

IUE-CWA NEWS

THE BOLT

VOLUME 66 ISSUE 2 • SUMMER EDITION 2015

DIVISION NEWS



GE Mobilization: Unified!

OKLAHOMA CITY, OK

The morning began early for two busloads of members from Local 1004 (Arkansas City, KS) and Local 701 (Madisonville, KY). Before dawn, they headed out to the GE Shareholders Meeting at the Cox Convention Center in Oklahoma City. They were joined by retirees and several members from other locals—all there to represent GE workers from across the U.S. who also held solidarity rallies on the same day.

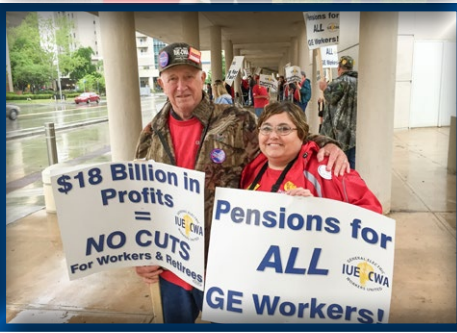
A symbolic and inspiring reunion was that of retiree Jack Palmer, a 38-year GE employee, and active employee Flo Bruner, both from Local 1004. Jack said he “walked the GE picket line in 1969 for 114 days strong,” and even though he retired 15 years ago, he has actively supported contract negotiations throughout his retirement. Flo Bruner is a third-generation GE employee and said, “I walked the 1969 picket line as an 8-year-old child alongside my parents. I learned what unity meant at a very young age, and have carried it with me until today.” Both stood together (see picture on the right) again in Oklahoma City to fight for a fair contract, and proudly represented all GE workers.

Retirees went into the meeting to ensure that CEO Immelt and other executives knew that there were over sixty workers outside protesting

Local 301 Schenectady, NY



Local 161 Salem, VA



the meeting and bringing attention to the importance of these contract negotiations. As IUE-CWA members lined the front of the convention center,

SOLIDARITY RALLIES HELD ALL OVER THE U.S.



Jake Aguinaga, President, and officers of IUE-CWA Local 1004 (Arkansas City, KS)

cars and passersby honked and greeted them with words of support and encouragement.

by Darren Shiroma, Senior Campaign Lead

Local 201 Lynn, MA



Andy Blades, President, and officers of IUE-CWA Local 701 (Madisonville, KY)

INSPIRED • UNIFIED • ENGAGED



Dear IUE-CWA Members and Retirees,

As of the printing of this edition of “The Bolt,” we are preparing for our 2015 IUE-CWA Conference and CWA Convention in Detroit, Michigan. These meetings are very important to the democratic process within our union, and they are a time when we can come together to celebrate our accomplishments and set the agenda for the years to come. We have much to be proud of within IUE, because we have worked

hard to further the interests of our members and improve our union. We also have a great deal of work left unfinished. We face a country where leadership at all levels is influenced by corporate special interests and politicians are turning their backs on working Americans. We face a country where good-paying jobs with benefits are becoming the exception rather than the norm, because organized labor has been driven back



13th DIVISION CONFERENCE
JUNE 6, 2015 • DETROIT, MI

to early twentieth century levels and the ideals for which we have fought are being successfully attacked. Organizing is harder than ever, and yet it is essential for us to work to rebuild our strength and density. We also come together to rededicate ourselves to those ideals – to the notion that the workers who create the products deserve to share in the profits, that working men and women in this country and around the world

deserve to be paid a living wage and benefits, to be respected for the work that they do, and to have a voice at the table when decisions are made which affect their lives.

Thank all of you for the hard work that you do and for the support you give the union when we call on you.



LOCALS

STEWARD TRAINING - FLORENCE, IN
• WHAT YOU NEED TO KNOW •

When: July 20-21
Where: Belterra Casino & Resort
Who: All new stewards and stewards wanting a refresher

Watch for the Call Letter being sent out in early June!

IUE-CWA Members Participate in 2015 Blue Green Alliance Conference

We had a great group of IUE-CWA member bulbs, parts that go into wind turbines, and leaders participate in the 2015 Blue Green high energy efficiency water heaters. The Alliance Conference in Washington, DC. The group who attended the conference heard Blue Green Alliance is a coalition of labor addresses from labor champions such as U.S. unions and environmental groups that work Senator Elizabeth Warren, and Vice President together on key political issues, such as TPP. Joe Biden. The group also participated in a Every year they host a conference in Wash- TPP Day of Action, where they joined a mas- ington DC, and IUE has been participating sive TPP rally on Capitol Hill, and did lobby the past few years. We have a number of visits with their member of Congress asking green products that are produced by IUE- them to vote no on Fast Track for the TPP. CWA members, such as energy-saving light



IUE-CWA members participate in the Blue Green Alliance Conference in Washington DC - learning strategies for growing green jobs in our country.

IUE-CWA members who attended the Blue Green Conference also participated in a massive rally against TPP in April on Capitol Hill.



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To learn more call 1-844-388-6565 or visit www.retiremedmarketplace.com/iue-cwa



You have options. Be Smart!

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

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 July 26th.

