paid leave within a year of birth or adoption.
- **Successorship Clause** to protect collectively bargained rights in the event of further company restructuring.

The path to these gains wasn't automatic. Members mobilized across multiple states to ensure strong participation and solidarity. From town halls and contract updates to ongoing coordination between locals, workers kept GE accountable every step of the way, demonstrating the power of organized action in shaping their workplace.

As IUE-CWA Local 701 President Kevin Christian from Madisonville, Kentucky, put it, "Our skilled labor built this company into what it is today. Aerospace is a thriving business that continues to grow. The membership passed a contract that is competitive and fair. I'm proud of our membership and their solidarity throughout these contract negotiations. The membership is the union, and our union is strong."

IUE-CWA President Carl Kennebrew emphasized that this contract not only strengthens GE Aerospace workers locally but also sets a standard for solidarity with other GE manufacturing employees across the country and globally. The union will continue



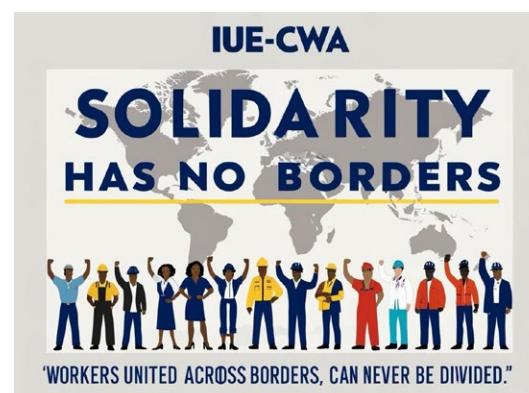
sharing bargaining results with its allies to raise standards together and protect worker prosperity.

With this historic ratification, GE Aerospace workers have secured better pay, stronger benefits, and protections that will endure through future challenges—showing what is possible when members mobilize and stand together.

The fight is not over however, as GE Vernova will start negotiations on September 3rd, 2025.

UNIONPLUS.ORG

IUE-CWA Members Fight Back Against Deportation Union Solidarity Knows No Borders!



83761 President Dino Driskell. "These workers came to this country legally and are hard-working, tax-paying members of our community, raising their families and living their lives peacefully. They come to work every day at GE/Haier to build appliances for the American people. They deserve to be treated with dignity and respect, not ripped from their families to be shipped away. We believe diversity is a strength, not a weakness. We call on the administration to restore their status immediately."

Workers in the shop sprang into action to support their co-workers. For the 200 who had received the deportation letter - a small but mighty group volunteered to call them and connect the workers with free legal services. They did outreach in Spanish and Haitian Creole, which are the languages most impacted folks speak. So far over 120 of those workers are ok and still working at this facility.

These deportation notices have been impacting other IUE shops as well, including members at Trane Technologies IUE-CWA Local 81455 in Trenton, New Jersey. Local President Matt Young shared that 40 members had also received deportation notices. The local worked with the company to make sure the members had access to immigration attorneys. Other IUE locals recently shared how immigration issues are impacting their union members on an AFL Immigration Training hosted by IUE-CWA. Needless to say - there is much that is unknown about the landscape for our immigrant union members - but we will continue to organize together to keep our union family working by our side!

IUE-CWA Members who joined in to fight back against deportation in Kentucky:

Yoen Cardella Reinaldo - 83761 Louisville, KY • Philona Norcilio - 83761 Louisville, KY • Erwin Ramirez - 83761 Louisville, KY • Eric Romero - 81381 - Schenectady, NY



ENVIRONMENTAL HEALTH & SAFETY

EHS Activists share A-Z Health & Safety



An essential safety measure is to set clear exclusion zones for aerial work platforms using physical barriers like cones or tape and displaying warning signs. (Scott Brookbank L-757)

Be aware! Always be aware of your surroundings and potential hazards. (Clinton Smith L-901)

Caution yourself at intersections: look left, right, and left again before crossing, and make eye contact with drivers to ensure safety. (Gary Vincent L-761)

Design: Safe design is a key part of hazard prevention in engineering or product development. (David Martinowsky L-311)

