

# THE BOLT

DIVISION NEWS

VOLUME 67 ISSUE 3 • FALL EDITION 2016



IUE-CWA Brothers and Sisters,

As summer turns into fall, the heat in our facilities across the country will thankfully decrease,

but the political heat in Washington and in statehouses around the country will grow. As you know, 2016 is a Presidential election year, and I urge all IUE-CWA members to make certain that you are registered to vote and that you cast your votes. Many soldiers have died protecting our right to vote, and we owe them the honor of taking that responsibility seriously. I urge you to be informed and to support candidates in all local, state, and national races who will support the right of men and women to form unions and bargain collectively to improve their lives. As President John F. Kennedy

said in 1960, "Those who would destroy or further limit the rights of organized labor--those who would cripple collective bargaining or prevent organization of the unorganized--do a disservice to the cause of democracy." In 2016, Union members are under attack by corporations whose greed knows no bounds. We must use our power at the polls to put candidates in office who will fix labor law in this country and appoint justices who understand that people are more important than corporations. We must vote to protect unionism or see our way of life destroyed. Do not support candidates who support so-called Right to Work Laws. They are designed to destroy unions and strip American workers of wages and benefits.

The first eight months of this year have been busy, and we have struggled in many difficult bargaining situations. I want

to thank the local members who have maintained their solidarity and turned their anger where it belongs, on the greedy corporations, and not on their local bargaining teams who have worked hard in a country where our power continues to diminish to get a decent contract for the membership. Our strength lies in unity. Union starts with "u" because you are the union. It isn't something separate from the members – it is the members, and IUE-CWA has the best members out there.

I want to sincerely thank the local officers and members who attended the 2016 Division Meeting in June. We had a very informative and successful meeting, and we trained over two hundred people in the classes which followed. Our Local Diversity Ambassadors have returned to their locals and are training Executive Boards, Stewards, and members in the importance

of valuing our difference, communicating clearly, and working together in the name of strength and unity.

We continue to push organizing efforts around the country and I ask all IUE-CWA members and retirees to be involved in helping organize the unorganized. Talk to your family and friends and co-workers about the importance of a union contract and the value of "just Cause." With density, we grow our strength.

I urge you to be involved, be strong, and stay unified!

## Election 2016: What is at Stake for Working Families



### CLINTON: Issues At A Glance

- 👍 Supports raising the minimum wage
- 👍 Supports Collective bargaining
- 👍 Will implement an "Exit" Tax for Companies that Outsource American jobs

- 👍 Original sponsor of the employer free choice act
- 👍 Opposes Right to Work (For Less)

With all of the negativity and noise coming out of the Presidential race, it is tempting to just tune out this election. The truth is however, that in spite of the noise, there are many key issues at stake for working people this November. It's critical that we not get distracted by the noise, and keep focused on the real issues at stake. Many issues hang in the balance - the TPP trade deal, the rights of union members to organize, the wages of working people across the country, the funding of our children's public schools. All of these issues will be directly impacted by the candidates who are elected in November.

While the Presidential race gets the vast majority of media attention, there are many other races which will have just as big of an impact on our lives, if not more. Control over the U.S. Senate also hangs in the balance

this Election, with many races that will be extremely close. There are 9 Senate races that are considered a toss up at this point, including Nevada, Wisconsin, Illinois, Florida, Ohio, Pennsylvania, New Hampshire, North Carolina and Colorado. The way the races are shaping up, there is a very strong chance that the Democrats could regain control of the Senate. While our union is not loyal to either party, the reality is that the Senate Democrats have supported organized labor and working people, while the Republicans have promoted a platform that is extremely harmful for workers - including promoting "right to work," attempting to block appointments to the National Labor Relations Board, and perhaps most importantly, promoting passage of the Trans Pacific Partnership trade deal. All of these policies directly harm American workers. Regaining Democratic control of the Senate will help tip the scales back toward policies that will help workers.

The Presidential race is also critical for working people. Above is a graphic that contains the positions of Trump and Clinton on key worker issues. In addition

to these positions, one of the other key elements that the next President will decide will be several appointments to the Supreme Court. The Supreme Court makes decisions which directly impact every single American in our country, including on our rights in the workplace. Trump has floated a number of names he is considering for Supreme Court appointments if he becomes President, and **all of these individuals are anti-union, and have a history of anti-worker positions.**

*It is absolutely critical that every IUE-CWA member turn out to vote this Election - our jobs, our wages, our quality of life depends upon it!*



### TRUMP: Issues At A Glance

- 👎 Opposes raising the minimum wage
- 👎 Supports Right to Work (For Less)
- 👎 History of outsourcing production overseas
- 👎 Used undocumented labor to avoid union wages
- 👎 Refuses to recognize union election at Trump Hotel
- 👎 Supports more tax cuts for the wealthy

## WHAT'S INSIDE

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- OUR DIVERSITY MAKES US STRONGER •
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## IUE-CWA 401(k) Plan Benefits

Saving for retirement is important at every stage of your working life! Because of changes in the laws, culture, and the unwillingness of employers to participate in traditional defined benefit plans, the responsibility of saving for retirement is now on the shoulders of our IUE-CWA Members and employees around the country. It is even more critical now than ever that Members have retirement benefits that work for them. This is where the IUE-CWA 401(k) Plan can help!

