

HAPPY
YEAR

IUE-CWA NEWS

THE BOLT

WINTER EDITION 2025

DIVISION NEWS

Communications Workers of America, AFL-CIO
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Season's Greetings and Reflections for the Year



Dear IUE-CWA
Members,

As the year draws to a close and the holiday season is upon us, I want to take a moment to express my heartfelt

gratitude for your dedication, hard work, and solidarity throughout 2025. This year has certainly brought its share of challenges and successes, and it is your commitment to our movement that has made our collective achievements possible. In the face of what has sometimes seemed like insurmountable obstacles, you have kept the faith and fought onward. Your strength is the strength of our movement.

Christmas is a time for reflection, joy, and togetherness. I hope you are able to rest, recharge, and enjoy special moments with your loved ones. On a personal note, this is my first Christmas as a proud and loving grandfather, and when I look into my grandson's smiling face, I know that the hard work we do today will make a difference in his life tomorrow. For generations, IUE-CWA members have been fighting for a fair and level playing field for working families—your support and involvement are what make the labor movement possible. Remember to take pride in your Union membership—whether it's supporting each other through difficult times, advocating for fair treatment, or celebrating our shared victories. We are in this fight together!

Looking ahead to 2026, I am excited to continue building on our foundation of unity and strength. Together, we will face new opportunities and challenges, always standing up for what is right and working towards a brighter future for all working people.

On behalf of the entire IUE-CWA leadership team and from my family to yours, I wish you and your families a very Merry Christmas and a healthy, Happy New Year.

In Solidarity,

President, IUE-CWA



2026
IUE
CWA

Scholarships
applications go
online in January

Go to
IUE-CWA.ORG
to apply!

Have a Pro-Union, Pro-Worker Holiday Season!!

How do you celebrate Christmas, Hanukkah, Kwanzaa, Bodhi Day, or Winter Solstice in a Pro-Union, Pro-Worker way?

First: When you shop for those holiday meals, make sure you buy Union brands!

Having Turkey? Buy one of the following: Boar's Head, Butterball, Foster Farms, Thumann's, Hoffman's, Honest John. **Stuffing?** Try Stroehmann Bakery Products or Manischewitz.



Prefer Ham? Get a Boar's Head, Appleton Farms, Tyson, Hormel, Farmer John, or Cook's.

For Sides: Try Birds Eye Vegetables, Del Monte canned vegetables, Dole, Kraft Mac & Cheese, Ocean Spray cranberry sauce, Ore-Ida potatoes.



Enjoying a Refreshment? Miller Lite, Sam Adams, Folgers, Old Milwaukee Beer, Truly, Corbett Canyon, Sierra Springs, Coke, Pepsi



Second: If possible, shop at stores where workers are represented by a Union. Ask workers at your Local grocery store if they are Union represented or reach out to the Local UFCW and ask which stores in the area are Union-represented. And then TELL store management why you are shopping there!

Third: Avoid buying Chinese goods!! There are many Union-Made, American-made gift options. Go to <https://aflcio.org/MadeInAmerica/holiday-gifts> and see a list of items that will help support American workers like YOU! From Old Spice to Candy Land board games, from Louisville Sluggers to Jelly Belly candy, there are plenty of products made in the U.S.A. Make sure you mention to stores that you WANT Union-Made, USA made products! And finally, December is a great time for Local unions to get involved in their communities and come together to build unity. Host a toy drive or a food drive! Adopt families in need! Support a Union on strike in your area. Buy books for kids! March in the annual Christmas parade wearing your Local Union shirts. Any time Local Unions give back to the community—we build community support for our movement and make it easier for more workers to organize. **Make "Buy Union, Buy American" your New Year's Resolution!**



Atención: A todos nuestros miembros que hablan español. Si escaneas el código QR te llevará a una versión de los artículos principales del periódico BOLT de la edición de este mes. Si tienes dudas o comentarios por favor escribe a Laura Hagan a Ihagan@cwa-union.org

SAVING JOBS PROTECTING THE ENVIRONMENT SUSTAINABLE ENERGY SOLUTIONS & LEAN



Looking back on 2025, Sustainable Energy Solutions (SES) has had a busy year. SES has trained over 50 IUE-CWA members on energy management and how to calculate energy savings from the reduction projects they find. The SES team working with these members and management this year identified over 1.1 million dollars in savings, which adds directly to business profits at our represented facilities. On average, to add \$1.1 million in profits a company would have to make and sell an additional \$12.9 million product. No one ever lost their job because the company made too much money.

