

HAPPY YEAR

IUE-CWA NEWS

THE BOLT

DIVISION NEWS

VOLUME 67 ISSUE 4 • WINTER EDITION 2016



As you receive this issue of “The Bolt,” 2016 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, 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 2017. 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 2017, 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.

In 2016 we saw the defeat of the Trans Pacific Partnership trade deal- a huge victory for our members and workers across the country. I thank each and every IUE member who joined us in this fight!

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 2017 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 important 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, Planters 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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Mentorship Program's Annual Washington D.C. Experience

Participants in the IUE-CWA Mentorship Program convened in our nation's capital to get some up-close-and-personal exposure to the workings of our government. This is the third annual trip of our Mentorship group to D.C. The two-day visit was jam-packed, and mentees had the chance to lobby their members of Congress. The topic for the lobby visits: opposing national right to work legislation. President-Elect Trump has gone on record as supporting right to work, as well as the leaders of both the Senate (Mitch McConnell) and House (Paul Ryan). Mentees explained why "right to work" would be harmful for themselves, their families, their fellow union members, and for all working people in our country. For example, workers are 36% more likely to die on the job in states with right to work laws.

The mentees also had the opportunity to visit CWA National Headquarters, and



meet with CWA Secretary Treasurer Sara Steffens. They also visited AFL-CIO Headquarters, where they got a brief overview of labor history, and had the chance to meet with AFL-CIO National Executive Vice President, Tefere Gebre. The trip was finished off with attending a TPP Victory rally, where Senator Bernie Sanders was the headline speaker. Mentee Jose Hernandez from IUE-CWA Local 1101 in Milwaukee WI shared his thoughts about the visit, "On my wonderful trip to our nation's capital, I got to experience speaking with members of Congress. With my fellow mentees we got the chance to discuss critical topics and concerns from our districts. I felt a sense of accomplishment knowing that I got to speak on behalf of working families and labor activists across the country." The mentees did a fantastic job keeping up with the demanding D.C. schedule, and learning all they could along the way!

Locals Attend Financial Training



In early December, Local trustees and financial officers from around IUE-CWA came together for a trustee audit training in Dayton, Ohio. The 75 Local officers who registered for the training learned about financial controls and reporting, and completed a quarterly 10 step trustee audit of a sample local. The job of a local union trustee is an important one: monitoring the financial processes of the local to safeguard the member's dues money and the local's assets. Locals which have well-trained trustees who do monthly or quarterly audits are MUCH less likely to have improprieties occur!! Thanks to these devoted union officers for coming to the training. We appreciate the job that you do!

• Find the ***HIDDEN* Bolt Contest** •
2 Winners will receive an
IUE-CWA Portable Battery Pack

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 02/15/2017.

Name:

Street Address:

City/State/Zip:

Phone Number:

Page number where you found the bolt:

Describe the story or picture in which you found the bolt:

One entry per person. Must find the *hidden bolt*.

Mail to: Bolt Contest, 2701 Dryden Rd. Dayton, OH 45439

Fax to: 937-298-2636 or Email the information to:

thebolt@iue-cwa.org

Last month's ***HIDDEN* Bolt WINNERS!!**

These Bolt Detectives received some great prizes.

What are you waiting for? Find the ***HIDDEN* Bolt** and join the fun!

IUE-CWA HOODIE-SWEATSHIRT Winners:

• Alex Gulick, Wilkes Barre, PA • Larry Combs, The Villages, FL •

Runners up won:

6-in-1 Engraved Screwdriver:

• Marcie Eidson, Bucyrus, OH •

• Wallace Combs, Lebanon, OH • Michelle Alaimo, Rochester, NY •

Union-Proud Long Sleeve T-shirt:

• Alfred Fisher, Dayton, OH • Kenneth Poorman, Poland, OH •

• Paul Caccamise, Rochester, NY •



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

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The Impacts of a Trump Presidency for the Labor Movement

The 2016 Election was one of the most difficult in many years. No matter which candidate you supported, all agreed that it was a very ugly campaign, one that we are glad to put in the rearview mirror. We are now looking to move forward, but we have some difficult realities to face as union members under a Trump Presidency. Trump has gone on record with many anti-union and anti-worker views, and these will no-doubt have impacts on the policies we will see in the coming years. Trump's cabinet picks have been getting significant media attention, and for good reason: many of them have a history of anti-union and anti-worker policy stances. While Trump vowed to "drain the swamp" and clean house of Washington insiders, many of his cabinet picks come straight from D.C. and Wall Street's most elite insider group.

