

# IUE-CWA NEWS

# THE BOLT

VOLUME 66 ISSUE 4 • WINTER EDITION 2015

## DIVISION NEWS



## Getting Organized in 2016

As you receive this issue of "The Bolt," 2015 is drawing to a close, and we are all busy with the holidays. Please take a moment as you plan your holiday celebrations to be thoughtful about what you buy and whether those purchases support American Union jobs. The article at the bottom of the page can help you make good choices that support your fellow American workers.

This is also the time that we reflect back on the year, make note of our accomplishments, and recommit ourselves to the fight for working families. Politically, working families continue to face well-organized and well-funded campaigns by the Koch brothers and other special interest groups to consolidate the wealth in this country in the hands of the top 1% and to strip American

workers of any power or voice. The only way we can fight back is to organize new workers, increase our density, and get involved at the ballot box. Not all of our members agree on every social issue, but we ALL agree that workers deserve a voice at the bargaining table and a living wage and benefits for their work. Vote accordingly in 2016. Support candidates who will support your right to belong to a union! Your ability to support your family is more important than any of the issues the anti-labor crowd use to divide us!

In 2015, we saw IUE-CWA members continue to get more and more involved in their local unions, their communities, and in the fight for working families. Our Diversity program, designed to help all of our members feel empowered and valued, continued

to grow. Our mentorship program, which takes promising young union members and gives them the experience and skills they need to grow as future leaders, will soon graduate another class. Our Health and Safety program continues to grow and ensure safe workplaces for our members. IUE-CWA Locals continue to get involved in our organizing surge—identifying workers and workplaces close to them who need a voice! Because of your involvement, we move into 2016 with more strength, with the ability to build on our accomplishments, and renewed commitment to increasing union density in the United States. When you get involved in your community while wearing your IUE-CWA shirt—you show people that union members are their friends and neighbors and that union members are an import-

ant part of their community and this country. When you make your New Year's resolutions in the next few weeks, I urge all of you to include a resolution to be more involved in your local unions. Make a personal commitment to making your local a stronger and more unified one. Only with unity do we have strength at the bargaining table—and unity begins with "u."

Join me in thanking your local union officers and bargaining committees for all of their hard work this past year. We appreciate their commitment.

From all of us at IUE-CWA headquarters, have a safe holiday season and a very Happy New Year!

In Unity,

## Enjoy a UNION Holiday Dinner and New Year's Celebration!



**The Dinner Table:** Fiestaware, Anchor Hocking, Corningware, All-Clad, Pyrex, Libbey Glassware, Clauss Knives.



**The Dinner:** Butterball, Foster Farms, and Boar's Head Turkeys, Pillsbury and Aunt Millie's rolls, Appleton Farms, Tyson, Cooks, and Butterball Hams, Manschewitz and Stoeckmann stuffing, Ocean Spray and Dole cranberry, Bird's Eye, Muranka, and Mann's vegetables. Dole potatoes.



**Dessert:** Entenmann's, Marie Callender, Sara Lee pies, Banquet fruit pies, Pillsbury pie crust & Kroger brand pumpkin.



**Snacks for New Year's Eve:** Bugles Cheetos Cheez-Its, Doritos, Frito-Lay, Rold Gold Pretzels, Utz Pretzels, Keebler crackers, Kraft/Nabisco crackers, Lorna Doone cookies, Mike Sell's Potato Chip, Mission chips, salsas, and dips, Planter's Peanuts, Tostitos chips and salsas.



**Drinks for Christmas and New Years:**

Folgers & Maxwell House Coffee, Swiss Miss hot chocolate, Tender Leaf tea, Eight O'Clock Coffee.



**Adult Beverages:** Beck's, Coors Light, Red Stripe, Rolling Rock, Sam Adams, Shock Top, Anheuser-Busch, Budweiser, Michelob, Shock Top, Busch, Rolling Rock, O'Doul's, Miller Beer, Milwaukee's Best, Icehouse Red Dog Liquor: Bacardi Rum. **Wine:** Scheffeld Cellars, Almaden Vineyards, Charles Krug Winery, Corbett Canyon Vineyard, Cribari Vineyard, Dubonnet Gallo Estates Wines, Taylor California Cellars, Weibel Family Vineyards



**Bottled Water:** Alhambra, Crystal Springs, Pocono Springs, Poland Spring, Sierra Spring



**CHECK THE LABEL!** Did you know that ALL Hasbro branded games and toys are all union-made? While the United States is the top consumer of games and toys, it imports nearly every toy and game purchased. Hasbro is not only the last and largest remaining game and puzzle manufacturer in North America, it's also the oldest.

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# IUE-CWA 2016-2017 College 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 have been posted on our website. Applications will only be accepted online at [www.iue-cwa.org](http://www.iue-cwa.org). The web-site opened 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 pro-

gram. 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](http://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.

