

IUE-CWA NEWS

THE BOLT

SPRING EDITION 2025

DIVISION NEWS

Communications Workers of America, AFL-CIO
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INSPIRED • UNIFIED • ENGAGED

IUE-CWA Members,

As we move towards the end of the first quarter of 2025, Locals around the country are planning spring and summer events to get their membership more unified and involved in their communities. I applaud our Local officers and committee members who take time out of their busy schedules to connect the Union and the Community and build relationships that strengthen our movement, create understanding, and help those in need. Our Local Union members are talented and committed and have a great deal to offer to the communities in which they live and work.

In the past year, IUE-CWA trained a record number of front-line stewards. Every

time a new steward gets essential training, that has a tremendous impact on the members they represent. I want to commend our Locals for sending both new and experienced stewards to our trainings--trainings which also connect the work that stewards do to the work of Local bargaining committees. I cannot say enough about how effective our new Steward & Bargaining training classes are and the incredibly positive feedback we are getting from the attendees and Local officers. I urge all of our Locals to get your front-line stewards all of the training you can!

IUE-CWA Locals had a great turnout at the AFL-CIO Martin Luther King event in Austin, Texas in January. A big thank you to everyone who attended and celebrated

the life of a man who fought for working people and for equality of opportunity. I also want to thank our Local Diversity Ambassadors who continue to reach out to ALL of the diverse populations in our membership and encourage them to engage with their Local Union.

Solidarity and unity have never been more important than they are right now. Many of the Executive Orders and pieces of legislation coming out of DC are designed to have a negative impact on our members and on all working people. What we have to remember is that together, we have the power to fight to protect our rights and our interests. We can protect American jobs and the rights of American workers! When we fight together, we win! As Union

members, we have much in common and we cannot let ourselves be divided. Regardless of how you voted in 2024, stick together and fight for what's right for working people!

Be proud of your Union membership. You are part of a movement that has fought to improve the lives of working Americans for over 75 years. Get educated and get involved!

In Solidarity,

President, IUE-CWA



IUE-CWA LEAN Program Continues to Save Jobs and Strengthen Locals!

Since 2008 the IUE-CWA LEAN Program has been applying their knowledge and skills to improve efficiency and eliminate waste in IUE-CWA represented facilities, saving and creating thousands of jobs. Unlike management-side Lean programs, the IUE-CWA LEAN Program utilizes the experience and skills of our front-line workers to make both their jobs and the bottom line better. The program starts with a two-day culture change class for members and management, followed by workshops which target specific areas of the facility. One of the most notable success stories is GE Appliance in Louisville, KY. In 2008, when the IUE-CWA LEAN Team arrived, the plant was down to just over 1,500 workers and the future was dim. Within a year, the numbers of employees began to rise as the plant became more profitable. In 2025, the facility has over 5,000 Union employees! "Those jobs would not exist today if it weren't for President Kennebrew's support of the LEAN Team and the members taking action," said Conference Board Chairman Jerry Carney. "We



were in closing mode and Building 5 alone was down from over 1,500 members to 149 when Mike Mayes and the LEAN Team came in. After the LEAN Team changed the culture and turned the plant around, GE invested over a billion dollars, closing plants in Mexico and China and moving the work to Louisville." Today, IUE-CWA LEAN continues to save jobs and grow facilities. Local 86004 in Kansas, for example, recently recalled 160 laid off workers and hired 80 more after the IUE-CWA LEAN Program conducted classes and workshops there. "There are few manufacturing facilities that would not benefit greatly from our program," pointed out Senior Lead Mike Mayes, "Our program is successful because we empower our members to improve their jobs by giving them a better understanding of what waste is. And management gets to see first-hand how smart and capable our members are as they do LEAN WITH our members, not to them." The goal of the IUE-CWA LEAN Program is to Fix the Work! The result of the program is SAVED JOBS!



Atención: A todos nuestros miembros que hablan español. Si escaneas el código QR te llevará a una versión de los artículos principales del peoridico 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

GE Locals Deliver Open Letter to Aviation Industry at Texas Conference

IUE-CWA members from GE Aerospace plants across the country converged in Dallas on Jan 28, 2025 to deliver a message to the aerospace industry: "Don't Let GE Crash Like Boeing: Stop Stock Buybacks—Invest in Skilled Workers."