While these picks must still be con-

firmed by Congress, the theme of Trump's picks are clear - these want to make life easier for corporations, and harder for workers. Here are just a few examples of how his picks reflect an insider, pro-corporation theme: Elaine Chao has been tapped for Transportation Secretary - she is one of the most notorious Washington insiders, the wife of Senate Majority Leader Mitch McConnell. Chao served as Labor Secretary under George W. Bush. During her time in this position she fought to protect corporate interests, at the harm of workers across the country. For example Chao's killed rules designed to protect workers from repetitive stress injuries on the job. In her time as Labor Secretary she was also chastised by the Government Accountability Office for failing to investigate claims of worker abuses. Treasury Secretary will be filled by Steve Mnuchin, a former Goldman Sachs executive and hedge fund manager straight

from the Wall Street elite. His Secretary of Health and Human Services pick, Tom Price, is a long-time Congressman who has advocated for privatizing Social Security and making massive changes to Medicare and Medicaid.

One of the most impactful things Trump will do as President is make appointments to the Supreme Court - potentially up to three. All of the names he has floated would be extremely problematic for workers' rights. Once his appointments have been made, the court could quickly begin to hear cases that would weaken collective bargaining and our rights on the job. For example, the Friedrich's case was recently heard by the court - this decision would have enacted right to work for public sector unions - which would have been devastating for millions of workers across the country. Because Justice Scalia passed away while the case was being heard, the case ended in a tie, which

means the decision could not move forward - a huge victory for the labor movement. However, under a Trump Supreme Court, the court could hear another case similar to Friedrichs, and many other cases that could lead to decisions that weaken the power of workers' rights even further.

As mentioned in our Right to Work article, Trump and Republican leadership from the House and Senate are all in favor of a national "right to work" law - this would be devastating for union members and workers - lowering wages, and creating less safe working conditions, and less of a voice in the workplace.

Needless to say there are many battles ahead of us - but we have faced many battles before. As always, we mobilize, we come together, and we fight for workers!

DIVERSITY: BUILDING UNION POWER



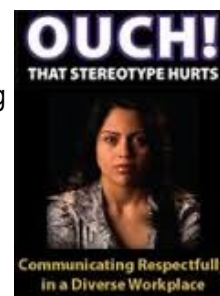
In November, the IUE-CWA Diversity Ambassadors furthered their training with a two-day program including "Conflict Mediation" from the FMCS, Diversity Trainer Evelyn Matthews "Tough Conversations" training, and "Ouch! That Stereotype Hurt!" training facilitated by the IUE-CWA Diversity Steering Committee, Penny Franklin, Joe Perales, Carl Kennebrew, Joe Nguyen, Amanda Barbour, and Sean Diglaw. While at the meeting, all of the Diversity Ambassadors (and their local officers, who were in the room next door getting Advanced

Bargaining training from Staff Rep. and Trainer Keith Sweeney) video-taped sixty second vignettes about themselves, as part of IUE-CWA's new Diversity Video project. The ambassadors also were videotaped doing role-plays of effective responses to stereotypes—tapes that we can use for training video purposes! A big thanks to the Diversity Ambassadors for their commitment and to their local Presidents for understanding how important inclusion is in our efforts to BUILD UNION POWER!!



Diversity Ambassador "OUCH!" Training. How to NOT stay silent!!

At the June Diversity Training meeting, the ambassadors asked for more training on how to respond to stereotyping or demeaning remarks. At the November training, they learned six great thought-provoking ways to respond, which they role played with each other and the Diversity Steering Committee. They learned that stereotypes touch everyone and that silent collusion (going along without speaking up) is not the right response.



Here are some of the responses they learned and practiced:

- 1) Assume Good Intent and Explain Impact "I know you mean that to be funny, but it hurts."
- 2) Ask a question "What do you mean by that?"
- 3) Interrupt and redirect "Let's not go down that road. (change subject)"
- 4) Broaden to Universal Human Behavior "I think that applies to all people, not just ---."
- 5) Make it Individual "Are you talking about all --- or are you having a problem with someone in particular?"
- 6) Just say OUCH! "Ouch! That hurts!" or just "Ouch!"

