

# IUE-CWA NEWS

# THE BOLT

VOLUME 64 ISSUE 2 • SPRING EDITION 2013

DIVISION NEWS



**D**ear IUE-CWA Sisters and Brothers, Welcome to the first issue of “**THE BOLT**,” the new IUE- CWA Division newspaper! I am confident you will find the new format informative and entertaining. My team has worked hard over the last six months to optimize our current communications and move the Division into new media avenues in order to more quickly and fully inform and educate our membership. In the new Bolt, you will find updates and articles from the Regional Directors and Conference Board Chairman, Legal Department, Health and Safety, LEAN Team and more - and we’d also like to hear from your Local: email photos and stories to: [thebolt@iue-cwa.org](mailto:thebolt@iue-cwa.org). Starting with this current edition, “The Bolt” will be on the outside of the CWA News, and we are now mailing to all retirees who are members of our IUE Retirees Club. I would also like to thank Jason Schiely, from Local 755, for coming on to be The Bolt’s editor.

If you have not visited our new website [www.iue-cwa.org](http://www.iue-cwa.org), please do so! We have added information, news, and new opportunities for you to communicate with us. Officers, stewards, and members, be sure to open a training account and take advantage of the free training available at [iuetraining.org](http://iuetraining.org)! I am quite proud of the work our IUE team has done on the site, and it will be improving even more over time. Further, the IUE-CWA now has a Facebook page. Don’t forget to “Like” us and stay up to date on what is happening. Don’t have a Facebook account?

That’s ok—our Facebook account is linked to a “blog” page on our website and you can read our newsfeed there.

[IUE-CWA Division Conference](#)  
We are only weeks away from the

## BUILDING POWER

IUE-CWA

first bi-annual CWA Convention in Pittsburgh, PA. The IUE-CWA Division Conference, held in conjunction with the convention, will start at 9 p.m. on Saturday, April 20, 2013 at the Wyndham Hotel. We will have a great meeting, informative speakers, and some quality training workshops on Sunday the 21st. This year’s Division theme is “**Building Power**.” At this conference, we will elect our At-Large Executive Council members and Trustees, and our speakers and workshops will inform our delegates and enhance their skills, enabling them to return home with a renewed toolbox of ideas for strengthening their Local’s power at the bargaining table and in the community. As always, we will have a great time coming together. I’m looking forward to seeing everyone there.

[TRAINING & RTW](#)  
In January, we held two training sessions to help our Locals deal with

the Right to Work for Less laws that were recently passed in Indiana and Michigan. We had great turnout both in Ft. Wayne and Grand Rapids, and we were inspired by how fiercely our local leadership is ready to fight

for their members’ jobs and rights. We have not heard the last of this RTW plague moving from state to state. As long as legislators accept big money from big corporations, this national plan to reduce working families’ power to demand fair wages and benefits will not cease. The IUE will not stop in our fight to remove these legislators who have the stench of corporate money on their hands!

Building coalitions with other organizations is one way to help stop the RTW plague. We are not going to agree on every issue with these partner organizations, but if we are to be heard with a loud voice, labor has to work with other groups and organizations where we can and on the issues we have in common. The CWA and President Cohen are leading the country in coalition building, and the IUE-CWA is doing our part. Our Coalition Building SIF was recently approved, and we are already making

**IN THIS ISSUE**

**NEW FORMAT!**  
FEATURING ARTICLES FROM:  
JIM CLARK  
YOUR REGIONAL DIRECTORS  
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LEGAL UPDATE  
RETIREE INFO

**ALSO:**  
OBSERVING MLK DAY  
WORKER’S MEMORIAL TRIBUTE  
TRANS-PACIFIC PARTNERSHIP  
BREAST CANCER AWARENESS

progress. We were very fortunate to get Heather Atkinson, a proven capable consultant, to help lead us in this fight. Heather is doing a great job for the IUE-CWA, and will be speaking at our conference in Pittsburgh about how we move our union forward and Build Power!

The economy is starting to improve; let’s fight to get our members their share of the recovery! See you next month in Pittsburgh.

