

IUE-CWA NEWS

THE BOLT

SUMMER-FALL EDITION 2024

DIVISION NEWS

Communications Workers of America, AFL-CIO
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IUE-CWA Brothers and Sisters,

We have had an eventful summer at IUE-CWA! In June nearly 300 Local officers and members came together

in Orlando for the **IUE's 75th anniversary!** Along with the Division meeting, we held a two-day training event, including steward trainings, health and safety, financial, Lean, technology, Runaway Inequality, and more! Joining us for the first time were members of the three New Flyer locals we organized over the past year and members of the newly-organized MPP plant, and new SCA members from New Orleans. CWA President Claude Cummings and Secretary Treasurer Ameenah Salaam addressed the conference. District 4 Vice President Linda Hinton, District 2-13 Vice President Mike Davis, and District 9 Vice President Frank Arce were also in attendance.

It is an honor to be President of IUE-CWA for our Diamond anniversary. For 75 years, we have been fighting to improve the lives of working families in this country. For 75 years we have been fighting for working people in the political arena and for social justice for every IUE-CWA member. For 75 years, we have been fighting corporate greed and giving workers a voice at the table. We have faced a lot of challenges over those 75 years, but we have always

stood up and fought hard – because of you, our members. At the Division meeting, I committed IUE-CWA to the fight for the next 75 years and beyond! We will continue to fight for legislation that benefits working people, to fight for economic and social justice, for truth and fairness, and always with the understanding that what impacts the least among us, impacts us all.

The IUE-CWA has entered a new era of taking on and winning big fights - and in our recent history, we have accomplished amazing things together: In the last 2 years, over 1500 workers have fought and won to join the IUE-CWA, this includes workers at New Flyer, MPP, Haier, Fleet Logix, and more. We have secured historic labor peace agree-



ments in critical manufacturing industries that will allow workers to organize their union without intimidation and interference from their employer. This includes at companies such as General Electric, Akash semiconductors, and New Flyer. And we are fighting for more of these labor peace agreements at employers such as Micron semiconductors, to ensure that workers get the right to organize and join the IUE-CWA. We have knocked on doors and made phone calls to make sure that we hold our elected officials accountable and fight back against attacks on workers such as so-called "Right to Work" laws.

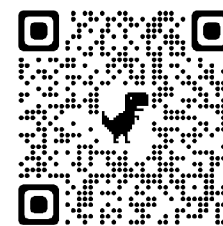
This fall, we have national elections, and our members will go out to vote – I urge you to vote for candidates who support organized

labor, who support working families, and who have fought to keep jobs in America and bring us closer together as a nation. If they don't support the PRO-Act, they are NOT pro-labor. Let our higher impulses drive us, the desire to lift each other up--not fear or hate. Labor has flourished under the Biden administration's policies and the legislation they fought for, like the Chips Act and the Infrastructure Act. Don't listen to rhetoric – look at the actual record and what candidates have supported. If they support Right to Work, they want to deprive you of a voice on the job and leave you at the mercy of the employer.

As our children return to school and the summer ends, please take a moment on Labor Day to remember the workers who fought and sometimes died for your right to join a Union, to be safe on the job, to have benefits and a living wage. I appreciate the work that you do and your support for your Local Union!

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](mailto:Laura.Hagan@cwa-union.org)

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Scan the QR code below and download the app today!



SCAN ME

IUE-CWA Celebrates Successful Union Trainings at 75th Anniversary Division Meeting

The Political Department of IUE-CWA proudly conducted several powerful trainings at our 75th anniversary division meeting in Orlando this year. While the “Reversing Runaway Inequality” (RRI) training was highlighted in a previous edition of Bolt, we are excited to extend a special recognition to our dedicated trainers, Natasha Noonan and Nick Velasquez from Local 81201.

Natasha and Nick, hailing from our General Electric plant in Massachusetts, have shown exceptional leadership and commitment. They will be spearheading the RRI trainings moving forward. Great job, Natasha and Nick! Your efforts are paving the way for our members’ future success.

In addition to the RRI training, our “Worker Power” training session was also successful. This training focused on labor history and future fights, equipping our members with essential knowledge and skills. We are thrilled to report that IUE-CWA headquarters now has 40 new activists ready to bring their education and passion back to their respective shops.

The fight for workers’ rights is ongoing, and with dedicated individuals like Natasha, Nick, and our newly trained activists, we are more empowered than ever. The fights never stop, and neither will we.



IUE-CWA members from across the U.S. are fired up after completing their first Reversing Runaway Inequality class



Over 40 IUE-CWA members from across the United States participated in our Worker Power training



- 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 10/07/2024

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:

Michael Wintling - Westville Grove NJ

IUE-CWA Baseball Cap:

Hector Zayas - Orlando FL • Jerry Hill - Huber Heights OH

IUE-CWA T-Shirt:

Deborah Valentine - Miamisburg OH • Jalberta Seidle - Burghill OH



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

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IUE-CWA STRONG

IUE-CWA Welcomes a New Unit of MPP Members to the Fold, Fights Back Against Employer Abuses



CAMPBELLSBURG, IN — In April 2024, after a hard-fought organizing campaign, a majority of workers at the MPP Campbellsburg, IN plant voted to join the IUE-CWA in a federally-supervised union recognition election. IUE-CWA already represents two MPP units in Pennsylvania.

MPP raised formal objections with the National Labor Relations Board, trying to scupper the election results. In Mid-July 2024 a hearing officer for the National Labor Relations Board (NLRB) decisively recommended that Metal Powder Products' (MPP) objections to the April 10th union election be overruled.