When fully implemented, these energy savings will remove 6,802 metric tons of CO2 emissions from the air which is equivalent to removing 850 light duty pickup trucks from our roads. We found 4,079,344 kWh in electric savings, which could power about 400 average U.S. homes for a year. These reductions are good for our jobs, families, and communities. Contact Bill Draves bdraves@iue-cwa.org or 330-770-0856 to bring the SES to your local.



LEAN UPDATE: As we approach the end of the year, your IUE-CWA Lean team is taking the time to reflect on the year and appreciate what you have helped us accomplish. As we look at the numbers, it's truly amazing what we have done and the number of locals we've worked with.

We worked at the following locals, either doing classes or workshops, many of them multiple times. We'd like to thank all of these locals and their officers for allowing us the opportunity to work with them and make our members' jobs more secure! Local #'s 84755, 83761, 86823, 88122, 88144, 81266, 81311, 87140, 88648, 83701, and 84101.

We conducted 29 of our 2 day Lean 101 classes. That means we trained over 450 folks on how Lean can work if done properly—with member input. The buy in from our members and the management folks has been great. Our members have a better understanding of not only what Lean is, but why we must become active participants in the Lean program. As we discuss in our class, Lean gives us a say in how our jobs are set up and accomplished and protects our jobs by making us competitive. We learn that when we work together to accomplish a common goal, we can't be stopped. The power of teamwork is real.

We also either participated in or led 20 workshops at some of the above-mentioned locals. While it's difficult for us to place a numeric value on what we've accomplished (what a surprise-- companies not wanting to share financial information with us) the fact that we have been invited back over and over lets us know we have had success. What also tells us how successful we are is when companies, like GE Haier, invest millions in facilities we have "**LEANED**" out. That success and the fact that our members are able to improve their jobs is very satisfying!

As we finish out this year we are already scheduling for the first six months of 2026, so feel free to reach out if you interested in any of the things we offer or if you have any questions about our program.

Your IUE-CWA Lean team, Sean Webb, Heather Murphy, Corey Smith, Eli Coury and myself would like to wish you all a Merry Christmas and fantastic holiday season! Looking forward to a great and Lean 2026!

Contact Mike Mayes, Lean Leader, for more information.

- 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 02/15/2025

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 COFFEE MUG WINNERS:

RUTH SMITH • MINFORD OH

CAROLYN EVERHART • DAYTON OH



IUE-CWA
A FORCE FOR WORKING FAMILIES AFL-CIO

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

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IUE-CWA STRONG

81201 Hosts Successful Political Action Fund Drive In Their Shop

This September we hosted a Political Action Fund drive at IUE-CWA Local 81201 in Lynn, Massachusetts. IUE-CWA headquarters Political staff leaders, Marilyn Hickland and Ashley Snider were there with the members inside the GE Aviation shop led by Political Chairman Nefty Alvarez. They had a lot of important issues worth discussing with members and ultimately got 98 PAF cards!

This local leads the forefront in their community by participating in their local Central Labor Council (CLC), as well as leading the charge on recent legislation they introduced, unemployment insurance for striking workers. The hearing on this bill is coming up and



we hope to have good news in the future about the possible passing of this legislation. Want to build your political power in your city? Please email asnider@iue-cwa.org or mhickland@iue-cwa.org, and we can do a PAF drive in your shop.

Jay Daley, Ken Linnell, Sida Linnell, Nefty Alvarez, Jonathan Kohut, Ivan Marquez, Derek White, Toni Mello, and State Representative Pete Capono).

First picture is with guest speaker Pete Capono-he was previously the president at this shop and now holds the House Rep seat for their area.

From left to right (Marilyn Hickland, Chris Moody, Ken Linnell, Sida Linnell, Nefty Alvarez, Jay Daley, Jonathan Kohut, Ivan Marquez, Deek White, Toni Mello, & Ashley Snider) Second picture is with MA AFL-CIO Lindsey Kenney (middle front) who is their political director and helped us with introducing unemployment insurance for striking workers bills. Local 81201 led the bill's introduction this past April with their lobby day kickoff at their statehouse.



Other Political Victories Across The US Thanks To Union Members Getting Boots On The Ground

This last election day in November saw several other exciting news across the country. Huge round of applause to all of those that participated in your state election work!

