

IUE-CWA NEWS

THE BOLT

SPRING EDITION 2024

DIVISION NEWS

Communications Workers of America, AFL-CIO
501 3rd St., N.W., Washington, DC 20001

Electronic Service Requested

NON-PROFIT
US POSTAGE
PAID
CAPITOL HEIGHTS, MD
PERMIT #1926



Union Brothers and Sisters,

As we head into spring at IUE-CWA headquarters, we have just finished the last of three well-attended New Officer trainings. It has been a pleasure to meet all of the newly elected officers and to see the many returning officers as well. We had a record number of officers attend the three-day trainings – with over 250 in attendance - and getting educated is a great way to get the year off to a good start!

Congratulations to all of the new officers and stewards around the country, and a heartfelt thank you to the many officers who retired and passed the baton to a new generation of leaders. Sharing our knowledge and raising up new leaders is an important part of the work that we do, and we appre-

ciate all of our outgoing officers and honor the time and effort they put in.

Being a Local officer can be challenging and extremely time consuming, but it can also be incredibly rewarding. Every life that you improve by fighting for our members and championing our rights as working people changes this country for the better!

At IUE-CWA, we continue to fight for the rights of all workers to have a Union, and as of February, we have welcomed another New Flyer local to the family, the third in the past year. We are proud of the courage these workers showed in standing up for their rights, and we are glad to have them in the IUE-CWA family.

Thanks to our members standing up to fight - we have seen many historic wins in

IUE-CWA in the past year - here are just a few: contract mobilizations at employers across the country including - Latrobe Brewing (PA), Siemens (OH), Monroe County Social Workers (NY); GE workers winning a historic national contract; winning organizing rights at General Electric in the offshore wind industry (NY); Haier appliance service tech workers winning their union (FL); winning organizing rights at semiconductor company Akash Systems (CA), the first agreement of this kind in the industry in the country! The list of victories won by IUE-CWA members goes on!

The other way we can make important change in this country is by making sure we vote for PRO-UNION and PRO-WORKER candidates this year. Please check the voting records of candidates and make

certain that you support candidates who really do support working people. If they don't support the PRO-Act, they are not supporting American workers.

We will have a lot of opportunities for members to get involved in political action this year to fight for labor rights, social security and medicare, and reshoring of American jobs, among other issues. Get involved at your local and in your community! You too can make a difference in 2024!

In Unity,

President, IUE-CWA

Local Officer Elections

Per the CWA Constitution, IUE-CWA locals elected local officers between September and December of 2023. The complete listing of new and returning local officers is now available on the IUE-CWA website under the Local Unions tab.

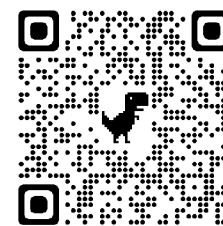
Please join us in welcoming our new and returning local officers and thanking them for their service to the members.

The best thing members can do to support Local officers is get involved!!

NEW OFFICERS TRAINING



Several hundred new and returning Local officers attended officer and steward training classes in Dayton and New Orleans in January, February, and March 2024. The officers were trained on many topics essential to building and running strong local unions and had the opportunity to meet and ask questions of the IUE-CWA headquarters staff. We have a great crew of dedicated and involved local officers! (More photos on page 7.)



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

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 Members at New Flyer Ratify First Contract

After six months of intense negotiations, workers at the New Flyer facility in Shepherdsville, KY have reached and ratified their first contract. During the contract negotiations, workers faced intense pushback from the company, including supervisory involvement in an attempt to de-certify the newly formed unit and withhold their annual COLA raise. The workers stayed organized through their contract action team (CAT) and their bargaining team stood strong on their goals. Throughout the course of negotiations, workers wore red every Thursday, circulated petitions on the COLA pay, and ran a picture action with workers supporting their union.

"Bargaining our first contract was at times stressful and uneventful," said bargaining team member Michelle Hopwood. "Through perseverance and renewed daily energy, we fought to get what our bargaining unit deserved. Knowing that we had such great support on the shop floor really pushed us to keep fighting. With the support backing us we were able to sign a strong and enforceable contract."

The contract included wage increases for every job classification, mandatory OT caps, a new paid holiday, additional employer contributions to the 401k, an increase in attendance points, just cause and job protections, and much more. The contract was overwhelmingly ratified on Feb. 10, 2024, almost a year after the initial certification of their new union. We're proud to welcome IUE-CWA Local 83600 into our union family!