Ecuation: ALWAYS know your Emergency Evacuation Plan. In the event of an emergency know your nearest exits and evacuate immediately. (Tiffany Keith L-600)

Fire safety at home should include properly placed and tested smoke alarms, easily accessible fire extinguishers, and a family fire escape plan. (Monica Jesmain L-380)

Gear up first. Wear the proper safety equipment—helmets, gloves, goggles, or harnesses—to significantly enhance safety and promote a safety-first mindset. (Monica Brill L-3603)

Heat illness is a serious concern; be aware of warning signs & listen to your body. (Forrest Farnham L-775)

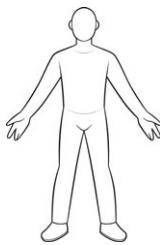
Involving workers in hazard identification is the key ingredient for a strong safety program. (Anthony DeCrescenzo L-359)

Job hazards vary by gender, and a job hazard analysis can help identify solutions for these challenges. (Angie Richardson L-755)

Know the Hazards, Keep it clean, Keep training fresh, and Kick bad habits. (Ed Bergin L-301)

Lifting safely tip: Bend knees, keep back straight, lift with legs, maintain a wide base, and keep the load close to your body. (James Hooks L-190)

Mitigating safety hazards includes using "Near Miss" programs, applying the "Hierarchy of Controls" to eliminate risks, and conducting Job Hazard Analyses (JHAs). (Russ Morey L-320)



Noise levels: monitor and manage noise to prevent hearing damage. (James Arthur L-765)

Oxygen tanks should be stored upright, secured, at least 5–10 feet from heat sources, in a well-ventilated area, and away from flammable materials. (Evvan Beeny L-701)

Positive reinforcement: Good practice is to implement a "safety recognition program" to highlight and reward good catches, safe habits and team milestones. (Dexter Marsh L-711)

Quick use of ice or cold water on burns limits swelling and pain that is normally experienced and shortens the healing time. (Mike Wilson L-707)

Rest and recuperation. Allow yourself time for breaks and plenty of sleep to prevent injuries. (Scott Kelley L-821)

Safety tips can save lives. One example: always maintain 3-points of body contact while on a ladder for maximum safety. (Jackie Settle L-766)

Think Before You Act. Tomorrow is your reward for working safely today. (JJ Scarmuzzi L-717)

Use safety tools such as lift assist tables, hoists, and worktables, ensuring they are well-maintained. Ensure ergonomic matting is installed where needed. (Jay Ballweg L-755)

Visualizing safety in tasks helps minimize injury risk and aids effective planning before beginning. (Chris Smith L-700)

Waste should be disposed of properly to ensure a safe and environmentally friendly workplace. (Robert Edwards L-455)

X-ray imaging should be limited to essential medical procedures to reduce unnecessary radiation exposure. (Dave Neubert L-502)

Your phone can be both a distraction and a powerful tool. Use it mindfully. (Antwan Marshall L-266)

Zero Harm is a key safety goal aimed at eliminating workplace injuries and preventing illnesses. (Brian "Bo" Jefferson L-82162)



SAFETY 4 U

Safety Committee Spotlight

We are excited to introduce the Safety Committee Representatives of our New Flyer Locals. With newly secured safety committee language, committee training, and their commitment & enthusiasm these Safety Stars are sure to strengthen and unite their membership.



Top Left:
Local 81500,
Jamestown, NY
Dion Knight and Erica
Ericson



Top Right:
Local 83600, Shep-
herdsville, KY • Safety
Contact Tiffany Keith

Bottom:
Local 83700, Anniston,
AL • L-R: Brittany Gal-
ley, Michael Reaves,
Chris Smith, and
Dewayne Sudberry

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 good photos of your hard working members!

Send stories to: thebolt@iue-cwa.org

IUE-CWA
ONLINE STORE

IUEMERCHANDISE.COM

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

- At IUEMERCHANDISE.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.

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.

