

# IUE-CWA NEWS

# THE BOLT

WINTER EDITION 2018

## DIVISION NEWS

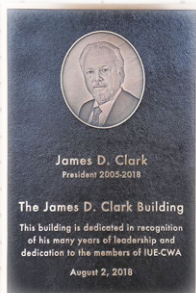
## Passing the Torch

On August 1, 2019 at the IUE-CWA Division Meeting in Orlando, Florida, long-time IUE President James D. Clark announced his retirement and passed the torch of leadership to Director Carl Kennebrew, who was sworn in at that same meeting to a standing ovation. Jim's long and successful career was celebrated at the event, where a video retrospective was played and his long-time IUE-CWA friends and colleagues spoke about the tremendously positive impact Jim has had on our Union.

Jim Clark had been the president of IUE-CWA since April of 2005. Prior to his Presidency, Jim was twice unanimously elected chairman of the IUE-CWA Automotive Conference Board, where he oversaw contract negotiations and implementation at the local and national levels for five major automotive companies, covering more than 17,000 IUE-CWA members at General Motors, Delphi, Valeo, DMAX and Visteon. Prior to being elected Conference Board Chairman, he was a two-term Shop Chairman at Local 84755, where he first became a member in 1973.

During his Presidency, Jim moved the Division Headquarters from Washington, DC to Dayton, OH, putting IUE resources in closer proximity to large numbers of IUE members and retirees. Jim also spearheaded the Division's programs to improve union members' job security by bringing a union-friendly version of high-performance Lean manufacturing into IUE-CWA worksites and overseeing the development of the IUE-CWA Energy Treasure Hunt Program, which has saved hundreds of thousands of dollars for IUE employers and saved jobs. Jim championed expansion and coordination of the Service Contract Act area, which has been the largest growing sector of IUE. Under his inspiring leadership, IUE also rolled out programs like Mentorship, which takes potential leaders and activists from Locals and gives them National union experience. When asked which of his many accomplishments he is most proud of, he replied without hesitation, "My staff!" Throughout his tenure, President Clark consistently focused on mentoring and developing staff and giving them the resources to more effectively service our Locals. His leadership and passion for helping working families will be greatly missed by everyone at IUE-CWA and in the many labor and community organizations to which he donated his time and energy.

< The IUE-CWA Headquarters Building has been renamed The James D. Clark Building in his honor.



## Building the Future

IUE-CWA Director Carl Kennebrew became the 8th President of IUE-CWA on August 2, 2018. President Kennebrew was humbled by the support he received at the meeting. Unanimous support was also given by the IUE-CWA Executive Council and Staff.

President Kennebrew spoke at the Orlando Conference about his vision to improve how we service locals and increase our emphasis on training officers and stewards. "Protecting our members by giving their local officers and stewards the training and tools they need is among the most important things that we do! We need to refocus ourselves on creating strong locals and informed members!"

Regional training meetings are currently in the planning phase. Call letters will go out in early 2019. President Kennebrew also committed resources to improving and expanding online training opportunities for locals and members.

President Kennebrew has hit the ground running, visiting locals around the country and engaging members on the floor. Hearing from members and officers throughout IUE about their priorities is a primary goal. An additional early focus for President Kennebrew has been growing the IMT program (see page 9 for more details), and the pipeline to the classroom program. Additionally, he has been assigning more resources to the implementation of a national grievance tracking system.

President Kennebrew has been an IUE-CWA Member for nearly 25 years. He started his Union career as an elected delegate, alternate committeeman, and Vice-President of Local 84755. While Vice-President, President Kennebrew graduated from The Minority Leadership Institute in Washington, DC, worked as an organizer, served as the local's Legislative Political Action Team Member, and as an Executive Board Member for the Dayton Miami Valley AFL-CIO. In August of 2013, President Kennebrew became the first minority President of Local 84755. He was re-elected without opposition in the fall of 2014 and 2017. In addition, President Kennebrew served as a Recruitment Specialist for the Green Alliance for Manufacturing Skills Training in 2012, a program offering dislocated workers free training and certification in the nationally recognized Certified Production Technician (CPT). While employed by DMAX Ltd in Dayton, Ohio, President Kennebrew served for ten years as a joint-appointed Leadership Trainer, teaching both management and union members on subjects such as Diversity, Change, Communication, Team Concept, and many others.

## WHAT'S INSIDE

IUE-CWA IN ACTION: SCA, WOMEN'S COMMITTEE, MENTORSHIP • IUE-CWA STRONG • POLITICAL VICTORIES FOR WORKERS • HABITAT FOR HUMANITY • IMT APPRENTICE GRADUATION

## DEPARTMENTS

IUE-CWA LEGAL REPORT • DIRECTORS REPORTS  
YOUR LOCAL NEWS • SAFETY 4 U • LEGAL UPDATE  
LEAN • TREASURE HUNT • RETIREES NEWS





**WE WANT TO HEAR FROM YOU!**  
**WHAT PRODUCTS DO YOUR LOCAL MEMBERS MAKE?**



We want to feature your quality union-made products in THE BOLT and create a detailed database to help sell your products both over-the-counter and to other manufacturers!

We need to all support one another in these tough times. Our buying habits affect all of our jobs. We need to buy smart! Our union and the companies we work for are only as strong as the viability of the products we make.

Let us advertise your **IUE-CWA MADE** products! Tell us about what you make and where/how our more than **80K active and retired union members** can buy your products!

**LOCAL VISITS**

Local 84436 President Scott Osolinsky and members of the shop committee gave President Kennebrew a tour of the Ventra facility in Ionia, MI. The workers at the plant proudly make automotive front and rear bumpers and grille assemblies for Ford and GM.



President Kennebrew with Local 800FW President Randy Tayloe, Business Agent Jeff Londre, Recording Secretary Doris Tayloe and new Financial Officer Nathan Meyer in front of Bemis Manufacturing, their largest employer. Local 800FW is the largest Furniture Worker Local within IUE-CWA., with units in Illinois, Wisconsin and Michigan.



The IUE-CWA Energy Treasure Hunt Program in 2018 has identified over 1.25 million dollars and 14736 metric tons of CO2 in annual savings. That breaks down to \$156,250 and 1.8k metric tons of CO2 saved per location! Think about what \$150,000 could afford in tooling or supplies that always seem to be in short supply in manufacturing today. That is an annual savings, not just a one time savings, it saves year after year. Imagine the jobs that can secure.

These projects are found with the help of Local members working with the Treasure Hunt

team and management. Along the way our members prove what we have always known, that our members have a vast valuable knowledge, and if allowed to use this knowledge we can do great things. Let's show management our worth by saving money, securing jobs, and improving the environment by scheduling a Treasure Hunt event today. To schedule an event contact Bill Draves Ph.330-770-0856 email: bdraves@iue-cwa.org or Laura Hagan lhagan@iue-cwa.org

**• Find the \*HIDDEN\* Bolt Contest •**  
**One winner 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 02/15/2019.

