The NLRB Crisis and Why we should Care

What is the National Labor Relations Board (NLRB)?
The NLRB is one of the most important institutions that protect workers' rights in our country. The NLRB protects collective bargaining rights, oversees union elections, prosecutes employers for Unfair Labor Practices, and can require reinstatement and back pay for workers who have been wronged.

The NLRB is currently broken—and workers are suffering as a result.

The corporate agenda for years has been to keep the NLRB from doing its job to protect workers. Corporate interests have kept the NLRB from functioning by getting legislators (who are in their pockets) to block the appointments of the members of the NLRB. Unless the NLRB has its five appointed members, it cannot function.

How this Hurts Workers
Take the case of Tyrone Riggs, a father of two with 14 years as a field engineer at CNN. Riggs and 110 other technicians lost their jobs when CNN created a phony organization, just to get rid of union-represented employees. The NLRB investigated and ruled against CNN. The NLRB ordered immediate reinstatement for Riggs and 110 co-workers, full back pay, and negotiation with NABET-CWA. CNN challenged the decision, now questioning the legal authority of the NLRB that ruled against them. In the meantime, Riggs has had to take minimum wage jobs with no medical insurance for his family. He got into debt, lost his home, and filed for bankruptcy. We need a functioning NLRB to bring justice for Riggs and the 110 former CNN workers.

What can we do
WE HAVE TO TELL OUR SENATORS: GIVE US 5 NLRB APPOINTMENTS NOW!

Call your Senators and ask them to confirm the 5 NLRB nominees. To find out who your Senators are, visit www.senate.gov.

The TPP Trade Agreement: A Threat to American Jobs
It’s Time to Say NO to the TPP!

What is the TPP?
The Trans Pacific Partnership (TPP) isn’t just some run-of-the-mill trade deal. This trade agreement, which is being negotiated right now by our Government, would be the largest trade deal in history. The U.S. is considering entering into this trade deal with over 12 other countries, including Japan, Malaysia, Mexico, New Zealand, Peru and Vietnam.

This trade deal would put us into competition for jobs with countries that pay pennies per day to their workers. The TPP would make it easier for companies to move their operations overseas, which could have a devastating impact on the U.S. economy, especially in manufacturing.

How the TPP will affect You
All signs indicate U.S. job losses if the TPP is enacted. Many of us experienced first-hand the consequences of NAFTA. The U.S. lost nearly 700,000 jobs because of the NAFTA trade deal. 60% of those jobs lost were manufacturing jobs. The TPP coming down the pipe, dubbed “NAFTA on steroids.” The U.S. manufacturing industry cannot withstand another hit like this.

Veiled in Secrecy!
The TPP negotiations have been shrouded in secrecy. Corporate lobbyists have been allowed to drive this deal, but labor advocates have been denied access. Corporations cheering on the TPP include Citigroup, JPMorgan Chase, Wal-Mart, and Halliburton. All journalists and public interest groups, and the majority of Congress have been denied effective access to the negotiating texts.

Who is Opposing the TPP?
Labor unions are up in arms about the devastating impact this trade deal would have on workers, but it’s not just labor that has a problem with the TPP. Environmental groups, family farmers, and consumer groups will be negatively affected by the TPP, and they are opposing it as well.

What you can do?
Call your legislators and ask them to oppose the TPP trade deal. Also ask them to VOTE NO on Fast Track authority which would give a green light to the White House to sign the trade deal, and take away Congress’ ability to amend it to protect workers.

In this issue
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NLRB CRISIS
TRANS-PACIFIC PARTNERSHIP
PRESIDENT JIM CLARK
HEALTH & SAFETY
MENTORSHIP PROGRAM
LEAN ENVIRONMENT
SCHOLARSHIP WINNERS
DIVERSITY REPORT
YOUR REGIONAL DIRECTORS
6 HOURS FROM BORING
RETIREE INFO

If you would like to get more involved concerning the NLRB Crisis & TPP please contact Heather Atkinson at 937-424-0683.

# the iue-cwa on
Welcome to the second edition of the IUE-CWA News “The Bolt.” We had a great response to the first edition, and I want to thank everyone for the great feedback. I also want to thank all of the IUE-CWA Locals that took part in a great Bi-Annual Division Conference and CWA Convention in Pittsburgh, PA this past April. At the IUE Conference, we elected our Executive Council and Trustees, and had great workshop participation by the locals. We will continue to have Divisional meetings in the off years (non-CWA Convention years), and we are already negotiating a Division meeting/Local training opportunity in Orlando in June of 2014. We are planning to subsidize the room expenses for locals who attend next year and hopefully will get a large turnout. We will get a “save the date” notice out to you as soon as we finalize the arrangements.