IUE-CWA LEGAL

Trump's NLRB Nominations Set to Tilt Board Against Workers

In a setback for workers' rights, President Trump has put forward two nominees—Scott Mayer, Boeing's chief labor counsel, and James Murphy, a longtime NLRB attorney—to fill vacant seats on the National Labor Relations Board (NLRB). If confirmed, these appointments would lock in a pro-employer majority for years to come.

The NLRB is the independent federal agency charged with enforcing the National Labor Relations Act (NLRA). This law provides employees' the rights to organize unions and bargain collectively. That Board's ability to protect these rights was disrupted earlier this year when President Trump fired Board member Gwynne Wilcox without notice or cause. This action, without precedent in the NLRB's history, left the Board without a Quorum. It was also unlawful. 29 U.S.C. § 153(a) provides members of the National Relations Board shall serve for a term of five years. Ms. Wilcox was nominated by President Biden and confirmed to serve until August 27, 2028.

Following the administration's unlawful firing of Wilcox, Mayer and Murphy's nominations show a clear intent to tilt the Labor Board against workers' rights. Mayer has spent his career as a Company-side labor lawyer. When tapped by the President Mayer was the Chief Labor Counsel for Boeing. He's also worked for MGM and Aramark. If confirmed, his term at the Board would run until December 16, 2029. Murphy, though a veteran of the agency, has consistently worked to develop employer-leaning interpretations of the Act. Serving as Chief Counsel to Marvin Kaplan, an anti-worker Board member famous - in part, for his dissenting opinions to Biden era decisions strengthening the remedial powers of the Labor Board. If confirmed Murphy's term would run until December 17, 2027. Together, Mayer and Murphy would likely reverse many of the pro-union decisions issued during the Biden administration, reshaping precedent in areas such as joint-employer status, union access, and remedies for unfair labor practices.

IUE-CWA/IMT Program

Manufacturing Education and Apprenticeship

We have all heard about the school to prison pipeline. IUE-CWA is working hard to create a school to Union Factory Job Pipeline. We have started several programs, supported Locals starting programs, and are standing ready to help get high school students in your area involved in manufacturing through agreements with Local school districts and training like MSSC. This past year has seen more progress for the programs in place. In addition to the two (2) full time former NHS High students who started work at DMAX (where our members make the Duramax Diesel Engine for GM) in the summer of '24, six (6) additional students from the Northridge High School Manufacturing Program went to work in January of this year. This was made possible by a collaboration with the IUE-CWA, NHS and SOCHE, a non-profit organization that connects students, educators, businesses/employers and government agencies to share information, access opportunities and assist with closing the workforce gap.



Do you have high schools in the area who already have manufacturing programs? We can give you advice on getting your Local involved and teaching those students about the power of collective bargaining!

If you would like to see a successful program up and running, contact me at dcash@iue-cwa.org • 513 850-8952.

Dave Cash



IUE-CWA Local Women's Committees Get Members Involved



Pictured above.
Local 83701 Chair Alicia Nichols reports that they built ties in the community by assisting community members with back to school clothing and assisting a local teacher with classroom supplies.

IUE-CWA Women's Committees Continue to Do the Work, make Locals stronger, and empower female union members around the country. Just a few examples:

At Local 201, Women's Chair Carlino reports great progress on fighting for female members to have safe, equal and fair access to restroom facilities and the addition of mother's rooms in the plant. This can make a **HUGE** difference for our female members.

Local 84725 Chair Lerouise Rupert reported on Local donations to the salvation army and "Shop with a Cop" for Christmas.

Local 84436 Chair Michele Stoner reported on an annual backpack handout.

Chair Meeca Miller-Brooks from Local 84758 reported on the annual peanut butter drive and donations to the AFL-CIO food pantry.

Latrina Humphrey, Women's Chair of Local 83718 also reported that they gave out 300 American flags to members on Flag day.

Great work, She-roses!! You are making your Locals stronger and raising your presence in the community!

If your Local women's committee is having events, recognizing members, or raising money for Local or community charities, let us know!!



Pictured above.
Several locals, including Local 83718, celebrated Juneteenth with the membership by serving food and giving out gift bags to members.