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 issue'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 Stanley Multi-Tool Winner:**  
**Tony Davis - Bullard, TX**  
**Union-Proud T-shirt:**  
 Jerry Hill - Huber Heights, OH • Debbie Hobgood - Madisonville, KY  
 Thomas Watson - Lynn, MA  
**6-in-1 Engraved Screwdriver:**  
 Roberta Campbell-King - Youngstown, OH  
 Everette Goins - Reynoldsburg, OH • Preston Young - Middletown, OH



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

CARL KENNEBREW  
*President*

KEN REAM  
*Compliance Director*

JOHN LEWIS  
*Chairman of the Trustee*

PENNY FRANKLIN  
*At-Large, Region 7*

JAMES LEDFORD  
*Chairman, GE and Aerospace Conference Board*

JOE GIFFI  
*Director, Region 3*

JAMES WINSHIP  
*Director, Region 8*

ROB MACHERONE  
*At-Large, Region 3*

TONY HAYS  
*At-Large, Region 8*

CWA News (ISSN 0007-9227) is published quarterly Jan/Feb/March, April/May/June, July/Aug/Sept and Oct/Nov/Dec by Communications Workers of America, 501 Third St., N.W., Washington, D.C. 20001-2797. Postage Paid at Washington, D.C. and additional mailing offices. **Postmaster:** For address changes write CWA: 501 Third St. N.W., Washington D.C. 20001-2797





# IUE-CWA IN ACTION!

## IUE-CWA SCA members travel to Capitol Hill



In November, a dedicated group of IUE-CWA SCA members traveled to Washington, DC for a lobby visit on Capitol Hill to push for legislation that protects Service Contract Act workers and working people in general. Our SCA members met with legislators on both sides of the aisle from their states/districts around the country and shared their stories of their military service, their union experience, and their issues with the government contractors for whom they work. A big thanks to these officers and members for taking the time to speak up for their Union brothers and sisters! Having our voices and perspectives heard is important and empowering! We CAN make a difference for working people and impact the legislation that moves through Congress!

## Women's Committee in New Orleans



IUE-CWA National Women's Committee members participated in a training/human rights event in New Orleans in August. The women in attendance shared progress and best practices at their locals and further developed their knowledge and skills. The attendees also participated in the CWA Human Rights conference, where IUE-CWA sponsored a very successful "Women in Skilled Trades" panel session featuring members Melanie Fuller (Local 81320), Beth Dawes (Local 88648), Renee Hill (Local 81301), and Jennifer Wright (Local 83761). Our IUE Women of Trades did an outstanding job of telling their inspiring stories and explaining why the trades are a great destination for our women members!



## Mentorship Group in Washington D.C.



The Class of 2018 Mentorship group traveled to Washington, DC in October to lobby their members of Congress on key issues for working people. The group includes young IUE-CWA members from across the country, including New York, Texas, New Mexico, Michigan, Ohio, New Jersey, Mississippi, Kentucky, and Nevada. For nearly all in the group, it was their first time to DC and on Capitol Hill. The group started the visit with a training at CWA Headquarters, where they heard from IUE-CWA President Carl Kennebrew and CWA President Chris Shelton. After their lobby training, they headed to the Hill for meetings with their legislators. They spoke to their Representatives about the Workers Freedom to Negotiate Act, which strengthens and protects workers' right to join a union.

Jackie Wright from Local 89118 in Fallon, NV shared about her experience, "The DC trip was an empowering an eye-opening experience. We were given truly thought-provoking leadership training that really made us look at our own strengths and shortcomings. I was both terrified and excited to talk with my Representatives Office. I truly believe most Americans do not realize they can do that. Having experience this trip with the mentorship program I feel not only more educated about our current political climate but also more educated on what strengths I have to offer and my ability to stand up as a leader."

## Congratulations to Larry Brandow

from Local 86821 for winning the Remington 783 Black Synthetic Rifle 30-06 from the Union Sportsmen's Alliance!

**Union Sportsmen's Alliance - Uniting the Union Community for Conservation.**

## UNION SKILLS. OUTDOOR PASSION. COMMON PURPOSE.



The strength of America's labor movement rises from solidarity based on mutual support, real world craftsmanship and organization. With those three things, mountains can be moved – or bridges built, trails made and parks improved. The Union Sportsmen's Alliance brings together union members who love the outdoors and are willing to volunteer their trade skills to help protect our outdoor heritage for future generations.

**Be part of the movement.**

JOIN THE UNION SPORTSMEN'S ALLIANCE  
WWW.UNIONSPOUTSMEN.ORG

f t i /UNIONSPOUTSMEN



**YOUR U.S.A. MEMBERSHIP HAS BEEN PREPAID BY THE IUE-CWA!  
ALL YOU NEED TO DO IS ACTIVATE IT!**





## REGION 3 REPORT

by JOE GIFFI, Director

### It's been one heck of a year this 2018!

Organized Labor is coming back strong. We have endured major attacks by certain One Percenters and Elected Officials and our fight has brought together Unions across the Country. Many of those Elected Officials that successfully attacked our "right to bargain" have been replaced via mid-term elections. We are now looking to 2019 and 2020 to get back what we have lost and go forward in our mission to "fight for those that cannot." And the CWA is at the forefront of this wave in every state. Your participation and support are needed now more than ever! Thank you for all you have done and for what you will be doing!

Congratulations to IUE-CWA President Jim Clark on his well-deserved retirement. He and I go way back, over 25 years with the IUE-General Motors Conference Board. Jim has done so much for our members, it's impossible to list all of his accomplishments. He especially did an unbelievable job as President, stabilizing the IUE, creating innovative representational methods, hiring outstanding personnel, constant training for locals and always, always putting the member's needs first. I can't thank him enough. He is a good friend, and I will miss him!

Congratulations to our new IUE-CWA President, Carl Kennebrew! He is already doing a great job. He jumped in with both feet and has been tackling all the difficult issues with a high degree of insight. He is a fast learner and we are all doing our very best to assist him. He is a proven leader and a very good man! I'm glad we have him.

Unfortunately, we are still in a one-for-two hiring mode with the CWA (one replacement for two people leaving). Between retirements and several staff on disability leaves, we continue to stretch our staff very thinly across the country, and they are filling in for each other where there are conflicting schedules. We appreciate the Locals' understanding of the situation and the staff's cooperation. There does not seem to be relief in sight on this issue from the CWA, even though the IUE Division is structured much differently than traditional CWA Locals. They have large and amalgamated locals with full time officers. We have smaller locals that need more assistance from the International. We advise all locals to attend all the training that we offer in order to handle as much locally as possible and to consult with other IUE-CWA locals of your area to discuss the possibility and advantages of merging. We can assist in those endeavors; just ask your staff rep.

The good news for 2018 was that this was a contract year for many locals in our Division. It has been a successful year bargaining and ratifying contracts. Although it was never easy and many had to go back to the bargaining table after failure to ratify, all have been completed without strike! This is a testament to the Local Officers who have diligently taken the training, improved their skills, and worked closely with the advice of their staff reps. Well done!

Wishing you all a very Happy, Healthy, Safe, Prosperous Holiday and New Year!

*Joe*



## REGION 8 REPORT

by James Winship, Director

For those of you who do not know me, my name is James Winship, and I have been a proud member of the IUE for over 20 years. I come out of DMAX the Duramax engine facility in Moraine, Ohio where I was a member first of IUE Local 84801, then Local 84797 and finally Local 84755, where I became President in 2008. I was re-elected unopposed in 2011, and left to take a Staff position in 2013. I was pleased to serve the IUE as a member of the Executive Council and all of Labor as the Executive Director of the Dayton Labor Council. I have a beautiful wife, Linda, and two daughters, Taylor and Marie.

