

IUE-CWA NEWS

THE BOLT

VOLUME 64 ISSUE 4 • FALL EDITION 2013

DIVISION NEWS

THINKING & PINXER

Moving from Breast Cancer Detection to Breast Cancer Prevention

October is always Breast Cancer Awareness Month. Around the country, women and men will put on their pink t-shirts and ribbons. They'll stage events to promote early detection of this disease that will be diagnosed in one in eight American women in their lifetimes.

This October, IUE-CWA is partnering with the BlueGreen Alliance to do more than promote early detection. We are working together to promote prevention of breast cancer by Putting Breast Cancer Out of Work.

We began this new education and action campaign after learning about a study that was published in November of 2012. Six years of research in Ontario, Canada found that women employed in the automotive plastics and food-packaging industries were five times as likely to develop breast cancer prior to menopause as women in the control group.

These women's work environments were heavily contaminated with dust and fumes containing vinyl chloride, acrylonitrile, styrene and other mammary carcinogens and endocrine disrupting chemicals including BPA, phthalates and brominated flame retardants.



“There are many IUE-CWA workplaces that use these problem chemicals to make products,” said Debra Fisher, the Safety and Health Coordinator for IUE-CWA. “But these are problems we are learning to solve. We are developing the training tools that will let us work with our employers to prevent breast cancer by finding ways to replace these breast cancer causing chemicals with safer alternatives”

“Safer alternatives are better for the workers who make products and the consumers who use the products,” explained Charlotte Brody, RN, the Vice President of Health Initiatives for the BlueGreen Alliance, a 15 million member partnership of labor unions and environmental organizations. “And safer alternatives can also be better for a company's bottom line – creating jobs and improving profits through the development of

innovative new products and processes.”

IN THIS ISSUE

FEATURED ARTICLES

THINKING PINKER
THE MARCH: 50 YEARS LATER
TAKING ACTION ON:
Immigration, TPP, Voting
NLRB: WE WON!
★ BUY AMERICAN ★
STOP PRECARIOUS WORK!
SCA ALLIANCE

DEPARTMENTS

PRESIDENT JIM CLARK
YOUR REGIONAL DIRECTORS
YOUR LOCAL NEWS
HIDDEN BOLT WINNERS
LEAN HIGH PERFORMANCE
RETIREES BENEFITS

innovative new products and processes.”

Targeted training for workers and technical assistance on safer alternatives for employers on how to Put Breast Cancer Out of Work is available to selected IUE-CWA locals. For more information please contact Debra Fisher at dfisher@iue-cwa.org.

The March: 50 Years Later

For months the excitement had been growing, thousands of people planning for this historic day, the actual 50th anniversary of the “March for Jobs and Justice.”

For thousands, the trip would be made possible by Union Buses! Coming from near and far, Union Brothers and Sisters boarded buses in the early morning of August 24, 2013 to be a part of history--because 50 years later, there are still not enough Jobs and not enough Justice. American Workers have lost tens of thousands of good paying jobs, jobs with benefits that took care of our families. Fifty years later, thousands of Americans still have to work two and three jobs just to make ends meet, without any health care or retirement benefits.



At the time of the original march, fifty years ago, African Americans had no justice and no vote. We lived in a very segregated America, where water fountains, lunch counters, buses, schools, and all other public

accommodations were clearly marked “Whites only” or “Colored.” We were beaten and killed along with our white allies, who understood this was wrong and fought with us for change. Fifty years later, the Supreme

Court has now begun to dismantle the Voters Rights Act, allowing states to determine whether their voting laws disenfranchise people of color and the poor. North Carolina wasted no time invoking some of the worst voter suppression laws in the country. Brothers and Sisters, we cannot let this happen! Fifty years ago, we watched people being killed, beaten, attacked by dogs, and knocked to the ground with water hoses; today we have “Stand Your Ground” laws, voter suppression, and Stop & Frisk, which has resulted in men and boys of color being killed simply because of the color of their skin.

Evelyn Evans, my Diversity Committee Co-Chair, and I were out

Continues on next page...



PRESIDENT'S REPORT

by Jim Clark

Welcome to the third edition of the IUE-CWA News "The Bolt." It is hard to believe that 2013 is winding down. We have had our share of issues and challenges, but thanks to the hard work of the IUE-CWA staff and the great local leadership who assisted us, we had a good year in the IUE-CWA.

I am sure that you immediately noticed the front page of this Bolt edition is pink! October is Breast Cancer Awareness Month and as you will see in the front page article, the IUE-CWA continues to do our part to combat this deadly disease. My Mother was a survivor of breast cancer and would not have been a survivor had it not been for early detection. Early detection and treatment are essential! I wrote in my last column about the crisis getting the five NLRB members approved. I am proud to report that we now have a fully functioning 5 member NLRB, who will hopefully make "good decisions" protecting the rights of the American worker. IUE-CWA Locals met personally with their respective Senators, and we had over 800 letters written by IUE-CWA members demanding congress do their job and approve a board. Congratulations on doing your part in this great victory!!

Our fight on the Transpacific Partnership (TPP) continues. Please read Heather's article and get involved if you have not already. Our IUE-CWA Locals have already collected over 1000 cards in this fight. Be prepared to fight when they go for "Fast Track Authority" on TPP. We need your willingness to fight in our effort not to lose even one more good American job under another worthless trade deal.