As a union sponsored, multi-employer, jointly trustee retirement plan, the IUE-CWA 401(k) Plan works for the exclusive benefit of its Union Members – it's our sole mission. Our Board of Trustees is made of two Union representatives and two management representatives. President James Clark and Business Agent of Local 755 are your representatives on the Board. They are there to ensure that the benefits offered by the 401(k) Plan are beneficial to the IUE-CWA Members, and not for the benefit of the employers that participate. This means that YOU the Members have a voice in your retirement plan!

Currently the IUE-CWA 401(k) Plan has 51 participating employers across the country from Massachusetts to Nevada. We provide retirement benefits to over 3,000 IUE-CWA Members. While we run a single plan for all our Members, each Collective Bargaining Agreement is different. This gives Members flexibility in bargaining with employers to customize how you participate in the Plan – matching contributions or negotiated contributions from the employer, Member only contributions, or other scenarios.

When you are bargaining, please consider including the IUE-CWA 401(k) in your request list for your new contract. Even if you are already participating in your employer's 401(k) Plan, we can usually provide a better plan at less cost for our IUE-CWA Members, not to mention a plan that works for your benefit! We can work with your bargaining committee during negotiations and educate the employer on the benefits of the Union Plan and how we can carve out the Members from the employers existing plan. There are many advantages to participating employers including ease of administration, cost savings (for both Member and employer, and more).

As you are preparing for bargaining, here are some things you should request from the employer regarding their 401(k) Plan: Summary Plan Description, Plan Document, Fee Schedule (investments and other fees, including revenue sharing), and the most recent Plan Form 5500. These documents can give you important details about the employer's plan. Contact the IUE-CWA 401(k) Plan office and we can do a comparison of the employer's plan and our plan, and begin the discussion. This has been very successful in the past with negotiations and we have assisted locals in discovering errors in the employer's recordkeeping of their plan!

**For more information about the IUE-CWA 401(k) Plan, please contact Carey Wootton, Director: [carey@iuepension.org](mailto:carey@iuepension.org) \*\* 888-803-7449 \*\* [www.iuepension.org](http://www.iuepension.org). We are here to serve our IUE-CWA Members and look forward to hearing from you!**

## IUE-CWA helping to cool off some members in need during record high heat

Members of Local 786 in Mississippi struggling with high temperatures in the plant on a 101 degree day were very happy to receive Cool Wraps and cold water bottles from IUE-CWA. Staff Rep. Debbie Beeler, who had reported the excessive heat to IUE-CWA President Jim Clark, passed out the cool wraps and water bottles to members at the plant. Thanks to Debbie and Local President Sheron Coleman for their work on behalf of the members!



## • Find the \*HIDDEN\* Bolt Contest • 2 Winners will receive an IUE-CWA Hoodie-Sweatshirt

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 1.

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 GRILL SET Winners:

- Mamie Banks, Brookhaven, MS • Albert Neises, Oxford, KS •

### Runners up won:

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

- John Bateman, Ionia, MI •
- Frank Conover, Rocky Mount, NC • Ray Walling, Fremont, IN •

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

- Thomas Watson, Lynn, MA • Roberto Lopez, Miami, FL •
- Jim Kowinsky, Jeannette, PA •



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# SPEAKERS

# IUE-CWA

# TRAINING

## 2016 DIVISION MEETING

IUE-CWA Members from around the country came together for the 2016 Division Meeting & Training in June to share and learn and get energized! • Key note speakers author and activist Les Leopold and Charles Clark, AFL-CIO Director imparted invaluable wisdom on today's political and financial climate. • President Jim Clark gave an inspiring State of the Union update outlining all the numerous programs currently underway and upcoming. • An uplifting presentation of a new SCA Local Charter. • Additional presentations on Organizing, Diversity, Next Gen, Mentorship Program, and Political Action. • Success stories brought to us by both the Treasure Hunt and LEAN Manufacturing programs! • Outstanding Training Classes by IUE senior leadership on Bargaining, Arbitration, Mobilization, Political Activism, Organizing, Health & Safety as well as Local Financial Training.

*If you missed it, you missed a lot! Get involved! Go to your local union meetings! Tell your Local president you want to help! We need you!*



## IUE-CWA members: our diversity makes us stronger

Our IUE-CWA Diversity program continues to spread the word of embracing diversity and inclusion across our union. At the 2016 Division meeting this past June, our Local Diversity Ambassadors attended a “train the trainer” session, where they practiced teaching about the importance of diversity. Each member who attended the training learned how to give a 60 minute presentation on why diversity makes our union stronger. As we know, when our membership is unified, we are more powerful,



and better able to negotiate good contracts, and stand up for our members. In order to have unity, all members must feel welcome in the union, regardless of their background, race, gender, or sexual orientation - this is what diversity and inclusion is all about. Over the past several months, our Diversity Ambassadors have gone back to their Locals and given these presentations to their members, educating hundreds of IUE-CWA members on the message of diversity and inclusion.



