

IUE-CWA NEWS

THE BOLT

FALL EDITION 2017

DIVISION NEWS

2017 LOCAL ELECTIONS

See pages 8-11



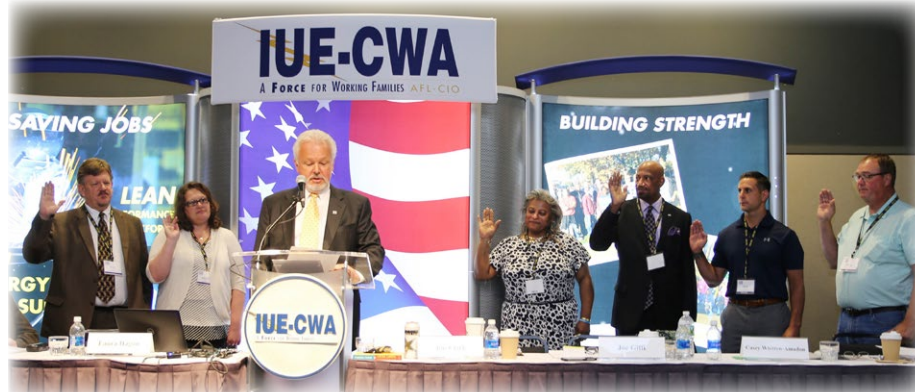
IUE-CWA Brothers and Sisters,

Sincere congratulations to the IUE-CWA Executive Council and Trustees elected on August 6th

during our Division Conference in Pittsburgh, PA. Tony Hays, Penny Franklin, and Jennifer Narrod were re-elected to Executive Council At-Large positions. John Lewis was re-elected as Chairman of the Trustees, and Greg Schafer was re-elected as Trustee. Business Agent of IUE-CWA Local 81301 Rob Macherone was newly elected as Trustee of Region 3. Congratulations to Rob, and my heartfelt thanks to the entire team for giving of their time and energy.

I want to personally thank all the locals who attended our Division conference, those who took the time to film Diversity videos, and especially those who stayed for the CWA Convention to show our solidarity. Local officers Tony Hays from Local 782, Brian Lutz from Local 717, and Clyde Jackson from Local 770 spoke eloquently in support of resolutions at the CWA Convention. It's important that IUE voices are heard at the CWA Convention, and I thank you for taking part.

At the Division Conference, the Executive Council voted unanimously to join the Union Sportsman's Alliance and pay the yearly dues for ALL our members around the country. USA is an active, community-minded outdoor organization which spon-



sors many great activities, and I urge you to activate your membership and get involved. See the full page ad in this edition of The Bolt for more information.

At this printing, many of our locals are holding officer elections. All locals in IUE-CWA are required to hold their Officer elections between September 1st and December 31st of this year per the CWA Constitution. No exceptions. We are a democratic union, and the members have the right to choose their leaders. Most of

the time, the membership makes wise decisions, but the CWA Constitution and IUE Division rules have provisions to keep locals out of trouble, even if a local membership makes a bad choice for their leadership. All elected officers must follow the CWA con-

stitution. As members, you need to choose wisely, hold your officers accountable, and please exercise your right to vote. Our gratitude and support goes to the hundreds of local officers and stewards who give their inexhaustible time and effort to representing their members honestly and fairly.

What 2017 hasn't been able to deliver in political storms, Mother Nature has supplied in hurricanes. Our IUE-CWA membership has been spared the horrendous loss of life and property that many in the U.S. and

Caribbean islands have suffered. We will continue with prayers and financial support while our fellow Americans rebuild from the destruction to get back the lives they have worked so hard for.

As we begin looking towards 2018 this fall, we anticipate a busy and active year. We will bargain over a hundred contracts, our Diversity program will enter a new phase, a new Mentorship group will begin their training, and we will pilot an IUE-CWA Women in Manufacturing program to help our women members move ahead in their locals and in their communities. Being Union isn't just about paying dues or filing grievances – it's about getting involved and making a difference. Make this the year you decide to be more active in your local union and support your fellow workers. We aren't just "A Force for Working Families" – we ARE a family, and you are an important part of that family. This will be our last edition of the Bolt for 2017—have a safe and happy holiday season.



Local Women's Committees: Building Strength & Unity

Under the CWA Constitution, all IUE-CWA Locals must have active women's committees. Over thirty percent of the IUE-CWA membership is female, and yet women are underrepresented in officer and steward positions, and often are simply not considered when local officers decide whom to mentor. A local women's committee can help keep issues of importance to women members on the list of demands when the local goes into bargaining, can help local women develop their leadership and bargaining skills, and can be an import-

ant force for getting the local involved in the community and with community partners.

Married women with children who work full time still do two-thirds of the housework and childcare at home, a reality which sometimes makes it difficult for our union sisters to get involved. A women's committee at the local can be a strong resource for problem solving and support for those members. Further, when young women join our workforce, we need to communicate to them from day one that their voices are important and their energy is needed in our movement

for economic justice. Inviting them into the local women's committee is a great way to do that! Amber Brooks, the IUE-CWA representative on the National CWA Women's Committee is available to help your local get a women's committee started and to help existing women's committees develop into actual working committees.

Stay Tuned—Amber Brooks and Assistant to the IUE-CWA President Laura Hagan are developing a National IUE-CWA Women of Manufacturing SIF proposal, to help train and develop women leaders in all of

our locals and give them the skills to run active and effective women's committees throughout IUE-CWA. We expect this training and educational program to start in the first quarter of next year.

Want to help come up with a name for our National Women's Program? Send in your ideas and if we choose your suggestion, you will win an IUE-CWA Hoodie sweatshirt. Send suggestions, questions, or requests for Amber's assistance in starting a women's committee at your local to IUEWOMENSPROGRAM@iuecwa.org.

Communications Workers of America, AFL-CIO
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WHAT'S INSIDE

- IUE-CWA STRONG • IUEMERCHANDISE.COM IS LIVE! •
- IUE-CWA SCHOLARSHIP INFORMATION • UNCLAIMED PROPERTY •
- SCHOLARSHIP WINNERS • TREASURE HUNT @ HOME •
- UNION SPORTSMAN ALLIANCE MEMBERSHIP APPLICATION**

DEPARTMENTS

- IUE-CWA LEGAL REPORT • REGIONAL DIRECTORS REPORTS •
- YOUR LOCAL NEWS • SAFETY 4 U • RETIREES BENEFITS •

IUE-CWA STRONG IN ACTION!

Since the last issue of The Bolt, the IUE-CWA Strong program has been hard at work building organizing committees and continuing to train members on how to build stronger locals. Thus far, we are happy to report that 80 members from 23 different locals in seven Right to Work states have been trained on the program. The reception from both the established and emerging leaders that have participated has been universally positive as IUE members have collected over 400 new membership cards, along with dozens of solidarity pledges from current members and recruiting many new activists. New trainings are currently scheduled in Jackson, MS and Fort Wayne, IN and follow up in Texas, Alabama, Virginia, Indiana, and Michigan is ongoing.

At the biannual CWA convention in Pittsburgh, which took place the first week of

August, 47 IUE locals signed CWA Strong Pledge Cards indicating a commitment to building strength in our locals across the country. Those pledge cards indicate a commitment to the building blocks of CWA Strong, which are internal organizing, steward recruitment and training, member mobilization, effective and consistent communication with members (and nonmembers), and the establishment or strengthening of political action and human rights committees. IUE locals that have taken the pledge should expect to hear either from the IUE-CWA Strong campaign lead, Jay Riggs, or your staff representative about follow up on these items if you have not already.

The IUE-CWA Strong program has the potential to create long-term sustainable powers within our locals while fostering the type of solidarity and activism that gives us our power in the shop. This power is especially important given the complete abdication of responsibility for the issues that matter most to working people we have seen from both political parties in Washington and in state houses across the country. With that in mind, we must remember that while we are building power in our plants, we cannot

forget to include building power with our elected representatives as well.

Rex Rains, the president of Local 83190 in Lindale, GA and an active member organizer put it best when he said, "As a president in a southern Right to Work state, I have been dealing with management attacks on membership my entire adult life. Over time, we have developed an intentional internal organizing program that has allowed us to push back every time management has tried to attack us. A comprehensive member organizing program designed to build power across IUE's locals in Right to Work states is

a great idea that will build power both locally and nationwide. Perimeter defenses may not matter if the enemy is inside the gates."

This is the reason why 47 locals have taken the CWA Strong pledge and why IUE is encouraging all of our locals

that either were not able to attend the convention or did not have a chance to submit a pledge card while there to sign up and start building power.

