

IUE-CWA NEWS

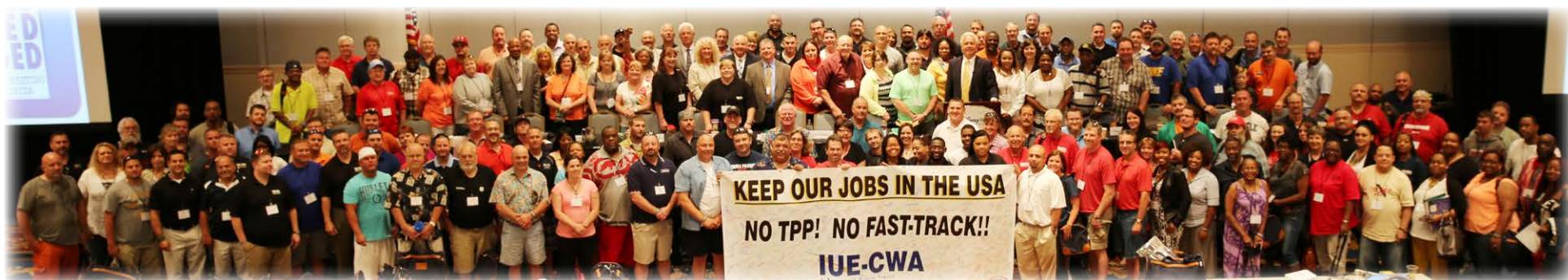
THE BOLT

VOLUME 65 ISSUE 2 • SUMMER EDITION 2014

DIVISION NEWS

See inside this edition for important information about your 2014 local officer elections

Election Notices



The 2014 IUE-CWA Division & Training Meeting was a great success!

Our IUE-CWA Division meeting was a tremendous success. I want to thank all of our IUE members, officers, and staff who came together at this event in the spirit of making our union the best that it can be. A record number of Locals attended to take advantage of the many training classes and to learn about IUE's new programs and plans for the upcoming year. Over 275 members were present as I had the pleasure of opening the plenary session and discussed our IUE slogan "Inspired, Unified, Engaged." AFL-CIO Secretary-Treasurer Liz Shuler gave an inspiring keynote address, and our packed agenda also included CWA Secretary-Treasurer Annie Hill, a presentation on money in politics by Liz Kennedy and a video address from U.S. Senator Elizabeth Warren. The new IUE-CWA new member video was debuted, as was the recently completed SCA Alliance informational/organizing video. IUE-CWA Political Program Manager Heather Atkinson reported on priority issues for the upcoming year-- such as continuing to fight the TPP, and engaging in the 2014 midterm elections. Attendees also heard reports from the Women's Committee, Diversity Committee, LEAN and Treasure Hunt programs, SCA Alliance, Mentorship program and more. Mentees Chad Cronan, Bianca McManus, and Cohlette Carlino spoke about their rewarding experiences in the Mentorship program over the past year. We presented newly chartered SCA Local 83222 President Bianca McManus with a framed copy of their charter, and officially welcomed them into the IUE



family. All of the officers and members in attendance signed the huge TPP banner to send a message to our elected officials that we will not sit idly by and let corporations craft trade deals that destroy American jobs! The training sessions included Political Bootcamp, Media and Messaging, Financial Training, Steward and Bargaining Training, LEAN training, Health and Safety training, and internal organizing training. Local officers and members came out of the training sessions inspired and informed and ready to go back to their locals and use what they had learned! The day before the main meeting, the IUE-CWA Mentorship program met and shared their experience in the program thus far, and the IUE-CWA Diversity Steering Committee came together for the first time to plan the 2014 fall Diversity meeting. A great time was had by all as members, officers, and staff came together to learn, share, and celebrate being part of the Force for Working Families that is IUE-CWA. Assistant to the President Willie Thorpe reminded all Locals to plan ahead to send delegates to the June 2015 IUE-CWA Conference and CWA Convention in Detroit, Michigan. Watch for a call letter for the Convention in early 2015! I would like to thank everyone who took the time to participate in our Division meeting, helping to shape the future of the IUE. We forge ahead in solidarity --Inspired, Unified, Engaged!



In Unity,

Jim Clark
President

Holding the Line on "Right to Work"

Extremist groups have been attempting to advance "right to work" legislation across the country. The latest attacks have come in Missouri, Kentucky and Ohio. Fortunately, union activists and our allies have been successful in pushing back against these corporate-funded attacks on working people. In Kentucky, "right to work"



Thousands gathered at the Missouri Capitol in March to protest "right to work" legislation, which was later defeated.

legislation was brought to a vote in February, but pro-worker elected officials in the Kentucky House of Representatives blocked this move, and the bill was defeated. Union members and community leaders came out in protest to the bill, and IUE-CWA Local 761 members played a key role in these events. In Missouri the State House of Representatives defeated a "right to work" measure in April. The bill was voted down by legislators from both sides of the aisle, demonstrating that both Democrats and Republicans recognize the harmful impacts of "right to work" on our communities. IUE-CWA members from Local 1116 in St. Joseph Missouri have been playing an active role in pushing back "right to work" in their state. In Ohio, voters resoundingly rejected the SB 5 attack on collective bargaining rights in 2011. We have not yet seen a "right to work" policy move forward in Ohio, but

we anticipate we could see a bill or ballot measure introduced in 2015. Labor groups and allies are coming together in Ohio to fight back "right to work" if and when it is introduced.

We know "right to work" is wrong, because we can see the stark difference in quality of life between those states that are "right to work" and those that are free-bargaining states. The average monthly income of a household in a "right to work" state is \$500 less than those in free bargaining states, and workplace fatalities are 36% higher in "right to work states." Per-pupil spending by public schools is over \$3400 less, and graduation rates are lower. The bottom line is that life is worse in "right to work" states. These policies are wrong for our members and wrong for our communities. We will continue to fight against these attacks aimed at working people.

CORRECTION

Our sincere apologies go out to Local 106 which is located in Moorsetown, NJ. We erroneously reported their location in the last issue of The Bolt.

Retirement Best Wishes to Margy Stein

IUE-CWA bid farewell to one of our Regional Administrative Assistants in April. After 24 years of service to the IUE-CWA, Margy Stein began a new chapter in her life. She retired effective April 30th and began a new career in the healthcare field.

Margy did an excellent job assisting our members in both the Region 7 and 8 areas. She was always willing to help the IUE-CWA in any way she could. She also worked with the Skilled Trades Program for many years and did an excellent job assisting our Skilled Trades Chairmen. Margy served her local union as



Union Steward, and was very proud to be a union member! Margy not only diligently assisted our members here at headquarters, but she also volunteered through the years on many national political campaigns on issues that affected our union brothers and sisters.

Margy is having a lot of exciting changes in her life - she has begun a new career, she is engaged and expecting is her first grandchild.

We want to take this moment to wish Margy the very best on the next chapter in her life. **Congratulations Margy and thank you for your many years of service to the IUE-CWA!**

• Find the *HIDDEN* Bolt Contest •
2 Winners will receive an IUE-CWA GRILL SET

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 an IUE-CWA Grill Set! 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!

IUE-CWA Kircher Hot/Cold Thermos Grand Prize winners:
Gerald Livingston, Waynesville, OH • Robert Reaback, San Jacinto, CA

Runners-up won:

IUE-CWA 6 in 1 Engraved Screwdrivers:

Bruce Chobot, Ware, MA • James Wright, Johnstown, NY

IUE-CWA Blue Vinyl Bag: Frances Isom, Silver Creek, MS

IUE-CWA White Bag: Gene Marozzi, Riverside, NJ

IUE-CWA Union Proud T-Shirts:

Kevin Cervoni, Schenectady, NY • Earleen James, Dayton, OH



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

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2014 IUE-CWA DIVISION MEETING



Training classes included: Health & Safety, Financial, Organizing, LEAN, Steward, and Bargaining Training as well as Political Boot Camp!