SHEET METAL | AIR | RAIL | TRANSPORTATION

SMART TIPS & TRICKS

1,000-YARD GUN FOR UNDER \$1,000

Want to hit a target half a mile away without breaking the bank? Precision shooting at long range isn't too hard, IF you have the right equipment and know how to use it. In this video series, we'll cover everything you need to know to ring steel at 1,000 yards—from choosing the equipment to mounting and zeroing your scope to calculating ballistics. The best part? This gun is 100% U.S. made!

ENTER USA'S 1K GIVEAWAY

GRAND PRIZE (1 winner) - \$1K+ Value!

- Ruger American PRED 6.5 Creedmoor
- Leupold VX Freedom 4-12x40
- Harris 1A2-BR2 Bipod
- Pelican Vault v770 (or similar)

2ND PLACE PRIZE (1 winner) - \$450 Value!

- MagnetoSpeed Chronograph

UNIONSPORTSMEN.ORG/1K-GIVEAWAY

DEADLINE: APRIL 30, 2024

GRAND PRIZE



2ND PLACE




Scan to Enter

- 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 05/10/2024

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:

Kenneth Beekman Kettering OH

Union-Proud T-shirt:

Denise Hambaugh Davners MA

6-in-1 Engraved Screwdriver:

Dale Tilton Burnside KY



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

CARL KENNEBREW
President

KAINE GOODWIN
Director

PENNY FRANKLIN
At-Large, Region 7

JOSÉ TAVERAS
At-Large, Region 3

JOHN LEWIS
Chairman of the Trustees

JERRY CARNEY
*Chairman, GE and
Aerospace
Conference Board*

JAMES WINSHIP
Director

MIKE RUSINEK
Director

CWA News (ISSN 0007-9227) is published quarterly Jan/Feb/March, April/May/June, July/Aug/Sept and Oct/Nov/Dec by Communications Workers of America, 501 Third St., N.W., Washington, D.C. 20001-2797. Postage Paid at Washington, D.C. and additional mailing offices.

Postmaster: For address changes write CWA: 501 Third St. N.W., Washington D.C. 20001-2797



IUE-CWA STRONG



Ohio President's & Executive Board officers meeting at IUE-CWA headquarters

Political Action Update 2024: All roads lead to Sherrod Brown for re-election!

Heading into 2024, the IUE-CWA's political team is off to a strong start! They wasted no time and immediately got to work by meeting with the newly elected leaders in Ohio. During this meeting, they discussed what's important for workers in Ohio this year and what's at stake. The political department has big plans to connect with members regularly, from asking for their opinions through surveys to helping them register to vote. It's super important that everyone pitches in to support candidates who care about working people. Making sure our union members know about the issues that matter and the candidates who support workers will be a big focus for the whole year.

In 2024, the top priority for IUE-CWA is to make sure Senator Sherrod Brown gets re-elected this November. Senator Brown has been a huge supporter of workers! He's been there for us, whether it's standing with us on the picket line or speaking out against companies that try to hurt unions. When corporations moved our jobs overseas, he was the only senator from Ohio who stood up for our union members. He's always had our backs, and you can see that in his AFL-CIO scorecard. That's why it's really important that we keep him in office.

Help Elect Pro-Union Candidates

Do you want to help re-elect Senator Sherrod Brown and other pro-union candidates in the November 2024 election?

The political department has lots of ways for you to get involved!

They'll be doing things like:

- Visiting workplaces: This lets members talk directly to each other and build strong connections.
- Making phone calls: Using technology to reach out to voters and talk about why supporting worker-friendly candidates is so important.
- Helping people register to vote: Making sure everyone has the chance to have their voice heard.
- Sending text messages: Using quick and easy texts to share important information and get people excited about voting.
- Going door-to-door: Knocking on doors in neighborhoods to talk to people about the election and encourage them to vote.
- Teaching members: Giving members the skills and knowledge they need to make a difference in their workplaces and communities.
- Political Action Fund (PAF) drives: Collecting contributions to support candidates who care about workers and support the values of the IUE-CWA.

If you're ready to make a difference, join us today! You can reach out to our IUE-CWA political team by emailing Marilyn Hickland at mhickland@iue-cwa.org or Ashley Snider at asnider@iue-cwa.org. Let's work together to support candidates who stand up for working people!