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 Stinger Flashlight Winners:

Joseph Blades, Rockford, IL • Scott Donovan, Lynn, MA

Runners up won:

6-in-1 Engraved Screwdriver:

Deborah Valentine, Miamisburg, OH • Joseph Tharpe, Louisville, KY

• Gordon Mickelson, Apple Valley, MN •

Union-Proud T-shirt:

Anthony Mitchell, Rexford, NY • Dennis Hodges, McComb, MS

• Paula Taylor, Tyler, TX •



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

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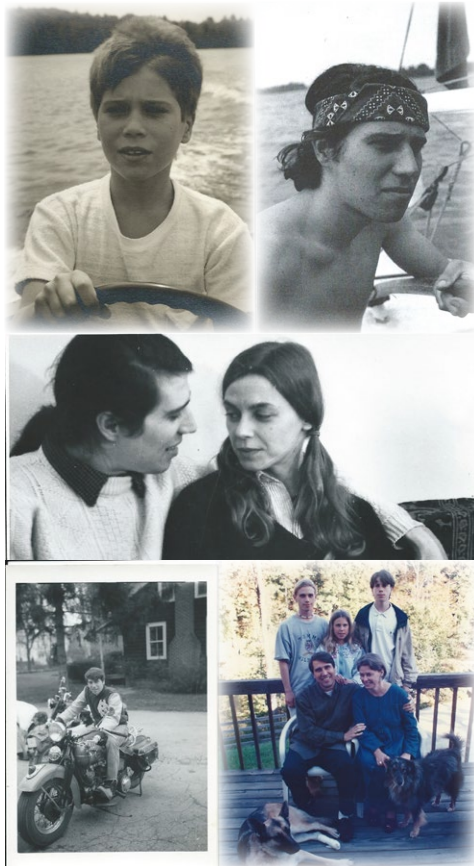
KEN REAM
Director, Region 7

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A Truly Good Man: the Legacy of Peter Mitchell



We are sad to announce that on May 1st, 2015, long-time General Counsel Peter Mitchell officially retired from the IUE-CWA. Peter's tenure at IUE began in 1984, and in the 30 years since, he has been a vital part of IUE's fight for working people. Peter graduated from Hiram College in 1969, where he majored in Philosophy, and later earned his law degree at The Columbus School of Law at The Catholic University of America in 1977. After law school, he worked for the United Mineworkers of America until 1983, when he briefly worked for the Federal Mine Safety Commission before coming to IUE in 1984.

Retired IUE President Ed Fire recently spoke about Mitchell in a phone interview. "In my experience going back to the mid-1960's," Fire stated, "IUE never had a better General Counsel than Peter Mitchell. He is honest, sincere, thoughtful and judicious, and just a very, very hard worker." Current IUE-CWA President James D. Clark added, "The IUE will never find another Peter Mitchell. Summing him up is simple. Peter Mitchell is a good man. Wrapped in knowledge, talent, dedication, and loyalty, but at the core simply a truly good man who has become a dear and trusted friend to me. This president will forever miss his friend and General Counsel, Peter Mitchell."

All of his colleagues at IUE-CWA will miss not only his vast knowledge and wealth of experience, but also his caring concern for others and his wry, self-deprecating sense of humor. Join us in wishing Peter a very long and happy retirement with his wife Suzette, their three children, and one grandchild.

Thank you Peter!



For Peter Mitchell, a careful and experienced lawyer with years of service to the labor movement, the words came slowly, almost painfully. He said: "We are having to claw to hang onto the decisions of the Burger - not the Warren - Court."

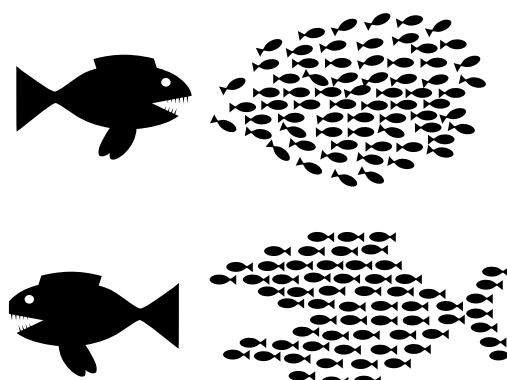
And what the IUE Associate General Counsel was trying to emphasize to delegates to the union's mid-summer Social Action Committee meeting was that the U.S. Supreme Court has taken a decided turn for the worse.

Mitchell didn't digress, because his role was to explain some of the key decisions of the Court's recently-concluded term; but he might as well have said that organized labor and other progressives are now paying the price for having failed to unseat Ronald Reagan. Everyone in the room knew it to be

UNION IN ACTION

Growing our Union: Organizing is the Key

We have much to celebrate and be proud of within the IUE-CWA – our members are an incredibly talented and diverse group of individuals from across the country who fight for worker's rights everyday. We have faced some hardships over the past decades, with many of our manufacturing jobs lost due to terrible trade deals like NAFTA, but we have come through these hard times, and we continue to proudly and strongly represent our members. However, **the only way we can truly grow as a union is to organize more members – and we need your help to make this happen!** Our organizing efforts start with tips from IUE-CWA members across the country who help us to identify workplaces where the members don't currently have a union, and want to join the ranks of the IUE-CWA. As we know, union representation is the key to



THE DIFFERENCE!

better wages and workplace protections for workers. The average monthly wages of a union worker are over \$800 higher than a worker who is not in a union – and rates of employer provided health care coverage are 30% higher for union workers! There is no doubt that unions make the difference for workers. We need your help to organize more workers to join the IUE-CWA! Here is what you can do: talk to family members and friends who are employed in non-union workplaces – let them know the benefits that being in a union brings. If you know of anyone who is interested in gaining union representation at their workplace, call IUE-CWA Headquarters – we have resources to help these workers become members of the IUE.

