

THE CWA NEWS



VOTE NOV. 6

CANDIDATE POSITIONS INSIDE

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inside

Retiree health fair
draws hundreds for tests
and fun.

SEE PAGE 3



Chemical database
brings workers better
access to safety
information.

SEE PAGE 8



Film details China's attacks on U.S. economy

DAYTON, OHIO

More than 100 IUE-CWA members, retirees and their families packed a movie theatre in the suburbs of Dayton for an exclusive showing of a new documentary, "Death by China."

Viewers learned how China is poisoning the U.S. environment, consumer goods and economy with lax worker and environmental standards and illegal trade subsidies.

Since the United States fully opened its markets to China in 2001, more than 50,000 American factories have disappeared and America owes \$3 trillion to the world's largest totalitarian nation.

The film is equally harsh on both Democrats and Republicans who sold allowing China's entry into the World Trade Organization as benefiting this country when all it did was allow



A worker in China makes the cheap plastic toys the country is known for.



President Clark addresses the crowd after the documentary. "Pretty frightening, isn't it?" he asked.

multinational corporations to speed up outsourcing.

In addition, China's government immediately launched an attack on the U.S. economy with "weapons of job destruction" such as currency manipulation, illegal export subsidies, counterfeiting and piracy.

China's manufacturers also keep prices low by abusing the environment and workers. Many products coming out of China are the result of forced and prison labor.

Chinese dissident Harry Wu outlines the beatings, torture and even organ harvesting those who oppose the government.

Additionally, American consumers are paying more than they bargained for the cheap goods with illnesses and deaths linked to arsenic and other

poisons in the Chinese-produced products.

"Congress must take action to bring fairness to American businesses and workers," said Sharen Neuhardt, a Democratic congressional candidate (OH-10) who addressed the crowd at the movie's conclusion.

She pledged to support legislation sponsored by Ohio Sen. Sherrod Brown and Congressman Tim Ryan (OH-17) to end China's currency manipulation which keeps prices of Chinese goods artificially low.

"IUE-CWA members have lost jobs because this nation wants to consume cheap goods," said President Jim Clark. "This movie makes clear that there is no free lunch and ultimately our country will pay dearly if it continues to ignore China's aggressive economic actions."

Labor 2012

(continued from page 8)

court challenge—are minorities and seniors.

Florida AFL-CIO Legislative and Political Director Rich Templin challenged attendees to get out and do the hard work. Explaining the advancements in targeting voters for mailing and precinct walks, he pointed out that the basics remain true: "Labor must engage in one-on-one, direct contact with our members."

The Division meeting was preceded with a Diversity Caucus and the Division's first Next Generation Meeting.

"We must ensure that we not only build coalitions with other progressive groups," said Clark, "but also make sure we include everyone within our own union family."

At the Diversity Caucus, attendees were educated on the AFL-CIO constituency groups and how they could join or start chapters.

Committees were put together both from that group and the Next Generation — targeting those 35 and younger — to explore next steps in building educational tools and a sustainable program.

Following the main day of political education, the Division reviewed the CWA Ready for the Future information with the group. This built on other regional workshops on the material where the Division is collecting feedback on local leaders' views for setting CWA's priorities and changing its financial and governing structure to meet those priorities.

E-learning on Division website

DAYTON, OHIO

IUE-CWA has modernized its website with a new look and new features.

The biggest is a training section that offers local officers and stewards the ability to take on-line modules in everything from how to handle difficult people to processing a grievance and understanding the CWA dues process.

The training is open to all IUE-CWA members, though you must create a secure account to access it.

Once the courses are completed, students can request a certificate of

achievement.

New modules will be added going forward and suggestions on topics are welcome.

"This on-line training complements the face-to-face educational conferences we hold," said IUE-CWA President Jim Clark. "We must make use of technology to give our members affordable access to the training they need when they need it. Too often smaller locals have no treasury to attend meetings or the officer change happens when no training is scheduled. The e-learning approach bridges that gap."

For training, go to www.iue-cwa.org.