IUE-CWA has filed several Unfair Labor Practice (ULP) charges against MPP, alleging the company engaged in unlawful conduct. These charges included unlawful interrogation, perceived surveillance, and removal of union materials from workers' personal spaces.

"MPP's attempts to disenfranchise its workers and sow discord have been exposed," said Carl Kennebrew, President of IUE-CWA. "Our members stand united, committed to achieving a workplace where their rights are respected and their voices heard. They will not be silenced by the company's bullying and intimidation tactics."

MPP is owned by Mill Point Capital, a New York-based private equity firm managing over \$1.4 billion in capital commitments, which raises funding from several pension funds. Despite MPP's efforts to delay and contest the election, our brothers and sisters at the Campbellsburg plant remain steadfast as they pursue their first contract.

"The solidarity and determination of our members are unwavering," Kennebrew added. "As we enter negotiations, we remain committed to securing improved conditions and a brighter future for all employees at MPP."

On that note, the newly organized MPP workers were delighted to receive a handcrafted clock adorned with the IUE-CWA logo. This special gift came from retirees Mike "Cub" Goen and his wife, Loretta, who recently retired from MPP in Campbellsburg. They were strong supporters of the unionizing effort after the company stripped workers of their benefits. The clock, in many ways, symbolizes the MPP workforce—united and resilient, forged through a deep sense of camaraderie and solidarity that will endure through time. We extend our heartfelt gratitude and best wishes to Mike and Loretta as they embark on their new journey.



Acting Secretary of Labor Julie Su Visits New Flyer Plant in Alabama, Celebrates Union Victory

In June, Acting Secretary of Labor Julie Su visited the New Flyer plant in Anniston, Alabama, to meet newly organized workers represented by the International Union of Electrical Workers-Communications Workers of America (IUE-CWA). These workers recently celebrated their first contract with the largest transit bus manufacturer in North America, securing significant pay raises, restrictions on forced overtime, expanded vacation and paid time off, improved parental leave, Juneteenth as a holiday, cost-of-living adjustments, and enhanced retirement benefits.

Ryan Masters, a New Flyer worker, expressed his surprise and gratitude, stating, "Having the acting Labor Secretary visit New Flyer today was a shock. It goes to show that our contract is changing lives, one page at a time! It was a real treat to have someone recognize Anniston New Flyer in such an impactful way."

This contract marks a significant moment in Southern labor history, demonstrating the progress unions are making in traditionally anti-union regions. A 2022 labor peace agreement between New Flyer and CWA played a crucial role in the smooth formation of the union, ensuring employees could make their own decisions without company interference. Additionally, New Flyer's community benefits agreement with Jobs to Move America committed the company to ambitious hiring and promotion goals for historically disadvantaged groups.

Su's "Good Jobs Summer Tour" highlights the Department of Labor's efforts to ensure that every job is a good one and to champion the importance of collaborative approaches between companies and labor organizations in achieving meaningful progress for workers. The New Flyer union victory exemplifies the success of community benefits agreements in aiding unionization efforts and serves as a beacon of hope and a model for future labor organizing, especially in the South.



IUE-CWA Welcomes Our Newest SCA Unit in Beaufort, SC!



At the recent Service Contract Alliance meeting, President Kennebrew welcomed two of IUE-CWA's newest SCA members from our newly-organized unit in Beaufort, South Carolina. IUE-CWA's 65 new members work at Vertex Aerospace. The members perform aircraft maintenance on F-5 jets. We would like to thank these fine aircraft/jet engine mechanics for all the necessary work they do at Beaufort Marine Station.



Pictured: President Kennebrew with new Beaufort members William Jordan and Taylor Anderson at the SCA Meeting in August.



KAINE GOODWIN

Director

It was great seeing everyone at the division meeting. Hard to believe that meeting kicked off summer and now we are approaching the end of it. We are in the back half of the year and still have a lot of contracts coming up in 2023. Just a reminder to all members to get out and support your bargaining committee. Their strength at the bargaining table is only as strong as the support they receive from the membership. For all those who have already concluded bargaining this year, please take the time to review your new contract and get familiar with it. Really, this applies to everyone, not just the contracts from this year. Take some time to double check what's in your contract and ask you local leadership for help if something doesn't make sense. If you find things you don't like, write them down so when it is time to bargain your contract again, you can put those on the surveys. It is crucial that that bargaining committee has demands the membership feels are important prior to going to the table. They also need

to know which are more important than others. You won't get everything you ask for in bargaining, but you may be able to make small steps in some of those areas of concern and make it easier to completely fix them next round. Get with your local leadership and ask what you can do to help with bargaining efforts. This doesn't mean you will be at the table, but you could help with mobilizing efforts and show the Company the bargaining committee isn't alone. The committee is the voice for the membership and as a whole if management hears you, their bargaining power is increased. Good luck to all those who have negotiations upcoming! It's never too early to start looking at things to address for those who don't. Enjoy what's left of summer. I look forward to seeing everyone on future visits or trainings.

In Solidarity,
Kaine Goodwin



JAMES WINSHIP

Director

That was a quick first half of the year! I hope you have been enjoying your summer, but thankfully football is coming (woo hoo!). As we get closer to the end of the year, your chances of coming to a 2024 training meeting are getting smaller. The last Beginner Steward and Bargaining training of 2024 is in Philadelphia the second week in September. The last Advanced Classes will be the first week of December in Florida. Call letters have gone out and classes are filling up. These classes are beneficial for any Steward, Officer, or Member of your Local and we have been able to make it more cost effective with reimbursements. I want you to know that these classes are not "bore you to sleep" classes. We actually have fun, and you are going to learn, I promise! For example, did everyone know that there are only a few ways for your Local's Bargaining Committee to be formed? And those are spelled out in your Local Bylaws or constitution.