Saying "Ouch" when someone says something hurtful to you or others gets the point across in a non-threatening way, a way that asks for the other person to be empathetic and to think about the impact of what they just said.

One voice can make a difference! Speak up and fight stereotyping!!



REGION 3 REPORT

by JOE GIFFI, Director

Well there goes another year! In 2016 the IUE-CWA was filled with every extreme of Labor activity you can think of, from great contracts to strikes, from implementations of "Lean Manufacturing" saving plants to several plant closures, from Public Sector successes to large losses in governments. On top of it all was the most unusual United States Presidential election ever! There was no rest for the weary

at every level of the Union to say the least. I for one am glad it's over and pray that 2017 is better for our members and the Country.

In my last report I wrote about the negotiations at our two Momentive (GE spinoff) locations and the struggle with the Capital Investment Firm that owns it and CIF's in general. The concessionary demands made by this company were too much for the members to accept and after five months of bargaining, and two rejected CBA's (one Last/Best/Final, one Tentative Agreement) the members voted to strike, got approval from President Shelton and walked out on November 2nd. Over 700 members went on strike and are continuing to walk as of the writing of this article, 4 weeks. It looks like



Left to Right, Local 380's President Mark Bisailon, Congressman Paul Tonko, along with Local 380's Mike Babenis attending a Habitat for Humanity Kick Off!

it will be a long one. I have an eerie feeling that more major attacks are on the horizon pointed directly at the wages and benefits we have all worked so hard to negotiate over many, many years.

We leaders must all remain vigilant and continue to update our skills through the training classes. Because as times change, complexity will be the new norm and we cannot afford to be left behind. Our members demand our best, need our best, deserve our best.

Our Staff continues to evolve through technology and work more as teams in order to compensate for the restrictions of replacements we face similar to what everyone faces everywhere, doing more with less. President Clark is doing all he can to insure locals receive top notch service and specialist assistance in all areas such as bargaining, arbitrations and organizing.

We are all looking forward to great 2017. Wishing you all a very Merry Christmas and a safe, prosperous, Happy New Year!

Fraternally,
Joe



REGION 7 REPORT

by KEN REAM, Director

SISTERS and BROTHERS – IT'S UNION TIME! The holiday season is upon us. It is a time to reflect, a time for peace, for love, for family. But for us working men and women, Sisters and Brothers, there is never a time to refrain from fighting Corporate Greed!

For many of us, 2016 has been a turbulent year. We've had our battles. Some, we have won. Some, we have lost. Many still continue. One thing for certain, there will be more to come.

Since my last writing, IUE Locals have ratified about 25 new contracts. Most of them were hard fought but good deals for our members. I cannot mention them all here, but congratulations to all the officers, members and IUE staff who fought for these agreements! However, I would like to mention a few negotiations. You may remember that in the last Bolt I mentioned that Local 786 President Sheron Coleman and her officers held an internal organizing drive that bolstered their membership in RTW Mississippi by over 50%. That additional membership strength helped them to win and unanimously ratify a new 3-year Contract! Great job Sheron, Debbie Beeler, Ellen Vera and everyone else who worked on that campaign! (If you would like to start a similar drive, please contact your Staff Rep.)

Also in Mississippi, President Michelle Smith, Shop Chairman Matt Mabile, Staff Rep Bob Sutton and the Local 718 membership recently ratified a new 5-year Agreement with Delphi. Much like Local 717 had done before them,

they had to restructure their Contract from a National to a Local Agreement. This was a lot of hard work. Great job everyone involved!

I recently had the chance to teach a steward class at Local 81311 in Elmira, NY. I thoroughly enjoyed the hospitality of President Tom Bennett and his officers and stewards. I also recently had the chance to sit in on Keith Sweeney's advanced bargaining class in Atlanta, GA. I was very impressed by the knowledge and experience of those Local officers who attended. As you may know, Keith does a wonderful job of teaching. We are truly fortunate to have him on our IUE staff. I really enjoyed seeing everyone who attended both classes.

In closing, I hope that all of you and your families have a wonderful holiday season. Yes, we are all battling every day. But, let us not forget those for whom we battle, our friends and families. During this special season, try to take some time to enjoy them. Don't miss the forest for the trees, even a Christmas tree. Enjoy your Christmas, Hanukkah, Kwanza, or whatever makes this season special to you.