Since 2013, I have been bargaining contracts, servicing Locals, and training members, as well as helping to represent

IUE with the Union Sportsman's Alliance. When President Kennebrew asked me to serve the IUE again, as Director, I was proud to say yes. I very much look forward to working with all of the Locals throughout our Union to make us stronger and more effective. Starting immediately, I will be working with both Staff and Local members on a remodeling of our training programs, like Steward, Chief Steward, Bargaining etc. I look forward to working with all of you, and please don't hesitate to introduce yourself to me at any of our functions.

Thank You for taking the time to read this.

In Solidarity,

*James*



The purpose of the two day class is to have a better understanding of just what Lean is and how it can become a win/win for both the Local and company. During the class we discuss not only what Lean is but also why our members should not only become involved in the Lean process but take charge in helping to establish a successful Lean program. We try to help our members understand that change can be a good thing if done the correct way. Too many times the Lean program that the company may be trying to implement involves doing Lean to our members not with our members. This is a major reason our program has been worked in plants where Lean has previously failed.

Lean is nothing more than the focus on eliminating wastes in our plants. While it sounds complicated, Lean is in fact a very simple set of tools that work together to form an interconnected system that enables us to produce whatever goods or services in the most cost effective way.

If you're interested in learning more about our program please, go to the IUE-CWA website, click on the Lean High Performance tab and fill out the contact sheet, or contact your staff rep.

**On behalf of the IUE/CWA Lean team, we'd like to wish you and your families all a Merry Christmas and a safe and Happy New Year!**

## IUE-CWA Local President Elected to Massachusetts State House

IUE-CWA is extremely proud of Local 201 President Pete Capano, who was successfully elected to a State House Seat in Massachusetts. Pete is a rank-and-file year union member of 29 years out of the General Electric plant in Lynn, MA. Pete is bringing many years of experience to his job at the State House. He has served as an officer of his local union for 16 years, so he has seen first-hand the real life struggles that workers experience trying to pay the bills, and fight for their rights on the job. Pete is an Army veteran, and also sat on the Lynn



City Council for 13 years. He is committed to his community, and to fighting for the citizens in his district, giving them a real voice in the legislature. Pete sets an example for why we need more rank-and-file union members to run for office. He shared about winning his election, "I'm very glad to have been elected, and proud to have received endorsement of IUE-CWA, and also 25 other labor organizations. I'm going to the State House ready to work like hell to fight for working families."

## JUST BECAUSE YOU'RE UNION.

**Get the union member auto advantage** with car buying and parts and service discounts negotiated and designed just for hard working union members like you. These Union Plus auto savings and services include:

- 24-hour roadside assistance at a lower price than AAA
- A hassle-free, money-saving car buying service from TRUECar®
- Up to \$200 in rebates on new union-made cars
- 10% off on Goodyear® tires and service
- Special group rates on auto insurance
- Car rental discounts



Discover savings at [UnionPlus.org/Auto](http://UnionPlus.org/Auto)



## Compliance Report

by KEN REAM, Director

**SISTERS and BROTHERS – IT'S UNION TIME!** The holidays are upon us and the snow is piling up. So, as always, it's TIME TO FIGHT SOME CORPORATE GREED!

President Kennebrew has asked me to take over the responsibilities of IUE-CWA Compliance Director. Compliance covers a lot of areas. A Local Union needs to be in compliance with the CWA Constitution, the IUE-CWA Division Rules, the Local's Bylaws and all of the Federal, State, and Local laws regarding Unions. Much of that has to do with the handling of money and the proper filing of government forms, such as the IRS Forms 990, and the Department of Labor Forms LM. This is the lair of the Local's financial officer. For most of us, dealing with spreadsheets, making reports to the members, running to the bank, and filling out government forms is not fun. Think tax time on steroids. But these dedicated sisters and brothers work countless hours making sure that every penny of the Local's money is properly accounted for and reported.

Being a Union financial officer is not easy. It is not fun. And, although no Union officer receives the warm accolades that they deserve, the financial officer is usually at the end of that line. And yet, if you want to know how well a Local Union is functioning, as any reporter will tell you, follow the money. I have always said, "a good financial officer is worth their weight in gold." If your Local has a good one, keep them! If not, find one. And remember, that person may be the one looking back at you in your mirror.

**IMPORTANT:** The fiscal year for most of our IUE Locals runs from October 1 through September 30. On September 28, I sent an email to every Local outlining their legal requirements to file DOL Forms LM and IRS Forms 990 as well as other required documents. For Locals on the 10/1 to 9/30 fiscal year, LM forms are due by December 28, 2018. These forms must be completed and digitally signed on the internet. LM's can no longer be done by hand. Any form not submitted over the internet

will be rejected by the DOL. Forms 990 are due by February 15, 2019. However, I strongly advise that your Local complete both forms at the same time. Please send copies of the completed forms to me at IUE Headquarters in Dayton.

Again, I sent more detailed information in an email to each Local on September 28. The email was sent using the IUECWA Gmail account that was set up for each Local. That email address is the IUE's and CWA's official email address for each Local. If any Local president or financial officer has any questions or concerns, they can reply to me via that email or you can also reach me by email at: [iuecompliance@iuecwa.org](mailto:iuecompliance@iuecwa.org).

2018 has been a year of great change. At the IUE Division Meeting in August in Orlando, President Clark announced that he was retiring. At the meeting, he received unanimous support from the delegates to name Carl Kennebrew to be the new IUE-CWA President. As I said at that meeting, President Clark could not have named a better successor than Carl Kennebrew. I have gotten to know Carl very well. He is a diligent, strong, and tireless Union leader. His unrelenting dedication to helping people in general and the Union movement in particular leaves me humbled. I am proud to have Carl as the President of this great IUE. I would also like to once again thank Jim Clark for his many years of great leadership. Congratulations Jim! I hope you have a very long and happy retirement.

In closing, I hope that all of you have a great and safe holiday season. With all the anti-Union forces and corporate greed that surrounds us, I am sure that 2019 will be a struggle, as always. But, with Union Sisters and Brothers like you at our side, I know that we will continue to stand strong! As always, YOU are the ones who make me - Proud to be IUE!

Until next time,  
Take Care,  
*Ken*

## GE CONFERENCE BOARD REPORT

The IUE-CWA GE Conference Board Locals came together in October for the Fall Conference Board meeting. Acting Chair Jerry Carney led the meeting, where discussions included the upcoming 2019 National Negotiations preparations. Bargaining Surveys have been distributed to the members by each GE Local and the results will be tabulated in December. National Negotiations will take place in Cincinnati, Ohio in early June of 2019. Please remember that the Union's strength at the table comes through the unity of the members on the floor. Let management hear your concerns, your determination, and your support for your bargaining committee!

Lockheed Martin, Bechtel, ABB, and Wabtech contracts are also all coming up in the next few months and each Local gave a report on their business outlook.

The Conference Board delegates heard an emotional report from President Vicky Hurley on GE's plans to close the Salem, Virginia plant in 2019. Local 161 members, and the community at large, are devastated by the plant closing, despite their many efforts to work with GE and keep the location profitable. GE announced that those jobs are moving to their new facility in India, continuing their pattern of taking good American Union jobs and moving them to non-union, low-wage countries. The lack of patriotism displayed by U.S. Corporations is disgusting, and GE's lack of concern for their employees in Salem is a prime example of why we need to organize more GE facilities around the country and around the world!

Please keep Conference Board Chairman Jim Ledford in your thoughts and prayers. He is currently on leave and will hopefully be back at work soon!