Joe Nguyen, the president of Local 84913 in South Bend, IN and another strong advocate of IUE-CWA Strong put it this way: "It is only through direct member-to-member communication that we have been able to foster the relationships necessary for success in our local. Without identifying and training new leaders, we would not be able to retain what we have built in the plant, which we have sustained despite constant attacks from our state legislature. A member organizing program is exactly what IUE needs to build strength in locals that haven't been as successful in the face of these attacks." With that in mind, if your local would like to get involved in IUE-CWA Strong, please contact your staff representative or the IUE-CWA Strong campaign lead, Jay Riggs (riggs@iuecwa.org) with any questions. IUE is committed to continuing the fight for working families across America and we look forward to sharing our successes with you moving forward.



• Find the *HIDDEN* Bolt Contest •
1 Winners will receive an
IUE-CWA STANLEY MULTI-TOOL!

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 11/01/2017.

Name:

Street Address:

City/State/Zip:

Phone Number (Required):

Page number where you found the bolt:

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

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

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

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

thebolt@iue-cwa.org

Last month's *HIDDEN* Bolt WINNERS!!

These Bolt Detectives received some great prizes.

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

IUE-CWA GRILL-SET Winners:

Debra Hobgood - Madisonville KY

Kash Adams - Springboro OH

Runners up won:

Union-Proud T-shirt:

Sandra Luitze - Altoona AL • Donald Hugron - Louisville KY

6-in-1 Engraved Screwdriver:

Yvonne Rinda - Cortland OH • Paula Taylor - Tyler TX

Dominick Tripi - Rochester NY



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

JIM CLARK
President

ROGER DEEL
Compliance Director

PENNY FRANKLIN
At-Large, Region 7

JOE GIFFI
Director, Region 3

JENNIFER NARROD
At-Large, Region 3

TONY HAYS
At-Large, Region 8

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BOB SANTAMOOR
Chairman, GE and
Aerospace
Conference Board

KEN REAM
Director, Region 7

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SAFETY 4 U

As we move into 2017 local elections, remember for our safety committees to be effective, the committee needs help of upper leadership so ideas and recommendations can be supported and implemented. Our safety committees are building power through education and networking. Many have devoted hours learning, working towards gaining contract language, and providing health and safety services within their own workplaces and communities. IUE-CWA 2018 Leaders selecting health and safety representatives should be looking to select individuals who truly want to make a difference and understand their roles and responsibilities to create the most effective safety committee while building our union.

Safety Committee Development Course



While delegates were still attending the CWA Convention, local safety committee members planned and met in Dayton for a Safety Committee Development course. This course involved the areas of Fall Prevention in the Workplace, Utilizing Safety Apps, Occupational Safety Training requirements based on compliance, and how the impact of Workplace Cancers are Underestimated.

Picture front kneeling L-707 Chuck Robinson. Second Row L-R: L-775 Sam Sanders, L-743 Emily Dotson, L-755 Tyra Williams, L-743 Andrea Soto. Back row L – R: L-704 Thomas Baldosser, L-704 Mark Groves, L-707 Steve Martin, L-775 Jessie Chivers. Not pictured: L-755 Dan Watson

Local 161 • Salem, VA



Our congratulations and gratitude to members of Local 161- GE Joint Safety Committee, Salem, VA., who have completed the OSHA 511 Course and have received a certificate from the U.S. Department of Labor.

**Picture front row L-R: Mallory Jones, Robert Wallace, Adam Cassell
Middle Row L-R: Tammy Feese, Janelle Daniels, Jim Korb
Back row L – R: Darryl Castillo, Andrew Robertson, Kyle Brown, Jackie Cooper, Craig Hannah, James Wright**

The OSHA 511 class covers Federal OSHA policies, procedures and standards, as well as general industry safety and health principles. This class deals with reading, researching, understanding and applying OSHA standards and addressing workplace hazards.

Local 670 • Ashland, KY



Putting Safety Training into Action. Local 670- committee recognized the need and requirement of their employer to train members when a new fork truck was introduced.

Members pictured are Darrell Thomas on Left and Henry Withrow on Right.

GE in Salem their first VPP site

Virginia named GE in Salem their first VPP site because they recognized the dedication from employees in relation to safety. Over time momentum can dwindle. When management uses safety as a weapon it crushes your safety program. The union, employees and the company came together to get our program back on track. We devoted over 2,000 work hours to team meetings, projects and training. Change does not happen overnight. We must stay committed to creating a safer work environment and a more positive safety culture. The true value of VPP is the working relationship it creates for the union and employees to be active in making these positive changes.



Mallory Jones, VVP Champion
GE Energy Management
Local 161 Salem, VA

Local 755 • Dayton, OH



Twenty-five Tenneco members successfully completed their HAZWOPER (Hazardous Waste Operations and Emergency Response) Certification course.

The experience culminated with a live action "spill drill" where sets of teams participated in a faux chemical spill to put their skills and knowledge to the test. We are happy to report that all members passed with flying colors!

IUE-CWA 2018-2019 Scholarship Opportunities

IUE-CWA awards 18 scholarships annually ranging from \$1,000 to \$5,000. Details for the scholarship program for the 2018-19 academic year will be posted on our web-site November 1st. Applications will only be accepted online at www.iue-cwa.org.

The web-site will open the application process on November 1, 2017 and the deadline will be March 31, 2018 at midnight (EST). All 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, sexual preference, 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 and the required essay, as well as how to determine eligibility for children and grandchildren.





REGION 3 REPORT

by JOE GIFFI, Director

Our hearts and prayers go out to all the Harvey Hurricane victims!

I hope everyone else has had a healthy and happy summer. This summer was a very busy one for us. We had the IUE-CWA Conference and the CWA Convention in Pittsburgh. Our Conference was one of the best ones yet. President Clark and Assistant Hagan ran a jam-packed agenda. In addition to the normal items like Trustees report and In Memoria (always moving), President Clark gave an inspiring speech and our guest speaker, Thomas Frank, was fantastic. We wrapped it up with a night at the PNC Stadium for a ball game. Great time!! Start planning for next year's IUE-CWA Conference; it's in Florida and there isn't a CWA Convention next year. Hope to see you there!

Here are a few quick notes you really need to know....

Organizing in Pennsylvania!

We are actively attempting to organize all the retail outlets of Vision Works in PA. Currently we have all the Vision works and Davis Vision labs/call centers in NY and MA. (Local 81408, 1300 members). There is also a major reorganizing going on with the parent company HVHC with a sale/merger with a Capital Investment Firm, here we go again, ugh! We urge all our members in PA. to stop in your nearest Vision Works store and encourage those employees to join the

IUE-CWA for their protection and to be a member of our family.

Elections!

Per the CWA Constitution, all Locals must have their Officer elections sometime between September 1st. and December 31st. of this year. If you need any assistance in completing this requirement, contact your staff rep. immediately.

Training!

In conjunction with the Local Union Elections, the IUE-CWA will be running New Officer Training classes at three different dates/locations. The IUE-CWA will financially assist your local in attending one of them. Look for more info on this upcoming.

Local Union email account!

As you should know, the IUE-CWA has paid for an email Domain and issued to all locals an email address. You were sent instructions how to turn it on and set a pin#. The IUE-CWA can only see that you have logged on but can never see what is on it. If you haven't logged on please do so asap. Very shortly it will be the only electronic method of communication we will use to the locals. Again, contact your staff rep. if you have any problems with your new email account.

Wishing you all a prosperous fourth quarter, Happy Halloween!

Joe

Here is a picture of one of our very active New York City amalgamated local's officers:



Left: Ramon Soler Chief Steward, D.W. Haber Bronx New York Hotel - Restaurant Silver Ware

Right: Humberto Leon Local 81485 President



REGION 7 REPORT

by KEN REAM, Director

SISTERS and BROTHERS – IT'S UNION TIME! Summer is gone, the kids are back in school – it's time to get ready to rake some leaves and fight some corporate greed!!!

Wow, what a summer. As you well know, things just never calm down in this business. However, for the most part, I thought it was a good summer. Our Locals and our staff have negotiated a number of good contracts. Our IUE-CWA Union Strong program is off and running. Under President Clark's leadership and with the help of Jay Riggs and other staff, our Locals are building a bigger, stronger, highly motivated and mobilized membership. It is this mobilizing and building effort that will make us stronger and give us the power to win better and fairer contracts from our employers. Remember, YOU are the UNION! And the more of YOU there are, the stronger WE the UNION become. There are no real anti-Union "working people." There are only pro-Union working people and those who just don't understand! We all have some serious educating to do!