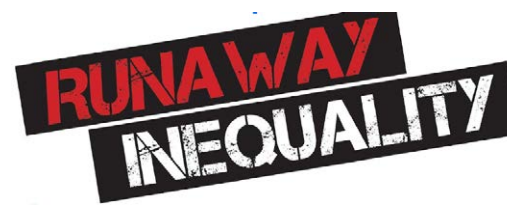
IUE-CWA Ohio Political Action Team. There's room for more! Join us today!



Learning Together:

IUE-CWA Teaches About Fairness and Power

Since January, IUE-CWA has hosted a special training called "Reversing Runaway Inequality" (RRI) for more than 150 newly elected union officers. This in-depth and interactive workshop helps spotlight the real issues workers face today and prompts participants to answer some tough questions about our economy and how we got here.



Ed Harm, the president of IUE-CWA Local 84758, said, "I've been part of IUE-CWA since 1985, and this was my first time at RRI training. I learned a lot and found it really interesting. No matter how old you are, you can always learn something new, and it's important for us to learn so we can help our members better."

Cathy Shirey from IUE-CWA Local 84901 also shared her thoughts, saying, "I liked learning about how workers have been treated unfairly over the years and how we can stand up for ourselves!"

IUE-CWA plans to have more of these workshops throughout the year, and they want to bring this training to local groups too. If you're interested in having this training at your local, you can contact Ashley Snider at asnider@cwa-union.org.

Learning together helps us understand how to make things fair for everyone. Let's keep working together to make a difference!

IN MEMORIAM



We are deeply saddened to report that long-time IUE-CWA Executive Council member and dear friend Tony Hays passed away on January 26th in Tyler, Texas. Tony was a forty-year member and former President of Local 86782, where he served as a Maintenance Technician for Trane Technologies. Tony was dedicated to the Union movement, and he was greatly admired and respected by his fellow members. He will be deeply missed. He is survived by his loving family including his mother, Frances Hall Hays; his beloved wife, Kristina Trinh Hays; and three sons: Nicholas, Jeremy, and Vincent.



KAINE GOODWIN

Director

It amazes me that we are already in our third month of 2024. The IUE-CWA has over 90 sets of negotiations scheduled in 2024 with some already completed and others currently in bargaining. These keep IUE-CWA Staff and local leadership extremely busy. For the locals that do have contract negotiations please stay involved and support your bargaining committee. The Company is always looking for a divide in the bargaining unit they can exploit.

When we fight together we will win!

With the end of winter approaching, schedules will become even busier. Warmer weather brings longer days, but it always feels like we have less time than we need. We pour most of our day into our jobs and then head home to try to spend quality time with our families - then attempt a few hours of sleeping. It puts a lot of stress on all our lives, both mentally and physically. We need to take time to take care of ourselves.

I was recently talking to a Local Pres-

ident who hadn't had an annual check-up in quite a long time. It wasn't because he hated the doctor or was afraid of what they may find, but simply because he didn't have time. I also know there are plenty of people out there who do not like needles, blood work, or going to see a physician. Many people don't take their mental health seriously and would never consider seeking out proper therapy but it truly could save your life. We have lost a lot local members and officers over the last year and some of them could still be here if they had gotten their annual wellness check-ups. These are free under any health care plan that is ACA compliant. A simple 30 minute visit could find and prevent something very severe from ever happening.

Please consider these things and take care of yourself. I look forward to seeing/meeting you at the next bargaining, conference, meeting, or training.

Kaine Goodwin



JAMES WINSHIP

Director

Spring is in the air, and I for one could not be happier. As you read through "The Bolt," you will notice that there is a lot going on. President Kennebrew has made it a priority to advance our Union and to make the lives of our members better. He has put an emphasis on training, organizing, and the education of our members. Not everyone is going to take advantage of these opportunities or even like the form in which they come. If being involved and engaged was always easy, then everyone would be doing it, and keeping Locals at their best wouldn't be the struggle that it is. For those of you not in "Right to Work (for less)" states, you simply cannot imagine the issues Locals in those states face. I could ramble on and on about why everyone should be in a Union, but I would only be preaching to the choir.

Organizing the unorganized, whether they are in your shop or down the street, is necessary! You, as a Union member, should be having those conversations with workers who do not have a Union. There are many workers who have been made to believe that they don't need a union, and yet they are the same people who have issues with their pay, benefits, time off, and premium pay for overtime and week-ends - all the things that most of us with union contracts have and appreciate. Our contracts provide for these and many other work-related benefits. Additionally, Union members get to have input and vote on those areas. I cannot even imagine working in a non-union facility and having all those things decided by someone I can't vote for or even just never having a say in the matter. Again, I could go on and on, LOL. Talk to the unorganized in your community!