LOCAL NEWS

Local 81485 • Brooklyn, NY



Under the leadership of new President Louis Luciani, the members of 81485 are building a stronger Union culture!



ENERGY MANAGEMENT TRAINING

I have written in the Bolt many times about the savings and profitability aspects of the IUE-CWA Sustainable Energy Solutions program (SES). This is immense value, as no plant has ever closed because they made too much profit. Yet there is another benefit of the program that is equally important and that is training of IUE-CWA members and management on energy management. This training is vital to the continued long-term reduction and control of a plant's energy expenditure. SES provides training on the value of energy reduction, where to look for savings, how to calculate the projected savings. This is a necessary component to a successful continuous improvement in controlling energy cost into the future of any operation.

People make decisions that affect energy usage, not machines. Machines only use energy when we tell them, so good energy management starts with training people on how to make good energy decisions.

We have been collaborating with Locals 81359, 81380 and Momentive Performance Materials (MPM) at the MPM Waterford NY. 200 plus acre campus to reduce their energy footprint. We have held several SES events there this year and will continue with more events until we have covered the entire campus. MPM has made serious commitment to this process as they have recognized the value of training the >>



Participants: IUE-CWA Team - Ryan Tobin, Ken Hess, Bill Draves; MPM Team - John Goyer, Vince Anatriello, Gary Grace, Conrad Lape, Anthony Screscenzo IV, Joe Delguidice, Ed Donovan, Jon Ostrander, Jim Meka, Brandon LaForest, Dave Sickles.

Local 81106 • Moorestown, NJ

Local 81106 President, Richard Earley awarded three checks in the amount of \$2,000 each to our three scholarship recipients:



Keshon Coleman - Member of Local 106



Sarah Agnew - Daughter of Local 106 member Cyle Agnew



Ian Cammerato - Son of Local 106 member James Arasz

The recipients were chosen based upon their written essays on "Why Union Are Needed Today" and/or "Why Unions Are Important." All three essays spoke about the essential components of unionism, as well as what union membership has meant to their families. As a union body, we look forward to helping our fellow members, children and grandchildren achieve their dreams of success.

Local 84802

Bluffton, IN



Candace Reilly, President of Local 84802, pictured here with President Kennebrew, serves as IUE-CWA's member on the CWA National Finance Committee. Candace and her fellow Committee members are involved in the budgeting process and make recommendations concerning the CWA budget, financial resolutions, and more. A big thanks to Candace for all of her hard work!

>> frontline workforce in the aspects of energy management. With the full support of both locals MPM has been providing 12-14 personnel per event. With each new group they are seeding a culture of active conservation in the workforce which will provide benefits well into the future.

I would like to thank President Anthony Decrescenzo he has been a real asset in assuring the success of these events.

Due to the large size of this campus, we have modified our event process. We can tailor a solution to deliver energy savings and valuable training to your location.

To start the process, contact Bill Draves Ph. 330-770-0856 Email: bdraves@iue-cwa.org

ONE BIG IMPACT FOR CONSERVATION

Since 2013, the Union Sportsmen's Alliance (USA) calendar program has raised hundreds of thousands of dollars for community-based conservation projects and worthy union causes!

104 CHANCES TO WIN!

USA LIFE

WAYS WE ENJOY THE GREAT OUTDOORS

MEMBERS ENJOY THE GREAT OUTDOORS

UNITED SPORTSMEN'S ALLIANCE

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UNION SPORTSMAN ALLIANCE

Local 888502 • Saint Marys, PA

Families Enjoy Free Youth Fishing Event

WILCOX, Pa. — Seventy-five kids experienced a free day of fishing with their families at the 2025 Union Sportsmen's Alliance (USA) IUE-CWA Local 502 Take Kids Fishing Day on May 3 at Twin Lakes.

Youths in attendance received a free rod and reel, a fishing net and tackle, and learned fishing skills from 15 volunteers with the Industrial Division of the Communication Workers of America (IUE-CWA) Local 88502.

Kelvin Torres, president of IUE-CWA Local 88502 and lead volunteer, enjoyed seeing the reactions of youths and their families throughout the day.

