

IUE-CWA NEWS

THE BOLT

VOLUME 64 ISSUE 3 • SUMMER EDITION 2013

DIVISION NEWS

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The NLRB Crisis and Why we should Care

What is the National Labor Relations Board (NLRB)?

The NLRB is one of the most important institutions that protect workers' rights

in our country. The NLRB protects collective bargaining rights, oversees union elections, prosecutes employers for Unfair Labor Practices, and can require reinstatement and back pay

for workers who have been wronged.

The NLRB is currently broken—and workers are suffering as a result...

The corporate agenda for years has been to keep the NLRB from doing its job to protect workers. Corporate inter-

ests have kept the NLRB from functioning by getting legislators (who are in their pockets) to block the appointments of the members of the NLRB. Unless

a phony organization, just to get rid of union-represented employees. The NLRB investigated and ruled against CNN. The NLRB ordered immediate



reinstatement for Riggs and 110 co-workers, full back pay, and negotiation with NABET-CWA. CNN challenged the decision, now questioning the legal authority of

the NLRB has its five appointed members, it cannot function.

How this Hurts Workers

Take the case of Tyrone Riggs, a father of two with 14 years as a field engineer at CNN. Riggs and 110 other technicians lost their jobs when CNN created

the NLRB that ruled against them. In the meantime, Riggs has had to take minimum wage jobs with no medical insurance for his family. He got into debt, lost his home, and filed for bankruptcy. We need a functioning NLRB to bring justice for Riggs and the 110 former CNN workers.

What can we do

WE HAVE TO TELL OUR SENATORS: GIVE US 5 NLRB APPOINTMENTS NOW!

Call your Senators and ask them to confirm the 5 NLRB nominees. To find out who your Senators are, visit www.senate.gov.

THE TPP TRADE AGREEMENT: A THREAT TO AMERICAN JOBS

What is the TPP?

The Trans Pacific Partnership (TPP) isn't just some run-of-the-mill trade deal. This trade agreement, which is being negotiated right now by our Government, would be the largest trade deal in history. The U.S. is considering entering into this trade deal with over 12 other countries, including Japan, Malaysia, Mexico, New Zealand, Peru and Vietnam.

This trade deal would put us into competition for jobs with countries that pay pennies per day to their workers. The TPP would make it easier for companies to move their operations overseas, which could have a devastating impact on the U.S. economy, especially in manufacturing.

How the TPP will affect You

All signs indicate U.S. job losses if the TPP is enacted. Many of us experienced first-hand the consequences of NAFTA. The U.S. lost nearly 700,000 jobs because of the NAFTA trade deal.

It's Time to Say NO to the TPP!



60% of those jobs lost were manufacturing jobs. The TPP coming down the pipe, dubbed "NAFTA on steroids." The U.S. manufacturing industry cannot withstand another hit like this.

Veiled in Secrecy!

The TPP negotiations have been shrouded in secrecy. Corporate lobbyists have been allowed to drive this deal, but labor advocates have been denied access. Corporations cheering on the TPP include Citigroup, JPMor-

gan Chase, Wal-Mart, and Halliburton. All journalists and public interest groups, and the majority of Congress have been denied effective access to the negotiating texts.

Who is Opposing the TPP?

Labor unions are up in arms about the devastating impact this trade deal would have on workers, but it's not just labor that has a problem with the TPP. Environmental groups, family farmers, and consumer groups will be negative-

ly affected by the TPP, and they are opposing it as well.

What you can do?

Call your legislators and ask them to oppose the TPP trade deal. Also ask them to

VOTE NO

on Fast Track authority which would give a green light to the White House to sign the trade deal, and take away Congress' ability to amend it to protect workers. To find your legislators contact info: www.house.gov/representatives/find/ and www.senate.gov/.

If you would like to get more involved concerning the NLRB Crisis & TPP please contact Heather Atkinson at 937-424-0683.



like the iue-cwa on



PRESIDENT'S REPORT

by Jim Clark

Welcome to the second edition of the IUE-CWA News "The Bolt." We had a great response to the first edition, and I want to thank everyone for the great feedback. I also want to thank all of the IUE-CWA Locals that took part in a great Bi-Annual Division Conference and CWA Convention in Pittsburgh, PA this past April. At the IUE Conference, we elected our Executive Council and Trustees, and had great workshop participation by the locals. We will continue to have Divisional meetings in the off years (non-CWA Convention years), and we are already negotiating a Division meeting/Local training opportunity in Orlando in June of 2014. We are planning to subsidize the room expenses for locals who attend next year and hopefully will get a large turnout. We will get a "save the date" notice out to you as soon as we finalize the arrangements.

The current crisis concerning the *National Labor Relations Board* affects workers across the country, and IUE-CWA has been taking action on this issue. The NLRB is one of the most important institutions that protects workers' rights in our country. The NLRB protects collective bargaining rights, oversees union elections, and prosecutes employers for Unfair Labor Practices. The bottom line is that without a functioning NLRB, workers' rights are unprotected. Some of our IUE-CWA locals have been showing leadership by taking action--making calls and sending letters to their Senators to demand that they confirm the President's NLRB appointments now. For more information, please see the article on the NLRB in this edition of The Bolt.

The Transpacific Partnership (TPP) Trade Agreement could be one of the most damaging trade deals in history for the U.S. manufacturing industry. This trade deal is bigger than any that have come before it, and includes countries like Japan, Vietnam and Malaysia. The TPP will make it easier for the U.S. to ship jobs overseas, and the first ones to go will likely be manufacturing jobs.