**Keep up with the latest IUE news and events!  
Follow IUE-CWA on Facebook!**

**IUE-CWA**  
ONLINE STORE

**IS NOW LIVE!**

**IUEMERCHANTISE.COM**

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

☞ At [IUEMERCHANTISE.com](http://IUEMERCHANTISE.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 [IUEMERCHANTISE.COM](http://IUEMERCHANTISE.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](mailto:Lhagan@iue-cwa.org).



**SAVE THE DATE**

**IUE-CWA**

**CONFERENCE  
JULY 28-31, 2019**



## YOUR LOCAL NEWS

### Local 770 • Columbus, MS



In July 2018, Local 83770 from Columbus AFB, MS, awarded three \$1,000 scholarships in the inaugural year of our scholarship program. From left, Sarah Jackson, Briann Benson & Octavia Gilliland. Congratulations to these young ladies! Report by Jim Green, Vice President, Local 83770

### Local 807 • Jeffersonville, IN

Local 807 added 14 new membership applications. They recently made a hard drive to recruit new members before they did their new 2018-2021 CBA presentation and ratification vote! They were very successful! So proud of the work being done in Jeffersonville by Jammie R. Willen, President IUE-CWA local 84807, and their membership!

### Local 787 • Richardson, TX

Staff Rep. Richard Shorter attended the Local 787 membership picnic! A great time was had by all, fellowshiping with like-minded people in solidarity!



### Local 1118 • Fallon, NV

Local 89118 president Bill Archer presents long time union member Robert Brandes with a retirement watch after serving 29 years on site with the U. S. Navy Aggressor Squadron VFC-13. Bob came here shortly after serving 20 years with the U.S. Air Force. Bob has been a staunch supporter of the International and of the Local. Bill Archer is quoted as, "Bob has been here not only as a co-worker, but as a friend in our community and to the men and women that work with him on a daily basis. He will be missed and we wish him well on his continuing endeavors."



### Local 106 • Morristown, NJ



Local 106's Women's Committee delivering much need supplies collected at the plant to a local women's shelter!



## SAFETY 4 U

As 2018 draws to a close, we express gratitude to all the members in our locals -- for all your time, effort, and contributions to make our workplaces safer. Getting every member home safe and healthy at the end of each day is not always an easy task, but it has extra special meaning during the holiday season. From the IUE-CWA Safety Department to you and yours, best wishes for a happy, healthy, and safe holiday season!





# IUE-CWA STRONG

IUE-CWA Strong launched its internal organizing program in April of 2017. Since then, we have trained almost 300 members from more than 50 locals about building stronger locals through activism and one-on-one conversations. Hundreds of new members have joined the union from all over the country, but especially in our targeted locals in Right to Work (RtW) states. Moreover, emerging and existing leaders all over the country have developed the necessary skills for challenging their bosses.

More than 100 activists across the country have taken time during and outside of work time to visit non-members at home, worked in plants with IUE staff, and built committees to address human rights, women's rights, and politics within the workplace. As a result, IUE is stronger than ever as members continue to take ownership of their union.

In our first year, IUE-CWA Strong focused on training members about the principles of internal organizing. We've presented at several national meetings and crisscrossed the country—from upstate New York to south Texas and back.

In 2018, we shifted our focus to building power specifically in our 14 target locals. As a result, we have spent a lot more time in the communities and plants where our members work. While there, IUE staff has worked with local activists, and together we have talked to several hundred members and non-members about their experiences at work and how that impacts their life outside of it. Whether we were door knocking, talking at lunch tables in break rooms, or having committee meetings, we have been able to find common ground with our brothers and sisters and build necessary relationships. The result has been the identification and engagement of dozens of new leaders and growing those who were already there when we started.

In the process, we have come to know better than ever that we need to rebuild our movement and strengthen our locals through building solidarity. When members build new relationships, the newly engaged member or non-member often comes to understand what we already know... the union has our backs. When we do this over and over again, we grow stronger. As our locals grow strong, IUE grows stronger, CWA grows stronger, and the labor movement as a whole grows stronger. Our ability to win justice and fairness in our worksites is built on those relationships and our ability to mobilize them when management issues arise.



Chief Steward Rob Williams of Local 82167 enjoys a lunch break in between house visits in Roanoke, VA..



Local 82167 activist Nathan Settles investigates whether we need to drive through a creek to get to our destination back in the holler of the Roanoke Valley, VA. We did!



Local 86787 prepares to go to a Trump rally in Southern Illinois to protest lay offs at the Lordstown GM plant in NE Ohio.



Local 86782 Vice President Tammy Ray addresses a gathering of stewards from the Trane plant in Tyler, TX.



Chief Steward Chrissy Williams of Local 84078 hugs Local 83711 President Lisa Carroll after turning in a new member membership application.



Chief Steward CJ Jones of Local 86787 points out something you will only find in Texas while house visiting Local 86782 non-members in Tyler, TX.

## Here are three examples of how IUE-CWA STRONG works!

**Local 82167 • Roanoke, Virginia.** The first example is in Roanoke, Virginia. Virginia Transformer has struggled for many years under Virginia's RtW law. When we started IUE-CWA Strong, their local membership rate was down to almost 40%.

With the support of the local president, Kevin Kramer, and through the exceptional work of the chief steward, Rob Williams, we have been working hard to sign up non-members and build new activists. As a result of those efforts, Local 82167 membership is over 60% now and has at least seven people (out of less than 200) building the union every day at work. Of those seven, three have truly shown great commitment to building their local by taking union time to knock doors in their communities: Scott Conner, Nathan Settles, and Rob Williams. Their work is highlighted by the fact that each understands that organizing is not something that you pick up and do for a while and then put down. Organizing is something that never stops.

## Local 86782 in Tyler, Texas

Another transformative story comes from Local 86782. While historically this local has had strong membership despite Texas' 25-year-old RtW law, they have always had a unique struggle with what they call "ramp ups" and "ramp downs." In other words, every year between January and March, anywhere from 400-600 folks are hired as temporary workers, and are then laid off at some point between July and October. This lack of stability has created a very difficult situation with regard to keeping members engaged, active, and ultimately, in the union.

Through the efforts of President Charles Brown and Plant Chief Steward, Kevin Turner, IUE-CWA Strong has been able to train more than 60 stewards and executive board members on internal organizing, and a half dozen of those folks have gone door knocking. As we sign up new members, we also look to the new year where years of work by the local have resulted in the employer, Ingersoll Rand, agreeing that 2019's "ramp up," which will take place on January 2, will be the last temporary hire, making all of the returning employees permanent. This exciting development should allow an opportunity to fully integrate several hundred new members into local 86782 and build power like we have never before seen.

## Local 83793 in Selma, Alabama

A third local that has made exceptional progress is Local 83793 in Selma, Alabama. Selma is undeniably a tough town. With high violent crime rates and not much in the way of career opportunities, folks who grow up there often see the world through a cynical lens. Local 83793 has a history that often reflects those struggles. The folks who work in that plant struggle economically, and the hard realities of their town very much apply to their experiences. However, compared to the non-union folks in the area, they make a solid wage and their benefits are excellent. The members know this. However, membership has hovered at or below 50% for years.

The tremendous efforts of members Mark Jackson, Brandon Walker, Traci Stevenson, and Stacey Moore have managed to start cracking that very tough nut. Mark, a local pastor and former bartender, seems to know everyone who lives in Selma and has used a lifetime of relationships to build the union. Brandon and Mark both routinely join IUE staff for house visiting, and Traci and Stacey have done excellent work inside the plant. As a result, Local 83793 is just a couple members shy of the 60% membership threshold.