I look forward to working with all of you in the New Year!

Until next time,
Take Care,
Ken



Over 700 Local 359 Momentive Employees on Strike



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 are posted on our web-site now. Applications will only be accepted online at www.iue-cwa.org. Complete the application process online. The deadline is 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. It's hard to believe that the Christmas season is upon us. It seems that 2016 passed so quickly. Thank you to the local officers who have sent me your Yearly Audit Form and copies of the LM and 990 Forms that you filed on behalf of your local. I do appreciate your prompt attention to my request. I know it is a busy time of year for everyone but we cannot overlook our federal filing obligations.

There are some changes coming from both the Department of Labor and from the Internal Revenue Service. For the first time to my knowledge, the IRS fined two of our locals for submitting their 990 form late in 2016. IRS regulations permit them to impose a penalty of \$20 a day, not to exceed the smaller of \$10,000 or 5% of the gross receipts of the organization for the year, when a return is filed late. If the organization does not file a complete return, or does not furnish correct information, the IRS will send the organization a letter that includes a fixed time to fulfill these requirements. After that period expires, the person failing to comply will be charged a penalty of \$10 a day, not to exceed \$5,000. Organizations with annual gross receipts exceeding \$1,015,500 are subject to a penalty of \$100 for each day failure continues (with a maximum penalty for any one return of \$50,500). The penalty applies on each day after the due date that the return is not filed. That language is directly from the IRS filing instructions of the 990-ez. The deadline for filing your 990 form is the 15th day of the fifth month after the end of your fiscal year. For example, if your fiscal year ends September 30th, your deadline is February 15th of the following year. Call me if you need help.

Beginning with fiscal years that start after January 1, 2017, all LM Forms must be filed online. They will not accept paper forms thereafter. To be clear, you can still file a paper form for the fiscal year that just

ended on September 30, 2016. Because your new fiscal year begins on October 1, 2016, you will also be able to file a paper form again next year, but that will be the last one you can file. If your fiscal year ends on December 31, 2016, this will be the last paper form that you can file for your local.

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, I must receive a copy of the Yearly Audit Form for you to meet the requirements of a Fully Functioning Local union. I mailed a copy of the blank form to every local but call me if you need another form.

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 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.

Merry Christmas and Happy New Year to all of you!!!

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



GE CONFERENCE BOARD REPORT

by **BOB SANTAMOORE, Chairman**

We have been very busy this fall in negotiations at Local 83761 in Louisville, KY. As I am sure everyone is aware, our largest General Electric facility in Louisville, KY was bought by a Chinese company, Haier, recently. Therefore, we have been in negotiations working on a first contract since September.

Unfortunately the first contract vote went down 2-1, so we are now back at the bargaining table in negotiations. It is extremely important to get a first contract with this company that we can build on with future agreements to secure that these jobs remain in Louisville.

Local 83761 President, Dana Crittendon (pictured on right), and his negotiating committee are doing a great job and I want to thank them for all their hard work during these difficult negotiations. Hopefully, by the next issue of The Bolt, we will have good news of ratification for a first



contract at Local 83761!

I hope everyone has a safe and Merry Christmas and the very best in the New Year!

Bob Santamoore
Chairman, IUE-CWA GE Conference Board

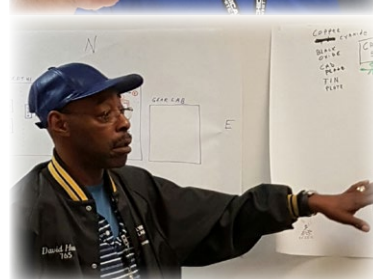
HEALTH & SAFETY

Safety 4 U – Joint Health and Safety Programs

With the holidays upon us and 2016 drawing to a close, it's a great time to look back at what we have achieved during the year recognizing staff, local leaders, members, and our business partners who have contributed to its success, yet again.

The most visible accomplishment of 2016 is the growing number of joint safety committees and dedicated site safety representatives. Unfortunately, this year's presidential election results are expected to bring new challenges for these committees regarding worker safety. Our President-elect has promised to dismantle the Environmental Protection Agency and has been very vocal towards regulations.