In New Jersey, CWA endorsed Mikie Sherrill trounced her opponent with a double digit victory. CWA'ers did a lot of work on this race. 92 activists called and texted 26,346 members to hit the polls with 73% of the members we spoke to committing to vote.

In New York City, our endorsed candidate Zohran Mamdani won a strong victory on a working class agenda powered by CWA'ers who hit doors all across the 5 boroughs and plugged into the AFL-CIO program. As part of our National Day of Action 34 CWA'ers called 5,550 of our members to hit the polls.

In Pennsylvania, we were able to hold on to 3 key state supreme court seats which are integral to protecting collective bargaining and worker power in the state. 31 CWA activists made 21,739 dials and hustle texts to turn out the vote with 84% of members responding they would support our pro-worker supreme court slate.

In Virginia, CWA played a lead role in the AFL-CIO program with 14 folks doing release staff shifts and in our internal program winning the governorship, the lieutenant governorship and attorney general race as well as picking up 13 seats in the House of Delegates. 37 CWA activists made 23,059 calls and texts with 75 percent of respondents committing to support our slate. A huge opportunity to expand collective bargaining rights is now possible for us in VA building worker power!

Canvassing and phone banking really does work. Bluegrass activism can change the game and flip important legislative seats in your district. Want to join the crew and help out next year? Email: asnider@iue-cwa.org or mhickland@iue-cwa.org, and we will get your added to our activist list.

Pledge to Vote PRO-WORKER in 2026 and Join Our Postcard Campaign!

IUE-CWA family, we are officially gearing up for a powerful 2026 election cycle...and we need you with us. Every vote matters, every voice matters, and together we can make sure working people are heard loud and clear at the ballot box.

We're asking all members to take a moment to sign the CWA PRO-WORKER VOTE PLEDGE for 2026. This pledge shows our commitment to supporting candidates who stand with working families, protect our rights, and fight for fair wages, safe workplaces, and strong contracts.

Sign the pledge here:
<https://action.cwa.org/forms/cwavotepledge/>

Next year, we're also launching a fun and meaningful Postcard Campaign to help start real conversations about politics in the workplace. Members who want to help will receive postcards they can fill out and share with coworkers. These cards encourage people to vote, get involved, and stay informed. It's a simple way to spark positive conversations and strengthen our union family across the shops.

If you're interested in helping with the postcard campaign in your shop, email asnider@iue-cwa.org or mhickland@iue-cwa.org, we'll make sure you get a stack of cards. Your involvement truly makes a difference.

Let's show our power, stand together, and make 2026 a year where workers lead the way. Sign the pledge. Join the campaign. Let's win for working people.

When Unions Lead, We Win Shenise Tuner-Sloss for Mayor

The IUE-CWA has always believed in lifting up leaders who fight for working people, and Shenise Turner-Sloss is one of those leaders. Long before winning office, Shenise was a community activist and a proud AFGE union member who stood shoulder to shoulder with the community and the IUE-CWA. That's why we endorsed her four years ago as City Commissioner...and WON! She proved that short-term sacrifices are worth it for long-term goals by showing up and proving herself every day as a Dayton City Commissioner, and she made it clear in commission meetings when she said, "I work for the people." She proved herself in her first term as City Commission, Shenise didn't just talk about it...she showed up, stood strong, and delivered. She fought for the community, and made sure people had a real voice at City Hall.

So when she made the bold decision to run for mayor, even against an incumbent, we knew it was the right fight. The IUE-CWA political team stepped up the way we always do. Our members knocked on countless doors, made wave after wave of phone calls, and held house parties where union members, friends, and families could hear directly from Shenise and connect with her vision.

This wasn't just a Dayton effort...it was a reflection of the strength and unity of our IUE-CWA political teams across the country. When we believe in a candidate, we move as one union. We organize, we work hard, and we win.

Shenise's victory shows exactly what happens when union members stand strong and refuse to back down. It reminds all of us, from Ohio to every other IUE-CWA region that when we fight together, we can lift up leaders who truly fight for us and with us. As we look forward to Shenise Turner-Sloss being sworn into office on January 1, 2026, we are excited to keep building this powerful partnership with her and to continue strengthening the bond between our members and the communities we serve nationwide.

This is what union power looks like. This is what IUE-CWA can do...Everywhere!