Of course, for me, the highlight of this summer was the IUE-CWA Division Meeting and the CWA Convention in my hometown of Pittsburgh. I personally had a great time and really enjoyed the opportunity to talk to a lot of our Locals' officers. Some have been long-time friends. Others, I had the pleasure to meet for the first time. We were also very busy conducting the business of the Union and learning about the many daunting issues that confront us. At the Division Meeting the delegates re-elected John Lewis as Chairman of the Trustees (Region 7) and Greg Schafer as the Trustee from Region 8. Rob Macherone was the newly elected Trustee from Region 3. For Delegates-At-Large to the IUE Executive Council, Jennifer Narrod, Penny Franklin, and Tony Hays were all re-elected from Regions 3, 7, and 8 respectively. Congratulations to you all! I look forward to working with each of you.

We also had some fun while in Pittsburgh. During our lunch break from the CWA Convention, a large group of IUE delegates marched through the streets of Pittsburgh culminating in a rally at the Highmark Building. The march and rally were in

support of our IUE Sisters and Brothers at Vision Works. We also had the chance to watch the Pittsburgh Pirates defeat the Detroit Tigers, 3-0 at beautiful PNC Park. And, as President Clark promised at the Division meeting, my Pirates even pitched "overhand" that evening (lol).

On a sad note, Local 173 Vice President, Rodney Perry died in a tragic car accident on August 29, 2017 at the tender age of 52. In RTW (for less) Virginia, Rodney became an IUE member immediately upon being hired at American Safety Razor in 1994. He was a stalwart Union member and officer. Our thoughts and prayers go out to his wife, Jennifer, his family, as well as his Union Sisters and Brothers at Local 173. He will be missed.

Also, as of the writing of this article, Texas just took a direct hit from Hurricane Harvey. In addition, Hurricane Irma hit Florida and shot straight up the state. The devastation from these storms is tremendous. A lot of good people including some IUE Sisters and Brothers have or will suffer major damages. Please keep all of these people in your thoughts and prayers and consider whatever aid or donations you can.

As we head into the fall, remember, this is an election year. This year, in accordance with the CWA Constitution, every CWA Local, including all IUE Locals, are required to hold nominations and elections for Local Union officers between September 1 and December 31. The Union is the ultimate Democracy. The Union's strength is in its people. If you are running for an office, good luck. However, whether you are running or not, please get out and vote!

In closing, now is the time to show your Union Pride. Whether it is voting in your Local Union election, running for office or stewardship, mobilizing and organizing under our Union Strong campaign, supporting a rally or picket line, or giving aid to hurricane or other disaster victims, remember you are the ones who make me - **Proud to be IUE!**

*Until next time,
Take Care,
Ken*

UNCLAIMED PROPERTY

Have you checked your state's database of unclaimed property lately?

Your local may be able to recover hundreds or even thousands of dollars by filing a simple online claim.

Often the money owed is due to credit balances at banks, insurance companies or vendors that your local no longer uses.

Google "unclaimed property" and the name of your state; then search both "IUE" and "IUE-CWA" for listings that match your local's current or former addresses. You should not have to pay to claim or recover this money – these databases are operated on behalf of most states as a service to taxpayers.



COMPLIANCE REPORT

by **ROGER DEEL, Director**

Brothers and Sisters of IUE-CWA, it's that time again! Time for LM Forms, 990's and Yearly Audit Forms. Starting this year, all IUE-CWA locals must end your fiscal year on September 30th and your annual forms will be due shortly thereafter. The fiscal year end must be changed for the Locals with a different fiscal year. Please call me and I can help make that change. All our local unions are required to provide financial information to the IRS and to the DOL (with some exceptions). Beginning this year, the DOL wants ALL locals to file their LM forms electronically. To file electronically, you must register your local with the Department of Labor Electronic Filing System (EFS). You can register by going to <http://www.dol.gov/olms>. If you call me, I will help you get registered and work on your form. Locals are also required to file IRS Form 990, or its equivalent. Locals are also required to have an audit and send me the completed Yearly Audit Form. If you have any questions or concerns, please call me at 937-293-5959 and I will help you.

In this column I want to write about the upcoming election cycle. The election process is an important part of local union administration—it's the foundation of organized labor. The officers you choose to represent you at the local union are usually delegates to the CWA Convention where they vote on issues and resolutions to govern the Union for years to come.

Local Union elections are required by law and the process is regulated by the Dept. of Labor. There are specific rules that require Union elections and rules to ensure the all members have the opportunity to participate. The DOL is very rigid with these rules and they can overturn an election, or order a new election, in some cases. The rules are addressed on the DOL website and in the CWA Constitution and IUE-CWA Division Rules. There are also some constitutional requirements that apply to Local Union elections. For Example, the CWA Constitution, Article XV, Section 3, says the elections will take place during the months of September through December and the term of office is for 3 years. Information on elections can be found in the CWA Constitution, and at <https://iue-cwa.org/local-documents> or in the UOPM published by CWA. If these sites don't answer your questions, call us at IUE-CWA headquarters and we will get an answer for you.

Every member should participate and vote in local election, should learn the responsibilities of each office in the local, and should attend union meetings and ask questions to ensure that all the jobs are being completed properly. An informed membership makes for a stronger union. If you are pleased with the current officers, you can nominate them for re-election and vote for them. If you are not, you can nominate someone else or seek office yourself. I would never discourage any member from running for office. But, please, don't take the responsibility lightly. Find out the job responsibilities of the office that interests you, before you run. Find out how much time that job takes from your normal schedule and determine if you can commit the effort necessary.

Generally, a good president must be strong to stand up for his/her union and for the members and the president should have leadership skills. A good financial officer should be able to keep decent financial records and be able to prepare financial reports. A good recording secretary should be able to take good notes for meeting minutes and to prepare informational notices for his/her members. These are very general skills necessary for those jobs. We have officer training shortly after the election cycle to help officers get started, but no one will learn the whole job in class for a couple of days. The of a union officer is a continuous learning process from the day you take office until the day you leave. There will always be new challenges, sometimes daily.

I am not suggesting you vote for or against anyone, your current officers included. I'm not suggesting that you should not run for office. I am simply saying that you should know what the job entails when you make your decision. We work with the officers whom you elect, and it is our goal to see the members get served and represented properly. Vote for the best qualified people to represent you, the local and the union, based your opinion of them.

Those are my thoughts on the upcoming elections. Best wishes and have a great fall season!!

Roger Deel

IUE-CWA Compliance Director
Proud member of IUE-CWA since 1977



GE CONFERENCE BOARD REPORT

by **BOB SANTAMOORE, Chairman**

Happy Autumn! It was good to see everyone at the Division Meeting and CWA Convention in Pittsburgh last month. I'm proud to say our delegates stood out in their IUE shirts on the Convention floor!

President Clark brought Vinnie Vines (pictured) to the Division Meeting and gave him special recognition. Vinnie worked hard for our conference board members for many years. The recognition was well deserved, and I'm sure much appreciated by Vinnie.

During the IUE-CWA Division Conference, elections were held for IUE-CWA Division, Executive Council At Large and Regional Trustee positions. Rob Macherone, Local 81301 was newly elected to a term as an IUE-CWA Division Trustee position representing IUE-CWA Region 3. Congratulations to Rob! I know he, along with the other trustees, will do a great job!

The next few months will mean offi-



cer elections for our locals. Don't forget to take the time to cast your vote in your local election. President Clark has scheduled new officer training workshops the first of the year so that our local officers – new and old – can have the opportunity to receive training and assistance.

This has been a terrible season for hurricanes – with destruction hitting the Texas and Florida areas hard. Due to Hurricane Irma impacting Florida, we made the decision to cancel our IUE-CWA GECB meeting scheduled for September; therefore our next GECB meeting will be March 2018.

In closing, please keep the families of Hurricanes Harvey and Irma in your prayers.

In solidarity,

Bob Santamoore
Chairman, IUE-CWA GECB

IUE-CWA ONLINE STORE IS NOW LIVE! IUEMERCHANDISE.COM

IUE-CWA has partnered with our friends at American Products to create an IUE Logo Merchandise store.

☞ At IUEMERCHANDISE.com, you can purchase apparel, gifts, and other items with the IUE Logo.

☞ No order is too small or too big for our store to handle!

☞ And the best part is that even if you only order one item, you are getting bulk prices on these American and Union made products!

☞ Support your union brothers and sisters and proudly wear the IUE-CWA logo. Buy Logo products for your friends and family.



Visit IUEMERCHANDISE.COM today!