Local Bylaws have become a very large topic of conversation over the last few months, and we are focusing strongly on them this year. As I noted in my previous report, we are working with the Staff to make sure we have a copy of every Local's

bylaws on file. We are doing this to make sure that your Local is in compliance with not only the CWA constitution, but also the Division Rules of the IUE-CWA, and the Department of Labor regulations. If your bylaws are older than 10 years, it would be a good practice to form a committee to evaluate them and make any recommendations to your Local Executive Board. If you should have any changes you would like to make, you should send those to me to be reviewed. Once they are approved by the IUE-CWA, they will go to a vote of the membership (per your bylaws).

Speaking of the Department of Labor, we have several Locals which have not completed their LMs and 990s. Not completing federal forms is the quickest way to get yourself an audit. Not everyone thinks an audit is a bad thing; however, they are time consuming, and Local officers will be involved, often on their own time. There is no "I don't have time." You WILL be doing it and it's not much fun.

By the time you receive this, we will have had our first Steward/Bargaining Trainings of the year. The next training will be Advanced Steward and Bargaining (2 classes) in Chicago May 5-12. Call letters have been sent out to the Local G-Suite emails. The first class is May 6-8 and the second class is the 9-11. These classes are limited, and they run from 9-5 each of the three days. Please make sure you register for the hotel through the link. There will also be Steward and Bargaining training (along with many other classes) in Orlando at the Division Meeting and another two Advanced Bargaining classes in September. We are working out the details of those two classes now. I hope to see many of you throughout the year at trainings and/or the Division Meeting. I look forward to working with all of you and making this the Best Damn Union there is!

James Winship

Italian Optical Workers Unions Delegation Joins in Solidarity with IUE-CWA & US Optical Workers

IUE-CWA represents nearly 2,000 workers in the optical industry at Essilor-Luxottica and its competitors, such as VSP's Visionworks. IUE-CWA Local 463 and Local 408 have contracts at two Essilor-Luxottica labs with upcoming expiration. IUE-CWA has recently organized and gotten a first contract at a Visionworks store.

In 2021 workers at Luxottica's Atlanta Georgia campus in McDonough tried to organize into a union affiliated with IUE-CWA and their efforts were foiled by a rabid anti-union campaign by the Company. IUE has been holding Luxottica accountable. On Feb.26th a delegation of Italian unions representing 18,000 optical workers at Essilor-Luxottica in Italy arrived in New York City and then travelled to Atlanta, taking part in a week-long trip to learn about the challenges of organizing in the USA and at Essilor-Luxottica specifically, and join in solidarity with US optical workers.

The delegation's 7 members hail from three Italian manufacturing unions, FILCTEM-CGIL (Sonia Tosi, Segretaria Nazionale Moda; Max Marani, Segretario Nazionale Organizzativo; Michele Corso, Coordinatore Nazionale Luxottica), FEMCA-CISL (Raffaele Salvatoni, Segre-

tario Nazionale Moda, Alessandra Tolentino, Internazionale), UILTEC-UIL (Rosario Martines, Segretario Belluno-Treviso; Benedetta Missaglia, Segretaria Nazionale Moda).

They met with IUE-CWA President Kennebrew, Local 81463's President Ken Irving, Local 81408's President Jason Johnson, (who both represent optical workers); and they also met with CWA D1 Director of Organizing, Tim Dubnau and Laura Hagan, IUE-CWA Assistant to the President, and IUE-CWA staff assigned to IUE-CWA's Optical Industry organizing efforts, Matteo Colombi and Orvin Caraballo, as well as with Local 81463 Stewards Geovannina Idrovo and Michelle Gore (who work at 21st Century Optics, an Essilor-Luxottica subsidiary) and other optical workers in Georgia.

The Italian unionists, thanks to much bigger membership in the sector and stronger labor rights in Italy, have been able to



achieve solid material gains for their members, and were shocked to hear of Luxottica's anti-union behavior and dismal treatment of workers in

the USA. Upon leaving the USA, IUE and Italian union sisters and brothers committed to develop stronger ties and ongoing communication to hold common global employers, such as Essilor-Luxottica, accountable.