Excellent work has been done in many other locals as well. Also, tremendous contributions have been made by members from non-target locals like CJ Jones (Local 86787), Chrissy Williams (Local 84078), and Bobby Keener (Local 82162).

Looking to next year, we prepare to launch a political program to take down a county legislature in Monroe County, NY (Local 81381); take membership to new heights after winning a fight with management over insurance in Columbus, MS (Local 83770); and build a much needed bench in a local that has struggled to identify new activists in Gadsden, AL (Local 83711). All this will kick start the second week of February when we will have a national IUE-CWA Strong training and blitz in Tyler, TX (Local 86782) where we hope to sign up dozens of employees returning from lay off.

So... look for big things in the New Year!

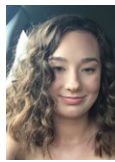
**Remember -  
there is no union  
WITHOUT YOU!**



# 2018 IUE SCHOLARSHIP WINNERS

## Aurora Easton

Paul Jennings  
\$3,000  
Biology  
Indiana University  
South Bend



*"The experience (of protesting) brought me closer to those who shared the same view as me on the topics and provided a way for me to connect with my community."*

Daughter of Joe Nguyen  
Raco Inc.  
IUE-CWA Local 913



## Samantha Lincoln

Sal Ingrassia  
\$2,500  
Biology / Pre-Med  
Georgetown College



*"I want to work on curing diseases and finding ways for people to live longer, healthier lives."*

Daughter of Jeff Lincoln  
Haier GE Appliances  
IUE-CWA Local 761



## Wyatt Miller

Bruce Van Ess  
\$2,500  
Computer Science  
Purdue University Fort  
Wayne



*"I think the labor movement is a great thing and the work force has become a much safer environment because of them."*

Son of Roger Miller  
Bluffton Motorworks/WEG  
IUE-CWA Local 802



## Trevor Szelis

David J. Fitzmaurice  
\$2,000  
Civil Engineering  
Trine University



*"With my education, I hope to build a bridge that doesn't need to be repaired every 42 years."*

Son of Trent Szelis  
Bluffton Motor Works  
IUE-CWA Local 802



## Bridget Fitz-James

Robert L. Livingston  
\$1,500  
Civil Engineering  
University at Buffalo



*We are still seeing that women are being paid less than men for the same work, and that will not be put to an end without the labor movement."*

Daughter of Robert Fitz-James  
General Electric  
IUE-CWA Local 301



## Emily Little

Peter Mitchell  
\$3,000  
Postgraduate Legal Studies  
The University of Cam-  
bridge Wolfson College



*"The reason for the inclusion of a middle class in America is on account of unions, which is why I want to advocate for the continuation and expansion of workers' rights."*

Daughter of John & Rita Little  
General Motors (retired)  
IUE-CWA Local 755



## Ryan Toles

Robert L. Livingston  
\$1,500  
Engineering  
Marshall University



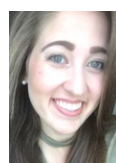
*"I am not certain which type of engineer I would like to be but the idea of being part of building a bridge or structure is in the running."*

Son of Robert Toles  
B-Way Corporation  
IUE-CWA Local 729



## Brianna Colbert

George Hutchens  
\$1,500  
Kinesiology  
Indiana University of  
Pennsylvania



*"Unions are important because they defend workers from exploitation by companies."*

Daughter of Steven Colbert  
CCL Container  
IUE-CWA Local 648



## Kayla Riegle

Willie Rudd  
\$1,000  
Nursing  
Wright State University



*"I believe that serving the community is important for everyone because when everyone takes part, there is bond between others and the world becomes a better place."*

Daughter of Isaac Riegle  
Emerson Climate  
IUE-CWA Local 725



## Christy Lyons

James B. Carey  
\$1,000  
Nursing  
Spalding University



*"I want to become a RN in the Intensive Care Unit."*

Daughter of Christopher Lyons  
Haier  
IUE-CWA Local 761



## Lauren Rachetta

James B. Carey  
\$1,000  
Biology  
St. John's University



*"I believe the labor movement is an extremely important and influential movement of the time that we live in."*

Daughter of Michael Rachetta  
Lockheed Martin  
IUE-CWA Local 320



## Kevin Walker

James B. Carey  
\$1,000  
Communications  
Penn State Hazleton



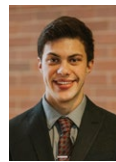
*"As a worker that has experienced both a union/non-union job, I appreciate what the labor movement stands for."*

Son of Colleen Walker  
Fairchild (Intersil)  
IUE-CWA Local 177



## Eric Wilson

James B. Carey  
\$1,000  
Marketing  
Youngstown State  
University



*"The American worker has contributed much to the advancement of Corporate America, but their struggles and sacrifice are often overlooked."*

Son of Chris Wilson  
Aptiv  
IUE-CWA Local 717



## Robert 'Tyler' Hargenrater

James B. Carey  
\$1,000  
Welding Technology  
Washtenaw Community College



*"I am attending college for Welding Technology after which I plan to work as a Skilled Tradesman in a union plant or shop."*

Son of Carl Watson  
Ventra  
IUE-CWA Local 555



## Sophie Johnson

James B. Carey  
\$1,000  
Nursing  
Roberts Wesleyan College



*"I aspire to be as kind and caring of a nurse as my grandparents (both Navy nurses) were."*

Daughter of Paul Johnson  
General Electric  
IUE-CWA Local 301



## Katelyn Klonowski

James B. Carey  
\$1,000  
Biology  
Newman University



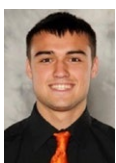
*"My goal in life is to be a radiologist that can look at an MRI and know that something must be done before it is too late..."*

Daughter of David Klonowski  
General Electric  
IUE-CWA Local 1004



## Casey Vollmer

James B. Carey  
\$1,000  
Biomedical Engineer  
Gannon University



*"With my major, I would also enjoy the opportunity to design prosthetic body parts."*

Son of Aaron Vollmer  
Morgan AM&T  
Coudersport  
IUE-CWA Local 612



## Gabrielle Lucas

James B. Carey  
\$1,000  
Political Science  
Westminster College



*"Being a part of these (school) projects has made me more aware of the struggles and hardships many people face, and that the more fortunate can make huge strides to help others in need."*

