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IUE-CWA NEWS

THE BOLT

SUMMER EDITION 2020

DIVISION NEWS



Dear IUE-CWA Members,

I know this is a very scary time for many of you. Many of you are concerned about your safety at work and for the safety of your family members and friends during this Pandemic. I want to say to each and every one of you that we are in this together and your union is here for you. My number one priority is to keep our members safe during this difficult time.

I am deeply saddened to hear of the loss of our members and their family members and friends' due to COVID-19. One death due to this virus is one too many. We are also witnessing the highest number of unemployed people in America since the Great Depression. And to exacerbate the issues we see as a result of the pandemic; we find ourselves still having to deal with racial discrimination in our country. The recent death of George Floyd

and too many others demands that we must root out the racism that has plagued our country for so long.

And though all of this creates a crisis for our country like we have never seen before, unions have shown their value not only in protecting employees at individual workplaces, but also in uniting workers in the cause for justice. I am encouraged and inspired by your concern and support for each other and your willingness to work hard under difficult circumstances to keep this country moving forward.

The American people understand better than ever the importance of manufacturing to our economy and our daily lives! The American people understand better than ever the risks that healthcare and public workers take when they go to work every single day! I want to add my personal **Thank You** to each and every one you! You are all heroes, you are all essential, and I appreciate your hard work!

You deserve to be safe when you work, and this pandemic has again showed us the worker protections that **MUST** be strengthened!

This global pandemic we are facing has many Americans living in fear, fear of losing cherished family members, fear of losing income security, fear of becoming ill. Fear is not all bad – it reminds us to do the things we need to do in order to stay safe. What we cannot do, however, is let fear be our only response to this pandemic. No, we need solidarity and determination to be our response. Only if we work together and fight for the rights of **ALL** workers can we stop the erosion of laws which protect workers in this country. Only if we work together can we protect workers' right to organize and collectively bargain with employers. Every Union member should be talking with their friends and families about the benefits of a CBA and of provisions like "Just Cause."

Now is the time to organize more workers to give them a voice on the job. Now is the time to increase the strength of our movement so that we can **DEMAND** improvements in labor law like stronger Health and Safety provisions and Paid Leave for **ALL** workers. We are only as strong as the laws which allow us to enforce the contracts we bargain. When we use our votes to hold elected officials accountable, we protect ourselves and our family.

A special thank you to the many Local officers who have worked tirelessly through this pandemic to protect and defend Local members. You are heroes! We will continue to develop resources to assist you during this time. My thoughts and prayers are with all of you. Stay safe and fight on!

President of the IUE-CWA

THANK YOU TO ESSENTIAL WORKERS!



IUE-CWA
FACTORY WORKERS KEEP OUR ECONOMY RUNNING!

IUE-CWA members are helping keep our country running! From factory workers to health care workers, military contract workers, optical workers, and social workers - IUE-CWA members are performing vital work across this country to keep our economy and communities going. All of us at IUE-CWA say THANK YOU to our members for your dedication and hard work! **DON'T FORGET TO THANK A WORKER TODAY!!** If you would like to submit photos of workers from your workplace to say "Thank you," please email the pictures, your Local number, and your workplace information to asnider@iue-cwa.org. Please check out our IUE-CWA Facebook page to see these photos posted online!



IUE-CWA
THANK A SOCIAL WORKER!



IUE-CWA
THANK A HOSPITAL WORKER!



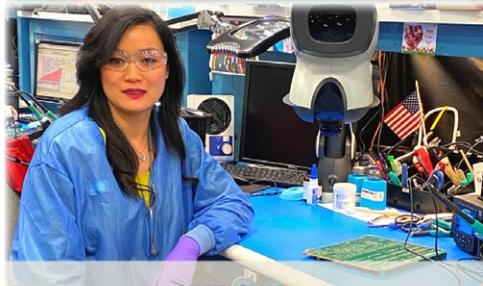
IUE-CWA
FACTORY WORKERS KEEP OUR ECONOMY RUNNING!



IUE-CWA
THANK AN OPTICAL WORKER!



IUE-CWA
THANK A MILITARY CONTRACT WORKER!



IUE-CWA
THANK A FACTORY WORKER!



IUE-CWA
FACTORY WORKERS KEEP OUR ECONOMY RUNNING!



IUE-CWA
MILITARY CONTRACT WORKERS KEEP OUR ARMED FORCES RUNNING!



IUE-CWA
FACTORY WORKERS KEEP OUR ECONOMY RUNNING!

Staying Safe at Work in a COVID-19 World

Protecting yourself from exposure to COVID-19 at work and in the community is not an easy task. This is especially true since information on the virus is frequently changing. The key is to rely on factual sources of information and not primarily on social media sites. COVID-19 is known to infect everyone from young children to senior adults. No one is immune to this new virus, and everyone should follow proper precautions, especially if you're tasked with interacting with the public during this time.

Here are some best practices to help you develop your self-plan.

Background on COVID-19?

SARS-CoV-2 is the virus that causes coronavirus disease 2019 (COVID-19)

- SARS = severe acute respiratory distress syndrome. Little if any immunity in humans.
- It is spread from person to person mainly through coughing and sneezing—and possibly talking and breathing.
- Symptoms Appear usually 2-14 days after exposure. People who are infected can be contagious before they develop symptoms (or even if they never develop symptoms).
- Common Symptoms: Fever, cough, and shortness of breath. Symptoms may include sore throat, runny or stuffy nose, body aches, headache, chills, fatigue, loss of smell or taste, and gastrointestinal (diarrhea and nausea).
- The virus may persist on surfaces for hours or up to several days, depending on the conditions and surface. The virus can likely be killed with simple disinfectant.