"The laughter and smiles you see in the children reflect to their parents," he said. "As a parent, my own feelings and emotions mirror those of my kids. We had 99 fish come up, all different sizes, it was just like Christmas. Seeing the kids happy is what makes it all worth it. That's why we do it."

When Torres became president of IUE-CWA Local 88502 in 2021, one of his top goals was to engage more kids in the community. He discovered the USA while attending conventions and meetings and was motivated to start a youth fishing event.

"My kids love fishing and there are a lot of families in our area who primarily hunt and fish all year long," he said. "Many kids and families don't have the time nor opportunity to take their kids fishing, so we collectively as a local thought it would be good to host a fishing event."

Located in the Allegheny National Forest, Twin Lakes is a popular local spot for fishing and swimming. Its accessibility and ample parking make it an ideal location for Take



Kids Fishing Day. The area was once home to factory buildings, stores and company row houses, but it has been transformed into campsites, picnic areas, pavilions and bathhouses since the U.S. Forest Service acquired it in the 1920s.

Take Kids Fishing Day was part of a series of community-based events organized through the USA's Work Boots on the Ground conservation program, which brings together union members for conservation projects that improve and enhance public access to the outdoors, conserve wildlife habitats, restore America's parks and mentor youth in the outdoors.

Torres encourages others to get involved with community events.

"Anyone, not just union members, with the time and ability should volunteer at this fishing event or any community event in our area," Torres said. "It builds a unique sense of camaraderie, a different kind of motivation, and helps us recognize the similarities we share. I have an 11-, 9-, and 5-year-old, and no matter where I take them, whether it's the beach, the park, or this fishing event—they're always playing and connecting with other kids. That interaction is so important."

USA Conservation Manager Cody Campbell explained how this event ties in with the USA's mission. "The USA's mission is to unite the union community through conservation to preserve North America's outdoor heritage," he said. "Events like this show how union members come together to make a difference in their communities."

MORE LOCAL NEWS

Local 82167 • Vinton, VA



Local 82167 members show solidarity with District 6 AT&T Bargaining

Local 83700 • Anniston, AL



President Kennebrew with the officers of Local 83700 following a plant tour and meeting with management at New Flyer.

IUE-CWA LEAN Program featured at CWA Conference in Pittsburgh in August.

The IUE-CWA LEAN Program was highlighted at the 80th CWA Convention in Pittsburgh in August. Since its inception, the LEAN Program has saved and/or created over 7,000 jobs, and helped Locals all over IUE-CWA build power at the bargaining table. Our LEAN Program is very different than employer-side Lean programs. Our program is run by and for our members, with a focus on making their work better, easier, more efficient – and we rely on the expertise that our members have in their work places. Often, management doesn't listen to front line workers' suggestions – when our LEAN Program comes in, they do listen. And changes are made accordingly. Not only are no jobs lost as a result of a location getting more LEAN (management must sign an agreement to that effect), the program often opens the doors to new product lines and expanded membership. There quite simply are no locations which cannot benefit from our LEAN Team's experience.

A LEAN Story

I want to thank President Kennebrew for his continued support of the LEAN program. As a follow up to the CWA Convention video highlighting the LEAN program, I want to share a story about a new local we are working with and their path to success.

A LEAN leader at this location was given my contact information by the local president and asked to contact me about IUE-CWA LEAN helping out at their plant. During the call, he explained that they were wanting to do a 5S event at their facility. I sent him our 6S (we include Safety in ours) presentation and an agenda of how our event works. After more conversations, he asked if we could modify the way we do

our 6S event. I agreed and we developed a blended method combining their presentation/method with ours. I had reservations about how they wanted to proceed, but as a change agent, I was willing to try. During pre-meetings, I made sure that both the management leadership and the local officers were aware of my concerns. Over the next 2 months we trained all the employees, both our members and the salaried on how a 5S program works and how it would be accomplished at this facility. During our 3rd week of training, it became obvious that my concerns had been valid. I met with the local officers and explained why the member engagement piece was pivotal. During the last week of training, management wanted to discuss why it had not taken off like they thought. We were able to show that while our members had tried, they had been redirected

to not work on doing 5S but to just start the next job. We were asked to put a new plan together to get the program back on track. We put together an agenda and when a local officer asked me what he could do to help, I suggested he meet with their new president and give his perspective on what did and didn't work.. As a result of that conversation, the head of their division met with all the managers and supervisors and explained the importance of this program to the corporation. They have now readjusted the schedule more in line with my original plan. While we are far from this being a successful Lean event, we are now at least heading down the correct path.