Low-wage workers in other countries will replace our manufacturing workers so that companies can turn a bigger profit. This deal is still being negotiated in back rooms in Washington, and we have a chance to tell President Obama and our legislators how bad this will be for our economy and for American workers. Help stop TPP! For more information on how you can get involved, see the TPP story on the front page of this edition.

I have decided to have *Regional trainings* this summer in all three IUE Regions and for the GE Conference Board. This will give the locals in each region the ability to network with other locals and staff in their areas. The Regional Directors chose locations based on the needs of their regions. The call letters are out for all three regional meetings, and the GE Conference Board will be sending out their notice soon. I encourage locals to take advantage of this local training opportunity. If you need additional information, please contact your staff rep or the headquarters in Dayton.

The year has been going quickly as we work to improve and expand training opportunities, plan a *Diversity Conference*, expand our *Treasure Hunt* and *LEAN programs*, roll out our *Mentorship program*, and work on *building strong coalitions* with partners who will, in turn, support us on issues like *NLRB* and *Right to Work For Less*. We are also finalizing the training and support structure for our locals with the changes in the *Affordable Healthcare Act*. Unfortunately, even with all we have going on, our budget for our fiscal year starting June 1st has been cut by over \$200,000. Challenging as it is, our IUE-CWA Staff always finds a way to tighten the belt and make it happen. It's great to be IUE-CWA!

New Officers

Local 1105 (New Orleans, LA)

President: Tim Bourgeois • VP: Jonathan Cooper

Treasurer & Financial Secretary: Gerold B. Dermid

Recording Secretary: Frank Neuman

Sergeant-at-Arms: Felix (Jimmy) Miller • Chief Steward: Curtis Bordelon

IUE-CWA Mentorship Program

By Lela Klein, IUE-CWA Attorney



At this year's Division Conference in Pittsburgh, President Clark unveiled the IUE-CWA's innovative new mentorship program aimed at identifying and training the next generation of union activists. In its first year, this program will select 5-10 younger members and pair them with established local leaders for an exciting year-long mentorship and labor education program.

IUE-CWA is currently seeking younger members to become participants in this exciting program.

Benefits of this program include:

- Invaluable one-on-one training from experienced union leaders;
- A national-level view of union democracy in action;
- Participation in exciting union events held throughout the country.

Each month, these young leaders will engage with labor's past, its present, and its path forward using tools like labor movies, speakers, Facebook and discussion groups. Most of the program will take place in the mentees' own communities through distance-learning, but on up to four occasions, the union will bring the participants together at one of IUE-CWA's many national meetings or trainings. Ultimately, they will learn

to become active in their own Locals and in their own communities. More importantly, they will have the opportunity to take part in shaping the future of the IUE-CWA and the broader labor movement.

There is no set age limit, but applicants should be among our younger members, approximately 40 years old or younger. Applicants must have been a union member for at least one year, and must be willing to travel four times over the next year for meetings, with plenty of advanced notice to schedule and expenses paid by the IUE-CWA. Preference will be given to members who are not officers, and who have never attended a national meeting or training. Women and members of color are encouraged to apply.

To obtain an application and a more detailed program description, please call or email Helen Kalbaugh at hkalbaugh@iue-cwa.org or 937-298-9985. Applicants must be endorsed by their Local (locals may endorse more than one applicant) and applications must be postmarked, emailed, or faxed by August, 16th 2013. We look forward to this opportunity to meet the best and brightest young folks from our Locals, and to ensure that the future of our movement is in good hands. Please spread the word to those you think might be interested!



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

JIM CLARK
President

ROGER DEEL
Director, Region 8

PENNY FRANKLIN
At-Large, Region 7

JOE GIFFI
Director, Region 3

TONY HAYES
At-Large, Region 8

JOHN LEWIS
Chair, Trustee

BOB SANTAMOR
Chairman, GE and
Aerospace
Conference Board

BRIAN SULLIVAN
At-Large, Region 3

WILLIE THORPE
Director, Region 7

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LEAN HIGH PERFORMANCE WORK ENVIRONMENT

By TOMMY THURSTON

In an ever-changing global environment marked with fierce competition, one of the most challenging concerns we face is how to ensure our job security. In 2007, President Clark implemented a "LEAN HIGH PERFORMANCE" Program, as a means of addressing job security issues and providing an opportunity for our members to be more involved in the business, to improve their working conditions, and to help the overall health of their Company.

In this issue of the BOLT we are highlighting one of our Locals that has been involved in the IUE-CWA LEAN HIGH PERFORMANCE Program. Local 648, in Hermitage, Pennsylvania



Local IUE/CWA- 88648 CCL Container Kaizen Blitz
Left to Right- Mike Clark, Beth Burdick and Dale Stoner

represents about 220 members who work for CCL Container. CCL Container is the largest producer of impact extruded aluminum packaging production in North America, producing approximately 600,000,000 units a year.

In 2010, the Local and the Company agreed to work together to improve their processes and the viability of the Company. They reached an agreement that both parties would embrace the idea of "continuous improvement" and work to develop an attitude of "positive change" to give CCL a competitive edge in the marketplace. As a part of their commitment to the process, a full time hourly position of Continuous Improvement Coordinator was created. This individual was trained on LEAN ideals and principles and was charged with the task of propelling the "Continuous Improvement" process in the right direction.

