

IUE-CWA NEWS

THE BOLT

WINTER EDITION 2023

DIVISION NEWS

Communications Workers of America, AFL-CIO
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IUE-CWA Union Members,

As this edition of the Bolt goes to print, and I reflect on the past year, I am filled

with pride and hope for both our union and the labor movement as a whole. In 2023 at IUE-CWA, we welcomed hundreds of new members through Organizing, including the largest new unit organized at IUE-CWA in years.

We secured two historic labor peace agreements, one with General Electric for two planned offshore wind facilities in New York and the other with Akash Systems, a first of its kind

deal in the semiconductor industry. Both guarantee workers the ability to organize without interference or retaliation by management.

We continue to get more work for our shops in the Green energy supply chain. Through Lean and Sustainable Energy Solutions, we have shown management teams how much workers bring to the table and helped keep jobs secure. We have re-energized our Skilled Trades program and are supporting more new apprenticeship programs in our shops.

All of these wins are because of you! You are behind all of our successes, and I thank each and every member who has done something this year to

get involved and fight to make our Union stronger. If you have not gotten involved yet, there will be many chances in 2024! Your labor, your dedication, and your willingness to fight for more is what is changing the tides for working people. IUE-CWA members are part of a larger movement of workers across the country in every industry fighting and winning for our fair share. It is because of our shared struggle that we have secured these historic gains at IUE-CWA and will continue to do so in the new year.

I want to offer my gratitude to each and every Local officer and steward for your dedication and hard work,

and offer a heartfelt welcome to our newly-elected Local officers and stewards. I look forward to working with you in 2024 when we come together to learn, share, and grow stronger.

Whatever your holiday plans are this year, please remember to support other Union workers by buying Union-made products (see the article below for more ideas on having a Pro-Union holiday). I wish you and your families happiness, peace, and health. The IUE-CWA family will always be in my heart and my prayers.

In Unity,

President, IUE-CWA

Have a Pro-Union, Pro-Worker Holiday Season!!

How do you celebrate, Christmas, Hanukkah, Kwanzaa, Bodhi Day, or Winter Solstice in a Pro-Union, Pro-Worker way?

First: When you shop for those holiday meals, make sure you buy Union brands!

Having Turkey? Buy one of the following: Boar's Head, Butterball, Foster Farms, Thumann's, Hoffman's, Honest John.

Stuffing? Try Stroehmann Bakery Products or Manischewitz.



Prefer Ham? Get a Boar's Head, Appleton Farms, Tyson, Hormel, Farmer John, or Cook's.

For Sides: Try Birds Eye Vegetables, Del Monte canned vegetables, Dole, Kraft Mac & Cheese, Ocean Spray cranberry sauce, Ore-Ida potatoes.



Enjoying a Refreshment? Miller Lite, Sam Adams, Folgers, Old Milwaukee Beer, Truly, Corbett Canyon, Sierra Springs, Coke, Pepsi



Second: If possible, shop at stores where workers are represented by a Union. Ask workers at your Local grocery store if they are Union represented or reach out to the Local UFCW and ask which stores in the area are Union-represented. And then TELL store management why you are shopping there!

Third: Avoid buying Chinese goods!! There are many Union-Made, American-made gift options. Go to <https://aflcio.org/MadeInAmerica/holiday-gifts> and see a list of items that will help support American workers like YOU! From Old Spice to Candy Land board games, from Louisville Sluggers to Jelly Belly candy, there are plenty of products made in the U.S.A. Make sure you mention to stores that you WANT Union-Made, USA made products! And finally, December is a great time for Local unions to get involved in their communities and come together to build unity. Host a toy drive or a food drive! Adopt families in need! Support a Union on strike in your area. Buy books for kids! March in the annual Christmas parade wearing your Local Union shirts. Any time Local Unions give back to the community—we build community support for our movement and make it easier for more workers to organize!



Atención: A todos nuestros miembros que hablan español. Si escaneas el código QR te llevará a una versión de los artículos principales del periódico BOLT de la edición de este mes. Si tienes dudas o comentarios por favor escribe a Laura Hagan a lhagan@cwa-union.org

Get the New IUE-CWA Smart Phone App

Get News, Event information and more!