How do I protect myself at Work?

- Be informed and prepared.
- Stay home if you are sick/temperature.
- Change your clothes and shoes before leaving work or when returning home.
- Separate and wash your work clothes using usual detergent.
- Use hand sanitizer frequently at work—keep it nearby.
- Wash hands thoroughly for at least 20 seconds whenever you can, especially if you work with the public.
- Avoid touching your nose, mouth and eyes.
- Cover your coughs and sneezes with a tissue, or cough and sneeze into your upper sleeve.
- Avoid shaking hands and always wash your hands after physical contact w/others.
- Dispose of tissues in no-touch bins.
- Avoid close contact where possible with coworkers and customers. (6ft. distancing)
- Clean and disinfect frequently touched objects and surfaces, such as cell phones.
- Avoid sharing equipment if possible.

- Minimize in-person meetings by utilizing phone and emails.
- Ask employer to limit unnecessary visitors to the workplace.
- Wear a mask. The CDC is currently urging the public to wear a cloth face covering when in public.
- Leave accessories home like jewelry, ties, rings and watches.
- If you wear contacts, consider glasses. This will help keep your fingers out of your eyes and also provide additional protection.

Actions for those who must carpool or use a company shared vehicles:

- Limit the number of people per vehicle.
- Each person in the vehicle wear a mask.
- Wash your hands before getting the vehicle and after getting to the destination.
- Clean and disinfect commonly touched surfaces after each trip (e.g., door handles).

Gloves: Your employer should train you to safely remove and dispose of gloves. The virus enters the body through the mucous membranes in your eyes, nose, and mouth. So, if your gloves are dirty and then you touch those areas with the gloves, it's exactly the same as touching them with your hands.

Fans: If employers remove or move fans to lessen the blowing of air from one worker to another, ensure they are also taking steps to prevent added heat stress. Voice concerns if you have them!

You have the right to know what chemicals you are using and any health impacts they may have. Your employer must make each chemical's Safety Data Sheet (SDS) available to you and provide training about the chemicals and their health effects.

Be informed and feel empowered to take care of yourself:

- Use your phone to stay connected to family and friends
- Shift from texting to voice or video calling to feel more connected
- Maintain your physical and emotional health with rest, diet, exercise, and relaxation
- Practice stress relief whenever you feel anxiety building.

COVID-19 is a new disease and we are still learning much about it, including how it spreads, and the best techniques to address the associated risks. This article is based on the currently available data and guidelines from the CDC and other resources.

• Find the *HIDDEN* Bolt Contest •
One winner will receive an
IUE-CWA Coffee Cup handmade by Artisans in WI!

Somewhere in this edition of The Bolt, we have hidden this small lightning bolt from the IUE-CWA logo. Find the Bolt, then email us where you found it (or send via fax/mail). All required information below. Deadline for submissions is 07/15/2020.

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

Please EMAIL to: thebolt@iue-cwa.org

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

Fax to: 937-298-2636

Name:

Street Address:

City/State/Zip:

Phone Number (Required):

T-Shirt Size (Unisex):

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

Last issue's *HIDDEN* Bolt WINNERS!!

These Bolt Detectives received some great prizes.

What are you waiting for? Find the *HIDDEN* Bolt and join the fun!

IUE-CWA Stanley Multi-Tool Winner:

JERRY PALMER of CLEVELAND, OH

Union-Proud T-shirt:

Gene Kuszmau of Warren, OH • Michael Horvath Jr. of Parlin, NJ

Jerry Fralick of Niles, OH

6-in-1 Engraved Screwdriver:

Dale Tilton of Burnside, KY • Tiffany Cooper of Elizabethtown, KY

Harvey Bashore of Xenia, OH



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

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At-Large, Region 8

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IUE-CWA STRONG

IUE Political Activists Fight for Our Futures... on Zoom?!

This pandemic has highlighted what we in the labor movement have long known - who we elect matters. From the White House to the statehouse, the decisions our elected officials make govern our everyday lives, and in this time of crisis, that connection is clearer than ever before. Who is considered essential? Who gets bailed out? Do we prioritize profits or people? Who will be held accountable for the 100k+ lives lost? How do we keep our communities safe? What happens next?



As our nation grapples with these difficult questions, our members have been fighting to ensure that working people get the support they need in this crisis. From Missouri to Massachusetts, from New York to Nevada, IUE-CWA activists have been mobilizing around a People's Bailout. We have seen how corporations and the rich elite have used this crisis and many before to enrich themselves and push their anti-worker agenda, but we are fighting back! Through text and phone banks, tele-town halls, video chats, and social media, rank and file members across the country have been mobilizing for universal paid leave, premium/hazard pay for all essential workers, stricter safety protections, and much more.

"The importance of voting has never been clearer than it is today. With everything going on, we knew for certain that we could not afford a repeat of the 2008 financial crisis, when the banks got bailed out and working people lost everything" said Ashley Snider, IUE-CWA Political Campaign Lead. "I'm really proud of the way our members have stepped up and fought back. We have seen so many new people join our team too because they are making the connection between politics and their workplace and want to make things better."