## WANTED! Unregulated Air Nozzles CRIME: WASTING MONEY




### REWARD \$6000 A YEAR

*Has anyone seen this offender at their workplace?*



All fun aside, this type of nozzle setup is very common in all too many manufacturing facilities. The facility where the above picture was taken had twelve of this kind of uncontrolled high pressure air nozzles. By controlling these nozzles the plant saved \$6000 annually. This is just a small example of waste the IUE-CWA Energy Treasure Hunt Program will help identify. Treasure Hunt also teaches Labor and Management how to look for waste and to assess the savings from eliminating energy waste, which enables our members to help in controlling costs and helps to secure their jobs. • Contact Laura Hagan at IUE-CWA HQ (937-298-9984) if you are interested in bringing our Treasure Hunt Team to your facility.

## • Find the \*HIDDEN\* Bolt Contest • 2 Winners will receive Kirchner Hot/Cold Thermos

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 January 25th.

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](mailto: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 Windbreaker Winners:

• Debra Hobgood, Madisonville, KY • Paul Armata, N. Adams, MA •

### Runners up won:

#### 6-in-1 Engraved Screwdriver:

• Preston Young, Middletown, OH

• Kathleen Brooks, Austin, PA • Pete Vouvousas, Warren, OH •

#### Union-Proud Long Sleeve T-shirt:

• James Reho, Painesville, OH • Frances Hale, Salem, VA •

• Frank Hill, Cincinnati, OH •



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

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ROGER DEEL  
*Compliance Director*

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TONY HAYS  
*At-Large, Region 8*

KEN REAM  
*Director, Region 7*

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# Trans Pacific Partnership: Fight Continues!

Many IUE members participated in the fight to stop Fast Track legislation for the TPP. Our efforts were incredibly hard-fought. Through the IUE-CWA, the AFL-CIO and hundreds of coalition partner organizations, the campaign to stop Fast Track was a force to be reckoned with on Capitol Hill - with thousands of letters, phone calls and lobby visits logged into Congressional offices. Unfortunately, due to massive lobbying by corporate interests, Fast Track legislation did pass for the TPP in June. However, the fight is not over yet. Congress must still vote to approve the TPP trade agreement itself - and passing this massively flawed trade deal will not be easy. - Our fight continues to oppose this terrible deal. The text of the TPP was kept secret during all of the negotiations, in which 600 corporate advisers were helping to shape the text - but labor unions and all other groups were shut out of the negotiations. Now that the text has finally been revealed, it's worse than we thought.



The text of the TPP confirms that this trade deal will accelerate the offshoring of U.S. manufacturing jobs, weaken labor standards in the U.S. and across the world, lower protections for the environment, and make affordable medicines harder to find - just to name a few things.

The current status of the TPP legislation - the Obama Administration gave the notice to Congress that he intends to sign the TPP. That starts a 90 day countdown before they can legally sign the trade agreement. However, there is much opposition in Congress to TPP on both sides of the aisle - and many legislators are pledging to vote against this trade deal. We may not see a vote on TPP for many months, and we have to be ready. Our fight to kill the TPP continues, and we need your help. Please contact your member of Congress and ask them to Vote No on the TPP!

**Call Today!**

**If you would like to get more involved contact Heather Atkinson at IUE headquarters, 937-298-9984.**

## Diversity Ambassadors



### Involved and Empowered

IUE-CWA Diversity Ambassadors from around the country met in Atlanta, Georgia in early November to continue their training and to share ideas about getting ALL IUE-CWA members around the country involved and empowered at their local unions. Trainers Arthur Matthews and Susan Woods led numerous interactive activities on EEOC, mediation of conflict, and interpersonal communication skills. The ambassadors traveled as a group to the Center for Civil and Human Rights, where they learned about the American Civil Rights movement and about the struggle for Human Rights (past and present) in countries around the globe. The ambassadors returned to their locals energized and ready to champion pro-diversity and inclusion resolutions at all of our IUE locals. We are truly stronger when we all work together—and the IUE-CWA Diversity Ambassadors are a dedicated and passionate group of labor activists!



## Mentorship Program

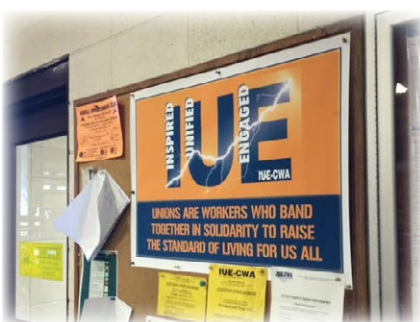
### 2016 Mentorship Program Takes on DC

In November, the 2016 IUE-CWA Mentee class traveled to Washington, DC for a two-day training/lobbying visit. On day one, the mentee group visited CWA Headquarters and had the opportunity to meet with and ask questions of CWA President Chris Shelton, CWA Secretary-Treasurer Sara Steffens, and IUE-CWA President Jim Clark. They also participated in a training session on the importance of political action for working families, and learned how to lobby their members of congress specifically on the TPP Trade issue, which would have a devastating impact on manufacturing jobs in the U.S. On the second day, the mentees went to Capitol Hill and met with members of congress and/or congressional staffers to urge them to vote against the TPP trade deal. With future leaders like these, IUE-CWA will stay strong!