KAINE GOODWIN

Director

I want to begin my article by thanking all of the IUE-CWA members for supporting their locals and the International over the past year. It seems like I was writing my first article for 2025 yesterday and here I am writing the last one. We had numerous challenges, in 2025, and 2026 will not be any easier. Even with those challenges we were able to secure gains in every contract we bargained in 2025, and we strengthening our bargaining power for the future. Our organizing department had numerous wins and are currently still bargaining on new contracts in some of those locations. The legal department won groundbreaking arbitration decisions in 2025 and already has a full slate of new arbitrations scheduled for the beginning of 2026.

This is the time of year when we get to spend quality time with our families. It is also a time of year where we can reflect on the year and get prepared for the new one coming. The IUE Team, from the members to local leadership and at the International level, has worked together like never before. With President Kennebrew's vision,

leadership, and support, the IUE-CWA has continued to raise the standard of living our members deserve.

I also want to thank the IUE staff as well. They spend a lot of time on the road servicing locals, which takes them away from their families. They do a wonderful job and without their guidance a lot of the gains we had in 2025 would not have been achievable. There are a lot of quotes that come to mind as I am writing this and reflecting on 2025 but the one from Helen Keller sums up what I saw from the cohesive group that is the IUE. "Alone we can do so little, together we can do so much."

I want to thank everyone for your contributions to the labor movement. I look forward to growing stronger in 2026. Please enjoy the holiday season and the much needed rest and family time. I hope everyone has a happy holiday season and a happy new year.

In Solidarity,

Kaine Goodwin

Standing Strong: MPP Workers Lead a Season of Solidarity in Indiana

As IUE-CWA families across the nation gather for the holidays and focus on what really matters — food on the table, a roof overhead, and time with the people we love — workers in Campbellsburg, Indiana stood together in a different kind of union tradition: one rooted in solidarity, courage, and the belief that every working person deserves dignity. For more than a year after voting to form a union in April 2024, the MPP workers of IUE-CWA Local 88502 have held the line against anti-union tactics, contract delays, and the private-equity decisions that have drained their plant of resources and stability. Through every stalled session, every unsafe condition, and every attempt to weaken their resolve, these workers have answered with determination and unity.

This fall, that long-standing strength became even more visible, as MPP workers escalated their public pressure and showed management the power of an organized, united workforce.

Calling Out Private Equity on the National Stage - One major moment came in Chattanooga, where workers and IUE-CWA organizers brought their message to the Metal Powder Industry Conference. They alerted industry leaders to the consequences of private-equity ownership: a sale-leaseback deal that saddled MPP with rent, delayed equipment repairs, rising healthcare costs, and shrinking benefits. By speaking out, Local 88502 made sure Mill Point Capital and the broader industry understood that MPP workers will not accept a future built on stripping assets at the expense of customers, workers, and the community.

A Workplace Demonstration That Sent a Clear Message - Workers then organized a break-time demonstration outside the Campbellsburg facility — a visible show of unity that reinforced the urgency of their demands. Dozens of workers stood together, calling for progress at the bargaining table and highlighting how current working conditions are making it difficult to retain skilled workers.

The Community Joins In: A Thanksgiving Appeal for Justice - As Thanksgiving approached, the movement expanded beyond the plant itself. More than 50 community



IUE-CWA Members at Chattanooga, TN Metal Powder Industry Fed Trade Show



JAMES WINSHIP

Director

Here comes Christmas, and for most of us that means snow! Great for the kids, but not so much for the adults. Don't get me wrong, it can be a lot of fun, but it also means a lot of work, and for us up in the northeast that means issues with making it to work. Please allow yourselves extra time to get to work and be careful out there. Weather can be unpredictable at times. Officers, that also means your LMs and 990s are due very soon. Please make sure you are compliant and not on someone's audit list. Thank You.

This year has had its ups and downs; we had a great convention and the trainings this year were awesome. Unfortunately, we lost a few members, some really great folks who will truly be missed. I extend my sympathies to those families trying to deal with loss during the Holiday season.

We are hoping to rework our Steward and Bargaining trainings to reflect changes that have come down the road and create new scenarios for repeat attendees. I hope that everyone has the ability to attend one of our training courses. We have been working and discussing next year's schedule, but we do not have anything concrete at

this time.