With the help of the IUE-CWA LEAN HIGH PERFORMANCE Team, many Local Teams have been implemented to improve the processes in the Value Added and Non-Value Added areas of the plant. There have been noted improvements in the areas of

changeovers, storeroom and supply chains, rework, and environmental issues. We also made great strides in furthering understanding of the need for change. Our improvement teams now come from the shop floor, because our front line workers know the processes better than anyone in the facility. Operator input is an invaluable part of this process!

Over the past three years, the IUE-CWA has provided CCL with the tools to eliminate waste in the work place, helped them understand what is at stake in today's environment, and made it clear that a "paradigm" shift, "doing something different," can give people a fresh start.

All of the employees at CCL, Union and Management have been through the Lean program. They have gone through some ups and downs to get where they are today, but with the help of the IUE-CWA LEAN Program, they know they are improving their job security and the quality of life for all of the members. The

first quarter of this year was the best the plant has ever had, and although many variables are involved in a plant's success, the LEAN Process we now have was a major contributor!

The IUE-CWA HIGH PERFORMANCE LEAN Program is currently being utilized in several locations around the country: the GE plant in Louisville, Kentucky, Local 761, the GE Plant in Schenectady, New York, Local 301, Lockheed Martin in Syracuse, New York, Local 320, the Formica Plant in Cincinnati, Ohio, Local 757 and the GE Plant in Salem, Virginia, Local 161. The IUE-CWA Lean Program works, and if you are interested in involving your local in this process, you should fill out the Initial Contact Form on the IUE-CWA Web page and/or contact your IUE-CWA Staff Representative.

Since the implementation of the LEAN HIGH PERFORMANCE Program the IUE has worked together with several of our Locals and their companies to help them be more productive and improve the overall health of their company by involving our members.

SIX HOURS FROM "BORING"

This story is about the son of Ted Comick, long time Local 201 Health & Safety Director.



Mike Comick and his parents, Ted and Muriel Comick, were chatting over the dinner table at their family home in Watertown sometime in March. Mike was a new police officer on the Watertown force, having just graduated the MBTA Police Academy in December. Mike was thinking out loud about his future and mentioned that he'd like to spend a few years on the home town force and then maybe apply for work in the Boston Police Department because "they pay better...and the work is more interesting."

All thoughts of "boring" police work in Watertown went out the window and up in smoke on the night of April 18/19 as the Tsarnaev brothers brought their murderous road show to town just as Mike Comick was starting his midnight shift.

Mike was called in as back-up and, as he later told his parents, "There were bombs and bullets everywhere. I'm lucky to be alive." Asked the inevitable question

about how he felt during the shootout, he said, "Sure I was scared, but I was also determined that these bastards weren't going to get my fellow officers."

Mike was also involved in the immediate chase and subsequent hours of house to house searching. In many ways the search was even more nerve wracking than the initial firefight because, "We had no night vision equipment, just normal patrol vest, no helmets, and these guys had shot to kill us and they had bombs. We had to deal with very frightened neighborhood families, with elderly who couldn't leave without medications, and young confused children."

Around dawn, Mike and the other six Watertown officers, who had faced armed terror and tripped it, were relieved from duty.

In the ensuing weeks they have received commendations, honors, and thanks.

Mike's parents are happy just to put the "boring" back in Watertown.

IUE-CWA is proud to have members like Ted Comick among us! You raised a fine son!

Find the *HIDDEN* Bolt Contest! Win an IUE-CWA Watch!!

Somewhere in this edition of "The Bolt," we have hidden the small lightning bolt from the IUE-CWA logo. Find the lightning bolt, fill in the form below, and email, mail, or fax it in, and you will be entered in a drawing to win an IUE-CWA Watch! Deadline for submissions is August 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.

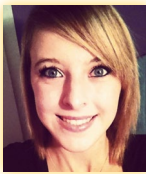
What are you waiting for? Find the *HIDDEN* Bolt and join the fun!

Stinger Flashlight Grand Prize went to: Chris Stone of Rainbow City, AL

Ten runner-ups were also drawn for an IUE-CWA 6-in-1 Screwdriver. Glennis Welks, Kettering, OH; Kenneth Martin, Mineral Ridge, OH; Michael Rupp, Corona, CA; Randy Mead, Warren, OH; Jimmie Snader, Miamisburg, OH; Patricia Rhodes, Plymouth, PA; Phillip Kennard, West Liberty, KY • Ben Addison, Hermitage, PA; Virginia Meshot, Boardman, OH; Thomas Inguagiato, Rochester, NY

IUE-CWA SCHOLARSHIPS

Kelsey Alfermann



James B. Carey
\$1,000
Nursing
Maryville University of St. Louis

'I am grateful for the union because it allows me to achieve my dream of becoming a Pediatric Oncology Nurse Practitioner.'

Daughter of Wayne Alfermann
CG Power Systems,
IUE-CWA Local 1114
Washington, MO



Erica Bauer



James B. Carey
\$1,000
Information Technology
Slippery Rock University

'...because of safety regulations, I can watch my dad leave for work and know he has low odds of getting hurt.'

Daughter of Thomas Bauer
GE Sensing
IUE- CWA Local 502
St Marys PA



Alex Brand



Bruce Van Ess
\$2,500
Electrical Engineering
Wright State University

'...unions help ensure that members receive fair wages, better benefits, job security and seniority privileges.'