## 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:IUEPosterContest@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.







## REGION 3 REPORT

by JOE GIFFI, Director

Well, here we are at the end of another year! 2015 has been a year of many economic victories and many political disasters. We can only hope that the political losses will not affect us as badly as previous ones have. We have also been surrounded by dark clouds of terrorism bringing great sorrow and worry for our safety and that of our family and friends. All in all, not a stellar year, but we've had worse. Let us all pray for 2016 to bring Peace, Health and Happiness!! Let us also pray that we can survive the upcoming 2016 Election ads!!!

Over the last quarter, the locals around the country over which I have responsibility have experienced many successful contract settlements. There have been no labor actions (eg. strikes, lockouts). In general we have been able to fight off concessionary demands and have negotiated wage and pension improvements. Healthcare remains a complicated and costly issue at the bargaining tables. The Affordable Care Act continues to change, mostly in labor's favor, and we are doing our best to stay on top of it and prepare for any possible changes in the future.

### ORGANIZING !!!!!!!!

We continue to lose members, mostly from companies downsizing. We need your help to find people who are interested in unionizing their workplaces. Just let the President of your Local know and he/she will get us the information. Growing our organization will increase our strength and ability to fight for fairness and equality. Get us some contacts!!

### New Years Resolution:

As one of your New Year's resolutions (one that you will keep!), commit to becoming active in your Local Union. Help us help you to make your workplace and Community a better place to be! Start by going to Union meetings or joining a workplace or Local Union committee. Maybe get involved in a political committee sponsored by the Local or Area Labor Council. Be a part of making change happen!

*Wishing you and your families Happy Holidays and a very Healthy, Happy and Prosperous New Year!!!!*

Best wishes to all,  
Fraternally,

*Joe*

### Here are a few of our great Labor Leaders!



Local 485 Bargaining Committee at Curtise Wright; Standing: Sumanth Bollepalli, Brian Zatkowski, Joseph McNeil, Humberto Leon; Sitting: Michael Brunet, Brian Brady



Local 485 Bargaining Committee at August Thomsen Corp.: Kalamudeen Jamaludin, Neveida Rodriques, Humberto Leon, Sumanth Bollepalli, Salvatore Diana.



## REGION 7 REPORT

by KEN REAM, Director

SISTERS and BROTHERS – IT'S UNION TIME! It is a time for the holidays, a time for the New Year, a time for rejoicing, and a time for reflection.

2015 has been a very difficult year for far too many of our members. I have previously written about the work related death of Wanda Holbrook at Local 436FW (Ventra-Ionia) and the plant closings at Locals 123 (General Cable), 1060 (Alstom Power Danville), and 999 Harris/Exelis – Fort Wayne). Although President Clark, the IUE, and Local Presidents Eric Giester, Barbara Cunningham, Brian Nale, and Brenda Jones (respectively) have all done their best to minimize the hardships on the members, the holidays will be difficult on far too many of these members.

In addition to the above, we recently received notice that Globe Metallurgical (Local 693) is planning either long-term layoffs or a plant closing at their Selma, Alabama facility. The Company has been forced into this position due to predatory dumping by Chinese steel/metal manufacturers. President Clark, Political Coordinator Heather Atkinson, Staff Rep. Debbie Beeler-Valentine, Local 693 President Tim Stone, and his Officers are reaching out to Federal, State, and Local officials to try to save these jobs.

We are all battling very hard! But bad trade deals like the TPP as well as recent Right-To-Work (for less) laws in states like Indiana, Michigan, and Wisconsin have made the task of protecting our members Herculean. Further, newly elected Governor Bevin, could easily be the death knell to the Unions' long time effort to prevent RTW in Kentucky.

As I said, the New Year is a time to reflect back. But, it is also a time to look forward. 2016 is a very important election year. We will have decisions to make, campaigns to join, and votes to get out. I know that politics is not fun, but if we don't start electing more pro-labor candidates, we can look forward to saying good-bye to more good Union Sisters and Brothers as well as maybe our own jobs.

In some good news, IUE Dues Coordinator, Pam Deer and Staff Rep., Tommy Thurston had the honor of standing with Local 190 Pres., Rex Rains at Baekert's Ribbon Cutting Ceremony for the opening of their new facility. You will remember, a major part of this facility burned down earlier this year. At the ceremony, top Baekert officials bragged about how Rex, and the Local 190 membership worked diligently to get this plant back and running even better than before. Local 190 has been a proud IUE Local for over 40 years. Rex, his Committee, and his members not only make a great product, but they have over 97% membership in RTW Alabama. Way to go Rex and Local 190!