Local Bylaws-- what a beautiful thing it is when Locals follow them and maintain them. I can tell you, we have had our share of issues over the last year with Local Bylaws. If your Local has an issue where the DOL comes in and it is related to Bylaws, I can tell you there is no such thing as "Past Practice" or "that's the way we have always done it." We have begun the task of collecting all of the Local Bylaws and keeping them on file to help to protect you if an issue comes up. We recommend your Bylaws committee reviews them at least every 10 years for compliance with the DOL, CWA Constitution and the IUE Division Rules.

Another resource the IUE-CWA has invested in for every Local is Gsuite email. I will be the first to admit that when they

came out, I was a local president, and I was like "Eh, I already have an email and this is just going to be another problem I don't want to deal with." I couldn't have been more wrong. For starters, when the Local leadership eventually changes hands, there's no need to change emails and go through all that trouble. Also, if you are using the Company server, I don't want you to be surprised, but the Company is reading your emails. That's probably a big problem during negotiations or grievance handling. If you're using company emails and the Company always seems one step ahead of you, there might be a reason. Please contact your Staff Representative for assistance if you need help. I want to be clear here --no one from the International can view or access these emails. We can only reset the password.

Finally, I would like to thank Locals 1118 and 1119 in Fallon, Nevada for the outstanding tour of the military base they work on. I love seeing what our members do, and they were just as happy to share. I would also like to say thank you to Local 311 in Elmyra, NY for the tour of their facility. Our members do everything you can think of, and I love going to the shops and meeting our members. If there is an opportunity for us to visit your shop and meet with your members, please reach out. If we can work it into the schedule, I will definitely make the effort to get there. I will be looking forward to meeting you and your brothers and sisters either on a visit or at one of our trainings in the future. Let's work together with one another, for one another, and let's continue to make the iUE-CWA the greatest Union there is.

SUSTAINABLE ENERGY SOLUTIONS

It is the Summer of 2024 - another summer of record-breaking heat, the kind of heat that puts people at risk of injury or death at their workplace. 2023 was the hottest year in recorded history. It beat the previous record set in 2016 by 1.18 degrees F and 2024 is shaping up to be the new hottest year record holder. The ten hottest years on record are from 2014 through 2023. Along with heat, we have seen more severe weather in recent years and this trend will continue to get worse as the global average temperature rises. Additionally, we have seen severe flooding in new and diverse places. It is estimated that over half the nation's population is at risk from coastal flooding and another 40 million face risk of flooding from streams and rivers. This type of flooding can have major economic impacts.

Climate change is REAL. Climate change could be the biggest job killer we have ever seen. The Biden - Harris administration has made significant moves to stop climate change. These initiatives represent major infrastructure investments

that will result in increased demand for the products that IUE-CWA members make.

The IUE-CWA is working to ensure that our locals get this work. It was recently announced that Local 87140 members at WEG Electric Machine will be making land-based wind turbines creating good union jobs that help to fight climate change. This is the kind of opportunities that come from addressing climate change. These climate actions started with Biden and will continue under a Harris Administration.

These actions are a good start, but we need to do more. If we want a world where our children and their grandchildren can survive and thrive, we cannot stop now. We cannot pull out of the Paris Climate Accords, and we cannot "drill baby drill" our way to a livable world and long-term family sustaining jobs. A vote for Kamala Harris is a vote for a future with hope and a livable climate for our children and grandchildren. We continue to fight for work in the renewable energy sector. Stay tuned!



ARE YOUR MEMBERS ADDRESSES UP TO DATE?

I look forward to receiving The Bolt in my mailbox and reading about everything that is going on. Even at my level, there are things that happen that I might not have known about, and it's exciting! I hope that you enjoy all of the information that comes in this paper each time we put it out. But what is concerning is that many of our members do not receive the Bolt! This can be rectified by your Local leadership.

Each Local should request a membership list with addresses from each unit they represent. Those can be uploaded or entered into Aptify.

It's up to the employee to keep a good address on file with the employer for communication purposes. All of our members need to make sure that their employer has their up-to-date address.

**We appreciate your assistance with this matter.
We want all of our members to get The Bolt in their mailbox!**

In Solidarity,
James Winship



MIKE RUSINEK

Director

In July I had the opportunity to meet with our staff in Niagara Falls, NY. President Kennebrew provides all of us the opportunity to gain more training and have a chance to discuss what is happening in our organization. Our staff has been very busy with numerous negotiations as well as working with locals on grievances and other issues that they deal with on a day-to-day basis.

As of this writing, much is happening regarding the U.S. Presidential election. There is much at stake for all of us in the Labor Movement; we need to pay close attention and become aware of what Labor has gained and what we stand to lose. Be sure to clearly understand what is at stake for all the Members we represent, then help your members see the facts. There are those who want to severely limit the rights

of Unions, and they have made promises to Corporate America and those who want to see Labor severely restricted, to diminish gains that have been made.

The lifestyle of working people and their families is at stake, The rights that we as Union people enjoy today are under attack, WE CAN MAKE THE DIFFERENCE! To do that you have to VOTE for those who will support what we do.

As summer nears the end, soon it will be back to school for our children and grandchildren, I enjoy the change of seasons.