Call Laura Hagan at 937-298-9984.

THE TPP FIGHT: *Down to the Wire*



Kate Muckroski of IUE-CWA Local 716 in Warren Ohio writes a letter to her member of Congress asking him to vote no of Fast Track for the TPP. Kate is one of the thousands of IUE members across the country who have taken action to stop Fast Track for the TPP!

The fight to stop Fast Track for TPP has come to a fever pitch in the last few months. By the time this article reaches you, the vote on Fast Track may have already come to pass. The Obama administration is making a very hard push to get this deal done once and for all – but we have once again stalled the is an absolutely tremendous response, and is no-doubt the reason that we have not seen Fast Track pass already. The vote for Fast Track bill from moving forward for debate and a vote on the bill. Many expected the Fast Track bill to sail through the Senate - this vote is a testament to the power of our grassroots action! Many of you have written letters and made calls to your members of Congress. An astounding 14,000 hand-written letters from



IUE and CWA members have been delivered to members of Congress in the past couple of months! IUE-CWA Locals from across the country have jumped in to the fight with both feet - collecting thousands of hand-written letters from their members. This is an absolutely tremendous response, and is no-doubt the reason that we have not seen Fast Track pass already. The vote for Fast Track could be coming at any moment – we must keep the pressure on. Even if you have already called your member of Congress, please make that call again, and ask friends and family members to call as well. Every single call and letter is making the difference in this fight! **Call 1-888-966-9836 today.**



Union champion U.S. Senator Sherrod Brown meets with young IUE-CWA workers about stopping the TPP.



Find out how to get involved!
Heather Atkinson
Political Programs Manager
(937) 298-9984



REGION 3 REPORT

by JOE GIFFI, Director

Well it's finally spring!!! The other good news though is that a great many Collective Bargaining Agreements have been negotiated and ratified in the last three months. Kudos to all those Bargaining Committees and their Staff Reps. for such an outstanding job. Negotiating contracts is never easy, but the climate has definitely changed. The all out attacks by companies, especially those hiring Union busting attorney firms have markedly declined. Agreements have been reached, most ratifications are being approved by large margins, and increases in wages are close to the old norms. We can only hope the trend continues. The next few years, we will have a high number of contract expirations. International Union Officers elections are here and what an experience this will be. I don't think there were ever this many CWA offices with multiple candidates before. It will be a wonderful democratic event, and I hope as many of you as possible will be there to witness and participate in it.

The IUE-CWA Conference is on June 6th. You're gonna love it!!!! We have our Presidential election and some well-known and exceptional speakers coming. We also have very pertinent training sessions on the 7th. Of course, we will have our famous reception to follow the Conference on Saturday night. It will be, as always, a great fraternal family affair!!! Training, Training, Training....We are becoming by far the most Labor educated IUE-CWA ever. Thanks to the training initiatives instituted by President Clark, we may be becoming smaller, but we are growing in capabilities, influence and service to our members. This can only lead to our growth in the long run. Contact your staff rep. for scheduled upcoming classes and to let us know what you need so we can develop or schedule classes.

See you all in Detroit!!!
Fraternally,

Joe

New Officers at local 81440 Camden County College, Blackwood N.J.

Pictured from left to right: Ivis Quann, Lola Barr, Maryanne Duffy, Pat Langston, Cathy Poston, Celines Rodriguez, Nilda Beatty, Camille Danielson, Arline Barker, Juenelle Barr, Renee' Pollard



Local 81495 Pulsafeeder 2015 Bargaining Committee
Left to right Sam Fili, Pres. Mike Riggi, Chief Steward, John Kehoe, Steward.



Local 81381 Monroe County Social Workers new President Chad Kyle, Bargaining Committee member Bob Way and IUE-CWA Staff Rep. James Winship with a check for the National Center for Missing and Exploited Children.



REGION 7 REPORT

by KEN REAM, Director

SISTERS and BROTHERS – IT'S UNION TIME! And what an exciting time it is! We are only a few short days from the IUE-CWA Division Meeting and the CWA Convention in Detroit, where the goals and ideals of the Union are set. President Clark and all of the leaders of the IUE-CWA and the CWA will be there to set the agenda for our future. We will have many speakers and presentations to discuss the important issues facing us today. Actor Danny Glover, a long time Union activist, will be there as IUE's keynote speaker. And, hopefully, many of you will be there too.

Along with getting ready for the Division Meeting & Convention, under President Clark's leadership we have been extremely busy. We followed the very successful Diversity Training in Memphis with another great training in San Antonio. As of this writing, we are about to have political training in Dayton. Our IUE Officers and Staff have just completed training as well. Everywhere you look, the IUE is working and training to get bigger, better, smarter, and stronger to service the needs of our proud IUE Members.