## REGION 3 REPORT

by JOE GIFFI, Director

Well, we sure had a busy Spring and Summer! The IUE-CWA Conference, with the many contract negotiations, organizing campaigns, arbitrations and the Presidential election campaigns, most of us had no time for vacations. We continue to try to do our very best with fewer and fewer resources. We greatly appreciate your patience and understanding in this area. I'm happy to say our entire organization has rallied together, helping out in any area that needs it. We have not missed our goals and we continue to commit ourselves to provide the very best in all areas of Unionism.

Our transition towards a more efficient and flexible staff utilization has been slowly progressing. Naturally, there have been some growing pains, but the changes are starting to show success. The overall dedication and expertise of our staff has really enabled the changes to be relatively seamless to the Locals. We are very proud of our team! Continuous improvement is our goal with the membership's best interest as our guide.

Capital Investment Firms: these entities are extremely troubling for us. We have, more than ever, been faced with purchases and sales of businesses where we represent the workforce. CIFs buy businesses, make

draconian cuts and then sell them. We are forced into concessionary contracts, bankruptcy court battles and sometimes strikes. None of these usually end well. As of this writing, we are faced with just this scenario at Momentive (spinoff of GE) where we represent over 750 members at Local 359, 380 and 707. They are demanding reductions in health care benefits, eliminating future retiree health and welfare benefits, and making major changes in work practices. By the time you read this, we may be in a lockout or strike. We continue to fight our hardest against these greedy institutions, but must always balance the future of our members at the same time. This is another reason why our involvement in National Politics is so very important. The laws are against us. We fight for a better standard of living and then these Firms take it away from us through legal manipulations. Help us help you; vote for candidates who support Working Families.

Please be sure to vote in the upcoming US National and Local elections. It is your right and your duty as an American Citizen.

*Have a safe and happy Fall season.*

*Fraternally,  
Joe*

### Here is another one of our Local's Bargaining Teams fighting the good fight.



Local 86782, Tyler Texas Ingersol Rand (Trane) From Left to Right: Tony Hays - President • Jimmy Wade - 1st Shift Chief Steward • Lavera Robinson - Recording Secretary • Kevin Turner - Plant Chief Steward • Claretta Allen - Vice President • Craig Widemon - 2nd Shift Chief Steward • Stanley Martin - 3rd Shift Chief Steward • Pete Wickersty - IUE-CWA Staff Representative • Dennis Stephens - Skilled Trades Representative



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## REGION 7 REPORT

by KEN REAM, Director

### SISTERS and BROTHERS IT'S UNION TIME!

*Summer has faded and fall is upon us. It was a very busy summer for IUE!*

Since I wrote my last Bolt article, the IUE has handled about 35 different contract negotiations. While some of them are still being negotiated, the vast majority of them have already resulted in very good new agreements. With the leadership of President Clark, our IUE Staff and IUE Local officers have done a fantastic job of fighting off corporate greed and negotiating fair contracts for our members. I am extremely proud of all of you.

In beautiful but "Right to Work (for less)" Puckett, Mississippi, Local 786 President Sheron Coleman and her officers recently put on an internal organizing drive. With the help of Organizing Director Ellen Vera, Staff Reps. Debbie Beeler, Sonny Morgan and Janet Bernard, the Local was able to increase their membership by over 50%. Way to go Sisters and Brothers! Great job! If your Local wants to build your membership with an organizing drive, please contact your staff rep for more information.

Proving that IUE Staff Rep isn't just a job, it is a way of life, retired Staff Rep Rudy Rodriguez left the old rocking chair behind (just kidding Rudy!) and came out to help in the merger of IUE Locals 1000 (86000) and 1129 (86129) into Local 780. Congratulations to Juan Cazares, Bertha Roland, Thomas Ott and the officers and members of these three locals on this great move. As we have said before, the merger of IUE Locals makes for bigger, stronger, and better local Unions. With all of the combined members of IUE Local 780 working together as one, all will be better served. In addition, the Local also received a nice dues rebate as part of the CWA incentive for the merger. If your Local is interested in becoming bigger and stronger by merging with another Local, please contact your Staff Rep or IUE

headquarters.

I'd like to take this opportunity to congratulate IUE's new General Counsel, Ken Page. President Clark made an excellent choice in selecting Ken (not just because he has a great first name - lol). Ken Page is a very knowledgeable and experienced Labor attorney. And, more importantly, he is "dyed in the wool Union." I have already worked a great deal with Ken and I have been very impressed. Also coming on to our legal staff is Bobby Holt. Bobby is also a very intelligent, experienced, and true blue Union attorney. Previous IUE General Counsel, Lela Klein has moved on to pursue her other interests. But, I understand that she will still be working closely with the IUE through other agencies. Good luck Lela, we will miss you. But, you have left us in very good hands.