Scan the QR code below and download the app today!



SCAN ME

ORGANIZING WINS

GE Techs in Florida Win Historic Union Election



In a historic vote, GE Appliance/Haier workers in Orlando, FL voted 20-5 to join IUE-CWA. The organizing committee showed an incredible amount of resilience in overcoming a fierce anti-union campaign that included workers being forced to drive HR and senior management around the Orlando area for hours on end. The Orlando, FL techs have joined the dozens of union strong GE Techs in Florida in IUE-CWA Local 83712.

Orlando, FL tech John Ramos was a key leader in the organizing process. "I would like to start by expressing my gratitude for the men and women of the IUE-CWA for the tremendous support during our campaign," began John. "I would not be truthful if I said this was all easy to accomplish, but we felt the warmth of the IUE-CWA members and staff who were there through the process. Having a union opens up more possibilities for our workers and gives us the confidence to feel that we have a voice. We have a voice that we didn't have before, a voice to get action. I would encourage anyone that feels like they are just a number in the workplace to organize and have a Local."

Local 83712 President, Guy Leone, and his leadership were instrumental in this victory. "They stood strong, adamant and steadfast over captive audience meetings from GE/Haier for five weeks," said Leone. "The vote was won by 92%! I encourage all locals to mobilize and organize. Strength in numbers is where it's at."

Local 81206 Wins Voluntary Recognition, Growing their Union

Local 81206 out of Chicopee, MA successfully organized 13 new members into their bargaining unit through a voluntary recognition process! Lead by President Lance Green, all 13 workers signed cards with the bargaining team/organizing committee and will be rolled into the unit effective immediately. The timeline for this campaign was greatly sped up by the recent NLRB Cemex decision which has a clear two week timeline for employer responses for voluntary recognition requests. If you're interested in organizing through a voluntary recognition process, please contact your staff rep.

- Find the *HIDDEN* Bolt Contest • One winner will receive an IUE-CWA Cell Phone Charger!

Somewhere in this edition of The Bolt, we have hidden this small lightning bolt from the IUE-CWA logo. Find the Bolt, then email us where you found it (or send via fax/mail). All required information below. Deadline for submissions is 02/19/2024

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

Please EMAIL to: thebolt@iue-cwa.org

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

Fax to: 937-298-2636

Name:

Street Address:

City/State/Zip:

Phone Number (Required):

T-Shirt Size (Unisex):

Tell us the page number and article in which you found the bolt:

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 Cell Phone Charger WINNER:

Tony Davis, Bullard TX

Union-Proud T-shirt:

Cheryl Dobrzynski, Plymouth WI • Lisa Thompkins, Ionia MI

6-in-1 Engraved Screwdriver:

Raymond Cooley, Middletown OH • Gene Kuszmaul, Warren OH



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IUE-CWA STRONG

Voter Registration Drive 2023

We kicked off 2023 with voter registrations and verifications as a priority for our IUE-CWA members. While some states are seeing favorable changes in regards to voting laws, it's not where it needs to be. Important work around this subject was pushed in key states like Kentucky, Indiana, and Ohio. We are hoping to see a wave in 2024 where voting becomes more accessible. IUE-CWA members completed a voter registration drive and mobilized voters at the GE plant in Louisville. Members came together to hold empowering conversations on how IUE-CWA members can make a difference in local politics and support pro-union champions like Gov. Beshear and others. The political department has registered almost 300 new voters in shops as of today! Want to join the political action movement? Please email Ashley Snider asnider@iue-cwa.org or Marilyn Hickland mhickland@iue-cwa.org.



Political Action Fund (PAF) Drive - Local 81381

IUE-CWA Local 81381 members signed up nearly 200 new contributors and informed members about which candidates are on their side this November at a Political Action Fund (PAF) drive. Local 81381, also known as the Monroe County Federation of Social Workers, is the oldest public sector social worker union in the United States. Their conversations during this event were centered around why elections matter, and with their upcoming contract negotiations in December, these members understood how important it is to go vote.