The current crisis concerning the National Labor Relations Board affects workers across the country, and IUE-CWA has been taking action on this issue. The NLRB is one of the most important institutions that protects workers’ rights in our country. The NLRB protects collective bargaining rights, oversees union elections, and prosecutes employers for Unfair Labor Practices. The bottom line is that without a functioning NLRB, workers’ rights are unprotected. Some of our IUE-CWA locals have been showing leadership by taking action—making calls and sending letters to their Senators to demand that they confirm the President’s NLRB appointments now. For more information, please see the article on the NLRB in this edition of The Bolt.

The Transpacific Partnership (TPP) Trade Agreement could be one of the most damaging trade deals in history for the U.S. manufacturing industry. This trade deal is bigger than any that have come before it, and includes countries like Japan, Vietnam and Malaysia. The TPP will make it easier for the U.S. to ship jobs overseas, and the first ones to go will likely be manufacturing jobs.

Low-wage workers in other countries will replace our manufacturing workers so that companies can turn a bigger profit. This deal is still being negotiated in back rooms in Washington, and we have a chance to tell President Obama and our legislators how bad this will be for our economy and for American workers. Help stop TPP! For more information on how you can get involved, see the TPP story on the front page of this edition.

I have decided to have Regional trainings this summer in all three IUE Regions and for the GE Conference Board. This will give the locals in each region the ability to network with other locals and staff in their areas. The Regional Directors chose locations based on the needs of their regions. The call letters are out for all three regional meetings, and the GE Conference Board will be sending out their notice soon. I encourage locals to take advantage of this local training opportunity. If you need additional information, please contact your staff rep or the headquarters in Dayton.

The year has been going quickly as we work to improve and expand training opportunities, plan a Diversity Conference, expanded our Treasure Hunt and LEAN programs, roll out our Mentorship program, and work on building strong coalitions with partners who will, in turn, support us on issues like NLRB and Right to Work For Less. We are also finalizing the training and support structure for our locals with the changes in the Affordable Healthcare Act.

Unfortunately, even with all we have going on, our budget for our fiscal year starting June 1st has been cut by over $200,000. Challenging as it is, our IUE-CWA Staff always finds a way to tighten the belt and make it happen. It’s great to be IUE-CWA!

At this year’s Division Conference in Pittsburgh, President Clark unveiled the IUE-CWA’s innovative new mentorship program aimed at identifying and training the next generation of union activists. In its first year, this program will select 5-10 younger members and pair them with established local leaders for an exciting year-long mentorship and labor education program.

IUE-CWA is currently seeking younger members to become participants in this exciting program.

Benefits of this program include:

- Invaluable one-on-one training from experienced union leaders;
- A national-level view of union democracy in action;
- Participation in exciting union events held throughout the country.

Each month, these young leaders will engage with labor’s past, its present, and its path forward using tools like labor movies, speakers, Facebook and discussion groups. Most of the program will take place in the mentees’ own communities through distance-learning, but on up to four occasions, the union will bring the participants together at one of IUE-CWAs many national meetings or trainings. Ultimately, they will learn to become active in their own Locals and in their own communities. More importantly, they will have the opportunity to take part in shaping the future of the IUE-CWA and the broader labor movement.

There is no set age limit, but applicants should be among our younger members, approximately 40 years old or younger. Applicants must have been a union member for at least one year, and must be willing to travel four times over the next year for meetings, with plenty of advanced notice to schedule and expenses paid by the IUE-CWA. Preference will be given to members who are not officers, and who have never attended a national meeting or training. Women and members of color are encouraged to apply.

To obtain an application and a more detailed program description, please call or email Helen Kalbaugh at hkalbaugh@iue-cwa.org or 937-298-9985. Applicants must be endorsed by their Local (locals may endorse more than one applicant) and applications must be postmarked, emailed, or faxed by August, 16th 2013. We look forward to this opportunity to meet the best and brightest young folks from our Locals, and to ensure that the future of our movement is in good hands. Please spread the word to those you think might be interested!
In an ever-changing global environment marked with fierce competition, one of the most challenging concerns we face is how to ensure our job security. In 2007, President Clark implemented a “LEAN HIGH PERFORMANCE” Program, as a means of addressing job security issues and providing an opportunity for our members to be more involved in the business, to improve their working conditions, and to help the overall health of their Company.