*In Unity,*  
*James D. Clark*  
*President, IUE-CWA*

**IUE-CWA 12th Division Conference**  
**April 20-21, 2013 • Pittsburgh**

## IUE-CWA Advanced Bargaining Training

By Laura Hagan

On February 21-23, approximately thirty IUE-CWA officers and stewards from around the country came together for a newly-designed "Advanced Bargaining" Class. IUE-CWA President James Clark was in attendance and kicked off the training with comments on the particular difficulties of bargaining in the current economy and the importance of an informed approach to the bargaining table. This "Advanced Bargaining" class was open only to IUE-CWA officers and stewards who had completed the initial bargaining class, bargained at least one contract in the past, and who have upcoming contract negotiations this year.

University of Wisconsin School for Labor Associate Professor Michael Childers taught the three day class, which focused heavily on the economics of costing, and on strategies for successful bargaining. Specific topics included bargaining in a Right to Work (for less) environment and making the Affordable Care Act work for both companies and employees. Our officers and stewards brought to the table a tremendous amount of combined experience and the willingness to share it; the resulting conversations were engaging and informative. A big thank you to Professor Childers and to the IUE officers and stewards who helped make the class a success.



Professor Michael Childers



Officers and Stewards ready to kick off morning training.

Bookmark us: [IUE-CWA.org](http://IUE-CWA.org)  
and

• the iue-cwa on •

## GE CONFERENCE BOARD

Update on GE Schenectady's Battery Plant: In April 2011, the G.E. Schenectady facility opened its new addition to the campus in Building 66. This state of the art battery manufacturing business was designed to be the hub of the G.E. transportation industry and to include approximately 300 hourly jobs operating on a three-shift schedule. Through intense negotiating between G.E. and IUE-CWA Local 301, it was agreed that the competitive wage scale be implemented to ensure that this \$100 million dollar investment be granted. This stand-alone business impacted our community in unprecedented ways. To date, 241 hourly jobs have been created, with an impact to exceed 300 by mid-year. This new building, which is the size of four football fields, has been renovated

from an older assembly building to its current pristine condition, and holds endless possibilities for manufacturing increases. If it were not for the foresight of the leadership of Local 301, this opportunity would not have been possible.

Now, because of this success story, G.E. is willing to add an additional \$70 million in investment capital to help this business grow. The bottom line is that new jobs for the community mean more families with medical benefits, job security, and peace of mind. Our schools are full, restaurants are flourishing, and empty homes are being sold. These are just a few more reasons why we are proud to be part of an IUE-CWA Union team that recognizes how critical it really is to take care of others.

*Bob Santamoor, Chairman*

### New Officers

#### Local 1177 Fallon, NV

President - Bill Richardson; Vice President - Don Cotton; Treasurer - Dave Allen; Recording Secretary - Justine 'April' Gonzales; Sergeant-at-Arms - Jerry Lytal; Trustee(s) - Mike Golding, Al Mathern, John Shelton; Chief Steward - Andrew Howells

#### Local 1081 DeKalb, IL

President - Kathy L. Brown; Vice President - Cheryl Anaya; Financial Secretary - Vonda Lopez; Recording Secretary -

Nancy Aldis; Trustee(s) - Dawn Klassen and Susie Finnestad; Chief Steward: (1st) Dale Strausberger (2nd) Pat Oladipupo; Chief Steward at Nehring Electric: Pablo Zelaya

#### Local 144B Latrobe, PA

President - Steve Tulenko; Business Agent - Joe Kohuth; Vice President - Colleen Stiffler

Treasurer - Joe Kohuth; Recording Secretary - Steve Tulenko; Sergeant-at Arms - Colleen Stiffler; Chief Steward - Larry Wilson



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

JIM CLARK  
President

ROGER DEEL  
Director, Region 8

JOE GIFFI  
Director, Region 3

TONY HAYS  
At-Large, Region 8

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Conference Board

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WILLIE THORPE  
Director, Region 7

JAMES WINSHIP  
At-Large, Region 7

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## IUE-CWA REGION NEWS

### REGION 3

IUE-CWA Region 3 consists of all the IUE-CWA Locals in the Northeast part of our country, all the New England states, New York, New Jersey and part of Delaware. This being the first of our Director's reports, I thought I would start with the bad news and catch everyone up on the past 10 years about Region 3.