Safety regulations have been under attack for years. Business owners have wailed complaining that protecting workers from injury or exposure to deadly chemicals is too difficult and threat-



Happy Holidays!

ens their ability to remain in business. Some trust that overruling regulations or dismantling of the EPA is an important step toward keeping or returning jobs back to the U.S. At what cost?

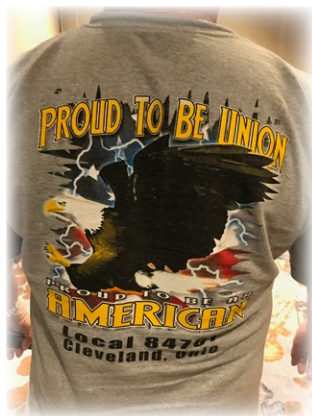
As we move into 2017, we must challenge ourselves to be strategic keeping our current projects on-going, evaluate contracts ensuring we have safety language and are not reliant on regulations alone, and we must strengthen safety engagement and growth. Our long-term value will come through and be reflected in our membership over time if we do.

We appreciate all of your great work this year; it is because of you, and because we know we can do so much more, that we have such great confidence in our future. Please enjoy some well-deserved time with friends and loved ones during this holiday season, and let's get right back to it in 2017.

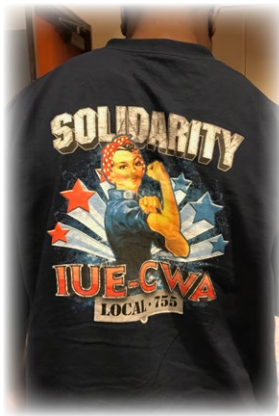
Show Us Your Tees!

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

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



Joseph Madal,
Local 707
Cleveland, OH



Antijuan Davis,
Local 755,
Dayton, OH

UNION IN ACTION

TPP IS DEAD!

November marked a huge victory for the membership of IUE-CWA and the labor movement as a whole. In early November it was officially proclaimed that the Trans Pacific Partnership trade deal is dead!



Make no mistake – **YOU** are the reason the TPP has finally met its demise. The incredible work of our members over the past several years, and thousands of other union members and allies across the country is what made this trade deal so toxic. It was our grassroots action that forced the Presidential candidates, both Clinton and Trump, to take a strong stance against TPP. Our campaign against TPP is proof positive that we have the power to create the change we want to see.

Our work does not stop here. Free traders will be back with other proposed trade deals that will recycle more of the same terrible policies that we fought in the TPP. And we have many more fights ahead of us - we are entering a new era of attacks on organized labor. With a national right to work law looming, we must re-energize for the fights ahead.

But let us pause in this moment, and celebrate our victory! We thank each and every IUE-CWA member who stood up and took action against the TPP! All of the letters, phone calls, emails, lobby visits, rallies – these made the critical impact to stop this trade deal. Thanks to our movement we can finally say: **THE TPP IS DEAD!**

“Right to Work” Looms!

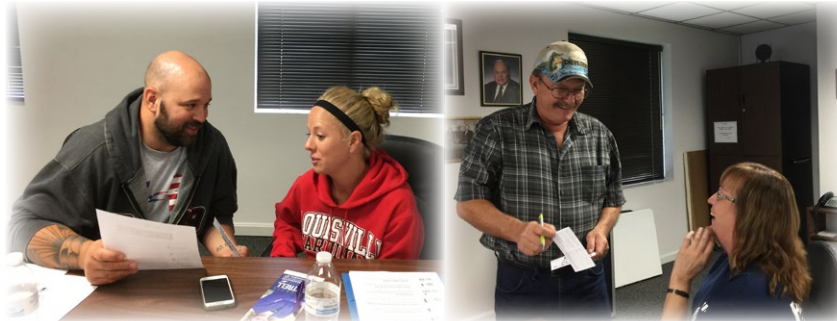
The outcome of the November Election spelled bad news for our fight against “right to work” legislation. There are threats of new right to work legislation coming from both the state and federal level. “Right to work” is one of the most harmful policies that we have seen for union members and working people. This policy is one of the cornerstones of the corporate strategy to destroy labor unions and lower wages of all workers. In states that have gone “right to work,” family incomes are lowered by over \$500 a month, and death rates on the job are 36% higher.