In this issue of the BOLT we are highlighting one of our Locals that has been involved in the IUE-CWA LEAN HIGH PERFORMANCE Program. Local 648, in Hermitage, Pennsylvania represents about 220 members who work for CCL Container. CCL Container is the largest producer of impact extruded aluminum packaging production in North America, producing approximately 600,000,000 units a year.

In 2010, the Local and the Company agreed to work together to improve their processes and the viability of the Company. They reached an agreement that both parties would embrace the idea of “continuous improvement” and work to develop an attitude of “positive change” to give CCL a competitive edge in the marketplace. As a part of their commitment to the process, a full time hourly position of Continuous Improvement Coordinator was created. This individual was trained on LEAN ideals and principles and was charged with the task of compelling the “Continuous Improvement” process in the right direction.

With the help of the IUE-CWA LEAN HIGH PERFORMANCE Team, many Local Teams have been implemented to improve the processes in the Value Added and Non-Value Added areas of the plant. There have been noted improvements in the areas of changeovers, storeroom and supply chains, rework, and environmental issues. We also made great strides in furthering understanding of the need for change. Our improvement teams now come from the shop floor, because our front line workers know the processes better than anyone in the facility. Operator input is an invaluable part of this process!

Over the past three years, the IUE-CWA has provided CCL with the tools to eliminate waste in the work place, helping them understand what is at stake in today’s environment, and made it clear that a “paradigm” shift, “doing something different,” can give people a fresh start.

All of the employees at CCL, Union and Management have been through the Lean program. They have gone through some ups and downs to get where they are today, but with the help of the IUE-CWA LEAN Program, they know they are improving their job security and the quality of life for all of the members.

Mike Comick and his parents, Ted and Muriel Comick, were chatting over the dinner table at their family home in Watertown sometime in March. Mike was a new police officer on the Watertown force, having just graduated from police academy in December. Mike was thinking out loud about his future and mentioned that he’d like to spend a few years on the home town force and then maybe apply for work in the Boston Police Department because “they pay better...and the work is more interesting.”

Mike was called in as back-up and, as he later told his parents, “There were bombs and bullets everywhere. I’m lucky to be alive.” Asked the inevitable question about how he felt during the shoot out, he said, “Sure I was scared, but I was also determined that these bastards weren’t going to get my fellow officers.”

Mike was also involved in the immediate chase and subsequent hours of house to house searching. In many ways the search was even more nerve wracking than the initial firefight because, “We had no night vision equipment, just normal patrol vest, no helmets, and these guys had shot to kill us and they had bombs. We had to deal with very frightened neighborhood families, with elderly who couldn’t leave without medications, and young confused children.”

Around dawn, Mike and the other six Watertown officers, who had faced armed terror and tripped, were relieved from duty. In the ensuing weeks they have received commendations, honors, and thanks. Mike’s parents are happy just to put the “boring” back in Watertown.

IUE-CWA is proud to have members like Ted Comick among us! You raised a fine son!
IUE-CWA SCHOLARSHIPS

Kelsey Alfermann
James B. Carey
$1,000
Nursing
Maryville University of St. Louis

Daughter of Wayne Alfermann
CG Power Systems, IUE-CWA Local 1114
Washington, MO

I am grateful for the union because it allows me to achieve my dream of becoming a Pediatric Oncology Nurse Practitioner.'

Alyssa Foley
James B. Carey
$1,000
Psychology
Lynchburg College

Daughter of Timothy Foley
Excella
IUE-CWA Local 162
Roanoke, VA

'My work environment will be safer as a result of what the labor movement has done in the past, present and will do in the future.'

Alyssa Brown
James B. Carey
$1,000
Gerontology
Miami University in Oxford

'Son of Anjanette Brown
Behr Dayton Thermal Products
IUE-CWA Local 775
Dayton, OH

'I understand the importance of being fair, working hard, giving back and helping others.'

Need Help Paying for College Next Year?
IUE-CWA Scholarship opportunities will be available to make paying tuition a little easier. Information on 17 different IUE-CWA Scholarships ranging from $1,000-$3,000 will be posted in the next edition of "The Bolt" and also on iue-cwa.org in October.