If there are items you would like to see us stock in the store, please don't hesitate to contact Laura Hagan at Lhagan@iue-cwa.org.

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

DON'T MISS OUT ON GREAT BENEFITS.

ACTIVATE YOUR UNION SPORTSMEN'S ALLIANCE MEMBERSHIP!

YOUR USA MEMBERSHIP BENEFITS INCLUDE:

- Union Sportsmen's Journal (digital)
- 10% discount on Worldwide Trophy Adventures TAGS program
- Access to exclusive Member Only hunting and fishing trips
- Money-saving discounts on outdoor gear and services
- Chances to win fantastic prizes and trips
- Personalized USA membership card
- Access to Members - Only sections of the website
- Opportunity to participate in USA conservation projects
- Chance to apply to be a guest on USA's outdoor TV series



AS AN IUE-CWA MEMBER, YOU CAN ACTIVATE YOUR USA MEMBERSHIP AT **NO COST!**

A community of sportsmen and women who share a love for hunting, fishing, shooting and the great outdoors, a commitment to preserving North America's outdoor heritage, and the unbreakable bond of union brotherhood.

THAT'S THE UNION SPORTSMEN'S ALLIANCE.
IT'S WHERE YOU BELONG.

To Activate Your USA Membership, Visit unionsportsmen.org
Or call 877-872-2211 (toll-free) or mail form to the address below.

Name _____

Street _____

City _____

State/ Province _____ Zip/Postal _____

Union _____ Local # _____

Phone # _____ Cell # _____

Email _____

Do you: Hunt Fish Shoot

Union Sportsmen's Alliance • 235 Noah Dr., Suite 200 • Franklin, TN 37064

ENERGY TREASURE HUNT AT HOME

Labor Day and the start of the school year signal that the start of the heating season is right around the corner. This year we are going to see approximately a 10.5% rise in energy costs due to the damage caused by hurricane Harvey. Fortunately, there are many things we can do to lower those heating costs.

- One of the easiest is turning down the thermostat. For each one degree the setting is lowered, there is a 2% savings in energy usage. If you were to turn down the heat by 10 degrees for 8 hours a day, you would lower your bill about 7%.
- Can't remember to turn it down every day? Install a programmable thermostat and the savings will typically pay back the cost in less than a year.
 - Imagine trying to heat your house with a window open! Find and repair those air leaks around windows, doors and electric receptacles-- in many cases all those little leaks can equal the same amount of cold air as an open window!



- On Forced air heating systems, inspect and replace the air filters as needed; also clean both the cold air return registers and hot air registers. Keeping the air filters clean can save 5 to 15% in costs and improve indoor air quality as well.

For more do it yourself energy savings tips go to these websites <https://energy.gov/energysaver/do-it-yourself-energy-savings-projects> and https://www.energystar.gov/index.cfm?c=heat_cool.pr_hvac These examples show that there are easy energy saving projects you can achieve at home. The more you do, the more energy treasure you find! Just as there are many simple energy savings actions available at home, there are many energy savings possible at the workplace--savings which when added up can help save jobs. The energy Treasure Hunt Program can help identify these savings. To bring the Treasure Hunt Program to your workplace contact either Laura Hagan (LHagan@Iue-Cwa.org) or Bill Draves (Bdraves@Iue-Cwa.org)

IUE-CWA LEGAL

Texas Judge Overturns Obama Labor Department Overtime Rule

On August 31, a federal judge from the Eastern District of Texas ruled that the Obama Labor Department did not have the authority to expand the minimum salary threshold for the supervisor exemption to overtime pay. This expansion would have expanded access to overtime pay for about 4 million workers. We believe this decision is at odds with the longstanding Supreme Court precedent established in *Chevron U.S.A., Inc. v. Natural Resources Defense Council, Inc.*, which established the principle known as administrative deference. "Chevron" deference keeps unelected judges from interfering with federal agencies ability to administer the laws written by Congress.

The prior salary threshold, which had not been raised since the 1970's, is \$23,500. In other words, you cannot be "exempt from overtime" by being considered a supervisor or salaried worker if you make \$23,500 or less. This of course makes sense; employers should not be able to work an employee 80 hours a week without overtime pay, by calling them a supervisor if they make an impoverished salary.

Why should we care about employers who treat supervisors or salaried employees poorly? Why should the Labor Movement care about supervisors, who are not our members and often are in direct conflict with our members? Well, as IUE-CWA President Jim Clark always says, labor markets are connected all around the globe and we have to pay attention whether we like it or not. When workers are being paid

dismally down the street, at the temp agency, in Mexico, or even salaried workers, this puts downward wage pressure on all employees.

As anyone who has bargained contracts can tell you, when the company can compare your wages with low-wage work anywhere, it negatively affects your bargaining position. Remember, in non-union plants, supervisors can do production work. When they work 80 hours a week without overtime pay for a low salary, this affects the labor costs of our competitors' products. It is our business that workers are paid poorly elsewhere; it is our business when employers use workers as "temps;" and it is our business when employers can call workers "supervisors," pay them poverty wages, and make them work 70-80 hours a week without overtime.



Casey Whitten-Amadon
IUE-CWA
Staff Attorney

Legal Disclaimer: This Article is meant for informational purposes only and is not to be construed as legal advice. Please consult an attorney or the IUE Legal Department prior to taking any legal action. Any legal decision, judgment, or past performance should not be taken as an indication or guarantee of future performance, all cases are dependent upon the specific facts and circumstances of every individual case.

YOUR LOCAL NEWS

Local 162 • Roanoke, VA

In Memoriam

Our condolences to the family of Mitchell "Red" Adams who passed away on September 18, 2017.

Red has been an active member of IUE Local 162 for most of his 39 years. Red was serving as president at the time of retirement in 2012. He had a reputation of protecting all of the members that he represented and served on some of the most successful negotiations during



his time in office. Red was also an avid UVA Basketball fan attending many of their home games. He was so very proud of the UVA basketball that was signed by the entire team and sent to him by coach Tony Bennett. Red also loved to fish spending many days on the lake and each year Red and his wife Carol would camp at Myrtle Beach and fish off of the Apache Pier. He would spend the entire day doing what he loved most, fishing and making new friends. **Red will be missed by all that knew him and all he represented.**

YOUR LOCAL NEWS

Local 711 • Gadsden, AL



Congratulations to Local 83711 for ratifying a new 3 year contract with Inteva Products in Gadsden, AL. Negotiating committee consisted of Nick Davis, Lisa Carroll (President) Lisa Hale, Cara Osborne, Charlotte Lollar.

More Local News on Page 11

LOCAL NOMINATIONS AND ELECTIONS

IUE-CWA Local 102 FW (81102)

Nomination Date/Time: November 15, 2017
4:45 p.m. – 6:00 p.m.

Place: 21-01 24th Ave., Astoria, NY 11105

Election Date/Time: December 14, 2017

7:00 a.m. – 5:00 p.m.

Place: 1 Steinway Place, Astoria, NY 11105

Officers to be elected: President, Vice-President, Secretary/Treasurer, Shop Steward, (3) Trustees, (2) Executive Board

IUE-CWA Local 123 (88123)

Nomination Date/Time: November 8, 2017 5:30 p.m.

Place: Hampton Inn, 1500 Easton Road, Willow Grove, PA 19090

Officers to be elected: President, Vice-President, Secretary-Treasurer, (2) Trustees

IUE-CWA Local 134 (81134)

Nomination Date/Time: November 6, 2017

12:00 – 1:30 p.m. and 6:00 – 7:30 p.m.

Election Date/Time: December 11, 2017

6:00 a.m. – 6:00 p.m.

Place: 641 Creek Road, Bellmawr, NJ

Officers to be elected: President/Business Agent, Vice-President, Treasurer, Recording Secretary, Sergeant-at-Arms, (3) Trustees, Delegate (District 1), Delegate (International), Skilled Trades

IUE-CWA Local 135 (88135)

Election Date/Time: November 13, 2017 2:00 p.m.

Place: Division, Lykens, PA

Officers to be elected: President, Vice-President, Recording Secretary, Financial Secretary, Treasurer, (3) Committee-men, (2) Trustees

IUE-CWA Local 162 (82162)

Nomination Date/Time: November 2, 2017 7:45 a.m., 1:00 p.m., and 3:45 p.m.

Election Date/Time: December 8, 2017

5:00 a.m. – 5:00 p.m.

Run-Off Election (if necessary): December 15, 2017
5:00 a.m. – 5:00 p.m.