Speaking of Trainings, there will be several Election trainings next year, including one at the Division meeting and one we are hoping to do on zoom for Locals who might be unable to attend the in-person training. 2026 is an officer election year! Please make sure your election committee is trained and understand what is expected of



IUE-CWA MPP Members in Campbellsburg, IN

them. That is why we offer the training; it's not as easy as just counting votes. Please review your Bylaws for Election Committee duties and how they are put in place, either by election or appointment. No person running for an Office may participate on the committee. Elections must be run in the fourth quarter of the year and so on. Those are just a few of the things that should be just commonly known, but you would be surprised.

This year has been hard—we have worked hard, we have organized, bargained, arbitrated, trained, and completed many other tasks to improve the lives of our members. We don't always get the outcome we envisioned. We have lost at times, we have made mistakes, but we have done it together. We are still growing, and we are still bargaining for a better future. We are fighting every day to make the IUE-CWA a Union our members can be proud of. If you're not happy, get involved, run for office, come to a meeting, help make the changes our members need. You can't be part of the solution if you're part of the problem. A united people can never be conquered!

I hope you all had a fantastic Thanksgiving, enjoying family time and all those leftovers. I look forward to working with every one of you. Please stay safe and take care of each other. Merry Christmas and a Happy New Year to each one of you.

In Solidarity,

James Winship

members gathered at the Campbellsburg Community Center for a press conference to call on MPP and its private-equity owners to negotiate in good faith.

The gathering included the public unveiling of an "Appeal for Justice," signed by more than twenty community leaders — including educators, small business owners, and clergy — urging Mill Point Capital and MAG Capital Partners to reinvest in the facility and respect the workers who make MPP possible. Leaders from the Indiana State AFL-CIO

made clear that when one group of workers is pushed, the entire labor movement stands behind them.

As we close the year, their fight reminds all of us what union strength looks like: Standing together; Keeping each other safe; Holding firm for the next generation; and Believing that dignity, stability, and fairness are worth fighting for!



IUE-CWA MPP Members Thanksgiving Press Conference in Campbellsburg, IN



MIKE RUSINEK

Director

2025 had us seeing many challenges, both in the workplace and with the goings on in our daily lives at home.

With all that has happened and is happening in our government at various levels, a lot of uncertainty is cause for concern. On the positive side, we have seen a good amount of negotiations end up with positive contracts voted upon in a positive manner. Too often, we take for granted what our Union means to us and our families, but we know, given the choice of working Union or Non-Union, the Union members come out on top. Management doesn't resist organizing as strongly as they do because it means lower wages and benefits for the employees. Belonging to a Union is the

best way to go, for us and our families. But as the year winds down, we look forward to holidays with our loved ones, a time for fun and good friendship, a time to enjoy the fruits of our labor.

I, along with my fellow officers, want to wish you and yours a Very Merry Christmas and Happy, Healthy Holidays. Always remember, WE ARE UNION BROTHERS AND SISTERS, and together we are ONE.

All the very best,

Mike Rusinek



JERRY CARNEY

GE Conference Board Chair

On a more somber note, I am sorry to report that we unexpectedly lost Local 81320 President Brian Stephens this fall. Our deepest condolences go to his family and local. Brian was a truly committed Union leader and a wonderful person. He will be deeply missed by all of us.

Looking ahead to 2026, we will have a Spring conference board meeting (details to follow), but due to Local elections, we will not have a fall meeting. Please continue to watch your Local email for training opportunities! Stay strong and keep up the good fight!

In Unity,

Jerry Carney

GE & Aerospace Conference Board Chair

MENTORSHIP PROGRAM

WASHINGTON D.C. - The 14 Mentees and Peer Leaders of the 2025 Mentorship class traveled in mid-November to Washington, DC for training and to lobby members of congress on issues that matter to working people! CWA Director of Government Affairs Dan Mauer, CWA Deputy Government Affairs Director Elena Lopez, and Senior Campaign Lead Tysianna Marino led an excellent lobby training as well as an authoritarianism and oligarchy training and helped the mentee groups navigate Capitol Hill on lobby day. Joined by IUE-CWA President Carl Kennebrew, the Mentees learned a great deal about how our government functions and how to best influence their representatives in congress.

The Mentees educated legislators on the Empowering Striking Workers Act, which would allow striking workers to receive unemployment benefits after 14 days, creating a crucial safety net for workers who find themselves in the challenging position of being on strike.