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

JIM CLARK
President

<p>ROGER DEEL <i>Director, Region 8</i></p> <p>JOE GIFFI <i>Director, Region 3</i></p> <p>TONY HAYS <i>At-Large, Region 8</i></p> <p>JOHN LEWIS <i>Chair, Trustees</i></p>	<p>BOB SANTAMOOR <i>Chairman, GE and Aerospace Conference Board</i></p> <p>BRIAN SULLIVAN <i>At-Large, Region 3</i></p> <p>WILLIE THORPE <i>Director, Region 7</i></p> <p>JAMES WINSHIP <i>At-Large, Region 7</i></p>	<p><i>IUE-CWA News</i> is published by the International Union of Electronic, Electrical, Salaried, Machine and Furniture Workers - Communications Workers of America, AFL-CIO 2701 Dryden Road, Dayton, Ohio 45439, 937/298-9984; Fax 937/298-2636. Send address changes to <i>IUE-CWA News</i>; 501 Third St., N.W.; Washington, D.C. 20001.</p> 
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Datebook

FEB 22-23
Bargaining in a New Era Training
Sarasota, Fla.

APRIL 20
Division Conference
Pittsburgh, Pa.



RETIREES ENJOY DAYTON HEALTH FAIR



Among the many screening, retirees could get their blood pressure checked.



Above, President Jim Clark emceed the day's festivities.

Left, seniors learned some seated yoga moves.

Below, postcard invites doubled as entries for cash prizes, gift cards and other winnings. Below left, President Clark makes one retiree happy with a \$500 check, which were given away hourly.



Dayton's minor league baseball mascot, Heater, wandered the grounds of Carillon Park, the historical museum that now houses IUE-CWA's Last Truck off the General Motors assembly line as well as documenting the region's rich history of innovation.



The Veterans Affairs Department worked with retirees who served in the military to ensure that they could receive all the benefits owed to them.



The chow line: so many turned out on the beautiful fall day that pizza had to be ordered to supplement.

YOU D Which Candidate Represent

PRESIDENT BARACK OBAMA

MTT ROMNEY

JOBS

✦ **Getting Americans Back to Work.** President Obama unveiled his jobs plan, which would encourage small businesses to grow, prevent up to 280,000 teacher layoffs and provide a \$1,500 tax cut for the average family.

✦ **Millions of Jobs Created.** President Obama's economic recovery plan created 3.6 million jobs.

✦ **More than 300,000 Public Sector Jobs Saved.** President Obama preserved more than 300,000 state and local public sector jobs-preventing layoffs of police officers, firefighters, healthcare workers, teachers and other trusted public servants.

✦ **Tax Breaks to Corporations.** Romney wants to use huge tax breaks to entice big corporations to create new jobs.

✦ **Poor Job Growth Record.** While governor of Massachusetts, the state had one of the worst job growth rates while the national economy was thriving. Massachusetts ranked 47th among all states.

✦ **Laid Off Thousands of Workers.** As head of a private equity firm, Bain Capital, Romney made a fortune by acquiring companies and laying off thousands of workers.

WORKING FAMILIES

✦ **Tax Cuts for Working Families.** President Obama provided tax cuts to 95 percent of working families.

✦ **Unemployment Insurance for 2.5 Million Americans.** The president extended unemployment insurance-assisting 2.5 million Americans who lost their jobs in the recession.

✦ **Making College More Affordable.** President Obama expanded Pell Grants and revamped the student loan program by eliminating fees paid to private banks.

✦ **Privatized Unemployment Benefits.** Romney thinks workers should pay for their own unemployment benefits through individual savings accounts. Romney even said it's an "indisputable fact" that extending jobless benefits discourages people from finding work.

✦ **Less Help for the Jobless.** As governor, Romney proposed scaling back unemployment insurance costs by paying benefits for fewer weeks; similar to plans enacted by Tea Party governors such as Rich Scott (Fla.) and Scott Walker (Wis.).

✦ **Job Training Funds Slashed.** As governor, Romney vetoed \$11 million in job training funds.

WORKERS' RIGHTS

✦ **Protecting American Workers.** President Obama called the efforts to curb collective bargaining in states an "assault on unions" and recognized public employees "make enormous contributions to our states and our citizens."

✦ **Supporting Anti-Worker Agenda.** Romney said it was critical to support Gov. Scott Walker's efforts to "rein in out-of-control public employee pay and benefits in Wisconsin."

WALL STREET REFORM

✦ **Reforms that Hold Wall Street Accountable.** President Obama enacted the most sweeping financial reform package since the Great Depression.

✦ **Better Protections for Consumers.** The President established the Consumer Financial Protection Bureau, which increases regulation and oversight over big banks and mortgage companies.