Take care and all the best to you and your loved ones

Mike Rusinek



JERRY CARNEY

GE Conference Board Chair

Dear Brothers and Sisters
Our presidential election will be coming up in November. This will be one of the most contentious elections we have seen in our lifetime. You must decide in this election if you want the government to make decisions about women and their bodies the right to raise your children as you see fit without any politician trying to force their beliefs on everyone, the right for workers to have a union, to fight for fair wages and benefits or to bow to their companies like totalitarian governments do. I urge every one of you to get out and vote for the only candidate that will stand up for our rights Kamala Harris.

I would like to thank the negotiating committees at locals 81006 and 81320 Lockheed Martin for the great work and solidarity, for standing up to the company for a great contract that not only included good wages but extra wages on top for competitive wage workers to help narrow the wage gap, the first pension update in 4 contracts, and nonpensioners receive increased 401k company contributions from 3% to 6%. The contract also had improvements for parental care and freezes in healthcare. This could not have been accomplished without solidarity between the locals and the support from the members on the floor.

Local 81004 Arkansas City, Kansas had 4 members out of one department fired without just cause. The hard work that the local and our legal department put into these cases resulted in 3 wins through arbitration and one win in the grievance

process to stop these unjust terminations. The funny part of this is that the plant manager made a statement on another grievance he did not like to pay for work not performed yet because of these unjust terminations the company had to pay out several hundred thousand dollars. The companies have to be reminded that we are not non-union shops without representation and they can not get away with firing us because they are mad about something or someone. Thank you, Sheldon and the board along with our legal department for all you do for the members.

The GE split became official on April 1, 2024, the GE that our grandparents and parents remember no longer exists. The only company that survived for now is GE Aerospace. For the first time next year when we negotiate a GE contract, we will be negotiating with a stand-alone GE Aerospace company.

Haier, formerly GE Appliances, will begin their negotiations on their new contract in October of this year. This will be a hard-fought contract dealing with a Chinese company.

We will be having a fall Conference Board Meeting-the location and dates are yet to be determined. As soon as we work out the logistics, we will send out call letters.

I ask that you keep our military, first responders, and their families in your thoughts and prayers. God bless every one of you and your families.

Jerry Carney

LOCAL NEWS

Local 84755 • DAYTON, OH



Local 84755 in Dayton, Ohio hosted a Day at the Ballpark for their members at DayAir Field, home of the Dayton Dragons!

We even got President Carl Kennebrew to join in the on the fun! Special Thanks to Dwight Richardson, Activites Committee Chair, and Mike Gross, Local 755 President, for all their work in making this happen!

IUE-CWA 2024 SCHOLARSHIP RECIPIENTS

Scholarships just for you

The Union Plus Scholarship program has awarded more than **\$5.2 million in scholarships** to union families who want to begin or continue their post-secondary education.



Help with the cost of college



See more at unionplus.org



2024 James B. Carey Scholarship Winner

Ashanti Simmons

Local 81381, LaSonia Simmons, Mother

Robert Wesleyan University, Rochester, NY,



2024 James B. Carey Scholarship Winner

Chenelle Cates

Local 84775 Patricia Carter, Grandmother

Howard University, Washington, D.C.



2024 James B. Carey Scholarship Winner

Erin Moriarty

Local 81255 Peter Moriarty, Father

University of Kentucky

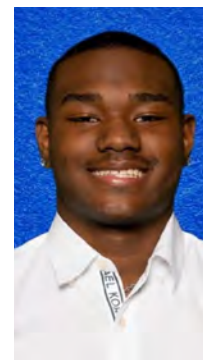


2024 James B. Carey Scholarship Winner

Athena Cote

Local 81201 Peter Cote, Father

Rivier University, Nashua, NH



2024 James B. Carey Scholarship Winner

JaMichael Cooper

Local 86782 Shertodra Washington, Mother

University of Mary Hardin Baylor



2024 Jack Shea Scholarship Winner

Madilyn Babb

Local 81320 Misty Breese, Mother

Keuka College, Keuka Park, New York

SAFETY 4 U

At the 2024 Division Meeting marking IUE's 75th Anniversary, language barriers were discussed during safety training, leading us to evaluate our approaches to member inclusiveness. We learned that some workplaces often discourage native languages, which may lead to safety issues, discrimination, and discipline. We recognize that requiring the use of English could limit communication diversity, member roles, and workplace conditions. We heard, that if available, multilingual training would promote understanding, enhance safety, and strengthen safety committees. Change is possible and we need your support by either joining our action or sharing ideas.

At the direction of President Carl Kennebrew, we are creating an EHS bilingual network. We kick off this by first establishing a Spanish-speaking committee. This group will work closely with our current team to identify key areas where bilingual support is most needed, such as training, bargaining, and community outreach. Our goal is to overcome language barriers, create safer workplaces, and encourage participation among all members. If you're interested, please contact me for more details dfisher@iue-cwa.org.

idioma, crear lugares de trabajo más seguros y fomentar la participación entre todos los miembros. Si está interesado, comuníquese conmigo para obtener más detalles dfisher@iue-cwa.org.



Attention all SCA Health & Safety advocates! IUE-CWA Safety is excited to introduce Will Frederick, the Vice President and Safety Representative of Local 83770. Will has graciously offered to serve as our SCA Safety Liaison, He will help us enhance EHS resources, collaborate with safety committees, and conduct tailored workshops for SCA members. His goal is to improve workplace safety through training and proactive measures, creating collaboration among SCA locals for a stronger safety network. Will's leadership will elevate SCA Health & Safety initiatives, promoting collective effort and mutual support.