I want to personally thank IUE-CWA Diversity Committee Co-Chairs Penny Franklin and Evelyn Evans for filling 4 buses to attend this year's 50th Anniversary of the March for Jobs and Justice in Washington, D.C. As you can see by the picture in this edition, IUE was there with Rev. King 50 years ago, IUE-CWA was there this year, and we plan for IUE-CWA to always be there to fight for Civil Rights!

Thanks to everyone who participated. Over the last several months, we held training meetings with Regions 3, 7, 8 and the GE Conference Board staff and locals. They were great sessions with good local participation. Our staff enjoyed interacting and learning with their own locals and other locals in their regions. We appreciate the dedication of our Local leadership who strive to constantly better themselves for service to our members. Thanks to all of you who took the time to attend!

I attended the first North American IndustriALL meeting directly following the AFL-CIO Quadrennial Convention in L.A. on September 11-12, 2013. We are active members in IndustriALL, which is a worldwide union federation working together to increase respect for unions and workers worldwide. The first North American meeting went well, and I feel it solidified the North American Trade unions' positions in support of each other. We all have to deal increasingly with multi-national corporations who want to travel the world exploiting workers and lowering our standard of living for their own gain. If unions unite worldwide and demand better corporate citizenship in every country, we can stop the race to the bottom. If we are to survive globalization, we must act locally and think globally! Don't forget to vote in your local elections this fall! We need labor supportive candidates at every level.

By the time you read this edition, we will be 7 weeks away from Thanksgiving and about 11 weeks from Christmas. As you do your holiday shopping, please look for the Union and Made in the USA labels. Be safe and enjoy the holidays with your families. 2014 is going to be a great year of action and education!!

2014-2015 IUE-CWA Scholarship Opportunities

IUE-CWA awards seventeen scholarships annually to IUE members, their children and grandchildren, ranging from \$1,000 to \$3,000 each. Details for the scholarship program for the 2014-15 academic year will be posted on our web-site in late October. Applications will only be accepted online at www.iue-cwa.org. The deadline for submission is March 31, 2014. The scholarships will be awarded without regard to race, sex, creed, color, age, or national origin. Please read the scholarship rules at IUE-CWA.org. The information is located under the 'Member Resources' tab. You will find complete information and instructions on the application process, the required essay, as well as how to determine eligibility for children and grandchildren.



go to >> iue-cwa.org/scholarships

Continued from the front page: The March: 50 Years Later

early on Saturday meeting and greeting buses. How exciting it was to watch buses rolling in from near and far and to see tired but excited faces.

On Wednesday morning, we marched with people who had marched 50 years before, escorted by young people from Howard and Alabama Universities. It was electric! Then we listened to three presidents, Civil Rights leaders, Union leaders, and celebrities reflect and challenge



Diversity co-chairs Penny Franklin & Evelyn Evans with CWA Organizer Connie English (middle)

us to stand up and fight against those who want to take us back fifty years. Brothers and Sisters, that's what we do best-- stand and fight. As I reflect on the march, it was a celebration of the struggles and accomplishments of our forefathers (and foremothers). Theirs was the same purpose, the same fight, the commitment to stand and march until there is liberty and justice for ALL.

Submitted by Penny J. Franklin



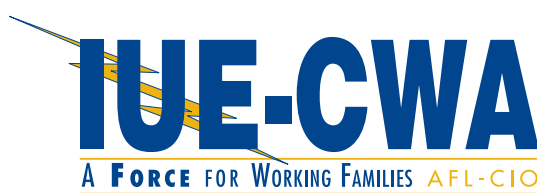
New Officers

Local 161 (Salem, VA)

Admin. Chief Steward: David C. Stanley

The Bolt Feedback

Gary Gates, a Local 717 Retiree from Warren, Ohio, gave us some wonderful praise on The Bolt! Thanks Gary! Gary went on to ask that The Bolt provide more information about Union Made and USA Made products. See the next page to read the **SAVE AMERICA BUY AMERICAN** article! We'll provide more information in future editions as well! Thanks again Gary!



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

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LOCAL 320 • Syracuse, NY

News from IUE-CWA Local 320 in Syracuse NY. Over the last 24 months the members of Local 320 have been engaged in continuous improvement through the 6S and Lean programs sponsored by the IUE-CWA. While the nation is engaged with the news of sequestration severely cutting the defense budget, Local 320 is in the process of cutting the waste out of the manufacturing process to save jobs and win business.

The Syracuse NY Lockheed Martin plant manufactures premier Radar and Sonar products for the U.S. Military, and many of our allied countries abroad. With over 300 bargaining unit jobs locally, adaptation to the lean mentality is essential.

The members alongside many salaried manufacturing counterparts have learned how a union supported 6S program can reduce clutter, identify waste and most importantly, build a cleaner safer work environment. The next phase of the program began this spring with follow-up classes in Lean Manufacturing. Lean is a way to increase productivity and attract more work to our location.

The program has had the full support of the operations management team. The most recent class received words of support from Lockheed Martin Vice President Carl Banar, when he dropped in to participate in the session.