IUE-CWA workers distributed an open letter to industry leaders at the 2025 Aero-Engines Conference, warning of the risks of prioritizing Wall Street over critical workforce investments. They were supported by members of CWA Local 6201 from Fort Worth and IUE-CWA Local 86787 from Dallas, Texas.

Boeing's recent troubles—including a strike by 33,000 machinists last fall—have drawn intense scrutiny to the aerospace industry's treatment of its union-represented workforce. Now, as GE Aerospace heads toward national contract negotiations, IUE-CWA

workers warn that failure to invest in skilled labor could jeopardize GE's reputation, product quality, and on-time delivery, mirroring Boeing's past missteps.

"We don't want GE making the same mistakes Boeing did. This is a chance for GE to step up, bargain in good faith, and prioritize people, product, and real engineering over financial engineering," said Jerry Carney, IUE-CWA GE Conference Chair. "For decades, the aviation industry has chipped away at wages and benefits, which leads to low morale and makes it hard to attract new recruits. A new social contract that respects aviation workers is essential to keep our nation flying safely and on time."

IUE-CWA members handed out handbills, and engaged with attendees, many of whom showed support and an invested interest in the direction of the Aviation industry, recognizing that skilled manufacturing labor is truly essential. Members encouraged industry observers and stakeholders to closely monitor the relationship between GE management and its union workforce in the coming months and to support a fair contract that prioritizes investing in the product and skilled workers. Following the action, the IUE-CWA GE Bargaining Committee met to discuss bargaining proposals and review the bargaining survey results in detail.

IUE-CWA represents more than 2,000 GE Aerospace employees across four states. IUE-CWA members are responsible for building, testing, repairing, and improving the advanced engines powering commercial and military aviation.



• 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 The Bolt, then email us where you found it (or send via fax/mail). All required information below. Deadline for submissions is 05/05/2025

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:

RICHARD SEMPRIVIVO - CLIFTON PARK NY

IUE-CWA 6-IN-1 Screwdriver:

TOM TALIAFERRO HUBER HEIGHTS OH • TINA CHICOLA ST MARY'S PA

IUE-CWA T-Shirt:

GENE KUSZMAUL WARREN OH • SUSAN COON SARASOTA FL



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IUE-CWA STRONG

Kansas Local 86004 Participates in First-Ever Lobby Day



Members of Kansas IUE-CWA GE Local 86004 took a major step in labor advocacy this past January by participating in their first lobby day. Partnering with the Kansas State AFL-CIO, local Central Labor Councils (CLCs), and union allies from across the state, they met with representatives to discuss critical legislation affecting workers' rights.

"Attending events like the labor rally and encouraging members who may not have previously participated is an incredible opportunity to build new connections," said Heather Murphy, 86004's

Second Shift Chief Steward. "More importantly, it engages our Local members and motivates them to become actively involved in union activities beyond the workplace."

Heather was joined by Patty Osborne, Chair of the Local's Women's Committee, and Ryan Kastens, Shop Steward. Their participation highlights the importance of political engagement and grassroots organizing in strengthening the labor movement.

IUE-CWA is committed to empowering our members to be politically active, and events like these not only advocate for workers' rights but also help local unions network and build stronger relationships. We hope this is just the first of many successful labor lobby days for our members in the years to come!

Momentive Workers in Strongsville, OH, Celebrate Historic Union Victory



After 16 months of delays and employer objections, workers at Momentive Technologies in Strongsville, OH, have secured a historic victory in their union election. With a narrow 54-52 margin, the workers triumphed after an intense battle against unlawful anti-union tactics and delays.

Momentive, which manufactures materials for semiconductors and electric vehicles, saw the union election take place in August 2023, with the initial result being a 1-vote loss for the workers. However, the outcome remained undecided for over a year due to 15 challenged ballots. On January 6, 2025, the National Labor Relations Board ruled in the workers' favor, counting 11 of the challenged ballots and giving them the win.

This victory followed an aggressive anti-union campaign by the employer, including the unlawful denial of scheduled cost-of-living raises. The IUE-CWA campaign team, led by Senior Campaign Lead Eric Dryburgh and supported by D1 and D4 campaign staff, worked relentlessly to guide and support the workers. They were joined by fellow IUE-CWA members from three other Momentive Locals: 81359 and 81380 in New York and 84707 in Ohio.

Now, the workers will join Local 84707, marking the start of a new chapter in their fight for fair wages, improved conditions, and a voice in the workplace. This victory is a powerful testament to the strength of solidarity and the determination of workers to secure a better future.



