

IUE-CWA NEWS

THE BOLT

VOLUME 66 ISSUE 3 • FALL EDITION 2015

DIVISION NEWS



PRESIDENT'S REPORT

IUE-CWA Brothers and Sisters, I want to express my gratitude to the many local officers who traveled to Detroit, Michigan for the 2015 IUE-CWA Conference and CWA Convention. Taking part in the democratic processes of the union is a big part of being a local officer. We had an energetic and informative IUE-CWA meeting in Detroit, and guest speaker Danny Glover was a big hit! The meeting was followed by a training day, and I was pleased to see that most of our IUE officers attended the training. I am very proud to again be serving a four year term as President of IUE-CWA, and once again I will rededicate myself to keeping IUE strong, servicing our locals, and growing our numbers.

Organizing in the current political and legislative environment in the U.S. is not easy, but it wasn't easy for the early trade unionists who created our movement, either. Despite the barriers, we must continue to strive to bring the benefits of collective bargaining to more workers in the U.S. Having union density makes our communities stronger, our families more secure, and our strength at the bargaining table and in the political process stronger. It's no secret that the decline of the American middle class and the decline of union membership are directly related. And it's no secret that unionization is the key to regaining a strong middle-class in this country—and the key to fixing our economy. If you or a family member know of a workplace that needs a union, contact your local officers and let them know! If you have a contact at a local workplace, give that contact information to contact your local officers.

All IUE-CWA staff representatives are currently working with Local officers to help get organizing campaigns started to grow and strengthen our existing locals.

As part of our continuing emphasis on training, we held two Steward training classes in the late summer, one in Indiana and one in Pennsylvania. We have continued to grow our Energy Treasure Hunt and Lean teams, to give our locals resources which can keep their jobs safely in the U.S. without sacrificing worker health and safety. Our Mentorship and Diversity programs are both moving forward, getting more of our membership engaged, and training the next generation of Union Activists. In this edition of the Bolt, you will see information on our 2016 Scholarships, which include our new Peter Mitchell Scholarship for budding legal scholars, and you have an opportunity to design a new IUE-CWA poster that will hang

in Union halls around the country. The winner of the poster contest will also get an all-expenses paid trip to the Division meeting in Orlando in June of 2016.

YOU are the Union, so do what you can to get involved at your local and in your community to make a difference! Remember – change happens one person at a time. As we approach the holidays, remember to buy union, be safe, and support one another.

In Unity,

James D. Clark
President

IUE-CWA Supports IndustriALL Global Action to STOP Precarious Work!



Taking the battle to governments and employers,

Unions all over the world are in the frontlines of the battle against precarious work. What is Precarious Work? Precarious work is when companies replace their full-time workforces with temporary, part-time, agency and on-call workers—and it is happening at a frightening rate. Under pressure from multi-national corporations, governments are bringing in legislation that makes it easier for companies to rely

on precarious forms of employment rather than employing a stable and secure workforce. Using precarious work is also a good way for employers to bust a union and circumvent employment laws. The best way to prevent precarious work from undermining wages and destroying hard won employment rights is to stop it in its tracks! Unions worldwide are taking the fight to governments and employers and demanding changes: Legislation that protects workers and their rights from being undermined • Collective agreements that ban the use of precarious work or put defined limits on it • Respect for and enforcement of labor rights – for all workers--everywhere!

On October 7, the World Day for Decent Work, join the global union fight against the spread of precarious work. Together we can STOP Precarious Work and protect good Union jobs! Share information on Facebook, call your congressional representative, let companies whose products you buy know that you do NOT want them to use Precarious Work in their supply chain! Watch our Facebook page for more information.



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Edward L. Fire

December 3, 1936 -- July 1, 2015

On July 1st of this year, the labor movement lost a great leader, and I lost a dear friend. Many people will remember Ed for his many years of service to IUE-CWA, as President of Local 717, as Secretary-Treasurer and then President of District 7, as Chairman of the IUE-GM Conference Board, and as Secretary-Treasurer and later President of the International IUE. They will recall his organizing efforts which brought Packard into the IUE, his political action efforts ranging from the campaign of Lyndon Johnson to those of Bill Clinton and Ohio Senator Sherrod Brown, and his leadership during the merger with CWA. His family will remember him as a loving and committed husband and father of three sons, two grand-daughters and three grandsons. Those of us who knew and worked closely with Ed will remember him as a true friend, a committed activist, and a charismatic and inspiring leader. I can honestly say that I would never have become President of IUE-CWA without Ed as my mentor, and because of Ed, I fully understand the value of mentoring the next generation of leaders. I will miss Ed Fire--his passion, his knowledge, his sense of humor. I was lucky to have Ed Fire in my life, and IUE-CWA was lucky to have Ed Fire at the helm. We will not forget his service and his friendship.

James D. Clark
President

Let your
voice
be
heard

CWA has established a website for members to make their views known about the candidates running for President of the United States, in order to determine whether and how our union will endorse a Presidential candidate.

Please take the time to go to this site cwavotes.org by early December, read the information about the candidates and express your opinion!