Classes in Syracuse are led by Mike Mayes who comes from the IUE-CWA headquarters in Dayton, and Rusty

Franklin, formerly of the United Mine Workers, now a Lean / 6S trainer. IUE-CWA President James Clark has spearheaded the program to help local members be involved in improving plant operations, to preserve work locally. More information on the program can be found at the IUE-CWA website IUE-CWA.org, under the Local Resources tab.

LOCAL 848 • Evansville, IN



IUE-CWA Local 848 is currently participating in President Clark's Lean Manufacturing Program. Local 848 represents the employees of Escalade Sports, located in Evansville, Indiana, a distribution warehouse for sporting equipment. They carry many brands that we see on the shelves every day, including Child Life, Goalrilla, Pingpong, Trophy Ridges, Bear, Unicorn, Zumba, and many others. Escalade services over 3000 customers, including Dicks, Cabela's, Play It Again Sports, Sports Authority, Bass Pro Shop, and Amazon.com. For a complete list of items Escalade carries and shops they distribute to, visit www.escaladesports.com.

On June 24th-26th, Mike Mayes did a very successful workshop on President Clark's Lean Manufacturing Program. The Management team in Evansville is led by Jim Allshouse; Jim is committed to making this facility the Lean leader in Escalade plants. Future dates are being considered for IUE to help with Lean events on the floor. The Escalade IUE-CWA members are willing to dig deep to make this work, not only for themselves but for the company as well.

The Union and Company have set the goals high for this distribution center and have committed to working together to hopefully grow Local 848.

With the help of Mike Mayes and IUE-CWA Lean Manufacturing, we hope to make this Local an even better place to work and to show the Company that we are here to partner with them to make the business more successful and keep our members' jobs safe and secure. The International Union and the Local are both excited to grow the business and help Escalade succeed in the uncertain times that face us all in manufacturing. Working together, we can make Escalade Sports a thriving distribution center and protect Local 848's good American jobs!

The next time you go to buy sporting equipment, think of our brothers and sisters at Local 848 and buy from the long list of products that come through their warehouse every day.

SAVE AMERICA



BUY AMERICAN

As the holidays approach, remember not to fill your house with cheap plastic toys made in China! Support American workers and American jobs by making an effort to BUY AMERICAN!! When you buy cheap foreign-made goods, you support the destruction of the U.S. economy and the downfall of the American worker! Buying American made products is a matter of national survival! If we do


not support American workers, our jobs will continue to move out of the country. If we do not support home-grown American businesses, they will continue to die off at a staggering rate, taking good-paying jobs with them, and the multinational corporations that exploit labor worldwide will become even more powerful. Think about WHY the foreign-made products people wait in line for on black Friday are cheaper. Most of these "amazingly cheap" products come from countries where it is legal to pay slave labor wages, employ child labor, and offer employees no benefits at all. Is that what we want America to look like in order to compete? No! According to the Economic Policy Institute, the U.S. economy loses approximately 9,000 jobs for every \$1 billion of goods that are imported from overseas. So buy American this holiday season! Give your country a holiday gift by supporting U.S. workers and businesses.

Looking for a gift this holiday season? Consider the following made in the U.S. products (always check the label to be sure): American Apparel, Chippewa boots, Pendleton woolens (the Portland Collection and wool blankets and throws), Stetson hats, True Religion and Texas jeans, Wigwam socks, All-Clad, Lodge, and Nordic Ware cookware, Bunn coffeemakers, Kirby and Oreck vacuum cleaners, Pyrex glassware, Sub-Zero refrigerators, Viking and Wolf ranges, Channellock and Moody hand tools, Maglite flashlights, Shop-Vac wet-and-dry vacuum cleaners, Airstream trailers, Crayola crayons, Gibson and Martin guitars, Hillerich & Bradsby (Louisville Slugger wooden bats), Little Tikes and K'Nex toys, Sharpie markers, Steinway pianos, Wilson sporting goods (NFL footballs).

BUY AMERICAN THIS HOLIDAY SEASON!

Go to www.americansworking.com
for a full list of products made in the U.S.

Find the *HIDDEN* Bolt Contest Win one of 2 \$100 Gift Cards!

Somewhere in this edition of "The Bolt," we have hidden this small lightning bolt  from the IUE-CWA logo. Find the lightning bolt, fill in the form below then mail, fax or email it in, and you will be entered in a drawing to win one of 2 \$100 Gift Cards! Deadline for submissions is November 15th.

Name:

Street Address:

City/State/Zip:

Phone Number:

Page number where you found the bolt:

Describe the story or picture in which you found the bolt:

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

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

Fax to: 937-298-2636 or Email the information to:

thebolt@iue-cwa.org

Last month'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 WATCH Grand Prize winners:

Reaford Blankenship of Okeechobee, FL & Jesse Kennedy of Louisville, KY

Ten runner-ups were also drawn:

IUE-CWA Flash Drives: Michael Wood of Millersburg, PA; Charles Lewis of Newark, DE;

DeWayne Eaves of Crofton, KY; Bernard Cissell of Louisville, KY

Engraved Screwdriver: Larry Jones of Summerville, GA; Eugene Potter of Cobleskill, NY;

Ronald Herman of Warren, OH

First Aid Kits: Kathy Brown of Rochelle, IL; Mary Smith of Brookhaven, MS

YOUR LOCAL NEWS

LOCAL 1081 Dekalb, IL

Brothers and Sisters of Local 1081 donated non-perishable food to the Safe Passage in Dekalb, IL. "We had a great turn out with a lot of members donating," said Kathy Brown, President of Local 1081.