TRAINING CLASSES



YOUR LOCAL NEWS

LOCAL 780 Cibolo, TX

IUE-CWA activists celebrate the legacy of Latino Labor Leader, Cesar Chavez

On March 31 IUE-CWA members took part in the annual Cesar E. Chavez "March for Justice" in San Antonio, Texas along with thousands of other labor and community members. Cesar Chavez is a folk hero and was a leader of the labor movement, who began organizing farm workers in the 1960s. Chavez was a migrant farmer himself as a young boy, and understood first-hand the struggles that farm workers faced—extremely low-wages, dangerous working conditions, and minimal rights on the job. Chavez was inspired to organize farm workers through his experiences, and founded National Farm Workers Association (NFWA) in 1962. Chavez began to win protections for farm workers, such as a minimum wage and unemployment insurance, advocated for farm workers' right to collective bargaining. Through his work over three decades, Chavez organized and won rights for tens of thousands of farm workers across the country. He remains an inspiration to our labor movement today.

Shown below are Silvia Don, Margie Garcia, Mela Rodriguez, Louie Garcia, and Larry Don, retired members of IUE-CWA Local 780.



Local Educational Meeting • Baltimore, MD



Representative Joe Katula organized an Educational Meeting on April 2nd which included Locals 82109 and 82075 and was hosted by Local 82130. Discussions included Local issues, handling of grievances, and the importance of activating our members on other important issues, including TPP. Also discussed was the importance of Locals being fully functioning.

In attendance were IUE-CWA Rep. Joe Katula, Local 82130 President Rick O'Leary, and VP Bill Daugherty, Local 82109 President Steve Blair, Chief Steward Jason Hayes and Shop Steward Ryan Costanza. Also attending were Local 82075 President Don Harris, VP Brian Harris and Shop Steward James Scott.

LOCAL 765 • Norwood, OH

★★★ HEROES AMONG US ★★★

On April 7, 2014 Union Brother Ron Jessie suffered what appeared to be heart failure on the job, and his union brother came to his aid helping to save his life. When Ron went down 911 was called immediately! Rushing to help Ron was Ken Oberton, Joe Hunley and Darren McGeorge. With little to no pulse Ken and Darren started CPR, while Joe ran to get a defibrillator. When Joe returned he assisted with Ron's conduction,



Real Heroes: Ken Oberton, Joe Hunley and Darren McGeorge

his first responder training kicked in and he used the defibrillator to shock the heart. By the time the EMT's arrived, Ron's co-workers had him stabilized. It was later determined that Ron suffered a low blood sugar attack but his union brothers saved his life nevertheless. We are very proud of Joe, Darren and Ken they stepped up and did a wonderful and courageous act to save Ron Jessie's life. Ron, a dedicated union member for 40 years, is at home recovering and is expected to return to work soon. We all wish him a speedy recovery!

Siemens Plant in Norwood, Ohio, are proud to build large and small frame electric motors with horse power ranging from 250 to 18,000- used to run a small conveyor in large oil refineries located in the ocean.

LOCAL 135 • Lykens, PA

Terry Lenker, a member of IUE-CWA Local 135 since 1969, is very proud of his grandson, Austin Barry. Local 135 is recognizing his grandson for the project he has undertaken for the highest rank in Boy Scouting, an Eagle Scout! Austin became a member of Troop 432 in 2010 and was inducted into the Order of the Arrow in 2012. He then became a Brotherhood member in 2013 of the Wunita Gokhos Lodge.

The project that he has undertaken is the revitalization of a canoe/kayak boat launch located along the Swatara Creek in Annville, PA. By constructing retaining walls over 33 feet in length and up to 7 feet in height along both sides of the launch approach and creek bed, the erosion will be significantly reduced. The project has been funded by generous donations and discounts from many local businesses and clubs.

Austin was additionally awarded the Good Citizens Award from Pennsylvania Senator Folmer's office as well as the top achievement in Music and the President's Academic Excellence Award from Northern Lebanon Middle School. Congratulations Austin your future is bright!!

Speaking of great achievements, Austin Barry isn't the only one accomplishing impressive feats. Local 135 has been a union local for 75 years! Founded in 1939 first with the old UE, AFL-CIO and continuing today with IUE-CWA. The Reiff & Nestor employees are a proud part of our union heritage.

Congratulations to all the members of Local 135!

LOCAL 161 • Salem, VA



On April 28th, in honor of Workers' Memorial Day IUE-CWA members put up posters inside the plant and everyone wore stickers to mourn workers who have been injured or lost their lives on the job. Everyone participated, here are a few of our members paying tribute.

LOCAL 302 FW Indianapolis, IN

Huston "Hooty" Lee Stogsdill Tribute



Born February 20, 1937 in Somerset, Kentucky, Died on February 6, 2014. Hooty was a forklift driver for Best Foods (now Phoenix Brands) in Indianapolis, Indiana for 46 years and 8 months, he started at the age of 16 years old and retired in 1999

We're a small production local of only 15 employees, but many members talk of the good times they had with Hooty and mourn the loss of their brother. I've been a member of Local 302 for 3 years and have heard so many great tales of Hooty fishing, hunting and even roller-skating. It's hard to imagine working in one place for 46 years in this day and age. The friendships Hooty forged and the people's lives he has touched are quite amazing. You have to pay tribute and respect to any one that devotes 46 years at any job. I'd like everyone to take a moment and pray for his loved ones to endure their loss.

HEALTH & SAFETY



SAFETY 4 U by Debra Fisher

A special thank you to each of the local officers who participated in the health and safety training held at the IUE-CWA division meeting. When union leadership is on the same page as the membership on Health & Safety issues, the potential for real change is greatest. For those who have not yet scheduled classes please send your training request dates to dfisher@iue-cwa.org. All locals are encouraged to schedule one safety class annually. For a complete list of classes, visit the health and safety section of our IUE-CWA website. To provide more widespread workplace health and safety training, we have added three new IUE-CWA worker trainers. We are proud to introduce our newest trainers:



Sherry Heck is the president of Local 167 at Virginia Transformer in Roanoke, VA. She was there for the organizing and was a founding member of Local 167. She fondly remembers the day they became a local. In 1999

Sherry became president and still currently serves in that position. She has faced challenges and shed many tears over the years for her union sisters and brothers.

Sherry was Coalition of Labor Union Women's (CLUW) woman of the year in 2008, which was an incredible honor for her. She has served on the contract negotiation team and has been a delegate to the Virginia AFL-CIO where she served on the Constitutional Committee at the 2006 convention.

She has been through every training class that has come her way and recently completed the "Train the Trainer" program in Pittsburg PA in order to enhance her skills to teach others about safety in the work place. Sherry also has raised her beautiful niece to believe in workers' rights and to be a leader. The Union has played a critical role in her everyday life for as long as she can remember, and Sherry is looking forward to new opportunities to help others learn the importance of safety in the workplace.



Amy Moore has lived all of her life in PA. She's been active within the union for over 35 years. She cares tremendously about her local and her fellow union members as shown by her service over the years. Amy works in manufacturing at Osram Sylvania in St. Mary's, PA. Amy has been serving as a Local 101 Union Steward for over 13 years. She enjoys traveling and meeting new people. Always looking for her next adventure!

Amy is very excited about this new opportunity to serve as one of the three new IUE-CWA worker trainers for Health and Safety. Amy believes in the program and realizes the importance of safety training throughout all the IUE-CWA plants. She looks forward to making a difference and sharing helpful information that will save people from injury and maybe even save their lives.