Daughter of Walter Lucas  
CCL Container  
IUE-CWA Local 648

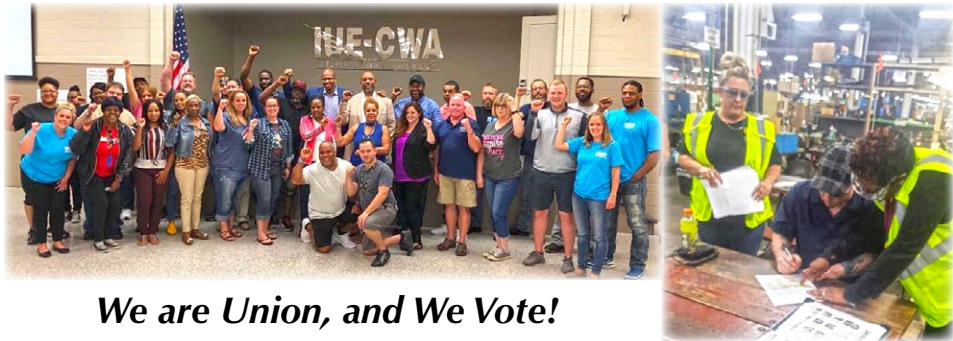


**2019 IUE-CWA Scholarships are online  
Go to [IUE-CWA.org](http://IUE-CWA.org) to apply today!**



# POLITICAL ACTION NEWS

## IUE-CWA Mobilize and Vote!



***We are Union, and We Vote!***



IUE-CWA members across the country came out to exercise their voice at the polls this past November! We are proud to say, We are Union, and We Vote! It was a record voter turnout across the country in many states. IUE-CWA Locals came together to make sure their members would show up to vote. Many locals had voter registration drives, sent local union mailers, and went throughout the worksite,

talking to fellow members about the voting records of candidates that were on the ballot. Our motto in IUE-CWA Political Action to candidates running for office: we don't care what your party is, we care what your voting record is - whether you voted with us, or against us. That is how we decide who earns our vote. We are very proud of all of the IUE-CWA members who got active in our Political Action Program this year, and we had many victories to celebrate. From the defeat of anti-union Wisconsin Governor Scott Walker, to the re-election of Senate worker champion, Sherrod Brown in Ohio, IUE-CWA members were a part of these victories. We have built our program stronger than ever this year, and we look forward to building on our success in 2019!



## AN IUE STRONG PARTNERSHIP

Habitat for Humanity is an organization whose mission is to make people's dreams of affordable housing a reality. In doing this, they raise the quality and standard of living for each future homeowner and their families. Our mission in our locals across the IUE-CWA is similar in that we are trying to raise the quality of life for our members each and every day. H4H partners with local volunteers from the community who donate their time to help build the house. It is for these reasons that the partnership between IUE-CWA and Habitat for Humanity is so strong. We share the same values. It has been our absolute pleasure at IUE-CWA Local 81301 to be so involved with Habitat for Humanity in the Greater Capital district of NY. We just broke ground (see photos on right) on our second home in Rotterdam, NY and look very much forward to having our members come out and volunteer on the build and give back to our community. Thank you!

In Unity, Rob M Macherone  
Business Agent • IUE-CWA Local 81301



## Right to Work Defeated by Voters in Missouri

In August of this year, voters in Missouri overwhelmingly overturned a Right to Work law that had been passed by the Missouri state legislature, and signed into law by the Governor, Mike Parson. Voters were able to cast their vote to decide whether "right to work" should remain on the books in Missouri, or whether it should be repealed. The message was clear - voters said No on Prop A, which overturned the right to work law with over 60% of the vote. This law would have taken away the voice of workers on the job, leading to lower wages, and less safe working conditions. Workers in right to work states make an average of over \$600 less per month, and death rates on the job are 36% higher in right to work states. IUE-CWA Locals in Missouri

helped lead the charge in the "No on Prop A" campaign to defeat right to work. They teamed with CWA District 6 for a training of local activists, and then launched their local campaigns. They went throughout their worksites, educating their members about what the impact of right to work would be. They also signed members up for the Political Action Fund, which allows us to channel our dollars to defeat horrible laws like "right to work." We congratulate all of the IUE-CWA Locals in Missouri who worked long and hard to defeat right to work in their state. It was a huge victory for working people, not just in Missouri, but across our country. We are Union Strong!



## Industrial Manufacturing Technician (IMT) Apprenticeship Graduation



IUE-CWA Local 755 and Dayton-Phoenix Group, with assistance from the Ohio AFL-CIO, partnered in 2016 to pilot the first IMT Apprenticeship program in the State of Ohio. The Industrial Manufacturing Technician (IMT) Apprenticeship is a two-year program with classroom work and on-the-job training, a program which helps employers fulfill the growing need for skilled advanced manufacturing production workers and helps our members increase both their skills and wages. The IMT is a nationally-recognized production apprenticeship registered with the U.S. Department of Labor. In November, the first graduates of the program received their IMT Certificates during a celebration at Dayton Phoenix Group. IUE-CWA President Carl Kennebrew was in attendance to congratulate Local 755 IMT graduates Rick Bostwick, Erich Miller, and Arlene Stanton. A big thanks to these dedicated members for their hard work and commitment to the program and to Local 755 President Mike Gross for his support.



# IUE-CWA LEGAL

## New General Counsel joins IUE legal department

On March 1, 2018, Thomas B. Cochrane joined IUE as general counsel.

Cochrane comes to IUE from AFSCME Local 11 in Columbus, Ohio, where he served as associate general counsel for 12 years. Cochrane graduated from the University of Michigan Law School in 1996. He spent five years representing unions in private practice before moving to an in-house position with the United Brotherhood of Carpenters, and later with the Ohio Nurses Association.

Cochrane says the IUE legal department's primary goal is to serve the union's members. "President Kennebrew made it clear from day one," said Cochrane. "Service to the rank and file is our priority." To that end, Cochrane tries to keep in close contact with IUE staff representatives, whom he holds in high regard.

Moreover, he says his job is made much easier because of the quality of the legal department staff. Cochrane praises staff attorneys Robert Holt and Casey Whitten-Amadon for their skill and commitment. "Bobby and Casey have a tremendous amount of experience," he says. They are well-known and respected throughout the union. He adds that the three of them work very well together. "It's a pleasure to work with Bobby and Casey; I think we make a great team."

Bobby Holt graduated from Northeastern University School of Law in 2010. Before joining IUE he worked in private practice and in-house for the Ohio Nurses Association.

Casey Whitten-Amadon graduated from Ohio State University Moritz College of Law in 2011 and came to IUE from SEIU Local 1199.

Cochrane is quick to add that the department's administrative secretary, Helen Kalbaugh, is vitally important to their work. "Helen is the glue that holds everything together," he says. "Without her everything we do would be immeasurably more difficult."

Before attending law school, Cochrane spent three and a half years in South Africa working in the anti-apartheid movement. Cochrane also taught labor law as an adjunct professor at the Northern Ohio University School of Law. His wife Sigrid immigrated from Germany when they married. They have a son and a daughter. What little time he has to himself he spends reading about history and restoring an East German Trabant automobile he and his wife acquired a few years ago.



R-L: Casey Whitten-Amadon, Robert "Bobby" Holt, Helen Kalbaugh, and Thomas Cochrane

## IUE donates stuffed animals to shelters

In November IUE donated two dozen teddy bears to the Columbus, Ohio, organization Creature Comforts. Creature Comforts provides stuffed animals to Columbus-area domestic violence shelters.

"Children and their parent who have to abruptly flee their home due to domestic abuse have nothing but the clothes on their backs," said Creature Comfort's director, Kathy Gersper. Children feel scared and need something to hold onto, she added. "A simple stuffed animal can make all the difference to the children."

Before joining the IUE staff, Gener-



al Counsel Thomas Cochrane worked as associate general counsel for AFSCME Local 11, where Gersper is secretary treasurer. "I knew Kathy was looking for stuffed animals, and I knew IUE had a

closet full of Teddy bears," said Cochrane. "I asked President Kennebrew if we could make a donation and he loved the idea."

Gersper's goal is to provide enough stuffed animals for every child in a shelter in Columbus. "We're running behind this year so IUE's donation is very much appreciated," she said.