Place: Union Hall, 8224 Shadwell Drive, Roanoke, VA 24019-4554

Officers to be elected: President, Vice-President, Recording Secretary, Financial Secretary, Treasurer, Sergeant-at-Arms, Administrative Chief Steward, Chief Steward Building 1, Chief Steward Building 2, (2) Trustees, (2) Delegates

IUE-CWA Local 181 (83181)

Election Date/Time: October 17, 2017

7:00 a.m. – 12:00 a.m.

Place: 12037 Goodrich Dr., Charlotte, NC 28273

Officers to be elected: President, Vice-President/Chief Steward, Secretary/Treasurer, Shop Steward

IUE-CWA Local 201 (81201)

Election Date/Time: October 24, 2017

6:00 a.m. – 5:00 p.m.

Place: All plants & Amalgamate locations represented by Local 201

Officers to be elected: President, Business Agent/Financial Secretary, Vice-President/Recording Secretary, Treasurer, Sergeant-at-Arms, Health & Safety Director, (3) Trustees, (7) Executive Board/Chief

Steward, Delegate to the Convention of the International Union, Delegate to the District Council, (3) Building Assoc. Board of Directors, Shop Stewards (from their respective jurisdictions), Steering Committees (from their respective jurisdictions)

IUE-CWA Local 251 (81251)

Nomination Date/Time: October 17, 2017

7:30 p.m. – 9:30 p.m.

Election Date/Time: November 21, 2017

7:30 p.m. – 9:30 p.m.

Place: 101 School St., Waltham, MA 02452

Officers to be elected: President, Vice-President, Chief Steward, Treasurer, Secretary

IUE-CWA Local 266 (81266)

Nomination Date/Time: October 14, 2017

11:15 a.m. – 1:00 p.m.

Place: American Legion Post 68, 154 Porters Pass, Kensington, CT 06037

Election Date/Time: November 10, 2017

8:00 a.m. – 4:30 p.m.

Place: 300 Fenn Road, Newington, CT 06111

Officers to be elected: President, Vice-President, Secretary/Treasurer, Recording Secretary, Chief Steward, Assistant Chief Steward (1st Shift), Assistant Chief Steward (2nd Shift), Trustee, Sergeant-at-Arms

IUE-CWA Local 301 (81301)

Nomination Date/Time: November 14, 2017

7:00 a.m. – 5:00 p.m.

Election Date/Time: November 29-30, 2017

7:00 a.m. Nov. 29th – 7:00 a.m. Nov. 30th

Place: Union Hall,

386 Broadway, Schenectady, NY 12305

Officers to be elected: Business Agent, President, Vice-President, Chief Shop Steward, Treasurer, Recording Secretary, (2) Trustee

IUE-CWA Local 310 (81310)

Nomination Date/Time: November 4, 2017 4:00 p.m.

Election Date/Time: December 14, 2017 4:00 p.m.

Place: The American Legion Hall,

238 14th Road, Kenilworth, NJ

Officers to be elected: President, Vice-President, Treasurer, (3) Shop Stewards, Recording Secretary, (2) Trustee

IUE-CWA Local 311 (81311)

Nomination Date/Time: November 12, 2017

9:00 a.m. – 11:00 a.m.

Election Date/Time: December 1, 2017

6:00 a.m. – 5:00 p.m.

Run-Off Election (If Needed) Date/Time:

December 4, 2017 6:00 a.m. – 5:00 p.m.

Place: 459 East Church St., Elmira, NY 14901

Officers to be elected: President, Vice-President, Chief Steward, Treasurer, Recording Secretary, Trustees, Sergeant-at-Arms

IUE-CWA Local 313 (81313)

Election Date/Time: November 13, 2017

6:00 a.m. – 6:00 p.m.

Place: 100 Chemung St., Painted Post, NY 14870

Officers to be elected: President, Vice-President, Treasurer, Financial Secretary, Recording Secretary,

Sergeant-at-Arms, Picket Captain, Trustee, Chief Steward-1st shift, Chief Steward-2nd shift, (6) Executive Board-1st, (4) Executive Board-2nd

IUE-CWA Local 320 (81320)

Nomination Date/Time: October 12, 2017

4:00 p.m. - October 13, 2017 12:30 a.m.

Election Date/Time: November 9, 2017

6:00 a.m. - 6:00 p.m.

Run-Off Election (If needed) Time/Date:

December 14, 2017 6:00 a.m. - 6:00 p.m.

Place: 602 Old Liverpool Road,

Liverpool, NY 13088

Officers to be elected: President, Vice-President, Recording Secretary, Treasurer, Financial Secretary, Chief Steward, (3) Trustees, Sergeant-at-Arms, Skilled Trades Chair, Skilled Trades Co-chair, Skilled Trades Recording Secretary, Test Representative

IUE-CWA Local 323 (81323)

Nomination Date/Time: October 30, 2017

2:30 p.m. – 4:00 p.m.

Place: 260 Middle Road, Henrietta, NY 14467

Election Date/Time: November 21, 2017

9:00 a.m. – 12:00 p.m.

Place: 1025 John St., Henrietta, NY 14467

Run-Off Election (If Needed) Date/Time:
November 27, 2017

Place: 1025 John St., Henrietta, NY 14467

Officers to be elected: President, Vice-President, Secretary, Treasurer, Shop Chairperson, Sergeant-at-Arms, (2) Stewards, (2) Alternate Stewards, (2) Trustee, (3) Members-at-large, (3) Negotiating Committee

IUE-CWA Local 326 (81326)

Nomination Date/Time:

November 8, 2017 1:00 p.m. – 5:00 p.m.

Place: 4640 Broadway, Depew, NY 14043

Election Date/Time:

December 13, 2017 1:00 p.m. – 5:00 p.m.

Place: Lancaster Elks, Legion Dr., Depew, NY

Run-Off Election (If Needed) Date/Time:

December 20, 2017 1:00 p.m. – 5:00 p.m.

Place: 4640 Broadway, Depew, NY 14043

Officers to be elected: President, Vice-President, Recording Secretary, Financial Secretary, Chief Steward, Sergeant-at-Arms, Trustee, Delegate

IUE-CWA Local 359 (81359)

Nomination Date/Time:

November 3, 2017 11:45 a.m.

Place: Waterford Town Hall, 2nd Floor, 65 Broad St., Waterford, NY 12188

Election Date/Time: November 28, 2017 6:00 a.m. – Noon and November 29, 2017 6:00 a.m. – 5:00 p.m.

Place: IUE-CWA Local 81359 HQ, 301 Hudson River Road, Waterford, NY 12188

Run-Off Election (If Needed) Date/Time:

December 5th and 6th, 2017

Same Place and Times

Officers to be elected: President, Vice-President, Secretary/Treasurer, Chief Shop Steward, (3) Trustees

LOCAL NOMINATIONS AND ELECTIONS

IUE-CWA Local 389 (88389)

Nomination Date/Time: November 2, 2017
1:15 p.m. – 3:00 p.m.

Election Date/Time: December 5, 2017
1:15 p.m. to 3:00 p.m.

Place: Broad Acres, Conference Room

Officers to be elected: President, Vice-President, Chief Steward, Secretary, Treasurer, (3) Trustees, Sergeant-at-Arms

IUE-CWA Local 408 (81408)

Election Date: Ballots by mail, month of December

Place: Ballots to be open late December

Officers to be elected: President, Vice-President, Financial Secretary, Recording Secretary, (3) Trustees

IUE-CWA Local 440 (81440)

Nomination Date/Time:

October 18, 2017 12:30 p.m. – 1:30 p.m.

Place: 200 College Dr., Blackwood, NJ

Election Date/Time:

November 15, 2017 12:30 p.m. – 1:30 p.m.

Place: Blackwood & Camden Campus

Run-Off Election (If Needed) Date/Time: December 6, 2017 12:30 p.m.

Place: Blackwood Campus

Officers to be elected: President, Vice-President, (3) Trustees, Recording Secretary, Sergeant-at-Arms, Financial Secretary

IUE-CWA Local 447 (81447)

Nomination Date/Time:

November 16, 2017 4:00 p.m. - 5:00 p.m.

Place: Washington Ave., Nutley, NJ

Election Date/Time:

December 12, 2017 7:00 a.m. – 4:00 p.m.

Place: 77 River Road, Clifton, NJ

Officers to be elected: President, Vice-President, Trustees, Executive Board Members, Sergeant-at-Arms, Chief Stewards, Financial Secretary

IUE-CWA Local 455 (81455)

Election Date/Time:

November 9, 2017 5:30 a.m. – 11:00 p.m.

