

IUE-CWA NEWS

THE BOLT

SUMMER EDITION 2023

DIVISION NEWS

Communications Workers of America, AFL-CIO
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ELECTION INFO INSIDE

SEE INSIDE THIS EDITION FOR IMPORTANT INFORMATION ABOUT YOUR LOCAL'S 2023 OFFICER & STEWARD ELECTIONS!



IUE-CWA Brothers and Sisters,

First, I want to thank the IUE-CWA delegates and officers who expressed their confidence in me at the 2023 IUE-CWA

Conference in St. Louis. It is an honor to serve as President of IUE-CWA, and being elected for a second term by acclamation was very humbling. Over the past four years, I have worked to put into place the programs and structures required to make IUE-CWA stronger and help us grow. We've made great progress, as I outlined in my

State of the Union address at the conference. We are involved in decision-making at unprecedented levels of government. We are winning organizing battles. We are more prepared for our contract fights and having great success winning contract improvements across the country. Union support by Americans is at an all-time high – and for good reason. People are rejecting corporate anti-union propaganda! Despite the millions of dollars corporate special interests spend trying to destroy organized labor in an ever-wider variety of ways, American workers know that the path to a better and more secure living runs through organizing and collectively bargaining. They realize that we are the ONLY organization which exists solely to fight for working Americans. And I am working to make certain that IUE-CWA is at the forefront of that fight.

Over the next four years, I will continue to make IUE-CWA stronger, better, more responsive, more involved, and more diverse. I will continue to grow the relationships we need in and outside of the Labor movement. One of my favorite things about being President is getting to meet rank and file members from across the country and hear their stories. I will never stop listening to and caring about you, the members. Educating the membership about Union history, about what collective bargaining is and does, and about why our political fights matter for working Americans will continue to be a major emphasis for my presidency. I have expanded IUE-CWA training programs to historic levels, and I will continue to grow our training resources. Having well-trained stewards is essential to every local Union. Strong Local Unions cannot exist without Local members getting involved.

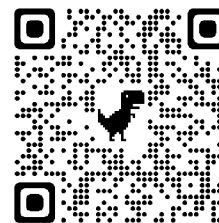
I ask each of you to get involved and support your Local however you can, whether that means you volunteer at events, join a committee, or just vote in local elections and attend Local meetings and events.

This fall, all IUE-CWA Local unions across the country will elect local officers. In this edition of the Bolt, you will see information about where and when those nominations and elections will take place. These democratic processes are essential to the Union. Do your part! Vote!

Thank you again for believing in my vision of a stronger IUE-CWA. I appreciate the hard work of our members and local officers. You are the backbone of this Union and the backbone of America. I'm excited to continue working with you over the next four years.

In Unity,

President, IUE-CWA



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

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SCAN ME

IUE-CWA STRONG

IUE-CWA Members Activating Their Committees

This summer our IUE-CWA locals focused on member engagement with their Political Action Committees. From Indiana to New Jersey, our union members rallied around voter registration and political action fund drives. Local 84901, BAE Systems located in Ft Wayne, Indiana, and led by President Jonathon Flueckiger, held their actions in May. The drive was successful and talking to members is the best way to get them more involved in their union. Several members registered to vote for the very first time. Over 30 people joined the Political Action Fund and offered to help volunteer for community efforts while union members ran for office. "Getting our members involved is our number one priority. The union is everyone and we want everyone to find space they want to help carry. I am focusing on our committees and helping them grow," said President Flueckiger, Local 84901.

Our New Jersey IUE-CWA plant, Trane, hosted their first Political Action Fund Drive and it was a huge success. "I am proud of the hard work and dedication shown by our Political Action Committee and am pleased to see the increasing involvement of the membership. When we work together, we can accomplish great things," said IUE-CWA Local 81455 President Matt Young. The members were excited to see Union members talking to them at the gates. They had 135 people sign-up for the political action fund! Several key races are happening in New Jersey this year and the members are ready to help. Along with the local CWA shops in Ewing and the New Jersey AFL-CIO, there is going to be a lot on the ballot politically this year. Many registered to vote and talked about the importance of voting. A few members discussed their desires to run for office, and that is what we need to hear. We always need more union members involved in local political races and on the ballot.

Did you know that over 30% of our IUE-CWA union members are not registered to vote? Getting our members involved in the political processes is what a union is all about! We would love to help your local with member engagement drives in your shop.

Please reach out to Ashley Snider, asnider@iue-cwa.org or Marilyn Hickland, mhickland@iue-cwa.org to learn how your local can get involved today.



Indiana IUE-CWA Local 84901 Megan Lentes, Gary McAuley, Colby Standridge, Rebekah Starkey, Brian Ott. Also pictured: IUE-CWA Headquarters Political Team Marilyn Hickland and Ashley Snider.



New Jersey IUE-CWA Local 81455 Sheila Green, Robert Edwards, Tammie Grant-Funchess, President Matt Young, Dawn Daniels, Fedora Arthur, also included in pictured is IUE-CWA Headquarters Political Team Marilyn Hickland, Christian Gonzalez, and Ashley Snider.

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

Somewhere in this edition of The Bolt, we have hidden this small lightning bolt from the IUE-CWA logo. Find the Bolt, then email us where you found it (or send via fax/mail). All required information below. Deadline for submissions is 10/02/2023.

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

Please EMAIL to: thebolt@iue-cwa.org

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

Fax to: 937-298-2636

Name:

Street Address:

City/State/Zip:

Phone Number (Required):

T-Shirt Size (Unisex):

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

Last issue's *HIDDEN* Bolt WINNERS!!

These Bolt Detectives received some great prizes.

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

IUE-CWA Cell Phone Charger WINNER:

Mike Tipton, Riverside OH

Union-Proud T-shirt:

Marissa Young, St. Mary's, PA • Lois Faler, Warren OH

6-in-1 Engraved Screwdriver:

Thomas James, Dayton OH • Mary Cotton, Clinton MS



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

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President

KAINE GOODWIN
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Director

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IUE-CWA STRONG

Michigan repeal's anti-worker "right-to-work" legislation!

Thanks to union activists and labor friendly candidates, Michigan's Governor Whitmer signed a bill this spring that restored workers' freedom to organize by repealing "right-to-work." This is the first time this law has been repealed in 58 years! We constantly teach members that "What we legislate, we don't have to bargain," and that is the same message here. For the first time in decades, the power for the working class is turning in our favor. Last year our Michigan union members made it a priority to educate their locals on the importance of voting and elected many labor friendly candidates at the state and federal level. This shows us that when we mobilize our membership we win! Michigan union members have already started their next campaign with the hopes of banning mandatory anti-union campaigns performed by employers during organizing drives. Together we can make a difference and want to get our locals more involved. If you would like information on how to get started at your shop please reach out to your local or email Ashley Snider, asnider@cwa-union.org or Marilyn Hickland, mhickland@cwa-union.org

First Contracts bring Tremendous Gains for Members!

After two big organizing wins in the Jamestown, NY New Flyer bus parts facility and Plymouth Meeting, PA Visionworks retail location, IUE-CWA members got hard at work negotiating their first contracts. If organizing isn't hard enough, employers make it especially difficult to secure a first contract. After continued mobilization and perseverance at the bargaining table, our newest members secured tremendous gains in their first contracts!

The bargaining team in Jamestown, NY was able to secure increased wages with retroactivity back to January 1, 2023, all approved time off (vacations, holidays, union time, etc.) will count as time worked for overtime calculations, and a differential of \$1.00/hr was added for bargaining unit members who meet specific eligibility requirements. The organizing committee is going strong, getting membership cards signed and keeping members motivated to stay Union Strong!

The bargaining team at Plymouth Meeting, PA Visionworks won a progressive discipline policy based on just cause, guaranteed wage increases, a grievance process including the right to arbitrate, locked in health care costs, safety, and health protections, and they are no longer at will employees. Members at the Plymouth Meeting, PA location are part of the growing IUE-CWA Local 81408.

Sustainable Energy Solutions (SES)



Left to right: Darren McGeorge Chief steward 84765, Vic Henderson President Local 84765, Torsten Kuehnel Plant Manager, Jesse Reid 84765, Bob Curington 84765, Jarod Grogg 84765, Hen Hess SES, Bill Draves SES, Chris Phebus Siemens, Valetyn Tusuanov Siemens.

IUE-CWA Sustainable Energy Solutions traveled to Local 84765 to hold an audit event June 25-27 at the Siemens Plant in Norwood, Ohio. This energy audit was challenging because we had been there before and much of the low hanging fruit was already captured. Thanks to the hard work of Local 84765 members, we were able to find almost 9% in annual utility savings through cost-effective projects. Most of these projects paid back in under 6 months. These savings add directly to the bottom line of a business-- no plant has ever closed due to making too much money! I would like to thank Local 84765 President Vic Henderson for making this event happen. I also want to thank plant manager Torsten Kuehnel for providing support to complete this event. ... If you want to reduce costs and secure jobs, contact Bill Draves at bdraves@iue-cwa.org or call (330)770-0856.

Ohio "Vote No on August 8th, Issue 1" Special Election

This Summer, Ohio is facing one of the most consequential elections of a lifetime. This attack on voting rights, if passed, would require a 60% approved ballot measure by Ohio constituents rather than the current 50% majority needed. The proposed percentage would be an attack on workers and make it that much harder to fight back against right-to-work, changing minimum wage laws, and the list goes on. Our IUE-CWA members fought back and hit the streets. IUE-CWA Local 84775, 84755, and 84758 partnered with several community organizations to knock on doors, host phone banks, and participate in worksite actions. "It's important that not only our members know how detrimental this ballot measure could be, but the community needs to know as well," said Mike Gross (Local 84775 President). **While this article is being written, the fight continues. We won't know the outcome of this important election until this article is printed but will be sending out updates when we can.**

Fights like these are happening nationwide, and that's why our political action teams are growing. Want to get updates on this "August 8th Vote NO" campaign or join a political action team near you? Please sign up here: <http://bit.ly/IUEPAC>.



Thanks to everyone who got involved and helped get the word out on this important issue!



JAMES WINSHIP

Director

Local Brothers and Sisters, I want to start out by congratulating Carl Kennebrew on being re-elected as our President of the IUE-CWA. It was my privilege to introduce him again at the IUE-CWA Division Conference, and that is an honor I do not take lightly. There is a lot of work ahead of us, and President Kennebrew is the person to lead us into that future. I believe it is a bright future for the IUE-CWA, but we must work for it! I cannot wait to see where President Kennebrew leads us.

We are fighting for better working conditions; we are fighting to make the lives of our members and their families better - both at work and at home. We are organizing across the country, making the IUE-CWA and the CWA stronger. We are working with politicians on both sides of the aisle to change and improve laws to strengthen your ability to make a difference. However, the International cannot do it alone. We need all of you to be involved. Be involved with your Local! Go to meetings! Run for Office! Come to IUE Trainings! Help with functions and get involved with your Local! We cannot be the strongest without YOU! Whether you are an Officer, Steward, or Member, I strongly suggest that you come to a bargaining/steward class and see what it's all about. You will have a different perspective if you see how your union works. We have two classes left this year: an Advanced Bargaining class in the Burlington/Boston, MS area and a Beginner Bargaining class in early November - hopefully in Ft Lauderdale, FL. We are planning five classes in 2024. There will be two Beginner Bargaining classes - the first being in February in Las Vegas, NV. There will be three 2024 Advanced Bargaining classes spread throughout the year. Call letters for these classes are sent to the

Local's IUE-CWA Local Gmail account. As every Local officer should know, IUECWA.org email accounts have been set up for each Local. All communication from Headquarters goes out to those emails. If you don't have access to your Local's IUE Gmail, please contact Headquarters. Everyone needs to actively monitor these accounts so that all Locals are getting notifications as they are sent out.

If you missed the IUE-CWA Division Conference and the CWA Convention, you missed a great deal! The CWA has a new President and Secretary-Treasurer. Congratulations to Claude Cummings and Ameenah Salaam respectively. They will do great things for our Union! I look forward to working with them both. With Claude's experience and Ameenah's tenacity, we are all in good hands. Conventions are not only to take care of the business of the Union, but they are also a time to meet with each other and talk about issues in person. Many times, I meet new Officers, we talk about issues they are having at their shops, and I can introduce them to others that have fought the same fight. Attending meetings makes it easier to work together and solve problems together. Utilizing our experiences collectively makes it easier for those who come behind us. I look forward to a day when the percentage of Union members climbs above ten percent, but we must put in the work to make that happen.

I look forward to meeting all of you at a future training class or the next Division Meeting. I also look forward to working with all of you to make this THE BEST UNION there is. Thank You!

In Solidarity
James Winship



KAINE GOODWIN

Director

Hard to believe we are over half way through 2023! This fall is extremely busy for our Locals with all of the officer elections that are required per the CWA constitution. Good luck to all members who are running. I would like to remind everyone that once elections are over, it is time to come back together and keep working to make your local stronger. Some of our seasoned officers are riding off into retirement and taking a wealth of knowledge with them. For the new officers or existing officers who win this fall, please take the time to gather as much information as you can from them.