The Mentees also encouraged their representatives to support/Co-sponsor H.R. 4528, the Price Gouging Prevention Act. This bill would help stop the price gouging from energy markets to the grocery store, by better clarifying price gouging as a deceptive practice under the FTC and would allow the FTC and State Attorneys general to stop sellers from charging grossly excessive prices. It would also increase transparency on pricing by enhancing disclosure of corporate costs and pricing practices.

Both pieces of legislation can make a big difference in working people's lives! A big thank you to the 2025 IUE-CWA Mentees! They did a fabulous job representing IUE-CWA in Washington DC!



In Memoriam

Brian Stephens



It is with deep sorrow that we share the passing of Brian Stephens, President of IUE-CWA Local 320. Brian was a dedicated leader, advocate, and friend to our team across the organization.

Brian began his career with GE in 1982 (GE then sold to Martin Marietta, then Lockheed Martin) and spent his entire professional life championing the workforce. Over the years he served in key union roles including Department Steward, Financial Secretary, Vice President, and ultimately President/Business Agent. He was a nationally recognized union leader, known for his ability to negotiate win-win agreements that advanced the priorities of our employees while strengthening our workplace and business.

Our thoughts are with Brian's family, friends, and everyone who was touched by his leadership.

**Send us your
LOCAL'S NEWS!**
thebolt@iue-cwa.org



ENVIRONMENTAL HEALTH & SAFETY

Thank you for your support helping us reach our goals for growing safety committee actions within your Locals. With the attacks on worker rights and safety protections, this was not easy, but we did it together!

In September, we reached out to ask for your suggestions. We asked what your members need or want related to their health and safety. Our objective is to maintain a safety commitment and strategy during these political and financial disruptions. Through brainstorming sessions and many discussions, we narrowed ideas to strike a balance between foundational occupational health and safety, getting back to basics, and long-term planning. Our focus is to address the needs of our most at risk members, develop a resilient framework to withstand unexpected challenges, and connect the dots to ensure sustainability. Our 2026 EHS Goals are: Expand Occupational Health & Safety Education, Safeguard IUE-CWA members, and Advocate for Safer Workplaces. And with your suggestions we've determined a number of objectives to achieve each goal.

The challenges presented opportunities. By staying committed to the safety and well-being of our members, we will navigate next year and emerge even safer.

Happy Holidays!



Key Knowledge Regarding EHS Contractual Language

- Health and Safety are a *mandatory subject of collective bargaining*. This means you have the right to negotiate on these issues.
- Currently, 23 states exclude state and local government workers from OSHA protections, leaving about 8 million workers unprotected.
- *Understand worker rights regarding unsafe conditions. Members cannot just walk away from a job they consider dangerous or unsafe. Doing so may lead them to disciplinary action or even termination.*
- Collective bargaining is *the strongest safeguard for workers*. Local leaders can negotiate for stronger protections beyond outdated or inadequate existing regulations.
- Five types of EHS contract language include: *General Employer Responsibilities; Assuring just treatment; Conflict resolutions; Identifying and Responding to Specific Hazards; and Addressing Specific Hazards.*
- EHS info to gather: OSHA logs (records of job-related injuries and illnesses); Workers' Compensation data; Accident reports; Minutes of safety committee meetings; and Information on anticipated workplace changes.
- To maximize gains, *talk with members* to understand their needs and challenges; they are aware of the risks and hazards of their jobs.
- Workers care about their safety. Prioritizing these issues can be used to *mobilize* your members and *strengthen* your membership.
- Prioritize key EHS issues based on *member input*. Involve your members through surveys, meetings, and workplace inspections to identify their most pressing concerns.
- If your bargaining committee mainly includes senior members, consider creating a liaison group of all seniorities to gather input and *ensure members' inclusiveness*.
- Aim for continuous bargaining. EHS issues are an ongoing process. *Use your contract to address new hazards and worker concerns throughout the contract period.*
- *Ensure member participation*. Negotiate for provisions like joint labor-management health and safety committees.
- Focus on prevention of incidents and promote well-being. *Negotiate provisions for hazard identification, risk assessment, training, and member resources.*
- Consider incorporating incentive programs for safety achievements such as near miss reporting. Always avoid any incentives related to injury or illnesses.

Build a strong case for improvements by using data, evidence, and support from EHS experts. When evaluating relevant demands, keep in mind things like workplace violence, infectious diseases, climate-related disasters, gender-specific issues, and weather hazards. Member well-being should not rely on company policies.