The purpose of this story is not to show that your LEAN Team knows everything or that it should be our way or the highway--far from it. What this demonstrates is that we can learn

just as much if not more from a failure. If we wouldn't have been willing to try their method, we would have been just as guilty of not wanting to change as our members get accused of all the time. We have to be willing to learn from both our successes and failures. That's what makes us stronger.

In closing I'd like to personally thank and recognize the folks that help make this program successful. Each of the following folks were asked to be a part of the IUE-CWA Lean team because of all the hard work they did at their own locals. While it may seem fun, it's a lot of work and personal sacrifice being away from their families. They all do it because they have seen first-hand how a successful Lean program can not only help secure the jobs we currently have, but also create new jobs.. Our current LEAN trainers are as follows:

Sean Webb out of Local 83761 Louisville, KY • Heather Murphy out of Local 86004 Ark City, KS • Corey Smith out Local 83701 Madisonville, KY • Eli Coury out of Local 86004 Ark City, KS

Their belief in what we are doing is the driving force behind the success of this program, so if you meet them, thank them--they deserve it! There are a few more additional trainers that we've identified and will be possibly adding to our growing list lean trainers, so keep an eye out for the future additions.

In Solidarity,

Mike Mayes

IUE-CWA LEAN Leader

For more information, reach out to mmayes@iue-cwa.org

Steward's Corner: Writing a Grievance the Right Way

If you have ever attended one of my steward training classes (if you have not, keep an eye out for future call letters), then you have undoubtedly heard there is one correct way to write a grievance and many, many ways to write one incorrectly. Grievances are important documents which have a lifespan that may extend far beyond an immediate supervisor or even your job site. Every time a grievance is issued, you must assume it will one day end up in an arbitration hearing. And while the exact words on the document may seem unimportant when you are just



trying to argue with an obnoxious manager, they can directly impact how an arbitrator rules on your case and even the amount of an award your member(s) receives.

A grievance form is not the place to make your arguments; save that for in-person grievance meetings where you have come prepared with evidence to support your case. When you put too much information on the grievance form, you risk placing yourself in a box. Facts change as a grievance moves through the system: stay flexible! Instead of writing out every detail, focus on a simple two-to-three sentence statement which declares the issue at hand, demands corrective action, and seeks a remedy.

Here is an example of a proper grievance protesting a discipline:

We, the Union, protest the Employer's action of terminating John Doe on or about August 22, 2025. We demand that John Doe is returned to work immediately and made whole for all lost monies and benefits.

And here is an example of a properly written contract violation grievance:

We, the Union, protest the Employer's violation of Article XV and any other applicable language of the collective bargaining agreement. We demand that the Employer cease this violation immediately and that all affected employees are made whole for any losses.

As you can see, these are remarkably simple statements with next to no details other than stating the violation and demanding a resolution. You can use those two templates to write just about any grievance you will ever encounter and save yourself (and the Union Reps who receive your appeals later) many headaches when things change down the road.

If you are unsure how to approach grievance writing, do not hesitate to ask a more senior Local officer/steward or give your Staff Rep a call.

In Solidarity!

Matt Clark

Staff Representative

2025 IUE-CWA Scholarship Program Recipients



James B Carey Scholarship Winner
Grace Clayton

Daughter of Richard Clayton
Local 81201
Major: Nursing/Psychology



James B Carey Scholarship Winner
Robert Chucksa Jr.