IUE-CWA Pension Fund has just received outstanding news from the Department of Labor. The Pension Fund ARP application for special financial assistance has been approved. These funds will keep us from going insolvent through at least the year 2052 and hopefully well beyond. We are thrilled that this will secure benefits for our retirees for years to come.

I will end my article on a sad note. My mentor, close friend, and former IUE-CWA staff rep Gary Mcguire passed away on July 23, 2023. Gary came out of my home local, Local 801, and was chief steward when I was hired into General Motors back

in 1993. He was my staff rep for many years, and even when he wasn't, he would take my calls and help me resolve whatever the issue was at that time. For those of you who attended our steward or bargaining training, you have undoubtedly heard us repeat one of his many quotes. Most of them I can't write in this article, though. After he retired, we stayed in contact with each other. Gary was very direct at times, and I can't tell you how many of those I was on the receiving end of a pretty good lecture, but it taught me many valuable lessons not only for work but in my personal life as well. I was fortunate enough over the last few years to be able to thank him and apologize for being that stubborn kid who knew more than him. He'd let me fail, but was always there to bail me out of whatever mess I got myself into-- followed by one of those lectures. Gary, you will be missed but not forgotten by many of us who had the pleasure of working with you over the years. Thanks for taking the time to read the BOLT, and I hope to see everyone soon at a local visit or future training.

In Solidarity
Kaine Goodwin

Local 84901 - Ft Wayne, IN



President Kennebrew with board members of Local 84901 in Ft Wayne, IN following a plant tour.

YOUR LOCAL NEWS

Local 81255 - Pittsfield, MA



IUE CWA
A FORCE FOR WORKING FAMILIES AFL-CIO
LOCAL 255
GENERAL DYNAMICS ESSENTIAL UNION EMPLOYEES
SUPPORTING OUR TROOPS THAT PROTECT OUR FREEDOM
A FAIR CONTRACT IS ESSENTIAL

Local 81255 held an informational picket and put up a billboard preparing for upcoming negotiations.

Local 83711 - Gadsden, AL

On July 18, members of IUE-CWA Local 83711 in Gadsden, Alabama representing workers at Inteva Products voted to ratify a new three year contract. The facility works as an injection molding and assembly plant for the automotive industry. The agreement provided improvement in wages, holidays, the attendance plan and froze and/or reduced healthcare premiums for the term of the agreement, just to mention a few of the changes. The facility employs approximately 140 bargaining unit employees and a strong vote from the membership secured their future. - Nick Davis, Shop Chairman of Local 83711



Left to right: Shop Chairman Nick Davis, President Betty Cheney, and Safety and Health Coordinator Dexter Marsh



MIKE RUSINEK

Director

I recently returned from our IUE-CWA Division Conference and the CWA Convention that was held in St. Louis, MO. Congratulations to our President Carl Kennebrew on his re-election, I am sure we can look forward to continued growth and innovative progress under his leadership.

Congratulations to Claude Cummings Jr. also on his historic election as President of the CWA and to Ameenah Salaam on her election as CWA Secretary Treasurer. I offer all the best to Chris Shelton on his retirement.

One of the best parts of attending was to be able spend time with IUE-CWA Staff, some brand new. The comradery was great, we have a great group of people that are committed to doing the very best for our members.

Part of my work is to promote CWA Strong, and we do see continued improvement in that area. I want to encourage our Local Leaders and Members to work and take part in the various committees that make up CWA Strong. Your cooperation will strengthen your Local and provide assets to make your Local all it can be.

Lastly, having the ability to attend the Convention shows one the power that we have in this great Union of ours, to see so many delegates representing so many members from all over this great country of ours is a tremendous feeling and with that POWER we can do great things for our Members and their families.

The tone of the convention was WHEN WE FIGHT, WE WIN!

*All the best,
Mike Rusinek*

GE CONFERENCE BOARD REPORT

I would like to congratulate President Kennebrew for being elected to his 2nd term as IUE president. I would also like to recognize John Lewis for his 53 yrs of dedication to the IUE-CWA. John is out of my old local, 83761 in Louisville, Ky, and he is one of a very few who stood on the picket lines in the 1969 GE strike who are still working. President Kennebrew and I honored John for his dedicated service at the spring conference board meeting this year (see picture below). I would also like to thank James Hamby, President of Local 83701, for putting on a day of fishing and a cook-out with children in the area. Local 83701 partnered with the Union Sportsman's Alliance to make a fun filled day for kids and the adult volunteers.

We just signed a 2 yr extension with GE that has the richest hourly raises that we have ever seen --even with a 4 yr contract. We have also signed a Labor Peace Agreement with GE for the first time. What is a labor peace agreement? GE is building two



new factories in New York that we are now going to organize without any interference from GE. This is huge! As many of you know, they will normally spend millions of dollars at

one plant to put on anti-union campaigns. We also just finished up on contracts with Momentive, 4 ABB shops, IPS (thank you Matt Clark for taking this one on). I would also like to thank President Guy Leone from Local 83712 and his membership for fighting in the Florida area to get more of GE service techs organized, and also to recognize him for getting two of his members back pay of almost \$5,000.00 each through the grievance procedure.

I encourage each of our locals to get involved in the upcoming elections-- states are already coming after unions. If anti-Union candidates they take over nationally, we can bet they will come after our rights on the national level. Vote pro-Union!

*In Solidarity
Jerry Carney*

MORE LOCAL NEWS

Local 83701 • Madisonville, KY

Union Fishing Event - IUE-CWA Local 83701 hosted their 1st Annual "Take Kids Fishing" event sponsored by the Union Sportsmen's Alliance.

"This was a fun experience that also taught the youth about the sport of fishing. Anytime we can bring labor and the community together for a positive event, is always a win in my book," said 83701 member and expert outdoorsman, Lohman Scarbrough. Lohman, along with 83701 President James Hamby, and the union membership have made it a priority to build relationships in their community. Because of their cultivated relationships with electeds, Madisonville Mayor Albert Jackson and the staff from the City of Earlington opened the lake for this event to take place and even covered cleanup.

More than 170 people attended this family-friendly community event. Every kid received a fishing pole, reel, and bait. Members of 83701 supervised the grill making sure everyone had a hot plate and full meal with hamburgers and hotdogs. This event shows how the union, community, and politics work together. President James Hamby believes, "When the union is involved in events such as this, it shows the union positively in the community, and it helps build and maintain relationships with people."



Local 14430 • Hinsdale, IL



Local 14430 members in Chicago on the strike line fighting for a fair contract at Northstar Aerospace!



All IUE-CWA Members have free membership in the Union Sportsman Alliance! Go to unionsportsmen.org to activate your membership today and take advantage of everything they have to offer!



USA4LIFE

SAFETY 4 U

Storytelling can be a powerful tool for safety committees to teach safe and inclusive workplace. Sharing stories can connect us with others on an emotional level, helping foster empathy and understanding. By sharing individual experiences, members can gain a deeper appreciation for each other's experiences and perspectives, building stronger relationships and creating unity. Storytelling also allows members to share their struggles and triumphs, providing a platform for disregarded voices to be heard. By emphasizing diverse stories, safety committees can build a sense of belonging and ensure that every member feels valued and respected.

In addition, storytelling can be used in workplace safety training to educate and raise awareness about important workplace topics such as diversity, equity, and inclusion. Through narratives that address bias, microaggressions, or discrimination, members can gain insights into the challenges faced by others and develop strategies to create a more inclusive workplace.

Creating a safe workplace through storytelling involves building an environment where people feel comfortable, "safe," sharing their stories without fear of judgment or retaliation. Safety committees can encourage storytelling by providing programs or events for

members to share their experiences, such as training sessions, committee meetings, or dedicated events such as hazard recognition or a storytelling workshop.

How to identify hazards via sharing your story via mapping: Create a team, list the hazards commonly associated with the industry in which you work. Discuss how each item constitutes a hazard at your facility. If you don't know, ask if there have been any accidents from the hazards you identified. Then, based on shared stories, experiences, or facts make a drawing that shows the basic layout of your facility. Use a color-coded dot to identify the hazards in each area of the facility on the map. Rate each hazard on its severity. Label each hazard with a name or brief description. Finally, based on your map, discuss as a group which hazards are of most concern and how to best eliminate or lessen them.

Overall, storytelling can have an incredible power to etch a safety message in our minds, promote inclusivity, and raise awareness of important or harmful issues. By utilizing the power of storytelling workplaces can create an environment where each worker feels heard, valued, and supported.



The Power of Empowering

Local 84755 First Aid Responders from DMAX, Brookville site, are ready if needed. The committee, led by Angie Richardson reminds us that if someone near you goes into cardiac arrest, don't be afraid—just be prepared! The first 1-3 minutes of a cardiac event can make a difference. Chances are the local EMS can't be there that fast. Heart attacks don't just happen at work, they can happen anywhere. You should consider training and being ready.



World First Aid Day, Sept 10th, is a day to remind us that it pays to have first aid skills the whole year round so that you can be prepared in any situation. Basic First Aid, CPR, AED classes are free of charge and can be held at your Local Union Hall or at your represented business. For more information or to schedule a class email Debbie Fisher at dfisher@iue-cwa.org.



IUE-CWA 2023 SCHOLARSHIP RECIPIENTS



2023 James B. Carey Scholarship Winner
Madilyn Babb

Local 81320
Misty Breese,
Mother

Wells College, NY
Major: History



2023 James B. Carey Scholarship Winner
Taya Bunch

Local 83761
Jason Bunch,
Father

University of Kentucky
Major: Economics



2023 James B. Carey Scholarship Winner
Olivia Echols

Local 88502
Matt Echols, Father

Gannon University, PA
Major: Physician
Assistant



2023 James B. Carey Scholarship Winner
Austin Rupel

Local 84901
Andrew Rupel,
Father

Purdue University, IN
Major: Electrical
Engineering



2023 James B. Carey Scholarship Winner
Jacob Sebastian

Local 84743 Diane
Sebastian, Mother

Western Kentucky
University
Major: Photo
Journalism



2023 Willie Rudd Scholarship Winner
Gabriel Hankey

Local 84436
Gabriel Hankey,
Father

Adrian College, MI
Major: English -
Journalism



2023 Jack Shea Scholarship Winner
Ryan Goggin

Local 81201
Salem State
University, MA

Major: Business
Administration

NLRB Decides Atlanta Opera, Closing Loopholes in Independent Contractor Law

On June 13, the Board decided the Atlanta Opera case, overruling the Board's decision in the SuperShuttle (2019) case and reinstating the prior standard for evaluating whether workers are independent contractors or employees and thus covered by labor law. The issue at question in all three of these cases was whether certain workers should be considered employees or independent contractors, and therefore covered or not covered by the protections of labor law. This is an age-old question of our nation as our democracy has decided over the years to protect the rights of workers (employees). To avoid these protections employers have been very clever in creating legal loopholes to avoid employee rights (including labor law, overtime, minimum wage etc.), one loophole has been calling the employee an "independent contractor."

In the real world of course, independent contractors are sometimes truly and accurately called independent contractors. For example, when you call someone to repair your roof you generally do not (1) control the details of how they would fix your roof, (2) control whether or not they continue as a "roofing contractor" or do something else, (3) supervise them as a manager, (4) train them as a roofer, (5) supply all their tools as a roofer, (6) employ them as a roofer on a daily basis for years, (7) pay them by the hour instead of by the roof, (8) have a roofing business yourself, (9) consider yourself the roofing contractor's employer or vice versa, and (10) usually the roofer has their own business entity separate from you. In other words, an independent contractor is usually determined by these ten factors which are complex and detail oriented. These ten factors were established by common law and affirmed by the Supreme Court as the test for an independent contractor in the 1968 case United Insurance 390 US 254. These ten complex interrelated factors were never changed by the Supreme Court and certainly no one factor was placed above these ten factors.

Without any supporting precedent in 2019 the Board decided SuperShuttle DFW, Inc., 367 NLRB No. 75, which

elevated the test of "entrepreneurial opportunity" above the ten factors established by common law and affirmed by the Supreme Court. Under SuperShuttle DFW the control that the employer exercised over an employee became less important, and whether or not the employee has what is called "entrepreneurial opportunity" for gain and loss became a "super factor." What this allowed was for Companies to establish what they would call "franchise" or "independent contractor" agreements with individuals who had (1) no control over the details of the business (including prices, services, location, or schedule), (2) had specific assignments or routes given to them by the Company, (3) had Company supervision, (4) needed Company training, (5) had tools or equipment "leased" to them, (6) had no ability to take customers elsewhere or change services, and (7) had no true independence in the operational side of the business. However, all of these factors which under the older test would state that the worker was an "employee" would be overruled by the fact that they were paid on commission and therefore had "entrepreneurial opportunities" for gain and loss.