One of the biggest battles that we have taken on is the fight against the Trans-Pacific-Partnership (TPP). The TPP is a horrible trade bill. **Haven't we lost enough good paying American jobs to bad foreign trade bills?** Beside the loss of jobs, my own particular irritant is that the TPP would include Vietnam. I believe that the Vietnamese People are good people. However, I remember the Vietnam era. Corporations led us into that war (in the words of County Joe and the Fish) "providing the Army with the tools of the trade." Those corporations fed us the "Domino Theory," which was that if we lost in Vietnam, the whole world would become Communist. Now, some 40 to 50 years later, those same corporations want to sneak through a trade deal to help them move American jobs into factories built on the very ground on which American soldiers bled and died. With your help, we will not allow that to happen! So far, we have been able to hold off passage of TPA and TPP. IUE-CWA members have made thousands of calls and sent thousands of postcards and hand-written letters to their representatives making it clear to them that there are consequences

to filling their pockets with corporate money. **Keep up the good work!**

On a positive note, I recently had the chance to meet several of our Locals and tour some of their facilities on a whirlwind tour where I got to meet some amazing people and to see our proud IUE members manufacture some very impressive products. It would take up this whole column if I personally thanked each of them for their kind hospitality so as a



Local 303FW, Leggett & Platt, President Larry Barnett, VP Travis McLennon, Ken Ream

See more pics on page 6

shorthand here are the Locals/Shops/Products of some of those whom I visited (please see some of the pictures that I was able to get in this issue): 846/Yaskawa Electric/Transformers; 801/Hufcor/Room Separators; 303/Leggett & Platt/Mattresses; 14430/Northstar/Military Helicopter Parts; 1078/Johnson Controls/Batteries; 1081/Nehring Elec./Electric Cable; 1101/Phoenix/Lighting and Amcor/Printing. I also enjoyed my visit with Randy Tayloe and David Larsen at Local 800 (hope that knee is feeling better, David). I really appreciated everyone's hospitality.

On a bittersweet note, long time IUE Staff Representative, Howard Foshinbaur is retiring at the end of May. I have known Howard for many years as a friend and colleague, but having Howard working on my staff for the past couple years, I have really grown to appreciate and respect him all the more. Since he first started working for the IUE in 1989, Howard has been an intelligent, hard-working, dedicated, dyed-in-the-wool Union man. Many of our locals and members owe a great deal to Howard's organizing and servicing skills. **Howard, good luck in your retirement!** You certainly deserve it, but you will be missed.

Once again, the IUE-CWA Division Meeting and CWA Convention are in Detroit, June 6-10. Elections for all of the top officers will be held during these meetings. President Clark has worked very hard to maintain the IUE identity within the CWA and the strength and unity that the IUE-CWA Locals show at the Conventions is widely recognized by everyone. I hope to see you there.

Until next time,
Take Care,

Ken

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- And much more!

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For more details, visit UnionPlus.org/Health

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



COMPLIANCE REPORT

by **ROGER DEEL, Director**

Welcome Brothers and Sisters, to an update on our progress toward becoming 21st century local unions and our progress with meeting the Fully Functioning Local Resolution. To give you a brief recap, in 2013 the delegates to the CWA Convention passed the Fully Functioning Local Resolution, which restated Constitutional requirements of CWA Local Unions that have existed for many years. It also defined the remedy available to CWA if locals fail to meet their Constitutional obligations. In short, your local can be merged into another local if your local fails to comply with the Resolution.

President Clark recognized the difficulty this may cause some of our Locals. He also had the foresight to help our locals comply with the Resolution and to move beyond to create a modern union that is more effective for the membership. But first, we must be able to handle the administrative obligations we face with the government and CWA Constitution.

It was alarming to learn that so many locals were delinquent with LM Reports and IRS 990 forms not filed on time (or not filed at all). Also, some locals lost their tax exemption as a result of not filing their IRS 990 forms. I am pleased to report that we have made significant progress. As of May 6, 2015, I have obtained 86% of the LM Reports and 67% of the IRS 990 forms. We are still getting

some of those forms in the mail each week, but we need to get them more quickly. We have also recovered tax exempt status for several locals. All of the others who lost their tax exemption are now at one of the various stages of the recovery process.

Unfortunately, we have not received as many of the Local Bylaws, only getting 59%, and we have only received 36% of the Yearly Audit Forms. All these forms are **required** to meet Department of Labor regulations, IRS rules or the CWA Constitution. It is extremely important that I receive a copy of the Local Bylaws (or Local Constitution) and a signed copy of the Yearly Audit Form.

We have made a lot of progress in the past year, and I want to thank all the officers who have provided the documents we need. And, thank you to so many who have worked so hard to solve their IRS tax problems and the problems with the DOL. I enjoy working with you.

Don't hesitate to call me if you have any questions. It is extremely important to have all our IUE-CWA Locals fully functional as soon as possible. I can be reached at 937-293-5959 or by email at rdeel@cwa.org if you have any questions.

Roger Deel

Compliance Director

Proud IUE-CWA member since 1977



GE CONFERENCE BOARD REPORT

by **BOB SANTAMOORE, Chairman**

Dear Brothers & Sisters, The IUE-CWA has had a busy start to 2015 and we are far from slowing down – with this year being full of training, negotiations, and conventions. We have already had several training workshops at the locals, and new officer training, diversity training and mobilizing workshops. We had a great GE Conference Board Meeting in March welcoming new officers and discussing and preparing for our upcoming national GE negotiations. The GE Negotiations will be difficult this year, but I am very confident that our staff, local leadership and negotiating committee will do a great job in securing a new national agreement for our membership. On a personal note, after many years of servicing the membership of the IUE-CWA, GE Conference Board Staff Rep, Charlie Smith, retired earlier this year (see picture above). Charlie was always a great advocate for the membership and spent many years servicing our locals and assisting with negotiations, arbitrations and training. I worked with him



for many years and he was not only a fine man and a loyal union brother - I am also proud to call him my friend. He did a wonderful job for our membership and we wish him the very best!