Local 190 President, Rex Rains and Staff Rep, Tommy Thurston at Baekert's Ribbon Cutting Ceremony

Our Locals have also negotiated some very good contracts in recent months. While I can't mention them all here, there are a few that I must congratulate: Ed Salus, Brian Lutz, Matt Clark and the Local 717 Committee had some very difficult negotiations but reached a great contract with Delphi; Vince Storms, Ken Wagers, Todd Viars and the Local 708/Tyco Committee reached a great contract (ratified 94 to 6!); Local 643 Pres. Steve Lyle, Bob Sutton and their Committees recently ratified 2 contracts at Ranbar and Liberty Pultrusion (way to pound them out Steve!); Tony Bowling, Art Smith and the Local 950 Committee reached a tough deal with C&D Tech; Todd Taylor, Matt Clark and the Local 729 Committee recently overwhelming ratified an Agreement with B-Way. Carl Kennebrew, Kaine Goodwin and the Local 755 membership recently stepped up to the plate to save jobs with a difficult contract at Dimco Gray. I would also like to give very special congratulations to Tina Campbell of Local 162. Tina was honored as the Western Virginia C.L.U.W. "Woman of the Year". This is a great honor for both Tina and the IUE!

In closing, I hope that you all have a great holiday season and a wonderful New Year!

Until next time,  
Take Care,  
*Ken*



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**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 we are at the end of 2015 and the beginning of a new fiscal year. Obviously, that means IRS forms, LM forms and the Yearly Audit form are upon us. I am extremely pleased that so many of you have already responded to my earlier letter and sent me copies of your completed forms and the Yearly Audit Form. Thank you so much for your timely filings and prompt reply. Your response has been great and I appreciate your work. I know that some of our locals have filed but have not forwarded copies to me. Please remember that I need a copy of the forms you file so I can record them with CWA for your compliance obligations.

Also, I need to clear up a mistake in my earlier letter of November. The letter stated that the fiscal year ended in September for all IUE-CWA locals and that reports were due. While that is true for most IUE-CWA locals, there are some locals that end their fiscal year in December. That mistake caused some confusion among locals with a December year end. I apologize for the confusion and I will correct that mistake for next year.

Going forward, I expect more changes that will create challenges for some of our people. 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 who don't like to use a computer. However, the Department of Labor will accept paper copies of LM Forms for this year. When/if that change takes place I will

help you as the need arises.

For any of you who might not have received a letter from me in November, I have restated the essential information in this column. IUE-CWA local unions (with a few exceptions) must file an LM Report with the Department of Labor within 90 days after the last day of the fiscal year. Also, local unions must file the appropriate version of Form 990, (the 990-N e-postcard or Form 990-EZ) 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.

I know this information is redundant but it is important for all our local officers to know their filing obligations. Please call me if you need help with any of these forms. My role as Compliance Director is to help you meet these obligations.

I can be reached at 937-293-5959 or by email at [rdeel@cwa-union.org](mailto:rdeel@cwa-union.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 member of IUE-CWA since 1977



## GE CONFERENCE BOARD REPORT

by **BOB SANTAMOORE, Chairman**

2015 has been a very busy year for the IUE-CWA and the GECB. I would like to take this opportunity to thank President Clark, my staff, and the local leadership throughout the Conference Board. We have worked very hard this year. I am very proud of this GECB and what we have accomplished this past year – success comes from everyone uniting and working together and that is what this union has done in 2015.

This year we have been busy ratifying new contracts securing jobs for our membership. In addition to ratifying a new GE National Agreement this past summer, I am also happy to report that the Conference Board ratified a new 4 year agreement at Local 301AE and a new 3 year agreement at Local 807 this Fall. I want to thank our GECB staff, local officers, and local negotiating teams for doing a great job on these new contracts.

I want to extend special congratulations to Local 201 Business Agent Ric Casilli on his upcoming retirement plans in February. Ric has been a part of Local 201 for many,

many years and has served the local as Business Agent since 1996. His experience and knowledge will be greatly missed not only in the local, but in the GECB as well, as he has been part of the GE National contract negotiating committee since 1997. On behalf of the GECB staff, we wish him the very best on this next stage of his life.

With the holiday season upon us, I know that a lot of the locals in the GECB take this opportunity to give back to their communities by helping those less fortunate. Please take pictures of any holiday giving that your local takes part in and send them to me so I can highlight them in a future article. The labor movement is about helping working families and the holiday season is a perfect time to show the community that we care.

Hope everyone has a safe and happy holiday!!