The past decade has been very difficult for us. There has been what seemed to be a concerted effort on the part of many employers to "take on the Unions," with a "draw a line in the sand" mentalities. We have experienced the most Labor Actions in the entire CWA. We have had five strikes, three lock-outs and have had to negotiate Effects bargaining for the closure of 48 plants (2 more pending). The closures have been the result of companies moving south or consolidating, leaving the U.S. (mostly to Mexico & China) or simply closing their doors for good. In Region 3 alone, this amounted to a loss of approximately 9000 members.

**Now the good news!** Things seem to have bottomed out and are coming back around. We have only had a couple of closings in the past 12 months. Because of our previous strong stances, great financial support from the CWA funds and what appears to be substantial turnover in many management ranks, there is a growing willingness to negotiate rather than insist on "take it or leave it concessions." By no means has it gotten "easy" but we have even been able to create some decent relationships with some of the "anti-union law firm" attorneys.

Our hope and goal now is to rebuild the Unity, Pride and Strength of our local unions and to eliminate those built-up fears of "Will they close us?" which we see at the bargaining table and ratification votes. We need every member to truly be an active participant in their local and show our Pride in being UNION!!!!

*Joe Giffi, Region 3 Director*

What's going on at your Local? Send us your story:  
[thebolt@iue-cwa.org](mailto:thebolt@iue-cwa.org)

### REGION 7

2012 was a very busy year for Region 7 and we're looking forward to 2013 being even busier, as we have a number of local union contracts expiring. The staff and I look forward, as always, to the challenges we face together and working toward the resolutions that best benefit our members and their families. In April, we will have our IUE-CWA Division Conference and the CWA Convention. Training workshops will be available, and I look forward to seeing many of you there. The convention is always full of excitement, with our sisters and brothers coming together to do the business of our union.

**Contracts** --Region 7's excellent staff and local union officers work together to reach the best bargaining agreements possible for our members. We currently face new contract negotiations for many of our locals in Region 7, and as everyone is well aware, negotiations can be a very difficult time for local unions, especially in these tough economic times. We started off the year on a good note with new contracts ratified at Locals 84765 in Cincinnati, Local 88612 in Coudersport, PA and at Jackson Gear in Manor, PA, which is part of amalgamated Local 88643. I would like to congratulate the local committees and Staff Reps, Todd Viars, Joe Katula and Bob Sutton on doing a good job in reaching agreements at these locations.

**Training** --President Clark offers educational meetings throughout the year to our local unions to help keep them informed and well-trained so that they can provide the best possible representation for our local membership. Keep the training meetings marked on your calendar as they become available and have your locals attend them; they are very informative.

**Showing Unity** As you know, both Indiana and Michigan are now Right To Work (For Less) states and that legislation is affecting our brothers and sisters in Region 8. The state of Georgia, which is part of Region 7's area, has been a Right To Work state for a long time. Despite that anti-union legislation, Local 190 in Rome, GA has a 98% union membership! Because of their success, President Clark asked local president,

### REGION 8

IUE-CWA Region 8 represents members in all states west of Ohio, from Indiana to California, and south through Texas. In all, there are twenty-six states in Region 8, although we don't have members in every state. Region 8 members work for a wide variety of employers; we represent employees ranging from Nurses in MI to cemetery workers in TX. Our members manufacture lawn mowers in MN, helicopter transmissions in IL, and mattresses in CA and IN. Our members also make products for the military in Ft. Wayne, IN and service the Navy jets in Fallon, NV. Region 8 is serviced by seven staff reps who are dedicated to serving our members throughout this vast area. The staff reps in Region 8 are Art Mitchell and Howard Foshinbaur in Illinois, Ann Hodges in Wisconsin, Doug Williams in Minnesota, Jim Cathcart in Missouri, Rudy Rodriguez in Texas and Eric Benjamin in Nevada. Art Brown (working on a part time basis) services locals in Indiana and his

Send us nice photos of your Local's activities!  
[thebolt@iue-cwa.org](mailto:thebolt@iue-cwa.org)

### REGION 7

continues

Rex Rains, and chief steward, David Bratcher, to speak to our locals in Indiana and Michigan this past January. Rex and David did a great job giving the Region 8 members insight, answering questions, and recounting their experiences retaining members in a right to work state. Thanks to Rex and David for providing an excellent example of what this labor union is built upon -- members offering a helping hand to Union brothers and sisters.