## ARBITRATION NOTES

By Casey Whitten-Amadon, Staff Attorney

### Social media 'joke' results in discharge

Local 86821 recently arbitrated the discharge of an employee who posted a picture to Facebook of a person walking away from an exploding building. The arbitrator reinstated the employee, but without backpay.

The post referenced workers not getting paid enough to care about work. The employee who posted it wrote to two co-workers that this "could happen at work tomorrow." The company fired her because the employees allegedly interpreted the post as a threat.

At arbitration, the union established that the grievant was a long-term employee with an excellent work record. Additionally, the grievant's co-workers testified that they did not consider her a threat. The police chief, who interviewed the grievant, also testified that she was not a threat.

Despite this evidence the arbitrator ruled that the Facebook post had a nexus to the workplace and the company was justified in issuing discipline. The arbitrator ruled, however, that the grievant clearly did not understand Facebook, nor was she a threat to her coworkers. He therefore reduced the discipline to a suspension and brought her back without backpay.

This case was not an easy win, but the grievant's long, clean work record spoke volumes. Also, the co-workers' testimony on the grievant's behalf was crucial. This should serve a warning to all union members. People must be very careful what they post to social media, especially when they are Facebook friends (or Twitter followers, etc.) with co-workers and managers. A joke which is perfectly appropriate in conversation with a friend can take on an entirely different meaning to people reading it on social media.

Before posting anything to Facebook, imagine how it would sound if an HR manager read it aloud in an arbitration hearing. Or imagine the same comment being blasted on a bullhorn in the middle of the plant. If it seems inappropriate in those settings, it should be saved for 'real life' in a private setting with trusted friends.

The arbitration award is Hubbell Power Sys. & IUE Local 86821, FMCS cas. 170926-5204 (Mar. 28, 2018) (R. Bailey, arb.) (unpublished).

### 'Obey now, grieve later' is still the rule

Local 86116 recently arbitrated the case of an employee whom the company alleged was insubordinate because she refused to comply with a supervisor's order.

The arbitrator ordered reinstatement but refused to grant a make-whole remedy. The case arose when the employee refused an order to perform a certain task because she did not believe it was her job. She also said she believed it to be unsafe. After arguing with her supervisor for 15 minutes, however, she acquiesced and performed the work as ordered.

The evidence established the company was in violation of several OSHA regulations. When she disobeyed the supervisor's order, however, she did not focus on safety, but rather on the fact that the task in question was "not her job."

In effect, said the arbitrator, she was making a contractual argument. She had forgotten the long-established labor relations principle, "obey now, grieve later."

The arbitrator ruled the employer "had legitimate justification to issue significant discipline for Grievant's disrespectful and disruptive conduct, [but] terminating Grievant under this specific set of circumstances was excessive."

He ordered the employer to put her back to work, but without backpay and with a two-year last chance agreement.

Union members would be well advised to remember that an employee must make every effort to comply with an order, even if they believe it violates the CBA. Obey the order now and grieve it later. This is true even if a supervisor's order is nonsensical. One of the main "unlisted" management rights is the right to be stupid, incompetent, and to issue foolish orders.

Safety is a limited exception; when an employee is being ordered to work in an unsafe manner or location, an order may be refused. As this case demonstrates, however, the safety threat must be imminent and clearly stated.

The award is Exide Technologies & IUE Local 86116, FMCS cas. no. 180126-00799 (August 2, 2018) (C. Morgen, arb.) (unpublished).

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.



# IUE-CWA LEGAL

## New laws provide employees with paid leave

By Robert Holt, Staff Attorney

In recent years several states have enacted paid leave laws. It is important that union officers, leaders, and active rank-and-file members become familiar with these laws to better understand their rights and to develop strategies for bargaining.

New Jersey and Michigan recently became the tenth and eleventh states, respectively, to require employers to provide paid sick leave for their workforce. Both states have become part of a growing trend: even some local governments have enacted mandatory sick leave laws.

The Family Medical Leave Act (FMLA) passed in 1993 guarantees most employees the right to take up to 12 weeks of leave annually for medical need, to provide care for a family member, or for the birth of a new child. Unfortunately, many employees cannot afford to take leave because it is usually unpaid. Many state and local governments have stepped in with paid leave laws to remedy this problem. New Jersey's Earned Sick and Safe Days Act took effect in October of this year. It provides that employees accrue an hour of paid leave for every 30 hours worked, and can carry over up to 40 hours of paid leave from one year to the next. Leave can be used for any FMLA purpose,

but it can also be used for an employee's other needs, such as attending meetings with a child's teacher. Michigan's Earned Sick Time Act (ESTA), which is scheduled to take effect in April of next year, provides for similar benefits but allows employees who work for an employer with ten or more employees to carry over 72 hours.

Neither law applies to employers that are parties to collective bargaining agreements until those agreements expire. When heading into bargaining, it is important to always keep in mind that the New Jersey and Michigan paid leave laws, and other similar state and local sick leave laws, operate in a manner akin to the minimum wage.

These laws merely establish a "floor" for workers, a minimum benefit that all employers must provide. Union workers are free to negotiate more generous leave benefits, including more paid sick leave. If you have any questions about paid leave, speak with a union representative. A spreadsheet of various state mandatory leave provisions is available online at: <http://www.nationalpartnership.org/research-library/work-family/psd/paid-sick-days-statutes.pdf>

## Unions are a Powerful Tool to Fight Sexual Harassment

By Thomas Cochrane, General Counsel

As the rise of the #MeToo movement and other recent events have shown, sexual harassment continues to be a serious workplace problem.

Women in all occupations and industries face sexual harassment, but women in traditionally male occupations such as construction, and women in low-wage service industries, face an even greater threat.

The Supreme Court worsened the plight of women in *Epic Systems v. Lewis*, 584 U.S. \_\_\_\_ (May 21, 2018), in which it held that the right to collective action guaranteed by the National Labor Relations Act does not bar non-union employers from requiring disputes to be resolved individually through arbitration, even though the NLRA explicitly applies to both union and non-union workers.

As a result, some 60 million non-union private-sector employees work under employer-imposed agreements that prevent them from suing their employers over workplace disputes. This includes women alleging they have been subjected to sexual harassment. Women who belong to a union, however, are in a stronger position to fight sexual harassment and to get

it stopped when it happens. A union represents the collective power of workers in the workplace. Since sexual harassment is an abuse of power – typically by a male manager against a female subordinate – having a union strengthens a worker's ability to stop harassment, because they are not alone. Working women in a union feel safer bringing their concerns forward because they have the power of the contract (CBA) and their union behind them. The CBAs negotiated by workers typically contain anti-discrimination language. This language is enforceable through the grievance and arbitration process, which is much quicker, less expensive, and fairer than the employer-controlled arbitration process endorsed in *Epic Systems*. Unions also can push for policy solutions to stop harassment. Instead of individual employees having to fight one at a time against harassment, a union can push employers to implement wide-reaching anti-harassment policies that reach all corners of the workplace.

If you have any questions or concerns about workplace harassment, contact your union representative.

## Local 83770 Saves Health Insurance for its Workers

By Casey Whitton-Amadon, Staff Attorney

On October 1, 2018, Local 83770 President Clyde Jackson received terrible news that no president wants to hear. The company that had assumed their contract, Vertex, was unilaterally changing their health insurance, which had been a major point of pride to the members of 83770. They were told that their new plan would have vastly higher deductibles, double the co-pay, and a 90-10 health insurance split. Jackson immediately alerted his executive committee and called IUE Staff Representative Lance Bergmann and the legal department to strategize.