In 2023 globally Essilor-Luxottica had more than \$25 billion in sales, or \$132,000 per worker, with more than \$2.9 billions in profit and 191,000 employees worldwide. Luxottica is largest optical firm on the globe, its operations spanning eyewear, lenses manufacturing, retail, optometry and providing vision insurance to more than 60 millions of Americans through its subsidiary, EyeMed. Its well-known chains include Sun-

glass Hut, Pearle Vision and LensCrafters, and it sells glasses under 150 well-known brands including RAY-BAN, OAKLEY, PERSOL, OLIVER PEOPLES, VOUGE EYEWEAR, ARNETTE, ALAIN MIKLI, COSTA, NATIVE EYEWEAR AND BOLON. LICENSED BRANDS: GIORGIO ARMANI, BRUNELLO CUCINELLI, BULGARI, BURBERRY, CHANEL, COACH, DOLCE&GABBANA, FERRARI, MICHAEL KORS, PRADA, RALPH LAUREN, STARCK BIOTECH PARIS, MIU MIU EYEWEAR, SWAROSKI, TIFFANY & CO., TORY BURCH AND VERSACE. North America accounts for nearly half of its sales and 1/3 of its employees.



MIKE RUSINEK Director

Spring and winter are behind us, and we look forward to pleasant weather and fun things to do.

This is a most critical year for those of us in the Labor Movement. The upcoming Presidential election will have a tremendous impact on all that we do. We have been able to make tremendous improvements in the working lives of all the members we represent, as well as workers who want to belong to a Union. Much of that has to do with the pro-worker support that we have seen come from the White House. We need to work to see that support continues.

As we move forward with newly elected Local Officers, many of whom were able to take advantage of the New Officer Training that was offered. Hats off to IUE-CWA President Kennebrew for seeing to it that more of this kind of excellent job training is being offered. Hats off to the excellent dedicated group of great people who do such a great job providing that training. CWA STRONG:

Following the 2017 CWA Convention every local took part in the creation of CWA STRONG and took the following pledge: **"I pledge to be an active member of my Union. I will make my local stronger by encouraging non-members to join and doing whatever it takes to protect our jobs, wages, benefits, and retirement. I am CWA STRONG."**

If any Local needs and wants additional information on the program, reach out to me and I will assist you in getting that information.

One last item, with the technology we have available today, contact with your staff representative is only a click away. The Staff's schedules are remarkably busy, so whenever you can, ask for a virtual meeting which can be scheduled much quicker, utilize that technology to make your job easier.

Always remember: WHEN WE FIGHT, WE WIN!

Mike Rusinek

GE CONFERENCE BOARD REPORT

Dear Brothers and Sisters,
The upcoming split by G.E. into two companies, Aerospace and Vernova, will take place in the 2nd quarter of 2024. I want to assure you that IUE-CWA has been diligently working for our members' rights during these times of uncertainty by putting in place successorship language that will protect your contract benefits. Successorship provides stability and assurances to members, shielding them from uncertainties associated with corporate transitions. President Kennebrew's strategic vision and unwavering dedication to the interest of our members really stood out at the negotiations as a spin-off has impacted him himself.

I also want to discuss the importance of our unprecedented Labor Peace agreement with G.E. Vernova. The two new facilities in New York will be IUE-CWA members if they choose to be without interference from G.E. Vernova. The Labor Peace agreement will allow us to grow in

strength for the future. This agreement did not happen overnight. Lengthy negotiations took place over months and months.

I would like to remember our fellow brother Tony Hays and his family at this time. Tony was a longstanding IUE-CWA Executive Council Member at Large. His dedication and devotion to our union and his family are inspirational.

In closing, I would like to say to the G.E. active workers, former, and retirees the IUE-CWA will always look out for our members, retirees, and former G.E. members. When called upon to help, please be there to answer the call.

God Bless our membership and keep first responders and military in your thoughts and prayers.

Jerry Carney

YOUR LOCAL NEWS

Local 84755 • Dayton, OH

Local 84755 is partnering with IUE-CWA's Dave Cash and Senator Brown's office to hold a week-long Manufacturing Camp this summer for students interested in careers in manufacturing. *Pictured below are a few of the students involved in our pathway program at Dayton, OH area schools.*



SUSTAINABLE ENERGY SOLUTIONS

Over the last 2 years the Sustainable Energy Solutions Program (SES) has identified over 1.1 million dollars in utility savings. This adds directly to the businesses' profitability. What would it take to add 1.1 million in profits? On average it would require additional production and sales of \$16.9 million to make \$1.1 million in profits. No plant has ever closed for making too much money.