"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."

The Bolt IUE Division News continues after the CWA News >>

Erica Bauer
James B. Carey
$1,000
Information Technology
Slippery Rock University

Daughter of Thomas Bauer
GE Sensing
IUE-CWA Local 502
St Marys PA

'Because of safety regulations, I can watch my dad leave for work and know he has low odds of getting hurt.'

Alex Brand
Bruce Van Ess
$2,500
Electrical Engineering
Wright State University

'Son of Brand Crown Beverage Packaging, IUE-CWA Local 775
Dayton, OH

'Unions help ensure that members receive fair wages, better benefits, job security and seniority privileges.'

Brianna Colbert
Sal Ingrassia
$2,500
Kinesiology
Penn State (Altoona)

'Daughter of Steven Colbert
CCL Container
IUE-CWA Local 648
Hermatle, PA

If the labor movement is strong when it is time for me to enter the working world then the economy will be in better shape when I have my own family.'

Messeret Kebede
David Fitzmaurice
$2,000
Mechanical Eng.
Bucknell University

Daughter of Kebrom Kebede
General Electric
IUE-CWA Local 201
Lynn, MA

'A substantial amount of our working rights have arisen from the hard work and commitment of labor unions.'

Son of Victor Fox
BAE Systems
IUE CWA Local 901
Fort Wayne, IN

Meghan Lupole
George Hutchens
$1,500
Composition & TESOL
Indiana University of Pennsylvania

Son of Mark Friedman
General Electric
IUE-CWA Local 301
Schenectady, NY

'The gifts and passions we possess were meant to be shared with others especially if we have helps to make someone else’s life better.'

Dalton Gennocro
James B. Carey
$1000
Civil Engineering
Penn State Erie / The Behrend College

Son of Darin Gennocro
Osram Sylvania
IUE-CWA Local 101
St Marys, PA

'Without the labor movement, working conditions and the work place would be completely different.'

Joseph Hines
Robert L. Livingston
$1500
Biology
Baldwin-Wallace

Son of Jon Hines
CCL Container
IUE-CWA Local 648
Hermatle, PA

'The union keeps my father’s working environment safe, protects his wages and keeps them fair.'

Meghan Lupole
Robert L. Livingston
$1,500
Information Systems
University of Maryland Baltimore County (UMBC)

Son of Wayne Pike
B-Way
IUE-CWA Local 729
Cincinnati, OH

'For me, the union means a family, a home, and a life in which I know I can provide for myself and my family.'

Dena Faust
James B. Carey
$1,000
Psychology
IUE-CWA Local 111
Newman, IL

'because of safety regulations, I can watch my dad leave for work and know he has low odds of getting hurt.'

Meagan Faust
Robert L. Livingston
$1,000
Information Systems
University of Maryland Baltimore County (UMBC)

Son of Jon Hines
CCL Container
IUE-CWA Local 648
Hermatle, PA

'My work environment will be safer as a result of what the labor movement has done in the past, present and will do in the future.'

Chelsey Robinson
Wille Rudd
$1,000
Accounting
Rasmussen College

Daughter of Larry Robinson
General Electric, Retired
IUE-CWA Local 761
Louisville, KY

'In my family's case, the union may have made the difference between life and death.'

Alyssa Brown
James B. Carey
$1,000
Gerontology
Miami University in Oxford

'Son of照照
Behr Dayton Thermal Products
IUE-CWA Local 775
Dayton, OH

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Campbellsville University

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'In my family's case, the union may have made the difference between life and death.'
IUE-CWA Locals and Employers Join Forces on Worker Health and Safety

SUMMER 2013

The tragic fall at Rea Magnet Wire Company Fort Wayne, IN should serve as a reminder that although safety requirements may be implemented in accordance with national consensus standards and industry practices, there may still be room for improvement. In almost every industry, there are areas where workers are subjected to fall hazards. The reason incident investigations are conducted is to recognize what happened, how it happened and recommend what needs to be done to prevent re-occurrence. Local 963 and Rea Magnet Wire Company recognized that even when all the “rules” are followed, there may still be better ways to implement safety practices to prevent an incident. Machine operators are working with plant engineering and area managers to design safe and convenient improvements based on findings of joint safety assessments of all ladders and platforms. The example to the right shows how straight ladders are being replaced with stairways where possible. Thank you to all of the Local 963 members and management for your attention to prevention!