The IUE-CWA Political Team is hosting bi-weekly zoom meetings from 7:00pm - 8:00pm EST for rank and file members to learn more about how working people can fight for the things we need to get through this crisis and beyond. Legislation is changing daily as are the circumstances in each plant, so regular meetings are critical to ensuring we are moving the right campaigns forward. All are welcome, and any member or retiree interested in joining should contact: **Etana Jacobi at ejacobi@cwa-union.org or Ashley Snider at asnider@cwa-union.org.**

New Political Committee Started at Local 86782

The members of Local 86782 realize what a difficult time it is for union members as well as everyday employees across the country. The members of Trane in Tyler, TX have decided to take this time, while our country is in crisis, to activate their membership and make change for all workers through political legislation, not just at the bargaining table for their union brothers and sisters!!

While the members of local 86782 are continuing to hold union meetings in the parking lot of the union hall via car with bullhorns or in chairs 6 feet apart, or joining with other unions and locals to fight for hazard pay, they also feel that they can do more.

Mentorship Program Graduate and member Tierra Griffin has said that enough is enough when it comes to politicians making promises to stand with us and not following through on their word. Just last December she had the opportunity to lobby her state representative and ask him to support the PRO Act. She realized how this bill passing could dramatically improve her life as well as the lives of many others.

Her Representative said that we would vote in favor because he understands the struggle of our members, but in the end ultimately voted against it. Tierra watched infuriated at the fact that her representative said one thing but followed through with different actions. Instead of simply being angry, she turned that emotion into action and began informing her coworkers about the person put into office to represent them.

With everything that is going on with COVID and no one in the country being prepared, member Tierra Griffin, President Charles Brown and Vice President Tammy Ray understand that the only way to make real change for all working class people is at the legislative level. It is through this understanding that Tierra has decided to take on the task of starting local 86782's first political committee. When asked why she wanted to start this group, Tierra responded, "I didn't know that I could just lobby my representatives when there is an issue affecting my community. They always seemed so far out of reach. Through my time with the Mentorship Program, I learned so much about the way politics work and the importance of it and why everyone should be involved, I am so excited for this opportunity to educate all my coworkers because, like me, I know there is so much they don't know that we can do to change things through politics."

President Charles Brown and Vice President Tammy Ray believe that after COVID-19 we saw the importance of having political committees at each local and how having those key relationships with elected officials in office is crucial for the local and entire community.

President Brown informed us that "We as a people are so far behind. People that can vote don't, because they don't understand the process or how powerful their vote is. This committee will help educate and encourage our members to get involved with the political process".

Vice President Ray states "This political committee will help get the message out about local, city and state elections, register members, and advocate for what we need on the political front, while continuing to educate and grow as a committee".

Donna Porter, Campaign Lead

GE Workers Fight for Workplace Safety and to Make Life-Saving Ventilators

On May 5, IUE-CWA GE workers came together for a day of action to call on President Trump to send the message to General Electric that our country needs more ventilators, and GE workers have the skills to make them! This day of action was planned on the same day as the annual GE Shareholders meeting. GE workers from locals in Kentucky, Massachusetts, Minnesota, New York, Ohio, Texas, and Virginia came out to send the message to GE - stop closing plants, and laying workers off - put us to work making ventilators! The action of the GE workers has received national media coverage, where manufacturing workers have been called heroes - as they should be!





REGION 3 REPORT

by Matt Clark, Director

I hope this edition of the Bolt finds you, your family, and your fellow workers safe and healthy. We are living in unprecedented and troubling times in this country, but I—like all of you—am so thankful to know my Union siblings have my back through this struggle. Many of us have listened to friends and family members discuss the very real dangers present in non-union workplaces during this pandemic. Now, perhaps more than ever, is a time to rely on the Union.

Thankfully, the IUE-CWA has continued to operate as safely and efficiently as possible. Many of you are facing upcoming contract negotiations, pending arbitrations, necessary Local meetings, and other gatherings which require group discussions. Clearly, our members and Local representatives' safety comes first—the IUE will absolutely not bend on that priority. But we must of course also recognize our duties to protect our collective bargaining agreements, maintain the strength of Locals, and to keep processing grievances as much as safety allows.

Currently, we are actively seeking extensions to contract expiration dates wherever possible. We are dealing with some employers who are unfortunately attempting to use the challenges presented by this pandemic for their own greedy purposes, to take advantage of tough economic times and gain an unfair advantage at the bargaining table. Please know this Union, under the continued guidance of President Kennebrew, will

use every tool permitted by law to protect our members and their livelihoods. In instances where negotiations and other required meetings are unavoidable, we are seeking alternative methods to hold those discussions, such as online and over the phone.

Conducting negotiations—and perhaps arbitrations—over a video streaming service is obviously less than ideal, but depending on the length of this ongoing situation we'll have to face this problem on a case-by-case basis. This Union has found ways over the past seven decades to adapt no matter what the challenge, and I am confident we will continue to do so through this crisis.

To that end, I can not begin to express how impressed I have been with not only the IUE staff and Local officers, but the resolve of the passionate members of this great Union. From petitions for hazard pay with literally hundreds of worker signatures, to drive-by protests outside of problem employers, to huge wins in mobilizing for better safety policies, the IUE only exists—and remains A Force for Working Families—because of people just like you. Let's keep on fighting, let's keep on winning these battles. No virus, or careless employer, can beat the united front of organized workers.

Solidarity Forever,
Matt



REGION 8 REPORT

by James Winship, Director

Okay, so the Coronavirus (COVID-19) sucks! Let's just get that out of the way. I am in no way going to make this a political address. However, please keep your fellow Union members' feelings in mind. I think we all forget about the person next to us and only seem to worry about ourselves when times get complicated. Being in a Union is about all of us. I want to make one thing clear: wearing a mask is not about protecting yourself, but about protecting those around you. If you are asymptomatic (meaning you have the virus but show no signs) you can give it to those around you and not only coworkers, but family members as well. The mask is by no means perfect protection, but it is better than nothing. Obviously, we are not all affected the same way either. Those living in or around large populations with mass transit (i.e., NYC) are going to be affected much more than those living in rural areas with less contact. All I am asking is for all of you to please take care of yourselves, your families, friends, coworkers, and anyone else who may come in contact with you.