Son of Robert Chucksa
Local 84716
Major: Business Administration



James B Carey Scholarship Winner
Cheyenne Straub

Daughter of Jacqueline Straub
Local 88177
Major: Nursing/Psychology



James B Carey Scholarship Winner
Kasey Skelly

Daughter of Kris Skelly
Local 81301
Major: Special Ed./Latin Am Studies



James B Carey Scholarship Winner
Sheila Navoa

Member Local 83600
Major: BSN Nursing



James B Carey Scholarship Winner
Kandria Larry

Daughter of Latrina Humphrey
Local 84718
Major: Biology



Wille Rudd Scholarship Winner
Landon Hock

Son of Scott Hock
Local 84800
Major: Business/Marketing



Jack Shea Scholarship Winner
Jessica Ramirez

Daughter of Jorge Carillo
Local 84081
Major: Political Science



**2026 IUE-CWA Scholarships applications go online in January.
Go to IUE-CWA.org to apply in January!**

IUE-CWA RETIREE NEWS & INFORMATION

The 313 Building: 313 S. Jefferson St., Dayton, Ohio 45402
Contact: Leigh Shilt 937-224-5217 • FAX 937-224-1391



STAND UP! FIGHT BACK!

GE Retirees, including Trustee Chair and DFOC Co-chair John Lewis and former 81201 President Alex Brown, spoke about the plight of GE Retirees at the recent GE Aerospace contract negotiations in Columbus, Ohio. Increased medical costs and Medicare Part B increases are also causing financial stress for GE retirees. They pointed out that in light of CEO Culp's \$88 million dollar salary, GE can afford to treat the people who built the company with some respect. They also noted a lack of retiree life insurance and many issues with retiree benefit support for retirees since the GE split.

Thanks to our retirees for continuing to Stand Up! and Fight Back! The retirees gave a presentation to the company showing that GE retirees have not received a pension increase since 2015, and retirees on fixed incomes are struggling.

PENNY FRANKLIN

Recently retired Local 82160 President Penny Franklin has stepped up to help get IUE-CWA Retirees involved! Stay tuned for more information, and a big thank you to Penny for all of her hard work on behalf of our retirees.



RETIREE BENEFITS UPDATE

I hope that everyone has been enjoying the summer and staying safe in the heat!

Just a few reminders: Medicare Open Enrollment will start back up October 15th through December 7th. Make sure you call your agent and ask to have your current plans reviewed. Medicare plans change, some even every year. This could affect you, your medicine or doctors that was once covered under your current plan may not be covered in the upcoming year. Please reach out to TLC with any questions or to have them schedule you an appointment to have your plans looked over by an agent. Their number is 1.800.719.3751.

Also, as always please keep your MetLife beneficiaries up to date. If there is any changes that you need to make or would like to check your information call MetLife @ 1.888.543.346. They will ask you security questions to verify you before they speak to you about your account. I can also help you get your policy information and benefits sent out to you by mail. I can't do any changes for you, you will need to call MetLife.

GM Family First number is 1.800.235.4646. If you have not used your GM purchasing discount in several years, they are making you go through extra steps before providing you with your discounts. Example: Having you fax them a copy of your license as a step towards verifying you. I unfortunately do not have any access to GM Family First. I will not be able to call on your behalf or handle anything that has to deal with them.

GM retirees can also go to www.gmbenefits.com where you can access and manage your GM benefits in one easy location.

As always, I am here for all your questions, issues and concerns. Please feel free to reach out to me by calling 937.224.5217 or email me at lshtilt@iuecwa.org.

Your GM/Delphi Retiree Rep.

Leigh



<https://forms.gle/9DRXd8HuDPg6BjYA>

Retirees:

Use the link or QR code to make certain we have your correct address.

Share with your IUE-CWA Retiree friends and make sure they can get on the Bolt mailing list!

Local Presidents: Please share this information on your Locals' Facebook page.

IUE-CWA NEWS NEEDS YOU!

Send us a paragraph or two telling us about your Retiree Group's recent event or community outreach activities and don't forget to send some quality photos too!

**Send stories to:
thebolt@iue-cwa.org**

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Check out the values online at unionplus.org