We are excited about our upcoming Division Meeting and CWA Convention in Detroit in June. This is an election year for our top officers, so it is very important that our locals attend and show our IUE-CWA strength and unity. IUE-CWA is very fortunate to have the strong guidance of President Clark to lead our membership into

the future, and the GE Conference Board unanimously endorsed President Clark for another term at the March GE Conference Board Meeting. I look forward to seeing you in Detroit!

Have a great Spring!

In Unity,

Bob Santamoore,

IUE-CWA GECB Chairman

Show Us Your Tees!

Union pride is what makes the IUE-CWA strong and keeps us moving forward! We want to showcase our local union sisters and brothers and the pride they take in their local. 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 IUE-CWA at: thebolt@iue-cwa.org

YOU WILL BE ENTERED IN A DRAWING TO WIN AN IUE-CWA COOLER BAG!

Photo is of brother Lonny Scott, an ejection seat mechanic at the Naval Strike and Air Warfare Center in Fallon, Nevada better known as the Top Gun school. Thanks Lonny for sharing your union pride and another winner of the IUE-CWA Cooler Bag!



Michael Tripoli, President of Local 114 in Washington, MO showing us his union pride and winner of an IUE-CWA Cooler Bag! Thanks Michael!

Local Diversity Ambassadors Training

SAN ANTONIO, TX

In April, seventy-five of our new Local Diversity Ambassadors came together in San Antonio for training. The meeting, attended by IUE-CWA President Clark and the Diversity Steering Committee, was the first of several trainings planned for this engaged and energetic group of IUE members. Their task is to be an advocate and resource for their local members and officers in making certain that ALL IUE-CWA members are included and valued. Stay tuned for the Diversity Ambassador video at the June Conference and on Facebook.



YOUR LOCAL NEWS

REGION 7 REPORT *Continued from page 4

Local 110 • Camden, NJ

After 58 plus years as a dedicated member of Local 110, Bob Jenkinson has announced his retirement effective 02/27/2015.

Following his 3 year military service for our country, Bob Jenkinson started his employment with RCA in 1956.

Bob will be spending time with his family during his retirement and the Brooklawn American Legion Baseball Team which has won multiple World Series titles. Bob has been a part of this organization for over 20 years.



Local 162 • Roanoke, VA

Jeff Moran, President of Local 162, would like to thank everyone for participating in the TPP letter writing campaign and would like to congratulate these winners of the IUE-CWA Watches!



Men's Watch Winner: Jay Jackson (on the left). (Jay is also a Steward) with his representative Wayne Chittum (on the right).



Women's Watch Winner: Linda Lloyd (in the middle) with her two representatives Jack Rowland (Chief Steward), Sherry Coley (Steward)

Local 999 • Fort Wayne, IN

The IUE-CWA would like to congratulate President Brenda Jones and all the members of Local 999 in Fort Wayne, IN on their 60th anniversary as a Local! March 31, 1955 was a great day in IUE-CWA history and we couldn't be prouder of Local 999. President Jones reports that the celebration in the plant was a good time and there was plenty of pizza and cake for everyone of our members working at Exelis!



Local 846, Yaskawa Electric, Plant Mgr. Mike Salentine, Local President Dan Abernathy, Ch. Steward Shane Secker, Rec. Sec. Virgie Gavigan, VP Debbie Moczynski, Ken Ream, Ann Hodges



Local 1081, Nehring Electric, Plant Mgr. Charles Dobbie and President Eddie Avila



Local 1101, Phoenix Products, Mark Chirillo, Ken Ream, Dan Herman, Jeff Konkel



Local 1101 Amcor Products, Local President Dale McGilvary, Ken Ream, Timm Goodmanson



Local 801 Hufcor, VP Michelle Phillips, President Tommy Casey, Financial Secretary Kathy Pawluk

MORE 2014 LOCAL OFFICERS ELECTION RESULTS

Local 109 (82109)
Perryville, MD
President: Jeff Little
Financial Secretary: Melissa Logan; Sergeant-at-Arms: Moses Lewis; Chief Steward: Jason Hayes; Committee: Dave Kravitz, Daryl Thompkins, Dwayne Giles, Debbie Cole, Tanya Baugh; Shop Stewards: Shawna McCarver, Jason Maruna, Ryan Castanza

Local 120 (88120)
Philadelphia, PA
President: John Lauderback
Vice President: Irv Plummer
Treasurer/Financial Secretary: Joe Schwakoff; Recording Secretary: Dan Hanratty

Local 347 (81347) Chaffee, NY
President: Pat Herbert
Vice President: Doug Siwa
Financial Secretary: Brian Polino
Chief Steward: Joe Orazano
Trustees: Gary Hilvaty, Kevin Hillburger, Bart Epolito

Local 359 (81359)
Waterford, NY
President: Dominick Patrignani
Vice President: Darryl Houshower
Chief Steward: John Ryan