The current Labor Board pointed out in Atlanta Opera that the SuperShuttle rule allowed empty "entrepreneurial opportunity" to overrule the clear control operated over the employee. For example, the Board pointed out that FedEx argued that its drivers were "independent contractors" because they could officially (on paper) hire employees to cover their route. However, the Board pointed out that FedEx had never proven that this actually happened, because FedEx had total control over the routes and FedEx had total control over the replacement. In other words, the "entrepreneurial opportunity" which FedEx utilized to keep calling their workers "independent contractors" was a thin disguise to avoid the protections guaranteed to workers.

Going back to the ten-factor independent contractor analysis established by common law and affirmed by the Supreme Court was the correct decision both legally and philosophically.

NLRB defends work-place speech rights

In an important recent decision, the National Labor Relations Board (NLRB) has once again proven its commitment to safeguarding the rights of American workers. The ruling in Lion Elastomer LP v. United Steel, Rubber, and Plastics Workers of America marks a significant return to the Board's role protecting the rights of bargaining unit members and officers in the context of union speech in the workplace.

The Board overturned an earlier precedent set by the Board during the Trump administration, in the General Motors case, which made it much easier for a Company to discipline officers and members who, in speaking out against contract violations or in favor of work-place improvements, ran afoul of shop rules against using profane or impolite language. The Board instead returned to long-standing precedent set in the Atlantic Steel case which established a four factor test to evaluate when an employee's foul or abusive language might be unprotected. This represents a step forward in promoting fair labor practices and fostering healthy employer-employee relationships:

- 1) *The Location of the Outburst:* this factor scrutinizes where the communication leading to the disciplinary action took place. An outburst away from work areas will be more likely to be protected.
- 2) *The Subject of the Discussion:* The NLRB evaluates whether the statements made in the context of a discussion of a grievance or contract rights.
- 3) *The Nature of the Employees Outburst:* the Board will find less offensive or extreme speech more likely to be protected.
- 4) *Whether and to what extent the outburst was motivated by the Company's unfair labor practices:* Outrageous or extreme outbursts are much more likely to be protected if motivated in response to the Company's unlawful conduct.

This decision is a welcome return to common sense in an area where the previous Board had significantly diminished the rights of our members and officers to be treated as equals in the context of discussions about grievances, work-place issues, and contract rights.

Robert Holt
General Counsel

WEINGARTEN RIGHTS

YOUR RIGHT TO UNION REPRESENTATION

If called to a meeting with management, state the following to management when the meeting begins:

"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or steward be present at this meeting. - Until my representative arrives, I choose not to participate in this discussion."

SCA



Local members in the IUE-CWA Service Contract Act Alliance came together in San Diego for a meeting/training event. Our SCA alliance continues to grow, with new units in New Orleans and North Carolina! Special thanks to Bill Archer and Timothy Ng for their organizing work!

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!

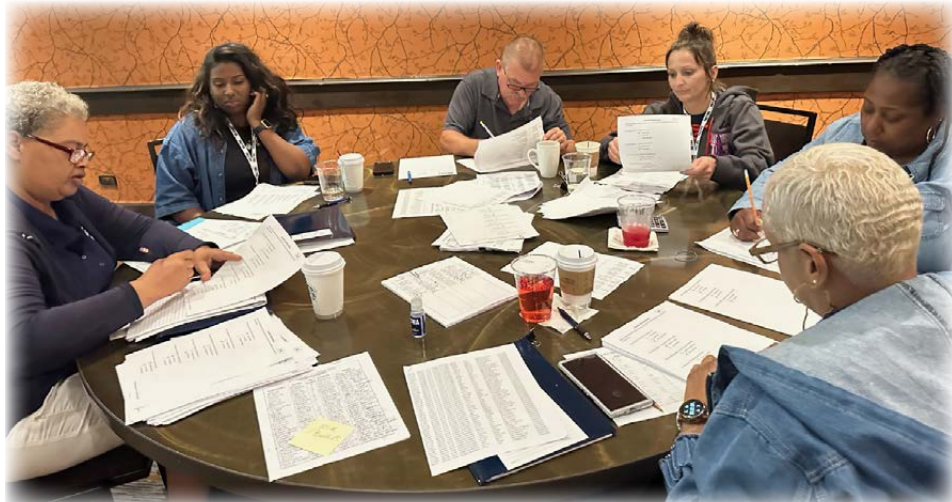
Send stories to: thebolt@iue-cwa.org

MENTORSHIP PROGRAM



ELECTION TRAINING

Over 35 Local members came together in Cleveland, Ohio on July 25-26 for an interactive election training, to make certain that their Local elections this fall are run according to federal law and the CWA Constitution. OLMS Area Director Megan Ireland kicked off the training with a presentation on election requirements. Attendees gained valuable experience in planning and implementing nominations and elections and on proper procedures for balloting and tallying ballots. Thank you to all of the Locals who sent participants to the training!



The 2023 Mentorship participants began their year-long journey of education and growth as Union activists on May 2nd, 2023 in Dayton, Ohio, when the 2022 class officially passed the torch. Congratulations to the graduates of the 2022 class! 2022 graduates Dennis Morales, Desirae Dewberry, and David Houser are staying on and acting as peer leaders for the 2023 class. The 2023 Mentee class, Evvan Beeny, Heather Murphy, Chelsea Davis, George Kerr III, Tiffany Rivera, Andrew Bowen, Robert Bareis, Charlie McDonald, Mariah Figueiredo, Justin Cote, John Bohigian Jr, and Gregory Owen II continued their journey with a July meeting at the IUE-CWA Division Conference in St. Louis.

The IUE-CWA Mentorship program pairs interested Local Union members with established leaders from around the country in a year-long program designed to educate and create experiences that will grow the next generation of Union leaders.



MORE LOCAL NEWS

Local 83761 • Louisville KY

Members from IUE-CWA Local 83761, General Electric Appliance Park, located in Kentucky, held their 2nd annual labor book event. The star of the show was Labor Historian and Author, Toni Gilpin. "The Long Deep Grudge: A Story of Big Capital, Radical Labor, and Class War in the American Heartland," features the struggle to unionize the International Harvester Company with highlights on the groundbreaking organizing work in Louisville. The theme seemed fitting with current organizing efforts happening not just in Louisville but nationwide, "We're not going to be second class citizens in the south." The event had over a hundred participants that couldn't wait to meet Toni and talk about the powerful movement workers are building since the pandemic. Organizing efforts are building momentum and campaigns are firing up around the globe. "Workers are starting to see their worth and fight back against corporate greed," said local union President, Kindre Batliner. "We have made our committees a priority since 2018 and can already see a difference in morale on the shop floor." Local 83761, along with the KY AFL-CIO, SEIU, UAW, and the Louisville SURG chapter, hope to keep this momentum going and host another book event for members in 2024.

Pictured on left: Labor Historian and Author Toni Gilpin, speaking to union members about organizing in the south.

Pictured below: Senator Gerald Neal - KY, spoke about his family's role in Toni's book during the Harvester strike in the 1950's.



**Special Thanks
to our members
at Local 88648
/ CCL Container
for creating this
awesome water
bottle for the
2023 Division
Conference.**



DIVERSITY

IUE-CWA Diversity Ambassadors continue to do great work around the country spreading a message of love and inclusion.



"The greatest gift that you can give to others is the gift of unconditional love and acceptance." Brian Tracy. >>> Local 81359 and 81380 Celebrating Pride Month!



Local 83761 Celebrate "PRIDE!"



Below: Local 81408 Diversity Committee, partnered with Brighter Choice Middle School to bring awareness to the community of diversity.



Get the New IUE-CWA Smart Phone App

Get News, Event information and more!

Scan the QR code below and download the app today!



SCAN ME



IUE-CWA
Local Women's
Committees
Get Members
Involved



INTERNATIONAL
WOMEN'S
DAY
2023
#EmbraceEquity



Local 83718 (Brookhaven, MS) Women's Committee celebrated National Women's Day by giving candy bags and a thank you card out to 150 ladies. They did a raffle with a lot of great prizes. All of the members supported this great event by wearing purple shirts and purple ribbons.

On Saturday March 18th, the women's committee had a get-together with some of the women from Local 81326 (Lancaster, NY) for a potluck luncheon. Everyone brought a dish and we watched **9 to 5, the movie**. Everyone discussed how the actual 9 to 5 movement had started. A fun time was had by all! -Bridget J Morey



Locals 775 and 758 (Dayton, OH) held a raffle and raised \$600.00 for the Artemis Domestic Violence House. Presented by Ida Hamilton, Local 775 and Lisa Emory, Local 758. These Locals also celebrated International Women's Day by encouraging all their members to wear purple!

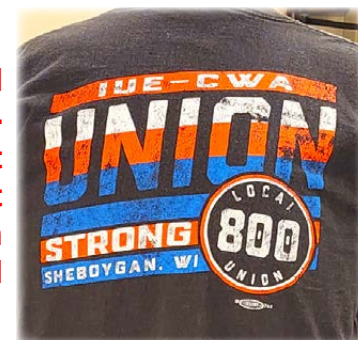


Show Us Your Tees!

Union pride is what makes the IUE-CWA strong and keeps us moving forward! Send us a photo of members wearing their union t-shirts!

Send your photos to: thebolt@iue-cwa.org

This Local 84800 (Sheboygan, WI) t-shirt was spotted at the 2023 Division Conference and we love it!



PLEASE NOTE: Unless otherwise stated, Run-off elections, if needed, will be held at the same address as the regular election.

LOCAL NOMINATIONS & ELECTIONS

IUE-CWA Local 81102

Nominations Date/Time: November 15, 2023, 4:00 p.m. - 5:30 p.m. • Place: 19-02 Steinway, Astoria, NY
Election Date/Time: December 13, 2023, 6:30 a.m. - 4:00 p.m. • Place: 1 Steinway Place, Astoria, NY
Run-Off Election (If needed): December 14, 2023, 6:30 a.m. - 4:00 p.m. • Place: 1 Steinway Place, Astoria, NY; Officers to be elected: President, Vice President, Secretary/Treasurer, Chief Steward, (3) Trustees, (2) Executive Board at Large

IUE-CWA Local 81106

Nominations Date/Time: September 18, 2023, 3:30 p.m. - 4:30 p.m. • Place: 12 Borton Landing Road, Moorestown, NJ - Election Date/Time: October 17, 2023, 6:00 a.m. - 6:00 p.m. • Place: 112 Borton Landing Road, Moorestown, NJ; Run-Off Election (If needed): October 24, 2023, 6:00 a.m. - 6:00 p.m. • Place: 112 Borton landing Road, Moorestown, NJ. Officers to be elected: President, Vice President, Secretary/Treasurer, (5) Executive Board at Large, (2) Trustees, Sergeant-at-Arms, (15) Stewards, (2) By-Laws Committee Members, (3) Trial Board Members

IUE-CWA Local 81134

Nominations Date/Time: September 5, 2023, 12:00 p.m. - 7:00 p.m. • Place: 641 Creek Road, Bellmawr, NJ
Election Date/Time: November 6, 2023, 8:00 a.m. - 7:00 p.m. • Place: 641 Creek Road, Bellmawr, NJ
Run-Off Election (If needed): December 4, 2023, 8:00 a.m. - 7:00 p.m. • Place: 641 Creek Road, Bellmawr, NJ
Officers to be elected: President, Vice President, Treasurer, (3) Trustees, Sergeant-at-Arms

IUE-CWA Local 81201

Nominations Date/Time: Runs August 16, 2023, at 8:00 a.m. through September 1, 2023, at 5:00 p.m.
Place: 112 Exchange St., Lynn, MA. Additional locations include: Ametek Aerospace, Wilmington, MA; Veolia at LWWTWP, Lynn, MA; Saugus Public Library, Saugus, MA; Avis Budget Group, Airport East, Boston, MA; GE, Lynn, Lynn MA. Election Date/Time: October 24, 2023, 8:00 a.m. - 5:00 p.m. • Place: 112 Exchange St., Lynn, MA. Additional locations include: Ametek Aerospace, Wilmington, MA; Veolia at LWWTWP, Lynn, MA; Saugus Public Library, Saugus, MA; Avis Budget Group, Airport East, Boston, MA; GE, Lynn Auditorium, Lynn MA • Run-Off Election (If needed): October 31, 2023, 8:00 a.m. - 5:00 p.m. • Place: 112 Exchange St., Lynn, MA. Additional locations include: Ametek Aerospace, Wilmington, MA; Veolia at LWWTWP, Lynn, MA; Saugus Public Library, Saugus, MA; Avis Budget Group, Airport East, Boston, MA; GE, Lynn Auditorium, Lynn MA • Officers to be elected: President, Business Agent, Vice President/Recording Secretary, Sergeant-at-Arms, Treasurer, (3) Executive Board Members, (3) Trustees, (4) Chief Stewards, (3) IUE-CWA Delegates, (60) Stewards, Health & Safety Director, (2) Building Association Board of Directors

IUE-CWA Local 81206

Nominations Date/Time: September 4, 2023, 2:00 p.m. - 6:00 p.m. • Place: 103 Johnson Road, Chicopee, MA
Election Date/Time: October 9, 2023, 2:00 p.m. - 6:00 p.m. • Place: 103 Johnson Road, Chicopee, MA
Run-Off Election (If needed): November 13, 2023, 2:00 p.m. - 6:00 p.m. • Place: 103 Johnson Road, Chicopee, MA