IUE-CWA 2016-2017 Scholarship Opportunities

IUE-CWA awards eighteen scholarships annually ranging from \$1,000 to \$5,000. Details for the scholarship program for the 2016-17 academic year will be posted on our website in October. Applications will only be accepted online at www.iue-cwa.org. The web-site will open up the application process on October 15, 2015 and the deadline will be January 31, 2016 at midnight (EST). All of the scholarships will operate independently from any local or CWA scholarship program. Scholarships will be awarded for one year. The scholarships will be awarded without regard to race, sex, creed, color, age, or national origin. Please read the scholarship rules at IUE-CWA.org. The information is located under the 'Member Resources' tab. You will find complete information and instructions on the application process, the required essay, as well as how to determine eligibility for children and grandchildren.

ELECTION NOTICE

IUE-CWA Local 201
Officer to be elected: Business Agent
Nominations Date/Time: Wed., October 7, 2015 12:00 PM through Fri., October 16, 2015 5:00 PM.; 50+ certified signatures from dues paying members. Election Date: Thurs., Nov. 19, 2015, 6am to 5pm. Place: 201 Union Hall, 112 Exchange St., Lynn, MA; GE Auditorium, 1000 Western Ave., Lynn, MA; Avis/Budget: Logan Airport, 15 Transportation Way, Boston, MA.

NEW OFFICERS

Local 1020 (87020)
Denver, CO
President: Shane McCullan
Vice President: Steve Brennan
Financial Secretary: Matt Gallop
Chief Steward: Randy Thomas

• Find the *HIDDEN* Bolt Contest • 2 Winners will receive IUE-CWA Windbreakers

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! Deadline for submissions is November 20th.

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 Grill Set Winners:

- Peggy Slagle, Bluffton, IN • Willie Mae Jenkins, Jackson, MS •

Runners up won:

6-in-1 Engraved Screwdriver:

- Judy Rice, Bluffton, IN • Vernon Bush, Nabb, IN •
- Daniel Gillespie, Ridgway, PA •

Union-Proud T-shirt:

- Paul Podraza, Spotswood, NJ • Barbara Fugate, Springboro, OH •
- Craig Evers, Miamisburg, OH •

A FORCE FOR WORKING FAMILIES AFL-CIO

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

<p>JIM CLARK <i>President</i></p>	<p>ROGER DEEL <i>Compliance Director</i></p> <p>PENNY FRANKLIN <i>At-Large, Region 7</i></p> <p>JOE GIFFI <i>Director, Region 3</i></p> <p>TONY HAYS <i>At-Large, Region 8</i></p>	<p>JOHN LEWIS <i>Chairman of the Trustee</i></p> <p>BOB SANTAMOOR <i>Chairman, GE and Aerospace Conference Board</i></p> <p>BRIAN SULLIVAN <i>At-Large, Region 3</i></p> <p>KEN REAM <i>Director, Region 7</i></p>
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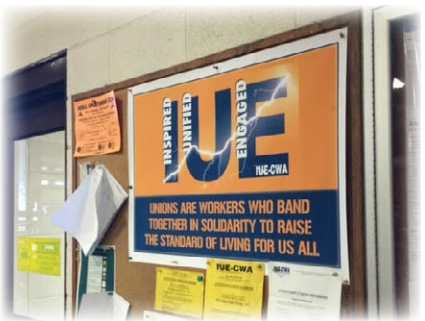
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2015 IUE-CWA Conference



IUE-CWA Poster Contest

Help us design a new IUE-CWA Poster! Contest is open to IUE members and their immediate families. The design (in color or black and white) should focus on one or more of the following: the spirit of IUE and the labor movement in general, IUE history, IUE workers/membership. "IUE-CWA" should be visible on the poster. Create your design on an unlined 8 1/2 x 11 piece of paper and mail with your Local number and contact information to [IUE Poster Contest, 2701 Dryden Rd. Dayton, OH 45439](mailto:IUE-Poster-Contest@iue-cwa.org). The winner of the contest will have their poster reproduced for all IUE Locals and will receive an IUE-CWA windbreaker and an all expenses paid trip to our 2016 Division meeting in Orlando, Florida. Two runners-up will receive IUE-CWA windbreakers and honorable mention at our Orlando Conference. All submitted entries become the property of IUE-CWA.



IUE-CWA Activist Honored

IUE-CWA is very proud to report that former IUE-CWA District 11 Secretary-Treasurer Jaime Martinez was honored in San Antonio this past April for his many years of activism on behalf of low-income communities in San Antonio and working class citizens across the nation. The city officially renamed Alta Vista Street to Jaime P. Martinez Place

"Alta Vista is where it all started," said Martinez, 69. "My dreams, aspirations, and where I was first mentored by my grandparents, who both very much loved America and their West Side neighborhood."

Born in 1946, Jaime Martinez grew up in San Antonio, Texas, where he joined IUE Local 780 in 1966. He served on the IUE executive board as secretary treasurer for IUE District 11, the first Mexican American at the national level. He served as first vice president for the Central Labor Council of the AFL-CIO and as president of the national Labor Council of Latin American Advancement (LCLAA). He is founder and president of League of



United Latin American Citizens (LULAC) Council #4626 in San Antonio. He was appointed National Chairperson of the Immigration Committee for LCLAA in 2001 and Labor Advisor to the national LULAC, and in 2004 he was elected treasurer of LULAC at the national level.