Son of Brian Brand
Crown Beverage Packaging,
IUE-CWA Local 775
Dayton, OH



Alyssa Brown



James B. Carey
\$1,000
Gerontology
Miami University in Oxford

'I understand the importance of being fair, working hard, giving back and helping others.'

Daughter of Anjanette Brown
Behr Dayton Thermal Products
IUE-CWA Local 775
Dayton, OH



Brianna Colbert



Sal Ingrassia
\$2,500
Kinesiology
Penn State (Altoona)

'..if the labor movement is strong when it is time for me to enter the working world then the economy will be in better shape when I have my own family.'

Daughter of Steven Colbert
CCL Container
IUE-CWA Local 648
Hermitage, PA



Alyssa Foley



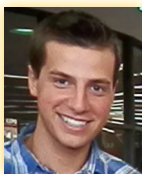
James B. Carey
\$1,000
Psychology
Lynchburg College

'My work environment will be safer as a result of what the labor movement has done in the past, present and will do in the future.'

Daughter of Timothy Foley
Exelis
IUE CWA Local 162
Roanoke, VA



Michael Fox



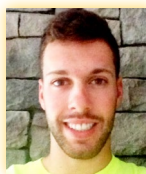
James B. Carey
\$1,000
Electrical Eng.
University of St. Francis

'...the hardworking members of the union provide me with hope and an incredible future....'

Son of Victor Fox
BAE Systems
IUE CWA Local 901
Fort Wayne, IN



Noah Friedman



Paul Jennings
\$3,000
Construction Tech
Hudson Valley Community College

'The gifts and passions we possess were meant to be shared with others especially if what we have helps to make someone else's life better.'

Son of Mark Friedman
General Electric
IUE-CWA Local 301
Schenectady, NY



Dalton Gennocro



James B. Carey
\$1000
Civil Engineering
Penn State Erie / The Behrend College

'Without the labor movement, working conditions and the work place would be completely different.'

Son of Darrin Gennocro
Osram Sylvania
IUE-CWA Local 101
St. Marys, PA



Joseph Hines



Robert L. Livingston
\$1500
Biology
Baldwin-Wallace

'The union keeps my father's working environment safe, protects his wages and keeps them fair.'

Son of Jon Hines
CCL Container
IUE-CWA Local 648
Hermitage, PA



Messeret Kebede



David Fitzmaurice
\$2,000
Mechanical Eng.
Bucknell University

'A substantial amount of our working rights have arose from the hard work and commitment of labor unions.'

Daughter of Kebrom Kebede
General Electric
IUE-CWA Local 201
Lynn, MA



Justin Krishart



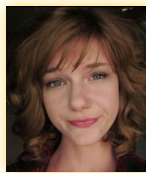
James B. Carey
\$1000
Architectural Eng.
Penn State

'Through the union the employer can't pay someone lower than anyone else without reason. Also they can't give one employee better benefits while leaving the others in the dust.'

Son of Sharon Krishart
Metal Powered Products
IUE-CWA Local 502
St. Marys, PA



Meghan Lupole



George Hutchens
\$1,500
Composition & TESOL
(Teaching English to Secondary or other Language Learners)
Indiana University of Pennsylvania

'The hard work of the labor movement provided my family with weekends, manageable hours and health plans.'

Daughter of Daniel Lupole
Mersen
IUE-CWA Local 502
St. Marys, PA



Jay Padhiar



Robert L. Livingston
\$1,500
Information Systems
University of Maryland Baltimore County (UMBC)

'I remember when the local union went on strike. Instead of the company forcing the workers to work, they listened to their problems and concerns and came to a compromise.'

Son of Suresh Padhiar
Wm. T. Burnett & Co.
IUE-CWA Local 75FW
Baltimore, MD



Brennan Pike



James B. Carey
\$1,000
Biology
University of Kentucky

'For me, the union means a family, a home, and a life in which I know I can provide for myself and my family.'

Son of Wayne Pike
B-Way
IUE-CWA Local 729
Cincinnati, OH



Chelsey Robinson



James B. Carey
\$1,000
Biology
Campbellsville University

'In my family's case, the union may have made the difference between life and death.'

Daughter of Larry Robinson
General Electric, Retired
IUE-CWA Local 761
Louisville, KY



Amanda Volenski



Willie Rudd
\$1,000
Accounting
Rasmussen College

'I really could have used a union at my past jobs.'

IUE-CWA Member
Employee at Electric Machinery
IUE-CWA Local 1140
Minneapolis, MN



Need Help Paying for College Next Year?

IUE-CWA Scholarship opportunities will be available to make paying tuition a little easier. Information on 17 different IUE-CWA Scholarships ranging from \$1,000-\$3,000 will be posted in the next edition of "The Bolt" and also on iue-cwa.org in October.

"These scholarships are a benefit of membership and should be taken advantage of," said IUE-CWA President Jim Clark. "A college education is costly, but some scholarships cut out deserving middle-class students because their families earn more than some arbitrary amount. These scholarships are available based on union membership and interest, not finances."

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

IUE-CWA Locals and Employers Join Forces on Worker Health and Safety

St. Mary's PA workers, including union brothers and sisters, supervisors, engineers, and human resource representatives, participated in Local 502's first joint integration safety training. Worker training focused on three separate topics: Hazard Recognition, Near Miss, and Hazard Mapping/ChemHat.