Companies, and let's face it, the government are more interested in making profits and looking good to their peers than whether or not you or your family members make it through all of this. So until we have a vaccine - stay safe!

I think we have all seen the same things. It's both amazing and disgusting what comes out of people in times like this. When it comes to our shops, it's no different than what you are seeing on the news. People want to go back, people don't want to go back, some shops are working with us, others just want to dictate - and not on the

behalf of the members. We have roughly sixty-one shops that have been affected by some form of layoff, six shops which will be permanently closed, and two more that are in the process of closing. This does not include the Conference Board, as I am sure Jerry will discuss in his report.

Many states are having issues with getting unemployment out, and our members do not seem to understand that the Union has no control and/or involvement in unemployment. I believe that many of our layoffs are due to the closing of other areas, such as automotive and construction. Both of these industries are ramping up, and these issues should improve as long as there are no further interruptions (please wear your mask).

Obviously, all trainings have been put on hold, and we will need to incorporate some sort of emergency language into the courses for grievances and bargaining. Once a decision is made by the CWA, we will make plans to get the trainings back on track. The pandemic is an ever-evolving learning experience. We will take these lessons into account in future trainings.

I miss seeing all of you and hope that we can learn lessons from this time and be better prepared in the future. For those who have suffered from COVID-19 or have friends and family who have, my heart goes out to you. I do certainly look forward to all of us being together again in the future. Please take care of yourselves and your families and hopefully we can still all have a great summer.

In Solidarity,
James Winship

GE CONFERENCE BOARD REPORT

I want to start by saying how proud I am of your local leaders, who fought to keep your shops safe during this pandemic. I would like to recognize Local 83761 in particular for holding a safety rally that had close to 2000 members take part in the fight for a safe workplace during the pandemic - the result of that worker involvement being that the state of Kentucky used Appliance Park as a model for other manufacturing to open up safely.

As of the writing of this article, all of the states are starting to open up. I urge each one of you to be vigilant and practice all of the CDC guidelines.

All locals within the Conference Board were deemed essential during the pandemic and kept working. Our locals perform jobs that range from keeping our military flying, building missile guidance systems and radars that keep our shores and military safe, keeping our submarines running, our Nation's power grid running, and making light

bulbs and appliances that keep your house lit and your food cold. As you can see, your jobs keep our country safe and running. We do not have a pandemic or state of an emergency clause in our contracts. We will address this in our next agreement. If we are deemed essential, then we should be compensated and not have to fight for a safer workplace during a pandemic or a state of an emergency.

We have not set a date for the fall conference board meeting. If we are able to safely hold an in-person meeting, I will let you know. Safety has to be our first priority!

In closing, I would ask each of you to remember the workers and loved ones who have fallen during this pandemic. Keep them in your thoughts and prayers, and may God bless each of you and our country.

Jerry Carney
Conference Board Chairman

2020 is a Mandated Local Officer Election Year *All Locals! No Exceptions!*

- ✓ Officer Elections must be held by secret ballot between September and December 2020, regardless of when the last election was held.
- ✓ All members in good standing are eligible to vote.
- ✓ Officers for election purposes are defined as all people who sit on the local executive board.
- ✓ All members should review their local bylaws/ constitution for local election procedures and Offices which exist at the local.
- ✓ No one person can simultaneously hold two of the following offices: President, Vice President, and Secretary-Treasurer. Locals MUST have at least these top three offices filled.

Members need to update their addresses with their Local Union ASAP.



Compliance Report

by KEN REAM, Director

SISTERS and BROTHERS – IT'S UNION TIME! Summer is upon us. But, oh what a strange, strange time it has been! I wrote my last letter for the Spring Issue of *The Bolt* in late February. There I joked that, "My [Pittsburgh] Pirates haven't lost a game... yet." Well, as of this writing (unfortunately) that is still true. All jokes aside, I would gladly give up my Pirates' undefeated season for a little normalcy.

Life has changed. I am sure that you are as frustrated and tired of this pandemic as I am. We are living through history. We have had IUE sisters and brothers lose their jobs because of this pandemic. We have had Union members and their families hospitalized due to this pandemic. And, worst of all, we have had IUE sisters and brothers and/or their family members die from this virus.

As of this writing, the U.S. has surpassed an estimated 1.5 million Covid cases with over 90 thousand U.S. citizens dying of the virus. According to these numbers, the U.S. has had about twice as many cases as the next 3 highest countries combined. I've seen the U.S. lead the world in many ways, but not in numbers like this! In 2014 the Obama Administration created the Office for Global Health Security and Biodefense under the National Security Council to predict and prevent pandemics (like Ebola) from threatening the U.S. In 2018, the Trump Administration eliminated the office. There are many issues, circumstances, and mistakes that have led to this unprecedented COVID catastrophe in the U.S. I don't pretend to know or understand them all; however, I do not recall anything that has threatened the **national security** of the United States as much as the current pandemic. And, the current White House Administration eliminated the NSC office that was specifically designed to prevent it.