Jaime's grandparents taught him the power of political activism. He took the path of labor rights, embracing the power of Latino-led unions in the 1960s. It was also then that he met and worked with Cesar Chávez. One of the highlights of his 50-year activist journey includes being an organizer of the Latino Civil Rights March in 1996, which drew more than 200,000 people to Washington, D.C.

Many special guests from all over the country flew into San Antonio for the street naming ceremony.

"It was a very special day for our family to be able to witness my father's lifetime work be recognized," said Ernest Martinez. "I was especially moved the first time I saw the street sign."



REGION 3 REPORT

by JOE GIFFI, Director

Well, it's already Fall! I hope everyone enjoyed the short, hot summer! **Much** hotter in the West!

Since our last *Bolt*, my locals have experienced a higher than normal first try ratification of their newly negotiated Collective Bargaining Agreements. I attribute most of this to President Clark's much greater allocation of resources to training. Our Staff and Local Bargaining Committees have developed a tremendous amount of expertise, skills, and understanding of issues--more so than they have ever have. It shows in the settlements of CBA's, grievances, and other issues.

We are all very proud and thankful for these Officers, their accomplishments, and to President Clark for his support and foresight. We strongly encourage Locals to participate in as much training and for as many new participants as possible. It is the best way to be able to represent our members to the fullest extent.

With the reelection of IUE-CWA President Jim Clark, we can expect nothing less than his relentless efforts to improve the IUE-CWA, the CWA, and the entire Labor movement in general. Thanks Jim, we're all ready to keep it going!!

We also have a new CWA President in Chris Shelton. We in Region 3 are very familiar with Chris as he was the CWA District 1 VP. We look forward to his continued

leadership of the entire CWA being as great as his leadership of District 1. Chris has always displayed a full understanding of Local Union and individual members' needs.

And let's not forget the whole next year we have to look forward to of National Presidential election politicking!!!! Oh boy!!!! Although Donald Trump is not everyone's cup of tea, he sure is making it fun to watch. If he weren't in the mix, it would be the same old rhetoric over and over. In any event we all pray for a great new leader that will look out for the Working People.

Over the next six months, President Clark and our Executive Council will be working on more progressive ideas, including more training, more efficient representation, and growing the IUE-CWA Division. We are very excited about our future goals and can't wait to firm things up and roll them out--stay tuned!!

Lastly with all the Holidays coming up, please keep safety at the top of your thoughts. These days bring high stress to many people. We hope everyone gets to enjoy this time of year and most of all remember to "pass it forward."

Best wishes to all,
Fraternally,
Joe



▲ On May, 19, 2015 over 30 attendees from three Locals (313, 311, 323) attended training classes run by Regional Director Ken Ream and Staff Rep Mike Rusinek at the Local 313 Union Hall.

In a Joint Union/Management Program with Momentive (GE spinoff) here are our new International Union appointed Health & Safety Reps L 359 Darryl Houshower and L 380 Monica Jesmain.



REGION 7 REPORT

by KEN REAM, Director

SISTERS and BROTHERS – IT'S UNION TIME! Fall is upon us and in the words of the Starks: "Winter is coming!" Where did the time go? At the last printing, we were preparing for the IUE-CWA Division Meeting/ CWA Convention. Except for a little "glitch" in the system during the CWA election process (to err is human; to really mess things up takes a computer), the meetings and Convention went very well. On a personal note, I had the honor of presiding over the IUE election where the delegates re-elected President Clark for 4 more years! CWA delegates elected Chris Shelton as the new CWA President. Under the leadership of Presidents Shelton and Clark, this Union is in good hands!

Summer is normally a slower time for Unions; however, this year, that was not the case. Our staff and Locals negotiated a number of new contracts. We don't have the space to list them all, but to the Locals and officers who won a new contract, congratulations on a job well done!

I also had the pleasure of doing Steward Training in Indiana and Pennsylvania. More than 140 officers and stewards attended the training classes. The attendance and participation was tremendous! We also had excellent presentations on FMLA by IUE General Counsel, Lela Klein and new IUE attorney, Ken Page. Health & Safety Coordinator, Debra Fisher also gave a great presentation at the PA class regarding health and safety programs. Thank you to everyone who attended. I really enjoyed it.

It is with a very sad heart that I report the loss of a long-time Union Sister, Wanda Holbrook, from a work related incident in July. Wanda was a Union member at Local 436 FW – Ventra, Ionia, MI. Our thoughts and prayers are with Wanda's family, friends, and fellow members at Local 436. She will be missed. Wanda's passing emphasizes that the work site can be a very dangerous place. As Union members and leaders, it is paramount that we work safely and ensure that our employers provide a safe work environment. President Clark instituted the Health and Safety program in the IUE and appointed Debra Fisher as the coordinator. If your Local needs any help, Debra can be reached at the Dayton office.