These Utility savings also make our communities cleaner. One of the easiest ways to measure the reduction in pollution related to the SES savings projects is by



using CO2 in metric tons reduced. 7,300 metric tons of CO2 reduction was identified over the last 2 years. That is equivalent to removing 1600 average US autos from the road.

Having a SES Event at your location not only helps to secure IUE-CWA Members jobs it helps to

make your communities a better place to live. **To bring Sustainable Energy Solutions to your local contact Bill Draves Ph.330-770-0856 or Email: bdraves@iue-cwa.org**

Local 88667 • Bellmawr, NJ

Local 88667 Lockout - Westmoreland Plastics

Local 88667 members were locked out in early December by the company. After much picketing and support, the lockout ended with the workers being offered their jobs back in February. What got them back to work was the relentlessness of the members being there every day for a month, picketing in front of the plant. The members of IUE-CWA 88022 and 88144 stood with them. The local police department and the Greater Westmoreland County Labor Council supported the members.. The Teamsters would not pick up or deliver as long as members were picketing. The massive support from the community was greatly appreciated.

Local 88667 would like to thank everyone for all the support: IUE-CWA Staff Representative Danny Sallie, IUE-CWA Senior Campaign Lead Bill Draves, IUE-CWA Locals 88022, 88144, and 88643. The entire community of Latrobe, Pennsylvania, Chief Richard M. Bosco and the Latrobe Police Department, Harriet Ellenberger, Walter Geuger and the Greater Westmoreland County Labor Council. Secretary-Treasurer George Piasecki and Lead Organizing Specialist Jim DePoe of the Pennsylvania AFI-CIO, Director Amy Alcorn of the NWPAA Area Labor Federation AFL-CIO, The Voices of Westmoreland, USW Locals 1537, 1145, and 2632-25, IUE-CWA Local 88667 Retirees, Vince Merringer of the UFCW Local 1776, Organizer John Boyer Of Teamsters Local 30, UPS, and Penn Ohio for not crossing our line, Scotty G's Pizzeria.



SAFETY 4 U - Safety Committee Resource



Local Collective Bargaining Agreement

The CBA is the road map that addresses central issues such as working conditions, the work environment, and work practices.

The AFL-CIO Death on the Job Report

Comprehensive national and state data on workplace fatalities, injuries, illnesses, safety inspections, penalties, funding, staffing, and public employee coverage under the Occupational Safety and Health Act. Additionally, the report covers details on mine safety, worker safety, and the impact of the COVID-19 pandemic. The report is released annually in conjunction with Worker Memorial Day, April 28th, along with materials. This year's theme is: Good Jobs. Safe Jobs. Protect Our Rights.

- This year's theme encompasses two important labor issues in 2024: 1) Promoting contracts that ensure good jobs are also fundamentally safe jobs, and 2) in this election year, a concerted effort to protect the safety and health rights we have won and protections we still need to win. The toolkit will be available mid March. aflcio.org

BLS Data on Worker Safety and Health

Every year, the Bureau of Labor Statistics provides detailed reports on workplace injuries, illnesses, and fatalities. This data is valuable for pinpointing industries with high rates or significant numbers of incidents, on a national scale and specifically for states involved in this initiative.

Crisis Lifeline

Spread the word about the new resource, the 988 Suicide & Crisis Lifeline, which offers immediate assistance for mental health crises without busy signals or wait times. Users can call or text 988 to connect with trained mental health experts, ensuring quick support in times of need. Remember, exposure to psychosocial hazards increases risks of workplace violence. Prioritizing identification, assessment, and mitigation of these hazards is crucial for achieving psychological health and safety in the workplace, surpassing the importance of solely having a response plan for workplace violence.

OSHA Penalties Increased Jan 2024

Serious violations increased to \$16,130. Willful violations to \$161,323. MSHA's regular assessment maximum is now \$88,354, with the highest penalty for "flagrant violations" being \$323,960 in 2024.

Political Action Fund (PAF) Representative

Your Local PAC Rep can keep your committee informed of political items related to workers' health and safety, and the issues you care about at the local, state, and national levels of government. Examples include the Pro Act which when passed will enhance the 1970 OSH Act to protect more workers, increase penalties, improve whistleblower protections, and empower workers to hold employers accountable to workplace safety. And the labor appropriations bill put forward by House Republicans proposes cuts to funding for both the Occupational Safety and Health Administration (OSHA) and the Mine Safety and Health Administration (MSHA). These agencies are essential to keeping workers safe on

the job, and significant budget cuts would jeopardize the health and safety of American workers.