✦ **Credit Card Rates and Fees Reined In.** President Obama also enacted the CARD Act, which reins in and reduces credit card rates and fees.

✦ **Wall Street Burdened with Unnecessary Regulations.** Romney criticized Wall Street reform and said the "level of over-regulation and burden which has been placed on the financial services sector I think is unnecessary."

✦ **Wall Street Greed Not Responsible For Financial Crisis.** Romney criticized President Obama for regulating the financial industry, saying Wall Street greed "is not the reason we had an economic meltdown."

✦ **Main Street Deserves Blame.** Romney said that although Wall Street is to blame for causing the financial meltdown, "so is Main Street."

RETIREMENT SECURITY

✦ **Protecting Social Security.** President Obama vowed to protect Social Security benefits and refused to increase the Medicare eligibility age.

✦ **Immediate Relief for Seniors.** The president's economic recovery act provided immediate relief to retirees, giving beneficiaries a one-time payment of \$250.

✦ **Shift to Private Accounts.** In 2007, Romney said President Bush's plan to use private Social Security accounts "works."

✦ **Fraudulent System.** Romney went so far as to compare the Social Security System to criminal fraud.

DECIDE: Does Working Families Better?

PRESIDENT BARACK OBAMA

MTT ROMNEY

HEALTH CARE

➤ **32 Million Americans Covered.** President Obama's historic healthcare reform law expanded healthcare coverage to an additional 32 million uninsured Americans.

➤ **Quality Coverage Regardless of Pre-Existing Conditions or Illness.** The law prevents people with pre-existing conditions from being denied quality insurance coverage and prohibits insurance companies from dropping people due to illness.

➤ **Coverage for Young Adults and Children.** Parents are allowed to keep their children on their health plans until age 26. President Obama gave 11 million children coverage under the State Children's Health Insurance Program (SCHIP).

➤ **Healthcare Reform Repeal.** Romney said as president he would issue an Executive Order to provide a waiver from the Affordable Care Act for all 50 states, then work with Congress to repeal the law.

➤ **Under Romney, Insurance Costs Rose By 20 Percent.** Romney's 2006 healthcare reform plan in Massachusetts helped insure half a million people but failed to curb overall costs for policyholders. In fact, the median premium rose by more than 20 percent between 2005 and 2009.

IMMIGRATION

➤ **A Balanced, Comprehensive Approach.** President Obama supports comprehensive immigration reform, understanding that a balanced approach is the only solution to end illegal immigration.

➤ **Supports the DREAM Act.** The President is an ardent supporter of the DREAM Act, legislation that provides upstanding undocumented immigrants who were brought to America as children a pathway to citizenship.

➤ **Halted Noncriminal Deportations.** President Obama released a strong policy that halted deportation proceedings for noncriminal immigrants.

➤ **No Pathway to Citizenship.** Romney said illegal immigrants should "get in line" and shouldn't receive a pathway to citizenship.

➤ **Deportation in 90 Days.** In 2008, Romney proposed sending undocumented immigrants back to their home countries in as little as 90 days.

➤ **Children Denied In-State Tuition.** As governor, Romney opposed in-state tuition for children of undocumented immigrants.

6

Steps to Protect Your Vote on Election Day

- 1. Call the local elections office to verify the location of your polling place.** Locations may have changed, and a vote cast at the wrong place might not get counted.
- 2. Bring identification to the polls,** preferably a government-issued photo ID with your name and registered street address.
- 3. Ask for help from poll workers** and check posted

information signs if you have questions or need assistance.

4. Make sure you cast a vote. If you are in a line when the polls close, stay in line because you are entitled to vote.

5. If you are offered a provisional ballot, ask if you can cast a regular ballot by providing additional ID or by going to another polling place. If no alternative is available or

practical, **cast a provisional ballot.**

6. If you have a voting rights problem, ask to speak to the chief election official or a voting rights volunteer at the polls, or call the toll-free nationwide election Protection Hotline, 1-866-OUR-VOTE, a project of a coalition of groups, including the AFL-CIO, promoting voting rights.

IUE-CWA SCHOLARSHIPS



**CHRISTIAN
LEWIS**
LOCAL 761

Paul Jennings Scholarship
\$3,000 Award
Son of John Lewis
Plans are undecided

"It is because of the labor movement and good union wages that my African American family has lived in a middle class lifestyle. I have never had to want for anything."