We would like to extend a big thank you to Local 83600 President Brian Hootman and Safety Representative Tiffany Keith for organizing an on-site joint health and safety training. The Safety Committee members successfully finished an OSHA 10-hour general industry course on August 5th in Shepherdsville, KY.



Advanced technologies such as exoskeletons, wearable sensors, computer vision, virtual and augmented reality, and data analytics are revolutionizing how safety committees approach ergonomics. To learn more or become part of the ergonomics committee, contact President Timmy Gilkerson at local83766@iuecwa.org.



En la reunión de la División del 2024 en la que celebramos los 75 años de nuestro sindicato IUE, se discutieron las barreras del idioma durante la capacitación en seguridad. Esto nos llevó a evaluar nuestros enfoques para la inclusión de nuestros miembros. Aprendimos que algunos lugares de trabajo a menudo desaconsejan los idiomas nativos, lo que puede generar problemas de seguridad, discriminación

y disciplina. Reconocemos que exigir el uso del inglés podría limitar la diversidad de comunicación, los roles de los miembros y las condiciones del lugar de trabajo. Escuchamos que, si estuviera disponible, la capacitación multilingüe promovería la comprensión, mejoraría la seguridad y fortalecería los comités de seguridad. El cambio es posible y necesitamos su apoyo, ya sea uniéndose a nuestra acción o compartiendo ideas. Para crear una red bilingüe de EHS, comenzamos estableciendo primero un comité de habla hispana. Este grupo trabajará en estrecha colaboración con nuestro equipo actual para identificar áreas clave donde el apoyo bilingüe es más necesario, como capacitación, negociación y extensión comunitaria. Nuestro objetivo es superar las barreras del

DIVERSITY PROGRAM+



The IUE-CWA Diversity Ambassadors met in Washington, DC in late March of this year for training and discussion around getting ALL IUE-CWA members involved in their Local Unions. Local Diversity Ambassadors are dedicated Union members who work on internal organizing at their locals by having conversations with members from all diverse groups about the power of Inclusion and strength of Diversity and the importance of a Union and CBA in all of our lives. Diversity Ambassadors support Local members, help brainstorm ways to remove barriers to member involvement, and keep us IUE-CWA STRONG!! At the time of this printing, our Ambassadors are representing IUE-CWA at the CWA Human Rights Conference in Houston, Texas, which President Carl Kennebrew chairs.

IUE-CWA LEGAL

A Federal District Judge in Texas issues a preliminary injunction in SpaceX case challenging the constitutionality of the National Labor Relations Act

In a controversial and potentially far-reaching decision, Judge Alan D. Albright sided with SpaceX in its dispute with the National Labor Relations Board (NLRB), and issued a preliminary injunction preventing further action by the Board and casting a shadow over the statutory framework that underpins the National Labor Relations Act (NLRA).

The NLRA was enacted to protect the rights of employees to organize, bargain collectively, and engage in concerted activities for their mutual aid or protection.

The NLRB, as the agency tasked with enforcement of the act, plays a crucial role in ensuring these rights are upheld. Judge Albright, in his decision, accepted the argument put forward by SpaceX, that NLRB Members and Administrative Law Judges (ALJ), who, under the Act can be removed by the President only “for neglect of duty or malfeasance in office, but for no other cause.” 29 U.S.C. § 153(a) are protected from removal in a way that unconstitutionally infringes on the Executive branch’s powers under Article II of the U.S. Constitution. Further, while he did not rule on this issue, Judge Albright raised the possibility that the protections for ALJ’s and Board members are so inextricably bound with Congresses’ legislative scheme as to render the



entire NLRA unconstitutional. Saying “SpaceX forcefully argues that there is no appropriate way to sever any of the removal protections here to remedy the constitutional problems with the NLRB’s structure.”

Lawyers for the NLRB quickly appealed Judge Albright’s decision to the Fifth Circuit Court of Appeals and the immediate impact of the Albright’s ruling is narrowly limited to the specific case at issue: the Board’s challenge to SpaceX’s policy requiring its non-union workforce to sign an agreement

preemptively waiving their right to any monetary relief from a future Unfair Labor Practice charge filed against the Company. However, the order remains an ominous sign for the broader labor movement. In the near term I expect that we will see a flood of motions from Company lawyers seeking similar injunctive relief from the Board’s attempts to enforce the labor rights of workers, especially in those states which comprise the 5th Circuit (Texas, Louisiana, Mississippi).

The case highlights the importance of supporting politicians at every level who will fight to protect workers’ rights and rein in attacks by radical pro-company judges.

IUE-CWA/IMT Program Signs New Hire Candidates



IUE-CWA IMT Program participants, DaMarian Scott, Gabriel Bierma, and Jack Ledford (pictured above and to the right) have signed to work at Local 84755’s DMAX facility in Moraine, Ohio. In support of the Northridge Superintendent, Dave Jackson along with board members and Joe Miller, Northridge HS Instructor attended. Daniel Green, Human Resources Manager was there to represent DMAX, Ltd. IUE-CWA President, Carl Kennebrew, Local 755 Business Agent, Chris Gross, Local 755 President, Mike Gross, DMAX Union Safety Rep, Jay Balweg, and IMT Program Director, Dave Cash were present representing IUE-CWA. Proud parents and grandparents of the students were there to support their children. We would like to also congratulate these young people on joining Local 755 and the DMAX Team to begin their careers after participating in the IUE-CWA Industrial Manufacturing Technician pathway.