LOCAL UNION FINANCIAL CORNER

Taking care of finances is an important job at Local unions! All of the officers who sit on the Local board are legally fiduciaries –which means they are responsible for making sure that the finances are run according to the CWA Constitution and Federal Law.



Here are a few reminders of important regulations:

- 1) All checks must have two signatures.
- 2) Bank statements should be reviewed each month by at least two officers and must be reviewed at least quarterly by the local trustees.
- 3) Multiple officers need to be involved in the process of approving and paying bills/expenses. No one officer can control the entire process.
- 4) The Local must keep a carbonless receipt book if any cash changes hands.
- 5) Financial reports should be given to the members at the monthly membership meeting (meetings MUST be held at least quarterly).

Following these regulations helps keep your Local strong and on track! IUE-CWA offers in person financial trainings each year! Questions or concerns, please reach out!



IUE-CWA Local Women's Committees Get Members Involved

The Local 84901

Women's committee, Chaired by Amanda Shaw, recently held a charity event to benefit the Fort Wayne Community Schools Clothing Bank, which provides clothing and personal items to thousands of students each year who are in need because of poverty or homelessness or following a disaster, such as a flood or fire. They collected 2,606 pounds of donations! The hard work of this Women's Committee continues to build Local 901's reputation in the community!



The Local 1004 Women's Committee, Chaired by Patty Osbourne, volunteered to help decorate for the mother/son dance at the Recreation Center in Arkansas City. Getting involved in community events strengthens the ties between the Local and the Community! They also held a trunk or treat for Local families. Thanks to the 1004 Women's Committee for all of your hard work this year!



The Local 83718 Women's Committee, chaired by Latrina Humphrey, in partnership with their employer Aptiv, honored National Diabetes Awareness by handing out 250 snack bags to members and providing important information about diabetes. The amazing 718 committee also recognized Veteran's Day by passing out 250 flag pins and held a back to school drive. They donated supplies to four Local schools! They also held Trunk and Treats at several local schools! Way to represent!!!



The Local 84758 Women's Committee, chaired by Meeca Miller Brooks, in conjunction with Local 84755 recognized Prostate Cancer Awareness Month by hosting an event at the plant. Giving out light blue ribbons, wristbands, and healthy snacks to promote overall well-being and encourage men to prioritize their health

IUE-CWA LEGAL Ninth Circuit Protects Worker Rights A Win for Labor

In October 28, 2025, in an important vindication of worker's rights protections, the Ninth Circuit enforced an NLRB order finding that North Mountain Foothills Apartments (NMFA) had violated Section 8(a)(1) of the NLRA by firing an employee simply for discussing his terms and conditions of employment. The case involved a maintenance technician employed by a Phoenix area apartment complex. He was fired for discussing his pay and benefits with

coworkers. As part of its decision the Ninth Circuit rejected a sweeping challenge to the structure and procedures of the NLRB — including arguments that the Board's for-cause removal protections for Administrative Law Judges (ALJs) violated Article II of the Constitution, that its adjudication process violated the Seventh Amendment right to jury trial, or that its combined investigatory/adjudicatory role violated due process.

The Ninth Circuit's affirmation of the constitutionality of the National Labor Relations

Act stands in contrast to the decision of the Fifth Circuit Court of Appeals last August in Space X v. NLRB, which held the independent structure of the NLRB unconstitutional. The recent decision creates what is known as a "circuit split" where the state of the law protecting workers' rights hinges on geography. The Ninth Circuit includes: Alaska, Arizona, California, Hawaii, Idaho, Montana, Oregon, and Washington, while the Fifth Circuit covers Louisiana, Mississippi, and Tex-

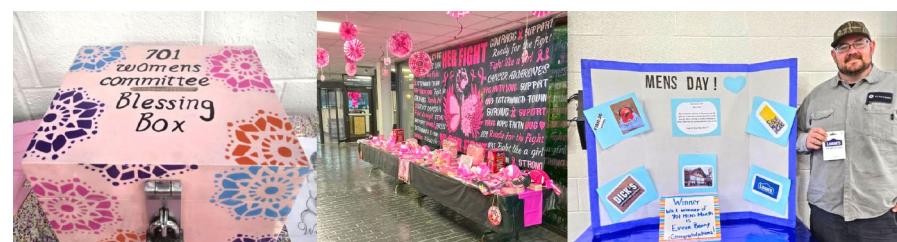


as. The existence of a circuit split increases the likelihood that the Supreme Court will weigh in on merits of employer's challenges to the constitutionality of the Act soon, in order to resolve the split.