In other sad news, we recently were informed that Alstom Power is closing its Danville, IL facility represented by Local 1060. Local President Brian Nale and his committee ne-

gotiated a very good severance agreement for their members, but that does not begin to compensate for the lost jobs that those members worked hard to create. We also were recently informed that the Harris Corporation (formerly Exelis and ITT) is closing its Fort Wayne, IN facility represented by Local 999, also a long time IUE facility, originally chartered in 1955. As of this writing, President Brenda Jones and her team are trying hard to negotiate a decent severance agreement with Harris. Best wishes to all of our members



Pennsylvania Steward Training

at both Locals. The closings of these and far too many other facilities show the devastation of Corporate greed. We must keep fighting against that greed and bad trade agreements like the TPP, which line the pockets of corporate tycoons and ship good jobs overseas. Also, with the loss of these and other good paying Union jobs, it is important that we go out and organize the unorganized. If we do not organize other workers into the Union, simply put, Unionism in America will die and greedy corporate tycoons will dance on our graves. With this in mind, President Clark and the Directors have instructed our staff to encourage the Locals to get more involved in organizing. Please work with your staff to try to find legitimate organizing targets. I think we all know someone, working somewhere who really needs a Union. Let's do our best to get them one!

I also wanted to give a quick shout out to Billy Palmer, President of Local 22B (our brewery guys!). Billy took food and refreshments to the Steelworkers on strike at ATI Steel in Pittsburgh (Go Steelers). Way to go Billy. I know that many of our Locals have given similar support. Good for you! That is the kind of unity that helps to keep us strong.

One last bittersweet item: Long time IUE Staff Rep., Gary McGuire has announced that he intends to retire in October. Gary has been a proud IUE member for over 40 years, and he has helped to organize and service many of our Locals. He is not only a very experienced, knowledgeable, and bulldog of a staff rep., he is also a very good friend. I know I will miss him and I'm sure that many of you will also. Gary, best wishes! I hope that you have a long and healthy retirement.

Take Care Until next time
Ken



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

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



COMPLIANCE REPORT

by **ROGER DEEL, Director**

Hello, Brothers and Sisters of IUE-CWA. It's hard to believe that the fiscal year has ended for our locals. This year has gone by quickly, but I did have the opportunity to work with so many of you for the first time. Thank you for all your cooperation and patience. I truly appreciate your help during this first full year of our IUE-CWA 21st Century Local Union program. It has been quite a learning curve as we discovered numerous problems.

Currently, the Department of Labor is considering a rule change that will require all LM Reports to be completed online. That change may be troubling for some of our IUE-CWA locals. We also still have a few locals with problems concerning their tax exempt status with IRS. We also have some locals with various Department of Labor issues. Generally, we've made a great deal of progress in since the beginning in 2014. Working together, we continue toward resolution on most of the remaining issues. As always, our objective is to keep all our locals compliant with government regulations and with the CWA Constitution.

As you read this column, October 1st began a new fiscal year for most of our IUE-CWA locals. Obviously, that means the LM Report and Form 990 are due for the fiscal year that just ended. Please remember that the Department of Labor requires LM Reports to be filed within 90 days after the last day of the fiscal year. It also means that the

appropriate version of Form 990, (the 990-N e-postcard or Form 990-EZ) is due shortly thereafter. I encourage every local to file IRS Form 990 at the same time you file the LM Report so you don't forget to complete it later.

In addition to the LM Report and Form 990, every local union MUST have their financial records audited at least annually. That audit can be done by Local Trustees or by an Audit Committee.

In October, every IUE-CWA local will receive a letter from me requesting a copy of the most recent LM and 990 forms. For your convenience, that letter will include a blank copy of the Yearly Audit Form. Obviously, file the original forms with the DOL and the IRS. Please send a signed copy of the Yearly Audit Form to me, along with copies of the completed LM and 990 forms. Please call me if you need help. My role as Compliance Director is to help you meet these obligations.

Call me if you need any help with any of these forms. 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 • IUE-CWA Division
Proud member of IUE-CWA since 1977



GE CONFERENCE BOARD REPORT

by **BOB SANTAMOORE, Chairman**

This month I would like to use my space in The Bolt to share this update from Local 161 in Salem, Virginia as reported by Joseph Noojin, Local 161 President.

IUE-CWA Local 161 from the General Electric Plant in Salem, VA participated in this year's Labor Day Parade. The parade began at 11 a.m. in Southwest Roanoke at the corner of Third Street and Campbell Avenue and ended about 25 minutes later as the last of 50 participants cruised through the Roanoke City Market. Our float received the "Best Float" trophy this year! Thanks to each of our union members and retirees for their continued support and encouragement.



This yearly event is also a time when all members and retirees of area labor unions can come together and feel the camaraderie. It is a warm and inviting event, as we proudly display our t-shirts, signs and messages down the streets of Roanoke City together. Our unity and strength could be seen by all who smiled and waved back at us.

We would like to thank all of our Union Brothers and Sisters, our United States Military, Law Enforcement, EMS, Firefighters and first responders for all of their hard work and dedication and for coming out to support the working class.