Coalition of Black Trade Unionist Convention

Diversity Report

Diversity Co-Chairperson Penny Franklin and I attended the 42nd annual convention of the Coalition of Black Trade Unionist (CBTU) May 21 – 27, 2013 in Orlando, Florida. There were over 1,000 members, retirees, and guests in attendance. CBTU was formed in 1972 “to be an independent voice of black workers within the trade union movement, challenging organized labor to be more relevant to the needs and aspirations of Black and poor workers.”

In 2012 Terrance Melvin was elected as the new president to guide CBTU into the future. President Melvin presided over this first convention that could be viewed via live webcast. During the convention, I was able to email and tweet this information to my members. President Melvin promised in his opening speech “to be the best Terry Melvin, CBTU president and Labor leader he can be,” and he challenged each CBTU member to work at the convention and work in our local chapters for the improvement of all working people. He stressed that we cannot become complacent and drop our guard. There is always a need to fight for jobs and justice! The CBTU convention was a smorgasbord of speeches, panelists, resolutions and workshops, with a little Zumba and line dancing thrown in to keep us moving. Two panels which left a big impression on both Penny and me, were the panels on immigration and organizing. One of the speakers was a 22 year old woman of Jamaican descent. She explained how she is undocumented because her parents brought her to America for a better life when she was a young child. She talked about her middle class upbringing and how she didn’t know she was different than her peers until she began to hit the normal teenage milestones. When her peers were excited about getting their first jobs and drivers’ licenses, her mother told her that she did not have the right papers to participate. When it was time to go to college, she was not able to attend with her peers. All of the speakers on this panel had heartbreaking stories which helped the attendees understand that immigrants are not to be vilified. As one speaker stated, “Unless you are a Native American, then your ancestors came from somewhere else.” The speakers on the organizing panel were line workers from a poultry processing plant, one of the most hazardous/injurious jobs in America. They rode fifteen hours on a bus to attend the convention and present their information. Which focused on organizing the plant based on worker safety. We both learned a wealth of information and look forward to incorporating that information into the work we do with our locals and IUE-CWA. To watch the webcast of the 42nd annual convention or for more information on CBTU accomplishments, political involvement and union activism go to cbtu.org

If your local is interested in starting a safety committee or have a safety program you would like to share, please email dfisher@iue-cwa.org with details.

BEFORE

AFTER

WEBINAR: UNDERSTANDING FALL HAZARD RISK

Thursday, August 22, 2013, Noon EST

For more information email Debra Fisher - dfisher@iue-cwa.org

RIGHT TO WORK

$4 FOR LESS

COMING TO OHIO

As many of our brothers and sisters have already experienced first-hand, extremist interests are pushing “Right to Work” for Less laws all across the U.S. We’ve seen this rear its ugly head most recently in Michigan and Indiana, and now the extremists have their sights set on Ohio. The same people who were behind Senate Bill 5, which attempted to dismantle public collective bargaining in Ohio, are at it again. This time they are moving to put “Right to Work” for Less on the ballot. Unfortunately, it is not a matter of if, but when, “Right to Work” for Less will be put on the ballot by these extremists in Ohio. IUE-CWA is standing with our labor allies to educate our members and our communities about the disastrous effects of “Right to Work” for Less laws. In “Right to Work” for Less states, families make an average of $6,437 less per year, and workplace fatality rates are 36% higher. We will be “all in” in this fight, and we will keep you posted on our efforts to combat “Right to Work” for Less in Ohio.

Want to get involved? Contact Heather Atkinson at 937-424-0683
Since the last issue of the BOLT, Region 3 has been doing much better in regards to settling contracts and grievances. Though there was one announced closure, luckily it was a very small unit. Between our Staff Reps. Mike Horvath, Mike Rusinek, Ed Oakley, Keith Sweeney, Pete Wickersty and the several Self Service Local Officers, we have had very good success in securing solid long term contracts. Production is reportedly up in most locals and we even have the most welcome news of several spots that are hiring. Hopefully we and this Country are finally turning the corner.

The IUE-CWA Annual Conference last month was terrific and it was great to meet and talk with so many new delegates along with all the old friends. I strongly encourage every local to somehow get representatives to the upcoming training sessions. Things are changing so much and so fast in the law and health care that we are doing a great disservice to our members if we don’t stay in touch with the information and each other.