At the earliest stages of this outbreak, the IUE-CWA under President Kennebrew jumped to help our Locals and members. President Kennebrew held a tele-townhall conference call for officers from every IUE

Local to discuss ways to deal with this pandemic. The IUE developed a "toolbox" that Locals can use to aid in their support of their members. The IUE has led the way in working with our employers and government agencies to manufacture personal protective equipment such as gloves, masks, uniforms, ventilators, etc., at IUE shops. That IUE manufactured PPE has helped to protect frontline workers as well as many others in need. Of course, if it is IUE made, it is the best!

We understand the fears and frustration of our members. We feel it too. On the one side, members fear that layoffs, cutbacks, and plant closings can and do threaten their paychecks and their ability to provide for themselves and their families. On the other side, members fear that going to work leaves them vulnerable to contact with the virus, which can threaten their health and the lives of their friends and families. I assure you, the IUE is fighting hard to support each and every one of you and your families. We will prevail.

On compliance, although the government extended the deadline for individuals to file their income taxes, neither the DOL nor the IRS has relaxed any rules regarding Unions. All 990 and LM forms are still due on time. Local Unions are still required to abide by all laws and the Local's and International's bylaws and constitutions. That means, while still abiding by any legal requirements (such as social distancing), Locals must still hold meetings and run nominations and elections. Remember, every IUE-CWA Local must hold Local officer nominations and elections between September and December of this year.

In closing, our thoughts and prayers are with all of you and the Nation. Whether you are trapped in your home or at work doing your best to social distance, your Union sisters and brothers are with you. In solidarity there is strength. As always, you make me **PROUD to be IUE!**

Please stay safe.
Ken

IUE-CWA 2020 SCHOLARSHIP RECIPIENTS

James B Carey Presidential Scholarship Winners



Gabrielle Lucas

Westminster College,
Pennsylvania
Political Science

Daughter of Walter Lucas
IUE-CWA Local 648

"I have also found that, as I continue to take higher level and more in-depth history classes, I am able to make connections with the history of labor unions and workers' rights in the United States because of my personal experiences with the IUE-CWA. . . learning about the harsh working conditions of many factories before the institution of labor laws is particularly horrifying for me, as without these laws, my father and many others would be subject to dangerous surroundings while simply trying to provide for their families."



Daniel Blanchard

Boston University,
Massachusetts
Computer Science

Son of Norman Blanchard
IUE-CWA Local 210

"Unions encourage participation in democratic decision making, both within the workplace as well as in the community. Unionism is under attack from the companies and the government, undermining the decades of achievements on behalf of the American workers. In our area, our family has been part of a labor-community alliance fighting for social and economic justice in Lynn, Mass. Unions have been a central force in our family, giving us financial stability, but more importantly, giving my family members a voice in their workplaces and in the community."



Alexander Lake

Sinclair Community
College, Ohio
Project Management

Son of
Marilyn Hickland
IUE-CWA Local 775

"...my mother holds an elected position as a 3rd shift union steward. In our conversations about her job and experiences she has had, I realize the impact that the union has had on me as a young man. I've come to realize that the labor unions are about leadership, politics, anti-poverty, education, and more. Labor unions aren't just about union representation."



Imani Menefee

Columbia College,
Illinois
Filmmaking

Daughter of
Dianna Menefee
IUE-CWA Local 775

"The media does not portray underrepresented people or groups well; one group that falls in that category are labor workers. Labor workers are some of the hardest working people that I know. The labor movement and labor workers are strong, powerful, prevailing and a group of individuals that will not settle for less than they deserve. I have faith in my ability to show the world that labor workers and the labor movement are important to our thriving society."



Aliya Steele

Community College
of Philadelphia
Film

Aliya Steele is a member
of IUE-CWA Local 408

"To me, the labor movement means a voice for workers and a way to ensure even the lowest held position on a corporate ladder is a dignified one. . . I embody my belief in solidarity in my life through volunteer work and my post collegiate goal of opening an ethical business that treats its workers fairly and respectfully. Labor movements such as IUE-CWA have aided in creating an enjoyable work experience for me, and I aim to do the same for others."

Wille Rudd Furniture Workers' Scholarship Winner:



Leo Fink

University of
Wisconsin
Communication

Son of Suzanne Fink
IUE-CWA Local 800 FW

"The labor movement is such an integral part of the work force, because it allows for employees to have a say in how they structure their work environment. This can lead to securing better wages, access to health benefits and workplace safety enhancements. Unions allow for the voice of one to become the voice of many who otherwise might not have been heard."

Local 201 Saugus Public Library



Jackie Miller outside Saugus Public Library

As the steward for the Saugus Public Library, I am grateful to be one of the groups protected by Local 201 and the IUE-CWA . . .the Saugus Public Library has had to improvise to provide a level of service to the public while keeping the staff safe while working in conditions unlike anything seen since the influenza epidemic in 1918. Yet I keep thinking how matters for all of us would be a lot worse without the union's ensuring that our employers cannot ignore the present circumstances without consequences. Thank you to Adam Kaszynski, Tom O'Shea, Bill Maher, and all the others at the Local 201 Union Hall for all you do at the local and state level for workers' rights. (And for the 201 Union Steward hoodie I've been wearing almost daily.) Thank you to Amber Brooks and Kendall Bell, IUE-CWA Staff Representatives, fierce negotiators as well as overall amazing women who managed to get an agreement out of the Town of Saugus, a town with a well-earned reputation for dragging out contract negotiations. And a final thank you to all the union members who show up when called to help.