**Other news:** Staff Rep, Bob Sutton helped some future labor leaders in the Boys Scouts earn their labor badge in the Warren, Ohio area this past January by giving their troop a lesson in the history and importance of the labor movement for working families in our country. It would be nice if all of our youth were given a lesson in the importance of labor unions and how they help to secure equality, workers' rights and job security for working families!

*Willie Thorpe, Region 7 Director*

home state of Michigan. Obviously, serving this area requires a lot of travel that takes our reps away from their home and family. That sacrifice demonstrates their commitment to the members they serve.

**Congratulations to Gary Gardner**, our staff rep who just retired on February 28<sup>th</sup>, after 30 years of service to IUE-CWA!!!! Gary lives in Indiana but he has worked with locals across the country. Gary leaves with the respect and admiration of our members and his fellow staff. He will be missed by all of us.

### COLLECTIVE BARGAINING

Our staff spent a great deal of time in negotiations last year and had good results in many locations. We also faced difficult challenges with some companies, regarding health care costs and pension plans. Negotiations were made more difficult in Indiana and Michigan where "Right To Work (For Less)" legislation passed in 2012. One of the toughest negotiations took place in Attica, Indiana, represented by Local 84950. The company proposed to eliminate the members' right to pursue discrimination claims through the courts and confine the employees to arbitration. They proposed mandatory overtime and demanded we freeze the pension plan and replace it with a 401(k) with a small contribution. They demanded changes in the health care insurance that shifted more cost to the employees. They also proposed to eliminate an incentive pay plan. The Union rejected many of these demands and eliminated some of them but ultimately, the members made a very difficult decision to ratify the Agreement that included some of the changes.

### EDUCATION

President Clark is committed to moving this Union forward through education and communication. In the coming months we have educational opportunities at the Division Conference and at training sessions within Regional areas that are convenient for our locals. I encourage all of you to attend the Division Conference and any educational classes available.

I look forward to seeing all of you at the Division Conference!!

*Roger Deel, Region 8 Director*  
Proud member since 1977

## IUE-CWA Legal Department Update

By Lela Klein, IUE-CWA Attorney

The last year has seen some positive developments in labor law by the National Labor Relations Board (NLRB or "Labor Board,"), the federal agency in charge of enforcing labor law. Recent Board cases have seemed more in tune with the real experience of unions and working people. These cases can have a real impact on IUE-CWA locals and members.

For example, in a case called *Piedmont Gardens*, the NLRB overturned a long standing rule that unions could not obtain witness statements taken by the employer during discipline investigations. The Board determined that witness statements are no different than other types of relevant information that the union needs in order to process member grievances. Under its new test, the NLRB will balance the union's need for the information against "any legitimate and substantial confidentiality interest established by the employer." This new access to witness statements will be very helpful for IUE-CWA stewards and staff when we process member grievances. Note that even if there is a legitimate confidentiality concern, the employer must accommodate the request by redacting (blacking out) the confidential information or by asking the union to sign a confidentiality agreement.

Unfortunately, in a setback for working people, the U.S. Court of Appeals for the D.C. Circuit made a ruling in January that calls into question the validity of the above decisions and other decisions made by the Labor Board since early 2012. The NLRB is comprised of five members appointed by the President who must be confirmed by the Senate. The Board needs at least three members in order to issue decisions. Motivated by a desire to obstruct the more pro-worker Board, Senate Republicans have consistently refused to confirm President Obama's appointments to the NLRB. In January 2012, because of the expiration of the Board members' terms, this obstruction would have left the Board with only two members. To avoid this, President Obama exercised the

Presidential Constitutional authority and appointed two Democrats and one Republican to the Board through a process known as "recess appointment" — a method of side-stepping Senate approval when the Senate is not in session. A D.C. Federal Appeals Court ruled that President Obama did not have the authority to make these recess appointments to the NLRB. If the appointments are not valid, none of the decisions the Board issued would be valid. Thankfully, this is not the last word on this issue. Many see the Court's ruling as seriously overbroad. By the Court's logic, more than 300 recess appointments made by Presidents Reagan, Clinton, Obama and both Presidents Bush would have been invalid — including 141 appointments made by President George W. Bush alone! The Supreme Court will weigh in, though possibly not until 2014. Because the D.C. Circuit is not the final word, the recess appointees remain in their jobs, and the NLRB remains open for business while the recess appointment issue works its way through the other appeals courts and to the Supreme Court. Stay tuned.