Each quarter I will try to highlight at least one of Region 3 locals. Here are a couple to start it off:

**IUE-CWA Local 22485**
Amalgamated local in Upstate NY, 3 units, serviced by Staff Rep Mike Rusinek
Local 22485 represents the workers at Lapp Insulators, LLC, PCore Electric (a division of Hubbell Power Systems), and Pulsafedder Inc. (a division of Idex Corp.). Lapp was founded in 1916 by local LeRoyan, John Lapp and at one time owned both Pcore and Pulsafedder. Lapp manufactures high voltage porcelain insulators for the transmission and distribution of electric power. They currently have 130 hourly and salaried employees in LeRoy, New York, 1400 worldwide. They are currently hiring both hourly and salaried employees. Pcore assembles porcelain bushings that are used in large electrical transformers and switches. They currently have 40 union employees and are hiring 3 or 4 more. Hubbell Power Systems employs 14,000 worldwide. Pulsafedder was also sold off by Lapp in the early 70’s. They build a wide variety of water, chemical, and oil pumps that are shipped throughout the world. They currently have a stable union workforce of 48 located in Henrietta, New York.

These are the current three units of IUE-CWA Local 22485. We continue to have monthly meetings and carry on good union traditions that have been well established going back to 1944.

**IUE-CWA Local 102 FW**
Steinway Pianos, serviced by Staff Rep. Mike Horvath
Local 102 FW United Furniture Workers, representing 300 Union Workers located in Astoria, New York, have recently negotiated a new three year contract. They manufacture the world’s finest pianos at Steinway and Sons. The Local Executive board voted to issue union shirts before negotiations started to have members help show support for the negotiation committee.

The Union negotiation committee did an outstanding job of keeping the Health Care costs under control. With a substantial wage increase, they were also able to negotiate that the company would fund the pension recovery plan. The company used to subcontract the polyester finishing, which is now being performed at the Astoria, New York plant.

**Help to Secure our Union**
Why the NLRB is important: The NLRB enforces and protects workers’ rights to act collectively – to form unions and bargain for better wages, benefits, and working conditions. It can require reinstatement, back pay, and other remedies. It can force employers to engage in serious bargaining and provide necessary data to represent our members. We need all of our local union officers and our members to keep pressure on Congress and our U.S. Senators to have a full functional Board of 5 members. Please help protect yourself and your union rights! Demand that your elected representatives in congress and U.S. senate act now! See our cover story by Heather Atkinson for more information and get involved.

**Recording Secretary Jeff Freeman, President Sam Fili, Treasurer Mike Myers and Chief Steward Ron Stackhouse from Local 22485 discuss grievance resolutions in their office at Lapp Insulators.**

**Penny Franklin speaking at the Division Conference about the Diversity Council.**

**Fellow Sisters and Brothers,**
It was very nice to see so many of you at our IUE Divisional Conference Meeting and CWA Convention in Pittsburgh, PA. Those who attended know that we had a great time during the meetings and in the educational classes that many of you participated in. The classes were very packed with useful information and it seemed like everyone enjoyed them.

President Clark held a wonderful reception. I didn’t know we had so much talent and so many great dancers in the IUE-CWA.

**Negotiation News**
Our staff is continuing to have negotiations with our Region Seven Locals on new contracts. They really are doing an excellent job working with our Locals and their bargaining committees. Congratulations to the following Locals on ratifying new contracts -
Local 743 Leggett & Platt in Kentucky ratified a new five year contract. Local 745 Walker Magnet Columbus, Ohio ratified a new four year contract, and Local 643 Morgan AM&T ratified a new 42 Month Contract. Congratulations to Staff Reps Gary McGuire, Bob Sutton and Todd Viars, and to the Local Officers and negotiating committees on reaching these new agreements for our members.

**In Solidarity, Joe Giffi**

**Special Congratulations**
Special Congratulation to Penny Franklin, President Local 160 in Christiansburg, PA on being elected to the IUE-CWA At Large Position on our IUE-CWA Executive Council. I’m sure Penny will do an excellent job representing Region Seven. Penny is also a co-chair-person of the IUE-CWA Diversity Council.
Welcome Brothers and Sisters to the second installment of the Region 8 column. For those of you who don’t already know, IUE-CWA Region 8 represents members in all the states west of Ohio, from Indiana to California, and south through Texas. In all, there are 26 states in Region 8, although we don’t have members in every state.