What is the IUE-CWA/IMT (Industrial Manufacturing Technician) Program? The program is intended to up-skill candidates in preparation for trades or advancement testing and skills in opportunities such as team leads, technicians, and traditional apprenticeship for journey-person occupations. IMT typically takes eighteen months to complete as it requires approximately three hundred classroom or related instruction (RI) hours as well as 2700 hours of OJT (on the job training). These hours would be completed under the guidance and tutelage of practicing subject matter experts as well as the local university system. All information required by the state office of apprenticeship related to the program and the candidates is captured in the state’s apprentice database. The state rewards the credential upon completion of the program. The IUE-CWA works with local schools to find young people interested in the program and facilitate the young people completing the program.

Get the New IUE-CWA Smart Phone App

Get News, Event information and more!
Scan the QR code below and download the app today!



WITH BIG SUPPORT COMES BIG INCENTIVES!

Henry Lever Action .22, Barnett Explorer XP370, Camping Package

Benelli Nova 12 ga., Orca cooler package, and fishing package also available.



Since 2013, Union Locals have used the USA calendar program to raise money for worthy union causes while supporting conservation. Plus, union members can use calendars to enter USA’s 2-Guns-A-Week Sweepstakes!



UnionSportsmen.org/calendar-2025-usa

IUE-CWA STRONG

IUE-CWA Members are ready for Senator Sherrod Brown

As we embark on the journey toward re-electing Ohio Senator Sherrod Brown, we are proud to highlight the remarkable early efforts of the IUE-CWA on-growing political team laying the groundwork for a successful campaign. The dedication of the Ohio political team has been vital in setting the stage for what promises to be an impactful and dynamic campaign season.



IUE-CWA members attending a Senator Sherrod Brown event in Dayton, Ohio 2024 • From top left to right: Wilketa Highsmith, John Henderson, Darold Highsmith, Mecca Miller-Brooks • From bottom left to right: Demetria Hodges, Ida Hamilton, Sam Sanders.

At the heart of the early efforts is a strong sense of unity and solidarity. Our commitment to Sherrod Brown is driven by shared values and a collective belief in a fairer, more equitable society. This unity is not only strengthening our growing political team but also serves a sense of community and shared purpose among members.

The spirit of activism is alive and well within the IUE-CWA, and our early efforts to recruit and train members have been exceptional. We have conducted training sessions to prepare members for various campaign activities, ensuring that they are well-equipped to engage with voters, manage campaign materials, and support events. This approach is not only giving our members knowledge and leadership skills, it is building power within our community and our union so that we can continue to grow.

As we continue to grow our political team we would like to highlight some of the work our union brothers and sisters have done already to help in the efforts to re-elect Senator Sherrod Brown.

Members across Ohio participated in the 2024 inhouse union survey to express what means most to them when going to the ballot box

They filled out thousands of postcards that will start hitting union members door steps this fall urging them to get out and vote

Phone banking IUE-CWA members, identifying their support for our labor friendly candidate Sherrod Brown

Partnered with our local AFL-CIO for canvassing events being hosted statewide

Together, we are laying the groundwork for a brighter future and ensuring that Senator Sherrod Brown remains a champion for all Americans. Let's

continue to build on this momentum and work towards a victorious campaign!

If you're interested in being a part of this phenomenal team Want to volunteer for an election campaign near you? Fill out this form: <https://forms.gle/oXqdE3hsoZzyYXzC9>

<< Scan the code.



Understanding the power of unions and solidarity, we have prioritized engaging our members and the community from the very beginning. We have launched a series of early outreach initiatives, including member voter surveys and informational meetings for leaders, to educate our members about Sherrod Brown's achievements and vision to help all working class people. This early engagement is important in building a strong foundation of support for his campaign.



IUE-CWA members attending a Senator Sherrod Brown Ice Cream Social event in Dayton, Ohio 2023 • From top left to right: Kevin Pierce, Ron Little, Marilyn Hlckland, Antijuan Davis, Mike Gross • From bottom left to right: John Henderson, Ida Hamilton, Sherrod Brown, Lisa Emory.

CWA 2024 Legislative Political Conference in Washington, DC

We are delighted to share that this year's CWA LPAT Conference was a success! It was a time of camaraderie, learning, and inspiring discussions that have energized us all for the important work ahead.

The conference offered us an invaluable opportunity to connect with fellow union members, labor leaders, and policymakers who share our commitment to workers' rights and economic justice. One of our own IUE-CWA members, Mecca Miller-Brooks from local 84758, was a panelist. She talked about her experience being in the Political Bootcamp and all the knowledge she gained during it. Adam Gendron from local 81301 spoke about his experience being a union member and dealing with politics.

One of the highlights of the conference were our conversations with key legislators who are instrumental in advancing our cause. We had the pleasure of hearing from speakers such as Bernie Sanders (Senator from Vermont), Ayanna Pressley (Congresswoman from Massachusetts), and Hakeem Jeffries (House Rep. from New York), who shared their valuable insights and support for unions. The speakers were a testament to the strength and solidarity within our government.

Members left the conference feeling more united and motivated than ever. Many had never lobbied their representative before this conference, and left with not only the experience but knowledge of how the system works in our nation's capital. The knowledge gained and the connections made will undoubtedly bolster our efforts as we continue to fight for fair wages, safe working conditions, and the right to organize.

Together, we are stronger, and together, we will continue to make a difference.



IUE-CWA members from across the country rallying together with President Carl Kennebrew before they head out to their lobby appointments where we spoke to many representatives and their staffers on why union labor friendly legislation is important for ALL Americans.