Kathy Brown also recently spoke to Kishwaukee College's Business Class. Kathy gave a presentation on unions, connecting real life experience with the chapter they were on concerning unions. The Students asked a lot of questions about being a union member vs. non-union member. Kathy gave them the benefits of being a union member- continuing the fight for the middle-class in these difficult times.

LOCAL 123 Jenkintown, PA

Local 123 President, Barbara Cunningham, is proud to announce the winner of the First Annual Michael Giardino Scholarship Award. Michael Giardino was the president of Local 123 for nearly 60 years. He passed away in 2011, this scholarship represents a tribute to keep his memory and compassionate legacy alive!

This year's \$1500 recipient is Anthony Pipette, son of Richard Pipette- a member of Local 123's General Cable plant in Altoona. Anthony plans to attend Indiana University of Pennsylvania this Fall with a goal to attain a Bachelor degree in Studio Art with a minor in Communication Media. Congratulations from the IUE-CWA Anthony and good luck!



**OPPORTUNITY
KNOCKING
IUE-TRAINING.ORG**



LOCAL 1004 Arkansas City, KS

In today's environment, where Unions are always under attack, it is important that we keep finding ways to involve our youth with the labor force. IUE-CWA Local 1004 feels that it is important to reach out to the future of our labor force and try to educate them on the importance of our Union's past, present and future.

One way IUE-CWA Local 1004 keeps our local youth engaged is through our local scholarship program. For the last 16 years IUE-CWA Local 1004 has hosted an annual scholarship for the

youth of the membership. Applicants are required to type an essay about Unions in America and include their personal opinion of Union's. The current scholarship program, which has evolved over time, consists of four awards, ranging from \$1,000 to \$250. When the applicant essays are received, we send them in to the Kansas AFL-CIO to be judged and winners chosen, with only an assigned number designating each essay. After winners are chosen, we invite them to come to a monthly meeting, receive their checks, and give them an opportunity to speak with members and ask questions. It is always nice to have these young folks in our hall and let them know they are a big part of our family and future. Through this scholarship, the youth of our membership have become more educated on how the Union's presence in the workforce personally affects their own lives. It is very interesting to hear

the opinions of these young adults and to read how they perceive that the Union benefits their own family. We, America's labor force, have to ensure we do everything possible to reach out, educate, and ensure the existence of our Unions for the future and tomorrow's workforce.

In Solidarity,
Jake Aguinaga
President, Local 1004

SAVE THE DATE!

**IUE-CWA
Division Mtg & Training
June 19-21-22, 2014.
Orlando, FL.**

Multiple training opportunities! Watch for the call letter in the beginning of 2014. There will be a Health and Safety Training opportunity that may include lost time reimbursements for the attendees.

At the 2013 CWA Convention in Pittsburgh, a resolution was passed supporting the idea that all locals need to be "Fully Functioning." Attending IUE-CWA Division meetings is one requirement for a local to be fully functioning. Our expectation is that every Local will send at least one officer. We are subsidizing hotel costs to make the trip more affordable, but Locals should use this advance notice to budget appropriately.

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IUE-CWA 
A FORCE FOR WORKING FAMILIES AFL-CIO
UnionPlus.org/Mortgage

or call **1-800-848-6466**

09/13

LOCAL 901 • Fort Wayne, IN



The Local 901, Fort Wayne Labor Day Picnic Led by President Brent Eastom and Greg Stephens serving up pop and water to the 7000+ people who attended the picnic. Tom Hart, IUE-CWA Local 802, assisted by conducting surveys of unemployed and anxiously employed workers.

LOCAL 380 • Mechanicville, NY



Retired and active members of IUE-CWA Local 380 enjoy a night out at The Joe Bruno Stadium watching The Tri-City Valley Cats.



The Bolt IUE Division News continues after the CWA News >>>



By Heather Atkinson
Community Engagement Coordinator

Taking Action on Issues that Matter

Get involved!
Call Heather:
937-424-0683

National Immigration

Reform: Why it's important to us

There has been a lot of coverage in the news recently about comprehensive immigration reform legislation. A bi-partisan bill that would overhaul America's broken immigration system was introduced and passed through the Senate in June; however, House Speaker John Boehner has refused to take action so immigration reform has been stalled. While immigration reform may not seem like an issue that directly impacts the majority of IUE members, the truth is that everyone in our country will benefit from the passage of immigration reform legislation. As a part of the labor movement, it is important for us to stand in solidarity with workers in support of immigration reform. Indeed, the AFL-CIO has been one of the lead voices on the national front in support of this policy reform.

Here are a few key reasons why IUE-CWA supports immigration reform:

1. **Reform will provide a boost to the national economy.** If immigration reform were to pass this year, it could boost the U.S. gross domestic product (GDP) by an estimated \$1.4 trillion dollars.
2. **Our currently broken system contributes to suppressed wages for all workers.** As long as there is a large class of undocumented workers in our country, dishonest employers will exploit these workers and pay them lower wages, which brings down the standard of wages of all workers.
3. **There are a number of IUE-CWA members who are not citizens,** but have legal status to be working in the U.S. Many of these members have dreams of becoming U.S. citizens, but currently have no way to earn citizenship through the currently broken system.