Place: 2231 Estate St., Trenton, NJ

Run-Off Election (If Needed) Date/Time:

December 10, 2017

Officers to be elected: President, Vice-President, Treasurer Secretary, Recording Secretary, Negotiator, Treasurer, Corresponding Secretary, Chief Steward (1st Shift), Chief Steward (2nd Shift), Sergeant-at-Arms, (3) Trustees, (6) Executive Board

IUE-CWA Local 475 (81475)

Nomination Date/Time:

November 15, 2017 5:00 p.m. – 6:00 p.m.

Place: 283 Route 17 South,

Hasbrouck Heights, NJ 07604

Election Date/Time to be set by

Executive Board after Nominations

Officers to be elected: President, Secretary/Treasurer, 1st Vice-President, 2nd Vice-President, Recording Secretary, (3) Trustees, Sergeant-at-Arms

IUE-CWA Local 485 (81485)

Nomination Date/Time: November 4, 2017
5:00 p.m. – 6:00 p.m.

Election Date/Time: December 9, 2017

9:00 a.m. – 6:00 p.m.

Place: 158 Montague St., Brooklyn,
NY 11201 3rd Floor

Officers to be elected: President, Vice-President, Recording Secretary, Treasurer, (3) Trustees, Sergeant-at-Arms

IUE-CWA Local 502 (88502)

Nomination Date/Time: October 16, 2017

1:15 p.m. – Board Meeting

Election Date/Time: November 15, 2017

5:00 a.m. – 7:00 p.m.

Run-Off Election (If Needed) Date/Time:

November 21, 2017 5:00 am – 7:00 p.m.

Place: Local 88502, 1044 Brussels Street,
St. Marys, PA 15857

Officers to be elected: President, Vice-President, Financial/Recording Secretary, Treasurer, (3) Trustees, Sergeant-at-Arms

IUE-CWA Local 607 (88607)

Nomination Date/Time:

November 8, 2017 1:00 p.m.-4:00 p.m.

Election Date/Time: December 12, 2017

6:00 – 8:00 a.m. and 1:00 p.m. - 5:00 p.m.

Place: 421 North Broad, Emporium, PA

Run-Off Election (If needed): December 19, 2017
7:00 a.m. – 3:00 p.m. (Plant)

Officers to be elected: President, Vice-President, Treasurer, Recording Secretary, Chief Steward, Assistant Chief Steward, Sergeant-at-Arms, Delegate, Trustee

IUE-CWA Local 643 (88643)

Nomination Date/Time: November 16, 2017

7:00 p.m. - 8:00 p.m.

Election Date/Time: December 21, 2017

8:00 a.m. - 7:00 p.m.

Run-Off Election (If needed) Time/Date:

December 28, 2017 7:00 p.m.

Place: Holiday Inn, 2750 Mossie Blvd.,
Monroeville, PA 15146

Officers to be elected: President, Vice-President, Financial Secretary, Recording Secretary, Trustees

IUE-CWA Local 648 (88648)

Nomination Date/Time: November 14, 2017

6:00 a.m. - 4:00 p.m.

Election Date/Time: December 12, 2017

6:00 a.m. - 4:00 p.m.

Place: 71 Broadway Ave., Wheatland, PA

Officers to be elected: President, Vice-President, Treasurer, Chief Steward, Secretary, Trustees

IUE-CWA Local 667 (88667)

Nomination Date/Time: December 12, 2017

7:30 p.m. – 8:30 p.m.

Election Date/Time: December 17, 2017

3:30 p.m. – 4:30 p.m.

Run-Off Election (If Needed) Date/Time:

January 7, 2018 3:30 p.m. – 4:30 p.m.

Place: Latrobe VFW, 204 Spring St., Latrobe, PA

Officers to be elected: President, Vice-President, Treasurer, Recording Secretary, Sergeant-at-Arms

IUE-CWA Local 704 (84704)

Election Date/Time: November 14, 2017

6:30 a.m.- 6:30 p.m.

Place: 704's Union Hall, Bucyrus, OH.

Officers to be elected: President, Vice-President, Financial Secretary, Recording Secretary, Chief Steward, (3) Executive Board, (2) Trustees, Sergeant-at-Arms, (1) Negotiating Committee Member, and vote on lay-off deferment for shop steward

IUE-CWA Local 707 (84707)

Nomination Date/Time: October 15, 2017

10:00 a.m. – 12:00 p.m.

Place: 20713 Recher Ave., Euclid, OH 44119

Election Date/Time: November 14, 2017

6:30 a.m. – 4:00 p.m.

Place: Five General Electric &

1 Momentive Locations

Officers to be elected: President, Vice-President, Financial Secretary, Treasurer, Recording Secretary, (3) Trustees, (6) Chief Stewards

IUE-CWA Local 708 (84708)

Election Date/Time: November 6, 2017 4:00 p.m. – 6:00 p.m.

Run-Off Election (If Needed): Immediately after regular election

Place: One Marion Ave., Suite 318, Mansfield, OH 44903

Officers to be elected: President, 1st Vice-President, 2nd Vice-President, Recording Secretary, Financial Secretary/Treasurer, Sergeant-at-Arms, (3) Trustees, Exec. Board Member at Large

IUE-CWA Local 711 (83711)

Run-Off Election (If needed) Time/Date:

October 16, 2017 5:00 a.m. – 5:00 p.m.

Place: 4605 Airport Road, Gadsden, AL 35904

Officers to be elected: President, Vice President, Treasurer, Recording Secretary, Shop Chairperson, (3) Trustees, (5) Executive Board, Floor Guard

IUE-CWA Local 717 (84717)

Election Date/Time: November 16-17, 2017 TBD

Run-Off Election (If needed) Date/Time:

November 28-29, 2017 TBD

Place: 2950 Sferra Ave., NW, Warren, OH

Officers to be elected: President, Vice President, Shop Chairman, Skilled Trades Chairman, Financial Secretary, Recording Secretary, Treasurer, Floor Guard, (9) Executive Board Members, (3) Trustees

IUE-CWA Local 718 (83718)

Election Date/Time:

November 16, 2017 7:00 a.m. - 7:00 p.m.

Place: 925 Industrial Park Rd.,

Brookhaven, MS 39601

Run-Off Election (If needed) Date/Time:

November 30, 2017 7:00 a.m. – 7:00 p.m.

Place: Delphi Packard, Brookhaven, MS

Officers to be elected: President, Vice President, Shop Chairman, Secretary, Assistant Secretary, Treasurer, (2) Trustees, (2) Executive-Board at Large, AM Committeeperson & Alternate, PM Committeeperson & Alternate, MN Committeeperson & Alternate, Sergeant-at-Arms

LOCAL NOMINATIONS AND ELECTIONS

IUE-CWA Local 727 (84727)

Nomination Date/Time: October 18, 2017 7:00 a.m. - 3:00 p.m.

Election Date/Time: November 1, 2017 6:00 a.m. - 7:00 a.m. and 1:00 p.m. - 3:00 p.m.

Place: Park Ohio, Morales/Pupo Training Room
Officers to be elected: President, Vice-President, Chief Steward (Park Ohio), Chief Steward (Control Trans), Financial Secretary, Recording Secretary, (2) Exec. Board at Large, (3) Trustees

IUE-CWA Local 742 (84742)

Election Date/Time:

December 5, 2017 6:45 a.m. - 3:00 p.m.

Run-Off Election (If needed):

December 6, 2017 6:45 a.m. - 3:00 p.m.

Place: 1046 Greenlawn Ave, Lima, OH 45804
Officers to be elected: President, Vice President, Financial Secretary, Recording Secretary, Chief Steward, (2) Trustees, (2) Committeemen

IUE-CWA Local 755 (84755)

Election Date/Time:

November 8, 2017 6:00 a.m. - 11:59 p.m.

Run-Off Election (If needed) Time/Date:

November 29, 2017 5:00 a.m. - 7:00 p.m.

Place: 313 South Jefferson Street Dayton, OH 45402
Officers to be elected: President, Vice President, Recording Secretary, Financial Secretary, Executive Board Members, Trustees

IUE-CWA Local 757 (84757)

Election Date/Time: December 6-7, 2017

Wednesday 4 a.m. - 9 a.m., 1 p.m. - 4 p.m., 9 p.m. - 12:00 a.m., Thursday 4 a.m. - 9 a.m.