In Hazard Recognition, workers made valuable contributions to health and safety based on their

IUE-CWA Local 502 President, Rick Zimmerman & IUE-CWA 963 President, Bob Hardy, and each of their employers both agree: A comprehensive safety prevention program prevents injuries, saves lives and makes good business sense.

The tragic fall at Rea Magnet Wire Company Fort Wayne, IN should serve as a reminder that although safety requirements may be implemented in accordance with national consensus standards and industry practices, there may still be room for improvement. In almost every industry, there are areas where workers are subjected to fall hazards. The reason incident investigations are conducted is to recognize what happened, how it happened and recommend what needs to be done to prevent re-occurrence. Local 963 and Rea Magnet Wire

collective skills, experience, and know-how. A Hazard Map is a visual tool used to identify where hazards have the potential to cause injury or illness. The Hazard Mapping process identifies risks at a job station or in an entire area, building or process. For example, a map may target physical hazards, rate the level of exposure a specific chemical or agent, or workers most likely to be exposed. Hazards are assigned a category color code and a

Company recognized that even when all the "rules" are followed, there may still be better ways to implement safety practices to prevent an incident. Machine operators are working with plant engineering and area managers to design safe and convenient improvements based on findings of joint safety assessments of all ladders and platforms. The example to the right shows how straight ladders are being replaced with stairways where possible. *Thank you to all of the Local 963 members and management for your attention to prevention!*

level of hazard from 1 (low hazard) to 4 (very high hazard).

Near Miss training evaluates the current Near Miss program and how to create a functional Near Miss program. Training defines a near miss, how to identify a near miss, investigation techniques, and an introduction to utilizing the "Lessons Learned" from a near miss.

Thank you to all of the Local 502 members and employers who participated in the training!



If your local is interested in starting a safety committee or have a safety program you would like to share, please email dfisher@iue-cwa.org with details.

BEFORE AFTER



WEBINAR: UNDERSTANDING FALL HAZARD RISK
 Thursday, August 22, 2013, Noon EST
 For more information email [Debra Fisher - dfisher@iue-cwa.org](mailto:Debra.Fisher@iue-cwa.org)

Coalition of Black Trade Unionist Convention



Diversity Report

Diversity Co-Chairperson Penny Franklin and I attended the 42nd annual convention of the Coalition of Black Trade Unionist (CBTU) May 21 - 27, 2013 in Orlando, Florida. There were over 1,000 members, retirees, and guests in attendance. CBTU was formed in 1972 "to be an independent voice of black workers within the trade union movement, challenging organized labor to be more relevant to the needs and aspirations of Black and poor workers." In 2012 Terrance Melvin was elected as the new president to guide CBTU into the future. President Melvin presided over this first convention that could be viewed via live webcast. During the convention, I was able to email and tweet this information to my members. President Melvin promised in his opening speech "to be the best Terry Melvin, CBTU president and Labor leader he can be," and he challenged each CBTU member to work at the convention and work in our local chapters for the improvement of all working people. He stressed that we cannot become complacent and drop our

guard. There is always a need to fight for jobs and justice!

The CBTU convention was a smorgasbord of speeches, panelists, resolutions and workshops, with a little Zumba and line dancing



Hector Sanchez, VP of LACLA and Evelyn Evans

thrown in to keep us moving. Two panels which left a big impression on both Penny and me, they were the panels on immigration and organizing. One of the speakers was a 22 year old woman of Jamaican descent. She explained how she is undocumented because her parents brought her to America for a better life when she was a young child. She talked about her middle class upbringing and

how she didn't know she was different than her peers until she began to hit the normal teenage milestones. When her peers were excited about getting their first jobs and drivers' licenses, her mother told her that she did not have the right papers to participate. When it was time to go to college, she was not able to attend with her peers. All of the speakers on this panel had heartbreaking stories which helped the attendees understand that immigrants are not to be vilified. As one speaker stated, "Unless you are a Native American, then your ancestors came from somewhere else." The speakers on the organizing panel were line workers from a poultry processing plant, one of the most hazardous/injurious jobs in America. They rode fifteen hours on a bus to attend the convention and present their information. Which focused on organizing the plant based on worker safety.

We both learned a wealth of information and look forward to incorporating that information into the work we do with our locals and IUE-CWA. To watch the webcast of the 42nd annual convention or for more information on CBTU accomplishments, political involvement and union activism go to cbtu.org

RIGHT TO WORK ↓ \$ FOR LESS ↓

COMING TO OHIO

As many of our brothers and sisters have already experienced first-hand, extremist interests are pushing "Right to Work" for Less laws all across the U.S. We've seen this rear its ugly head most recently in Michigan and Indiana, and now the extremists have their sights set on Ohio. The same people who were behind Senate Bill 5, which attempted to dismantle public collective bargaining in 2011 in Ohio, are at it again. This time they are moving to put "Right to Work" for Less on the ballot. Unfortunately, it is not a matter of if, but when, "Right to Work" for Less will be put on the ballot by these extremists in Ohio. IUE-CWA is standing with our labor allies to educate our members and our communities about the disastrous effects of "Right to Work" for Less laws. In "Right to Work" for Less states, families make an average of \$6,437 less per year, and workplace fatality rates are 36% higher. We will be "all in" in this fight, and we will keep you posted on our efforts to combat "Right to Work" for Less in Ohio.