Why Your Vote Matters this November

The 2013 elections are considered to be an "off-year" in many states across the U.S. Though there will be no Presidential candidates, and no high-profile Congressional races on the ballot this year, let us not forget the importance of every single election. As Ohio State Senator Nina Turner recently said, "there is no such thing as an off-year election, every single election counts." With the Congress in partisan gridlock over so many issues, local elections are becoming ever more critical. Local elected officials, such as mayors and city councils members, make decisions every day that directly impact the residents of their communities. **Don't sit this election out!** Your community is counting on you to be engaged and elect leaders who will stand up for workers.

Update on the TPP Trade Agreement— IUE Locals are tackling this bad trade deal

As many of you read about in the last edition of the Bolt, the U.S. is planning to join in the Trans Pacific Partnership (TPP) trade agreement. This would be the largest trade deal in history and will potentially have a highly negative impact on American jobs. We have had some great participation from IUE-CWA locals in pushing back on this trade deal. Many locals worked to gather post cards, over 1600 in total, which were then delivered to members of congress, informing them about the negative impacts of the TPP. We want to send a huge thank you to all of the locals who have been working on this issue!

We also want to recognize IUE-CWA Local 201, who worked to educate Senator Elizabeth Warren on the dangers of the TPP. As a result of their work, Senator Warren wrote letter to the U.S. Trade Representative, Michael Froman, calling for transparency in the TPP negotiations. Senator Warren's letter garnered national media attention about the TPP. In addition, IUE-CWA members at Local 1140 partnered with allies in Minneapolis, MN to organize a rally against the TPP. Hundreds marched in the street to demand "fair trade, not free trade" on August 20th. CWA President Larry Cohen spoke at the rally, along with other local Minnesota advocates. It is work such as this that will help to put a wrench in the gears of the TPP trade agreement. The next phase is to push back against Congressional approval of "Fast Track" authority. This would require Congress to vote on the TPP without any ability to amend the massive trade deal, locking out the American people from having an impact on its contents. We will need your help to put a stop to "Fast Track" for the TPP!

We Won! The NLRB is Restored —thanks to your help!

In the last edition of The Bolt we reported about the crisis with the National Labor Relations Board (NLRB). Our country was without a fully functioning NLRB, leaving workers unprotected, and labor law unenforced. Fortunately, there is a good ending to this story. Because of the grassroots actions that were taken by labor unions across the country, we were able to get the Senate to act to finally confirm the long-overdue appointments to the NLRB. The Labor Board now has a full complement of five members, the majority of whom come from a union practice background, making them more likely to understand issues from a worker perspective. The action of many IUE-CWA locals on this issue was instrumental in the success that we achieved in pushing the Senate to finally take action. With the help of these locals, the IUE-CWA generated over 800 letters to Senators across the U.S. about this issue.

In early 2014, the Supreme Court will review a case that found President Obama's January 2012 recess appointment of three NLRB members unlawful. In this case, National Labor Relations Board v. Noel Canning, still relevant, given that we now have a full, functioning Labor Board? Unfortunately, most legal observers agree that having a fully-staffed board doesn't resolve issues relating to the earlier recess appointment cases. If the Supreme Court holds that Obama's appointments weren't valid, that will mean that the Board lacked a quorum at the time it made hundreds of NLRB decisions, calling these decisions into question.

If that is the case, the new Board will likely go back and individually reconsider all decisions arguably made without a quorum. This will take time and resources, and will once again slow down the important work of enforcing federal labor law. Nevertheless, having a fully-functioning Labor Board with a worker-friendly majority is a huge victory, and it would not have been possible without your efforts. The new Board is expected to issue significant decisions in a number of cases that have up to now been stuck in the pipeline. We'll keep you posted!

THANKS FOR ALL YOUR SUPPORT
IUE-CWA MEMBERS!



IUE Local 913 and CWA members make a visit to Senator Donnelly's office in South Bend, Indiana.



IUE-CWA Local 381 members deliver letters to Senator Schumer's office in Rochester, NY.



IUE-CWA Local 320 members getting ready to deliver letters to Senator Schumer's office in Syracuse, NY.



IMMIGRATION "REFORM"



IUE-CWA President Jim Clark met recently with Ohio State Senator Nina Turner, Dayton Mayoral candidate Nan Whaley, and other Ohio labor and political leaders to discuss strategies for preventing voter suppression and increasing the voice and participation of working people in local and state government. Senator Turner, a strong and vocal supporter of working families, has announced her candidacy for Secretary of State for Ohio in 2014, running against an incumbent with a record of partisan voter suppression.

Also
Contributing
Lela Klein,
IUE-CWA Attorney



If you would like to
• get involved •
please contact
Heather Atkinson
at 937-424-0683.



REGION 3 REPORT

by JOE GIFFI, Director

I hope everyone had a wonderful summer! Normally summer is a little slower with all the vacations taking up available meeting time but this summer seemed to be busier than most. Many contracts were successfully negotiated all over Region 3 and thankfully there were no serious labor actions (eg. strikes). We have two closures in progress and two disaffiliations. Both have been in the works for some time.