Region 8 represents workers at a wide variety of employers. To name a few, our members manufacture bumpers for the auto industry at IUE-CWA Local 436A FW in Ionia, Michigan, automobile batteries in Geneva, Illinois (IUE-CWA Local 1078) and St. Joe, Missouri (IUE-CWA Local 1116) and TRANE air conditioners in Tyler, Texas (IUE-CWA Local 782). Whenever possible, I will identify products made by IUE-CWA members that are available for sale to the general public.

LOCAL SPOTLIGHT:
In this report I want to recognize the products our members make at IUE-CWA Local 913 in South Bend, Indiana. These members make electrical junction boxes and electrical switch boxes used in the home construction industry and in remodeling. Their boxes are sold under the RACO name and can be purchased at most electrical supply stores as well as major chain stores like Lowe’s, Home Depot, Ace Hardware, Menards, and Grainger. RACO (part of Hubbell Corporation) began in Chicago in 1921 before moving to South Bend, Indiana, where they continue to thrive today.

IUE-CWA Local 913 and RACO also have a long history with respect to the IUE-CWA Skilled Trades program. Two of the past Region 8 Skilled Trades Chairmen came from that local.

In September Local 913 and RACO successfully negotiated an agreement that returns a warehouse to South Bend which had been relocated to South Holland, Illinois several years ago. The new 105,000 square foot warehouse is due to open in June 2013 and should add about 80 new jobs to the existing South Bend facility.

NLRB CRISIS!
Brothers and Sisters, working people across America are engaged in a fight for our way of life. Our good paying jobs are being exported or eliminated by large corporations, while they influence politicians to eliminate the basic rights we have known since the National Labor Relations Act was passed. Currently, the Senate has blocked confirmation of the appointees to the NLRB. Failure to have a full Board will stall any progress on our issues and it jeopardizes past decisions made by the board while it wasn’t fully staffed. We must demand our politicians take part in that fight and defend our rights, by confirming the appointees to the NLRB. Throughout the IUE-CWA NEWS and the CWA NEWS you will read about actions needed from our members. It may be telephone calls or email to your Congressional Representative or to your Senator, or maybe a letter to your Congressional Representative or to your Senator, or maybe to sign a petition. We must sign those petitions, make those telephone calls or send letters to our representatives demanding they stand up for workers’ rights. The job we save just might be yours.

EDUCATION:
IUE-CWA Division will hold a Regional Training meeting at Pokagon State Park, Angola, Indiana on July 31, 2013. This was always a popular location with Region 8 and rooms may be limited so I encourage all of you to get your registration in early!!! Notices and forms were mailed to the locals on May 17th. If you have not received the information please call my office and we will make sure you have the paperwork. I look forward to seeing you at Pokagon!!!!!

In Solidarity, Roger Deel
Proud IUE-CWA member since 1977!

I recently received this great report from Vicky Hurley on a wonderful event they have annually that I would like to share with you:

Honoring our Veterans
Every September for the past 46 years, members and retirees of IUE-CWA Local 161 have come together to host an Annual Chicken Barbeque at the Department of Veterans Affairs Medical Center in Salem, VA.

Percy Bolton, one of our retirees, who passed away in 2006 was instrumental in starting this event back in 1966. His handmade grills and savory barbeque sauce is still used today. The veterans look forward to visitors and the barbeque chicken that is grilled until juicy and so tender it falls off the bone.

When you enter the patient’s room for transport to the picnic area, it is not unusual to see a big smile and hear “I’ve been looking forward to this for a long time.”

Our Local has seen many different members and retirees volunteer over the last four and one-half decades to carry-on this tradition. The longevity of this event was started due to one instrumental member, and many who were willing to give time each year to show their appreciation to our vets. What goes around comes around, at the end of the day, the smiles and tears of joy on the faces of our veterans sends our volunteers home with satisfaction that a good deed was done for the ones who sacrificed so much for all of us.

Vicky Hurley, President
IUE-CWA Local 161

Senator Tim Kaine visits the Exelis Night Vision facility

Virginia Senator Tim Kaine visited the ITT Exelis Night Vision facility in Roanoke to meet with employees to understand our congressional needs. During his hour long visit to our facility, Sen. Kaine was briefed on our current night vision technology offerings for the U.S. and international military.

In addition to a product demonstration of the Spiral Enhanced Night Vision Goggle and the i-Aware Tactical, and toured the facility.