Place: 10155 Reading Rd., Cincinnati, OH

Run-Off Election (If needed) Time/Date:

December 13 - 14, 2017

(Same times/place as Elections)

Officers to be elected: President, Vice President, Financial Secretary, 1st Shift Chief Steward, 2nd Shift Chief Steward, 3rd Shift Chief Steward, (6) Executive Board, (3) Trustees, 1st Shift Floor Guard, 2nd Shift Floor Guard, 3rd Shift Floor Guard, Delegate CWA Convention, Delegate Cincinnati Labor Council

IUE-CWA Local 761 (83761)

Election Date/Time:

October 24, 2017 5:00 a.m. - 5:00 p.m.

Run-Off Election (If Needed):

October 26, 2017 5:00 a.m. - 5:00 p.m.

Place: Union Hall, 5153 Poplar Level Road, Louisville, KY 40219

Officers to be elected: President, Vice-President/Financial Secretary, Recording Secretary, (3) Trustees, Sergeant-at-Arms, Delegate, AP1 Chief steward, AP2 Chief Steward, AP3 Chief Steward, AP4 (COE) Chief Steward, AP5 Chief Steward, Skilled Trades Chief Steward & GE Energy Chief Steward

IUE-CWA Local 765 (84765)

Election Date/Time: November 7, 2017

7:00 a.m. - 7:00 p.m.

Place: 4620 Forest Ave., Norwood, OH

Run-Off Election (If needed) Time/Date:

December 5, 2017 7:00 a.m. - 7:00 p.m.

Place: 4620 Forest Ave., Norwood, OH 45212

Officers to be Elected: President, Vice President, Recording Secretary, Financial Secretary/Treasurer, Chief Steward- 1st Shift, Chief Steward- 2nd Shift, (2) Exec Board Trustees- 1st Shift, Exec Board Trustee-2nd Shift, (2) Exec Board- 1st Shift, Exec Board- 2nd Shift, (3) Grievance Negotiating Comm.

IUE-CWA Local 770 (83770)

Election Date/Time: November 15, 2017

10:00 a.m. - 8:00 p.m.

Place: Highway 373, Columbus, MS

Run-Off Election (If Needed): November 18, 2017 8:00 a.m. - 12:00 p.m.

Place: Union Hall

Officers to be elected: President, Vice-President, Recording Secretary, Treasurer, Chief Steward, Asst. Chief Steward, (2) Trustees, (2) Master-at-Arms

IUE-CWA Local 775 (84775)

Nomination Date/Time for Mahle Behr Dayton LLC: October 21, 2017 12:00 Noon

Nomination Date/Time for GE Aviation, Freedom 1st Credit Union, VisionMakers, Hawker:

October 18, 2017 3:00p.m.

Nomination Date/Time for Crown Cork & Seal:

October 18, 2017 7:30 a.m. & 7:30 p.m.

Election Date/Time:

November 20, 2017 5:30 a.m. - 6:30 p.m.

Mahle Behr Dayton LLC, Freedom 1st Credit Union, GE Aviation, Hawker, and VisionMakers

Election Date/Time: November 20, 2017

5:30 a.m. - 7:30 p.m. for Crown Cork & Seal

In case of a run-off election for the top three offices including: President, Vice President, and Financial Secretary/Treasurer the date will be Monday, November 27, 2017

The polls will be open from 5:30 a.m. to 6:30 p.m. for Mahle Behr Dayton LLC, Freedom 1st Credit Union, GE Aviation, Hawker, and VisionMakers.

The polls will be open from 5:30 a.m. - 7:30 p.m. for Crown Cork & Seal.

The place for all Nominations and Elections (including Run-Off if needed) is IUE-CWA Local 775 Union Hall, 150 Heid Ave., Dayton, OH 45404.

Officers to elect from Mahle Behr Dayton LLC Unit: President (all units), Vice President (all units), Financial Secretary/Treasurer (all units), Chief Steward, 1st Shift District Steward, 2nd Shift Assistant Chief Steward, 3rd Shift Assistant Chief Steward, Recording Secretary (all units), (2) Trustees (all units), Sergeant-at-Arms (all units), Skilled Trades Committee (2 from Skilled Trades and 1 from Production), (9) Executive Board Members, (2) Delegates for DSSMV (all units), (2) Delegates for IUE-CWA International (all units), (2) Delegates for District 4 (all units)

Officers to elect from GE Aviation Unit:

Production Chief Steward, Tech Chief Steward, Executive Board Member, District 1 Steward (Production), District 2 Steward (Production), District 3 Steward (Production), District 4 Steward (Production), District 5 Steward (Production), District 1 Steward (Technical), District 2 Steward (Technical), District 3 Steward (Technical)

Officers to elect from Crown Cork & Seal Unit to Elect: Chief Steward, Executive Board Member, Shift A Steward, Shift B Steward, Shift C Steward, Shift D Steward

Officers to elect from Freedom 1st Credit Union Unit: Chief Steward

Officers to elect from Hawker Unit: Chief Steward

Officers to elect from VisionMakers unit: Chief Steward

IUE-CWA Local 793 (83793)

Election Date: November 21, 2017

Place: 4484 Water Ave., Selma, AL 36702

Officers to be elected: President, Vice-President, Recording Secretary, Financial Secretary, Chief Steward, Sergeant-at-Arms, Member at Large, (3) Trustees

IUE-CWA Local 799 (83799)

Nomination Date/Time: October 17, 2017

1:00 p.m. - 4:00 p.m.

Election Date/Time: November 21, 2017

1:00 p.m. - 4:00 p.m.

Run-Off Election (If needed) Date/Time:

December 12, 2017 1:00 p.m. until 4:00 p.m.

Place: 103 Pat Harrison Dr., Crystal Springs, MS

Officers to be elected: President, Vice President, Chief Steward, Secretary, Financial Secretary, (2) Executive Board Members, (2) Trustees, Sergeant-at-Arms

IUE-CWA Local 800 FW (84800)

Election Date/Time: November 9, 2017

7:00 a.m. - 8:00 p.m.

Place: 1104 Wisconsin Ave. Sheboygan, WI.

Officers to be elected: President, Business Agent, Financial Secretary, Vice President, Recording Secretary, (2) Trustees, (2) Members at Large
Three-year term of office (January 1, 2018 - December 31, 2020).

Elections for the Shops outside of the Sheboygan area will be held in the month of October at each Shops regular membership meeting (watch your bulletin boards for more information). Elections for the Shops in the Sheboygan area will be held on November 9, 2017 at the Union Hall, 1104 Wisconsin Ave., Sheboygan, WI. Polls will be open from 7am to 8pm.

IUE-CWA Local 801 FW (84811)

Election Date/Time: October 17, 2017

3:45 p.m. - 5:00 p.m.

Place: 1605 Center Ave., Janesville, WI 53546

Officers to be elected: President, Vice-President, Financial Secretary, Recording Secretary, Sergeant-at-Arms, (3) Trustees

IUE-CWA Local 802 (84802)

Nomination Date/Time: November 4, 2017

10:00 a.m. - 12:00 Noon

Election Date/Time: December 8, 2017

6:00 a.m. - 6:00 p.m.

Run-Off Election (If needed) Date/Time:

December 15, 2017 6:00 a.m. - 6:00 p.m.

Place: 1355 South Wayne St., Bluffton, IN 46714

Officers to be elected: President, Vice President, Recording Secretary/Treasurer, (2) Chief Stewards, (3) Trustees, Sergeant-at-Arms, Skilled Trades Chairman

LOCAL NOMINATIONS AND ELECTIONS

YOUR LOCAL NEWS

IUE-CWA Local 807 (84807)

Election Date/Time: October 15, 2017
7:00 a.m. – 7:00 p.m.
Place: 619 North Shore Dr. Jeffersonville, IN
Run-Off Election (If needed): TBD
Officers to be elected: President, Vice President,
Recording Secretary, Chief Steward,
Financial Secretary, (2) Trustees

IUE-CWA Local 840 (84840)

Nomination Date/Time: November 16, 2017
2:15 p.m. – 4:30 p.m.
Election Date/Time: December 21, 2017
2:15 p.m. – 4:30 p.m.
Run-Off Election Time/Date (If Needed):
January 18, 2018 2:15 p.m. & 4:30 p.m.
Place: K.C. Hall, Rt. 143, Highland, IL
Officers to be elected: President, Vice-President,
Recording Secretary, Secretary/Treasurer, Sergeant-
at-Arms

IUE-CWA Local 901 (84901)