We are a nation which will overcome doubts and obstacles; this is what makes Americans shine. America will always work when we work together.

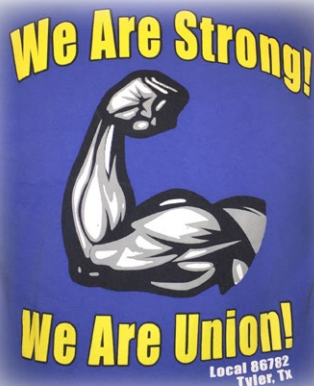
In God We Trust.
With respect to Local 161,
Joseph Noojin

This year's festivities were a celebration of the working people and a tribute to the contributions that workers have made to the strength, prosperity, and well being of our country. Many took the opportunity to send a message to the public about workers' rights, fair wages and the successes of local unions. IUE is committed to giving workers a strong and vocal voice in the political process.

Modern Day Rosie the Rivitors



Members from Local 765 and CWA 7304 were honored as "Modern Day Rosie the Rivitors" at an event recognizing the work of women in transit manufacturing. The women were photographed by a Pulitzer Prize winning photographer in their workplaces, where they build traction motors for high speed locomotives for Siemens, and buses for New Flyer. The photos were displayed in LA's historic Union Station and at an event attended by former Secretary of Labor Hilda Solis and California Speaker of the House Toni Atkins.



Show Us Your Tees!

Union pride is what makes the IUE-CWA strong and keeps us moving forward! Each month we will feature a photo of an IUE member sporting their local union t-shirt. Send us a photo of members wearing their union t-shirts! Be sure the photos are clear and in-focus,

Send your photos to: thebolt@iue-cwa.org

Sister Paula Taylor of Local 782, Tyler, Texas sent us this great Tee. Thanks Paula for sharing your union pride! Paula will receive an IUE-CWA Cooler Bag for sending in her picture! What are you waiting for? Send in yours and win an IUE-CWA Cooler Bag too!

BIG NEWS FOR UNION MEMBERS



EARN UNLIMITED
1.5% CASH REWARDS
ON EVERY PURCHASE

CREDIT CARDS DESIGNED FOR HARD-WORKING UNION MEMBERS

The Union Plus Credit Card program is one of the 40 Union Plus programs designed to meet the needs of hard-working union members. With the Cash Rewards Card earn unlimited, no-hassle, 1.5% cash rewards on every purchase. After just 3 months as a cardholder, you may be eligible for unique assistance grants* in times of need. This card comes with:

- ✓ Assistance benefits for eligible cardholders, including job loss, strike, disability and hospital grants*
- ✓ 24/7 U.S.-based customer service
- ✓ Low intro APR for 12 months
- ✓ Competitive rates
- ✓ \$0 fraud liability if your card is lost or stolen

Get the full details at UnionCardApply.com
or call 1-800-522-4000

*Certain restrictions, limitations, and qualifications apply to these grants. Additional information and eligibility criteria can be obtained at UnionPlus.org/Assistance. Another card option is available. Credit approval required. Terms & Conditions apply. Union Plus Credit Cards issued by Capital One, N.A. The MasterCard Brand Mark is a registered trademark of MasterCard International Incorporated.

2015 IUE SCHOLARSHIP WINNERS

Haley Zorger

Paul Jennings
\$3,000
Neuroscience
Ursinus College

"I would like to make people more aware of the effects of mental illness and how they are more common than most people believe."

Daughter of Robert Zorger Jr.
L-3 Communications
IUE-CWA Local 123
Jenkintown, PA



Taylor York

Sal Ingrassia
\$2,500
Physical Therapy
Clark State Community College

"..the labor movement has meant safety and stability for my parents and myself."

Daughter of Tracy York
Emerson Climate Technologies
IUE-CWA Local 725
Sidney, OH



Mackenzie Sorrels

Bruce Van Ess
\$2,500
Social Work
Owensboro Community and Technical College

"..knowing I can make a difference in many people's lives in my community is my 'rich' reward."

Daughter of James Sorrels
General Electric
IUE-CWA Local 701
Madisonville, KY



Brianna Tabor

David Fitzmaurice
\$2,000
Food Science and Technology
Virginia Tech

"Upon completion of this Bachelor's Degree, I will apply to Medical School to obtain a Doctoral Degree in Dermatology."

Daughter of Keith Tabor
Joy Mining Machinery
IUE-CWA Local 647
Bluefield, VA



Brooke Ostapovich

George Hutchens
\$1,500
Arts & Sciences
Gloucester County College

"Having my own bakery is something I have dreamed about since I was a child."

Daughter of Stuart Ostapovich
Lockheed Martin
IUE-CWA Local 106
Moorestown, NJ

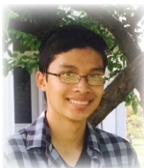


Jerasak Manivong

Robert Livingston
\$1,500
Mechanical Engineering
University at Buffalo

"...the entire core of the labor movement is helping out and protecting the common interest for the people..."