As you well know, this is an important and historic election year. We have the chance to elect the first woman President. Hillary Clinton has always been with the working people. I know a lot of people are considering Trump because they are looking for a "change." Donald Trump says that he got started with a "small \$1 million loan" from his father. He has all of his manufactured items made outside the U.S. He has been sued countless times for refusing to pay people who worked for him. Much of his rhetoric has been extremely degrading to women and minorities. Trump went on the record during the primary debates to say: "American workers' wages are too high". To me, Trump is an example of someone who was born on third base and thinks that he hit a triple. I think the choice is clear. I will be voting for Hillary. As always, it is important for Labor to "GET OUT THE VOTE!"

*In closing, it has been a very busy summer. It looks to be a very busy fall. I look forward to working with all of you.*

*Take Care,  
Ken*

## IUE-CWA 2017-2018 Scholarship Opportunities

IUE-CWA awards eighteen scholarships annually ranging from \$1,000 to \$5,000. Details for the scholarship program for the 2017-18 academic year will be posted on our web-site in October. Applications will only be accepted online at [www.iue-cwa.org](http://www.iue-cwa.org). The web-site will open up the application process on October 15, 2016 and the deadline will be February 28, 2017 at midnight (EST). All of the scholarships will operate independently from any local or CWA

scholarship program. Scholarships will be awarded for one year. The scholarships will be awarded without regard to race, sex, creed, color, age, or national origin.

Please read the scholarship rules at IUE-CWA.org. The information is located under the 'Member Resources' tab. You will find complete information and instructions on the application process, the required essay, as well as how to determine eligibility for children and grandchildren.

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



## COMPLIANCE REPORT

by ROGER DEEL, Director

Hello Brothers and Sisters of IUE-CWA. I want to thank all of you for your cooperation throughout this year. Working together we have made great progress. I am so proud of our local officers. To the best of my knowledge, more IUE-CWA Locals filed the LM forms on time than any time in our recent history. On September 1st, CWA Secretary-Treasurer, Sara Steffens reported that CWA Locals did better than ever last year in meeting federal reporting requirements. You are a large part of that success. I'm confident we will only get better. Let's work to have NO delinquent locals next year!! Please call me if you need any help.

October 1, 2016 starts a new fiscal year for all CWA Locals and most IUE-CWA Locals, with a few exceptions. We merged unions almost 16 years ago and all our locals should begin the fiscal year on October 1st and end on September 31st of the following year. It isn't very difficult to change the fiscal year and I will contact the Local Presidents and Financial Officers in of the affected locals to help you with the change.

In past columns I have reported on proposed changes to the Department of Labor reporting requirements. On July 1, 2016, the DOL revised their rules and require electronic filing of all LM-2, LM-3 and LM-4 Reports, beginning with fiscal year on or after January 1, 2017. They also modified some hardship provisions for the LM-2 but I don't think any of our locals ever utilized those hardship provisions. There is more information on the DOL/OLMS website, but ultimately, you must file the forms electronically. Admittedly, the electronic form isn't difficult and it's more efficient. As most of you know, the DOL posts copies of your LM on their public disclosure website. When you file electronically, it is posted almost

immediately. Paper copies take about six weeks to post and your form may be considered delinquent if the 90 filing period passes before it is posted. Electronic filing is a change that some of our officers won't like, it must be done and I will help you make the transition.

We are doing better with the IRS 990 form but some locals still struggle with those forms. Again, we are getting better. Unfortunately, too many locals forget to send me a copy of their completed 990 form. I must have a copy. Just to remind you, I scan your form and forward a copy to CWA. That confirms you met the federal reporting requirements and you are complying with the CWA Fully Functioning Local Resolution. Without the scanned copy, you may be considered as non-compliant. It is extremely important that you file your reports, send the originals to IRS and DOL and send copies to me.

And in closing, Local Unions must audit their books, at least annually, as required by the DOL, the CWA Constitution and your local bylaws/Constitution. Despite all our efforts to protect the assets of our members, losses do occur. These losses are unnecessary if we all do our job. Simply put, locals must audit their books regularly.

In October, I will mail a reminder letter to all IUE-CWA locals about filing LM and 990 Forms, along with a blank copy of the Yearly Audit Form. Thank you again for your continued cooperation. Please call me with your compliance needs or questions and I will help you. I can be reached at 937-293-5959, or by email at [rdeel@cwa-union.org](mailto:rdeel@cwa-union.org).