Shocking Increase in Workplace Fatalities!

According to the U.S. Bureau of Labor Statistics (BLS), fatal work injuries in the U.S. soared to 5,486 in 2022, a 5.7% increase from 2021. The fatal injury rate hit the highest level since 2016.

Key Findings:

- One worker is losing their life every 96 minutes up from 101 minutes in 2021.
- Fatalities due to violence and other injuries by persons or animals increased 11.6 percent to 849 in 2022.
- Homicides accounted for 61.7 percent of these fatalities, with 524 deaths.
- Unintentional overdoses increased 13.1 percent to a series high of 525 fatalities in 2022, up from 464 in 2021, continuing a trend of annual increases since 2012.
- Workers in transportation and material moving occupations experienced 1,620 fatal work injuries in 2022 and represented the occupational group with the most fatalities. The next highest was construction and extraction workers with 1,056 fatalities, an 11.0-percent increase from 2021.
- Transportation incidents remained the most frequent type of fatal event accounting for 37.7 percent of all occupational fatalities. There were 2,066 fatal injuries from transportation incidents in 2022, a 4.2-percent increase from 1,982 in 2021.

Worker Characteristics:

- Fatal injury rates for workers of color increased in 2022 compared to 2021.
- Transportation incidents were the top cause of fatalities for Black/African American and Hispanic/Latino workers. Other leading causes of fatalities for Black/African American workers were injuries by persons/animals, while for Hispanic/Latino workers, it was falls.
- Black/African American workers accounted for a disproportionate number of homicides in 2022.
- Women represented a higher percentage of homicides compared to overall fatalities.
- Workers aged 55 to 64 had the highest number of fatalities in 2022, with transportation incidents being the primary cause, followed by falls.
- Workers in construction and extraction occupations had the second most fatalities in 2022 compared to other occupational groups. Falls, slips, or trips were the events precipitating 423 of these fatalities.

BLS.GOV is the primary resource for information on annual fatalities, injuries, and illnesses. Given the nearly 9% rise in worker fatalities, it is essential to assess our work environments, implement safeguards through collective bargaining, and prioritize providing proper training, protective gear, and preventive measures for our team members.

**For additional resources or specific information please contact
Debra Fisher, dfisher@iue-cwa.org.**

Biden Administration Rolls Out New Worker Protections

January 18, 2024

Last week, the Biden Administration's Department of Labor issued a final rule that will reclassify some workers currently classified as "independent contractors" as employees. This rule will likely affect workers in the "gig economy," such as truck drivers, food delivery workers, in-home healthcare workers, and some manufacturing workers.

The rule will replace a Trump-era version that classified these workers as "economically independent," allowing businesses to withhold compensation such as health insurance and overtime pay, and serving as a barrier to union membership. "Misclassifying employees as independent contractors is a serious issue that deprives workers of basic rights and protections," Acting Secretary of Labor Julie Su said in a statement. "This rule will help protect workers, especially those facing the greatest risk of exploitation, by making sure they are classified properly and that they receive the wages they've earned."

This rule follows a new National Labor Relations Board (NLRB) rule set to take effect in February that will make it harder for companies to use subcontractors to prevent workers from joining unions. The Republican-led House of Representatives has passed a resolution to overturn the NLRB rule, but President Biden has vowed to veto any attempt to interfere with workers' rights to bargain for better working conditions.

IUE-CWA LEGAL

Turning over Local Property to your Successor in office. It's not just a good idea. It's the Law!

When a Local officer first takes their oath of office, it's both a happy and a solemn occasion. The moment is full of possibilities for a new administration and all that might be accomplished when the Local and its members stand together. It is also a time when the responsibilities of the office are first shouldered. In short, it is a time of new beginnings, when few people stop to think about the ending.

But the ending is right there in our oath of office. Set forth in Article XIX of the Division Rules. Each local officer within the IUE-CWA swears or affirms that they will "[P]rotect and conserve the property of [their] Local, and that [they] will make an accounting for, and turn over all such property to [their] successor in office." Turning over the property of the Local to your successor is an important last step in your Local's election process. It might not be very glamorous, but helping to ensure a smooth transition to your successors' administration is a frank acknowledgment that the work that you have done with your brothers and sisters is bigger than any one individual.

Turning over property of the Local to your successor is mandated by federal law.