MPP and MERSEN Workers Fight for Fair Contracts in Advanced Materials Industry

Our brothers and sisters at MPP in Campbellsburg, IN, and MERSEN in Columbia, TN, are fighting for their very first contracts — with resolute support from Local 88502, which also represents MPP and MERSEN workers in St. Mary's, PA. President Kelvin Torres of Local 88502 stresses that increasing our union's density within the advanced materials industry builds the strength we need at the bargaining table.

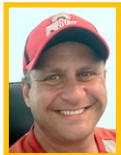
At MPP Campbellsburg, negotiations have been slow but steady, and the workers remain united and continue to push for a fair contract. This month, MPP workers reached out to Republican Congresswoman Erin Houchin (IN-47) with Valentine's Day postcards, urging her to pressure MPP executives and its owner, Mill Point Capital, for fair treatment. They also conducted a comprehensive survey highlighting health & safety violations and extended their inquiry to union and non-union locations nationwide. In addition to safety, key issues include wages, benefits, and mutual respect.

In Columbia, TN, an overwhelming vote to unionize in October 2024 brought more MERSEN workers under the IUE umbrella. In retaliation, management

imposed furloughs right before the holidays—many of which turned into permanent layoffs. IUE responded by charging MERSEN with federal labor law violations and exposing their broken promises to the community after receiving state subsidies meant to create good, sustainable jobs. In solidarity, Local 88502 raised hardship funds while the bargaining committee in TN, after vigorous outreach to the media and local elected officials, secured crucial gains, including greatly increased severance pay, healthcare coverage during severance, and full recall rights should the company expand its payroll again in the coming year.

With contract negotiations slated to begin in March 2025 for MERSEN workers in Columbia and progress underway at MPP in Campbellsburg, our new members demand respect, safety, and strong wages and benefits—ensuring these jobs remain a promising future for their communities.





KAINE GOODWIN

Director

So happy to see warmer weather coming. The older I get, I feel these winters last longer and longer. My favorite perk of my job is getting to meet locals and members and learn about the products our IUE family makes. I have been with the IUE-CWA Since August of 1993 and I always am surprised to find out the products we make. I recently visited Local 485 and was amazed to learn the items they make throughout the 4 facilities that make up the Local. The IUE as a whole represents everything from the public sector workers that help protect our children, states, and communities, to the SCA members who keep our military equipment in top notch shape to the manufacturing world where we make everything from cake making supplies, lightning, seats, automotive parts, cans, plastic moldings, pianos and everything in between. I hear members ask all the time about the products that we make throughout the country and will be reaching out to our locals over the next several months to get a list for future articles. I am extremely proud of the work our members perform and look forward to sharing that with everyone.

While I work on compiling the list of products we make, I encourage all members to support Union made products and to take advantage of the Union affiliated

discounts we receive just by being a member of this great Union. You can visit [Unionplus.org](https://unionsportsmen.org) to receive discounts on a variety of things from discounted cell phone plans, travel discounts, home and auto insurance and apply for scholarships. It is a great site and a great resource for saving money while supporting Union made products.

Another group we are affiliated with is the Union Sportsmen's Alliance, USA (<https://unionsportsmen.org>). This is a Union represented group made up of 350,000 Union members to help with conservation of the great outdoors. They encourage you to send in pictures of different outdoor activities that range from hiking, hunting, fishing and any other outdoor activities. They have drawings and raffles and list all the activities that are going on throughout the organization which encourage community involvement. See article on page 7 for more information on USA.

I hope to share more information as I stated above about the multitude of things the IUE-CWA members create and look forward to seeing you in a future training or visit.

In Solidarity,

Kaine Goodwin



JAMES WINSHIP

Director

Hopefully by the time you are reading this winter is over. The winter here on the east coast has been like the ones in my childhood. It started snowing late November and I haven't seen the grass since. Well over a foot at my house now with five-foot snowbanks, but the snowmobile folks are having a blast, so good for them. And yes, I walked uphill both ways to school and gas was \$0.50 a gallon.

Here we go into 2025 off and running with our first Beginner class already in the books, and what a great group we had there. Well over half that class were new stewards, eager to learn and be involved. Call letters should be out for the next class, an Advanced Training in Nashville, at the end of April, and I am looking forward to it.