*The IUE-CWA Legal Department is pleased to welcome new IUE-CWA Attorney Lela Klein. Lela comes to us from the SEIU Legal Department, where she provided counsel to organizing campaigns and the union's worker mobilization programs. Before working at SEIU, she was a staff attorney at James & Hoffman, P.C., a prominent D.C. labor firm.*



[iuetraining.org](http://iuetraining.org)

## The Trans Pacific Partnership Trade Agreement

By Heather Atkinson, Community Engagement Coordinator

### What is the TPP?

The Trans Pacific Partnership (TPP) is a massive trade agreement that is currently being negotiated by the U.S. government, and is poised to become the largest free trade agreement in the world. The U.S. is considering entering this agreement with a number of countries, including Australia, Canada, Chile, Malaysia, Mexico, New Zealand, Peru, Singapore

and Vietnam. What is more, this agreement could also act as a "docking agreement," allowing other Pacific Rim countries to potentially join over time, including Japan, Korea, China. The TPP has been dubbed "NAFTA on steroids," and the effects of this agreement could have major consequences for the U.S. economy and for workers. There are many indications that the TPP would lead to an increase in off-shoring of jobs, lowering of wages, and an erosion of collective bargaining agreements and other labor standards. Many other constituencies have deep

### "NAFTA ON STEROIDS"

concerns about the TPP, including environment, public health, faith, human rights and consumer protection groups. What's even more concerning is that, thus far, this trade deal has been negotiated largely behind closed doors, with a lack of transparency and access for labor and nearly all other interest groups. Only a select group of corporate interests have been given access to the negotiating texts.

IUE-CWA is taking action on the TPP, sending the message to Washington that we want transparency in the negotiation of this deal. On March 20th IUE-CWA held a joint workshop with the Sierra Club to discuss the impacts of this agreement on workers and the environment. We are also working to take action to send our message to Washington. If you are interesting in learning more about what you can do to act on the TPP, please contact:

Heather Atkinson  
937-424-0683,  
[hatkinson@iue-cwa.org](mailto:hatkinson@iue-cwa.org).

## Find the HIDDEN Bolt Win a \$60 Stinger Flashlight!!

Somewhere in this edition of "The Bolt," we have hidden the small lightning bolt from the IUE-CWA logo. Find the lightning bolt, fill in the form below, and email, mail, or fax it in, and you will be entered in a drawing to win a \$60 Stinger flashlight with the IUE-CWA Logo. Deadline for submissions is April 15th.

Name:

Street Address:

City/State/Zip:

Phone Number:

Page number where you found the bolt?

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

Mail to: Bolt Contest, 2701 Dryden Rd. Dayton, OH 45439  
Fax to: 937-298-2636 or Email the information to:  
[thebolt@iue-cwa.org](mailto:thebolt@iue-cwa.org)

## 2013 Martin Luther King, Jr. Day HOLIDAY OBSERVANCE



Philadelphia, Pennsylvania

Is there any more fitting place to be than the City of Brotherly (and Sisterly) Love to observe The MLK Holiday? Dr. King taught that we were to love, respect, and take care of one another. He also understood that Civil Rights and Workers Rights are one in the same. It is a civil right to have the ability to bargain for fair wages and safe working conditions. It is a civil right not to be discriminated against in the workplace because of your race, sex, age, creed, national origin, color, sexual orientation, or disability.



As Labor Unionist, we came together in the name of Dr. King and performed community services in schools, food pantries, Habitat Restores, and any other places that could use a helping hand. We stood and rallied with our brothers and sisters to support their fight for fair wages, to stop the closing of over twenty schools, and to stop the loss of jobs. We know that education is the true equalizer, and we have to compensate teachers and all workers who support public education. U.S. jobs have been sucked away to Mexico, China, and anywhere corporations can exploit workers, workers like you and I. Had it not been for people like the women who told us their stories of abuse during the civil rights struggles, there would have been no victory, and no change. Sisters and Brothers, we were reminded at this event that if we do not stand together and stand strong against those who want to roll back all that has been fought and died for, we as Labor Unionist will be no more! This is the time, and this is the place. We have to stand strong hand in hand and arm in arm, shouting loud and clear--WE WILL NOT BE MOVED. WE WILL NOT BE TURNED BACK. WE WILL NOT BE BROKEN!