Nomination Date/Time: November 6, 2017 1:25 p.m.
and 3:20 p.m., and November 7, 2017 7:20 a.m.
Place: 1427 Broadway, Fort Wayne, IN
Election Date/Time: November 27, 2017
6:00 a.m. – 6:00 p.m.
Place: 4250 Airport Express Way, Fort Wayne, IN
(BAE Systems)
Run-Off Election (If Needed) Date/Time:
December 11, 2017 6:00 a.m. – 6:00 p.m.
Place: 4250 Airport Express Way, Fort Wayne, IN
46809 (BAE Systems)
Officers to be elected: President, Vice-President,
Recording Secretary, Secretary/Treasurer, Production
Grievance Representative, Skilled-Trade Grievance
Representative, (2) Trustees

IUE-CWA Local 950 (84950)

Nomination Date/Time: November 4, 2017
10:00 a.m. - 11:00 a.m.
Place: 203 S. Market St., Attica, IN
Election Date/Time: December 1, 2017
6:00 a.m. – 8 a.m. and 2:00 p.m. - 4:00 p.m.
Place: 200 West Main Street, Attica, IN
Run-Off Election (If needed) Date/Time: December
8, 2017 6:00 a.m. - 8:00 a.m. and
2:00 p.m. – 4:00 p.m.
Place: 200 West Main Street, Attica, IN
Officers to be elected: President, Vice President,
Chief Steward, Recording Secretary, Financial
Secretary, Sergeant-at-Arms, Safety Person, 3-Year
Trustee

IUE-CWA Local 1081 (84081)

Election Date/Time: October 14, 2017
10:00 a.m. - 12:00 p.m.
Run-Off Election (If needed): November 11, 2017
10:00a.m. - 12:00 p.m.
Place: 305 East Locust Street, Suite C, Dekalb, IL
Officers to be elected: President, Vice President, Re-
cording Secretary, Financial Secretary, (2) Trustees,
Chief Steward, Stewards

IUE-CWA Local 1114 (86114)

Election Date/Time: November 14, 2017 7:00 a.m.
to 5:00 p.m.
Run-Off Election (If needed):
Friday, November 17, 2017
Place: 1874 Hwy A, Suite 100,
Washington, MO 63090
Officers to be elected: President, Vice President,
Secretary/Treasurer, Chief Shop Steward,
(2) Trustees

IUE-CWA Local 1140 (87140)

Nomination Date/Time: December 7, 2017
1:00 p.m. - 4:30 p.m.
Election Date/Time: December 21, 2017
12:00 p.m. - 9:00 p.m.
Run-Off Election (If needed) Date:
Monday January 22nd
Place: 3529 E. Lake Street, Minneapolis, MN 55406
**A nomination / vote of a person for the office of
President shall also constitute a vote for such candi-
date to serve as a delegate to CWA Conventions
during the term of office.

IUE-CWA Local 1177 (89177)

Election Date/Time: October 14, 2017
9:30 a.m. - 12:00 p.m.
Run-Off Election (If needed):
November 18, 2017 9:30 a.m. - 12:00 p.m.
Place: 447 Court St., Fallon, NV 89406
Officers to be elected: President, Vice President
(Omni2Max & URS), Chief Steward (Omni2Max
& URS), Secretary, Treasurer, Trustees, Base Stew-
ard & Alternate, Engineering Steward & Alternate,
Range Main. Steward & Alternate, Range Support
Steward & Alternate, Range Tech. Steward
& Alternate

IUE-CWA Local 22485 (81495)

Nomination Date/Time: November 2, 2017
4:00 p.m. - 4:15 p.m.
Election Date/Time: December 7, 2017
4:00 p.m. - 5:00 p.m.
Run-Off Election (If needed):
Same Place: LeRoy American Legion,
W. Main, LeRoy, NY 14482
Officers to be elected: President, Chief Steward
(Lapp), Chief Steward (Pcore), Chief Steward (Pul-
saFeeder), Financial Secretary, Recording Secretary,
(2) Trustees, Sergeant-at-Arms,
Entertainment Chairperson

IUE-CWA Local 23981 (81981)

Nomination Date/Time: November 20, 2017
3:30 p.m. – 4:00 p.m.
Election Date/Time: December 18, 2017
3:30 p.m. – 4:00 p.m.
Place: 1700 North Broadway, Albany, NY
Officers to be elected: President, Vice-President,
Shop Steward, Treasurer, Recording Secretary

Local 326 • Lancaster, NY



Local 81326 President Frank Krawczyk was named a local Home Town Hero. Frank who is an Assistant Chief for the Millgrove, NY Fire Dept. where he was the EMS Captain for nearly 10 years. He is head of the First Responders First Aid Dept. at AVOX Systems in Lancaster, NY serving his members and all AVOX Employees.

Last summer in Syracuse, NY he found a man unconscious in a car in a shopping plaza parking lot, he administered naran and assisted until 911 responded.

Frank was recognized at a ceremony at the Buffalo, Niagara Naval & Military Park in Buffalo, NY.

**Congratulations Frank
and thank you for your service!**

Local 1101 • Milwaukee, WI

Phoenix Products in Wisconsin is celebrating 125 years in business and 65 years of being an IUE shop. In 1892 Phoenix opened their doors. 1921 they became Phoenix Products. 1942 the company started doing metal work. 1951 they started building/welding rod ovens and commercial lighting. 1961 the first docklight was sold. 1974 marine floodlights and interior lighting for nuclear power plants. 1978 health care division to do medical packaging was starting to be done. 1983 explosion proof and fluorescent fixtures are introduced to the product line. Now 125 years later Phoenix Products is still going strong.



Above Ann Hodges, IUE Staff Rep and George Wordingham, owner and president of Phoenix Products holding a plaque that IUE-CWA sent to commemorate the occasion.

Contribute to THE BOLT! Send us a paragraph or two on your local's recent membership event or community outreach activities and don't forget to send some quality photos too! thebolt@iue-cwa.org

IUE-CWA RETIREE NEWS & INFORMATION

Service Center: 313 S. Jefferson St., Dayton, Ohio 45402
Contact: Kim Short / Leigh Shilt 937-224-5217 • FAX 937-224-1391

Celebrating the retirees of the IUE-CWA

Saturday, August 12th TLC Insurance Group held the 2017 Packard Picnic celebrating the retirees of the IUE-CWA and their contributions to the community. The weather was beautiful and together with the community we were able to make wishes come true, as all proceeds from the event benefited Make-A-Wish. TLC will again hold this IUE Retiree picnic in Warren in *late summer of 2019*. **The IUE 2018 Picnic will take place in Dayton, OH.**



TIME TO START THINKING OF MEDICARE OPEN ENROLLMENT!

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

- Medicare Open Enrollment is October 15, 2017 through December 7, 2017.
- As Medicare's annual enrollment period approaches, it's important for you to remember to shop your Medicare plan options every year, I cannot stress this enough!! Experts think that we will see more change's to Medicare than we have seen in the last few years. Because of these change's it is critical that you make sure you know what your costs and benefits will be in the next year. (2018)

- The IUE has partnered with TLC, Insurance Group and they can help! Through TLC, Insurance Group you and/or your spouse can find out which Medicare plan options are right for you and get help enrolling in that plan, at no cost to you. This can only be done during the Medicare enrollment period if you are currently on Medicare or about 3 months ahead of the month in which you will be turning 65. So please take the time to get informed on any changes that may affect you!

TLC, Insurance Group is just a Toll free phone call away @ 1 800 719 3751.

When you call to get enrolled or to get information, please have the following info at hand for faster service.

*Medicare card or Medicare claim number, if available

*Effective dates of Part A and Part B, if available

*Date of Birth

*List of all Doctors you are currently seeing

*List of all Prescription Medications you are currently taking

The IUE is still looking out for your best interest and we hope this information will help you along in an already confusing time, such as Medicare coverage.

As always, please don't hesitate to contact us if you should need any further assistance at 937 224 5217!

Kim Short or Leigh Shilt IUE Retiree Benefit/ Pension Representatives.

Medicare Eligible IUE Retirees, Spouses and Surviving Spouses

Your Medicare Open Enrollment - October 15th through December 7th

- Last chance to enroll in the IUE-CWA Group Medicare Supplement with no health questions. Open enrollment ends 1-1-18. Available Nationally!
- Most plans change annually, so be sure to compare your current coverage vs. all your 2018 Medicare options!
- Private 1-on-1 benefit meetings can be held at TLC Offices, IUE-CWA union halls or in the comfort of your home.
- There are no costs for TLC 's services and there is no obligation to enroll.

Call TLC Insurance Group Today! 1-800-719-3751



"TLC Insurance Group...Medicare and Retirement Planning...with a little TLC"

By calling the number above, you will be directed to a TLC licensed agent with information and applications. Not affiliated with Medicare, Social Security or any other Governmental agency.