Mecca Miller Brooks (far right) from 84758 participated in a panel discussion with other union labors on the importance of member participation in union trainings such as Political Bootcamps

Adam Gendron, IUE-CWA local 81301 speaking on politics and his own story of growth in labor and voting.



Jason Johnson (far left), President of local 81408, standing in solidarity with other labor leaders while Representative Hakeem Jeffries from NY speaks on the importance of union labor and elections in the U.S.

Christina Christman (back right behind podium speaker), President of local 81381, stood in solidarity with other CWA leaders from NY while Senator Bernie Sanders rallied the crowd on the importance of unions in America.

YOUR LOCAL NEWS

Local 88502 • SAINT MARYS, PA

IUE-CWA Local 88502 in Saint Marys, Pennsylvania, held their first Take Kids Fishing Day in conjunction with Union Sportmen's Alliance and The Friends of Twin Lakes on May 4, 2024, at Twin Lakes in Wilcox, PA. The event was open to all Union members, their families, and the public. All the kids that registered received a fishing rod from the Union Sportsmen Alliance and a Local 88502 tackle box with bait. There were many members from Local 88502 that helped with the set-up of the event, from cooking on the grill, to measuring the fish, and everything else in between. All the kids that attended had a wonderful time fishing and enjoyed their time outdoors. This was a great day for everyone to bond with their kids and a step forward to bring our Union and the community closer together. Anything is possible when we all do it together. We would like to thank the Union Sportsmen's Alliance for donating their time and help to make this event possible. Thank you to The Friends of Twin Lakes for their help and supplying us with the beautiful lake, as well as their facility. Thank you to all the members that donated their time to organize and run the event. Thank you to all the members, their families, and all the other people that came out to Twin Lakes in Wilcox, PA, to enjoy fishing in our community. • *President Carl Kennebrew sits on the Union Sportsman Alliance board of directors and has made available to every IUE-CWA Members a free membership to the Union Sportsman Alliance. Go to UNIONSPORTSMEN.ORG to sign up!*



Local 83761 • LOUISVILLE, KY

Our Organizing Committee here at Local 761 did a Day Of Action where each member was asked to wear a black Union shirt or black shirt to "Black out the Park". It was an amazing turnout of support, as roughly 90% of 5500 members followed through and work black on the shop floor. Oliver Smith and the Organizing Committee hit the shop floor and hand delivered leaflets to each member over 3 different shifts, which is quite the feat.



Local 81255 • PITTSFIELD, MA & THE UNION SPORTSMAN ALLIANCE

Three Decades Of Fishing Fun - Fishing For A Cause

By PJ DelHomme

A Longtime Union member started a fishing derby to honor his late father, a union member as well. More than 30 years later, the derby continues to raise money for cancer research while putting smiles on kids' faces and fishing rods in their hands.

When Steve Bateman was 27 years old, he lost his dad to lung cancer. His dad, Harry, was just 51. As a maintenance mechanic at General Electric, Harry was a member of IUE-CWA Local 255. He loved to hunt and fish and share those times with his kids. A month after his father's death, Steve, a guidance inspector with General Dynamics and a member of Local 255, decided that he wanted to honor his dad's memory with a fishing derby.



Harry A. Bateman

"His whole life consisted of hunting and fishing," said Steve, a member of the Union Sportsmen's Alliance. "He was stubborn and would never go to Boston to get treatment. By the time I got him there, he was down to nothing, in really bad shape. And I said I don't want this to happen to anyone, especially to kids. We tried to turn his passing into something good."

In 1992, Steve organized the first annual Harry A. Bateman Memorial Jimmy Fund Fishing Derby to honor his father. All the proceeds would be donated to the Jimmy Fund to support cancer research at the Dana-Farber Cancer Institute in Boston. Even though it poured rain much of the day, the first derby had around 52 anglers.

Steve reached out to his local unions and small businesses to help spread the word and get donations. He also reached out to local schools, offering to waive the \$5 entry fee for low-income kids and provide poles and tackle for any kid who couldn't afford one.

This year, on June 1, 2024, the 32nd Annual Harry A. Bateman Memorial Jimmy Fund Fishing Derby hosted a record 330 registered anglers at Onata Lake in Pittsfield, Massachusetts. Anglers caught everything from pike to bass, including a 16-pound carp.



Steve and his fellow derby organizers chose the first weekend in June because the state of Massachusetts offers a free fishing weekend for residents and non-residents—no license required.

With categories for both youth and adults, Steve says the event is really geared toward the kids and enjoying the outdoors. "Our main focus is on everyone having a good time," he says. And, of course, raising money for cancer research.

Steve isn't shy about asking his union brothers and sisters, local restaurants, and businesses for donations. He uses that money to buy raffle items like bikes for the kids and outdoor gear. Some of those he asked for donations turned out to be cancer survivors themselves. Last month's derby raised more than \$13,000 for the Jimmy Fund.

What would Harry think of three decades' worth of fishing derbies? "My dad was one of those guys who would do anything for anyone and not want any recognition for it," Steve says. "I'm just glad I can do something for other people, especially the kids out there. My dad would say, "Don't thank me—just go enjoy the outdoors."



IUE-CWA Local Women's Committees

Get Members Involved



Local 436 Women's Committee participated in several community parades this summer showing their union pride!