For unions and workers, this moment should serve as a wake-up call: the protections enshrined by the NLRA and administered by the NLRB are neither permanent nor inevitable. They require constant vigilance, solidarity, and political engagement.



The Local 84436 Women's Committee, Chaired by Michelle Stoner, held their annual Trunk and Treat in October. What a great way to get local families involved and show the next generation that the Union cares! The committee also held a series of paint and sip nights . . they have some great artists!



The Local 83701 Women's Committee, chaired by Alicia Nichols, introduced their new Blessing Box, to provide Thanksgiving Day meals for families, seniors, and anyone in need within our community. What a beautiful way to share kindness and care this holiday season! They also recognized member Duston Walker during Nurse Practitioner Week and held a weekly Men's Month member recognition drawing and Women's Business month weekly drawing during November. They also walked in a Breast Cancer walk for Local survivors and raffled prizes off. What great ways to show the membership that we care!!

IUE-CWA Retirees – YOUR VOICES MATTER!

Take the time to reach out to your Senator or Congressperson to express your opinion on important matters!



SAY NO TO AI MAKING MEDICARE DECISIONS!

A recent Trump Administration pilot program is set to begin in January, 2026 called the “[WISER Model](#)” Medicare Pilot Program; it is planned for six states (Arizona, New Jersey, Ohio, Oklahoma, Texas, and Washington) and is being carried out under the pretense of addressing “*fraud, waste and abuse*” in traditional Medicare.

In the pilot, health care providers need to **obtain approval from for-profit insurance companies prior to administering certain health services for patients with Medicare**. In addition, the companies that CMS hires plan to utilize Artificial Intelligence (AI) to determine whether Medicare patients should be covered for certain medical procedures.

Should AI determine what healthcare you need?!

Traditional Medicare has rarely required prior authorization for healthcare services, and enrollees in Medicare Parts A and B can generally see specialists, visit hospitals, and get care out of state without having to ask for Medicare’s permission. This pilot changes that!

Requiring prior authorization for a medical procedure very often *delays or leads to denials* of necessary health care procedures for older Americans! AI technology will only serve to accelerate insurance companies’ ability to deny many legitimate medical claims, and that denying claims to save money at the expense of senior citizens’ healthcare is precisely this administration’s underlying goal.

The pilot program, once implemented in the six states, could potentially be expanded nationwide and lead to benefit cuts and delayed or denied care for Medicare beneficiaries.

Reach out to your representative and say NO TO THIS PILOT PROGRAM!



SAY YES TO STOP PRICE GOUGING!

The Price Gouging Prevention Act (H.R. 4528): Few populations suffer from the results of price gouging more than senior citizens who are on a fixed income! This bill would help stop price gouging from energy to housing to groceries to health care. In many cases, recent price hikes are the result of corporate greed and abuse of market power to drive corporate profits at the expense of working people! The Price Gouging Prevention Act would help stop outrageous price hikes and put more money back in Seniors’ pockets!! *Reach out to your local representative and ask them to support this bill.*



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.

RETIREE BENEFITS UPDATE

GM/Delphi Retirees-

With the colder months approaching, I want to send you all warm wishes! I hope everyone enjoys the holidays in the coming months. I would like to wish you all Happy Holidays!

Medicare open enrollment will be coming to an end on December 7th. If you haven’t had your Medicare plan revised and would like to do so, please contact **TLC @ 1-800-719-3751**.

Attention: If you have had any life changes, please make sure your MetLife beneficiaries are up to date. I cannot address this enough! Even a slight bit of misinformation can lead to your Life Insurance being held up from being released to your beneficiary. Also, if you would like to receive a form to update your beneficiary, you can **call MetLife @ 1-888-543-3461**. You can also ask for your policy information if you would like a copy of that as well.

With **Tax time** approaching you will be receiving your 1099R in the mail. Please be sure to keep them in a safe place until you file your taxes. If you would happen to misplace them or not receive them, please call **Fidelity @ 1-800-489-4646**. Or I can mail you out a copy. Please do not call me for a copy *until mid-February*. As I will not have access to them until then.

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 Ishilt@iuecwa.org.

Your GM/Delphi Retiree Rep.

Leigh

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**