"Our membership is directly affected by local elections, and that is why our priority every election cycle is to elect labor-friendly candidates. We must educate our members on who those real labor supporters are. We also have a civic duty to ensure our tax dollars go to programs that impact the most vulnerable community members and that legislation builds up not only working-class but low-income households as well," said IUE-CWA Local 81381 President Christina Christman.

Monroe County Executive Adam Bellow (bottom photo) is running for re-election this year and has been a huge supporter of Local 81381 members and their bargaining power.

Labor friendly Governor Andy Beshear wins Kentucky in a big way!



Union friendly Governor Andy Beshear won his second election by large numbers in Kentucky. Beshear has long defended workers rights in the commonwealth and has stood with us on the issues that matter. A few weeks ago you could see him standing with UAW workers on their picket line, fighting for better wages and benefits. Beshear fought against anti-union



Senate Bill 07 that was introduced earlier this year by his opponent running for Governor, Daniel Cameron and Robbie Mills. Mills sponsored the bill this spring that had overwhelming support from the republican party. It would make union due deductions illegal across the state and members would have been thrown



back to the 1950's with wage deductions. Along with other stipulations such as political deductions, Mills and Cameron are trying to bust union organizing efforts in our state. Local labor allies banded together from east to west and organized their shops to understand how

important this election was. Governor Andy Beshear has stood with IUE-CWA members to fight for workers' rights and members came together to support his re-election effort with phone banks and voter registration drives. Activists from across the nation joined our national phone banks to ensure KY voters knew who supported them and where to go vote. This was a critical race that needed to happen for Kentuckians.

IUE-CWA Local 82160 President Penny Franklin wins School Board seat, again!



Penny Franklin has long advocated for working people, not just in her shop where she is currently the local President, but in her community as well. "In 1999 I was the first African American ever elected to public office in Montgomery County, VA. On November 7th, 2023 I was elected to my 7th term of office. I am humbled by the years of support from my community. I

stand strong for all employees and helped bring collective bargaining to the school district this year. LABOR IS STILL IN THE HOUSE!" Thank you for stepping up for working class members and families, Penny! IUE-CWA is a better union because of you and others wanting to serve public office. Elections matter! Penny also serves as a National Executive Board Member for the IUE-CWA and CWA.

IUE-CWA Proudly Endorses Sherrod Brown in 2024

IUE-CWA, get ready to rev your engines, or should I say, let's get ready to support one of the most union-friendly senators in Ohio. Senator Sherrod Brown is running for reelection, and IUE-CWA is proud to say we will be endorsing him in 2024. Not because he's a cool guy, but because he continues to show up for the dignity of workers. Senator Sherrod Brown is not afraid to stand up to corporations and special interests to level the playing field for Ohioans. He has stood up to Wall Street and taken on Big Pharma. He has worked with both parties to pass significant pro-worker legislation while in office, and he continues to work across the aisle to hold corporations accountable. Those are some of the reasons why we will be endorsing him in 2024.



Our political teams continue to do this work nationwide so that union members continue to have a voice in their workplace and community. If you would like to be a part of this campaign or join the political action team near you, please sign up here <http://bit.ly/IUEPAC>.

Senate Bill 07 gets defeated!

In Kentucky, republican legislatures tried to pass Senate Bill 07 this spring, making it illegal to deduct union dues and political contributions from a person's paycheck. The legislator who wrote this bill, Robbie Mills, was running for Kentucky Lieutenant Governor. Working class advocates knew this was just the beginning for anti-union Attorney General Daniel Cameron and Mills. We needed to keep Beshear in office and with upcoming contracts in 2024, we couldn't afford to lose this round. IUE, CWA, UCW, and other labor allies banded together to educate union members and households on why this election was so important. "So many voters focus on the Presidential elections, when it's the local ones that matter the most," said IUE-CWA 83761 activist Jacinta Macklin. "We need a Governor that helps people, not fights against them." Cameron, Mills, and other republican legislators have publicly supported anti union legislation like SB07 and right-to-work (for less) legislation. With the growing number of families struggling to make ends meet during this inflation period, the last thing members need is subpar representatives and contracts.