I am continuing to work with Locals on the updating of Local Bylaws. If yours are in need of revision, please reach out to me and we will work together to insure there are no issues between them and the DOL and/or the CWA constitution. This is to ensure the Local is compliant with the rules and laws that guide us. It is amazing how many Locals have not reviewed their Bylaws and are now not compliant in many ways, causing recalls of elections (improper notification), financial issues (lost time) with the DOL and/or the IRS as well as the CWA.

There are many resources here in the IUE-CWA for you and your Local to take advantage of and you should. We are here to assist you with your needs whatever they might be. It doesn't matter if you like the current administration or not. It doesn't matter if you liked the past administration or not. Right now, we the working people have been set up for failure and those at the highest levels of society are about to pounce on us. What I am saying here is that we are going to have to fight. We are going to have to give it everything we have to keep what we have gained in the work place because if we don't and we don't do it together we are going to lose and it will be painful for a lot of us. Do you think you would be better off without a Union? Do you think the Company would out of the goodness of their hearts give you raises, vacations, healthcare, holidays or any of the other things we bargain for. I say they would not. Stand together, Stand strong, be prepared for the worse and hope for the best!

In Solidarity

James Winship

SUSTAINABLE ENERGY SOLUTIONS CAN HELP SAVE JOBS!

Does the facility you work at seem to always be short of repair parts? Do vendors require payment or demand credit accounts to be brought up to date before providing goods and services? Does it seem to take forever for various HVAC systems to be repaired? If you can answer yes to these questions, there may be possible financial difficulties at your plant.

Do you have compressed air leaks everywhere that never get fixed? Do machines not run right at times due to compressed air pressure problems? Are there stockrooms and warehouses that have all the lights on all the time even if they are only occupied for a couple of hours a day? Are machines left on continuously even when they are not contributing to production? If you answered yes to any of these questions, there is energy waste at your facility. This waste is unnecessary and hurts the bottom line of the business, which hurts everyone.

Why should we be concerned with the bottom line of the business? Because a profitable plant has secure employment and enables better wages and benefits at the bargaining table. Remember no plant has ever laid off people or closed because they made too much money!

Our Sustainable Energy Solutions program does full energy & compressed air audits for our represented facilities free of charge. Since inception, the program has saved IUE-CWA Represented employers nearly \$7 million dollars in energy costs. Even locations that have had for-profit Energy audits in the past have been surprised at what our team can find!

If you answered yes to any of the questions above, we need to talk about bringing Sustainable Energy Solutions to your facility. Contact Bill Draves at Email: bdraves@IUE-CWA.org or Phone: 330-770-0856.



IUE-CWA ONLINE STORE IUEMERCHANDISE.COM

IUE-CWA has partnered with our friends at American Products to create an IUE Logo Merchandise store.

- At IUEMERCHANDISE.com, you can purchase apparel, gifts, and other items with the IUE Logo! • No order is too small or too big for our store to handle! • And the best part is that even if you only order one item, you are getting bulk prices on these American and Union made products! • Support your union brothers and sisters and proudly wear the IUE-CWA logo.
- Buy logo products for your friends and family.

If there are items you would like to see us stock in the store, please don't hesitate to contact Laura Hagan at Lhagan@iue-cwa.org.

WE NEED YOU! Send us a paragraph or two on your Local's recent membership event or community outreach activities and don't forget to send some quality photos too! Send stories to: thebolt@iue-cwa.org



MIKE RUSINEK

Director

With the worst of Winter behind us we look forward to all the wonderful things Spring brings. As far as what we in the Labor Movement have facing us in the next 4 years, only time will tell but we need to concentrate on having our members prepared and motivated.

Looking at the many contracts that will be expiring this year, clearly, our staff and the various Local Committees will be very busy in negotiations, unity is the key, **When We Fight We Win!**

There will be training available in all aspects of what your officers will need. Support your Local Leaders, they are there on your behalf, they step forward to make a difference in making your workplace safer, and a fair place to work.



We have a newly-organized SCA unit of members employed by Contractors Intellects (Prime) and ASJ-IT solutions (Sub) at Fort Eisenhower Augusta, Georgia.

Our new IUE-CWA members provide cyber security support. We welcome them to the IUE-CWA!!

SCA (Service Contract Act) are civilian employees of government contractors who provide essential services to the military.



It is important to be involved in a Union; your employer senses when you the members are United and behind your Local. It does make a difference in your everyday work life. Take the time to attend meetings and let your voice be heard. There is strength in numbers. **YOU ARE THE UNION!**

So again, we can look forward to nicer weather and getting outdoors to enjoy ourselves and our families. All The best to each of you.