Want to get involved? Contact Heather Atkinson at 937-424-0683



REGION 3 REPORT

by JOE GIFFI, Director

Since the last issue of the BOLT, Region 3 has been doing much better in regards to settling contracts and grievances. Though there was one announced closure, luckily it was a very small unit. Between our Staff Reps. Mike Horvath, Mike Rusinek, Ed Oakley, Keith Sweeney, Pete Wickersty and the several Self Service Local Officers, we have had very good success in securing solid long term contracts. Production is reportedly up in most locals and we even have the most welcome news of several spots that are hiring. Hopefully we and this Country are finally turning the corner.

The IUE-CWA Annual Conference last month was terrific and it was great to meet and talk with so many new delegates along with all the old friends. I strongly encourage every local to somehow get representatives to the upcoming training sessions. Things are changing so much and so fast in the law and health care that we are doing a great disservice to our members if we don't stay in touch with the information and each other.

Each quarter I will try to highlight at least one of Region 3 locals. Here are a couple to start it off:

IUE-CWA Local 22485

Amalgamated local in Upstate NY, 3 units, serviced by Staff Rep Mike Rusinek

Local 22485 represents the workers at Lapp Insulators, LLC, PCore Electric (a division of Hubbell Power Systems), and Pulsafeeder Inc. (a division of Idex Corp.). Lapp was founded in 1916 by local LeRoyan, John Lapp and at one time owned both Pcore and Pulsafeeder. Lapp manufactures high voltage porcelain insulators for the transmission and distribution of electric power. They currently have 130 hourly and salaried employees in LeRoy, New York, 1400 worldwide. They are currently hiring both hourly and salaried employees.

Pcore assembles porcelain bushings that are used in large electrical transformers and switches. They currently have 40 union employees and are hiring 3 or 4

more. Hubbell Power Systems employs 14,000 worldwide.

Pulsafeeder was also sold off by Lapp in the early 70's. They build a wide variety of water, chemical, and oil pumps that are shipped throughout the world. They currently have a stable union workforce of 48 located in Henrietta, New York.

These are the current three units of IUE-CWA Local 22485. We continue to have monthly meetings and carry on good union traditions that have been well established going back to 1944.



Recording Secretary Jeff Freeman, President Sam Fili, Treasurer Mike Myers and Chief Steward Ron Stackhouse from Local 22485 discuss grievance resolutions in their office at Lapp Insulators.

IUE-CWA Local 102 FW

Steinway Pianos, serviced by Staff Rep. Mike Horvath

Local 102 FW United Furniture Workers, representing 300 Union Workers located in Astoria, New York, have recently negotiated a new three year contract. They manufacture the world's finest pianos at Steinway and Sons. The Local Executive board voted to issue union shirts before negotiations started to have members help show support for the negotiation committee.

The Union negotiation committee did an outstanding job of keeping the Health Care costs under control. With a substantial wage increase, they were also able to negotiate that the company would fund the pension recovery plan. The company used to subcontract the polyester finishing, which is now being performed at the Astoria, New York plant.

In Solidarity, Joe Giffi



REGION 7 REPORT

by WILLIE THORPE, Director

Fellow Sisters and Brothers, It was very nice to see so many of you at our IUE Divisional Conference Meeting and CWA Convention in Pittsburgh, PA. Those who attended know that we had a great time during the meetings and in the educational classes that many of you participated in. The classes



Willie Thorpe and Debra Fisher with the "Putting Breast Cancer Out Of Work" Hard Hat!

were very packed with useful information and it seemed like everyone enjoyed them.

President Clark held a wonderful reception. I didn't know we had so much talent and so many great dancers in the IUE-CWA.

Negotiation News

Our staff is continuing to have negotiations with our Region Seven Locals on new contracts. They really are doing an excellent job working with our Locals and their bargaining committees. Congratulations to the following Locals on ratifying new contracts - Local 743 Leggett & Platt in Kentucky ratified a new 5 year contract. Local 745 Walker Magnet Columbus, Ohio ratified a new four year contract, and Local 643 Morgan AM&T ratified a new 42 Month Contract. Congratulations to Staff Reps Gary McGuire, Bob Sutton and Todd Viars, and to the Local Officers and negotiating committees on reaching these new agreements for our members.

Special Congratulations

Special Congratulation to Penny Franklin, President Local 160 in

Christiansburg, PA on being elected to the IUE-CWA At Large Position on our IUE-CWA Executive Council. I'm sure Penny will do an excellent job representing Region



Penny Franklin speaking at the Division Conference about the Diversity Council.

Seven. Penny is also a co-chairperson of the IUE-CWA Diversity Council.

Help to Secure our Union

Why the NLRB is important: The NLRB enforces and protects workers' rights to act collectively - to form unions and bargain for better wages, benefits, and working conditions. It can require reinstatement, back pay, and other remedies. It can force employers to engage in serious bargaining and provide necessary data to represent our members. We need all of our local union officers and our members to keep pressure on Congress and our U.S. Senators to have a full functional Board of 5 members. Please help protect yourself and your union rights! Demand that your elected representatives in congress and U.S. senate act now! See our cover story by Heather Atkinson for more information and get involved.

In Solidarity, Willie Thorpe





REGION 8 REPORT

by ROGER DEEL, Director

Welcome Brothers and Sisters to the second installment of the Region 8 column. For those of you who don't already know, IUE-CWA Region 8 represents members in all the states west of Ohio, from Indiana to California, and south through Texas. In all, there are 26 states in Region 8, although we don't have members in every state.