By Penny Franklin  
President, Local 160

## READY TO BUY OR REFI?

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Whether you're looking to buy your first home, your next home, or refinance your current one — we're committed to helping you achieve your homeownership goals and stay comfortably in your home for years to come.

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- UNIQUE HARDSHIP ASSISTANCE



[UnionPlus.org/Mortgage](http://UnionPlus.org/Mortgage)

03/13



Let's Get to Work:  
Climate Change, Infrastructure,  
and Innovation

IUE-CWA members are building our clean energy future. Join us at **Good Jobs, Green Jobs 2013** — April 16-18 in Washington, D.C. — for America's largest discussion on how to create good, family-supporting jobs by building a stronger, cleaner American economy.

Register today at:  
[www.greenjobsconference.org](http://www.greenjobsconference.org)



The IUE-CWA Lean High Performance Workforce program is a critical tool companies can use to stay competitive in this global economy. What differentiates our Lean program from others is that the union has a role, the employer listens to employees, the goal is to increase skills and maintain decent jobs with decent wages. We believe that the union can become a resource, not only for workers via training and certification, but also for employers who want to stay in the United States. Through this process we increase job security and keep jobs in the U.S. We have saved jobs that otherwise would have been lost, and added new jobs after "leaning down" a facility. Interested in bringing the IUE-CWA Lean High Performance Program to your facility?

>>> Email Tommy Thurston at [tthurston@iue-cwa.org](mailto:tthurston@iue-cwa.org).

# HEALTH & SAFETY

## Safety 4 U: Slips, Trips, & Falls Prevention

Slips, trips, and falls account for many industry incidents. It should be obvious to any business that keeping your workforce healthy and working is preferable to having them injured, recovering or deceased. But each year 10% of accidental deaths and thousands of workers are injured after falls. Many of these involve ladders.

### How do falls happen?

The majority of falls happen on the same level resulting from slips and trips. The remaining are falls from a height. There are many ways to fall including moving too far off your center of gravity or losing your balance. Most falls involve one or more of the following factors: housekeeping, surfaces, footwear, visibility, makeshift ladders, lack of, faulty or misuse of equipment, and mishaps while climbing up and down stairs or ladders.

### Housekeeping

Good housekeeping might include:

- Keep debris from operations or packaging picked up
- Keep floors clean, dry and oil free and free of protruding objects such as nails or holes
- Use of signs to warn others when cleaning or weather conditions cause wet surfaces
- Treat snow or ice covered walkways
- Providing proper egress between workstations, aisles and walkways
- Keeping electrical wires and air hoses from becoming trip hazards
- Visual markings identifying uneven surfaces such as steps and ramps

### Footwear based on recognized hazard

- Steel toes to protect against dropped objects
- Oil resistant soles to reduce the chance of slipping on oily or wet surfaces
- Lugged soles and heels to prevent slipping in muddy or wet outdoor areas
- Angle high boots to stabilize the foot on rough ground

### Visibility and distractions may include

- Blind spots
- Lack of or low lighting
- High industrial vehicle areas

### Prevention tips:

- Practice safe walking skills. If you must walk on slippery or wet surfaces, take short steps to keep your center of balance under you, and move slowly
- Clean up spills right away
- Don't let oil, dust, or debris accumulate on a shop floor around machinery
- Don't run up or down stairs or jump from landing to landing
- Use the handrails when provided
- Keep work areas well-lit. Change burnt-out light bulbs
- Report any potential condition if in doubt