Joseph Nguyen is President of IUE-CWA Local 84913, which represents 200 employees of RACO, a division of Hubbell Electrical Products, and their warehouse employees in South Bend, Indiana. He has served as Safety Chairman for the local since 2007. He also served as Trustee from 2006-2008, before being elected Local Vice President from 2008-2011, and then elected to Local President in 2011.

Joe had the honor of being selected for, and graduating from, the 2012 class of CWA's Minority Leadership Institute at The National Labor College.

Joe has had experience in local government campaign organizing, and his local is active with the North Central Indiana AFL-CIO and their community outreach, as well as Jobs With Justice.

**TO SCHEDULE SAFETY TRAINING
CONTACT DEBRA FISHER: dfisher@iue-cwa.org**



Who exactly is "Family" under the Family Medical Leave Act?

Passed by Congress in 1993 after advocacy by the labor movement and our allies, the Family Medical Leave Act (FMLA) was created "to balance the demands of the workplace with the needs of families" by ensuring that most American workers can take some unpaid leave to care for themselves or family members. By many accounts, it is the single most important pro-worker legislation passed since the New Deal. Although IUE-CWA's reps and stewards are well versed at helping members determine their leave entitlement under this law, some requirements are more complicated than they appear. Here are a few things you might not have known about the definition of "Family" under the FMLA:

1) The Definitions of "child," and "parent" are not as straightforward as they might appear:

Most people know that the FMLA entitles qualified workers to take up to 12 weeks of unpaid leave to care for a spouse, child, or

parent with a serious health condition. But did you know that "son," "daughter" and "parent" don't necessarily have to mean a biological parent or child? The FMLA defines a "son or daughter" broadly. It can mean biological, adopted, foster, stepchild, legal ward, or a child of a person standing in loco parentis. This broad definition reflects the lived reality of children in the United States, many of whom are cared for by someone other than their biological parent. An employee is serving in loco parentis if they actually have day-to-day responsibility for caring for a child (including financial support and/or other duties normally associated with parenthood), even if they have no legal custody of the child. If the employer asks for documentation of an "in loco parentis" relationship, such documentation may take the form of a simple statement asserting the relationship.

2) Adult Children under the FMLA Eligible employees may take time off to care

for a "son or daughter" (using the same broad definition described above) who is either under 18 years of age or is 18 years of age or older and "incapable of self-care because of a mental or physical disability" at the time FMLA leave is to commence. But what does "incapable of self-care" mean? Under the FMLA, an individual who is incapable of self-care is someone who requires active assistance or supervision in three or more activities of daily living. This can include grooming and hygiene, bathing, dressing, eating, cooking, cleaning, shopping, transportation, maintaining a residence, or using a telephone or a post office. This list is not exhaustive, and even an adult who has an impairment that is episodic or in remission, or whose disability is controlled using medication or other assistive devices, may qualify, depending on the circumstances.

3) Same-sex marriage and the FMLA With same-sex marriage now recognized

in 19 states and the District of Columbia, some members may have questions about whether they are entitled to leave under the FMLA to care for their same-sex spouse with a serious health condition. For now, the FMLA defines "spouse" by following the state law definition of marriage in the state where the worker resides. So if the employee lives in a state where same-sex marriage is recognized, and if they are legally married in that state, they are covered (even if they work in another state). However, the Department of Labor announced on June 20, 2014 a plan to change this definition to a "state of celebration" definition. Once the rule is changed, this would mean that a person in a same-sex marriage celebrated in any state where same-sex marriage is legal would be covered no matter where they live or work. Stay tuned, this change is on the horizon.

Source: dol.gov/whd/fmla/nprm-spouse

By Lela Klein
IUE-CWA Attorney



REGION 3 REPORT

by JOE GIFFI, Director

It's hard to believe we're half way through 2014 already!

Our schedules have been unusually packed with bargaining contracts in every corner of Region 3, clearly the result of everyone trying to survive the last five years of utter economic devastation. We have been rolling over contracts and creating reopener clauses for Health Care and Pensions. Those same economic pressures have caused many other situations all over Region 3 and the parts of Regions 7 & 8 that I have responsibility for, difficult issues such as sales of businesses and bankruptcy filings. We appreciate everyone's understanding and patience. We are committed to keeping up our high level of service no matter what. The good news is that most of the bargaining, although always difficult, has been successful and non-concessionary.

On the other hand we still have CBA's that it seems will never get settled, like the one at L 81381 Monroe County Social Work-

ers in Rochester, NY (Public Sector, 1100 members). As government agencies struggle with funding, this five year battle to stay whole continues. And Momentive (former GE facilities), where we have three locals, has filed for Chapter 11 Bankruptcy (Reorganization). We fought to be on the Creditor's Committee on this in order to keep an eye on our members' and retirees' benefits.

And who isn't excited about the upcoming political battles?!!! (ha! ha!, not me!) We have to fight harder than ever to keep the extremists from legislating away everything that we fought so hard to get. I know it can be annoying to get political communications, but we really need your participation where ever you can.

Here's hoping you have a safe and very enjoyable summer!!!! Below I leave you with a few photos of some of our Locals' Members.

*Fraternally,
Joe*



REGION 7 REPORT

by KEN REAM, Director

SISTERS AND BROTHER – IT'S UNION TIME! And how time flies. As I am writing this, we are preparing for the IUE-CWA Division Meeting in Orlando. I will be attending those meetings and I will be helping to teach the Steward Training class. Judging by the registrations, it looks like we will have a huge turnout. That is fantastic! I'm sure that we will all have a great time and learn a lot together.

We have been very busy lately. Nearly all of my staff are currently in contract negotiations and some of them have several going on at the same time. To give just one example, last week Howard Foshinbaur reached a tentative agreement with Local 1060 Alston Power around midnight in Danville, Illinois. He then drove some 3½ hours to be in Fort Wayne, Indiana, at 4:30 a.m. to attend all day ratification meetings for Local 963 Rea Magnet Wire. In the end, we reached new agreements at both locations. I hate to just single Howard out because all our staff do great work. As good as our staff are, however, they could not do anything without the hard work and dedication of our Local officers and members. It is you who are out there every day battling these companies to help our members work safely and take care of their families.

In addition to all of the recent contract negotiations, we have been involved in many grievance meetings, arbitrations etc. Bob Sutton just completed an arbitration concerning attendance bonuses at Local 630 Bacharach near Pittsburgh, PA. Tommy Thurston and Local 173 Energizer, Verona, VA, just completed a discharge arbitration. We are still waiting to receive the arbitrators' awards, but I think both of these Locals and Bob and Tommy did an excellent job in presenting their cases.

I have been trying to travel around to meet some of your Locals. With so many Locals, it will take some time to get to everyone. I did recently have the chance to meet Local 436 Ventra, in Ionia, MI. The officers and members of this Local are doing a tremendous job. In a short period of time, their membership has almost doubled to over 1,000 members. They hope to reach nearly 1,200 members very soon! Ventra makes chrome bumpers for the truck/automotive industry. They make the chrome bumpers for the Dodge Ram 1500s Pickup. Because of the great skills, dedication, and abilities of our members at Local 436, the plant was recently awarded the "Chrysler 2013 Launch Award." Well done, Local 436! Now, when you look into that bright shiny chrome bumper on that Ram Pickup, not only will you see your own IUE face reflecting back, you'll know that some 1,000 IUE members helped to build it. It should also be noted that Local 436 President Eric Geister is second generation IUE, Eric's father also served as president of this proud IUE-CWA Local.

Finally, don't forget that 2014 is an election year. Not only will all of our Local Union officers be up for election this fall, we also have many Congressional and Senate races that need our support. I know that we all get tired of politics, but remember, all of these hard fought grievances, negotiations, and arbitrations do not mean a thing if some politician writes a law which contradicts them. Keep up the good work Sisters and Brothers. I'm proud of each and every one of you!