Sen. Kaine was elected to his first senate term in 2012. He currently serves on the Armed Services Committee, which has jurisdiction over personnel issues and military readiness, the Foreign Relations Committee where he chairs the Subcommittee on International Development and the Budget Committee. During his visit he also met with Local President Dwayne Slough, Vice President Richard Shorter, and Administrative Chief Steward Jake West. Senator Kaine previously visited the plant when he was Governor.
Hello Retirees,

I am writing about some developments that have happened since the first edition of the “Bolt” was mailed to you.

IUE-CWA Auxiliary Retiree Club

Thanks to all of the new subscribers who have joined the IUE-CWA Auxiliary Retiree Club since the first edition was mailed out! If you know other retirees who have not received the “Bolt,” it is because they haven’t joined yet. Get in touch with me, and I can send you the form for them to fill out for the three dollar per month dues. If they are a retiree from an IUE-CWA represented GM/Delphi or General Electric facility, they can elect to have the three dollars come out of their pension check or pay by personal check. All other IUE-CWA retirees can join by personal check.

General Electric Retirees

I attended the annual General Electric Shareholders Meeting with several other GE retirees from different locals. We peacefully marched with banners and posters with the goal of drawing attention from the media and the Corporation for pension improvements and Cost Of Living Adjustments (COLA) for all retirees.

An FYI for General Electric retirees, Larry Badgett, a retiree from IUE-CWA Local 761 is now handling retiree benefit problems and questions. Larry is an experienced General Electric hourly benefit representative. Larry is a part time employee so you probably will have to leave him your name, telephone number and a brief description of your problem and he will return your call. Larry provides more information on himself and his contact info below.

Retirees, we are under attack!

There are those in our government who believe that the way to balance the budget is by changing the Cost Of Living Adjustment (COLA) formula that triggers our Social Security yearly raise. Social Security’s COLA is designed to help retirees to keep up with the rising living standards and costs. COLAs are currently tied to the Consumer Price Index for Urban Wage Earners (CPI-W), which surveys price changes in the average set of goods purchased by urban wage earners and clerical workers. The CPI-W formula does not protect seniors’ purchasing power because it fails to account for the fact that seniors and the disabled spend two to three times as much of their budget on medical care than younger households.

The government wants to change the CPI-W to what it called a Chained CPI, which slowly recognizes changes in inflation, making it harder to reach the threshold that triggers our yearly raise for Social Security. The assumption is that if prices go up on certain products, consumers switch to lower cost substitutes. If steak becomes more expensive, for example, consumers will change to hamburger.

According to this view, when it comes to adjusting Social Security payments for inflation, retirees don’t really need as much of an increase because they can substitute lower-cost products. There are times, however, that we can’t change one medical procedure for a cheaper one! In reality, health care, gasoline, food, almost all products and services continue to rise in cost-- what we need is a higher COLA, not a smaller one! There is a better alternative! The COLA should be tied to the Experimental Consumer Price Index for the Elderly (CPI-E), a measure of inflation which more accurately reflects the spending of seniors, giving greater weight to medical care and housing costs. The Bureau of Labor Statistics developed this index and it is available for use today.

We must call our Congressmen/women and tell them that supporting the Chained CPI is an immediate cut to Social Security and to vote NO on this legislation and to support the CPI-E.

Keith Bailey
IUE-CWA Retiree Representative

Happy Summer Retirees

I would first like to say that it has been an absolute pleasure to talk to many of you for the first time after you received “The Bolt” and found out that you do have contact people to call!

Retiree Life Insurance

I would like to address an issue that I feel is very important and one that I get phone calls on and seems to be confusing for some.

GM life insurance is administered through MetLife. I feel it is important for our members to call and ask for a Confirmation Statement to be sent to you.

This will have the amount that your policy (or policies if you should have optional life or Dependent Life) is worth and who your Beneficiary is.

It is surprising to me the amount of calls I get every year finding out that a member has passed and the beneficiary had predeceased them and a new beneficiary had never been named!

So take the time to call MetLife at 1-888-543-3461 and ask for a Confirmation Statement to be sent to you. This paperwork then should be stored with any other important papers that may help the family at an already difficult time. Also note that you as the member are the only one who can call this number, in other words they will not give any information to a spouse or family member.

I hope each and everyone of you have a wonderful summer and please don’t hesitate to call me if I can help you in anyway.

Respectfully,

Kim Short
IUE-CWA Retiree/Pension Rep.