In the first week of August we ran an excellent and well attended training session in Albany. The subject matters were Leadership and Steward training/updates. With all the turnover in Local Union Officers/Stewards and other positions that are going on, we really need every Local to get people to training on every subject. Please do your best to send

at least one person to each training session that comes up. Let us know if you are having trouble financially to do so and we'll try our best to help.

Get ready, here comes the Affordable Health Care Act. We have done preliminary training for all our staff reps. This is going to be a constantly changing entity for a while. The CWA has the research Dept. on top of it and communicating with Washington on all the questions that are daily popping up. The CWA Research Dept. does feel there can be a great deal of benefits in this Act especially for our smaller employer members.

We will keep our Staff Reps as fully prepared as possible on this subject.

Wishing everyone a great and safe Fall Season.

Fraternally, Joe

I'd like to introduce you to a couple of Region 3 Local 154 Bargaining Units:



Amalgamated Local 154 have negotiations for upcoming contract with Shanklin/Sealed Air in Ayer, Massachusetts. Shanklin/sealed air makes heat shrinking machinery as well as crinkle paper packaging machinery. Approximately 100 members at this location. The committee consists of, standing left to right Chuck

Giardinella, Joe Scott and Alan Young; seated on left, Local 154 Pres., Bob Ward on right Local Business Manager, Keith Truehart. Contract expires on Halloween



Boston Teachers Union Health and Welfare are part of amalgamated Local 154. Joan Curtis on the left is the Chief Steward. They provide optical services and clerical work for the Boston teachers and their dependents. There are 16 members at this particular location.



REGION 7 REPORT

by WILLIE THORPE, Director

We had a Region Seven training meeting in Roanoke, Virginia in July, and we had a good turnout. Our locals who attended got to take advantage of some great training programs. I want to thank everyone for their attendance and participation. I have the opportunity to talk to many locals on the phone every day, but it is always good when we have the opportunity to interact one on one. We appreciate President Clark's outreach to our Locals in each of our regions to offer training for the elected union stewards and local officers. These training meetings are very important for our membership, as they help educate and keep our local leadership up to date on issues pertinent to the local unions.

We have just completed negotiations in some difficult locations this past summer, and I am happy to report that we have new contracts in Region Seven at the following locals: Locals 630, 651, 786, and Local 745 were all successful in ratifying new contracts this summer. A special thanks goes to our staff reps, Debbie Beeler, Ken Ream, Bob Sutton, and Todd Viars. I also want to extend a special thanks to the top officers and the bargaining committees for each Local on reaching these new contracts. In doing so, they have helped to secure their work

at these locations in Pennsylvania, Mississippi, and Ohio

I have received many questions on the Affordable Health Care Act, pertaining to how it will affect bargaining throughout our union. There was a four hour training class on the Affordable Care Act in Biloxi on September 23rd which was open to the entire division. The class was loaded with good information. For those of you who were unable to attend, we will be planning future classes on ACA. Stay tuned for more information.

President Clark knows the importance of keeping our memberships educated, which is why he offers educational training at various locations throughout our IUE-CWA Division, so that everyone has an opportunity to attend. Please look for meeting notices for future meetings or go on our website for future training meeting information. Don't forget to budget now for Local officers/stewards to attend the Division meeting in Orlando next June. There will be great training opportunities there, and we will be subsidizing the hotel costs to make the trip more affordable for Locals!

In Solidarity, Willie Thorpe



won employment rights is to stop it in its tracks.

Unions worldwide, led by Industriall, are taking the fight to governments and employers

and demanding:

- Legislation that protects workers and their rights from being undermined
- Collective agreements that ban the use of precarious work or put defined limits on it
- Respect for and enforcement of labor rights – for all workers

Together we can STOP Precarious Work!! For more information, visit

<http://www.industriall-union.org>



REGION 8 REPORT

by ROGER DEEL, Director

Welcome Brothers and Sisters to another column on the members and events of IUE-CWA Region Eight. It has been quite busy in Region Eight since our last issue of the BOLT.

In July we held the IUE-CWA Steward and Leadership training at Pokagan State Park in Angola Indiana. Thanks to all of the Local Officers, stewards and activist members who attended this great meeting and participated in the discussions. President Clark is committed to education, and we will continue to adapt our training programs to fit the educational needs of our members. Future training sessions will be held in various locations around Region Eight to enable the maximum number of members to have access to the training.

The Staff Reps in Region Eight have been extremely busy this year. They have assisted Locals with negotiations for approximately 15 contracts, with another 12 contracts due to expire by the end of December. Most of those contracts had a successful outcome, but in almost every case, health care coverage and the costs associated were the single most important issues on the table. And next year, our Locals have another 25 contracts due to expire.

Region Eight locals have arbitrated numerous grievances this year. Two of the most notable cases dealt with employees who were terminated without just cause. One, a 34 year member of Local 823 in St. Louis MO was reinstated, although he did not receive back pay. The other, a 20+ year member of Local 1140 in Minnesota was reinstated with full back pay.