In several states, 2016 Republican victories in state offices could mean that right to work legislation will be introduced soon – this includes Missouri, New Hampshire, and Kentucky. These states have been fighting off right to work legislation for years – which has been introduced repeatedly by Republi-

can legislators, but has been killed by Democrats who had been in office in at least one of the state chambers. The November Election saw Republicans take power in both Missouri and Kentucky, clearing the way

CWA members and their fellow union sisters and brothers will not go down without a fight. We will be working to do everything we can to block this harmful legislation from passing.

On the national front, a federal “right to work” law could be coming soon. President-Elect Trump has gone on record as supporting “right to work,” as well as the leaders of both the Senate (Mitch McConnell) and House (Paul Ryan). If this law passed, it would mean that right to work is the law of the land for our entire country. It would be devastating for work-



Kentucky IUE-CWA members mobilizing to get the word out to members about the dangers of right to work in Kentucky.

ing people – leading to lower wages, higher death rates on the job, and less rights for workers in the workplace. Needless to say, IUE-CWA along with all of organized labor, will be watching vigilantly and doing whatever it takes to stop a national “right-to-work” law from passing. We will need all of you to get involved in the fight – stay tuned!

However, in Missouri and Kentucky, IUE-

Republicans have made “right to work” legislation a priority across the country, and with powerful corporate interest groups like the American Legislative Exchange Council (ALEC) backing the laws, they have been highly effective in passing these bills – over half of all states now have gone “right to work”.

IUE Organizing- Wrapping Up 2016 and on to 2017!

We are proud to say that 2016 has been a year of building a strong foundation for our IUE Organizing Department including researching our industry; hiring organizers; conducting trainings and doing strategic planning and over the past few months we have ramped up our organizing, working on a total of 10 different campaigns.

Some of the highlights of 2016 include...

- 8 Organizing Institute Trainings
- 10 Campaigns Including:

New Flyer – Anniston, AL – 500 bus manufacturing workers – Status: Ongoing • Siemens - Sacramento, CA – 1000 rail manufacturing workers – Status: Ongoing • Dayton Phoenix – West Lafayette, IN – 60 rail/auto parts manufacturing – Status: On Hold • Haier – Camden, SC – 75 refrigerator manufacturing workers – Status: Sign-

ing Cards • Momentive – Hebron, OH – 140 glass manufacturing workers – Status: Lost by 3 votes • Fuyao – Dayton, OH – 2000 windshield manufacturing workers – Status: On Hold • Tapco – Franklin, OH – 80 siding manufacturing workers – Status: Outreach-ing to Workers • SCA – Key West, FL – 75 SCA workers – Status: Signing Cards

• Plans for 2017:

Amazing Support from Member on Campaigns

With a new Anti-union President in office it is going to be that much more important that the IUE has a dynamic organizing program to help working people stand up for their rights in this difficult new environment. This is why we have some exciting new goals and plans for 2017.

Our first goal is to do a lot more organizing in our manufacturing sector, focusing on quick NLRB campaigns. Some of the companies we plan on focusing on include Siemens, Haier, and other strategic targets in autoparts, furniture, and aerospace man-



ufacturing.

- We also plan to step up our organizing in the Service Contract Act sector.
- Our plan is to also work directly with interested Locals to help them build organizing programs in key manufacturing areas. (So contact us if you are interested!)
- Lastly, we will start looking at organizing within the vision industry.

We are also always looking for your input as to good targets and/or regions to organize in, so please don't hesitate to give us a call or reach out if you are interested evera@iue-cwa.org .

Happy holidays to all and cheers to solidarity and dynamic organizing in 2017!!



YOUR LOCAL NEWS

OHIO LOCALS

Ohio Locals Lobby for Workers' Rights at the State House

Members of the IUE-CWA Ohio Political Action team came together with their fellow union sisters and brothers for an AFL-CIO lobby day at the Ohio State House on November 29th. Hundreds of union members flooded the State House for this important day of action. IUE-CWA members met with Ohio state legislators to urge them to protect the Ohio unemployment insurance system. Legislators are attempting to push through a bill that will make deep cuts to the unemployment insurance program, and union members were there to tell them



that we strongly oppose this move. Just as across the country, Ohio workers rely on the critical unemployment insurance program to help make ends meet when facing a lay-off or a job loss. Members shared their personal stories of when they had needed unemployment insurance to get them through tough times. For many of the Political Action Team, it was their first time lobbying at the Ohio State House. Tracy Jackson of Local 775 in Dayton shared thoughts about her experience, "Citizen lobbying is so important – we are willing to stand on the front line, to fight for what is right for everyday working people."