Officers to be elected: President, Vice President, Chief Steward, Recording Secretary, Treasurer, (6) Stewards, (2) Trustees

IUE-CWA Local 81251

Nominations Date/Time: September 12, 2023, 6:30 a.m. - 7:00 p.m. • Place: 101 School St., Waltham, MA
Election Date/Time: September 19, 2023, 7:00 p.m. - 8:00 p.m. • Place: 101 School St., Waltham, MA
Run-Off Election (If needed): September 26, 2023, 7:00 p.m. - 8:00 p.m. • Place: 101 School St., Waltham, MA
Officers to be elected: President, Vice President, Chief Steward, Treasurer, Recording Secretary, (2) Trustees

IUE-CWA Local 81266

Nominations Date/Time: October 13, 2023, 7:00 a.m.- 3:30 p.m. • Place: 300 Fenn Road, Newington, CT
Election Date/Time: October 21, 2023, 11:15 a.m. - 1:00 p.m. • Place: 154 Porters Pass, Berlin, CT
Run-Off Election (If needed): October 27, 2023, 12:00 p.m. - 12:30 p.m. • Place: 300 Fenn Road, Newington, CT • Officers to be elected: President, Business Agent, Vice President, Treasurer, Recording Secretary, Trustee, Sergeant-at-Arms, Chief Steward

IUE-CWA Local 81300

Nominations Date/Time: September 23, 2023, 12:30 p.m. - 1:30 p.m. • Place: Bridge St., Solvay, NY
Election Date/Time: October 2, 2023, 5:30 a.m. - 3:00 p.m. • Place: 3000 Milton Ave., Solvay, NY
Run-Off Election (If needed): October 9, 2023, 5:30 a.m. - 3:00 p.m. • Place: 3000 Milton Ave., Solvay, NY
Officers to be elected: President, Vice President, Treasurer, Chief Steward, Recording Secretary, (3) Trustees, Sergeant-at-Arms

IUE-CWA Local 81301

Nominations Date/Time: November 14, 2023, 7:30 a.m., 1:30 p.m., 3:15 p.m. and 4:15 p.m. to 4:30 p.m.
Place: 251 State St., Suite 301, Schenectady, NY
Election Date/Time: December 13, 2023, 5:00 a.m. - 8:00 p.m. • Place: 251 State St., Suite 301, Schenectady, NY
Run-Off Election (If needed): December 20, 2023, 5:00 a.m. - 8:00 p.m. • Place: 251 State St., Suite 301, Schenectady, NY • Officers to be elected: President, Business Agent, Vice President, Treasurer, Chief Steward, Recording Secretary, (2) Trustees

IUE-CWA Local 81303

Nominations will take place via e-mail between October 1st and October 15th, 2023. E-mails need to be sent to the Secretary at: Albany81303@gmail.com
The local will inform all candidates of nominations and attest to their willingness to serve if elected. • Elections will take place by secret ballot through AAA as in the past. It will run from November 1st thru November 10th, with the results posted afterwards. • Officers to be elected: President, Vice President, Secretary/Treasurer, Chief Steward, (2) Stewards, (2) Trustees

IUE-CWA Local 81310

Nominations Date/Time: November 3, 2023, 4:00 p.m. - 4:30 p.m. • Place: 238 North 14th St., Kenilworth, NJ
Election Date/Time: December 1, 2023, 4:00p.m. - 4:30p.m. • Place: 238 North 14th St., Kenilworth, NJ
Run-Off Election (If needed): December 8, 2023, 4:00p.m. -

4:30 p.m. • Place: 238 North 14th St., Kenilworth, NJ
Officers to be elected: President, Vice President, Recording Secretary, Treasurer, (2) Trustees, (3) Stewards

IUE-CWA Local 81311

Nominations Date/Time: November 12, 2023, 10:00 a.m. - 11:00 a.m. • Place: 459 E. Church St., Elmira, NY
Election Date/Time: December 1, 2023, 6:00 a.m. - 4:00 p.m. • Place: 459 E. Church St., Elmira, NY
Run-Off Election (If needed): December 5, 2023, 6:00 a.m. - 4:00 p.m. • Place: 459 E. Church St., Elmira, NY
Officers to be elected: President, Vice President, Secretary/Treasurer, Recording Secretary, (3) Trustees, Sergeant-at-Arms, Chief Steward, Executive Board at Large, (2) Safety Positions

IUE-CWA Local 81313

Nominations Date/Time: September 13, 2023, 2:45 p.m. - 3:45 p.m. • Place: 225 Steuben St., Painted Post, NY
Election Date/Time: November 8, 2023, 7:00 a.m. - 5:00 p.m. • Place: 225 Steuben St., Painted Post, NY
Run-Off Election (If needed): October 11, 2023, 10:00 a.m. - 5:00 p.m. • Place: 225 Steuben St., Painted Post, NY • Officers to be elected: President, Vice President, Secretary/Treasurer, Treasurer, Recording Secretary, Chief Steward-1st Shift, Chief Steward-2nd Shift, (6) Executive Board at Large-1st Shift, (4) Executive Board at Large-2nd Shift, Trustee, Sergeant-at-Arms, Picket Captain

IUE-CWA Local 81320

Nominations Date/Time: October 12, 2023, 4:00 p.m. - 11:59 p.m. • Place: 602 Old Liverpool Rd., Liverpool, NY
Election Date/Time: November 9, 2023, 6:00 a.m. - 6:00 p.m. • Place: 602 Old Liverpool Rd., Liverpool, NY
Run-Off Election (If needed): December 14, 2023, 6:00 a.m. - 6:00 p.m. • Place: 602 Old Liverpool Rd., Liverpool, NY • Officers to be elected: President/Business Agent, Vice President, Chief Steward, (3) Trustees, Treasurer, Sergeant-at-Arms, Recording Secretary, Financial Secretary, Test Representative, Skilled Trades Chairperson, Skilled Trades Co-Chairperson, Skilled Trades Recording Secretary

IUE-CWA Local 81326

Nominations Date/Time: November 9, 2023, 2:00 p.m. - 4:00 p.m. • Place: 4640 Broadway, Depew NY
Election Date/Time: December 14, 2023, 2:00 p.m. - 5:00 p.m. • Place: 4640 Broadway, Depew NY
Run-Off Election (If needed): December 14, 2023, 2:00 p.m. - 5:00 p.m. • Place: 4640 Broadway, Depew NY
Officers to be elected: President, Vice President, Secretary/Treasurer, Recording Secretary, (3) Trustees, Sergeant-at-Arms, Chief Steward

IUE-CWA Local 81359

Nominations Date/Time: November 3, 2023, 11:45 a.m. - 2:30 p.m. • Place: 301 Hudson River Rd., Waterford, NY
Election Date/Time: December 6, 2023, 6:00 a.m. - 5:00 p.m. • Place: 301 Hudson River Rd., Waterford, NY
Run-Off Election (If needed): January 3, 2024, 6:00 a.m. - 5:00 p.m. • Place: 301 Hudson River Rd., Waterford, NY
Officers to be elected: President, Vice President, Secretary/Treasurer, Chief Steward, (3) Trustees

PLEASE NOTE: Unless otherwise stated, Run-off elections, if needed, will be held at the same address as the regular election.

LOCAL NOMINATIONS & ELECTIONS

IUE-CWA Local 81380

Nominations Date/Time: October 11, 2023, 4:00 p.m. – 5:00 p.m. • Place: 93 3rd St., Waterford, NY
Election Date/Time: December 13, 2023, 6:00 a.m. – 4:00 p.m. • Place: 93 3rd St., Waterford, NY
Run-Off Election (If needed): December 20, 2023, 6:00 a.m. – 4:00 p.m. • Place: 93 3rd St., Waterford, NY
Officers to be elected: President, Business Agent, Vice President, Secretary/Treasurer, (3) Trustees

IUE-CWA Local 81381

Nominations Date/Time: October 17, 2023, 5:30 p.m. – 7:30 p.m. • Place: 740 Driving Park Ave., Suite A, Rochester, NY • Election Date/Time: November 15, 2023, 11:30 a.m. – 2:00 p.m. • Place: City Place, St. Paul St., Westfall Rd, Rochester, NY • NOTE: All members with a normal work location other than City Place, St. Paul St., or Westfall Rd., will automatically be sent absentee ballots with a self-addressed, stamped envelope. All members with a normal work location of City Place, St. Paul St., and Westfall Rd., can request an absentee ballot be mailed to them if they will not be in the office the day of the election.
Run-Off Election (If needed): December 13, 2023, 11:30 a.m. – 2:00 p.m. • Place: City Place, St Paul St., Westfall Rd, Rochester, NY • Officers to be elected: President, Vice President, Recording Secretary, Treasurer, (2) Trustees, (3) Chief Stewards (Grievance Co-Chairs), (13) Stewards

IUE-CWA Local 81382

Nominations Date/Time: October 18, 2023, 12:00 p.m. – 12:30 p.m. • Place: 77 Water St., Lyons, NY
Election Date/Time: December 6, 2023, 12:00 p.m. – 12:15 p.m. • Place: 77 Water St., Lyons, NY
Run-Off Election (If needed): December 6, 2023, 12:15 p.m. – 12:30 p.m. • Place: 77 Water St., Lyons, NY
Officers to be elected: President, Vice President, Secretary/Treasurer, Recording Secretary

IUE-CWA Local 81386

Nominations Date/Time: August 1, 2023 – September 1, 2023 • Place: 9499 Broadway Road
Election Date/Time: October 2, 2023, 7:00 – 3:30
Place: One Magnetics Pkwy, Gowanda, NY
Run-Off Election (If needed): October 13, 2023, 7:00- 3:30
Place: One Magnetics Pkwy, Gowanda, NY
Officers to be elected: President, Chief Steward, Recording Secretary, Treasurer, Sergeant-at-Arms, Trustee

IUE-CWA Local 81408

Nominations: Petitions will be available from 9/1/2023 – 9/30/2023 by contacting Election Committee Chairperson, Conniebeth Myers, at conniebethmyers@gmail.com, or 518-221-7433. • Election: In the event there is more than one qualifying candidate for any positions (or more than three for Trustee), election will be held by mail in ballots and will go out around December 4, 2023.

The ballots will be mailed to your home in early December with instructions. If you do not receive a ballot, additional information will be posted on how to receive one. Notification sites include app, union board, local Facebook page, and more. • Run-Off Election (If needed): Ballots will go out by mail around December 26th, 2023.

Officers to be elected: President, Vice President, Secretary/Treasurer, Recording Secretary, (3) Trustees

IUE-CWA Local 81455

Nominations Date/Time: October 8, 2023, 2:00 p.m. – 3:00 p.m. • Place: 32 Scotch Rd., Ewing, NJ
Election Date/Time: November 22, 2023, 5:00 a.m. – 5:00 p.m. • Place: 2231 E. State St Ext, Trenton, NJ
Run-Off Election (If needed): December 6, 2023, 5:00 a.m. – 5:00 p.m. • Place: 2231 E. State St Ext, Trenton, NJ • Officers to be elected: President, Vice President, Secretary/Treasurer, Treasurer, (3) Trustees, Sergeant-at-Arms, Chief Steward-1st Shift, Chief Steward-2nd Shift, Negotiator Corresponding Secretary, Executive Board at Large: (6)-1st Shift, (4)-2nd Shift, (1)-3rd Shift

IUE-CWA Local 81463

Nominations Date/Time: September 15, 2023, 10:00 a.m. – 6:30 p.m. • Place: 303 Smith St., Suite 8, Farmingdale, NY • Election Date/Time: December 15, 2023, 10:00 a.m. – 6:30 p.m. • Place: 303 Smith St., Suite 8, Farmingdale, NY • Run-Off Election (If needed): December 22, 2023, 10:00 a.m. – 6:30 p.m. • Place: 303 Smith St., Suite 8, Farmingdale, NY • Officers to be elected: President, Vice President, Secretary/Treasurer, (3) Trustees, Sergeant-at-Arms

IUE-CWA Local 81475

Nominations Date/Time: November 15, 2023, 3:00 p.m. – 5:00 p.m. • Place: 140 State Route 17, Mahwah, NJ
Election Date/Time: November 15, 2023, 5:00 p.m. – 6:00 p.m. • Place: 140 State Route 17, Mahwah, NJ
Run-Off Election (If needed): November 29, 2023, 3:00 p.m. – 4:30 p.m. • Place: 140 State Route 17, Mahwah, NJ • Officers to be elected: President, (2) Vice Presidents, Secretary/Treasurer, Recording Secretary, (3) Trustees, Sergeant-at-Arms

IUE-CWA Local 81485

Nominations Date/Time: September 7, 2023, 5:00 p.m. – 7:00 p.m. • Place: 158 Montague St., Third Floor, Brooklyn, NY • Election Date/Time: September 19, 2023, 8:00 a.m. – 5:00 p.m. • Place: Held at every shop
Run-Off Election (If needed): September 26, 2023, 8:00 a.m. – 5:00 p.m. • Place: 1966E Broadhollow Rd., E. Farmingdale, NY • Officers to be elected: President, Vice President, Treasurer, Recording Secretary, Trustee, Sergeant-at-Arms