In May, National Women's Program participants came together for a two-day meeting in Chicago, Illinois to learn and share and grow as Union activists. Attendees particularly enjoyed guest speaker Coach Phillitia Charleton, whose presentation was inspiring and motivating! Director Winship and Staff Rep. Matt Clark took time out of their busy training schedule to stop in and encourage the women's committee members to attend future Steward and Bargaining trainings. IUE-CWA Local women's committees make a tremendous impact on Union culture and involvement around the country. Every event they organize, every campaign they get involved with, every Local member they encourage makes us ALL stronger! We appreciate all of their hard work and dedication!



Every event they organize, every campaign they get involved with, every Local member they encourage makes us ALL stronger! We appreciate all of their hard work and dedication!



(Left) The Women's Committee enjoyed team building with their first Sip and Paint for the members of Local 81381



(Below) Local 1004 Women's Committee volunteering at the County Fair.



(Right) President Carl Kennebrew and District 4 President Linda Hinton enjoyed fellowship with our incredible IUE-CWA Women at the Chicago meeting!



(Left) The Local 83701 Womens Committee helped a Mother and Son in need of baby items. We hope these items can give this new family a good start.



The Local 81320 Women's Committee walked in the Chocolate Challenge 5k to raise funds for Kelleigh's Cause, a non-profit that raises awareness, provides family resources and funds research for Arteriovenous Malformation (AVM).

MENTORSHIP PROGRAM



The 2023 Mentorship Program mentees celebrated their graduation (above) from the program in May at IUE-CWA Headquarters in Dayton, Ohio. Congratulations on a great year!! They also met with and welcomed the 2024 incoming mentees and peer leaders. The 2024 class (on right) recently attended the Division meeting in Orlando, Florida, where they increased their knowledge of the Union structure, practiced public speaking skills, and attended Runaway Inequality training. The Mentorship program continues to educate and develop future IUE-CWA Local leaders and activists.



SERVICE CONTRACT ALLIANCE MEETING

Our Service Contract Alliance Locals came together recently in Nevada to discuss issues around Service Contract bargaining and organizing. Our SCA Alliance members, many of whom have served our country in the military, work for government contractors who provide services to the United States military and Coast guard. The work that they do keeps us all safe every day! Our Alliance continues to grow with new Units in New Orleans and Beaufort, South Carolina . . . and more to come! Join us in thanking them for their service!



NAVAL AIR STATION FALLON TOUR



In late July, Locals 89118 and 89119 welcomed President Carl Kennebaw and members of his staff on a tour of Naval Air Station Fallon and the Range Training complex in Fallon, Nevada. NAS Fallon and the Fallon Range Training Complex are the Navy's premier integrated strike warfare training facilities. They support carrier air wings preparing to deploy and participate in training events, including joint and multinational training and exercises. Since 1996, it has been home to the U.S. Navy-Fighter Weapons School (TOPGUN). IUE-CWA's amazing members there perform maintenance on the fleet of Naval airplanes and helicopters and operate the Range training complex.



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

Leigh Shilt
937-224-5217

GM/DELPHI Retiree Benefit Rep

GM/Delphi Retirees,

Many of you have been calling in regards to getting a letter from MetLife requesting to update your beneficiaries. This is a legitimate letter coming from MetLife, so please if you have received one of these letters fill it out completely and return to MetLife. If you have not received a form and would like to update your beneficiaries, please reach out to MetLife and request that a form be mailed to you. Their number is 1.888.543.3461. Medicare open enrollment is right around the corner. Starting October 15th and lasting through December 7th. Please have your plans reviewed to make sure everything with your plan is still the best plan for you to be on. Medicare plans can change every year. If you would like to schedule an appointment or set up a review, please reach out to TLC @ 1.800.719.3751.

The number for the GM Family First is 1.800.235.4646 for any GM vehicle purchasing. They will ask private information in order to verify you at the beginning of the call. Just a reminder I do not handle any information regarding the GM Family First.

Here are a few important numbers listed:

PBGC (Delphi Pensions)- 1.800.400.7242

Fidelity (GM Benefits and service center)- 1.800.489.4646

If you have any GM health insurance, pension, dental, vision questions please feel free to reach out to me at 937.224.5217 or by email lshilt@iuecwa.org.

Your GM/Delphi Retiree Rep.

Leigh



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

IUE-CWA NEWS NEEDS YOU!

Send us a paragraph or two telling us about your Retiree Group's recent event or community outreach activities and don't forget to send some quality photos too!

Send stories to:
thebolt@iue-cwa.org



Alliance Protests Project 2025 Plans to Slash Medicare

By Richard Fiesta, Executive Director, Alliance for Retired Americans

Holding signs that said "No Project 2025, Keep Medicare Alive" and "Forget Trump-Vance, Give Seniors a Chance," members of the Alliance for Retired Americans recently marked the 59th anniversary of Medicare with a protest outside the headquarters of the Heritage Foundation think tank in Washington, D.C.

The action drew attention to Project 2025, the policy blueprint Heritage created for a second Donald Trump presidency. Dozens of former Trump Administration officials drafted the plan, and Trump praised the project on numerous occasions.

Project 2025 calls for dangerous changes to Medicare. It would force all new enrollees into for-profit Medicare plans that limit which doctors they can see and require patients to get insurance company permission for certain treatments or procedures.

Trump and Project 2025 also want to repeal the historic law passed by Joe Biden and Kamala Harris that caps insulin costs at \$35 a month and caps annual out-of-pocket drug expenses at \$2,000.

We must keep Medicare strong so that it is there for generations to come. Donald Trump's buddies have a plan to totally privatize the program, but we will not let them.

Discovering Discounts



Savings for Union Members and their Families



UNIONPLUS

IUE-CWA
A Force for Women Families & Kids

Check out the values online at unionplus.org