Trustees: Mark Dunham, Michael Leonard, Gib Travis

Local 382 (81382)
Sodus, NY
President: Paul Buttaccio
Vice President: Adrienne Russo
Treasurer: Lauren Pankewytc
Recording Secretary: Stephanie Denman

Local 415 FW (84415)
Grand Rapids, MI
President: Terry B. Gates
Vice President: Roy Rodriguez
Trustees: Racheal Quigley, Rebecca Mutschler, Rudy Mancha
Chief Steward: Bart Quigley (Irwin Seating Co.), Tim Hill (Bulman Products), Ed Schutt (Klise Mfg.), Temp William Hugmeyes (Dewitt Barrels)
Election Committee: Kevin Wright

Local 693 (83693)
Selma, AL
President: Tim Stone
Vice President: Tra Berry
Financial Secretary: Antonio Williams; Chief Steward: Anthony Wade; Trustees: Junior Davis, Willie Talley, Albert Phecklin, Mack Lee

Local 717 (84717) Warren, OH
President: Edward Salus
Vice President: Kevin J. Thomas
Treasurer: James Kerr
Financial Secretary: Gary Tillman
Recording Secretary: Diane Mason-Dyer; Sergeant-at-Arms: Raymond Lesniak
Trustees: Jackie Perry, Terry Valesky, Fred Youngbluth; Executive Board Members: Cynthia Alexander, Beverly Bryant, Troy Butcher, William Eaton, Mike Kish, Tina Pagan, Ed Ringer, Jack Robinson; Shop Chairman: Brian Lutz; Skilled Trades Chairman: Gerald (JJ) Scarmuzzi

Local 758 (84758)
Dayton, OH
President: Greg Cummings
Vice President: James Weimer
Treasurer/Financial Secretary: Greg Bush; Recording Secretary: Dwayne Gray; Chief Steward: Mark Zahora, Javon Harris

Local 766 (83766)
Rineyville, KY
President: Eric Ricketts
Vice President: Mark Morgan
Financial Secretary: Anessa Childress; Recording Secretary:

Kenny McCormick; Trustees: John Rogers, Regina Marsh; Chief Steward: Norman Klinglesmith, Jr.

Local 788 (86788)
Sanger, TX
President: Troy Mallory
Vice President: Linnie Duncan
Treasurer: Larry Hazen
Recording Secretary: Cornelius Hunt; Sergeant-at-Arms: Cody Baker; Chief Steward: Tommy Johnson; Steward: Brooks Hendrick; Trustees: Joel Garcia, Robert Fogle

Local 802 (84802)
Bluffton, IN
President: Prentice King
Vice President: Gary Rhodes
Treasurer: Judy Rice
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Chief Steward: Alejo Garcia
Secretary Treasurer: Mike Osei
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HEALTH & SAFETY

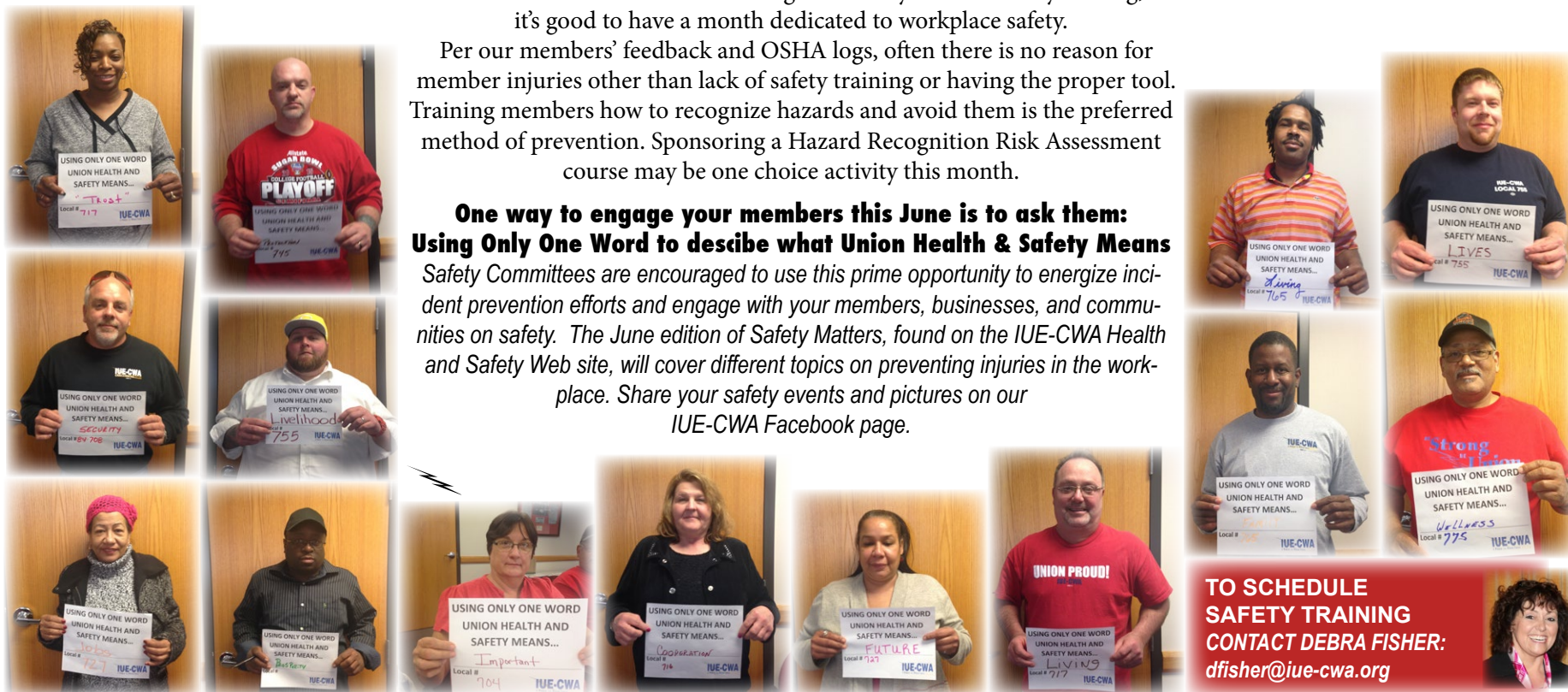
As we begin our summer it's important to remember that June is National Safety Month.