ALEX PICKARD
LOCAL 800FW

Sal Ingrassia Scholarship
\$2,500 Award
Son of Karen Pickard
Plans to study Criminal Justice

"It (the union) doesn't always succeed in every effort, but who else is out there fighting for us as the corporations try to decrease benefits and take more out of my Mom and Dad's paycheck?"



**ALYSIA
CAMPBELL**
LOCAL 106

Bruce Van Ess Scholarship
\$2,500 Award
Daughter of Keith Campbell
Plans to study Psychology

"I'm thankful people of the 1900s worked and slaved over jobs and demanded better working conditions; if it had not been for them, the conditions could be worse until this day."



**CRAIG
STALKER**
LOCAL 301AE

David J. Fitzmaurice Scholarship
\$2,000 Award
Son of Thomas Stalker
Plans to study Civil Engineering

"Labor unions are not okay with just maintaining a certain level, they aim to exceed and keep improving to make our lives better. This is a great life lesson."



**JOSEPH
CVENGROS**
LOCAL 717

George Hutchens Scholarship
\$1,500 Award
Son of John Cvengros
Plans to study Physical Therapy

"During these economic hardships, I am hopeful that the labor movement will provide for me the way it has for my father."



**STEVEN
WUTZER**
LOCAL 380

Robert Livingston Scholarship
\$1,500 Award
Son of Brenda Wutzer
Plans to study Criminal Justice

"What we take for granted today, such as vacations with pay, pensions, grievance and arbitration procedures, never existed until unions fought and won them for working people."



**AARON
MOORE**
LOCAL 718

Robert Livingston Scholarship
\$1,500 Award
Son of Chandra Nunnery
Plans to study Business Administration

"I am living with my grandmother who is a retiree from General Motors. I got off to a rough start as a teenager and want to turn my life around by attending college."



JAMIE DIU
LOCAL 201

James B. Carey Scholarship
\$1,000 Award
Daughter of Chun Diu
Plans to study Kinesiology

"Because of the labor movement, my voice will now be heard within the working field. I will be able to voice my opinions and not be afraid of losing my job."



**DAVID
HELMICK**
LOCAL 717

James B. Carey Scholarship
\$1,000 Award
Son of David Helmick
Plans to study Political Science

"The labor movement is one of the main reasons I became interested in politics. I want to get into a public office and dedicate my work to helping progress the labor movement in America."



**ANNA
LENIHAN**
LOCAL 359

James B. Carey Scholarship
\$1,000 Award
Daughter of Kim Lenihan
Plans to study Nursing

"Growing up with both parents having the support of a labor union has affected me deeply. The union has protected and provided a safe and stable work environment."



**BRITTANY
MORGAN**
LOCAL 130

James B. Carey Scholarship
\$1,000 Award
Daughter of Gerald Walker
Plans to study Nursing

"I believe the (union) benefits given to an employee will connect back to the family in many ways and help them. It is a great feeling to know that a workplace can provide so much to the modern family."



CARLLIE RAY
LOCAL 809

James B. Carey Scholarship
\$1,000 Award
Daughter of Scott Houck
Plans to study Human Services

"The labor movement will allow me to do what I love with a paycheck I will love as well. I could not imagine life without the labor movement."

IUE-CWA SCHOLARSHIPS



**AARON
RYDZYNSKI
LOCAL 353**

**James B. Carey Scholarship
\$1,000 Award
Son of Michael Baglio
Plans to study Math and
Biology**

"You ask what impact the labor movement has had on me? The fact I am going to college should alone answer that question."



**GRACE
SEGHINI
LOCAL 444**

**James B. Carey Scholarship
\$1,000 Award
Daughter of Michael Seghini
Plans to study Communications**

"Without unions I would feel unprotected, unsafe. My father's participation in IUE-CWA helps insure that not only is he protected at work, but so am I."



**CAITLIN
TIMBERLAKE
LOCAL 766**

**James B. Carey Scholarship
\$1,000 Award
Daughter of Cynthia French
Plans to study Agriculture**

"Without the labor movement my mother and father would be struggling to make ends meet and endangering their health each time they went to work."



**Ashley
Toliver
Local 907**

**James B. Carey Scholarship
\$1,000 Award
Granddaughter of Judith
Stalker
Plans to study Speech
Language Pathology**

"Thanks to the labor movement, my working environment stays perfectly up to date and the conditions improve yearly."