JAMES WINSHIP

Director

I would like to start by congratulating all our new Local Officers, Stewards, Chief Stewards, and Business Agents as elections are just about completed. This seemed to be a year with many election questions and issues. Please make sure you attend future trainings to do your part in eliminating many of the obstacles Locals faced this year. One other problem is that every Local has a Gsuite email set up by the International and many Locals are not using them. This email is how the International communicates with the Locals, sending call letters for trainings, meetings, and other information the Local needs to be fully-functioning. If for some reason your Local is not using this email or you are wondering what the heck I am talking about, please reach out to your Staff Representative and ask for help.

I am also happy to report we finished this year's Steward and Bargaining trainings on a high note with a total of 202 stewards and officers trained. Matt Clark, Kaine Goodwin, and I are already working on next year. We are planning more Advanced classes, but still providing Beginner classes to train even more of our stewards. Our Union is so much more effective and ready to defend itself when we are educated and prepared. We need the help of every Local; we must be unified and in support of each other. We are a family--and just like a family we won't always get along and we will have disagreements, but that is our internal business. When someone outside of our family wants to take on one of us, they are taking on all of us. Nobody in this Union is alone!

It has come to our attention recently that many of our Locals either have outdated Local bylaws or constitutions or they cannot find them (meaning they don't have one). That's a big problem for a Local, as those are the rules by which the Local is run. If you find that your Local is in this situation, please reach out to your International Representative and we will assist you in getting that resolved. We have sample Bylaws that can be used to construct new ones for the Local if necessary. Once the Local's committee drafts a version, they are then approved by IUE-CWA Legal and voted on by the Local membership. This is a process, so it is better to get on it as soon as possible.

Plan on attending New Officer Training next year, and let's get this train moving. We have a moment in time to educate, train, and mobilize our members to fight for our right to not only exist but to make the lives of our members better. The best times this country has seen were brought to you by the middle class, and the middle class was created on the backs of Union members. It is time to strengthen our ranks by organizing and growing, by taking care of defending and raising the tide. I ask all of you who read this to help. Get involved, come to meetings, attend training, run for a position, assist your Local with everything and anything. I look forward to working with and meeting as many of you as possible to do my part to make the IUE-CWA the best Union possible, and I hope you all will help me to accomplish that.

In Solidarity

James Winship



KAINE GOODWIN

Director

Congratulations to all those who won their elections this year and good luck to those who still have elections pending. As a reminder, we will be holding new officer training sessions in January and February 2024, and it is important you attend one of these training sessions as well as numerous steward and bargaining trainings throughout 2024.

We have begun reviewing local constitutions and bylaws and will be reaching out to locals if they don't meet the CWA guidelines. If your local can't find a current copy of your bylaws or they have not been updated in the last 20+ years there is a good chance they are not in compliance with the CWA. Your local should reach out to their staff rep if they need assistance on how to get them updated.

We have had numerous contract negotiations in 2023 and even more coming in 2024. A strong, involved membership is imperative to securing gains in negotiations. We have seen some great mobilization efforts from locals that the bargaining committees were able to use to secure good contracts in 2023. It is never too early to start planning these events if you have a contract expiring in the upcoming year.

If you are in a right-to-work state, start asking the non-members to sign up for the Union. The Companies know the membership numbers, and when locals have a low membership in the Union, management won't worry about them at all. While we don't want to strike, it is important that the employer knows we will if they don't want to come to the table and negotiate a fair contract. This isn't a real threat because when membership numbers are low, they know a large portion of the employees will still be coming to work during a labor stoppage. I can go on and on about these so-called right-to-work laws, but all they do is lower the Union's bargaining power. We will be facing challenges during bargaining in 2024 that are out of our control, such as inflation and extremely high insurance increases - but strengthening the membership by internal organizing is within our control and will help this never ending battle.

Finally, I want to wish all our members a safe and happy holiday season. I look forward to working with all our officers and stewards as well as the newly elected officers and stewards in 2024.