SAFETY 4 U • COVID-19

Each day workers lose their lives because of preventable workplace injuries and illnesses. Since 2005, IUE-CWA has mourned the loss of eight members who were killed in a workplace accident: L-86780 Alejandro Gonzales, L- 88502 Michael Zwald, L-83693 Marvin Bennett, L-84963 Leroy Hammond, L-84436 Wanda Holbrook, L-84693 Stephen Jamar Shanks, L-83761 Steve Herring, L-87020 Tommy Ngo.

As the COVID-19 pandemic repeatedly upsets our lives and threatens our family and friends, workers are putting themselves at risk each day by just going to work. Ramon Caraballo, Jean Emile, and Joseph Rogers are three IUE-CWA members of Local 81485 we've lost during the COVID-19 pandemic. Sadly, the number of members lost to COVID-19 is growing.

At this time, our leaders and safety committees must be united and make sure members know their legal rights. OSHA has received over 4,000 complaints about workplace health and safety conditions. Instead of investigating, they released guidance documents. This is not enough! The coronavirus knows no boundaries, and we can't trust that our company's actions have us protected.

One common question members ask is concerning their right to refuse work. Check your contract book first! Talk to your Union rep. Many contracts have stronger "Right to Refuse Dangerous Work" provisions than OSHA does. Always protect yourself by checking first.

Workers have the right to file a complaint with OSHA concerning hazardous working conditions. However, to be protected by

OSHA, there are a list of conditions and all must be met before refusing work.

- Where possible, you have asked the employer to eliminate the danger, and the employer failed to do so; and
- You refused to work in "good faith." This means that you must genuinely believe that an imminent danger exists; and
- A reasonable person would agree that there is a real danger of death or serious injury; and
- There isn't enough time, due to the urgency of the hazard, to get it corrected through regular enforcement channels, such as requesting an OSHA inspection.

You should take the following steps:

- Ask your employer to correct the hazard, or to assign other work;
- Tell your employer that you won't perform the work unless and until the hazard is cor-

rected; and

- Remain at the worksite until ordered to leave by your employer.
- If your employer retaliates against you for refusing to perform the dangerous work, contact OSHA immediately. Complaints of retaliation must be made to OSHA within 30 days of the alleged reprisal. To contact OSHA call 1-800-321-OSHA (6742) and ask to be connected to your closest area office. No form is required to file a discrimination complaint, but you must call OSHA.

These are OSHA's steps to take yourself out of harm's way. As you see, it is not simple and can be a very long process. This illustrates the importance of having an active safety committee working at your Local to prevent injuries and illnesses. Please reach out to Debra Fisher, dfisher@iue-cwa.org, your safety resource for safety questions or concerns in your workplace.

IUE-CWA Members Across the Country Demand Essential Worker Pay

The country is finally waking up to the reality that union members have known for a long time—that our work is essential to the well being of our economy and our country! In the wake of the COVID-19 pandemic, IUE-CWA members have found themselves on the frontlines of this crisis, keeping our economy moving and providing essential supplies and services. Our members are on the front lines of manufacturing, social work, and the eyewear industry. Almost all of our members work for essential businesses or provide essential services. IUE-CWA members are essential to the country's economy and our ability to combat this virus, and many locals have started campaigns to demand essential pay that rewards their work during the pandemic.

When Jessie Montgomery, President of IUE-CWA Local 86821, heard that their company, Hubbell Inc, was deemed essential by the Missouri Governor, he knew his local needed to advocate for essential worker pay.

"As COVID-19 started its trip across Missouri back in early April, our local leadership met with the company to discuss actions to be taken in to ensure the health and well being of our members," said President Montgomery.

Montgomery shared his local's proposal with the Presidents at three other Hubbell locals across the country: Penny Franklin at Local 82160 in Christiansburg, VA; Joe Nguyen at Local 84913 in South Bend, IN; and Tom Thomas at Local 81495 in LeRoy, NY. The four local Presidents jointly drafted a letter requesting essential worker pay in each of their locations, and President Montgomery led the effort negotiating with the company.

"I had loads of members coming to me and the other officers of the union to demand compensation for working as essential workers," recalled President Montgomery. "I sent out a proposed wage increase because of this pandemic. With the help of fellow union presidents from the other Hubbell locals and our members demanding it, we were successful in getting wage increases for the whole 2nd quarter of 2020."

The leadership of IUE-CWA Local 84848 in Evansville, IN took a different approach to winning essential worker pay. "Our members were most concerned about safety first and then pay," said Charles Furr, President of IUE-CWA Local 84848. "We filed a safety grievance that every member signed. The company then agreed to a two week paid shut down to make safety changes, and then we were awarded essential worker pay when we returned to the shop. Showing unity with our members showed the company we were



Members from Local 84725 at Emerson Climate Technologies in Sidney, Ohio signed a petition calling on the company to provide hazard pay in their shop. They got nearly 100% support from 700 members!



Members from Local 83799 at ABB Automation in Crystal Springs, Mississippi organized a day of action for hazard pay - all wearing "hazard pay now" stickers. Members from UAW and UE also participated!

serious about our demands."

Robert Daniels, President of IUE-CWA Local 83799, has felt the effects of the crisis first hand. Their plant, ABB in Crystal Springs, MS, has had three positive cases of COVID-19 and many other workers in quarantine.

"The company literally told us that we should feel lucky to even have a job," said President Daniels. "They weren't treating us fairly and continued to disrespect our members."

Joining forces with other ABB unions, including UE and UAW, President Daniels and the union Presidents from every other ABB local issued a joint letter to ABB's national management demanding essential worker pay. In addition, the unions planned a national day of action, when union members across the country all wore union stickers to show the company

that they were united in their demands. By coordinating their efforts, workers at ABB plants across the country amplified their demands and demonstrated that there is real power in union solidarity.