### Ladder prevention tips

- Thoroughly inspect every ladder before use
- Choose the correct ladder for the job
- Remove all damaged ladders out of service
- Check where you are going to place the ladder. Ensure the surface is level and solid
- Don't place a ladder on boxes or blocks to make it taller
- Do not use a stepladder as a straight ladder in a folded and leaning position
- Maintain at least three-point contact on a ladder (2 feet and 1 hand)
- Don't carry tools and equipment when climbing a ladder-use a rope to pull them up in a bucket or pouch
- Stay within the side rails of a ladder; don't over-reach to either side
- Don't sit or stand on the top step or rung of a ladder
- Always get off a ladder before trying to move it
- Do not use a ladder as a work platform
- Tie off the top and bottom of an extension ladder when possible
- Set ladders up properly by using the 4 to 1 rule. Place the feet of a straight or extension ladder on foot away from the structure base for every four feet of ladder height
- Don't build makeshift ladders out of chairs, benches, or boxes
- Wear appropriate footwear for climbing a ladder
- Make sure there is only one person on a ladder at a time
- Check the ladder's condition before climbing. Don't use a ladder with broken or cracked rails or rungs
- Face front and use both hands as you climb
- Watch for people walking or working around where you place the ladder
- Never move a ladder while you or someone else is standing on it

### Accident root cause

It is all too common for incident reports of slips, trips, or falls to say: Remind the worker to be careful or Pay attention next time. This is not the answer or the root cause of an incident. Although, being aware is part of the solution.

- **Lack of fall prevention means members are one slip, trip, or tumble away from a deadly fall.**

The first step in prevention is to implement effective workplace safety training. This training must ensure workers are trained to recognize and address the hazards.

### Work at Working Safely

Preventing slips, trips, and falls is a task that depends on many factors — most importantly — you. You might not be able to change your workplace, but you can recognize and report dangers, work to eliminate hazards, and use safety devices and equipment.

# HEALTH & SAFETY

## Put Breast Cancer Out of Work!

By The BlueGreen Alliance's Charlotte Brody

When IUE-CWA President Jim Clark learned about a November 2012 study that showed that young women who make plastic automotive parts have a much higher rate of breast cancer, he took action.

Partnering with the BlueGreen Alliance (BlueGreenAlliance.org), IUE-CWA is gearing up to **Put Breast Cancer Out of Work**. This new campaign will educate IUE-CWA members about the workplace chemicals linked to breast cancer and other diseases and how we can move away from dangerous chemicals to safer alternatives.

Building on the innovative collaboration that created ChemHAT, the Chemical Hazard and Alternatives Toolbox (ChemHAT.org), Let's Put Breast Cancer Out of Work will focus on the occupational contributors to the disease that affects one in eight women in the

United States. Breast cancer is the leading cause of cancer diagnosis and cancer death in women around the world. Despite decades of research, the number of women diagnosed with breast cancer continues to rise, particularly among women under 50 who have no family history of breast cancer.

"Science is teaching us that breast cancer comes from a combination of causes not just one cause," said Debra Fisher, *Health and Safety Coordinator for IUE-CWA*. "If we can work with employers to reduce the occupational risks -- like exposure to vinyl chloride, styrene, BPA and phthalates -- we can do our part to lower breast cancer risk for our members and for every woman."

You can learn more about the important new effort from the BlueGreen Alliance's Charlotte Brody, who will speak at the conference next month.



## Workers' Memorial Day • April 28th

### Moving Tragedy into Prevention: A tribute to our injured, ill, and lost workers.

By Debra Fisher, IUE-CWA Health and Safety Coordinator

### IN MEMORY

*April 1, Michael Zwald, 39, an employee of Mersen USA in St. Mary's PA was operating a powered industrial truck~ died when the raised fork from another truck struck his leg, cutting a main artery. He was a member of Local Union 88502 in Region 3.*

*October 26, Marvin L. Bennett (Melvin), 46, an employee of Globe Metallurgical, Inc. in Selma, AL, was fatality injured when he fell from a 20ft. ladder leading to a tunnel. He was a member of Local Union 88693 in Region 7.*

*January 29, 2013, Leroy Hammond, 61, a 40yr employee of REA Magnet Wire in Fort Wayne, Indiana was fatality injured as a result of a workplace injury sustained while falling from a fixed ladder. He died two weeks later. He was a member of Local Union 963 in Region 8.*

In addition many of our members have suffered work-related injuries, illnesses, and near misses. I encourage you to remember these fallen members along with the thousands of additional workers killed and injured in the workplace over the past year.