In this column I want to recognize the

IUE-CWA Local 1140 members who manufacture marine products sold directly to consumers. Local 1140 is an amalgamated local in Minnesota with contracts at 15 different employers. They are currently in negotiations with Garelick Manufacturing in St. Paul Park, MN, where we represent



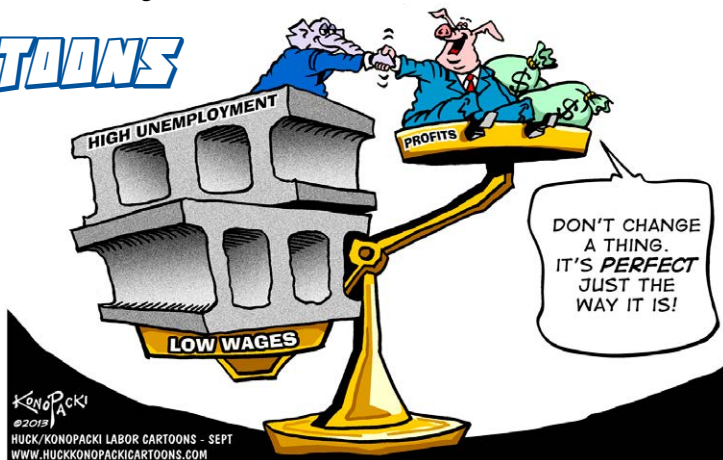
about 33 employees. Garelick is a well known name for a wide range of quality marine products, but they do manufacture other things as well. On Garelick product, the Snow Rake, is used to remove snow from the roof in very cold climates with heavy snowfall. They also produce a variation of the rake which is used to remove accumulations of leaves. The owner and the workers are very proud of their American made/ Union made products. If you own a boat, you likely know their name, but you probably didn't know they are American made/Union made. You can find a complete line of their items for sale at most neighborhood marine retailers or on-line at www.Garelick.com or www.wholesalemarine.com. The roof rakes can be found at www.roofrake.com.

I encourage all our members to consider products made by our Union brothers and sisters before you buy elsewhere. If you would like to promote the products you make at your workplace in a future edition of the Bolt, please don't hesitate to contact me at rdeel@iue-cwa.org.

Roger Deel
Proud IUE-CWA member since 1977

LABOR 'TOONS

DON'T LET US TRYING TO FEED OUR CHILDREN GET IN THE WAY OF YOUR PROFITS.



GE CONFERENCE BOARD REPORT

by BOB SANTAMOOR, Chairman



2013 Roanoke Labor Day Parade

We would like to take this time to thank President Clark and the IUE-CWA Division for their \$1,000 donation towards making this event possible in our area. As you know, we are located in southern Virginia, where the working is not able to reap the benefits of organized labor in comparison to other areas. This event made it possible for labor to become visible to the public while honoring workers. We appreciate your help in our endeavor.

Fraternally,
Vicky Hurley, President
IUE-CWA Local 161

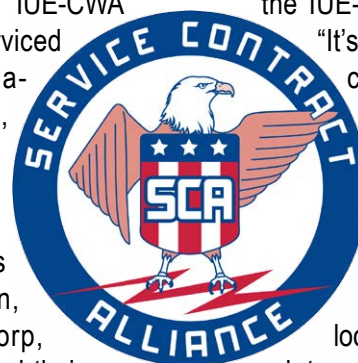


SEND US US YOUR STORY AND QUALITY PICTURES!
thebolt@iue-cwa.org

What is the IUE-CWA SCA Alliance?

The SCA Alliance is a group of IUE-CWA Locals whose members work under the provision of the McNamara-O'Hara Service Contract Act, which regulates employment by contractors providing services and materials to the government. IUE-CWA SCA Alliance locals, serviced by staff rep. Eric Benjamin, include Local 770, 783, 1177, 1118, 1119, & CWA Locals 7011, 7032. Our represented employees work for contractors like Northrup Grummon, Sikorsky, Maytag, Dycorp, Northwind, and others, and their jobs range from top gun mechanics to electronic warfare, logistical support, bombing range maintenance, computer operators, refuelers, plumbers, and background checks for NASA. Like our GE locals, who come together to discuss GE-specific issues and problems, our SCA Alliance

has regular meetings to discuss Executive Orders and government issues which have impact on their employment, to receive union training, and to organize new SCA units. Bill Archer, the elected chairman of the IUE-CWA SCA Alliance notes, "It's been both rewarding and challenging having been involved with the SCA and having served as Chairman. It has been a joy to see the Alliance grow through the years and to build partnerships with new locals. We've learned a whole lot more belonging to the SCA than we ever did being solo. I look forward to continued success and to meeting and working with new members and the brothers and sisters we have now." A big IUE welcome to our newest SCA Local in New Orleans, Louisiana!



RETIREE NEWS & INFORMATION

Keith Bailey • Kim Short • Larry Badgett



2014 HEALTH CARE BENEFITS FOR SENIORS

On March 23, 2010, President Obama signed the Patient Protection and Affordable Care Act (ACA). The Act provides numerous benefits for seniors under Medicare and Medicaid. Here are the major changes for 2014. *1.

Free Medical Check Ups under Medicare Continue. Prior to the passage of the ACA, Medicare allowed for a one-time free check up when seniors joined the Medicare program. In 2011, seniors began receiving a free yearly check up. **Free Preventive Screenings Continue.** You may be eligible for free preventive screenings, like blood pressure and cholesterol tests, mammograms, colonoscopies, and more. This includes coverage for vaccines and new preventive services for women.