Local 106 • Moorestown, NJ



Every year our Local (106) awards five \$2,000.00 scholarships to our members' children and grandchildren. We have an independent judge from Cornell University choose out winners based on their essay "Why unions are important." We're very proud of their achievements and wish them well in their endeavors. Pictured Top Left: Naeem Thomas (grandson of Olive Thomas); Top Right: President Rich Earley with Javan

McDaniel (granddaughter of Keith Campbell); Bottom Left: Lee Morton (Son of Steve Morton) and Bottom Right: Christian Lindabury (son of Grace O'Conner).

Local 223 • Las Cruces, NM



Local 223 in Las Cruces, NM understands the importance of engaging and servicing the local community. Adopting a highway is a great way to help your community and a visible way to show how involved your local union is.

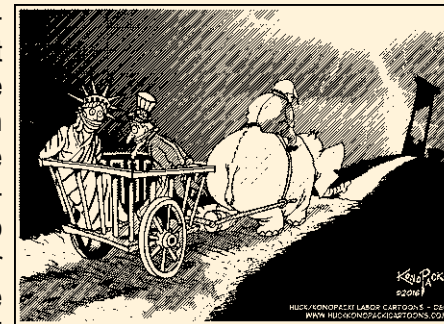
2017 LOCAL ELECTIONS

2017 is a local officer election year. All locals should be on the CWA Local officer election cycle, which means that local Presidents, VPs, Secretary-Treasurers (or Financial Secretary, Recording Secretary and Treasurer) and local trustees should be up for election this fall. Beginning in the Spring 2017 Bolt, we will be printing election notices for IUE-CWA Locals. We will be sending a letter to all locals in January with the required dates for notices.

LEGAL CORNER

Supreme Court Disaster!

Prior to the Presidential election, in earlier Bolt Legal articles we described what the split Supreme Court Decision in the Friedrichs v. California Teachers Association meant for Labor. You may recall that the case raised the issue of the ability of Public Sector Unions to collect fees from workers who choose not to join and do not want to pay for the unions' collective bargaining fees. In the labor movement we call these "no free rider" payments because the current laws require we represent these non members consistent with the services in bargaining and arbitration we provide our members.



The sudden death of Justice Antonin Scalia delayed the right wing's anti-labor agenda decades - long attempt to weaken unions representing teachers and other public employees.

The current President elect, with his recent Attorney General appointment and promise to appoint a Justice like Scalia make it necessary to now plan the future of the labor movement with the expectation that large portions of our budgets will be lost! The hours of reckoning are now upon us.

In view of these projections, Unions across the country are trying to make financial plans and economic projections to register this reality once a new Justice is confirmed and seated. It seems clear that "free riders" will be allowed and that labor will have to manage their many programs with far less material support.

These long term concerted efforts to destroy the Labor movement now have an open ear soon to arrive in the White House. Likewise, the support of the full executive and legislative branches of government awaits only the stamp of a newly constituted Supreme Court. Our lives and work just became measurably more difficult.

Kenneth Page
IUE-CWA General Counsel

ENERGY TREASURE HUNT

As 2016 comes to a close and we start to look forward to the New Year and the challenges facing manufacturing we need to do everything possible to keep good paying Union Jobs. Some ways of achieving this goal is by bringing sustainable improvements to operations for greater profits. We need to utilize the tools available to IUE-CWA Locals such as the Treasure Hunt, Lean Manufacturing, and Safety Programs. These programs all add sustainable value and profitability to our represented locations.



Quarter million dollars in saving was found at DMAX-LTD, a GM/ISUZU joint-venture that produces the Duramax Diesel Engine.

The Energy Treasure Hunt Program has given me the opportunity to meet and work with many great IUE-CWA members. Energy savings are one critical means by which manufacturers can significantly cut costs and increase their profitability. Time after time at Treasure Hunt events our members have shown management they are a valuable resource in controlling energy costs and driving profitability. Machines just use energy, people decide when and how much energy is used.

Call today about how the IUE-CWA Energy Treasure Hunt Program can bring low cost energy saving solutions to your location to significantly cut costs and increase their profitability at low or no cost to your employer!