*Roger Deel*  
Compliance Director  
IUE-CWA Division  
Proud member of IUE-CWA since 1977

## IUE-CWA Piano makers featured in national magazine

Members of IUE-CWA Local 81102 in Queens, New York were recently featured in a high profile national publication, Slate Magazine, for their work hand-crafting the world-famous Steinway pianos that are produced at their plant. Photographer Christopher Payne was inspired to document the work that goes into making the pianos, and he toured the plant over 50 times to capture hundreds of photographs of IUE-CWA members hard at work. He compiled the photos into a book entitled, "Making Steinway." The book features many beautiful photographs of IUE-CWA members at work crafting the components of the pianos. Local 81102 Presi-



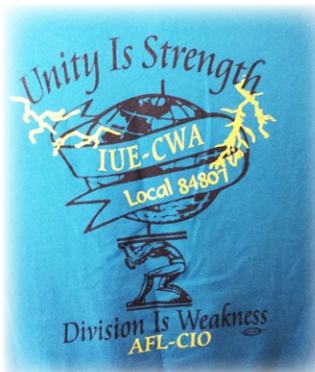
dent Steven Pabon shared his thoughts on the article and book that captures the work of him and his members. "I was so proud to see these photos of our members, and the fact that you could see their pride in our union through the pictures. All of the individuals you see in the pictures, I know each of them intimately, and it is an honor to represent them as their union President."

You can read the Slate article online at: [ow.ly/zD6u303YTt9](http://ow.ly/zD6u303YTt9)

And you can also view more of Chris Payne's beautiful photos that are featured in the Making Steinway book at: [www.chrispaynephoto.com/steinway](http://www.chrispaynephoto.com/steinway)

## YOUR LOCAL NEWS

### Show Us Your Tees!



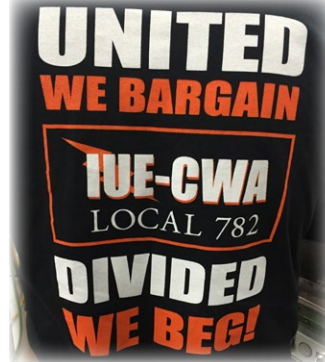
We love seeing your Union Pride in your Tees! Keep them coming!  
[thebolt@iue-cwa.org](mailto:thebolt@iue-cwa.org)

In the Right-To-Work for Less state of Indiana "Unity is Strength!" Jammie Willen, President of Local 807 displays this message proudly on his t-shirt!

Lonny Scott from Local 1119 in Fallon, NV proudly shares with us his stylin t-shirt!

Andrew Howells of Local 1177 also in Fallon, NV shares his kick-butt Local's "War Games" t-shirt!

Terry Swindall of Local 782 in Tyler, TX shares his t-shirt featuring the powerful message "United We Bargain/ Divided we Beg!"



**We are pleased to announce the Beirne Scholarship recipient for the 2016-17 school year: Tamiko Prescod of Local 381 - Congratulations!**

### LOCAL 310 • Springfield, NJ



It is with great regret and deep sorrow that we announce the passing of our Vice President, Union Brother, and Friend Mr. Al Faragasso on Sunday, July 3, 2016. I nominated Al as my Vice President for IUE-CWA Local 310 just 3 years ago. He took on this position with pride, determination, and stand-up fairness. He always was an attentive listening ear to all of our members, whether it was union issues, or even sometimes peoples' personal situations. Al served the company for 33 years as a Quality Control Inspector for our K-Products Division of aerospace parts.

Al was a true gentleman, soft spoken, kind, witty, and very intelligent. He was a great friend to many and was loved by everyone. In Al's personal life he was an avid cyclist, where he was a long time member of The Jersey Shore Touring Society and chalked up thousands of happy miles in his lifetime. Al is survived by his loving wife, Janet of 33 years, his loving parents Alfred and Rita Faragasso, his brothers Gregory and Jeffery, as well as a host of other relatives. Rest in Peace Al, you will be forever remembered, loved and missed by all of us.

*Michael R. Spressler*  
Local 310 President

# UNION IN ACTION

## IUE-CWA Members Fighting for Workers through Political Boot Camp Training



**IUE-CWA and CWA members came together in Indianapolis for a boot camp training - these activists are fighting back for working families in Indiana.**

## Standing United!

"The IUE-CWA local 755 Diversity Committee had the chance to attend The CWA Human Rights Conference recently in Atlanta the week of August 22nd! Our Committee had a chance to join CWA members as they rallied with the Georgia Federation of Teachers to oppose ballot initiative SR.287 and fight for high-quality, locally controlled neighborhood public schools. It was great to see men and women of all nationalities and color stand together unified for one cause! That kind of solidarity is just what diversity is all about... many different groups standing together with one goal and one vision! Standing United Is The Only Way Everyone Wins!" -Carl Kennebrew