Region 8 represents workers at a wide variety of employers. To name a few, our members manufacture bumpers for the auto industry at IUE-CWA Local 436A FW in Ionia, Michigan, automobile batteries in Geneva, Illinois (IUE-CWA Local 1078) and St. Joe, Missouri (IUE-CWA Local 1116) and TRANE air conditioners in Tyler, Texas (IUE-CWA Local 782). Whenever possible, I will identify products made by IUE-CWA members that are available for sale to the general public.

LOCAL SPOTLIGHT:

In this report I want to recognize the products our members make at IUE-CWA Local 913 in South Bend, Indiana. These members make electrical junction boxes and switch boxes used in



RACO

If you are remodeling or rewiring your home and need electric boxes, I urge you to look for the American made, IUE-CWA made RACO boxes produced by our members.

the home construction industry and in remodeling. Their boxes are sold under the RACO name and can be purchased at most electrical supply stores as well as major chain stores like Lowe's, Home Depot, Ace Hardware, Menards, and Grainger. RACO (part of Hubbell Corporation) began in Chicago in 1921 before moving to South Bend, Indiana, where they continue to thrive today. IUE-CWA Local 913 and RACO also has a long history with respect to the IUE-CWA Skilled Trades program. Two of the past Region 8 Skilled Trades Chairmen came from that local.

In September Local 913 and RACO successfully negotiated an agreement that returns a warehouse to South Bend which had been relocated to South Holland, Illinois several years ago. The new 105,000 square foot

warehouse is due to open in June 2013 and should add about 80 new jobs to the existing South Bend facility.

NLRB CRISIS!

Brothers and Sisters, working people across America are engaged in a fight for our way of life. Our good paying jobs are being exported or eliminated by large corporations, while they influence politicians to eliminate the basic rights we have known since the National Labor Relations Act was passed. Currently, the Senate has blocked confirmation of the appointees to the NLRB. Failure to have a full Board will stall any progress on our issues and it jeopardizes past decisions made by the board while it wasn't fully staffed. We must demand our politicians take part in that fight and defend our rights, by confirming the appointees to the NLRB. Throughout the IUE-CWA NEWS and the CWA NEWS you will read about actions needed from

our members. It may be telephone calls or email to your Congressional Representative or to your Senator, or maybe to sign a petition. We must sign those

petitions, make those telephone calls or send letters to our representatives demanding they stand up for workers' rights. The job we save just might be yours.

EDUCATION:

IUE-CWA Division will hold a Regional Training meeting at Pokagon State Park, Angola, Indiana on July 31, 2013. This was always a popular location with Region 8 and rooms may be limited so I encourage all of you to get your registration in early!!! Notices and forms were mailed to the locals on May 17th. If you have not received the information please call my office and we will make sure you have the paperwork. *I look forward to seeing you at Pokagon!!!!*

*In Solidarity, Roger Deel
Proud IUE-CWA member since 1977!*

GE CONFERENCE BOARD REPORT

by BOB SANTAMOOR, Chairman



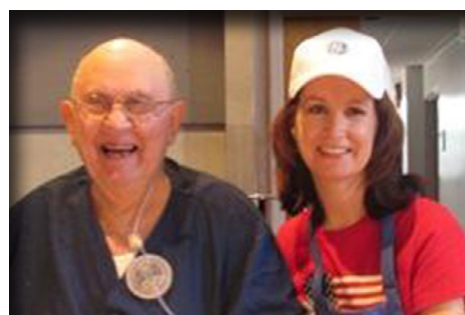
I recently received this great report from Vicky Hurley on a wonderful event they have annually that I would like to share with you:

Honoring our Veterans

Every September for the past 46 years, members and retirees of IUE-CWA Local 161 have come together to host an Annual Chicken Barbeque at the Department of Veterans Affairs Medical Center in Salem, VA



a long time." Our Local has seen many different members and retirees volunteer over the last four and one-half decades to carry-on this tradition. The longevity of this event was started due to one instrumental member, and many who were willing to give time each year to show their appreciation to our vets. What goes around comes around, at the end of the day, the smiles and tears of joy on the faces of our veterans sends our volunteers home with satisfaction that a good deed was done for the ones who sacrificed so much for all of us.



Percy Bolton, one of our retirees, who passed away in 2006 was instrumental in starting this event back in 1966. His handmade grills and savory barbeque sauce is still used today. The veterans look forward to visitors and the barbeque chicken that is grilled until juicy and so tender it falls off the bone.

When you enter the patient's room for transport to the picnic area, it is not unusual to see a big smile and hear "I've been looking forward to this for

*Vicky Hurley, President
IUE-CWA Local 161*

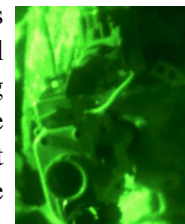


Senator Tim Kaine visits the Exelis Night Vision facility



ROANOKE, VA
IUE-CWA LOCAL 162

Virginia Senator Tim Kaine visited the ITT Exelis Night Vision facility in Roanoke to meet with employees to understand our congressional needs. During his hour long visit to our facility, Sen. Kaine was briefed on our current night vision technology offerings for the U.S. and international militaries, received a product demonstration of the Spiral Enhanced Night Vision Goggle and the i-Aware Tactical, and toured the facility.