*Take Care,
Ken Ream*



Local 81134 IUE-CWA Negotiating Committee at Datwyler Pharma Packing USA INC. in Pennsauken N.J. From Left to Right: Michael F. Horvath Jr. Staff Rep, Erick Freeman, John Brinkman, Joe Massaro, Tony Williams, Ruben Vargas and President John Derrickson

The Local 256

negotiating committee of; Williamstown Department of Public Works. From Left to Right are: Dave Caron, Ed Landry, and Matt Gaffey (Local Chief Steward).



Williamstown DPW is one part of amalgamated Local 256, which includes the Pittsfield Police Department Emergency Telecommunications Dispatchers, Berkshire County Sheriff's Department Dispatchers, and Town of Florida Highway Department. The Williamstown DPW Union members include all Highway Department employees, parks and Cemetery employees, Water and Sewer employees, and Transfer Station Departments. There are approximately 20 members of this unit of the amalgamated Local.

Local 386 from Gowanda Electronics, They participated in the 5k Hospice Memorial walk, they walked in memory of Mel LeBar. Pictured are



Donna Cox, Emily Hill, Mindy Kroll, Debbie Bettinger, Mary Braymiller and Marilyn Warrior from left to right.



U.S. Wealth Is Now the Most Concentrated at the Top Since 1916



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



REGION 8 REPORT

by **ROGER DEEL, Director**

Welcome Brothers and Sisters. As most all of you know, I accepted the position of Compliance Director for the IUE-CWA Division. It has been quite a challenge but I would like to use this opportunity to express my gratitude to the many, many local officers who have provided the information I requested. It is my pleasure to work with so many of you. My assignment is very specific. I must coordinate our efforts to get all Locals up to speed for the IUE-CWA's 21st Century Local program which includes becoming compliant with the "Fully Functioning Resolution" passed at the CWA Convention in 2013.

Over these last couple of months, we have established a system to record the information we get from the locals, convert it to electronic files and keep it all in one place. Our new system will allow us to better understand the needs of our locals and how we can help them. The need for the compliance position is very apparent when we see how much help some of our locals need with accounting and filing reports. Not filing reports accurately or in a timely manner as required by law may endanger the non-profit status of the Union. Failure to file, or filing late (in some cases) could also lead to financial penalties. Unfortunately, this can happen when we don't have a smooth transition of officers at election time.

A fully functioning local (as it relates to financial responsibilities), is a local that has filed their LM Reports with the Department of Labor and their 990 Forms (or its equivalent) with the IRS, and which has a well-functioning financial process in place. Each Local must have their books audited each year by Trustees, an audit committee or an accountant. A copy of the audit report must be provided to CWA as outlined in the CWA Constitution. Also, each local must have a copy of their local bylaws on file with the Department of Labor and a copy on file with CWA. If the bylaws have been amended,

a copy of the amended bylaws must be provided to the Department of Labor when the local files their LM Report.

In March, I mailed a letter to every local President requesting copies of forms required by the Department of Labor and other forms required by the Internal Revenue Service. It has come to my attention that some locals did not receive that letter, so I have included a list of the needed information below:

- A copy of the local's LM-2 or LM-3 or LM-4, whichever applies for your most recent fiscal year end
- A copy of the local's Form 990, 990EZ or the E-postcard, whichever applies for your most recent fiscal year end
- A copy of the Local By-Laws
- A copy of the Yearly Local Audit Report form signed by the person(s) who audit the books

The responsibilities of local unions and their officers are spelled out in detail in the CWA Constitution in Article XIII Section 9. You must continue to file the appropriate reports with the DOL and the IRS. We will not file them for you. We will scan the copies you send us and create an electronic file on the server here at headquarters and forward a copy to CWA for their files. Please send the information to me at:

Roger D. Deel
2701 Dryden Rd.
Dayton, OH 45439

Please call me if you need any help with any of your reports. I can be reached at 937-293-5959 or by email at rdeel@cwa.org, and we will work together to complete your forms. I may not be able to answer every question, but I am confident we can find the answer for you. I look forward to working with you.

Roger Deel
Compliance Director
Proud IUE-CWA member since 1977

Rusty Franklin, Unforgettable

Many of you have had the opportunity to meet Rusty Franklin either at one of our conferences or maybe in your plant where he worked with our LEAN High Performance Program. Rusty was a character and if you ever met him you could not forget him. He would always greet you with a smile and usually he had a story to tell you. If you ever heard Rusty speak you knew immediately that he had a passion for his work and for working people.

Rusty started his working career as a coal miner in West Virginia. He was a union member and that passion for working people became evident to the leadership

of the United Mine Workers of America (UMWA). Rusty was offered the opportunity to become an International Union Representative. He served in that position for several years before starting his own business, Partners in Progress and most recently Rusty Franklin's Consulting. As he rose through the ranks as a coal miner, union leader and labor activist Rusty endured many battles, one of which was the Pittston Strike.

His experiences and his labor



background made him a great fit for our LEAN Program. His message of understanding the need for change and working together resonated with our members because he had lived it. He understood that although we may have differences with the company most of the time if we understood what the issues were there was a way to work through the problems. Rusty was an integral part of our LEAN Program championing the cultural changes

that we have needed to be successful.

Rusty passed away on May 28, 2014. During his illness he continued to work for the IUE and during all of this, his determination to help our members and the working people of this country never wavered. Rusty was a true Trade Unionist, a friend and a part of our family. He will be dearly missed.



Thanks Rusty!

GE CONFERENCE BOARD REPORT

by **BOB SANTAMOR, Chairman**



I recently received this great report from Brian Sullivan, Business Agent for Local 301 that I would like to share with you:

The 301 Retirees Council, Officers, and Board want to thank all of those who participated in the Pensioners Demonstration. We appreciate all the support that

contributed to the largest march we have had in years. It was great to see members from Battery, Von Roll, GRC, and 273 walking side by side with retirees. We had retirees from Schenectady, Pittsfield and other GE sites marching.

In this age more than ever this company puts profit before people. They prove this fact every day with their eagerness to take back everything our retirees fought to achieve. They also do this by having a cavalier attitude toward the competitive wage scale. Long retired pensioners have to choose between medicine or food because they are trying to live on 400 dollars a month. The company thinks a 13th check once every four years remedies the problem. This company is now set on taking away post 65 medical benefits and life insurance. It would come as no shock if they would attempt to further burden us with health insurance costs as well. The amount of people outside the gate that Thursday shows we are fed up with the company's constant nickel and diming. We were successful in sending the message that we are united in this fight to better the standard of living for all of our retired members, all our active members, and their families. This is an on going struggle and the only way to make change is through unity. The only effective answer to organized greed is organized labor!!

Thank You,
Brian Sullivan
Business Agent
Local 301



NOMINATIONS & ELECTION NOTICES

IUE-CWA Local 76B FW

Nominations Date/Time: September 9, 2014, 4:00 p.m. – 6:00 p.m.
Election Date/Time: October 7, 2014, 4:00 p.m. - 7:00 p.m.
Place: IUE-CWA Local 76B FW, 87-80 Parsons Blvd., Jamaica, NY
Officers to be elected: President, Vice-President, Secretary-Treasurer, and Trustees.