On Sunday, April 28 pause to remember those who lost their lives on the job in the last 12 months and in years past. As we remember those who have died in workplace tragedies, suffered illnesses due to exposure to toxic substances or were injured because of dangerous conditions, this day of remembrance is also an opportunity to reflect on the need to rededicate ourselves to improving health and safety outcomes in the workplace for all workers. Many people say that unions are no longer necessary, but who will keep the pressure on employers who allow dangerous work environments to save a production dollar? When it comes to job safety enforcement it's clear that OSHA lacks sufficient resources to protect every worker adequately. Worker Health and Safety must be

recognized as a Value, not a priority. Priorities change and commonly on short notice, but values don't. Parading safety as an overriding priority means nothing; it will change based on the needs of the moment. Safety is a mindset, an attitude for everyone; it must be considered a core value instilled in our companies culture driving safe behavior.

**"14 workers die every day due to preventable incidents"**

Collectively we will intensify our efforts to eliminate workplace deaths, illnesses and injuries. Worker Health and Safety is our Value. The premise is simple; we put nothing ahead of workers health or safety. By creating a safety culture; we promote the maintenance of a hazard free work environment. So, on April 28, take action...request your employer to commit to a moment of silence for workers who've died on the job, fly the flag at half-staff for the day or maybe a lay a wreath at the flag pole, make April 28th a Safety Day to do some training, hold a candlelight vigil remembering the fallen workers--something to commemorate a day of remembrance of our brothers and sisters so they didn't die in vain.

## IUE-CWA • IN ACTION



President Clark addresses the GE Conference Board delegates on the topic of the TPP (Trans-Pacific Partnership) trade deal that is being negotiated behind closed doors in Washington, a trade deal that would allow U.S. corporations to accelerate the off-shoring of jobs. The delegates committed to assisting the IUE-CWA's fight against the TPP.



President Clark presents Eddie Huffman, Chief Steward of IUE-CWA Local 761 in Salem VA, a gold IUE watch in recognition of his thirty-seven years of union service to the IUE. Eddie plans to retire May 1st after forty years working for GE. Known to be a genuinely good guy, he will be missed!



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## RETIREE NEWS & INFORMATION

### *Hello, Retirees!*

My name is Keith Bailey, and I am the IUE-CWA Retiree Representative. My job is to support retiree clubs, your activities, and to be the liaison between your club and the IUE-CWA leadership. My office is located in the IUE-CWA Service Center and my phone number is 937-224-5219. Recently, I have been helping the Dayton area retiree clubs by providing speakers for their meetings on topics that meet the needs of our retirees. The Diabetes Association, Alzheimer's Association and the V.A. have made informative presentations and supplied retirees with contact information in case they need further information or help. I also encourage all our retirees to join the IUE-CWA Retired Member's

Club. The cost of membership is \$3 per month and for those retirees who still have dues check-off with their employers it can come out of your pension check or you can write a check for \$36 for the year. Your membership helps the IUE-CWA keep up the fight on strengthening Social Security, protecting and expanding Medicare coverage, gaining COLA adjustments, and maintaining affordable health care benefits. Whether it's retaining outside lawyers to fight a bankruptcy, renting a bus to take retirees to a state house, corporate office, court room or other locations where we will protest reductions of benefits, services or laws that hurt our seniors and retirees. Your continued financial support really does help. If you want more information on joining the IUE-

CWA's Retiree Membership Club you can call me.

I want to encourage your clubs to send me stories and photos so that we can highlight your activities in the IUE-CWA News and on our Facebook page.

*Look forward to hearing from you!*

*Keith Bailey*

### IUE-CWA Service Center

313 S. Jefferson St.  
Dayton, OH 45402

Keith Bailey 937-224-5219  
Kim Short 937-224-5217

### RETIREE BENEFITS

Hi All! I would like to introduce myself. I am Kim Short, the IUE-CWA Retiree Pension/Benefit Rep. I work out of the IUE-CWA Service Center and my telephone number is (937) 224-5217. Retirees-please feel free to contact me if you have questions or concerns regarding any of your benefits. Keep in mind that I am here for you, our retired members! I also handle far more than just your medical benefits. I can answer questions and help you with Life Insurance, Pension issues, and other concerns. So once again, please feel free to contact me. My hours are Monday through Friday 8:00 a.m. to 4:00 p.m. (Eastern Standard Time) I look forward to assisting you!

*In Solidarity,  
Kim Short*