In Solidarity

Kaine Goodwin



Bargaining Training in Fort Lauderdale, FL in November of this year.

IUE-CWA Local 201 90th anniversary celebration: exhibit opening and digitization event at Lynn Museum highlights union's proud history & contributions to Lynn community

The union welcomed members, retirees, family, and friends. Archivists on site scanned photos, documents, and artifacts from generations of local workers.

LYNN, MA – On October 14, IUE-CWA Local 201, the union for thousands of manufacturing workers across the Boston area, hosted its 90th Anniversary Celebration, Exhibit Opening, and Digitization Event at the Lynn Museum. The union invited members, retirees, family, and friends to attend the event and share their memories from the past 90 years.

As part of the celebration of IUE-CWA Local 201's history, the Lynn Museum unveiled an exhibit on the union and its members: the work they did, their struggles with General Electric, and their role in shaping the history of Lynn, of Massachusetts, and of the US labor movement.

Attendees of the event at the museum brought photographs, documents, and/or

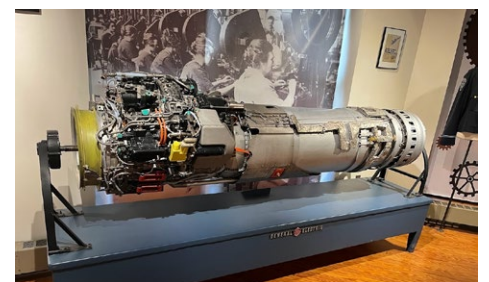


artifacts from their or their family's history connected to Local 201 or General Electric. Professional archivists from UMass Boston were on hand to digitize these items with scanners and cameras to help the union preserve and celebrate the history and work of its members. The archive this

event helps build, along with the union's oral history collection, will be published and available online, hosted by UMass Boston, for IUE-CWA Local 201 members, scholars, and future generations to access, study, and celebrate for ages to come.

Local 201 thanks all those volunteers, members and retirees who contributed to the effort. We especially thank Carl Kennebrew, IUE-CWA President and the IUE-CWA staff, officers, and members whose contribution was critical to the success of this project.

IUE-CWA Local 201 is the union for over 1,500 workers at Avis and Budget Rental (East Boston), General Electric-Lynn, Lynn Wastewater Treatment Plant, Ametek Aerospace-Wilmington, MA, and Saugus Librarians. Our jobs range from Machinist and Aircraft Engine Assemblers, to Electricians and Secretaries, to Wastewater Treatment Operators, Rental Agents and Librarians. IUE-CWA Local 201 is part of the CWA, which has 700,000 members in every part of the United States, Canada and Puerto Rico. To learn more, visit www.local201.org/about-us.



ton, MA, and Saugus Librarians. Our jobs range from Machinist and Aircraft Engine Assemblers, to Electricians and Secretaries, to Wastewater Treatment Operators, Rental Agents and Librarians. IUE-CWA Local 201 is part of the CWA, which has 700,000 members in every part of the United States, Canada and Puerto Rico. To learn more, visit www.local201.org/about-us.



MIKE RUSINEK

Director

I want to begin this report with some recognition to our entire team of organizers as well as all of the Local Officers and members who have or are participating in the numerous organizing campaigns, we have had this year.

Organizing is one of the toughest parts of the Union movement and it takes a lot of work and desire to achieve success, so hat's off to all those involved.

What we have and are seeing regarding Union recognition out of the current Administration in Washington has helped tremendously, the NLRB and the Labor Dept. in general is making a big difference in our ability to organize as well as helping in getting that first contract, illustrating how important your vote is. Keep that in mind come the various elections.

CWA Strong: You see me reporting on this many times, what is it all about? CWA STRONG is a national plan to build workplace power, strengthen bargaining and resist outside efforts to destroy our Union. Our Goals are to:

- Create a shared understanding across the Union of the scope of the crisis and urgency at all of the Union to respond.
- Keep member communication and engagement at the center of everything we do.
- Provide the resources necessary to continue to bargain the best possible contracts.
- Make internal organizing a priority activity for locals and staff and decrease the number of non-members.
- Change our day-to-day priorities at all levels of the Union with the objective of spending more time on CWA STRONG activities.