IUE-CWA Local 81495

Nominations Date/Time: September 7, 2023, 4:00 a.m. – 6:00 p.m. • Place: 130 Gilbert St., LeRoy, NY • Election Date/Time: November 2, 2023, 4:00 a.m. – 6:00 p.m. • Place: 130 Gilbert St., LeRoy, NY • Run-Off Election (If needed): November 9, 2023, 4:00 a.m. – 6:00 p.m. • Place: 130 Gilbert St., LeRoy, NY • Officers to be elected: President, (4) Vice Presidents; one per unit, one is Vice President/Chief Steward position, Secretary/Treasurer, (2) Trustees, Sergeant-at-Arms, Steward, Steward-Entertainment Chair

IUE-CWA Local 81981

Nominations Date/Time: November 20, 2023, 3:30 – 4:00
Place: 1700 North Broadway, Albany, NY • Election Date/Time: December 15, 2023, 1:00 – 2:30 • Place: 1700 North Broadway, Albany, NY • Run-Off Election (If needed): December 22, 2023, 1:00 – 2:30 • Place: 1700 North Broadway, Albany, NY • Officers to be elected: President, Vice President, Steward, Treasurer, Recording Secretary

IUE-CWA Local 82130

Nominations Date/Time: September 9, 2023, 2:00 p.m. – 4:00 p.m. • Place: 1335 Linden Ave., Arbutus, MD
Election Date/Time: October 4, 2023, 6:00 a.m. – 6:00 p.m. • Place: 7323 Aviation Blvd., Baltimore, MD
Run-Off Election (If needed): October 10, 2023, 6:00 a.m. – 6:00 p.m. • Place: 7323 Aviation Blvd., Baltimore, MD
Officers to be elected: President, Vice President, Secretary/Treasurer, Recording Secretary, Executive Board at Large, Sergeant-at-Arms, Trustee

IUE-CWA Local 82162

Nominations Date/Time: November 2, 2023, 6:15 a.m. – 6:30 p.m. • Place: 8224 Shadwell Dr., Roanoke, VA
Election Date/Time: December 8, 2023, 5:00 a.m. – 5:00 p.m. • Place: 8224 Shadwell Dr., Roanoke, VA
Run-Off Election (If needed): December 15, 2023, 5:00 a.m. – 5:00 p.m. • Place: 8224 Shadwell Dr., Roanoke, VA
Officers to be elected: President, Vice President, Secretary/Treasurer, Recording Secretary, Treasurer, (2) Trustees, Sergeant-at-Arms, (2) Chief Stewards, (3) IUE-CWA Delegates

IUE-CWA Local 82167

Nominations Date/Time: October 19, 2023, 12:30 p.m. – 5:00 p.m. • Place: 8224 Shadwell Dr., Roanoke, VA
Election Date/Time: November 16, 2023, 12:30 p.m. – 5:00 p.m. • Place: 8224 Shadwell Dr., Roanoke, VA
Run-Off Election (If needed): December 21, 2023, 12:30 p.m. – 5:00 p.m. • Place: 8224 Shadwell Dr., Roanoke, VA
Officers to be elected: President, Vice President, Secretary/Treasurer, Chief Steward, (6) Stewards

IUE-CWA Local 82173

Nominations Date/Time: September 16, 2023, 5:00 p.m. – 6:00 p.m. • Place: 502 Lee Highway, Verona, VA
Election Date/Time: October 13, 2023, 6:00 a.m. – 6:00 p.m. • Place: 502 Lee Highway, Verona, VA
Run-Off Election (If needed): October 20, 2023, 6:00 a.m. – 6:00 p.m. • Place: 502 Lee Highway, Verona, VA
Officers to be elected: President, Vice President, Secretary/Treasurer, Chief Steward, Steward (2nd Shift Rep.), Executive Board at Large (Educational Director), Head Trustee, Trustee, Executive Board at Large, Skilled Trades Chairman, Sergeant-at-Arms

IUE-CWA Local 82670

Nominations Date/Time: November 4, 2023, 2:00 p.m. – 4:00 p.m. • Place: 501 8th Ave. West, Huntington, WV
Election Date/Time: November 18, 2023, 2:00 p.m. – 4:00 p.m. • Place: 501 8th Ave. West, Huntington, WV
Run-Off Election (If needed): December 2, 2023, 2:00 p.m. – 4:00 p.m. • Place: 501 8th Ave. West, Huntington, WV • Officers to be elected: President, Vice President, Treasurer, Sergeant-at-Arms, Recording Secretary, (3) Trustees

IUE-CWA Local 83181

Nominations Date/Time: September 15, 2023, 6:00 a.m. – 2:30 p.m. • Place: 12037 Goodrich Dr., Charlotte, NC
Election Date/Time: October 16, 2023, 6:00 a.m. – 2:30 p.m. • Place: 12037 Goodrich Dr., Charlotte, NC
Run-Off Election (If needed): October 30, 2023, 6:00 a.m. – 2:30 p.m. • Place: 12037 Goodrich Dr., Charlotte, NC
Officers to be elected: President, Vice President/Chief Steward, Secretary/Treasurer, Steward

PLEASE NOTE: Unless otherwise stated, Run-off elections, if needed, will be held at the same address as the regular election.

LOCAL NOMINATIONS & ELECTIONS

IUE-CWA Local 83190

Nominations Date/Time: October 5, 2023, 6:15 a.m. – 3:15 p.m. • Place: 301 Darlington Dr SW., Rome, GA
Election Date/Time: November 2, 2023, 6:00 a.m. – 7:15 p.m. • Place: 301 Darlington Dr SW., Rome, GA
Run-Off Election (If needed): November 16, 2023, 6:15 a.m. – 7:15 p.m. • Place: 301 Darlington Dr SW., Rome, GA • Officers to be elected: President, Vice President, Secretary/Treasurer, Recording Secretary, Chief Steward, (3) Trustees, Sergeant-at-Arms (Guard), Skilled Trades Chairman

IUE-CWA Local 83225

Nominations Date/Time: October 25, 2023, 6:30 p.m. – 7:30 p.m. • Place: Video Conference (Invites will go out to members by e-mail) • Election Date/Time: November 15, 2023, 3:45 p.m. – 5:00 p.m. • Place: 601 Oceana Blvd., Bldg. 3035, Virginia Beach, VA • Run-Off Election (If needed): November 29, 2023, 3:45 p.m. – 5:00 p.m. • Place: 601 Oceana Blvd., Bldg. 3035, Virginia Beach, VA
Officers to be elected: President, Vice President, Chief Steward, Treasurer, Recording Secretary, (2) Trustees

IUE-CWA Local 83226

Nominations Date/Time: October 4, 2023, 1:30 p.m. – 4:30 p.m. • Place: 103 Capital Trace, Elizabeth City, NY
Election Date/Time: November 1, 2023, 1:30 p.m. – 4:30 p.m. • Place: 103 Capital Trace, Elizabeth City, NY
Run-Off Election (If needed): December 6, 2023, 1:30 p.m. – 4:30 p.m. • Place: 103 Capital Trace, Elizabeth City, NY • Officers to be elected: President, Vice President, Recording Secretary, Treasurer, Chief Steward, (2) Trustees

IUE-CWA Local 83697

Nominations Date/Time: September 6, 2023, 3:00 p.m. – 5:00 p.m. • Place: 740 W. Main St., Lebanon, KY
Election Date/Time: October 25, 2023, 3:00 p.m. – 5:00 p.m. • Place: 740 W. Main St., Lebanon, KY
Run-Off Election (If needed): November 8, 2023, 3:00 p.m. – 5:00 p.m. • Place: 740 W. Main St., Lebanon, KY
Officers to be elected: President, Vice President, Secretary/Treasurer, Recording Secretary, Chief Steward, Steward, (3) Trustees, Sergeant-at-Arms

IUE-CWA Local 83701

Nominations Date/Time: September 7, 2023, 7:00 a.m. – 5:00 p.m. • Place: 1075 National Mine Dr., Madisonville, KY • Nominations take place during our three membership meetings. Third shift meeting takes place at 7:00 a.m., second shift meeting takes place at 1:30 p.m., and first shift meeting takes place at 4:00 p.m. • Election Date/Time: October 12, 2023, 5:00 a.m. – 6:00 p.m. • Place: 3050 Nebo Rd., Madisonville, KY • Run-Off Election (If needed): October 19, 2023, 5:00 a.m. – 6:00 p.m. • Place: 3050 Nebo Rd., Madisonville, KY • Officers to be elected: President, Vice President, Secretary/Treasurer, (3) Chief Stewards-one per shift, (2) Trustees, Skilled Trades Chairman

IUE-CWA Local 83711

Nominations Date/Time: October 8, 2023, 2:30 p.m. – 3:30 p.m. • Place: Carnes Recreation Center, 102 Case Ave SE, Attalla, AL • Election Date/Time: October 24, 2023, 5:30 a.m. – 5:00 p.m. • Place: 4605 Airport Rd., Gadsden, AL • Run-Off Election (If needed): October 31,

2023, 5:30 a.m. – 5:00 p.m. • Place: 4605 Airport Rd., Gadsden, AL • Officers to be elected: President, Vice President, Treasurer, Recording Secretary, (5) Executive Board at Large, Sergeant-at-Arms, Chief Steward, (3) Trustees

IUE-CWA Local 83712

Nominations Date/Time: October 30, 2023, 7:30 p.m. – 8:00 p.m. • Place: 13185 NW 45th Ave., Opa Locka, FL
Election Date/Time: November 27, 2023, 7:30 p.m. – 8:00 p.m. • Place: 13185 NW 45th Ave., Opa Locka, FL
Run-Off Election (If needed): December 1, 2023
Place: 13185 NW 45th Ave., Opa Locka, FL • Officers to be elected: President, Vice President, Secretary/Treasurer, Steward

IUE-CWA Local 83718

Nominations Date/Time: October 11, 2023, 7:20 a.m. – 4:00 p.m. • Place: 1212 Brookway Blvd., Brookhaven, MS
Election Date/Time: November 16, 2023, 7:00 a.m. – 7:00 p.m. • Place: 925 Industrial Park Rd., Brookhaven, MS
Run-Off Election (If needed): November 30, 2023, 7:00 a.m. – 7:00 p.m. • Place: 925 Industrial Park Rd., Brookhaven, MS • Officers to be elected: President, Vice President, Chief Steward, Treasurer, Recording Secretary, Recording Secretary (Assistant Secretary), Sergeant-at-Arms, (2) Trustees, (2) Executive Board at Large, Stewards – MN, AM, PM, Alternate Stewards – MN, AM, PM

IUE-CWA Local 83761

Nominations Date/Time: September 12, 2023, will be at the 12:15 and 3:15 p.m. regular membership meetings under "Special Order of Business." • Place: 5153 Poplar Level Rd., Louisville, KY • Election Date/Time: September 26, 2023, 6:00 a.m. – 6:00 p.m. • Place: 5153 Poplar Level Rd., Louisville, KY • Run-Off Election (If needed): October 3, 2023, 6:00 a.m. – 6:00 p.m. • Place: 5153 Poplar Level Rd., Louisville, KY • Officers to be elected: President, Vice President, Secretary/Treasurer, (3) Trustees, Sergeant-at-Arms, IUE-CWA Delegate, (6) Chief Stewards

IUE-CWA Local 83770

Nominations Date/Time: September 12, 2023, 11:00 a.m. – 5:00 p.m. • Place: 7220 Hwy 45 North, Columbus, MS
Election Date/Time: November 20, 2023, 8:00 a.m. – 5:00 p.m. • Place: 7220 Hwy 45 North, Columbus, MS
Run-Off Election (If needed): November 27, 2023, 8:00 a.m. – 5:00 p.m. • Place: 7220 Hwy 45 North, Columbus, MS • Officers to be elected: President, Vice President, Secretary/Treasurer, Chief Steward, Trustee, Sergeant-at-Arms, Assistant Chief Steward

IUE-CWA Local 83792

Nominations Date/Time: September 13, 2023, 2:00 p.m. – 5:00 p.m. • Place: 5546 N. State St., Jackson, MS
Election Date/Time: October 11, 2023, 2:00 p.m. – 5:00 p.m. • Place: 5546 N. State St., Jackson, MS
Run-Off Election (If needed): October 25, 2023, 2:00 p.m. – 5:00 p.m. • Place: 5546 N. State St., Jackson, MS
Officers to be elected: President, Vice President, Recording Secretary, Chief Steward, (3) Trustees, (2) Sergeant-at-Arms, Committeeman-1st Shift, Committeeman-2nd Shift