IF YOU WANT THE UNION TO DO SOMETHING YOU HAVE TO BE INVOLVED!

Michael Rusinek



JERRY CARNEY

GE Conference Board Chair

Dear Union Brothers & Sisters

As we start 2025, the GE & Aerospace Conference Board will be very busy with contracts. I ask that each and every one of you stand in unity with your negotiating committees. There are a lot of new members out who are experiencing their first contract. Be involved, ask questions and support your committees! Your support makes a difference at the bargaining table!

With the purging of many government jobs, we are and will continue to keep everyone updated as we learn what and who will be eliminated and how that will affect each of you. No matter who is in the White House, we will try to work with

them on your behalf. That said, I'm sorry to report that the current administration has axed the funding for offshore wind, which would have brought thousands of jobs into our communities and Union.

Conference Board Retirees, please visit the IUE-CWA website and update your contact information so that we can communicate with you. We will have retirees at both Vernova and Aerospace Negotiations to demand COLAs for retirees. As in the past, we need to communicate to GE that our retirees matter!! If you have health insurance and pensions please reach out to Vicky Hurley.

Jerry Carney

LOCAL NEWS

Local 84755 • Dayton, OH

IUE-CWA Local 755 participated in Dayton's annual Martin Luther King Jr. March. President Michael Gross stated, "With wind chills below 0 degrees it was an amazing bonding experience, we enjoyed time with each other and reflected on the life of Martin Luther King over some hot chocolate later. Thanks to all our members that came out!"



Thanks to all the **Local 755** members that participated in the **Wear Red for American Heart Month!** Thanks to Angela Richardson and the Women's Committee for sponsoring this event. Get your Wellness Check Up Yearly!

Local 84901 • Ft. Wayne, IN



IUE-CWA Local 901 has provided their hall to an Alcoholics Anonymous group since 1981. Every year the Local takes up a donation from their members for the annual rent payment. The Local has always matched these monies and donated it to Wellspring Interfaith Social Services, a local non-profit organization that supports the community through after-school programs for children, summer camps, as well as a food bank. The picture is of the members of the Local's Charity Committee providing the donation to Wellspring.

Local 86782 • Tyler, TX

Spreading Holiday Cheer: Local 86782 Rings Bells for Charity

Members of IUE-CWA Local 86782 in Tyler, Texas, embraced the holiday spirit this season by giving back to their community. The Diversity Committee from Trane, always eager to support local causes, partnered with the Salvation Army to help "ring the bells for charity."

"We love serving our community and finding ways to give back," said 86782 member Darryl Friend. "This was a great opportunity to spread some holiday cheer while supporting a worthy cause."

As always, our union is committed to not only advocating for workers but also standing up for those in need. The Salvation Army, best known for its iconic red kettles outside grocery stores during December, uses these donations to provide food, shelter, and assistance to families year-round. As they state on their website:

"The donations we collect during the holiday season not only help us provide gifts to children who would otherwise go without, but they also help us provide food, shelter, and utility assistance to those who need it most every day of the year."

At IUE-CWA, we encourage our committees to actively engage in volunteer efforts, and we're proud to see our members stepping up to make a difference.

Do you have a story you'd like us to feature in The Bolt? Send it to lhagan@iue-cwa.org, and we may highlight it in an upcoming edition!



SAFETY 4 U

What if you had the ability to save a life while waiting for help to arrive? We know that emergencies don't wait for the professionals to arrive. We also know that many times the first minutes of an accident, medical crisis, or mental health emergency can determine the outcome between life and death. This is where Prevention & Preparedness plays a vital role! Members who know when to administer CPR, how to manage bleeding, provide suicide intervention, or respond to disasters can truly be effective. Every member can acquire the skills needed to have an impactful response when it counts the most.

Recognizing February as Heart Awareness Month by focusing on Prevention & Preparedness.



Local 84755 Leadership conducted their 1st tactical training session in Dayton, OH, successfully preparing a new Emergency Response Team. Members engaged in classroom lectures, explored real-world scenarios, and honed their skills through field practice. The group are only a few classes away from becoming a certified CERT.



LOCAL 755

Local 81320 Safety Committee in Syracuse, NY- in partnership with Lockheed Martin ESH, was able to co-sponsor two CPR/AED/1st Aid courses for its members who were interested in becoming certified. Over 20 members signed up for the first two classes with more interest in potential future classes.