IUE-CWA Local 101

Nominations Date/Time: June 10, 2014, 6:30 a.m. - 4:00 p.m. till adjournment
Election Date/Time: September 9, 2014, 6:30 a.m. - 4:00 p.m.
Place: IUE-CWA Local 101, 67 Erie Ave., St. Marys, PA
Officers to be elected: President, Vice-President, Financial Secretary, Trustees, Sergeant-at-Arms, Chief Stewards, and All Department Stewards.
Run-Off Election (if needed) Date/Time: December 23, 2014

IUE-CWA Local 103

Nominations Date/Time: October 6, 2014, 4:00 p.m. – till adjournment.
Place: VFW Post 9563, 52 Essex Ave., Bellmaur, NJ
Election Date/Time: October 14, 2014, 6:00 a.m. - 4:30 p.m.
Place: L-3 Communications, 1 Federal St., Camden, NJ
Officers to be elected: President/Business Agent, Vice-President, Secretary-Treasurer, Sergeant-at-Arms, Chairman (Shop Steward), Vice-Chairman (Shop Steward) and Trustees.

IUE-CWA Local 123

Nominations Date/Time: October 16, 2014, 5:00 p.m. – till adjournment.
Election Date/Time: TBA
Place: Hampton Inn, 1500 Easton Rd., Willow Grove, PA
Officers to be elected: President, Vice-President, Secretary-Treasurer, and (2) Trustees.

IUE-CWA Local 130

Nominations Date/Time: September 13, 2014, 2:00 p.m. – 5:00 p.m.
Place: Local 130, 1335 Linden Ave., Baltimore, MD
Election Date/Time: October 1, 2014, 6:00 a.m. - 6:00 p.m.
Place: Northrop Grumman Corp – West Bldg, 1580-A West Nursery Rd., Linthicum, MD
Officers to be elected: President, Vice-President, Recording Secretary, Secretary-Treasurer, Sergeant-at-Arms, (3) Trustees and (3) Executive Board Members.
Run-Off Election (if needed) Date: October 15, 2014

IUE-CWA Local 302 FW

Nominations Date/Time: August 26, 2014, 7:30 a.m. – 4:00 p.m.
Election Date/Time: September 30, 2014, 7:30 a.m. – 4:00 p.m.
Place: 2855 N. Franklin Rd., Indianapolis, IN
Officers to be elected: President, Vice-President, Secretary-Treasurer, and Recording Secretary.

IUE-CWA Local 320

Nominations Date/Time: October 9, 2014, 4:00 p.m. - till adjournment, 11:45 p.m. - till adjournment
Election Date/Time: November 13, 2014, 6:00 a.m. – 6:00 p.m.
Place: Local 320, 602 Old Liverpool Rd., Liverpool, NY
Officers to be elected: President/Business Agent, Vice-President, Chief Steward, Financial Secretary, Treasurer, Recording Secretary, Sergeant-at-Arms, Skilled Trades Chairperson, Skilled Trades Co-Chairperson, Skilled Trades Recording Secretary and Test Representative.
Run-Off Election (if needed) Date/Time: December 11, 2014; 6:00 a.m. – 6:00 p.m.
Place: Local 320, 602 Old Liverpool Rd., Liverpool, NY

IUE-CWA Local 427

Nominations Date/Time: September 2, 2014, 2 p.m.- 4:00 p.m. till adjournment
Place: IUE-CWA Local 427 Union Office, 155 Changebridge Road, Montville, NJ
Election Date/Time: September 18, 2014
*Check bulletin boards in each plant for time and place of elections.
Officers to be elected: President, Executive Vice-President, Financial Secretary-Treasurer, Recording Secretary, (3) Trustees, and Sergeant-at-Arms.

IUE-CWA Local 447

Nominations Date/Time: November 13, 2014; 4:00 p.m.- 4:45.m. till adjournment
Place: IUE-CWA Local 447, Washington Ave, Nutleg, N.J.
Election Date/Time: December 10, 2014, 7:00 a.m. - 4:00 p.m.
Place: 77 River Road, Clifton, N.J.
Officers to be elected: President, Vice-President, Financial Secretary, (4) Trustees, (2) Executive Board, (2) Sergeant-at-Arms, and (2) Chief Stewards.

IUE-CWA Local 455

Nominations Date/Time: October 12, 2014, 2:00 p.m. – 5:00 p.m.
Place: VFW Hall, Green Lane, Ewing Twp., NJ
Election Date/Time: November 21, 2014, 5:00 a.m. - 6:00 p.m.
Place: 2231 East State St., Trenton, NJ
Officers to be elected: President, Vice-President, Financial Secretary, Treasurer, Recording Secretary, (3) 1st, 2nd, 3rd Chief Shop Stewards, Corresponding Secretary, Negotiator, Sergeant-at-Arms, (3) Trustees, (6) Day Executive Board, (4) 2nd Shift Executive Board, and (1) 3rd Shift Executive Board.

IUE-CWA Local 612

Nominations Date/Time: September 14, 2014, 2:30 p.m. – 3:30 p.m.
Election Date/Time: October 12, 2014, 2:30 p.m. - 3:30 p.m.
Place: Firehall Training Center, 171 Rt. 6 W, Coudersport, PA
Officers to be elected: President, Vice-President, Financial Secretary-Treasurer, Recording Secretary, (3) Trustees, Chief Steward, Sergeant-at-Arms, and (3) Negotiation-Grievance Committee.

IUE-CWA Local 643

Nominations Date/Time: November 20, 2014, 7:00 p.m. – 8:00 p.m.
Election Date/Time: December 18, 2014, 8:00 a.m. - 7:00 p.m.
Place: Holiday Inn, 2750 Mossie Blvd., Monroeville, PA
Officers to be elected: President, Vice-President, Financial Secretary, Recording Secretary, Trustee(s)

IUE-CWA Local 697

Nominations Date/Time: August 6, 2014, 2:30 p.m. – 4:30 p.m.
Place: Lee's Famous Recipe, Lebanon, KY
Election Date/Time: September 10, 2014, 7:00 a.m. - 3:30 p.m.
Place: Angell Demmel, Break Area, 810 W. Main St., Lebanon, KY
Officers to be elected: President, Vice-President, Financial Secretary, Recording Secretary, Trustee, 1st Shift Chief Steward, 2nd Shift Chief Steward, and Sergeant-at-Arms.

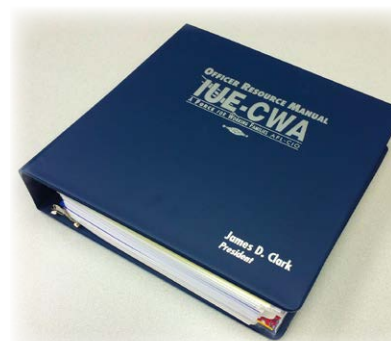
IUE-CWA Local 701

Nominations Date/Time: August 23, 2014, 10:00 a.m. – 11:00 a.m.
Place: Local 701, 1075 National Mine Dr., Madisonville, KY
Election Date/Time: September 23, 2014, 6:00 a.m. - 6:00 p.m.
Place: 3050 Nebo Road, Madisonville, KY
Officers to be elected: President, Vice-President, Secretary-Treasurer, Skilled Trades Chairman, 1st Shift Chief Steward, 2nd Shift Chief Steward, 3rd Shift Chief Steward, and (2) Trustees.

IUE-CWA Local 705

Nominations Date/Time: October 14, 2014; November 11, 2014; December 9, 2014; 2:30 p.m. – 5:30 p.m.
Place: Local 705, 243 ½ West Third St., Dover, OH
Election Date/Time: December 11, 2014, 6:30/7:30 a.m. – 2:30/3:30 p.m.
Place: General Electric, Main Conference Room, 200 W. Broadway, Dover, OH
Officers to be elected: President, Vice-President, Treasurer, Secretary, Chief Steward, Sergeant-at-Arms, and (3) Trustees.