**KHOA
NGUYEN
LOCAL 475**

**Willie Rudd Scholarship
\$1,000 Award
Son of Hung Nguyen
Plans to study Economics**

"I remember carrying signs with my Dad as Chromalloy workers went on strike and learning how unions make sure that companies provide important services and prevent job loss."

Union scholarship opportunities abound

WASHINGTON, D.C.

Need help paying for college next year? Your union has plenty of scholarship opportunities to make paying tuition a little easier.

Information on 17 different IUE-CWA scholarships ranging from \$1,000 to \$3,000 will be listed mid-November at www.iue-cwa.org.

"These scholarships are a benefit of membership and should be taken advantage of," said IUE-CWA President Jim Clark. "A college education

is costly, but some scholarships cut out deserving middle-class students because their families earn more than some arbitrary amount. These scholarships are available based on union membership and interest, not finances."

Applications also are being taken for a scholarship aimed at advancing the skills of IUE-CWA local leaders.

The Edward Fire Continuing Education Scholarship is available to any IUE-CWA member enrolling in continuing union education classes at the George Meany Center for Labor Studies — National Labor College.

This unique scholarship allows trade unionists to take a course or series of courses that will help develop and strengthen his or her trade unionist skills in areas such as collective bargaining, arbitrations, organizing and other topics that will improve the member's ability to be active and contribute to the strength and growth of the union.

The scholarship will cover tuition, room and board and reasonable transportation costs.

Applications and further information can be found at www.iue-cwa.org under the "Member Resources" tab.

Furniture Council awards students

SHEBOYGAN, WIS.

The IUE-CWA Furniture Workers Council announced winners of its Fred Fulford scholarship for the 2012-13 school year. The winners are:

- ✦ Brandy Nichols, daughter of Kimberly Bettis, Local 302FW;
- ✦ Nichole Nunn, daughter of Joseph Nunn, Local 801FW; and
- ✦ Elizabeth Carrero, daughter of Guillermo A. Carrero, Local 76B FW.

Each will receive a \$500 scholarship.

The scholarships honor the memory of United Furniture Workers of America President Fulford and serve as a lasting tribute to his spirit and devotion to the cause of workers and their families.



A Labor Day Renewal

Salem, Va. Local 161 was the main proponent behind restarting the region's annual Labor Day parade. "We must show the community we are still here and we are strong," says President Vickie Hurley.

Leaders urged to mobilize members for Labor 2012

LAKE BUENA VISTA, FLA.

With the 2012 elections just around the corner, IUE-CWA gathered top local leaders for a meeting meant to educate, inspire and mobilize.

"We cannot sit back and mourn what wasn't completed," said IUE-CWA President Clark. "We must celebrate the advancements and make sure this country keeps moving forward with strong leadership that values American workers."

Clark and other speakers emphasized the clear cut differences between President Obama and his challenger, Mitt Romney.

For Dave Foster, a former director with the Steelworkers who now leads the BlueGreen Alliance, Romney's principles while at this venture capital firm, Bain Capital, were quite personal as he supervised the bankruptcy negotiations at GSI, a steel company in Kansas City, Mo., that saw hundreds of USW members lose their jobs and pensions.

"By loading up the company with an unsustainable level of debt, Bain Capital and its CEO, Mitt Romney, took the \$100 million owed its employees, put it in their own pockets and pushed the

company off the cliff," he recounted. "It wasn't the way to create jobs in the 20th century; and it's sure not the way to create jobs in 2012. It's not a hiring plan. It's a firing plan."

Romney also has made it clear in his infamous op-ed entitled "Let Detroit Go Bankrupt" that he disdains working families. The Obama-led auto industry bailout has saved the U.S. auto industry and created hundreds of thousands of new jobs, many in IUE-CWA which still represents major auto parts suppliers.

Attendees also heard in depth about the benefits of the Affordable Care Act that Romney has sworn to repeal immediately if he took the White House.

Under President Obama's health care reform law more than \$2 billion already has been rebated thanks to limits on what insurance companies can spend on salaries and marketing. Seniors have saved another \$4.9 billion from provisions closing the gap in the prescription drug doughnut hole.