IUE-CWA Local 83799

Nominations Date/Time: October 17, 2023, 1:00 p.m. – 4:00 p.m. • Place: 104 North Pat Harrison Dr., Crystal Springs, MS • Election Date/Time: November 21, 2023, 1:00 p.m. – 4:00 p.m. • Place: 104 North Pat Harrison Dr., Crystal Springs, MS • Run-Off Election (If needed): November 28, 2023, 1:00 p.m. – 4:00 p.m. • Place: 104 North Pat Harrison Dr., Crystal Springs, MS
Officers to be elected: President, Vice President, Chief Steward, Recording Secretary, Secretary/Treasurer, Executive Board at Large, Trustee, Sergeant-at-Arms

IUE-CWA Local 84078

Nominations Date/Time: September 17, 2023, 9:00 a.m. – 11:00 a.m. • Place: 416 High St., Aurora, IL
Election Date/Time: October 3, 2023, 6:00 a.m. – 8:30 p.m. • Place: 1555 E. Fabyan Pkwy., Geneva, IL
Run-Off Election (If needed): October 10, 2023, 6:00 a.m. – 8:30 p.m. • Place: 1555 E. Fabyan Pkwy., Geneva, IL
Officers to be elected: President, Vice President, Chief Steward, Treasurer, Recording Secretary, (2) Trustees, Sergeant-at-Arms

IUE-CWA Local 84081

Nominations Date/Time: October 14, 2023, 11:00 a.m. – 12:30 p.m. • Place: 126 S. 4th St., DeKalb, IL
Election Date/Time: November 11, 2023, 11:00 a.m. – 12:30 p.m. • Place: 126 S. 4th St., DeKalb, IL
Run-Off Election (If needed): December 9, 2023, 11:00 a.m. – 12:30 p.m. • Place: 126 S. 4th St., DeKalb, IL
Officers to be elected: President, Vice President, Secretary/Treasurer, Recording Secretary, (2) Trustees, (3) Chief Stewards, (3) Sergeant-at-Arms

IUE-CWA Local 84101

Nominations Date/Time: October 8, 2023, 1:00 p.m. – 3:00 p.m. • Place: N81W15094 Appleton Ave., Menomonee Falls, WI
Election Date/Time: November 12, 2023, 1:00 p.m. – 3:00 p.m. • Place: N81W15094 Appleton Ave., Menomonee Falls, WI • Run-Off Election (If needed): December 10, 2023, 1:00 p.m. – 3:00 p.m. • Place: N81W15094 Appleton Ave., Menomonee Falls, WI • Officers to be elected: All positions are a three-year term with next election this November. • President, Vice President, Secretary/Treasurer, Treasurer, (4) Stewards, (2) Trustees

IUE-CWA Local 84302

Nominations Date/Time: September 22, 2023, 9:00 a.m. - Noon • Place: 3535 Sherburne IN Apt. D, Indianapolis, IN 46222 • Election Date/Time: December 8, 2023, 2:00 p.m.- 4:00 p.m. • Place: 2855 N. Franklin, Indianapolis, IN
Run-Off Election (If needed): December 15, 2023, 9:00 a.m. - Noon • Place: 2855 N. Franklin, Indianapolis, IN
Officers to be elected: President, Vice President, Treasurer, Recording Secretary

IUE-CWA Local 84415

Nominations Date/Time: November 28, 2023, 5:00 a.m. – 5:00 p.m. • Place: 233 East Fulton St., Suite# 210D, Grand Rapids, MI • Election Date/Time: December 5, 2023, 11:00 a.m. – 12:00 p.m. • Place: 3251 Fruitridge Ave., NW, Walker, MI • Run-Off Election (If needed): December 12, 2023, 11:00 a.m. – 12:00 p.m. • Place: 3251 Fruitridge Ave., NW, Walker, MI • Officers to be elected: President, Vice President, Treasurer, Recording Secretary,

PLEASE NOTE: Unless otherwise stated, Run-off elections, if needed, will be held at the same address as the regular election.

LOCAL NOMINATIONS & ELECTIONS

Executive Board at Large, Sergeant-at-Arms, (3) Trustees, Chief Steward-Bullman, Steward-Bullman

IUE-CWA Local 84444

Nominations Date/Time: September 8, 2023, 7:00 a.m. – 3:00 p.m. • Place: 3565 S. State Rd., Ionia, MI

Election Date/Time: September 29, 2023, 7:00 a.m. – 3:00 p.m. • Place: 3565 S. State Rd., Ionia, MI • Run-Off Election (If needed): October 2, 2023, 7:00 a.m. – 3:00 p.m. • Place: 3565 S. State Rd., Ionia, MI • Officers to be elected: President, Vice President, Secretary/Treasurer, Chief Steward

IUE-CWA Local 84555

Nominations Date/Time: September 6, 2023, 6:00 a.m.– 4:00 p.m. • Place: 855 E. Grand River Ave., Fowlerville, MI • Election Date/Time: September 27, 2023, 6:00 a.m.– 4:00 p.m. • Place: 855 E. Grand River Ave., Fowlerville, MI • Run-Off Election (If needed): October 25, 2023, 6:00 a.m.– 4:00 p.m. • Place: 855 E. Grand River Ave., Fowlerville, MI • Officers to be elected: President, Vice President, Treasurer, Chief Steward, Steward (Two for every shift)

IUE-CWA Local 84707

Nominations Date/Time: October 22, 2023, 10:45 a.m. – 11:15 a.m. (Chief Steward positions-see *note) • Place: 18975 Villaview Rd., Cleveland, OH 44119 • Election Date/Time: November 13, 2023, 7:00 a.m. – 3:30 p.m. • Place: 18975 Villaview Rd., Cleveland, OH 44119 • Run-Off Election (If needed): November 16, 2023, 7:00 a.m. – 3:30 p.m. • Place: 18975 Villaview Rd., Cleveland, OH 44119 • Officers to be elected: President, Vice President, Secretary/Treasurer, Treasurer, Recording Secretary • *Note: (4) Chief Stewards Positions: Nominations will be on October 23, 2023, 7:00 a.m. – 7:30 a.m., 3:00 p.m. – 3:30 p.m. at each plant location. Elections will be on November 14, 2023, 7:00 a.m. – 7:30 a.m., 3:00 p.m. – 3:30 p.m. at each plant location. Run-Off (if needed) will be November 16, 2023, 7:00 a.m. – 7:30 a.m., 3:00 p.m. – 3:30 p.m. at each plant location. • Chief Steward Plant locations are: 1975 Noble Road, East Cleveland, OH • 4901 Campbell Rd., Willoughby, OH • 4477 East 49th St., Cleveland, OH • 3701 Warren-Meadville Rd., Courtland, OH

IUE-CWA Local 84717

Nominations Date/Time: October 8, 2023, 7:00 p.m. – 8:00 p.m. • Place: Union Hall / 2950 Sferra Ave., Warren, OH • Election Info: November 15, 2023, 1:00 pm – 5:00 p.m. at Union Hall; 4:00 a.m. – 9:00 a.m. at Plant 47; November 16, 2023, 6:00 a.m. – 8:00 a.m. & 1:00 p.m. – 8:00 p.m. at Union Hall; 4:00 p.m. – 8:00 p.m. at Plant 47 • Run-Off Election (If needed): December 6, 2023, 1:00 p.m. – 5:00 p.m. at Union Hall; 4:00 a.m. – 9:00 a.m. at Plant 47; December 7, 2023, 6:00 a.m. – 8:00 a.m. & 1:00 pm – 8:00p.m. at Union Hall; 4:00 p.m. – 8:00 p.m. at Plant 47 • Officers to be elected: President, Vice President, Chief Steward (Shop Chairman), Secretary/Treasurer (Financial Secretary), Treasurer, Recording Secretary, Sergeant-at-Arms (Floor Guard), (7) Executive Board at Large, (3) Trustees, Skilled Trades Sub-Chairman

IUE-CWA Local 84729

Nominations Date/Time: November 26, 2023, 5:30 p.m. – 7:00 p.m. • Place: 497B Old State Rte 74, Cincinnati, OH • Election Date/Time: December 4, 2023, 6:30 a.m. – 3:00 p.m. • Place: 8200 Broadwell Rd., Cincinnati, OH • Run-

Off Election (If needed): December 11, 2023, 6:30 a.m. – 3:00 p.m. • Place: 8200 Broadwell Rd., Cincinnati, OH • Officers to be elected: President, Vice President, Financial Secretary, Recording Secretary, (2) Executive Board at Large, Chief Steward, (3) Trustees, Sergeant-at-Arms

IUE-CWA Local 84742

Nominations Date/Time: September 1, 2023, 6:00 a.m. – 4:00 p.m. • Place: 204 Jay Begg, Lima, OH • Election Date/Time: October 10, 2023, 6:45 a.m. – 3:45 p.m. • Place: 204 Jay Begg, Lima, OH • Run-Off Election (If needed): October 17, 2023, 6:45 a.m. – 3:45 p.m. • Place: 204 Jay Begg, Lima, OH • Officers to be elected: President, Vice President, Secretary/Treasurer, Recording Secretary, Chief Steward, (2) Sergeant-at-Arms, (2) Trustees, Committeeman

IUE-CWA Local 84755

Nominations Date/Time: October 15, 2023, 2:00 p.m. – 3:00 p.m. (Before Membership Meeting) • Place: 313 S. Jefferson St., Dayton, OH • Election Date/Time: November 14, 2023 • Place: Elections will be announced on plant-by plant basis. Each individual unit will hold elections on premises. • Run-Off Election (If needed): November 28, 2023 • Place: Same as Elections • Officers to be elected: President, Vice President, Secretary/Treasurer, Recording Secretary, Trustees (2), Executive Board Positions: (1) Anchor Fabrication, (2) Dayton Phoenix Group, (2) DMAX-LTD, (1) Dimco Gray, (1) Dubois, (1) General Engine Products, (1) National Metal, (1) Overlook Homes, (1) Staco, (1) National Electric Coil-Columbus • National Delegates (3) • Unit Chief Stewards for: Anchor Fabrication, Dayton Phoenix Group, DMAX-LTD, Dimco Gray, Dubois, General Engine Products, National Metal, Overlook Homes, Staco, National Electric Coil-Columbus • Unit Stewards: (1) DMAX District 1 & (1) Alternate, (1) DMAX District 2 & (1) Alternate, (1) DMAX District 3 & (1) Alternate, (1) DMAX District 4 & (1) Alternate, (1) Dimco Gray & (1) Alternate, (2) Dubois, (1) General Engine Products, (1) National Metal, (1) Overlook Homes, (1) Staco, (2) National Electric Coil • Alternate Chief Stewards: Anchor Fabrication, Dayton Phoenix Group • DMAX Skilled Trades Chairperson • National Electric Coil Unit President

IUE-CWA Local 84758

Nominations Date/Time: September 9, 2023, 1:00 p.m. to 3:00 p.m. • Place: 150 Heid Ave., Dayton, OH (84775 Union Hall) • (Per IUE-CWA 84758's Constitution Article IX, (Election of Officers) Section 1(A) Nominations for officers will be taken from the floor during the September meeting.) • Election Date/Time: December 4, 2023, 12:00 a.m. – 11:59 p.m. • Place: VOTING WILL BE CONDUCTED ELECTRONICALLY UTILIZING AN APPROVED 3RD PARTY SYSTEM. Instructions will be posted. • Run-Off Election (If needed): December 6, 2023, 12:00 a.m. – 11:59 p.m. • Place: VOTING WILL BE CONDUCTED ELECTRONICALLY UTILIZING AN APPROVED 3RD PARTY SYSTEM. Instructions will be posted. • Officers to be elected: President, (2) Business Agents, Vice President, Secretary/Treasurer, Recording Secretary, (2) Executive Board at Large, (3) Trustees, Sergeant-at-Arms, (3) Stewards

IUE-CWA Local 84859

Nominations Date/Time: September 12, 2023, 4:00 p.m. – 7:00 p.m. • Place: 401 N. Congress Ave., Evansville, IN

47715 • Election Date/Time: October 10, 2023, 7:00 a.m. – 7:00 p.m. • Place: 401 N. Congress Ave., Evansville, IN 47715 • Run-Off Election (If needed): November 7, 2023, 7:00 a.m. – 7:00 p.m. • Place: 401 N. Congress Ave., Evansville, IN 47715 • Officers to be elected: President, Chief Steward, Secretary/Treasurer, Recording Secretary

IUE-CWA Local 84765

Nominations Date/Time: September 20, 2023, 2:30 p.m. – 4:15 p.m. • Place: 2360 Norwood Ave., Norwood, OH • Election Date/Time: November 7, 2023, 7:00 a.m. – 7:00 p.m. • Place: 4620 Forest Ave, Norwood, OH • Run-Off Election (If needed): December 5, 2023, 7:00 a.m. – 7:00 p.m. • Place: 4620 Forest Ave, Norwood, OH • Officers to be elected: President, Vice President, Secretary/Treasurer, Recording Secretary, (3) Chief Stewards-(2)-1st Shift, (1)-2nd Shift, (3) Trustees, (3) Executive Board at Large, (3) Negotiating-Grievance Committee Representatives