So, the next time you are asked to participate in a CWA Strong activity, do not hesitate to get involved.

Lastly as we move into the holiday season, I want to wish all of you and your families a Happy Thanksgiving, a Merry Christmas as well as a Happy and Healthy New Year!

Mike Rusinek

GE CONFERENCE BOARD REPORT

Dear Brothers and Sisters, I want to thank our former officers who no longer represent the locals and welcome our newly elected officers. All new officers need to plan to attend training that the international has to offer and download the IUE app. Please complete the new officers' form and send it to Headquarters attention Kim Short. Please ensure your locals continue supporting the women, Diversity, and safety committees. CWA requires these committees. We also have an excellent mentorship program. If your local is not involved with this, please get involved to help create our next leaders.

We just concluded our Fall Conference Board Meeting in Fort Lauderdale, Florida. I want to thank Laura Hagan and her staff for arranging and coordinating the meetings. Kaine Goodwin for teaching a class on costing out health insurance and introduction to pension bargaining. Bobby Holt for talking about arbitration and the laws surrounding the locals regarding grievances and arbitrations. The locals did vote not to hold a fall conference Board meeting every three years due to the locals' nominations and elections at this time of year, approved unanimously. I want to thank President Kennebrev for his support for the conference Board and for keeping us growing and moving in the right direction. I would also

like to thank Mike Mayes and his lean team for all the work they have put into some of our locals with lean Manufacturing. For the first time I can recall, all locals reported that they were hiring.

In 2008, the great financial crisis hit, and many locals had to give up raises and take competitive wages or Market Base wages or face the possibility of closing down and moving their jobs overseas. Brothers and sisters, the time has come to regain some of what we have given since 2008. These corporations came out of the financial crises stronger and more prosperous, and we stayed stagnant wages and rising healthcare costs while the rich got richer off our backs. Start getting prepared when your contracts come up to fight for affordable healthcare, fair wages, and a proper cost of living so that when inflation hits, we will not be forgotten with stagnate wages. Start internally organizing and get ready. Remember, your negotiating committee is only as strong as you are on the floor; make us at the negotiating table.

Everyone take care and have a safe holiday. Remember our leaders, our troops, first responders, and their families in your thoughts and prayers,

In Solidarity

Jerry Carney

YOUR LOCAL NEWS

Local 84755 & 84758 • Dayton, OH

Locals 775 and 758 (Dayton, OH) had the choice on this day to wear their favorite football jersey or pink. They chose to wear pink in honor of breast cancer. Tameka Hill (a breast cancer survivor and a member of 775) said "It brought me great joy to walk into work and see everyone in pink. They are my family!" All the proceeds for the T-shirt purchases will be going towards Breast Cancer research. Special Thanks to Ida Hamilton!



Auto Buying Savings just for you

Union members can save thousands on a new car or truck with the Union Plus Auto Buying Service. Search online for the car you want, then lock in your member savings.



Save on your next auto adventure



Standing up for Health Care at Siemens!

Members at Local 84765 in Norwood, Ohio sent the message loud and clear to Siemens during their recent contract mobilization: "Our Healthcare is not up for debate!" Workers at the Siemens factory launched a protest and informational picket to demand the multi-billion dollar company stop pushing for cuts to their healthcare plan that would place an immense burden on workers. The proposed changes to their healthcare would have forced workers to face out-of-pocket expenses as high as \$5,500 for individuals and \$11,000 for families if they stay in-network. This is in stark contrast to the former policy, which offered 100% coverage with minimal copays. Due to their show of strength and solidarity during the mobilization - workers won back major gains, including a 14% wage increase over the term of the contract, \$8,000.00 in healthcare supplements, and removed wage tiers from the agreement.

When we fight, we win!