At Local 84725 in Sidney, Ohio - members at Emerson Climate Controls have demanded hazard pay by submitting a written petition to their employer. They submitted over 700 signatures - getting nearly 100% participation in the petition from their membership!

Through organizing around essential worker pay, IUE-CWA members across the country are building workplace power and winning. Recognize and reward the incredible resolve and resilience IUE-CWA members have shown through this crisis. The best way to build power and to win is to organize! For ideas on how to organize around important issues in your workplace, visit the Mobilization Toolbox at iue-cwa.org/covid-19.

WE NEED YOU!

Send us a paragraph or two on your local's recent membership event or community outreach activities and don't forget to send some quality photos too!

Send stories to: thebolt@iue-cwa.org

IUE LEGAL • Safety vs. Confidentiality

Safety vs. Confidentiality – COVID-19 Exposure Risks and the “Right to Know” Balanced with the ADA Right to Confidentiality

One of the hot topics of the COVID-19 outbreak and its corresponding multiplicity of changes to the workplace is the right to know of safety risks versus the right to confidentiality. This tension comes from multiple admirable and legitimate purposes. In the interest of safety, the CDC has recommended that employers “inform employees of their possible exposure to COVID-19 in the workplace but maintain confidentiality as required by the Americans with Disabilities Act (ADA).” The EEOC has specifically designated COVID-19 as a “direct threat,” which allows employers to conduct disability related inquiries and medical examinations, which are usually considered “prohibited inquiries.” The EEOC recently confirmed that the ADA permits employers to notify public health authorities if the employer learns

that an employee has COVID-19, and further that an employer can tell coworkers of a potential exposure, but without notifying the employees of the infected employee’s name.

Union people are already scratching their heads, because union people are exceptionally good at guessing the types of problems that develop before they actually do. If you have not already seen this type of problem, many union presidents, stewards, members, staff representatives, and lawyers are noticing that these conflicting government goals leave quite a bit of grey area. For example: 1) Does the Union have the right to know who tested positive?; 2) If we know who was exposed but not who tested positive, it will be obvious who is staying home for 14 days, correct?; 3) Even if the union has the right to know, will the union be liable if the information gets out? Some union lawyers have pondered, even though

this issue has yet to be decided, if the EEOC has considered COVID-19 to be a “direct threat,” whether this should put the entire question out of the purview of the ADA, including discrimination, prohibited inquiries, and confidentiality.

Another legal wrinkle to this is not just the “direct threat” question, but also whether the disclosure was “voluntary,” and if it was, what effect this may have on the union/coworker’s right to know the name of the employee infected. Some courts in the past have found that a voluntary disclosure of a disability is not subject to the confidentiality provisions of the ADA, because the confidentiality provisions of the ADA covers only information come upon through an employer examination or inquiry. Then the question becomes more complex: When does an employer rule or guideline make a seemingly voluntary disclosure into an involuntary disclosure, which is subject to confidentiality?

Like many legal questions surrounding COVID-19, these areas are still grey, without specific guidelines. However, here are a few things to keep in mind:

1) Unions and employees have a right to know if they may have been exposed. You

<https://www.cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html>

<https://www.eeoc.gov/laws/guidance/pandemic-preparedness-workplace-and-americans-disabilities-act>

<https://www.hansonbridgett.com/Publications/articles/2020-03-labor-covid19-exposure-reports>

are allowed to request information about exposures, symptoms, positive tests etc.

2) Unions and employees have a right to know the potential contacts that a potentially infected employee had, such as shift, work area, etc. You are allowed to request this.

3) At this point, there is no definitive information which would allow the release of an employee’s name or other identifying information who has tested positive for COVID-19 or been exposed to COVID-19. Therefore, the Union should not request this information. If they do find out, they should keep this information confidential and they should limit number of officers who know this identifying information.

4) All of this analysis changes if the employee has voluntarily divulged the COVID-19 exposure or test to the Union and coworkers, without attempting to keep it confidential.

We understand that this may be a difficult tightrope to walk, and if there is a question about a specific scenario, we ask that you reach out to your staff representative, who can either answer the question or forward the question to the appropriate department.



During this Pandemic, the nation has gained a renewed appreciation for the value of family and loved ones, respect for first responders and healthcare workers, and an appreciation for anyone deemed an essential worker. The nation has seen that not manufacturing goods in American has been a recipe for disaster. Like never before, there is a demand for products to be made here in the U.S.

American manufacturing is going to face challenges, but with great challenges there are even greater opportunities. We will have to be more profitable than ever by decreasing waste and increasing productivity. Money saved in operations is always of great value to a business, but never more than now. Using the average yearly savings found at an IUE-CWA Energy Savings TH Event (which is \$123,000), a location would have to produce and sell an additional 1.2 Million Dollars in product (at a 2% net profit margin) to equal that \$123,000 contribution our members make when they bring the IUE-CWA Energy Savings/Treasure Hunt program to the location. Our members can make their plants the very example of why “Made in America” is good business and not just a slogan. When combining the IUE Energy Savings program with the renewed demand for American-made products, IUE-CWA Members can help lead the way to a revitalization of American manufacturing. Contact Laura Hagan lhagan@iue-cwa.org to get these programs into your Local today at NO COST.

YOUR LOCAL NEWS

Local 106 • Moorestown, NJ



Megan Diaz, member of Local 106, and her daughters, drew the iconic Rosie the Riveter to help morale and honor all the essential workers here at the Moorestown plant.