This fall, IUE-CWA members across the country are gearing up to make their voices heard in the 2016 Election. Activists have already begun knocking on doors and making phone calls, and educating voters about what is at stake, which candidates stand with working people, and which ones are on the wrong side. To take their work to the next level, IUE-CWA activists will be participating in political boot camp trainings. In these trainings our members learn about key issues we

are facing, such as fighting TPP and "right to work." In the boot camps, members also spend time honing their skills on how to communicate with fellow members about these critical fights. After the training, they take their knowledge back to their Locals to spread the word, and get fellow members engaged in the fight. IUE-CWA members are participating in boot camps in Indiana, Pennsylvania, Wisconsin, Illinois, and Michigan. Rachele Ernst of IUE-CWA Local 84807 in Evansville,

IN and recently attended the training in Indianapolis, she had this to share about her experience, "I think it's really important for IUE-CWA members to know about what's going on in this Election. We've got to fight back against the laws that are hurting workers and union members, like "right to work" and TPP. That's why I came to the boot camp training, to get informed and help spread the word to the members in my shop and get more people involved."

## IUE-CWA Organizing Full Steam Ahead!

Since our new Organizing Coordinator, Ellen Vera, joined the IUE Team in January, we have been working hard to lay a strong foundation for our Organizing Department including researching our industry; hiring organizers; conducting trainings and doing strategic planning for the creation of a dynamic and effective IUE Organizing Department. However, in addition to building our department, we have also been doing some dynamic organizing. Since the beginning of the year, IUE has worked on over 5 different campaigns, and here are some exciting highlights.

### Jobs to Move America Campaigns

IUE-CWA is a part of a national strategic campaign, called Jobs to Move America, whose sole purpose is to organize the manufacturing side of the U.S. Public Transportation System. In this dynamic campaign, the IUE is working with a national coalition of 6 transportation sector unions, the AFL-CIO, and community and faith partners around the country. We currently have two campaigns under this umbrella, at New Flyer, a bus manufacturing company in Anniston, AL with 500 workers, and at rail manufacturer Siemens, with approximately 800 workers in Sacramento, CA.

### New Flyer-Bus Manufacturing, Anniston, AL (500 workers)

To date, our New Flyer campaign has been extremely exciting with workers taking a variety of actions to organize their company, including signing petitions stating they want their working conditions improved, union conducting a march on the boss demanding a voice and better working conditions, and signing letters and taking actions around health and safety issues dealing with air quality and breathing in heavy metals and other dangerous chemicals. We have involved local and federal OSHA, which has already forced the company to start a safety committee. They also participated in a Fight for \$15 Solidarity Day Action on April 14th which resulted in the company raising the wages of all the workers to \$15.35/hr within 3 years, giving all of the existing workers a \$2-3/hr raise.

**Non-union Workers at the Momentive Plant in Hebron, OH** heard about the negotiations at the IUE Momentive plants in Wilabea, OH and Waterford, NY and decided they were tired of being treated as second-class citizens. Within 2 weeks, three leaders at the plant met with union organizers and organized a

meeting where a third of the plant showed up! Now the workers are on a mission to sign up as many of their coworkers as possible and hope to make it to an election before the end of September 2016. THESE WORKERS ARE ON FIRE!!!

### Trainings/Skill Development:

To further develop the organizing skills of our members and staff, the organizing department Organizing Department has run 7 Organizing Trainings, and trained over 100 members and staff in best practices for organizing. If you would like to plan an Organizing Training for your area, join a training we already have planned, have leads, or want more information/support on how you can start organizing, please reach out to Ellen Vera at [evera@iue-cwa.org](mailto:evera@iue-cwa.org) or 937.424.4570.

Also, don't forget these 6 steps you can use jump start Organizing in your area:

1. Make a list of all of the non-union manufacturing facilities within 60 miles of your workplace (or if you are not in manufacturing, in the industry you are in).
2. Make a list of all of the people you know who work at those places and start talking with them.
3. Ask your co-workers or other community members if they know anyone who works at those facilities.
4. Go visit or set up a coffee or lunch date with some of the workers from these facilities.
5. Talk with the workers to find out:
  - What problems/issues they are dealing with at their workplace.
  - Explain the "union difference", how you are able to deal with similar problems at your work due to having a union.
  - Ask them if they would like to make their lives better by forming a union.
6. Call the Organizing Department at 937.424.4570 for next steps on how to launch your campaign.

**We are so serious about Organizing that the International will give away a \$100 gift certificate to each individual who turns in a lead which results in a union election!! So don't wait! Let's grow our union!!**



**Team New Flyer:** Kevin Blair, Gina Swinea, Lance Bergemann (Local 83712), Lisa Carrol (Local 83711), Jaime Stevens (Local 3901), Steven Cheyne (Local 3901), Song Matmanivong (Local 7304), Kendra Conejo (AFL-CIO), 4 people from AFL-CIO's Union Summer



**Siemen's Team:** from left to right- Adrian Regalado (Member Organizer Local 9421), Phi Ho (Member Organizer Local 9421), Kate Hege (Campaign Assistant), Kevin Blair (Sr. Campaign Lead), Jesse Whitney (Member Organizer Local 9421), Martin Rubalcava (Member Organizer Local 9421), Martin Rubalcava (Member Organizer Local 9421), and Ellen Vera (IUE-CWA Organizing Coordinator)



**Non-union Workers at the Momentive Plant in Hebron, OH**

## HEALTH & SAFETY

### Safety 4 U – Joint Health and Safety Programs

IUE-CWA Safety is dedicated to providing safe and healthful workplaces for our locals. We recognize that both our members and employers benefit in a safe working environment. We consider safety a joint effort and responsibility of both employers and employees. The goal of the safety department is to ensure, in so far as possible, workers at IUE-CWA represented businesses are working in environments free of unsafe conditions.