Son of Nouxone Manivong
Alstom Signaling Inc.
IUE-CWA Local 323
Rochester, NY



Jessi McConaghy

George Hutchens
\$1,500
Master's of Science in Nursing
Gwynedd Mercy University

"If there were no labor movement, I might not have been able to go to undergraduate school or continue onto my graduate degree in nursing."

Daughter of Donald McConaghy
Lockheed Martin
IUE-CWA Local 106
Moorestown, NJ



Danilo Rubio

Willie Rudd
\$1,000
Mathematics: Statistics
TCNJ The College of New Jersey

"Personally, I believe that great individuals make those around them great as well."

Son of Omar Rubio
Datwyler Pharma Packaging USA Inc.
IUE-CWA Local 134
Bellmawr, NJ



Matthew Popso

James B. Carey
\$1,000
Accounting
Rowan College at Burlington County

"Working with a team to solve complex problems and ideas sounds like something I would really enjoy doing."

Son of Raymond Popso
Datwyler Pharma Packaging
IUE-CWA Local 134
Bellmawr, NJ



Gabrielle Hubbard

James B. Carey
\$1,000
Public Health
Slippery Rock University

"I hope to one day travel to an area in need of medical care and provide vaccinations, food, and clean water to such communities."

Granddaughter of Irving Hubbard (retired) Valeo
IUE-CWA Closed Local 509
Rochester, NY



Zachary Dossett

James B. Carey
\$1,000
Finance Management
Western Kentucky University

"..pursuing my passion will allow me to help aid small businesses with their investments and to help provide local employment..."

Son of David Dossett
General Electric
IUE-CWA Local 859
Evansville, IN



Bridger Kowalczyk

James B. Carey
\$1,000
Chemical Engineering
Youngstown State University

"Unions are tremendously important for the fair treatment of employees of a multitude of job titles as I can see everywhere in my family."

Grandson of Lucia Kowalczyk
Retired
IUE-CWA Local 717
Warren, OH



Alysha Hardy

James B. Carey
\$1,000
Equine Race Management
Morrisville State College

"...my family has taught me that working in an environment with a union is much better than working in one without a union."

Granddaughter of Michael Allen
General Electric
IUE-CWA Local 201
Lynn, MA



Sean Williams

James B. Carey
\$1,000
Music Technology
Duquesne University

"Because of the labor movement, my father is able to work a job in a factory and still have time for me and my brothers."

Son of Ross Williams
CCL Container
IUE-CWA Local 648
Hermitage, PA



Riann Rohn

James B. Carey
\$1,000
Human Biology / Pre-Med
Michigan State University

"...the labor movement protects our common workers. It is vital and necessary."

Daughter of Jonathan Rohn
Ventra Ionia
IUE-CWA Local 436A FW
Ionia, MI



Michael Dippold II

James B. Carey
\$1,000
Welding & Fabrication
Engineering Technologies
Pennsylvania College of Technology

"I definitely hope that my future employment will include membership in a labor union, for unions have ensured life-enhancing salaries and benefits for millions."

Son of Michael Dippold
Osram Sylvania
IUE-CWA Local 101
St. Mary's, PA



Jordan Lyle

James B. Carey
\$1,000
Dentistry
Wright State University

"My career goals are simple, I want to succeed. I want to be an asset to my career. I aspire to be great at what I do."

Son of Phyllis Williams
Mahle Behr
IUE-CWA Local 775
Dayton, OH



James Pheasant

Circle W
\$400
Civil Engineering
Fairmont State University

"A Civil Engineer is one who works for the good of the people to make this nation better structurally."

Awarded At-Large



Baylee Abbott

Circle W
\$400
Engineering
West Virginia University

"The labor movement means so much to me as a young woman wishing to pursue a career in a male dominant field."

Granddaughter of Ralph Parrish
Phillips Lighting
Retired Member
of Closed Local 627
Fairmont, WV



Kara Bennett

Circle W
\$400
Music Education
West Virginia University

"I have the ability to protest what I feel is not right, and the Labor Movement is a constant reminder of this."

Granddaughter of Dianne Welch
Phillips Lighting
Retired Member
of Closed Local 627
Fairmont, WV



HEALTH & SAFETY

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



Providing a Strong Voice for Safety

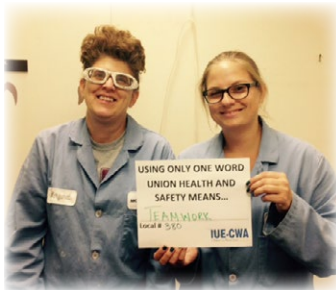
In 2014, Union and Company Leaders bargained to improve the focus on the safety culture at Momentive Performance Materials in Waterford, NY. On site, Local 380 represents quality control and research lab techs; Local 359 represents the hourly plant workforce.

Labor and management agreed safety must be a core value and the challenge is sustaining efforts to assure safety goals are achieved – especially when confronted with financial commitments, time restraints and variable priorities.

Recognizing safety as a value was the first step in attaining a strategic company safety plan and local contract language for both Local 380 & Local 359.