NLRB and OSHA Announce Improved Inter-Agency Cooperation

Last Month, two federal agencies tasked with protecting the rights of American Workers: the National Labor Relations Board (NLRB) and the Occupational Safety and Health Administration (OSHA) entered into a Memorandum of Understanding (MOU) for the purpose of facilitating inter-agency cooperation and coordination. The MOU is available on the NLRB's website (News Releases | National Labor Relations Board (nlrb.gov)).

The MOU, signed by NLRB General Counsel Jennifer Abruzzo and Assistant Secretary of Labor Douglas L. Parker sets forth protocols for both agencies to share, with each other, information collected by agents as part of an ongoing investigation. OSHA agents will be empowered and encouraged to help Locals and workers

contact the Board if, as part of a workplace-safety investigation, they encounter potential violations of the Act. Likewise, NLRB agents will be able to refer workers to OSHA if, as part of a ULP investigation, they uncover potential health and/or safety hazards. The MOU further provides that both agencies may "engage in joint public engagement, outreach, and education.. to facilitate a greater understanding and awareness of the laws [both] agencies enforce."

Crucially, the MOU also provides for reciprocal cross-training for personnel of

The MOU further provides that both agencies may "engage in joint public engagement, outreach, and education.. to facilitate a greater understanding and awareness of the laws [both] agencies enforce."

both agencies, so that NLRB agents will have a better understanding of OSHA standards and regulation and OSHA personnel will better understand what conduct

might constitute an unfair labor practice under the act.

The Memorandum of Understanding was announced on Halloween of this year. And while it may have sent a shiver up the spines of scofflaw employers who disregard workplace safety and collective-bargaining rights, it is a welcome development for workers (both Union and not-yet-represented) across our country.

This announcement follows similar MOU's that the NLRB, under Abruzzo's leadership, has entered into with other federal agencies including the Wage and Hour Division of the Department of Labor and the DOL's Office of Labor-Management Standards. While nothing in the MOU authorizes additional funding, or modifies the statutory authority of either agency, greater inter-agency cooperation will hopefully improve the enforcement operations of both agencies ensuring that the workplace rights of employees will be better protected.

Robert Holt
General Counsel

SAFETY 4 U

A Huge Round of Applause for Our Safety Activists!

In 2023, our safety activists have been absolute rock stars, and we want to take a moment to celebrate their dedication and hard work. The safety and well-being of our members are crucial in building our union's strength, and these activists have played an invaluable role in that effort. We know schedules are jam-packed, with a million and one things to do, and we are very grateful for the time and energy they invest promoting our union and looking out for our members. So, to all our safety activists, we say thank you for your hard work and your commitment to building our union!



The Local 81382 Women's Committee supporting GlowUp Girl, an organization that works with young women giving them a place to chill, grow, learn, and become strong women.



Everyday savings just for you

Looking for new ways to save? **Union Plus** makes everyday life more affordable with wireless savings, cash back shopping, discounts at restaurants and on movie tickets and live events, and much more.



Exclusive discounts for union families



See more at unionplus.org



DIVERSITY PROGRAM+



IUE-CWA Local Women's Committees

Get Members Involved



The IUE-CWA National Women's and Diversity Programs had a joint meeting in NYC in August to learn, and share, and grow as Union activists!



Local 1004 Women's and Diversity Committees (above and left) teamed up to build and run a trick or treat stand. It was a hit (well the full size candy bars might be the real hit!) shout out to everyone who volunteered to make this happen!!



Latrina Humphrey and Members of Local 83718 (above) from Aptiv supporting Breast cancer awareness month and Domestic Violence awareness.



Local 81381 (above) Supporting Breast Cancer Awareness and Domestic Violence Awareness



Local 84415 Diversity/Members (above) visited the traveling exhibit of the Jim Crow Museum of Racist Imagery.



The Local 81320 Women's Committee (above) joined with our site medical nurse to host a Breast Cancer Awareness lunch & learn. We had over 30 men and women join us! Unfortunately we can't take pictures inside the plant without a photo pass. At the last minute the plant manager came down and snapped a few for us.