#### **IUE-CWA provides assistance to help IUE-CWA locals and employers:**

- Identify and address occupational safety and health hazards
- Provide consultation and training services to better their safety processes
- Develop or Improve workplace safety management programs
- Reduce worker injuries which decrease workers' compensation costs

Joining Todd Viars (left, pictured above), are Jesse Florence, Reggie Morgan (Instructor), Mike Cole, Darrell Lee, Sam Sanders and Mike Rutherford who received training in OSHA Industry Safety Elements. The class members represented multiple Locals from District 7. The two-day course covered hazard recognition, safety and health, and OSHA 29 CFR 1910 regulations. Mr. Morgan's energetic style of teaching and the team's vast industry experience provided a wonderful forum for learning about safety fundamentals.

Safety is everyone's responsibility, and it's your right to work in a safe environment. Unfortunately, not everyone understands. Yet, OSHA (Occupational Safety and Health Administration) requires companies to follow guidelines to ensure the best possible protection for employees.

The team above began learning of these requirements, which include training in personal protective equipment, fire safety, hazard training, electrical safety, preventing trips, slips and falls and falling objects, amputation hazards and necessary guarding to prevent accidents as well as blood borne pathogens.

It's not easy as an individual to help protect hundreds or thousands of co-workers, but a team of safety conscious people can help recommend to their employers methods to keep workers safe. We stand willing to help our employers understand where we can improve and must improve to keep accidents from becoming the norm.

*Written by Mike Rutherford, Local 758 Dayton Ohio.*

## SUCCESS CONTINUES FOR

### ENERGY TREASURE HUNT



We recently finished an Energy Treasure Hunt event at Hubbell RACO in South Bend, IN. with 10% in annual energy savings. I would like to thank everyone at RACO for their help, especially Local 84913 President Joe Nguyen and RACO KPO Manager Jane Tuttle. Their hard work resulted in a successful Energy Treasure Hunt.



The passing of Labor Day is a reminder that fall is on its way, with winter not far behind. Now is the time to make sure your windows, and doors are properly sealed, and also time to have your heating systems checked out and tuned. These simple checks will keep you safe, warm, and save you money this winter. Likewise the facilities we work at should be doing many of these same actions. Now is a prime time to have the Energy Treasure Hunt Team come in and help find savings opportunities at your location today. *Contact HQ for more information!*

## LEGAL CORNER

### IUE-CWA Names New General Counsel

It is an honor that I hold dear to be selected by President Clark to lead the IUE Legal Department. It is also an honor to welcome Robert Holt, who gives a quick hello below, to the team. While Bobby is new and I have been at IUE just over a year – fortunately we both have Helen Kalbaugh, our legal assistant, to help us navigate the IUE culture.



This past year at IUE has been a blur, as we have worked on many important and good things together in defense of our membership. The new title, General Counsel, will not change your access to my office. I look forward to continuing to answer your legal issues with the skill and promptness which has always characterized IUE.

As we approach Election Day, many of the most important Labor legal issues are connected to the results of this election. With the right nominations to the Supreme Court, Labor -- for the first time in a generation -- may be positioned to push back on many of the laws that leave us today with a challenging environment! Let's hope we elect the candidate who will make the correct nominations.

Over the course of the last year, many

different Locals across the country have asked what to do when Management claims that an issue is not appropriate for arbitration. Simply put, outside the restrictions of the CBA, the bosses have no power to dictate to us what is appropriate and what is not. We do

not want to file meritless grievances, but we also want to make sure that we don't fail to file sound claims just because the boss instructs you that you can't. Watch your filing timelines, even under circumstances where you may look to negotiate a settlement. File your grievance timely, just in case the settlement breaks down.

Finally, thank you so much for your well-wishes, and I look forward to meeting you all in the coming days, weeks and years as we work on how best to continue to push our movement forward.

*Please join me in welcoming Staff Attorney Robert Holt, who shares about himself below.*

**Cheers,**

*Kenneth Page*

IUE-CWA General Counsel.

### New Staff Attorney Joins IUE-CWA

I'm glad to have this opportunity to introduce myself as the newest member of the IUE-CWA legal department. I graduated from Northeastern University School of Law in 2010 and began my career working for union-side labor law firms in Washington, D.C. and Dayton, Ohio. Most recently, I worked for the Ohio Nurses Association. I step into my position here at the IUE-CWA with experience fighting for the rights of members in arbitration hearings and at the bargaining table. I worked for over a decade in the labor movement -- before attending law school I crisscrossed the country working as an organizer for AFSCME.