*Bob Santamoore*

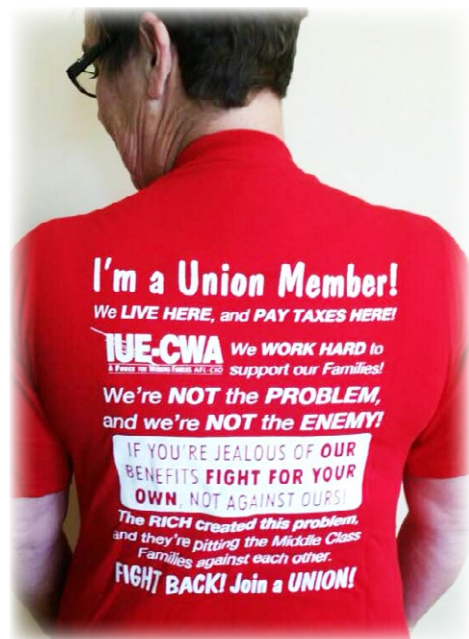
Chairman

IUE-CWA GECB

## NOT SO FUNNIES



## Show Us Your ees!



Sister Cathy Shirey of Local 901, Ft. Wayne, IN sent us this great Tee. Thanks Cathy for sharing your union pride and such a great message!

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 (sometimes more than one local might be featured!). 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](mailto:thebolt@iue-cwa.org)



Members from Local 913 in South Bend, IN sent us this great group shot showing their union pride with their t-shirts that read "Together we bargain, divided we beg" So true!

## 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](http://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](http://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.



## The Homecoming of Kenneth Page

IUE-CWA's newest addition to the Legal Department



It's a pleasure to further introduce myself to those of you I have not yet met, and to give a little of my background as the newest member of the IUE Legal Department. After working many years in Washington, D.C., and New York as a public interest attorney and union side labor lawyer, it was time to return home to Ohio, closer to family and friends.

On May 18, 2015 I assumed my new position as Counsel to the IUE CWA, headquartered in Dayton, Ohio. So many of you that I have communicated with, or met at different Union events, have made my Ohio transition seamless. I excitedly learn new details about our strong union and people daily, making my work on the side of labor an extremely enriching experience. I am more convinced than ever, that workers and unions throughout our country will continue to set the example for how our broader communities can best work together towards progressive goals.

Most recently, I worked as the Director of the Legal Department of an AFL CIO affiliated Local in New York City, representing over 38,000 hourly transit workers. Many of those 15 years of experience, on the side of labor, with the Transit Union has helped my transition, as I balance that experience with the many new lessons I learn daily about our Union.

President Clark and General Counsel Lela Klein started me in the "deep water" with my first assignment: And it was an honor supporting the bargaining team that secured a new General Electric National Agreement. Similarly, the membership re-

ceived me warmly at our Diversity Training in Charleston and at our Detroit national conference. There, I did a very brief legal presentation on the issues that may arise around our use of social media. Hopefully, you will remember how important it is to make sure our public comments about our work issues are written with a view toward supporting our collective interests on the job, while being very careful not to make individual attacks on the companies we work for, which bosses could argue put their services or products in a bad light.

In November, I was moved by the sincerity and effort of our participants at the Atlanta Diversity Training, who were earnest in practicing methods to help ensure our Union continues to be inclusive regardless of background. During this training I remembered how important it is for us to honestly and patiently communicate remembering that our goals as unionists are the same.

Along with Regional Director Ream, I also joined an excellent FMLA training session in the Poconos. We agreed that it was important to consult directly with the Department of Labor's Wage and Hour Division by telephone if we had questions regarding the way an employer is handling FMLA.

In these short months working for you, I have learned far more from all of you, beyond what legal support I have shared. I'm encouraged to reaffirm my primary measure of human solidarity is whether or not one supports the interest of labor for a fairer, more inclusive world.

In Solidarity,  
*Kenneth Page*

## A Win for Manufacturing: The Reinstatement of the U.S. ExIm Bank

Sometimes, legislative wins for union members can be hard to come by - with attacks such as "Right to Work" and bad trade deals like TPP moving down the pipeline.

However, our participation in the legislative process is critical - and we **DO** have an impact on what happens in Washington. A key example of this is the recent legislative victory for manufacturing in the U.S. - the reinstatement of the ExIm Bank. The Ex-Im Bank is a small federal agency that enables U.S. companies, including IUE manufacturers, to sell their products in global markets. The ExIm Bank is a critical tool to ensure that companies overseas are able to purchase our union-made, American-made goods - the products IUE-CWA members make right in our shops. IUE-CWA employers use ExIm bank programs as a critical tool to ensure there is a reliable foreign



market for IUE made goods - which helps keep our members' jobs in the U.S. Without a customer for our products, the demand for these goods goes away, putting our jobs at risk. ExIm bank helps ensure customers are able to buy our IUE products.