Over the past year, a joint safety manage-

ment process has been developed including a full-time Union Health & Safety Representative for each Local who are part of the Environmental Health & Safety Department at Momentive.



Monica Jesmain is the Local 380 Union H&S Representative and Darryl Houshower is the Local 359 Union H&S Representative. Both are proving to be invaluable assets to the Momentive EHS department.

Monica and Darryl work with members

to address any health and safety issues, represent the concerns of those members, and respond on their behalf by providing knowledge, insight and resources that will ultimately enhance the plant safety culture. These union safety representatives provide a strong voice for their members and workplace.

Also, a Joint Union-Management Health & Safety Steering Committee has been formed to address the overall culture and safety of the Waterford facility. This Steering Committee has chartered numerous safety subcommittees: Injury Reporting, Employee Engagement, Tool Box Safety Talks, Personal Protective Equipment, and Exposure Reduction. Each joint subcommittee has a specific purpose, and ultimately will involve all to improve the workplace safety culture.

A Victory for Unions and Temp Workers!

“Indirect Control” Now Enough to Establish “Joint-Employer” Status

By Casey Whitten-Amadon, IUE-CWA Legal Dept.

On August 27, 2015 the NLRB issued a decision, *Browning-Ferris Indus.*, changing its joint-employer standard to a more worker-friendly standard (the same one they used prior to 1984). The Board held in a 3-2 decision that *Browning-Ferris (BFI)* was a joint employer of workers from *Leadpoint*, a staffing agency that supplies temps to sort garbage and recyclable materials at the BFI facility.¹

IUE-CWA President Jim Clark welcomed this news, stating, that “Employers will no longer be able to contract out bargaining unit work and then prevent temporary workers from bargaining by claiming that they have no employment relationship. This decision makes it easier for temporary workers to earn rights and benefits through the bargaining process, and harder for employers to exploit temps to undermine our strength and unity.” Many employer representatives are furious as this closed a common loop-

hole to avoid the obligations and rights that employees have under the law.

Prior to this new case, BFI would not have been considered a joint employer because BFI did not directly discipline or pay the employees. Under the new standard announced in August, the Board considers a multitude of factors, finding an employment relationship even if the employer’s control over the temp worker is “indirect” or the authority is “reserved.” BFI had authority over what streams of garbage the temps worked on and how fast they worked. They could reject temps for “any or no reason,” and they often told the agency to fire employees. Significantly, the contract between *Leadpoint* and BFI set the wage that *Leadpoint* would pay temps inside the BFI plant. The Board reasoned that any collective bargaining between the temps and *Leadpoint* would be meaningless without BFI at the table, since BFI was actually in charge of the terms and

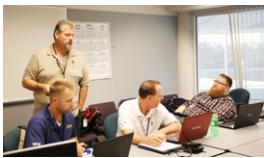
conditions of employment for the temporary workers.

One concern, however, is the highly partisan vote of 3-2, indicating that a change in the political administration could reverse this reasonable decision. As most followers of the NLRB are aware, the voting has become highly polarized between the “pro-union” Democratic appointees and the “pro-management” Republican appointees. This political control of labor law dates back to 1983 when the Reagan administration appointed three management advocates with strong anti-union backgrounds to the labor board.² Since then, it has unfortunately become common to be able to predict the change of labor law based on whether the President is pro or anti-union.

¹<http://www.laboremploymentlawblog.com/2015/09/articles/independent-contractors/nlr-broadens-its-test-for-determining-joint-employer-status/> last seen 9/16/2015

²Joan Flynn, *A Quiet Revolution at the Labor Board: The Transformation of the NLRB, 1935-2000*, 61 OHIO ST. L.J. 1361 (2000).

IUE-CWA Energy Treasure Hunt Successes Continue!



Under Coordinator Bill Draves, the IUE-CWA

Energy Treasure Hunt Program continues to hit home runs—saving money and the environment at IUE Locals around the country. Since our last edition of the Bolt, the Treasure Hunt Team has taken their knowledge and skills into Dayton Phoenix (Local 755), Hubbell Power Systems (Local 821), and DMAX Corp. (Local 755). They were able to identify \$81,500 in savings per year at Dayton Phoenix, \$118,000 at Hubbell, and \$257,800 at DMAX. Those savings help keep our jobs in the U.S. and strengthen our position at the bargaining table. A tremendous thank you to

Local 755 President Carl Kennebrew and Local 821 President Robert Schuler, as well as the management teams at Dayton Phoenix, Hubbell, and DMAX, for working with the Treasure Hunt team. Local member Kenny Smith and Maintenance Manager Fred Balinski did an outstanding job at the Hubbell event, and Local 755 Maintenance Chairman Dan Watson was instrumental to the TH success at DMAX. To date, we have saved the companies we bargain with well over a million dollars in savings per year, and considerably lowered energy and water consumption and CO2 emissions at these plants.

In Memoriam

Ray Oost, a long-time officer of Local 808 in Evansville, Indiana (Whirlpool) passed away in May of this year. Ray also served as Southwestern Indiana’s United Way Labor Liaison. In 2009 Ray retired from United Way and from Whirlpool and became active in the Local 808 Retiree organization. He was elected President of the Local 808 retiree club at the end of 2011 and served in that capacity until his death. A true Union activist, Ray was advocating for workers and retirees up until the day he died. He will be greatly missed.