Why have a safety committee at work?

Having a safety committee at work is key for creating a safer environment. It allows collaboration between members and management to identify and abate hazards, discussing safety issues, and develop risk prevention strategies. A diverse group can tackle concerns, from ergonomics to emergency preparedness.



LOCAL 320

Local 88144, Latrobe, PA, is proud to announce the establishment of a new Occupational Safety & Health Committee. Pictured from L-R. Rich Harbaugh, Bailey Rugg, Brian Moore, Emily Shultz, Trista Murphy, Chuck Rugg.



LOCAL 144



IUE-CWA Local Women's Committees

Get Members Involved



IUE-CWA LOCAL 83718 Women's Committee wore Red & Pink for Valentine's Day. We set up a table in the lobby and pass out candy to everyone



Sheldon Wise, **IUE-CWA LOCAL 1004** President, and Patty Osborne, The Women's Committee Chair, addressed businessmen and women at the weekly Chamber Coffee Meeting. The meeting was hosted by the our Women's Committee. The committee donated a fun movie night themed Valentine gift box with treats and a gift card for the local theater.



IUE-CWA LOCAL 81320

Women's Committee, along with our on-site health and wellness center, put on a Heart Health Lunch & Learn recently. We had a great turnout, with 24 members in attendance. A wonderful presentation was given about the heart and different ways that it can be affected by our everyday activities as well as how a heart attack can look different for men and women.



IUE-CWA Local 84436: Our Women's Committee put together a Pumpkin Roll Fundraiser for a member in our shop going through cancer treatment.

IUE-CWA LEGAL

Grievance Handling: Just one Tool in Your Toolkit

IUE-CWA Stewards and Local officers strive to help their coworkers address workplace problems. Grievance handling: investigating, filing, and processing grievances is an important problem-solving tool. However, not every issue is best addressed through the grievance process. Some concerns are better handled through collective action, such as a workplace petition or efforts to push for a solution during the next round of bargaining. Knowing the difference will help you effectively support your fellow members and maximize your Local's positive impact.

What is a Grievance?

What follows will be a review for many loyal readers of the Bolt. A grievance is a formal complaint which alleges a violation of one, or more, provisions of an existing Collective Bargaining Agreement (Referred to as a "Contract" or "CBA"). The Grievance process itself is established in the CBA as the means for settling disputes which inevitably arise between the Company and the Local regarding the proper application of the Contract. Essentially, a grievance is a formal allegation that the Company made a binding promise to the Union and then broke the terms of that promise. Even grievances involving excessive or unjust discipline are simply contract disputes. An allegation that the Company made a binding promise not to issue discipline except for just cause and, in the case of the grievant, broke that promise. In each case, the grievance seeks to restore any affected members to the same condition they would be in if the Company had followed the Contract in the first place!

Because each grievance is a mechanism for resolving a contract dispute, the grievance always needs a connection with the CBA to be an effective tool for workplace problem solving. If you file a grievance unconnected with enforcing any specific provisions of the CBA, it will often fail. This difficulty arises often in the context of grievances demanding the termination of an incompetent or unfair supervisor. These grievances try to solve legitimate workplace problems, but ultimately fail as grievances because they lack an underlying contract violation.

Think Outside the Box

Not every problem needs to be crammed into the four corners of a grievance form before you and your Local can act. For example, imagine a hypothetical shop where the applicable CBA provides money for work boots and PPE, but the amounts haven't kept up with inflation. Filing a grievance likely won't solve the problem because the Company is following the CBA and paying the specified sums. They are not in-fact breaking any promise to the Union. Better to look at ways to engage the membership and push for improvements in the next round of bargaining, or start a petition to apply pressure on the Company to agree to a midterm increase in the reimbursement amount.

Bargaining, Petitions, and Grievances are each potential powerful tools, but using them correctly is crucial. When in doubt, read your CBA and work with your Local Officers and IUE-CWA Staff. By working with the right tools you'll improve your odds of success.

IUE-CWA/IMT Program

President Kennebrew proudly supports the IUE-CWA sponsored Manufacturing career ready programs in Ohio at Northridge and Trotwood Madison High Schools! The program continue to grow in interest and opportunity. Students are experiencing state of the art, Industry 4.0 equipment and machines and gaining valuable knowledge and experience as work based learning opportunities address real world needs.