While it's true that IUE-CWA recognizes safety as a value all year long; it's good to have a month dedicated to workplace safety.

Per our members' feedback and OSHA logs, often there is no reason for member injuries other than lack of safety training or having the proper tool. Training members how to recognize hazards and avoid them is the preferred method of prevention. Sponsoring a Hazard Recognition Risk Assessment course may be one choice activity this month.

One way to engage your members this June is to ask them: Using Only One Word to describe what Union Health & Safety Means

Safety Committees are encouraged to use this prime opportunity to energize incident prevention efforts and engage with your members, businesses, and communities on safety. The June edition of Safety Matters, found on the IUE-CWA Health and Safety Web site, will cover different topics on preventing injuries in the workplace. Share your safety events and pictures on our IUE-CWA Facebook page.



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

BIG BROTHER, EMPLOYER SURVEILLANCE, AND THE UNION'S PROTECTION

By Casey Whitten-Amadon, guest columnist for the IUE-CWA Legal Dept.

People are increasingly becoming aware of a side effect of technology, the ability of government, companies, advertisers, law enforcement, and employers to monitor behavior. The Department of Homeland Security can track web traffic, email, and phone conversations. Parents track their children through monitoring devices. Law enforcement can track new vehicles through systems such as OnStar.

Employers have also implemented new ways to track employees' behavior, attendance, and activity. For example, many companies have RFID or SmartCards, which can use badges or unique employee cards to track employee movement during

breaks, non-work time, and where congregating occurs. Many employers have installed GPS tracking systems in their fleets of trucks and work equipment. Other employers track email and internet use at their worksites and some employers even have installed "key-loggers," hardware or software that can literally trace what has been typed on a company computer. While the employer may have very legitimate reasons to use surveillance, such as tracking productivity and monitoring workplace bullying, intrusive surveillance also has unsettling implications for an employee's private life, employer intimidation,



and union activities on the job.

Very few laws have addressed the new monitoring capabilities of technology and what rights employees have in turn. Even in the few states that do have laws, large gaps remain that create uncertainty. Is an employer entitled to passwords entered on their computer? Is an employer entitled to read private emails sent over their WIFI? Is an employer allowed to use badges to track employee movements and discipline them? Is an employer allowed to use GPS to determine whether an employee actually went to the doctor? Can an employer film a union meeting?

Through the union and protected concerted activity, some avenues and strategies can protect fellow employees from an employer who is overreaching into employee privacy. The National Labor Relations Board (NLRB) has ruled that an employer can restrain their employees by surveilling employees in a way that is "out of the ordinary." It is not necessary that the surveillance be visible, just that the surveillance "tends to be coercive" of employee concerted activities. Employers may also be found to be coercive if they give the impression of surveillance or take measures to record concerted activities that are not ordinary, such as filming a picket or taking notes on a union meeting.

Recent Cases

- ✓ Durham, 361 NLRB No. 44 (2014) – A supervisor was leaving her post and watching employees leafleting. The NLRB found that this was out of the ordinary but the employer had a legitimate reason to see which cars entered. However, the supervisor stayed longer than necessary and was taking notes of the organizers. This was considered hostile surveillance.
- ✓ HTH Corp., 361 NLRB No. 65 (2014) – Union leafleting was photographed by security guards. Company claimed that traffic safety was the reason for the photographs and the board found that this reason was not based on fact or reason but was a pretext.
- ✓ Modern Management, 361 NLRB No. 24 (2014) – Supervisor attended a bargaining session between the union and the employer. Supervisor took notes on what employees attended and what went on. NLRB found that this note taking outside of the bargaining was creating the impression of surveillance.

<http://www.forbes.com/sites/reuvencohen/2012/05/26/departement-of-homeland-security-forced-to-release-list-of-keywords-used-to-monitor-social-networking-sites/>
<http://www.cbsnews.com/news/wearable-gps-tracking-for-children-to-ease-parents-minds/>
<http://www.tracking-system.com/for-businesses/vehicle-tracking-system.html>
http://lcc.afficio.org/wp-content/uploads/2015-04-10_LCC-2015-Paper_Employee-Monitoring_FINAL1.pdf
 Aladdin Gaming, 345 NLRB 585, 586 (2005)
 Strugis Newport Business Forms, Inc. v. N.L.R.B., 563 F.2d 1252, 1256 (5th Cir. 1977);
 U.S. Ecology Corp. v. N.L.R.B., 26 Fed.Appx. 435 (6th Cir. 2001)

What can you do?