LOCAL NEWS

Local 1118 • Fallon, NV



Bill Archer, President of IUE-CWA Local 1118 presents David Shaw with a retirement watch for 28 years of service to the U.S. Navy Adversary Program. David is an F-5 Mechanic that worked on the ejection seats and the oxygen systems of the aircraft. David started on the contract on Aug 17, 1987 and has been an active Union member since the inception at the NAS Fallon site.

Local 162 • Fallon, NV



President Jeff Moran presenting an award to Dennis Morgan for more than 30 years of Continuous service as an officer to Local 162. Dennis Morgan is the Sargent at Arms and the chair person of the Organizing Committee.



President Jeff Moran presenting an award to Brenda Moran for more than 30 years of service to Local 162. Brenda Moran is the Recording Secretary.

Local 160 • Christianburg, VA



IUE-CWA Local 160 President Penny Franklin led local members in all-day lobbying visits to the Congressional offices of Virginia Reps. Robert Hurt and Morgan Griffith in support of Voting Rights.

IUE-CWA RETIREE NEWS & INFORMATION

Service Center: 313 S. Jefferson St., Dayton, Ohio 45402

Contact: Kim Short 937-224-5217 • FAX 937-224-1391



IUE-CWA Retirees know that it has taken committed grass roots advocates to fight to enact – and then protect and expand – health care for seniors. Medicare is the most successful health care program in America's history. For half a century, it has given seniors guaranteed medical care and helped keep them out of poverty. In 1960, supporters of a national health care system for the aged established "Senior Citizens for Kennedy" to help John Fitzgerald Kennedy develop policy proposals for what would become Medicare. The group was later reorganized in 1961 to become the National Council of Senior Citizens (NCSC), the Alliance for Retired Americans' predecessor. IUE-CWA is a proud member of the Alliance for Retired Americans and we are committed to protecting Medicare and Social Security! The pictures above show IUE-CWA Retirees celebrating Medicare's 50th Birthday in July.



Medicare Open Enrollment

Dear Members: It's Fall after all... Time to start thinking of Medicare Open enrollment!

If you are a GM/DELPHI Retiree and on Medicare, turning age 65 or Eligible for Medicare due to a Disability, you will no longer be on GM Retiree Healthcare as of the effective date you become eligible for Medicare, which is the 1st of the Month in which you are turning 65 or the date deemed by Medicare for disability purpose.

Medicare Open Enrollment is October 15, 2015 through December 7, 2015.

As Medicare's annual enrollment period approaches, it's important for you to remember to shop your Medicare plan options every year, I cannot stress this enough!! There are lots of options to choose from and you'll want to make sure you're on the right plan for 2016 based on your needs and lifestyle.

In the states of Ohio, Indiana, Kentucky and Pennsylvania: The IUE has partnered with MB Senior Solutions and are offering their service RetireMED*iQ* and they have helped thousands of your fellow retirees! Through their RetireMED*iQ* program, you and/or your spouse can find out which Medicare plan options are right for you and get help enrolling in that plan, at no cost to you. This can only be done during the Medicare open enrollment period if you are currently on Medicare or about 3 months ahead of the month in which you will be turning 65. So please take the time to get informed on any changes that may affect you!

MB Senior Solutions RetireMED*iQ* is just a Toll free phone call away @ 1 844 388 6565. For Retiree's who live outside of Ohio, Indiana, Kentucky or Pennsylvania, MB Senior Solutions and IUE have partnered with eHealthInsurance to help meet your Medicare needs. eHealthInsurance is a leading source for health insurance comparison, They currently serve over 4 million customers nationwide and offer over 10,000 unique health insurance options.

So what is your next step? Contact RetireMED*iQ* and get all the information you need! If you should have any questions please don't hesitate to contact me (contact info above).

Kim



Health Plan Advice. No Cost to You.

RetireMED*iQ* is a health plan advisor for retirees. Our dedicated team researches and reviews your health plan options to find the Medicare, individual or family plan that is right for your needs – all at **no cost to you**.

RetireMED*iQ* services include:

- Individual health plan advice
- Assistance signing up for your health plan
- Year-round support and annual open enrollment advice

To learn more, call RetireMED*iQ* at **1-844-388-6565** or visit retiremedmarketplace.com/IUE-CWA

Medicare's
Annual Enrollment
Period Begins
October 15

HELP US FIGHT FOR MEDICARE, SOCIAL SECURITY & PENSION SECURITY!

Join the IUE-CWA Retiree Associate Member Club Today!

For \$3 a month dues, you also get to receive the IUE News, access to retirement benefit representative Kim Short, and invitations to our Retiree Health Fairs and other activities. Join now and we will send you a retiree club gift! You can either pay by yearly

\$36 check, credit card, or through company deduction, if you retired from GM, Delphi, GE or Chrysler.

For more information, call (937)298-9752 or go to Retiree Corner on the website at IUE-CWA.org.