Section 501(a) of the Labor-Management Reporting and Disclosure Act 29 U.S.C. § 501(a) imposes a fiduciary duty on all Local officers to preserve the property of a union "solely for the benefit of the organization and its members." Local officers are bound to turn the property of the Local over to their successor because fundamentally and legally it belongs to the Local, not to them. Federal Courts have affirmed this duty to surrender property as consistent with an officer's duty to follow the governing documents of their Union. In *International Brotherhood of Boilermakers, etc. v. Local Lodge D111 of Cement, Lime, etc.*, 858 F.2d 1559 (11th Cir. 1988) the Eleventh Circuit affirmed a lower court grant of summary judgment and an order directing defendant Local officers to surrender property in their possession or control pursuant to the Union governing documents.

By turning over the Local's property to your eventual successor in office, each IUE-CWA officer affirms their commitment to the democratic values of our union, fulfills their oath, and demonstrates both their respect for the office they held and for the members of their Local. It's also required by federal law.

International Brotherhood of Boilermakers, etc. v. Local Lodge D296 of Cement, Lime, etc



IUE-CWA Local Women's Committees

Get Members Involved



IUE-CWA would like to thank our Women's Committees for all the amazing work they do for their union and in the community!



Local 81381's All Women Negotiations Team.

NEW OFFICERS TRAINING



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



Extremists in Congress are demanding a vote on legislation that would make it easier to slash Social Security and Medicare. Some are even threatening to shut the government down if they don't get their way. Americans have earned their Social Security and Medicare through a lifetime of hard work. We should be expanding benefits – not making it easier for politicians to cut them without public input. Use the Q-code to tell Congress to keep their hands off your retirement benefits!



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

Vicky Hurley

540-389-2397 • vhurley@iuecwa.org
IUE-CWA GE Retiree Representative

GE Retirees

Remember I am here if you have any retirement questions or concerns. Lately there has been a lot of confusion since the transfer of some retirees to GE HealthCare and Alight. Most of the confusion is coming from GE, and as always, they have made a mess out of the whole situation. It is evident they did not think all of this through and were not ready for this transfer to happen. All of the Louisville Retirees, please pay attention to any mail you receive from GE and read over to make sure the information is correct. You can call me with any questions you may have. I am working with Jerry Carney, Chairman of the Conference Board, trying to get the correct contact person from GEHC for me to communicate with. Since the transfer, suddenly all of my GE contacts have become very unhelpful with anyone transferred to HealthCare, and I apologize, I am doing the best I can to correct that.

Here are the numbers I was given for GEHC Retirees to call. GEHC Retirement Service Center 800-354-3967 or netbenefits.com and GEHC Alight 844-474-4342 or myhr.gehealthcare.com.

Congratulations to the new and re-elected officers. Some of you are new to all of this, and I am here if you have any questions on benefits or issues that arise with Retirees. Here are important numbers to have on hand for GE other than HealthCare Retirees. Pension, Retirement and Death reporting 800-432-3450 and The Benefits Center 800-252-5259.

Vicky

Leigh Shilt
937-224-5217

GM/DELPHI Retiree Benefit Rep

GM/Delphi Retirees,

As spring approaches, I wanted to send out a few reminders.

Make sure you all have your beneficiaries and information updated with MetLife. You can call and check this information or update anything you would need to at 1.888.543.3461. I cannot access any life insurance policy information. That can only be done through MetLife, and they will ask security questions to verify you.

GM Family First has updated their direct number. It is now 1.800.235.4646. If you have not used your GM purchasing discount in several years, they are making you go through extra steps before providing you with your discounts. Example: Having you fax them a copy of your license as a step towards verifying you.

Medicare open enrollment has come to an end. You can still reach out to TLC for any of your Medicare needs or questions. Their number is 1.800.719.3751.

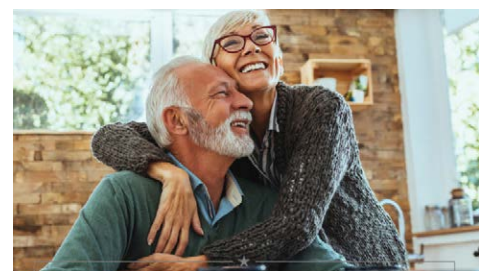
Any GM retiree that would like a GM retiree card can go to www.GMRetiree.com and print them out to use for discounts anywhere that would offer GM Retiree discounts.

GM retirees can also go to www.gmbenefits.com where you can access and manage your GM benefits in one easy location.

For any questions or concerns you can reach me at 937-224-5217 or by email lshilt@iuecwa.org.

Your GM/Delphi Retiree Rep.

Leigh



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.