Contact Bill Draves at Ph. 330-770-0856 Email: bdraves@iue-cwa.org



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CWA Text Alert System: Text IUE to 69866

IUE-CWA RETIREE NEWS & INFORMATION

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

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

Hello Members!

Hope this winter season finds you all well! This article will pertain to members from General Motors/DELPHI retirees that may have optional or dependent life insurance that you are paying for out of your pension checks or being invoiced for 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 of these years as you get older. Even, if your birth month is not until later in the year.

If you have a dependent policy for your spouse/child please remember that a child dependent comes off GM dependency as of the age of 19 unless a full time college student, and then until the age of 24. Some members get confused and think that if they are paying for a dependent policy that a "child" regardless of age is covered under the life insurance. This is not correct, a dependent policy is covering any active dependent that are covered under the GM dependency rule. 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. Once again these numbers are only for example, not necessarily the policy you may have! If your spouse should predecease you or you should get divorced and you are still paying for a dep. policy and you longer have a dependent "child" please know that it is YOUR responsibility to contact MetLife to let them know this information, even if it may have been reported to GM they DO NOT contact MetLife of your personal situations.

If your Optional life insurance or dependent life insurance get to be too expensive you can call MetLife and get quotes to lower the amount of life insurance which will in turn lower your premium amount, however if you call to cancel coverages 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.

Kim Short • IUE Pension/Benefit Rep. 937 224 5217



In the wake of the November Election, we are facing some very serious threats to a secure retirement for seniors. The danger to Medicare and Social Security privatization under the Trump administration is imminent and real. House Republicans under the direction of House Speaker Paul Ryan have already been in discussion about introducing a bill that would privatize both Medicare and Social Security. We have been paying our hard-earned dollars into these programs for decades, and we demand that Medicare and Social Security stay intact! **We need you to take action to protect our vital retirement programs by calling your member of Congress – tell them: Replacing Medicare with a voucher and cutting benefits is unacceptable to me and my family.**

Privatization of Medicare would move away from a guaranteed benefits program, to a voucher and coupon program that will require seniors to shop around for their healthcare. This proposal by House led Republicans has no guarantee seniors will be able to get the medical coverage that they need. This means higher costs for hospital and doctor visits, and higher cost for prescriptions.

Similar talks have risen about privatizing Social Security benefits. Proponents of Social Security privatization want to take payroll tax money that goes into the Social Security trust fund, and invest it in private investment accounts. The Social Security program was never set up to be an investment program. It was never set up to face the unpredictable and unstable market forces of the open market. The programs intent was to provide guaranteed income to the most vulnerable in our society.

Donald Trump's top policy advisors and his cabinet have a long history and track record of championing the privatization of Medicare and Social Security. The privatization of these programs is not a plan to save them. It's a plan to dismantle them. Privatization means increased risks, and cuts in benefits. Privatization diverts money from accounts into private accounts and markets leading to an even larger solvency problem.

Don't let your retirement security be gambled away by politicians and Wall Street. Call your Rep today and tell them – don't privatize Medicare! You can look up your member of Congress and their phone number on the web at: www.house.gov/representatives/find.

ATTENTION: GM • PACKARD ELECTRIC • DELPHI IUE RETIREES

for MEDICARE INSURANCE HELP NEW GROUP PLANS BEING OFFERED!

Group Plan highlights are:

- Exclusive for IUE retirees, spouses, and surviving spouses
- No health questions
- Guaranteed acceptance
- Lowest rates available
- No networks



IUE-CWA has exclusively endorsed TLC Insurance Group to help you through this confusing process. All of the TLC Insurance Group's services are provided at NO COST to YOU!

Note from the IUE-CWA President, James D Clark;

****NEW!!** IUE-CWA has been able to negotiate new IUE-CWA GROUP plan options for ALL Medicare eligible retirees, including spouses and surviving spouses. These IUE-CWA Group plans include **GUARANTEED** acceptance (no underwriting), preferred group rates, and many other unique additional benefits. These new Group Plans are offered exclusively through TLC Insurance Group.

Contact them NOW for your annual review and for more information on the NEW IUE-CWA Group plans.



Call 1-800-719-3751 to schedule your appointment

*By calling the number above, you will be directed to a sales person with information and applications. Not affiliated with Medicare, social security or any other government agency.

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.