First, the union decided to send numerous information requests because they had been blindsided by the notification of the health insurance change. Second, the union filed a grievance, planning to arbitrate it as quickly as possible. Third, the union set up a meeting with the company to convey its outrage and to try to determine why the union was getting the changes as an ultimatum instead of bargaining proposal.

The union learned the company had been talking with an insurance broker for months, but only told the union about the changes at the last minute, when the new plan was already set in stone. At that point, the IUE Legal Department filed an unfair labor practice charge on behalf of the local alleging the company had acted in bad faith.

Crucially, Jackson and the 83770 members did not limit themselves "procedural protests," such as grievances, information requests, and ULPs. Instead, the local mobilized to let the company know just how upset they were. Jackson wrote a letter to his congressman, signed by dozens of union members.

Jackson got even more creative, calling Dee Anne Walker of the United Furniture Workers, a group of IUE constituent unions—formerly independent—which has its own insurance plan. Jackson met Walker at a 2016 SCA meeting and had kept her contact information just in case he needed to pull a rabbit out of a hat during bargaining. Walker provided just what he needed, as the Furniture Workers health plan matched the insurance that the members of 83770 had, and in some ways could beat its prices.

The local's actions paid off when the company announced employees could sign up for the Furniture Workers' plan, to which it would pay its health insurance contribution, giving the union members the insurance that they needed and to which they were entitled under the CBA. In fact, many members would save money on the same plans that were going to be eliminated by the company. Jackson, Bergmann, and the members of 83770 show that sometimes a union must get creative and mobilize the membership to defend their rights.

*The members of 83770 are to be congratulated for saving their health insurance.*

## Vacation makes workers healthier and more productive

Americans pride themselves on their hard work and dedication, but research demonstrates that people will work harder, perform better and have greater health, stamina, and enthusiasm for their work if they take time off.

After a year on the job, the average worker has just eight vacation days annually. Even then many Americans don't take all their vacation, and continually answer emails or check in with their employer when they do. Workers' unused vacation amounts to more than \$66 billion in lost benefits.

Study after study shows overwork reduces productivity. Worker fatigue and illness from exhaustion costs employers at least \$101 billion annually.

On the other hand, performance increases after vacation, and workers come back with restored energy and focus.

The longer the vacation, the more relaxed and energized people feel when they return. Vacation also boosts creativity. One study showed that taking a four-day hike disconnected from all devices led to a 50 percent increase in creativity.

The U.S. is the only advanced country with no national vacation policy. The European Union's Working Time Directive guarantees EU works at least 20 paid vacation days per year. Some EU countries mandate additional time off: the U.K. France, Austria, Denmark, Finland, Luxembourg and Sweden all require 25 or more paid leave days annually.

This boosts productivity. Eleven of the twelve more productive countries in the world are members of the EU. The U.S. ranked sixth.

Ironically, Americans work harder even than medieval peasants. Plowing and harvesting were backbreaking toil, but peasants enjoyed anywhere from eight weeks to half a year off.



# 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

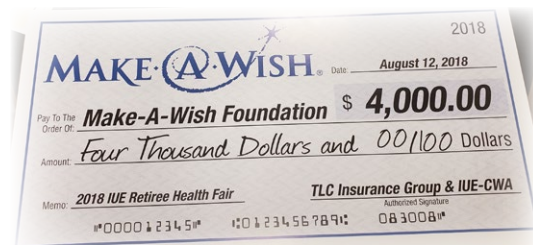


Hello GM/DELPHI Retirees!

First of all, Thank you to the many loyal Retirees that are a part of the IUE. We appreciate every single one of you!

Just wanted to update you on a few things. As a reminder, if you are turning 65 your GM Retiree Healthcare will discontinue the 1st of the month in which your birthday falls regardless of the actual date of your birthday. So, for example, if your birthday is the 20th of July, your Medicare eligibility date would be July 1st. This is very important, as you will need to have a Medicare supplement in place before that date.

IUE is proud to say we have partnered with TLC, Insurance Group for all Medicare needs once again and couldn't be happier with the services they have provided our retirees.



TLC hosted along with IUE a Retiree Picnic/Health-fair for the Dayton, OH region this past August. It was a great event, and the turnout was fabulous. The Retiree Health Fair/Picnic was held at the new Montgomery County Fairgrounds with plenty of space. We had tremendous response

from vendors for free health screenings and many donations from sponsors such as beautiful gift baskets, gift cards, a 50/50 drawing, raffles and other merchandise. There was a silent auction as well. With the proceeds, TLC/IUE were able to donate a check for \$4000.00 to a wonderful Dayton Make-A-Wish family. We had a local GM Dealer with vehicles displayed and even had a few of our retirees that brought out some very fine classic cars to display as well. Lunch was provided from City BBQ. It was yummy!

There are many to thank for this special event, first and foremost TLC, Insurance Group and IUE! Along with all the planning and organizing, the staffs did a great job! But also thank you retirees that came out and participated to make this a successful event! Just a heads up to all that were unable to make it this year, TLC and IUE are planning another one in 2020!

If you should have any questions or concerns regarding your GM/DELPHI retiree benefits, please contact Leigh Shilt @ 1 (937) 224 5217. If you should have questions or concerns regarding Medicare, please contact TLC, Insurance Group @ 1 (800) 719 3751

On behalf of IUE-CWA we wish you happy holidays and warm wishes for the new year!

## IUE-CWA Retirees Attend ARA Convention



Retirees from across the country came out to participate in the 2018 Alliance for Retirees Convention in Las Vegas. These retirees have been very active in their retiree clubs, helping to bring critical information to their members about fighting to protect Social Security, Medicare, and other key programs. Retirees from Mississippi, Ohio, and Kentucky were in attendance. At the Convention they received training on how to get more retirees involved in the fight. "There was a lot of very valuable information, we learned a lot," said Wayne Calico, Local 84775 Chrysler retiree.

## IUE-CWA Retirees start first chapter of ARA in the state of Mississippi



We are very proud of our IUE-CWA Retirees in Mississippi, who took on the initiative to found the first chapter of the Alliance for Retired Americans (ARA) in the state. In October of 2018 the ARA alliance held

its founding convention in Jackson, Mississippi, where retired members James Sims and Patricia Blanchard were elected permanent officer positions of President and Treasurer. Since then Sims has gone on to help initiate and cultivate other retiree chapters in Mississippi. While he was employed at the IUE Delphi Packard Electric company for 29 years, he also served as a union representative and organizer for most of his career. He retired in 2001 but has remained active and engaged in his community. We are proud to announce that he has started his own local retiree chapter in Clinton and campaigning for several other IUE chapters in the Mississippi state. When asked why he felt getting the retirees involved was important to him he stated, "Organizing we know for a fact is the vehicle to take us where we need to go. I hope to get the retirees on board to help us take the knowledge and experience they have and drive the vehicle into the future and educate our younger generations. Unionism works and we can prove it." We at IUE-CWA are extremely excited to have James and Patricia starting this movement in Mississippi and hope to see this expand further into more states!

## 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 IUE retirement benefit representatives, 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 Kim Derringer at (937)294-9764 or go to Retiree Corner on the website at IUE-CWA.org.



If you should have questions or concerns regarding Medicare, please contact TLC, Insurance Group to schedule your appointment today!  
**1 (800) 719 3751**