IUE-CWA Local 84775

Nominations Date/Time: Mahle-October 21, 2023, at 12:00 p.m., GE Tech-October 17, 2023, at 3:00 p.m., GE Prod-October 18, 2023, at 3:00 p.m., Crown Cork & Seal-October, 19, 2023, at 7:30 a.m. and 7:30 p.m. • Place: 150 Heid Ave., Dayton, OH • Election Date/Time: November 20, 2023, 5:30 a.m. – 7:00 p.m. (until 7:30 p.m. for Crown Cork & Seal) • Place: 150 Heid Ave., Dayton, OH • Run-Off Election (If needed): November 27, 2023, 5:30 a.m. – 7:00 p.m. (until 7:30 p.m. for Crown Cork & Seal) • Place: 150 Heid Ave., Dayton, OH • Officers to be elected: President, Vice President, Secretary/Treasurer (Financial Secretary), Recording Secretary, (2) Trustees, (9) Executive Board at Large, Chief Steward (Mahle), Steward (Mahle 1st Shift District 1), Steward (Mahle 1st Shift District 2), Steward (Mahle 2nd Shift District 1), Steward (Mahle 2nd Shift District 2), Assistant Chief Steward (Mahle 2nd Shift), Assistant Chief Steward (Mahle 3rd Shift), Mahle Skilled Trades Committee- (2) Skilled Trades Seats (10 Production Seats) ALL UNITS-DDSSMV Delegate (2) Seats, ALL UNITS – IUE-CWA International Delegate- (2) Seats, ALL UNITS – District 4 Delegate, 20 Seats GE Aviation Technical – Chief Steward, District 1 Steward, District 2 Steward, District 3 Steward GE Aviation Production – Chief Steward, District 1 Steward, District 2 Steward, District 3 Steward, District 4 Steward, District 5 Steward, District 6 Steward GE AVIATION TECHNICAL & PRODUCTION – (1) Executive Board CROWN CORK & SEAL – Chief Steward, A Shift Steward, B Shift Steward, C Shift Steward, D Shift Steward, (1) Executive Board

IUE-CWA Local 84800

Nominations Date/Time: September 14, 2023, 6:30 p.m. – 8:00 p.m. • Place: 1104 Wisconsin Ave., Sheboygan, WI • Election Date/Time: November 9, 2023, 7:00 a.m. – 7:00 p.m. (*See note below) • Place: 1104 Wisconsin Ave., Sheboygan, WI • Run-Off Election (If needed): December 14, 2023, 7:00 a.m. – 7:00 p.m. • Place: 1104 Wisconsin Ave., Sheboygan, WI • Officers to be elected: President, Business Agent, Vice President, Secretary/Treasurer, Recording Secretary, (2) Executive Board at Large, (2) Trustees • *Note: In town elections will be held on November 9th as listed above. Our out-of-town shops' elections will be held in the month of October at each shop's regular

PLEASE NOTE: Unless otherwise stated, Run-off elections, if needed, will be held at the same address as the regular election.

LOCAL NOMINATIONS & ELECTIONS

IUE-CWA Local 84800 (Con't from page 13) membership meeting. Dates TBD. Run-off Elections (if needed) to be held December 14th, 7:00 a.m. – 7:00 p.m.

IUE-CWA Local 84802

Nominations Date/Time: November 2, 2023, 2:30 p.m. – 4:30 p.m. • Place: 1355 S. Wayne St., Bluffton, IN • Election Date/Time: December 1, 2023, 6:00 a.m. – 6:00 p.m. • Place: 1355 S. Wayne St., Bluffton, IN • Run-Off Election (If needed): December 8, 2023, 6:00 a.m. – 6:00 p.m. • Place: 1355 S. Wayne St., Bluffton, IN • Officers to be elected: President, Vice President, Secretary/Treasurer, Chief Steward-1st Shift, chief Steward-2nd Shift, Sergeant-at-Arms, (3) Trustees

IUE-CWA Local 84809

Nominations Date/Time: October 18, 2023, 7:30 a.m. – 4:00 p.m. Place: 1609 Ford St., South Bend, IN • Election Date/Time: November 15, 2023, 6:30 a.m. – 4:30 p.m. Place: 1609 Ford St., South Bend, IN • Run-Off Election (If needed): December 20, 2023, 6:30 a.m. – 4:30 p.m. Place: 1609 Ford St., South Bend, IN • Officers to be elected: President, Vice President, Recording Secretary, Treasurer, Chief Steward, Sergeant-at-Arms, Trustee

IUE-CWA Local 84840

Nominations Date/Time: November 16, 2023, 3:45 p.m. – 4:30 p.m. • Place: KC Hall – Route 143, Highland, IL Election Date/Time: December 21, 2023, 3:45 p.m. – 4:30 p.m. • Place: KC Hall – Route 143, Highland, IL Run-Off Election (If needed): January 18, 2024, 3:45 p.m. – 4:30 p.m. • Place: KC Hall – Route 143, Highland, IL Officers to be elected: President, Vice President, Recording Secretary, Secretary/Treasurer, Sergeant-at-Arms

IUE-CWA Local 84901

Nominations Date/Time: November 6, 2023, held at our 1:20 p.m. membership meeting, 3:20 p.m. membership meeting, and November 7, 2023, at our 7:20 a.m. membership meeting • Place: 1427 Broadway, Fort Wayne, IN Election Date/Time: November 27, 2023, held at our 1:20 p.m. membership meeting, 3:20 p.m. membership meeting, and November 28, 2023, at our 7:20 a.m. membership meeting • Place: 4250 Airport Expressway, Fort Wayne, IN Run-Off Election (If needed): December 4, 2023, 6:00 a.m. – 6:00 p.m. • Place: 4250 Airport Expressway, Fort Wayne, IN • Officers to be elected: President, Vice President, Secretary/Treasurer, Recording Secretary, Chief Steward (Production Grievance Representative), Chief Steward (Skilled Trades Grievance Representative), (2) Trustees

IUE-CWA Local 84913

Nominations Date/Time: September 21, 2023, 1:00 p.m. – 4:00 p.m. • Place: 2015 W. Western Ave., Suite 113, South Bend, IN • Election Date/Time: October 12, 2023, 5:30 a.m. – 5:30 p.m. • Place: 2015 W. Western Ave., Suite 113, South Bend, IN • Run-Off Election (If needed): October 17, 2023, 5:30 a.m. – 5:30 p.m. • Place: 2015 W. Western Ave., Suite 113, South Bend, IN • Officers to be elected: President, Vice President, Secretary/Treasurer, Recording Secretary, Chief Steward, Sergeant-at-Arms, Trustee

IUE-CWA Local 84924

Nominations Date/Time: November 1, 2023, 1:30 p.m. – 4:00 p.m. • Place: 2424 American Way, Fort Wayne, IN •

Election Date/Time: November 15, 2023, 1:30 p.m. – 4:00 p.m. • Place: 2424 American Way, Fort Wayne, IN • Run-Off Election (If needed): November 16, 2023, 1:30 p.m. – 4:00 p.m. • Place: 2424 American Way, Fort Wayne, IN • Officers to be elected: President, Vice President, Secretary/Treasurer, Chief Steward, Recording Secretary

IUE-CWA Local 84950

Nominations Date/Time: November 4, 2023, 10:00 a.m. – 11:00 a.m. • Place: 200 E. Main St., Attica, IN • Election Date/Time: December 8, 2023, 6:00 a.m. – 4:00 p.m. Place: 200 E. Main St., Attica, IN • Run-Off Election (If needed): December 11, 2023, 6:00 a.m. – 4:00 p.m. Place: 200 E. Main St., Attica, IN • Officers to be elected: President, Vice President, Recording Secretary, Treasurer, Trustee, Sergeant-at-Arms, Chief Steward, (5) Stewards

IUE-CWA Local 84963

Nominations Date/Time: September 26, 2023, 6:00 a.m. – 4:00 p.m. • Place: 3526 New Haven Ave., Fort Wayne, IN Election Date/Time: October 10, 2023, 6:00 a.m. – 4:00 p.m. • Place: 3526 New Haven Ave., Fort Wayne, IN • Run-Off Election (If needed): October 24, 2023, 6:00 a.m. – 4:00 p.m. • Place: 3526 New Haven Ave., Fort Wayne, IN • Officers to be elected: President, Vice President, Treasurer, Chief Steward, Recording Secretary, (2) Trustees, (2) Executives at Large

IUE-CWA Local 84998

Nominations Date/Time: September 1, 2023, 7:00 a.m. – 11 p.m. • Place: 2110 Summit St., New Haven, IN • Election Date/Time: September 12, 2023, 2:30 p.m. – 3:45 p.m. • Place: 2110 Summit St., New Haven, IN • Run-Off Election (If needed): September 19, 2023, 2:30 p.m. – 3:45 p.m. • Place: 2110 Summit St., New Haven, IN Officers to be elected: President, Vice President, Chief Steward, Recording Secretary, Treasurer, Trustee, (3) Stewards

IUE-CWA Local 86004

Nominations Date/Time: September 19, 2023, 7:30 a.m. – 4:00 p.m. • Place: 22330 D St., Winfield, KS • Election Date/Time: October 17, 2023, 7:30 a.m. – 4:00 p.m. • Place: 22330 D St., Winfield, KS • Run-Off Election (If needed): October 31, 2023, 7:30 a.m. – 4:00 p.m. • Place: 22330 D St., Winfield, KS • Officers to be elected: President, Vice President, Treasurer, Chief Steward, Sergeant-at-Arms, Executive Board at Large (Negotiation Committee Member, (3) IUE-CWA Delegates, Trustee, Steward, Assistant Chief Steward

IUE-CWA Local 86114

Nominations Date/Time: September 12, 2023, 6:30 a.m. – 3:30 p.m. • Place: 1874 Hwy A, Suite 100, Washington, MO • Election Date/Time: November 14, 2023, 5:00 a.m. – 4:00 p.m. • Place: 1874 Hwy A, Suite 100, Washington, MO • Run-Off Election (If needed): November 21, 2023, 5:00 a.m. – 4:00 p.m. • Place: 1874 Hwy A, Suite 100, Washington, MO • Officers to be elected: President, Vice President, Secretary/Treasurer, Chief Steward, Sergeant-at-Arms, (2) Trustees, up to (20) Stewards

IUE-CWA Local 86116

Nominations Date/Time: September 10, 2023, 8:00 a.m. – 12:00 p.m. • Place: 2329 S. 22nd St., Suite 103, St. Joseph, MO • Election Date/Time: October 8, 2023, 8:00 a.m. – 12:00 p.m. • Place: 2329 S. 22nd St., Suite 103,

St. Joseph, MO • Run-Off Election (If needed): November 12, 2023, 8:00 a.m. – 12:00 p.m. • Place: 2329 S. 22nd St., Suite 103, St. Joseph, MO • Officers to be elected: President, Vice President, Secretary/Treasurer, Recording Secretary, Trustee, (4) Chief Stewards, Sergeant-at-Arms, (25) Stewards

IUE-CWA Local 86787

Nominations Date/Time: September 13, 2023, 4:30 p.m. until adjourned • Place: Via Zoom/ Google Meets – September's Membership Meeting • Election Date/Time: October 4, 2023, 6:00 a.m. – 6:00 p.m. • Place: 3251 E. President George Bush Tpke, Richardson, TX • Run-Off Election (If needed): October 25, 2023, 6:00 a.m. – 6:00 p.m. • Place: 3251 E. President George Bush Tpke, Richardson, TX • Officers to be elected: President, Vice President, Secretary/Treasurer (Financial Secretary), Recording Secretary, Chief Steward (Day), Chief Steward (Night), Chief Steward (Morning)

IUE-CWA Local 86821

Nominations Date/Time: September 21, 2023, 6:00 a.m. – 3:30 p.m. • Place: 704 N. Allen St., Centralia, MO Election Date/Time: October 19, 2023, 6:00 a.m. – 3:30 p.m. • Place: 704 N. Allen St., Centralia, MO Run-Off Election (If needed): October 26, 2023, 6:00 a.m. – 3:30 p.m. • Place: 704 N. Allen St., Centralia, MO Officers to be elected: President, Vice President, Secretary/Treasurer, Recording Secretary, Sergeant-at-Arms, (3) Trustees, (2) Chief Stewards, (5) Executive Board at Large

IUE-CWA Local 87140

Nominations Date/Time: December 7, 2023, 4:30 p.m. – 6:00 p.m. • Place: 3529 East Lake St., Minneapolis, MN Election Date/Time: December 21, 2023, 12:00 p.m. – 9:00 p.m. • Place: 3529 East Lake St., Minneapolis, MN Run-Off Election (If needed): January 22, 2024, 12:00 p.m. – 9:00 p.m. • Place: 3529 East Lake St., Minneapolis, MN • Officers to be elected: President, Vice President, Secretary/Treasurer (Financial Secretary), Recording Secretary, Sergeant-at-Arms, (3) Trustees

IUE-CWA Local 88064

Nominations Date/Time: Entire month of September Members will be given nomination ballots at the first of September. They may be placed in the ballot box all month, between the hours of 7:00 am. – 3:00 p.m. every workday. • Place: Bally Block, 30 S. 7th St., Bally, PA 19503 • Election Date/Time: November 13, 2023, 7:00 a.m. – 3:00 p.m. • Place: Bally Block, 30 S. 7th St., Bally, PA 19503 • Run-Off Election (If needed): November 20, 2023, 7:00 a.m. – 3:00 p.m. • Place: Bally Block, 30 S. 7th St., Bally, PA 19503 • Officers to be elected: President, Vice President, Secretary/Treasurer, Sergeant-at-Arms, (3) Stewards, (2) Trustees

IUE-CWA Local 88135

Nominations Date/Time: October 9, 2023, 2:00 p.m. – 3:00 p.m. • Place: 200 Main St., Lykens, PA • Election Date/Time: November 13, 2023, 2:00 p.m. – 3:00 p.m. Place: 200 Main St., Lykens, PA • Run-Off Election (If needed): December 11, 2023, 2:00 p.m. – 3:00 p.m. • Place: 200 Main St., Lykens, PA • Officers to be elected: President, Vice President, Secretary/Treasurer, Recording Secretary, (2) Trustees, (2) Executive Board at Large-Committee Persons

PLEASE NOTE: Unless otherwise stated, Run-off elections, if needed, will be held at the same address as the regular election.