The IUE-CWA Resource Manual Is Here To Help



All IUE-CWA Locals recently received a new and updated Officer Resource Manual from IUE Headquarters in Dayton, Ohio. The four inch binder includes a variety of materials which will help Local officers do their jobs more effectively and efficiently and help their locals take advantage of all IUE national programs and union benefits. The project of compiling the information and building the manuals was time consuming, but they should be a great resource for our Locals! If your local did not receive an Officer Resource Manual, contact IUE headquarters!

NOMINATIONS & ELECTION NOTICES

IUE-CWA Local 761

Nominations Date/Time: October 14, 2014, 12:15 p.m. - 3:15p.m. till adjournment
Place: IUE-CWA Local 761, 5153 Poplar Level Rd., Louisville, KY 40219
Election Date/Time: October 28, 2014, 5:00 a.m. - 5:00 p.m.
Place: Appliance Park, Member's Manufacturing Department, Louisville, KY 40225
Officers to be Elected: President, Vice-President/Financial Secretary, Recording Secretary, (3) Trustees, Sergeant-at-Arms, (7) Chief Stewards: Home Laundry, AP2-AP4-PSO, Dishwashers, Refrigeration, Warehouse, Skilled Trades, GE Energy Services
Run-Off Election (if needed) Date/Time: October 30, 2014; 5:00 a.m. - 5:00 p.m.
Place: Appliance Park, Member's Manufacturing Department, Louisville, KY 40225

IUE-CWA Local 755

Nominations Date/Time: October 12, 2014, 3:00 p.m. till adjournment
Election Date/Time: November 11, 2014, 5:00 a.m. - 9:00 p.m.
Place: IUE-CWA Local 755, 1675 Woodman Driver, Dayton, OH
Officers to be elected: President, Vice-President, Recording Secretary, Financial Secretary, Treasurer, (2) Trustees, and (14 at-large) Executive Board Members.

IUE-CWA Local 765

Nominations Date/Time: September 24, 2014;
B Crew: 3:00 p.m. - 4:00 p.m.; A Crew: 4:00 p.m. - 5:00 p.m.
Place: Local 705, 2360 Norwood Ave., Norwood, OH
Election Date/Time: November 4, 2014, times posted in the plant.
Place: Norwood Siemens Plant, 4620 Forest Ave., Norwood, OH
Officers to be elected: President, Vice-President, Financial Secretary-Treasurer, Recording Secretary, A Crew Chief Steward, B Crew Chief Steward, Sergeant-at-Arms, Trustees, Executive Board Members and Negotiating-Grievance Representatives.

IUE-CWA Local 775

Nominations Date/Time: GE Aviation, Crown Cork & Seal, Freedom 1st Credit Union, VisionMakers and Hawker: October 22, 2014
Nominations Date/Time: Mahle Behr Dayton L.L.C.: October 25, 2014
Election Date/Time: November 24, 2014. GE Aviation, Mahle Behr Dayton L.L.C., Freedom 1st Credit Union, VisionMakers and Hawker: 5:30 a.m. - 6:30 p.m.
Crown Cork & Seal: 5:30 a.m. - 7:30 p.m.
Place: Local 775, 150 Heid Ave., Dayton, OH
Officers to be elected: Mahle Behr Dayton L.L.C.: President (All Units), Vice President (All Units), Chief Stewart, Recording Secretary (All Unit), (2) Trustees (All Units), Sergeant-at-Arms (All Units), (3) Skilled Trades Committee (2) from Skilled Trades (1) from Production, (9) Executive Board Members, (2) Delegates for DSSMV (All Units), (2) Delegates for IUE-CWA International (All Units), (2) Delegates for District 4 (All Units). GE Aviation: Production Chief Stewart, Tech Chief Stewart, and Executive Board Member. Crown Cork & Seal: Chief Stewart, Executive Board Member. Freedom 1st Credit Union: Chief Stewart. Hawker: Chief Stewart. VisionMakers: Chief Stewart.
Run-Off Election (if needed) Date/Time: December 1, 2014. GE Aviation, Mahle Behr Dayton L.L.C., Freedom 1st Credit Union, VisionMakers and Hawker: 5:30 a.m. - 6:30 p.m. Crown Cork & Seal: 5:30 a.m. - 7:30 p.m.
Place: Local 775, 150 Heid Ave., Dayton, OH

IUE-CWA Local 800 FW

Nominations Date/Time: September 11, 2014, 7:30 p.m. - till adjournment.
Place: Local 800, 1104 Wisconsin Ave., Sheboygan, WI
Election Date/Time: Sheboygan Area, November 13, 2014, 7:00 a.m. - 8:00 p.m. Outside of Sheboygan, Elections will be held at each shop's regular monthly meeting during the month of October (check your bulletin boards for more information).
Officers to be elected: President, Vice-President, Financial Secretary, Recording Secretary, Business Agent, (2) Trustees and (2) Members-At-Larger.

NEWLY REVISED NEW MEMBER KIT/VIDEO

At the 2014 IUE Division meeting, the newly revised and updated New Member Kit was distributed to Local Presidents. The kit includes the booklet "IUE: A Proud History, A Proud Future," and a variety of information on everything from NLRB rights for members to political program and health and safety and even a booklet on parliamentary procedure. A welcome letter from President Clark is also included, as are IUE pins, magnets, and stickers for our new members. Division Meeting attendees also viewed the 2014 New Hire Video, and received a copy of the video



to use at their locals during orientation for new members. Locals not in attendance will receive a copy of the New Member Kit and Video in the mail. Because of the cost of putting the packets together, locals should only order New Member Kits when employers are actively hiring, and should not order more packets than they need.

Please give two weeks notice on ordering new hire packets, and direct any questions to Administrative Director Laura Hagan at lhagan@iue-cwa.org.

IUE-CWA Local 901

Nominations Date/Time: November 3, 2014, 1:30 p.m. - 2:15 p.m. & 3:15 p.m. - 4:00 p.m.; November 4, 2014, 7:15 a.m. - 8:00 a.m. 3rd Shifts.
Place: Local 901, 1427 Broadway, Fort Wayne, IN
Election Date/Time: December 8, 2014, 6:00 a.m. - 6:00 p.m.
Place: GE, 1101 Wall Street, Fort Wayne, IN; BAE, 2000 Taylor St., Fort Wayne, IN
Officers to be elected: President, Vice-President, Grievance Representative, Skilled Trades Grievance Representative, Secretary-Treasurer, Recording Secretary, Senior Trustee and Trustee.

IUE-CWA Local 913

Nominations Date/Time: September 19, 2014, 1:00 p.m. - 5:00 p.m.
Election Date/Time: October 7, 2014, 5:45 a.m. - 5:45 p.m.
Place: Local 913, 2015 Western Ave., Southbend, IN
Officers to be elected: President, Vice-President, Financial Secretary, Recording Secretary, Trustee, Chief Steward and Sergeant-at-Arms
Run-Off Election (if needed) Date/Time: October 28, 2014, 5:45 a.m. - 5:45 p.m.
Place: Local 913, 2015 Western Ave., Southbend, IN

IUE-CWA Local 1004

Nominations Date/Time: August 19, 2014, 7:45 a.m., 2:30 & 3:45 p.m.
Election Date/Time: September 16, 2014, 7:30 a.m. - 4:30 p.m.
Place: Local 1004, 22330 D. St., Strother Field, KS
Officers to be elected: President, Vice-President, Treasurer, Chief Steward, Sergeant-at-Arms, Negotiations Committee Member, Delegate, Delegate and Alternate Delegate.
Nominations Date/Time: October 21, 2014, 7:45am, 2:30 & 3:45 p.m.
Election Date/Time: November 18, 2014, 7:30 a.m. - 4:30 p.m.
Place: Local 1004, 22330 D. St., Strother Field, KS
Officers to be elected: Assistant Chief Steward, Assistant Chief Steward and Trustee.