Prescription Drug Discounts Continue and Subsidies Increases. In 2013, the Medicare Part D drug benefit doughnut hole is from \$2970 to \$7720. Prior to the passage the PPACA, when beneficiaries fell into the doughnut hole, they had to pay 100% of the costs of their prescribed medications. In 2013, Medicare beneficiaries who fall into the Part D doughnut hole will receive a 50% discount on the price of their brand name drugs, a 21% government subsidy towards the cost of generic drugs, and 2.5% subsidy for brand name drugs. Thus, the total out-of-pocket costs (this includes what beneficiaries pay – deductible and co-payments-plus drug discounts) is \$4750. The doughnut hole will be closed by 2020.

Expands "bundling" Pilot Program to Coordinate and Improve Care. Establishes a national pilot program to encourage doctors, hospitals, and other providers to work together to coordinate care. Under "bundling," hospitals doctors and providers are paid a flat fee for each episode of care, instead of the current system that pays for each service or test separately. This provides an incentive for providers to work together, become more efficient and provide better quality of care.

*1. this information was used with permission from the Alliance For Retired Americans



I want to warn you about two recent scams that are national and aimed at seniors:

• People are calling seniors and falsely claiming to be from Medicare! Here is what they say: *"Under Obamacare you need a second Medicare Card before doctors/hospitals will treat you and it is important that you act now! We will send you this second card as soon as you give us a little more information."* They then ask for your Social Security number and your bank information. I know this scam is going on because a post card requesting this information was sent to my wife's uncle. I talked with PRO SENIORS out of Cincinnati, Ohio which is a Medicare fraud watchdog organization. They told me to make sure you know that Medicare will **NEVER NEVER NEVER** call you! You must call Medicare on information, problems and questions.

• The second scam directed at seniors is you will receive a message on your answering machine stating that you have been approved to receive a free "Health Link Device" and it looks like the taxes have also been paid. They just needed to ask you a few questions before they send you your device. Guess what they want? That's right,.. date of birth, Social Security and the last seven numbers of your bank account. This scam has been left on my answering machine....TWICE! IF ANYBODY WANTS YOUR PERSONAL INFORMATION AND YOU DON'T KNOW WHO THEY AREHANG UP THE PHONE OR IF THEY COME TO YOUR HOUSE, SHUT THE DOOR AND CALL THE POLICE!

Finally:

Pay very close attention to the upcoming National Debt Ceiling debate in the House of Representatives and the Senate. If you hear any threats about "changing" or cutting Social Security or Medicare PLEASE call the U.S. Capitol Switchboard at (202)-224-3121 and tell them you want to talk to your Representative or Senator and they will connect you with their office then tell them to ***"Leave my Social Security and Medicare alone!"***

Keith Bailey
IUE Retiree Representative

RETIREE BENEFITS UPDATE

Happy Fall Ya'll!

If you are a GM/DELPHI Retiree and are turning age 65 or are becoming eligible for Medicare due to a disability, you will no longer be on GM Retiree Healthcare as of the effective date you become eligible for Medicare. Be aware that when you move over to Medicare, you will need to choose from available plans. If you are already on Medicare, you may need to choose a new plan to better meet your needs and save you money!

Medicare Open Enrollment is October 15, 2013 through December 7, 2013.

As Medicare's annual enrollment period approaches, it's important for



you to remember to shop your Medicare plan options! Experts think that we will see more changes to Medicare than in the last few years. Because of these changes, it is critical that you make sure you know what your costs and benefits will be in 2014 and whether or not you are on the right plan for you. For Retirees who live in the great states of Ohio, Indiana, Kentucky, and Pennsylvania, the great news is that IUE has partnered with MB Senior Solutions and they can help! Through their RetireMed program, you and your spouse can find out which Medicare plan options are right for you and get help enrolling in that plan, at no cost to you. This can only be done during the Medicare enrollment period, so please take the time to call them and get informed. MB Senior Solutions is just a phone call away @ 1-877-222-1942.

For Retirees who live outside of Ohio, Indiana, Kentucky, or Pennsylvania, MB

Senior Solutions and IUE have partnered with eHealthInsurance to help you choose the right Medicare plan for you. eHealthInsurance is a leading source for health insurance comparison, and they currently serve over 3 million customers nationwide. [To get started with eHealthInsurance call: 1-877-531-4198.](#)

Whether you call MB Senior Solutions or eHealthInsurance (depending on where you live), please have the following information at hand for faster service.

- *Medicare card or Medicare claim number, if available
- *Effective dates of Part A and Part B, if available
- *Date of Birth
- *List of all Doctors you are currently seeing
- *List of all Prescription Medications you are currently taking

The IUE is always looking out for your best interests, and we hope this information will help you through what can be a very confusing time—choosing Medicare coverage.

As always, please don't hesitate to contact me if you should need any further assistance at 937-224-5217!

Kim Short
IUE Retiree Benefit Rep.

IUE-CWA

Service Center

313 S. Jefferson St.
Dayton, OH 45402

Keith Bailey 937-224-5219
Kim Short 937-224-5217
FAX 937-224-1391



For retirees in Ohio, Indiana and Kentucky, MB Senior Solutions can help you identify the Medicare plan that is right for you - **at no cost to you!**

To begin, go to www.mbseniorsolutions.com and click the "Get Started" button or call 1-877-222-1942.

Medicare is confusing – we make it simple.