LOCAL NOMINATIONS & ELECTIONS

IUE-CWA Local 88144

Nominations Date/Time: December 4, 2023, 12:00 a.m. (Midnight) through December 8, 2023, at 12:00 a.m. (Midnight) • Place: 100 33rd St., Latrobe, PA • Election Date/Time: December 14, 2023, 6:00 a.m. – 4:00 p.m. • Place: 100 33rd St., Latrobe, PA • Run-Off Election (If needed): December 19, 2023, 6:00 a.m. – 4:00 p.m. • Place: 100 33rd St., Latrobe, PA • Officers to be elected: President, Vice President, Treasurer, Recording Secretary, (3) Trustees, Chief Steward, (4) Stewards

IUE-CWA Local 88389

Nominations Date/Time: October 5, 2023, 1:00 p.m. – 4:00 p.m. • Place: 1883 Shumway Hill Rd., Wellsboro, PA • Election Date/Time: October 19, 2023, 1:00 p.m. – 4:00 p.m. • Place: 1883 Shumway Hill Rd., Wellsboro, PA • Run-Off Election (If needed): November 2, 2023, 1:00 p.m. – 4:00 p.m. • Place: 1883 Shumway Hill Rd., Wellsboro, PA • Officers to be elected: President, Vice President, Secretary/Treasurer, Chief Steward

IUE-CWA Local 88502

Nominations Date/Time: October 16, 2023, 2:15 p.m. – 3:00 p.m. • Place: 1044 Bruxelles St., Saint Marys, PA • Election Date/Time: November 15, 2023, 5:00 a.m. – 7:00 p.m. • Place: 1044 Bruxelles St., Saint Marys, PA • Run-Off Election (If needed): November 21, 2023, 5:00 a.m. – 7:00 p.m. • Place: 1044 Bruxelles St., Saint Marys, PA • Officers to be elected: President/Business Agent, Vice President, Treasurer, Recording Secretary (Financial/Recording Secretary), Sergeant-at-Arms, (3) Trustees

IUE-CWA Local 88607

Nominations Date/Time: September 13, 2023, 1:30p.m. – 3:30p.m., & October 11, 2023, 1:30p.m. – 3:30p.m. • Place: 421 N. Broad St., Emporium, PA • Election Date/Time: November 1, 2023, 6:00a.m. – 4:00p.m. • Place: 421 N. Broad St., Emporium, PA • Run-Off Election (If needed): November 15, 2023, 6:00 a.m. – 4:00 p.m. • Place: 421 N. Broad St., Emporium, PA • Officers to be elected: President, Vice President, Recording Secretary, Treasurer, Sergeant-at-Arms, Chief Steward, IUE-CWA Delegate

IUE-CWA Local 88612

Nominations Date/Time: September 10, 2023, 2:00 p.m. – 3:00 p.m. • Place: Gunzburger Building, 1 North Main St., Door C, Coudersport, PA • Election Date/Time: October 6, 2023, 6:00 a.m. – 8:00 a.m., and 12 Noon – 7:00 p.m. • Place: Sweden Valley Grange, 129 Cherry Springs Rd., Coudersport, PA • Run-Off Election (If needed): October 8, 2023, 2:00 p.m. – 3:00 p.m. • Place: Gunzburger Building, 1 North Main St., Coudersport, PA • Officers to be elected: President, Vice President, Recording Secretary, Treasurer, (3) Trustees, Sergeant-at-Arms, Chief Steward-Morgan, Chief Steward-County, (3) Neg/Grievance Committee-Morgan, (1) Neg/Grievance Committee-County

IUE-CWA Local 88643

Nominations Date/Time: September 21, 2023, 6:00 p.m. – 7:00 p.m. • Place: 3936 Monroeville Blvd., Monroeville, PA • Election Date/Time: November 9, 2023, 7:00 p.m. – 8:00 p.m. • Place: 3936 Monroeville Blvd., Monroeville, PA • Run-Off Election (If needed): November 16, 2023, 7:00 p.m. – 8:00 p.m. • Place: 3936 Monroeville Blvd., Monroeville, PA • Officers to be elected: President,

Vice President, Secretary/Treasurer, (3) Trustees, Chief Steward-Huntsman Advanced Materials, (3) Stewards-Huntsman Advanced Materials, Chief Steward-Liberty Pultrusions, (2) Stewards-Liberty Pultrusions, Chief Steward-PIAD Precision Casting, (3) Stewards-PIAD Precision Casting

IUE-CWA Local 88648

Nominations Date/Time: November 14, 2023, 7:00 a.m. – 3:00 p.m. • Place: 71 Broadway Ave., Wheatland, PA • Election Date/Time: December 12, 2023, 6:00 a.m. – 4:00 p.m. • Place: 71 Broadway Ave., Wheatland, PA • Run-Off Election (If needed): December 15, 2023, 6:00 a.m. – 4:00 p.m. • Place: 71 Broadway Ave., Wheatland, PA • Officers to be elected: President, Vice President, Recording Secretary, Treasurer, Recording Secretary, (2) Trustees, Chief Steward

IUE-CWA Local 88651

Nominations Date/Time: October 19, 2023, 8:00 a.m. • Place: 7676 Allegheny Rd., Manns Choice, PA • Election Date/Time: November 18, 2023, 12:00 p.m. – 3:00 p.m. • Place: 7676 Allegheny Rd., Manns Choice, PA • Run-Off Election (If needed): November 20, 2023, 8:00 a.m. – 10:00 a.m. • Place: 7676 Allegheny Rd., Manns Choice, PA • Officers to be elected: President, Vice President, Chief Steward, Recording Secretary

IUE-CWA Local 88667

Nominations Date/Time: November 14, 2023, 7:00 p.m. – 8:00 p.m. • Place: VFW, 204 Spring St., Latrobe, PA • Election Date/Time: December 3, 2023, 1:00 p.m. – 2:00 p.m. • Place: 204 Spring St., Latrobe, PA • Run-Off Election (If needed): December 17, 2023, 1:00 p.m. – 2:00 p.m. • Place: 204 Spring St., Latrobe, PA • Officers to be elected: President, Vice President/Chief Steward, Recording Secretary, Treasurer, Sergeant-at-Arms, (3) Trustees

IUE-CWA Local 89118

Nominations Date/Time: September 16, 2023, 9:00 a.m. – 10:00 a.m. • Place: 180 Industrial Way, Fallon, NV • Election Date/Time: October 21, 2023, 9:00 a.m. – 1:00 p.m. • Place: 180 Industrial Way, Fallon, NV • Run-Off Election (If needed): October 28, 2023, 9:00 a.m. – 1:00 p.m. • Place: 180 Industrial Way, Fallon, NV • Officers to be elected: President, Vice President for NAS NOLA, Vice President for NAS Fallon, Recording Secretary, Treasurer, (3) Trustees

IUE-CWA Local 89262

Nominations Date/Time: November 6, 2023, 12:00 p.m. – 5:00 p.m. • Place: 1130 7th St., Richmond, CA • Election Date/Time: December 6, 2023, 9:00 a.m. – 5:00 p.m. • Place: 1130 7th St., Richmond, CA • Run-Off Election (If needed): December 13, 2023, 9:00 a.m. – 5:00 p.m. • Place: 1130 7th St., Richmond, CA • Officers to be elected: President, Vice President, Secretary/Treasurer, Recording Secretary, Treasurer, (4) Executive Board at Large, IUE-CWA Delegate

IUE-CWA Local 89850

Nominations Date/Time: September 15, 2023 • Place: Sent through regular mail. Given two weeks' time. • Election Date/Time: November 1, 2023 • Place: Sent through regular mail. Given two weeks' time. • Please

call 661-466-3434 if you have any questions. • Run-Off Election (If needed): December 1, 2023 • Place: Sent through regular mail. Given two weeks' time. • Officers to be elected: President, Vice President, Chief Steward, Secretary/Treasurer, (4) Stewards-One per zone

CWA Local 14430

Nominations Date/Time: October 8, 2023, 10:00 a.m. – 11:00 a.m. • Place: 300 S. Frontage Rd., Burr Ridge, IL • Election Date/Time: November 19, 2023, 10:00 a.m. – 11:00 a.m. • Place: 300 S. Frontage Rd., Burr Ridge, IL • Run-Off Election (If needed): December 17, 2023, 10:00 a.m. – 11:00 a.m. • Place: 300 S. Frontage Rd., Burr Ridge, IL • Officers to be elected: President (Convention Delegate), Vice President (Convention Delegate), Secretary/Treasurer (Convention Delegate), (6) Executive Board at Large

If you don't see your local information listed here you should receive a letter from your local with election information in the U.S. Mail.



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on all the latest!***

Local Union Members!

**Use your voice and
vote by secret ballot in your
local elections this fall!
Check your union
bulletin boards
for more information.**

IUE-CWA RETIREE NEWS & INFORMATION

The 313 Building: 313 S. Jefferson St., Dayton, Ohio 45402
Contact: Leigh Shilt 937-224-5217 • FAX 937-224-1391



We recommend that all IUE-CWA Retirees join the Alliance for Retired Americans. The Alliance fights on behalf of retired persons and gives YOU opportunities to get involved. They fight for Economic Security – urging Congress to expand our earned Social Security benefits and require that the Social Security Administration base future COLAs on the Consumer Price Index for the Elderly (CPI-E), which much more accurately reflects the cost of things retirees purchase, including health care and housing. They fight for Retirement Security – Defined benefit pension plans are under attack! They lobby to ensure that America's retirees, their spouses and their partners are able to maintain their standard of living after a lifetime of work. Americans should not fall into poverty as they age! They fight for Health Care Security – Medicare just celebrated its 54th Birthday. The Alliance wants to make sure Medicare stays around for ANOTHER 54 years.

They publish the voting records of members of Congress, so you can see if those members are supporting Social Security and Medicare!!

You can get involved at <https://retiredamericans.org/> and help make a difference!

Leigh Shilt
937-224-5217
GM/DELPHI Retiree
Benefit Rep

Retirees,

Please remember I am here for all your GM and Delphi retirement questions or concerns. I am available to help with any pension, and GM Insurance needs. I can also direct you with help with MetLife insurance question and inquiries, Delta Dental and Davis Vision. You can reach me at 937.224.5217 or by email: lshilt@iuecwa.org.

Also, Medicare open enrollment is approaching. Starting October 15th lasting through December 7th. Please call TLC to have your medicare plans reviewed. Their contact is 800.719.3751.

Vicky Hurley
540-389-2397 • vhurley@iuecwa.org
IUE-CWA/GE Retiree Representative
Salem Regional Service Center

Hi All,

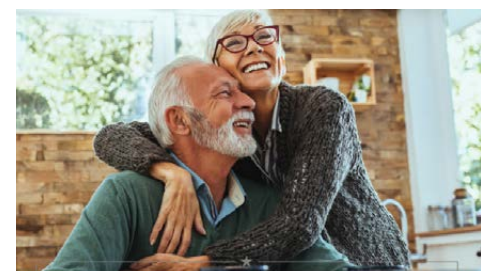
It's been my pleasure assist fellow retirees over the past three and half years. I can help get resolutions on issues when retirees hit a road block with GE benefits. Some of the things I have been able to help with are getting information on death benefits, pension inquires, information on policies they have in place, helping understand forms that come in the death benefit packet, contractual questions on benefits, and HRA card resolutions. On many occasions I have been able to get the issues resolved. So, if you run across problems getting the answers you need or have things that you would like to discuss, please give me a call. I just ask that you please contact GE yourself first and then if you can't get it resolved, call me. See the phone numbers for GE at the bottom.

When you call me I will need some information for example, SSO numbers or last four of the SSN of the person in question, address, DOB, DOD, date retired, etc. I know sometimes you may not have all of this but as much as you can provide would be helpful. Here are some important GE numbers for you to call with questions. Pension, retirement and death reporting 800-432-3450 Benefits Center 800-252-5259.



Retirees:

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



Hearing Care Savings



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

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