I began work as a staff attorney for the IUE-CWA this August, and over the past few weeks I've had a very warm welcome

from both the staff and members. I've had a chance to jump right in. I am already working with local union leaders in dealing with the NLRB and preparing for upcoming arbitrations. I am very pleased to say that one of my first assignments has been helping a group of factory workers in Ohio

navigate the board process to file for an election and (hopefully soon) join our union! I am excited to work with a labor union that is on the front line in the fight for justice and respect for manufacturing workers in the twenty-first century economy. I look forward to working with you all.

In Solidarity,

*Robert Holt*

### Don't miss your chance to Register to Vote!

In most states across the country, you must register to vote at least 30 days in advance of the Election in order to cast your ballot on Election day - that means you must be registered by October 11. As we have discussed, there is so much at stake this Election - we need every IUE-CWA member coming out to vote their voice! You can check your voter registration status, or get a voter registration form sent to your house by visiting [www.turbovote.org](http://www.turbovote.org). Don't miss out! **If you have any questions about registering to vote, you can contact IUE-CWA Political Program Manager, Heather Atkinson 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



## ATTENTION all IUE Retirees, Spouses, and Surviving Spouses Upcoming IUE Medicare-Eligible Benefit Events – “Save the Dates”

### September Meetings - ALL IUE Retirees, Spouses and Surviving Spouses

- Introduction to the **NEW IUE-CWA Retiree Group Plans** • Review of Medicare A, B, C, and D
- Food and Drinks • Scheduling of Retiree Medicare Open Enrollment 1-on-1 Meetings

#### Warren/Youngstown, OH area – Local 717, 2950 Sferra Ave. N.W., Warren, OH 44483

September 19<sup>th</sup> – 10 AM (last names beginning with letters A-M)  
2 PM (last names beginning with letters N-Z)

September 20<sup>th</sup> – 10 AM (for those who missed their scheduled time)

#### Dayton, OH area – 313 Service Center, 313 S. Jefferson St. Dayton, OH 45402

September 22<sup>nd</sup> – 10 AM (last names beginning with letters A-I)  
2 PM (last names beginning with letters J-R)

September 23<sup>rd</sup> – 10 AM (last names beginning with letters S-Z)  
2 PM (for those who missed their scheduled time)

#### Mississippi area – Holiday Inn Express, 1212 Brookway Blvd., Brookhaven, MS 39601

September 26<sup>th</sup> – 10 AM (last names beginning with letters A-M)  
2 PM (last names beginning with letters N-Z)

### Medicare Open Enrollment \* RSVP \* Call Now! 1-800-719-3751

- 1-on-1 Appointments.** Service and Enrollment Locations (**Oct. 15<sup>th</sup> through Dec. 7<sup>th</sup>**)  
Choose between: designated **IUE-CWA Union Halls** \* **TLC Offices** \* **Home Appointments**
- Please fill out your “**Medicare Open Enrollment Check Up**” forms and bring with you to your scheduled Medicare open enrollment meeting
- FULL Rx analysis completed for everyone.** No one ever turned away.

### Out of State Retirees

Call 1-800-719-3751 to find out more about the **NEW** IUE-CWA Group plans that are available nationally.

Assistance can be provided over the phone or in your home, if available.

## Donald Trump: a **Danger** to a Secure Retirement



The upcoming 2016 Election will have a huge impact on retirees - as those who get elected will be making decisions on everything from whether our Social Security is protected, to the cost of prescription medicines, to whether there are cuts to Medicaid. Every retiree must make their voice heard and turn out to vote this November 8th! It is critical to take a look at which candidates are supporting retirees.



*The Alliance for Retired Americans has developed a score card for each legislator, which tracks how they have voted on laws that impact retirees. This is a very useful tool to find out who is standing with retirees, and who is against us. You can look up your legislator's voting record at [www.retiredamericans.org/voting-record](http://www.retiredamericans.org/voting-record) and determine whether they have earned your vote.*

Donald Trump has chosen Mike Pence as his running mate. The Trump-Pence ticket poses a significant threat to preserving a secure retirement for IUE-CWA retirees and millions of other retirees across the country. As a member of Congress from 2001-2012, Mike Pence voted for many anti-retiree laws. Due to his voting record, Mike Pence received a very low 3% voting record score from the Alliance for Retired Americans - this means that he voted against retirees 97% of the time! Pence has gone on record in the past as favoring deep cuts to Social Security and Medicare. Trump has flip flopped on the issue of whether to makes cuts to Social Security - and one of Trump's top policy advisers has long been a supporter of privatizing Social Security. Given the track record of those who Trump is surrounding himself with, we cannot trust him with our retirement security!

## 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.**