≤≤ From left to right: Alycia, Alexys, Megan, and Adriana Diaz.

Local 799 • Crystal Springs, MS

Local 83799 Earns Massive Win in Overtime Fight

Overtime issues are among the most frequent causes of grievances in many shops. But as Local 799 in Crystal Springs, Mississippi has shown, the fight to make sure employers honor contract language is always worth the effort. After receiving notice from multiple workers of management’s repeated violations of the overtime equalization language, Local 83799 began its grievance investigation.

The Local discovered rampant overtime discrepancies in three departments at the ABB Corporation facility, which manufactures medium and large-scale transformers. Ultimately, the employer settled the grievance with the Local, resulting in a \$121,697 payout that placed around \$1,000 into each Member’s pocket—where it belonged.

“This was a big win for our Local and its members,” said Local 799 Chief Steward Kevin Brown. “This sent a strong message to the Company, letting them know they can’t continue to ignore our contract.”

Join us in congratulating Local 799 on a job well done and another big win in the fight to make sure workers are paid what they’re due.

Local 223 • Las Cruces, NM

I am proud to announce that our Local supported the first commercial crew spacecraft mission, which launched two NASA astronauts, Robert L. Behnken and Douglas G. Hurley, aboard the SpaceX Dragon spacecraft! They traveled to space to join the Expedition 63 NASA Crew already on the ISS (International Space Station). This mission successfully launched from NASA’s Kennedy Space Center in Merritt Island, Florida. This historic event took place on May 30th, and can be re-watched on www.nasa.gov, <https://spaceflight-now.com/>, or on YouTube. This is the first mission of this kind since 2011, when the NASA Space Shuttle Program was decommissioned.

Our Local, which works at the NASA White Sands Complex TDRS TOCC located in Las Cruces, NM, supports satellite communications for space launches such as these, as well as other space missions such as the Hubble Space Telescope (HST). Our operations center (TOCC) is the primary location and responsible for ensuring that space communications and data are processed and maintained for NASA.

Joel M. Armendariz, President
IUE-CWA LOCAL 87223

IUE-CWA RETIREE NEWS & INFORMATION

Service Center: 313 S. Jefferson St., Dayton, Ohio 45402
Contact: Leigh Shilt / Kim Short 937-224-5217 • FAX 937-224-1391

Retirees: Wield Your Voting Power to Protect Social Security!



The Alliance for Retired Americans reported recently that 56% of the voters nationally last November were voters over 50 years old. Retirees show up to vote! And we need to educate our retired brothers and sisters on the attacks retired workers are facing! All retired workers need to fight against and vote against the repeated efforts to raid Social Security and Medicare, and the ridiculous premise they base those cuts on--that older Americans are somehow a problem and burden in the American economy. Hogwash!! Older Americans helped build this country, and they paid into Social Security and Medicare for many years! Make sure you encourage your friends and family to vote this fall – and only support candidates who support strengthening Social Security and Medicare! The Alliance for Retired Americans will have information on candidates running for office at retiredamericans.org.

Retiree Clubs Cancel Meetings Due to COVID-19:

Many of the IUE-CWA Retiree clubs have cancelled meetings over the past four months to keep members safe from COVID-19. Unfortunately, the isolation many retired members are facing causes depression and anxiety! There are safe ways to reach out and communicate! If you have a computer or cell phone, you can have small or large meetings using programs like Zoom or Google Meet. With these programs, which are easy for members to use, you can see and talk to your friends! If your retiree group is interested in having Zoom meetings and would like some training on how the program works, reach out to Laura Hagan or Heather Atkinson at IUE-CWA HQ. (Lhagan@iue-cwa.org or Hatkinson@iue-cwa.org).

Hello IUE Retirees,

I hope you all are doing well! This has certainly been a trying time for all of us with the Corona COVID-19 virus.

We at IUE-CWA have been working in and out of the office during this time. We apologize for any delay in messages or return of telephone calls. Please note that we get many telephone calls regarding "The Union" having life insurance on our members. This is not true unless it was applied for by the member through Union Plus. We do not have any access to that information or those policies. If you have life insurance questions, reach out to the insurance company you have the policy through. Please do not hesitate to contact me if you should have questions or concerns. Stay Well!

GE Retirees: Retiree Rep. Vicky Hurley is available to assist you with benefit issues! Call her at the IUE-CWA Salem Service Center at 540-389-2397. Office hours are limited because of COVID-19. Leave a message on her machine, and she will call you back!

Leigh Shilt • (937) 224-5217
GM/DELPHI Retiree Benefit Rep.

SEND US YOUR PICTURE AND WIN!

IUE-CWA Retirees: Send us a picture of you "Staying Safe during Covid-19" and be entered to win an IUE-CWA T-shirt and bandana! We will print the five winners' pictures in the next Bolt!

Include your name and local you retired from.

Send pictures and information to Retiree Contest
2701 Dryden Rd. Dayton OH.
45439. OR Email them to kshort@iue-cwa.org.

HELP US FIGHT FOR MEDICARE, SOCIAL SECURITY & PENSION SECURITY!

Join the IUE-CWA Retiree Associate Member Club Today!

For \$3 a month dues, you also get to receive the IUE News, access to retirement benefit representatives, and invitations to our Retiree Health Fairs and other activities.

Join now and we will send you a retiree club gift! You can either pay by yearly \$36 check, credit card, or, if you retired from GM, Delphi, GE or Chrysler - through company deduction.

For more information, call Kim Derringer at (937)294-9764 or go to Retiree Corner on the website at IUE-CWA.org.