The ExIm bank has been a key tool for American manufacturers for over 80 years, but the bank was forced to shut down in June of this year due to political posturing from the Tea Party "Freedom Caucus" in the House of Representatives. This group blocked the reauthorization of the ExIm bank's legislative charter this summer and the bank was forced to shut down, putting IUE jobs and other American manufacturing jobs at risk. In light of this situation, IUE-CWA President Jim Clark lead the IUE in the fight to bring the ExIm back. "This issue was extremely important to IUE jobs - it was im-

## "The Bolt" Layout Editor: Jason Schiely

Nearly three years ago, when we decided to revamp the IUE News into "The Bolt," we approached IUE-CWA Local 755 member Jason Schiely to see if he would be interested in becoming our layout editor. Thankfully, Jason was happy to have the opportunity and agreed to take on the responsibility.

Jason describes himself as "one of those 'some college' guys," but luckily for IUE, that "some college" was in graphic arts and electronic publishing. Jason also majored in Advertising Design at Patterson Career Center as a high school student. Graduating in 1991, he worked some odd jobs while taking classes at Sinclair Community College, eventually landing as the Art Director at a small publishing company. Not long after, love came calling and the paltry wage and benefits at the non-union shop weren't going to cut it. Jason married his wife Yolanda in 1998 and they now have two delightful children, Stevie (13) and Corena (8).

Jason's uncle, Berry Roberts, was a long time union member and employee of GM, who helped Jason get employed at DMAX, home of the Duramax diesel engine, where he worked in Assembly and later in Quality.



After a few years, Jason became the union benefits rep, where he has served for ten years. Because of his considerable skill with computers and design, Jason began helping with the local's website, doing flyers, and editing a local newspaper, which lead to his work with the

International IUE on "The Bolt."

"I enjoy getting a chance to stay in touch with my artistic background and working with President Jim Clark and Assistant to the President Laura Hagan on the newspaper," Schiely said. "I have had opportunities to create logos, design brochures, and assist in various other creative aspects of the IUE-CWA's Communications Department, including photographing union events such as the bi-annual IUE-CWA Conference and CWA Convention. The Bolt is always my greatest challenge because President Clark is dedicated to filling it with all the latest happenings in the union world and keeping the focus firmly on the membership--spotlighting those who make a difference in the IUE and in their communities." Keep sending in your stories and Jason will be more than happy to keep finding room for them in The Bolt!



## It's Key To Our Voice!

With so many important elections coming up in 2016, it is essential that we exercise our right to vote. There will be countless issues at stake in 2016 that affect us as working people - from our rights on the job, to funding of our kids' schools, to whether corporations pay their fair share in taxes. Approximately 51 million Americans are eligible to vote, but are not registered to vote - almost 1 in 4 Americans! There is some good news - studies have shown that union members are both more likely to register to vote, and also more likely to turn out to vote. The impact - labor unions help to boost the rate of overall participation in American elections. As a labor union, we must do everything in our power to ensure as many of our members are registered to vote as possible. At your Local - you can help ensure that your sisters and brothers are registered to vote by organizing a workplace voter registration drive. Helping to register your fellow union members amplifies the voice of working people in your community. Organizing a voter registration drive at your workplace is easier than you might think - IUE Headquarters can provide you with the training and materials that you will need. If you would like to do a drive at your Local, please contact **Heather Atkinson 937-298-9984.**

perative that we take action," said President Clark, who called upon IUE Locals to jump in and contact their legislators to tell them to vote to bring the ExIm bank back. IUE Local leaders answered the call - springing into action, writing letters and getting petitions signed to send to their Senators. Our grassroots action paid off - Congress voted to bring back the ExIm bank in December - in a real win for IUE members, and thousands of American manufacturing workers across the country. This outcome is a great example of how our efforts as union members do have an impact on our legislative process.

Local President Andrew Blades of IUE-CWA Local 701 in Madisonville Kentucky echoes this, "We knew this issue was key to protecting our jobs, so we had to get involved. We got hundreds of our local union members to sign a petition to our Senators - telling them to vote to bring the ExIm back. We are very glad this paid off and that we had an impact on this issue. It is critical that we stay involved with political issues that affect our members."



*A big thank you to Heather Atkinson for helping lead the charge!*





## Safety 4 U – Introducing Our 2016 Safety Team Members

A huge thank you and congratulations to our Locals who have done an amazing amount of work over the past year hosting member events like safety fairs and trainings, building stronger safety committees, scheduling safety assessments, and attaining stronger health and safety contract language.

2015 has been a very active year for safety. As the end of year approaches, we begin positioning the next round of campaigns. In our New Year strategic plan, we join forces with our local journeyman to include safety classes for IUE-CWA Skilled Tradesmen. We've added safety trainers to each region, and we are increasing our activists by the introduction of our Regional Safety Liaisons who will support regional

campaigns based on our 2015 Injury and Illness Data reporting.