IUE-CWA Local 1116

Nominations Date/Time: September 14, 2014, 9:00 a.m. - 12:00 Noon
Election Date/Time: October 12, 2014, 8:00 a.m. - 1:00 p.m.
Place: IUE-CWA Local 1116, 3002 Pear St., St. Joseph, MO
Officers to be elected: President, Vice-President, Recording Secretary, Financial Secretary, Sergeant-at-Arms, (1) Trustees, All Shift Women's Representative and All Shift Stewards.
Run-Off Election (if needed) Date: October 19, 2014

IUE-CWA Local 14430

Nominations Date/Time: October 12, 2014, 10:00 a.m. - 11:00 a.m.
Place: 6201 Joliet Road, Countryside, IL
Election Date/Time: Mail Ballot Vote, Due by November 19, 2014
Officers to be elected: President, Vice-President - IUE, Vice-President PPMWS, Secretary-Treasurer, (3) Executive Board - IUE and (2) Executive Board - PPMWS.

New Officers

Local 248 (Jericho, VT)

President: Ronald Mbegnoche • Vice-President: Gus Kline

Local 329 (Gaines, PA)

President: Doug Schloegel • Vice-President: Curtis Coates
Secretary/Treasurer: Bill Stephens
First Shift Steward: Rae Ann Dingman • Second Shift Steward: Brad Proctor

IUE-CWA: THE NEXT GEN!

Apply for the 2015 Mentorship Program

2014 marked the first year of IUE-CWA's innovative new mentorship program, which is aimed at identifying and training the next generation of union activists. This program has begun training 10 younger members, pairing them with established local leaders for a year of solidarity and labor education. The 2014 mentees come to us from a diversity of geography, work environments and backgrounds, including members from coal

country in Appalachia, right-to-work states like Mississippi and Texas, as well as from our core density in the industrial Midwest, and the Northeast. So far, the group has attended an orientation in Dayton, Ohio that included training on coalition building, labor history and basic union skills. They came together for further training at the Division meeting in Orlando. And the group stays in touch monthly on a Facebook page, as well as through phone calls with their mentors.

When Division Meeting keynote speaker Liz Schuler heard about IUE-CWA's innovative mentorship program, she was eager to meet our NextGen union activist and learn more about the program. At a special breakfast before the meeting, Ms. Schuler shared her own story of how she went from an IBEW member to the youngest ever Secretary Treasurer of the AFL-CIO. She also answered questions from the group about the AFL-CIO's plans to reinvigorate our movement, and she asked the mentees and mentors to tell her about their experiences and their lives. See photo of mentorship group at the Division meeting on front page.

IUE-CWA is currently seeking the 2015 class of 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 union events held throughout the country.



Each month, these young leaders 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 takes place in the mentee's own com-

munity through distance-learning, but on four occasions per year, the union will bring the participants together at one of IUE-CWA's many national meetings or trainings.

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 seek the endorsement of their Local (locals may endorse more than one applicant) and applications must be postmarked, emailed, or faxed by Sept 1, 2014. 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!

By Lela Klein
IUE-CWA Attorney

IUE-CWA Staff Rep's son on this season of 'MasterChef'

Tyler Viars, son of IUE-CWA Staff Representative, Todd Viars, hopes to best competitors in the network culinary competition "MasterChef!" Tyler Viars cooked a pork butt for 21 hours in Wilmington, placed it on hot bricks in a cooler, and drove it to the state capital to audition for the Fox television show "MasterChef."

"It smelled like heaven in a cooler," Viars said, referring to the moment he presented his dish.

He served the sample of smoked pork butt on top of an Ohio State University Buckeyes tablecloth with eastern Carolina sauce and Cleveland barbecue sauce in OSU shot glasses for dipping. He added a side of his homemade slaw.

"It was packed in Columbus that day," Viars said. "It's not just one audition and boom you're in. There is a lot more afterwards."

But he continued on, despite the odds, and Viars smoked his competition at the October auditions and is still in the running on the show.

His inspiration for cooking started with his mom in their home kitchen. His mother assigned him with pouring chocolate chips into cookie batter. He was notorious for creating a mess, Viars said.

Tyler gives a tremendous amount of credit to his father, Todd Viars, for instilling discipline and giving him direction—teaching him what's important. He feels he was provided a quality upbringing in a world where those are at a premium.

He graduated from Wilmington High School in 2004. He attended Auburn University in Alabama, where he "paid" for his loyalty to the Buckeyes, and received a degree in exercise science.



Viars has a dog named Gunner.

His passion is hunting and cooking what he hunts, Viars said.

"I believe in wasting nothing," he said. "I want to take food that people find not normal and make it normal."

Besides charcuterie, Viars loves barbecuing, gardening and baking.

Unlike in his home kitchen, he may not have time to sip bourbon and cook deer entrails in the kitchen, as "MasterChef" gives chefs only an hour to get their dishes done. Although Viars is a fan of "long projects," he loves the competition.

As a Wilmington resident, Viars hopes to have some fans — or "friends" — also cheer him on in the competition.

"I represent the center of our country, this is the heartland," he said. "You never forget where your roots are. This is where I started; this is where my life began. I want to make Wilmington proud."

He hopes to visit Wilmington in the future and host a culinary celebration.

"Friends" of Viars can follow him on Facebook or add him on Twitter and Instagram @mc5viars for updates about his Wilmington and "MasterChef" endeavors. Also follow Tyler's social media hashtag #cookinincamo!

Season five of "MasterChef" airs on FOX. Check your local listings and let's cheer on one of our own! I'm sure the Viars family will be thrilled to know we are rooting for Tyler!



Get Involved Now!

or there might not be anything to get involved with soon!

Get Connected.

FOLLOW on twitter: @IUE_CWAUNION
LIKE on facebook: IUE-CWA
BOOKMARK the website: iue-cwa.org
CWA Text Alert System: Text IUE to 69866



IUE-CWA Activists Attend CWA Legislative, Political, and Movement-Building Conference

IUE-CWA members gathered from around the country to participate in the 2014 CWA Legislative, Political and Movement Building Conference in Washington DC in May. The theme of this year's conference focused on **Building a Movement for Working people**. Over 400 IUE-CWA members and allies were in attendance at the conference, including coalition partners representing over 40 organizations. Keynote speakers included Reverend Benjamin Barber, leader of the North Carolina "Moral Mondays" movement, US Senator Sherrod Brown, and Former House Speaker Nancy Pelosi. IUE-CWA activists attended workshops on issues ranging from protecting voting rights, fighting back against "right to work" and working to build local coalition partnerships. The conference also included a rally against the TPP at Capitol Hill. Over 1,000 activists gathered in the pouring rain to say No to TPP and No to Fast Track. IUE-CWA members then headed to the Hill with other CWA members to lobby their members of Congress on the TPP. This activism is key to us holding this line on TPP!



Members from IUE-CWA Local 1116 joined in the "No TPP" rally. Pictured from left to right is Local President George Clinton, Vice President Jerome Shelhorn, and his son Jake Shelhorn. Jerome has a legacy of public service in his family—his father was a Missouri State Rep in 1989 and his grandfather was a Representative in 1950. They fought for the rights of working people and labor unions in the state of Missouri.



A little rain didn't stop IUE-CWA members and President Jim Clark from participating in the "NO TPP" Rally in Washington DC!

IUE-CWA members participate in "Political Boot Camp" program in Texas



IUE-CWA members across Texas have been participating in "Political Boot Camp" training sessions to build their skills and engage in political activism in their locals. Members from IUE-CWA Local 1029 in Corpus Christie participated in a training with other CWA members from their area, pictured above. These trainings will help our members get engaged in their local communities, and key political and legislative issues that affect our members and working people.