The 83701 Womens Committee (above) and the E-Board (Vice President Bridgett Jones back right) donated Blankets, sheets, socks, shampoo, smell goods, beanies, gloves and shoes and Also a quilt made by Womens Committee member Cindy Marie Davenport to the Sanctuary Womens Domestic Violence Shelter (Cassandra Womens Advocate far left).



The Local 83761 Women's Committee (left) held a cake walk at the annual Local picnic. A great time was had by all!



Local 86116 Diversity Committee (above) participated in our local Trick or Trunk!! It was 40 degrees and raining but still handed out 17 large bags of candy to all the Gouls and Goblins! UNION STRONG!



Local 84802 Diversity and Women's Committees (above) had a fall chili lunch for the members to build Local Unity!!

Ally ship is the way!! CRE/Diversity/Political Action all in one place at the Local 83761 Louisville KY picnic in the park (above).



Local 84436 (above) community's harvest festival which we made a scarecrow and participated in the trunk or treat. Had a great time and won the scarecrow decorating contest so proud of our committee



Local 86782 Diversity Committee (above) giving back to the community with donations.



Local 84802 Diversity and Women's Committees (above) had a fall chili lunch for the members to build Local Unity!!



Local 84765 (above) is Pro-Diversity and Union Strong!!!

IUE-CWA RETIREE NEWS & INFORMATION

The 313 Building: 313 S. Jefferson St., Dayton, Ohio 45402

Contact: Leigh Shilt 937-224-5217 • FAX 937-224-1391

*Happy Holidays
to all our Retirees!
Best Wishes to you and your families.*

What can IUE-CWA Retirees do to Stay Involved?

- Stay connected with IUE-CWA friends through Local retiree groups, Local social activities and volunteer opportunities.
- Keep informed about issues affecting Union members and retired people.
- Take action to protect retirement security and American jobs!
- Save money on a host of benefits – Use Union Plus Benefit!!
- Share your skills with the next generation of union leaders and activists. Tell your story – share your experience! Offer to talk to students in the Local schools!

**Leigh Shilt
937-224-5217**

GM/DELPHI Retiree Benefit Rep

GM/Delphi Retirees,

I hope all is well. As most of you know I am here to handle all your GM/Delphi pension and health insurance questions and concerns. I want to inform all of those who have GM life insurance through MetLife to remember to make sure that your information is always up to date. Make sure you call them and update them with any life event changes that happen. You can call MetLife at 1.888.543.3461. When calling double check your information and beneficiaries to make sure it is correct.

Also, any GM/Delphi retiree that is currently paying for the Delta Dental and Davis Vision I am listing their numbers as well. Delta Dental- 1.800.942.0667 and Davis Vision- 1.888.463.9370.

The GM Family First number for the GM discount is 1.800.235.4646. I do not handle any information regarding GM Family First. You will need to provide important information so they can confirm you and make sure your account is active.

Remember that Medicare Open Enrollment is currently going on. It started October 15th and will continue through December 7th. Please call TLC to have your Medicare plans reviewed. Their contact number is 1.800.719.3751.

For any questions or concerns you can reach me at 937.224.5217 or by email at lshilt@iuecwa.org.

Happy Holidays!!

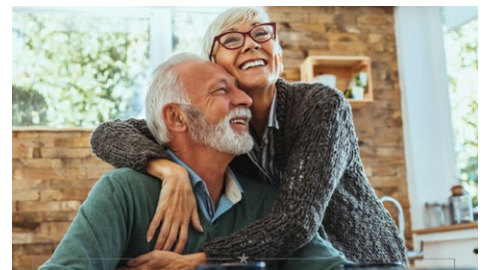
Your GM/Delphi Retiree Rep.

Leigh



Retirees:

If you want to get involved in local issues that matter to you, like political campaigns or issue campaigns, please reach out to **Ashley Snider**, asnider@cwa-union.org



**Hearing Care
Savings**



As an IUE-CWA Retiree, you have access to Union Plus Benefits. The Union Plus Hearing program offers exclusive savings on hearing care including virtual screenings, a free hearing exam and an average of 66% off retail on trusted hearing aid brands.

Go to <https://www.unionplus.org/benefits/health/hearing> to learn more.