Other benefits in place include:

- Coverage for children up to age 26 on their parents' insurance.
- Insurance for those with pre-existing conditions. Currently in special pools but in 2014 no plans can exclude.
- Elimination of pre-existing condition exclusions for children.



Eddie Hailes of the Advancement Project describes how many voters may see their rights taken away this year. To protect your right to vote, look for tips on page 5.

- Coverage of dozens of preventive care screenings.
 - Prohibiting insurance companies from dropping coverage due to minor errors on applications.
 - Lifting of lifetime and annual limits on benefits.
 - Improved ability to appeal claim denials to outside, neutral panels.
 - Simplified explanation of coverage.
 - Incentives for employers to provide early retiree coverage.
- "Millions of people have better access to care and improved care because of these changes," said Clark. "This is an important first step to reining in health care costs and reducing the impact during collective bargaining."

A big fear this year is that tens of thousands of voters may not be able to exercise their constitutional right to cast a ballot because of voting limitations being implemented in many states.

These take the form of rolling back early voting opportunities to requiring identification at the polls.

"When you have to pay to get an ID, that's a poll tax," said Eddie Hailes, general counsel of the Advancement Project. "When you were born with a midwife on a rural farm, have voted your entire life and suddenly are told you can't, that's outrageous."

Studies show that those who will be impacted the hardest by the new laws—most of which are still undergoing a (continued on page 2)

Division members help launch safer chemicals database

WASHINGTON, D.C.

Workers wanting safer workplaces now have a new tool to help them thanks to the launch of the ChemHAT — Chemical Hazard and Alternatives Toolkit — database.

The idea for the free online database, which can be accessed at www.chemhat.org, developed from IUE-CWA's work with the BlueGreen Alliance.

"Workers around the country deserve to know what dangers are presented by the chemicals they work with every day, but that information was too difficult to come by in many cases," said IUE-CWA President Jim Clark. "Working with the BlueGreen Alliance, we were able to help jumpstart this important resource that is easy-to-use and ensures no worker ever has to be caught unaware of the dangers their workplace poses to them and their community."

IUE-CWA members held several workshops to talk through design and functionality.

The database is the first to pull together multiple sources into an easily understandable report on the dangers and possible exposure methods of thousands of hazardous chemicals.

Workers can quickly look up 10,000

commonly used chemicals and see their acute and chronic health effects, and learn what protective equipment they should use.

In the near future, the database will provide the ability for users to identify safer alternatives to the chemicals they are using.

"Since the federal government has not been able to pass legislation to adequately protect America's workers from the harmful effects of hazardous

CWA, the United Steelworkers, United Auto Workers and Communications Workers of America. The workers examined existing databases and discussed what was needed to make a tool that would be easy and accessible to the widest range of people.

"ChemHAT is the first chemical information source geared specifically for workers, who are of course, at the most risk of exposure. ChemHAT is exactly what we need to make sure we



chemicals, the ChemHAT database will allow workers and businesses to make their own informed decisions about the chemicals they use everyday and the risks they take," said David Foster, executive director of the BlueGreen Alliance.

ChemHAT was designed by more than 130 workers represented by IUE-

can easily get the knowledge we need to be safe on the job," said Ernest Pacheco, District Energy/Environmental Program Coordinator for CWA District 9 in California. "Perhaps even more importantly—especially in light of our inadequate current toxics regulations—is that it helps to reframe the issue to what it should have been for decades now to:

'what should we be using instead of this dangerous chemical?'"

ChemHAT draws on the Healthy Building Network's (HBN) Pharos Project, Chemical and Material Library (CML), which includes a wide range of acute and chronic health effects ranging from skin rashes and eye irritants to birth defects, nervous system disorders and cancer. The database also identifies how workers most commonly come in contact with the materials, what available safety precautions they should take and what alternatives are available.

"Myself working in a chemical factory, it was an honor being a part of the process of this project. If one person is helped or kept safer, that will be great," said Dale Barrett, a IUE-CWA Local 755 member who has worked at DuBois Chemicals since 1978 and currently in the maintenance department for the company in Ohio.

"People like me are the first line of defense against dangerous chemical accidents in our workplace, community and environment," said Debra Fisher, an IUE-CWA member from Dayton, Ohio who works at Dmax, a parts supplier for the auto industry. "Now, if I have a question about what risks or how to handle something, I have a resource that I helped create that I know will give me what I need, when I need it."