Sen. Kaine was elected to his first senate term in 2012. He currently serves on the Armed Services Committee, which has jurisdiction over personnel issues and military readiness, the Foreign Relations Committee where he chairs the Subcommittee on International Development and the Budget Committee. During his visit he also met with Local President Dwayne Slough, Vice President Richard Shorter, and Administrative Chief Steward Jake West. Senator Kaine previously visited the plant when he was Governor.

RETIREE NEWS & INFORMATION

Keith Bailey • Kim Short • Larry Badgett



Hello Retirees,
I am writing about some developments that have happened since the first edition of the "Bolt" was mailed to you.

IUE-CWA Auxillary Retiree Club

Thanks to all of the new subscribers who have joined the IUE-CWA Auxillary Retiree Club since the first edition was mailed out! If you know other retirees who have not received the "Bolt," it is because they haven't joined yet. Get in touch with me, and I can send you the form for them to fill out for the three dollar per month dues. If they are a retiree from an IUE-CWA represented GM/Delphi or General Electric facility, they can elect to have the three dollars come out of their pension check or pay by personal check. All other IUE-CWA retirees can join by personal check.

General Electric Retirees

I attended the annual General Electric Shareholders Meeting with several other GE retirees from different locals. We peacefully marched with banners and posters with the goal of drawing attention from the media and the Corporation for pension improvements and Cost Of Living Adjustments (COLA) for all retirees.

An FYI for General Electric retirees, Larry Badgett, a retiree from IUE-CWA Local 761 is now handling retiree benefit problems and questions. Larry is an experienced General Electric hourly benefit representative. Larry is a part

time employee so you probably will have to leave him your name, telephone number and a brief description of your problem and he will return your call. Larry provides more information on himself and his contact info below.

Retirees, we are under attack!

There are those in our government who believe that the way to balance



IUE-CWA Retirees attend Dayton Dragons game.

the budget is by changing the Cost Of Living Adjustment (COLA) formula that triggers our Social Security yearly raise. Social Security's COLA is designed to help retirees to keep up with the rising living standards and costs. COLAs are currently tied to the Consumer Price Index for Urban Wage Earners (CPI-W), which surveys price changes in the average set of goods purchased by urban wage earners and clerical workers. The CPI-W formula does not protect seniors' purchasing power because it fails to account for the fact that seniors and the disabled spend two to three times as much of their budget on medical care than younger households.

The government wants to change the

CPI-W to what it called a Chained CPI, which slowly recognizes changes in inflation, making it harder to reach the threshold that triggers our yearly raise for Social Security. The assumption is that if prices go up on certain products, consumers switch to lower cost substitutes. If steak becomes more expensive, for example, consumers

will change to hamburger. According to this view, when it comes to adjusting Social Security payments for inflation, retirees don't really need as much of an increase because they can substitute lower-cost products. There are times, however, that we can't change one medical procedure for a cheaper one! In reality, health care, gasoline, food, almost all products and services continue to rise in cost-- what we

need is a higher COLA, not a smaller one! There is a better alternative! The COLA should be tied to the Experimental Consumer Price Index for the Elderly (CPI-E), a measure of inflation which more accurately reflects the spending of seniors, giving greater weight to medical care and housing costs. The Bureau of Labor Statistics developed this index and it is available for use today.

We must call our Congressmen/women and tell them that supporting the Chained CPI is an immediate cut to Social Security and to vote NO on this legislation and to support the CPI-E.

Keith Bailey

IUE-CWA Retiree Representative

Happy Summer Retirees ☀

I would first like to say that it has been an absolute pleasure to talk to many of you for the first time after you received "The Bolt" and found out that you do have contact people to call!

Retiree Life Insurance

I would like to address an issue that I feel is very important and one that I get phone calls on and seems to be confusing for some.

GM life insurance is administered through MetLife, I feel it is important for our members to call and ask for a Confirmation Statement to be sent to you.

This will have the amount that your policy (or policies if you should have optional life or Dependent Life) is worth and who your Beneficiary is. It is surprising to me the amount of calls I get every year finding out that a member has passed and the beneficiary had predeceased them and a new beneficiary had never been named!

So take the time to **call MetLife at 1-888-543-3461** and ask for a «Confirmation Statement» to be sent to you. This paperwork then should be stored with any other important papers that may help the family at an already difficult time. Also note that you as the member are the only one who can call this number, in other words they will not give any information to a spouse or family member.

I hope each and everyone of you have a wonderful summer and please don't hesitate to call me if I can help you in anyway.

Respectfully,

Kim Short

IUE-CWA Retiree/Pension Rep.

CALL YOUR REPRESENTATIVES! TELL THEM TO VOTE NO ON CPI LEGISLATION!

To find out how to contact your representation:

www.house.gov/representatives/find/ and <http://www.senate.gov/>.

GE RETIREE BENEFITS

My name is Larry Badgett and I am honored to be working with the IUE-CWA as a GE Benefits Consultant. I retired from GE in 2009 with 39 years service. The last seventeen years I proudly served as a Union Officer, Insurance Representative and officer in charge of benefits with Local 761 in Louisville. I am available on Mondays from 6:00 pm until 8:00 pm EST to answer any questions you may have about your GE Retiree Benefits (under-65 and over-65). Please call me toll-free on **1-855-969-4461**. I look forward to hearing from you.



What's going on at your Local? Send us your story!

Send us quality photos of your Local's activities!

>>> thebolt@iue-cwa.org <<<

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