We would like to introduce you to the newest members of our IUE-CWA Health & Safety team. Their names are Dwight, Charlotte, Joe, Darryl, Dexter, Amanda, and Monica, and they have already begun to plan for 2016 activities.

Thanks!



**Amanda Chapin:** I've been a Michigander all my life. Grew up in a small Michigan farm town. I have two beautiful children who are my life. One son, one daughter. I have a huge family I'm close with and wouldn't have it any other way. I enjoy spending my free time with them, as well as sporting events for my favorite football and baseball teams, Detroit Lions and Detroit Tigers. I've been a part of my local Union for 10 years and am a steward in my department as well as part of our health and safety team. I've recently taken on the roll of CWA Occupational Safety and Health Trainer. I'm looking forward to helping educate others as well as seeing where this takes me and what I can learn along the way.



**Darryl Houshower** is a EH&S Union Representative for Local 81359. I have been with Momentive Performance Materials and a member in good standings for over 25 years. The last 4 years I have been the Vice President. A few of my duties as V.P. include Health and Safety and Job Movement.

Local 81359 and Momentive management have joined together to form a joint steering committee on Health and Safety. As a member of this committee we have seen vast improvement in awareness and a culture shift on Health of Safety. As a local we are committed to make Momentive a safer work environment for all members.

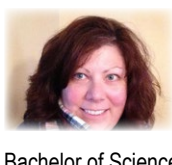


My name is **Charlotte Lollar** I have 2 brothers Charles Vaughn and Jimmy Lollar, and yes I do suffer with the disorder of middle child syndrome. I am also the proud mother of 3 children 1 son and 2 daughters and 1 adorable grandson.

I am employed at Inteva Products of Gadsden Alabama, also a loyal member of the IUE-CWA Union Local 83711 since April 2005. Since November of 2014 I have been the Health and Safety Representative. It has been a great learning experience, and I am enthuse about working with the new Liaison Team.



**Dwight A. Richardson** was recently appointed the IUE/CWA Skilled Trades Director. He is also a Predictive Technology Technician at Dmax-Ltd where he has 22 years of service. In 1994 Dwight received his Journeyman Electrician classification. He holds the following certifications: Level II Infrared Thermographer, Level II Ultrasound, and Level I Vibration Analysis. Dwight currently resides in Dayton, OH with his wife Angela. In his spare time Dwight enjoys going camping, fishing, and riding his Goldwing motorcycle.



**Monica Jesmain:** I was born and raised in Mechanicville, NY. I attended Clarkson University and SUNY Albany, where I graduated cum laude with a Bachelor of Science degree.

My working career began in 1996 when I was hired as a Chemical Technician for Local 380 at GE Silicones in Waterford, NY. I worked in the Technology Department. In 2007 GE Silicones was sold to a private company and became Momentive Performance Materials. The business changed but thankfully my job functions remained the same.

I have always been an active participant on numerous safety committees, ISO & QS9000 certified auditor, Six Sigma Green Belt Certified, and currently am the Secretary/Treasurer for our local.

Most recently I have taken on the Local 380 Union Health & Safety Representative role as part of the EHS Department. In this new position I am honored to provide a strong and engaged voice for all union members who have any health and safety concern.



By all accounts **Joe Nguyen** is the youngest and first Asian-American President of IUE-CWA local 84913. He is in his second term as President, and has previously served his local as Vice President and Trustee.

Joe attended CWA's Minority Leadership Institute in 2012 at the National Labor College in Silver Spring, Maryland. He is a member of APALA (Asian Pacific American Labor Alliance), and currently serves on IUE's Diversity Steering Committee.

Joe has been chairman of local 84913's Health and Safety Committee for the last 9 years. In March of 2014 he completed the "Union Approach To Health and Safety" train-the-trainer program; and began conducting training classes shortly thereafter.

## LOCAL NEWS

### Local 800 - Sheboygan, WI



The Mayline Committee left to right are- Mike Anderson, Barb Clark, Mary Hameister, and Scott Grunow

### LOCAL 800 MEMBERS AT THE MAYLINE COMPANY RATIFY A NEW 2 YEAR AGREEMENT

Members of IUE-CWA Local 800 at the Mayline Company voted to accept the terms and conditions of the two-year Contract by an 85% approval rate. Local 800 President Randy Tayloe, who heads the negotiating committee, reports that the main item in getting a "yes" vote to this two year Labor Agreement was the elimination of the lower wage rates of a two tier wage rate system. Congratulations to the Union Members for a job well done.

The parties agreed to use the services of Federal Mediation and Conciliation to help get the Agreement done. A special thank you needs to go out to Lela Klein. With her guidance, we were able to work through the Wisconsin Right to Work language. Thanks Lela, you are the best.