IUE-CWA members across Texas have been participating in "Political Boot Camp" training sessions to build their skills and engage in political activism in their locals. Members from IUE-CWA Local 1029 in Corpus Christie participated in a training with other CWA members from their area, pictured above. These trainings will help our members get engaged in their local communities, and key political and legislative issues that affect our members and working people.

Boot camp trainings will be held in many states leading into summer through fall.

If you are interested in learning more contact Heather Atkinson, 937-424-0683.



U.S. Transportation Secretary visits IUE-CWA Local 765 plant in Ohio

Transportation Secretary Anthony Foxx paid a visit in April to IUE-CWA Local 765's plant in Norwood Ohio to celebrate the launching of a new product line at Siemens. Members of Local 765 are building a motor that is being placed in new Amtrak locomotives on the East Coast. In the future Local 765 members hope to help build motors for new high-speed rail too. Revamping our American transportation system is a key component of not only providing high-quality public transportation in our country, but also for growing high-quality, union-rep-



Pictured above, U.S. Transportation Secretary Anthony Foxx and Local 765 President Wayne Cupp

resented manufacturing jobs. The new work at the 765 plant is a great example of the opportunity we have in the transportation sector. To promote the growth of our transportation system, and in turn, good jobs, IUE-CWA has joined the "Jobs to Move America" coalition. This group is working to build better, cleaner public transit systems, to create and retain good manufacturing jobs, and to generate opportunities for unemployed Americans like veterans, single parents, and residents of low-income neighborhoods.

RETIREE NEWS & INFORMATION

Keith Bailey • Kim Short • Larry Badgett



BEWARE OF ALEC

With Congress at a stalemate, have you ever wondered how laws are still being passed and implemented, laws that affect us every day as active or retired workers? Where do these laws come from, how are they being funded, who is going to benefit, and who are they going to hurt?

I want to tell you about an secretive organization called "ALEC." ALEC stands for American Legislative Exchange Council. ALEC is a secretive collaboration between lobbyists, big business and conservative politicians. Funded by the super-rich Koch brothers and other one-percenters, ALEC meets yearly at different plush resorts, and behind closed doors, together, they ghost-write "model" bills to be introduced in state capitols across the country. They write bills to privatize education, break unions, deregulate major industries, pass voter ID laws, privatize prisons and more.

Because of the Washington gridlock ALEC works to get the bulk of their laws introduced and passed at the state level, not at the national level. Their strategy works because many state governments are run by pro-big business conservatives (thanks to republican Gerrymandering). ALEC's agenda also includes major

tax loopholes for big industries and for the super rich. They have written laws to offshore U.S. jobs, to gut minimum wage, and weaken public health, safety and environmental protections are written and introduced to the State Legislatures, down to the last semicolon. They choose clever titles for their legislation, and most of these proposals sound as if they would be good for workers-- but they are not!! ALEC sponsored bills devastate active and retired workers.

I first heard about ALEC at the Alliance of Retired Americans Convention this year. I was blown away. I couldn't believe what I was hearing. I went back to my room and "Googled" ALEC. There is much information on the internet about how this secretive organization and its corporate and legislative power is slowly changing our country. If you get the chance, please get on your computer and look up "ALEC." It's scary! It's real and it's happening!! Remember this information in the voting booth in November! Make a stand for what's right and your rights!

Keep fighting the good fight!

Keith Bailey

THE SUMMER HEAT IS ON!

Summer is a time for more leisure activities, fun, and vacations, but health condition can be affected by summer heat. Medications, diet, exertion levels and other limitations should all be considered when you are out enjoying the summer weather.

If you are taking any medications, be sure to read your labels. Many medications indicate that you should stay out of direct sunlight or drink plenty of fluids while taking those medications. If you are on a special diet, be sure to consult your Doctor or Nutritionist and ask questions as to whether the summer heat is a factor. Other side effects and possible interactions are less obvious.

According to www.comfortkeepers.com: "Hot weather can accelerate dehydration, especially in people who are taking medications that have the side effects of fluid and electrolyte loss. Many medications, particularly antibiotics and diuretics can block the body's natural ability to cope with the sun and heat.

You should always check with a pharmacist or doctor to ensure that medications will not cause you or your loved ones to be more susceptible to heat-related problems. Also, if seniors are on a low carbohydrate diet, be sure they drink plenty of fluids, as the additional proteins in this diet can cause the body to heat up more quickly."

So as you go and enjoy family reunions, ball park or, picnics and such, please be aware of your limitations during the summer months.

Most importantly, have a safe and wonderful summer. Get out and enjoy the weather as much as you are able and if it gets too hot, snack on one of my favorite things, an old fashion Popsicle!

I am always just a phone call away so if you should have any questions or concerns, please don't hesitate to contact me!

In Solidarity,

Kim Short

Retiree Benefit Rep.



We want to send out get well wishes to Ray Oost, President of Local 808 retirees.

Ray was a long time officer of Local 808 which represented workers at the Evansville, Indiana Whirlpool refrigeration plant, holding a variety of offices within the Local Union. In 1998 he was appointed to the position of Southwestern Indiana United Way Labor Liaison. In Ray's job with United Way he assisted local unions with retraining issues, unemployment insurance assistance, worker compensation assistance, strike assistance, counseling assistance for union members and helped coordinate the labor part of the annual United Way campaign. In 2009 Ray retired from United Way and from Whirlpool and became active in the Local 808 Retiree organization. Ray was elected President of the Local 808 retirees at the end of 2011 and still serves in that position."

IUE-CWA 2014 RETIREE HEALTH FAIR

On Wednesday, June 4, 2014, the IUE-CWA sponsored a Retiree health fair in Dayton, Ohio from 10 a.m. - 2 p.m.. The event took place outside at the Dayton History Museum, under a huge tent. The weather wasn't agreeable; it rained during most of event. Despite the rain, the event was a success. We had forty-four health care vendors, and we offered number of different health screenings for our retired members. Over six hundred retirees from Ohio, Indiana and Kentucky attended. All of the vendors and two of our larger Day-

ton IUE-CWA Locals supported the event either financially or with door prizes. Everyone was eligible for the door prize drawings, but retirees who are members of the Retired Member Program and who pay the three dollars per month retiree union dues were eligible for the more valuable prizes. It was a great turn out for a gloomy day. **If you have a large number of IUE retirees in your area and are interested in helping plan a health fair, contact IUE Retiree Coordinator Keith Bailey at 937-224-5219.**



On Medicare? Important Hospital Stay Information!

People on Medicare who spend one or two nights in the hospital are finding out, and often too late, that they weren't really "admitted" to the hospital. This can be a costly discovery. Even though they were in a bed in a hospital room, the hospital may have categorized them as being there for "observation," rather than being formally "admitted." This is costly because Medicare might not pay the tab for a rehab facility or a nursing home, even if a physician releases the patient to an outside facility to recover from a fall or stroke. Or Medicare might not pay for a visiting nurse when the patient goes home. To get full benefits from Medicare after hospitalization, patients must be admitted as "inpatients" for at least three midnights (this is called the "three night rule") and any nights spent under observation do not count. According to the Medicare website, "If you're in the hospital more than a few hours, you or a family member should always ask your doctor or the hospital staff if you're an inpatient or an outpatient. Make sure to ask each day during your stay." There are many reasons that hospitals use "observation" instead of admitting people (some of them are good reasons that benefit patients and some of them are simply cost savings) and hospitals' use of observation status is rising. Please be aware! It is critical to know your patient status during any hospital stay. Being "observed" but not admitted may lead to high and unexpected charges for which patients are responsible. As Medicare warns on its website: "Find out if you're an inpatient or an outpatient--it affects what you pay."

IUE-CWA

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