- ✓ Submit an information request for all employer's existing surveillance systems, camera systems, internet monitoring systems etc.
- ✓ Bargain over any changes to the surveillance systems
- ✓ Consider filing an Unfair Labor Practice when a unilateral change to the surveillance system takes place
- ✓ Use surveillance systems to your advantage; always request surveillance data for grievances to potentially exonerate employees

RETIREE NEWS & INFORMATION

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

Contact: Keith Bailey 937-224-5219 • Kim Short 937-224-5217 • FAX 937-224-1391



FIGHTING FOR OUR RIGHTS!

As retirees we are well aware of the promises that the corporations made to us when we started our first day in the factory. One of them was the understanding that, "If you give this company thirty years of your labor, in return, the company will be obligated to give you a pension, healthcare and life insurance as negotiated with the union." Boy, have times changed! Corporate greed has caused most American manufacturing corporations to renege on these promises. They have closed and/or moved our jobs overseas because profits are greater if they manufacture the products in low wage countries that have no/or very weak safety and environmental protections.

If you worked at G.M. or Delphi you have already gone through the elimination of Collective Bargaining Agreements because of corporate-friendly bankruptcy courts. Now G.E. wants its turn at slashing its obligations to its retired employees. All indications are that G.E. wants to drastically reduce its obligation to its post-65 year old retirees. Yes, this is the same large multinational corporation that pays zero dollars in income tax. ZERO!

On April 22, 2015 I had the honor of accompanying G.E. retirees to the GE annual shareholders meeting in Oklahoma City, Oklahoma. With posters about retiree issues, we paraded in front of the convention center where the meeting was held. After twenty-five minutes, two very large tour busses stopped in front of us. Next thing we knew IUE-CWA Local 1004 President Jake Aguinaga and about sixty active IUE-CWA members from his local and President Andy Blades and Executive Board members from

IUE-CWA Local 701 stepped off those busses with protest signs, and marched with us. They were from Arkansas, Kansas and Madisonville, Kentucky, and they stayed there marching in support of retirees for four hours. It was very moving to see these younger union members marching for retiree issues. They rode on those busses for over two hours each way and most took a personal leave day to be there. They understand Solidarity!



Our IUE Retiree group attended the shareholders meeting. During the open mic session, three union retirees confronted G.E. CEO, Jeff Immelt and his Board of Directors on how G.E. should be ashamed of itself for considering the reductions on retiree benefits and gave examples of the impact this action will have. There was no reply from the CEO or Board of Directors, who just moments earlier voted themselves a very substantial raise. At one point a retired union member at the mic asked all the G.E. retirees to stand in solidarity and turn their backs on the CEO and the Board of Directors for a show of no confidence. Needless to say, Immelt and the Board weren't very happy with that. The moral of this story is, "Just because we are retired, doesn't mean we are through fighting for our rights!"

Good luck in the upcoming G.E. negotiations to IUE-CWA President Jim Clark, G.E. Conference Board Chairman Bob Santamore and the whole Coordinated Bargaining Committee as they negotiate for active and retired IUE-CWA members!

Keith Bailey
Retiree Coordinator



USEFUL WEBSITES



Greetings All!

I am so excited to be seeing the sun shine most days! The winter blues were starting to take its toll on me!

In this issue of the Bolt, I am going to be providing a few web sites that I think have a lot of great info for our retirees.

www.GMRetiree.com : Is a great website that has a ton of information that includes Retiree benefits, such as discounts (hey, we all like a bargain right?!), Vehicle purchasing discounts and how to go about getting that discount for you or any eligible family member. You do have to register. Access to this web site is restricted to General Motors U.S. retirees and their surviving spouses. Registration is required to gain access to benefit information, GM news, special Marketplace discounts and offers, and much, much more.

www.gmbenefits.com : You can access and manage your GM benefits in one easy location! It's never been easier to obtain information, enroll in, or make changes to your GM benefits. Simply click on the program you are interested in and follow the prompts! This would include address changes, tax deduction changes, healthcare information, life insurance beneficiary, copy of pension statement's and much, much more.

www.iue-cwa.org : Be sure to stay up on

some of the latest news of your Union. Also be sure to check out the Retiree's Corner tab for articles, discounts and also scholarship information and steps to follow for applying.

www.anthem.com : This web site is for our members who are on the GM retiree healthcare (Not on Medicare or Medicare disability). Once you register you will be able to access your personal coverage area and find medical Doctor's, facilities, labs and hospitals in your coverage area.

www.retiremed.com: This website is for our folks who are on Medicare, Medicare plans or getting ready to become Medicare eligible and coming off the GM Retiree healthcare.

I realize that not everyone has a computer or access to online programs, but I do have phone numbers for all of these sources and I would be happy to help you with anyone of them.

If nothing else, and you do have access to the internet I hope these sites will help you and who knows, you may enjoy learning something new or read an article that has information you may be interested in.

Once again, if you should have any questions or concerns please do not hesitate to contact me.

Kim Short
IUE Retiree Rep.

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Web 1/13

RECENTLY RETIRED OR RETIRING SOON?

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For \$3 a month dues, you get to continue receiving 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!

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