The Mayline Company has been part of the Sheboygan community for a long time and our Local 800 Union Members look forward to growing the business and keeping Mayline in Sheboygan for many years to come. Members of the Union and Company Negotiation Committees should be commended for working together in putting together the deal.

## UNION IN ACTION

### Union Organizing is Critical to our Future

As we know, growing our ranks as a union is critical to our future as the IUE. We have several active campaigns underway to organize unrepresented workers as part of the IUE - gaining the workplace protections that they deserve. We have campaigns in Ohio, Alabama, California, and Michigan. We need your help to bring more workers under the protection of the IUE! 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 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



**STRENGTH  
IN NUMBERS**

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. Organizing new units also makes your local stonger!

**Call IUE Headquarters  
937-298-9984.**

# 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 Fights Back for our Retirees!

### Retiree Litigation Update

**The IUE-CWA has recently initiated two lawsuits in order to protect the benefits of our retired members.**



A coalition of labor unions and individual retirees led by the IUE-CWA filed a federal class action lawsuit in November against General Electric. In this suit, we contend that GE is violating federal law by terminating longstanding post-65 retiree medical plans that were promised to retirees in their union contracts. As of 2016, GE will replace these former plans with a credit to purchase coverage on a private exchange. Thousands of GE retirees, particularly those on life saving drugs, will face much higher drug costs as a result of this change.

IUE-CWA President James Clark told the press, "We are outraged that a very profitable General Electric Corporation would choose to break promises to its retirees during the most vulnerable time of their lives, after they gave decades of service to this company. I am glad these retirees have unions that are willing to step up and fight for justice."

IUE-CWA and the other labor union plaintiffs are confident that the terms of their labor contracts clearly demonstrate intent by all parties that the benefits negotiated with GE are lifetime benefits for GE retirees.



In October, the IUE-CWA filed a complaint in Bankruptcy Court alleging that General Motors is shortchanging more than 5,000 of its pre-65 retirees on their retiree medical plan. The lawsuit, termed an "adversary proceeding" is pending before the same judge who approved the 2009 settlement between the IUE CWA and GM. That settlement established a health insurance plan for pre-65 retirees from GM and Delphi, and, the union contends, clearly indicated that \$467 million will be provided by GM to deliver benefits to participants in this plan. However, earlier this year, IUE-CWA learned that GM is leaving an estimated \$95 million unspent while at the same time increasing the cost of participation in the plan.

*President Clark charged that "IUE-CWA participants, as well as participants from other unions, are not getting the full benefit of the bargained agreement that GM reached with us in 2009. We are calling for GM to do the right thing now by holding off on their announced January 1, 2016 benefit reductions until this dispute is resolved."*

**Stay tuned for updates on these lawsuits.**

## GM/DELPHI Retirees

Hello Members!

Hope this winter season finds you all well! This article pertains to General Motors/DELPHI retirees who have optional or dependent life insurance paid for out of your pension checks or who are invoiced by MetLife.

First of all, if you are hitting a milestone birthday such as 65, 70, 75, etc., your premium for these policies will be going up the first of January, even if your birth month is not until later in the year. Second, if you have a dependent policy for your spouse/child, please remember that a child dependent comes off GM dependency at the age of 19 unless they are a full-time college student, and then they stay on only until the age of 24. Some members think that if they are paying for a dependent policy, a "child" regardless of age is covered under the life insurance. This is not correct; a dependent policy covers any active dependent that fall under the GM dependency rule. Also, be aware that a dependent policy is always listed as a dual policy regardless of how many dependents you may have. Example: \$20,000/\$10,000 would be a policy that would cover a spouse for \$20,000 upon death and a dependent "child(ren)" under the dependency rule for \$10,000. If your dependent children do not meet the eligibility test for dependency they would drop off and no longer have coverage, however your spouse would still be covered for the \$20,000. The policy will still show up that you are paying for a "dependent" life insurance policy as \$20,000/\$10,000 even if you have no eligible children. (Once again these numbers are only for example, not necessarily the policy you may have!) If your spouse should precede you in death, if you should get divorced, or you are still paying for a dependent policy and you longer have a dependent "child" under GM's rules, please know that it is YOUR responsibility to contact MetLife to let them know, even if it may have been reported to GM. GM DOES NOT contact MetLife to inform them about your personal situations.

If your Optional life insurance or dependent life insurance becomes too expensive, you can call MetLife and get quotes to lower your amount of life insurance, which will in turn lower your premium amount. If you call to cancel coverages, however, you will never be able to reobtain these policies. Also remember, it is always good to call and get a confirmation of coverages periodically to keep for your records.

To Contact MetLife: 1-888-543-3461

I hope this has helped to clear up some of the many questions I have been receiving. Please know you can call me anytime. IUE Pension/Benefit Rep. 937-224-5217

*Kim*

## 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, if you retired from GM, Delphi, GE or Chrysler - through company deduction.

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