The latest additions to the programs include Yaskawa G-12 class robotics and HAAS CNC Mill and Lathe machines. Students will learn both G and M coding so that they will be able to troubleshoot errors but also to be able to do some basic coding for controls.

These machine purchases were aided by a grant that the IUE-CWA helped NHS procure. Great thanks to the IUE-CWA Staff for writing a sponsor/partnership letter that made this happen.

I'm happy to also share that SOCHE, The Strategic Ohio Council for Higher Education, is working with our programs to assist with the costs and the new hire process to enable students who are finishing their Senior year to work half days after classes. The assistance and financial aid lessons, the burden for the company (DMAX-Moraine), and incentivizing both students and the company by giving both parties a chance to evaluate the benefits of our students and a great working opportunity under the mentorship of the IUE-CWA.



UNION SPORTSMAN ALLIANCE

Loman Scarbrough, a member of Local 83701 in Madisonville, KY is also the Hopkins County 4-H Shooting Sports Team coordinator, a nonprofit founder, and a hunting education course instructor through the Kentucky Department of Fish & Wildlife Resources. That area in Kentucky, with its deep roots in coal mining, has faced challenges. A tornado produced significant damage across Western Kentucky in 2021 and a local elementary school closed in 2022 due to deterioration and low enrollment numbers.

Loman and his Local Union continually look for ways to re-engage youth in the area. Efforts have included events like the Union Sportsmen's Alliance's annual Take Kids Fishing Day at Earlington City Park each May.

"Still today we are 3 years past the 2021 tornado and lots of places haven't been cleaned up or rebuilt. Things like the Take Kids Fishing event and the Free Public 3D Archery Training Course are resources to give back hope to the community."

Less than two miles southwest of the Take Kids Fishing Day location, Local 701 and the USA are teaming up to build a 20-target archery course. The vision is to provide a location where all ages and skill levels can develop and train for shooting



sports competitions for free.

"Over the last several years, archery has been a huge sport here in Western Kentucky," Scarbrough said. When he looked to secure funding for the 3D archery course, the USA conservation staff offered helping hands.

"I've been shooting archery since I was probably 8 or 9 years old," he said. "I used to shoot in these 3D archery tournaments and wanted to offer something that no one

else around here had to offer. . . I wanted to offer something that is totally free."

While IUE-CWA members maintain trails and build target backstops for the archery range, the club is also providing scholarships for six kids to attend wildlife-focused summer camps. "This training course will build strong confidence for the archers. They will learn and understand discipline as an archer while utilizing the training course." Like many of our Local members, Scarbrough is committed to serving his community.

The Union Sportsman's Alliance works with Local Unions and members around the country on conservation and community projects and events. All IUE-CWA Members are also members of the Union Sportsmen's Alliance -- you just need to go to their website and activate your members hip! If you are interested in participating in an event or project in your areas, reach out to them at unionsportmen.org.

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

RETIREEES: CHECKOUT THESE TWO AWESOME RESOURCES!



Most working people in the United States need their Social Security in order to live when they retire. Our retirees who are currently on social security NEED it to survive! We pay into Social Security our entire working lives and we have EARNED those benefits. Don't let anyone call them an entitlement!! That is OUR money which came out of OUR paychecks. Members of the current administration in D.C. are aiming to cut Social Security and Medicaid benefits. **The Alliance for Retired Americans** is an organization aligned with organized labor which has fought to protect and expand Social Security and Medicare for decades!! Go to RetiredAmericans.org or like them on Facebook for the latest information on how you can help protect Social Security!

Social Security Works is another organization that is fighting to protect Social Security and counter the lies that are told about the program by the people who want to destroy it. Run by Executive Director Alex Lawson, they are a great resource for information on Social Security and ways to fight to protect and expand Social Security, Medicare, and Medicaid, lower drug prices; ensure economic justice for all, and guarantee health care as a human right. Go to SocialSecurityWorks.org or search for them on Facebook.

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Use the link or QR code to make certain we have your correct address.

Share with your IUE-CWA Retiree friends and make sure they can get on the Bolt mailing list!

Local Presidents: Please share this information on your Locals' Facebook page.

GM/Delphi Retirees -

Hope all is well! Spring is right around the corner with warmer weather and some sunshine!! Something for us all to look forward to...

Just a reminder: For those who are still on the GM IUE Retiree Health Insurance plan remember when turning 65 GM will drop your coverage and you are no longer eligible. We are partnered with TLC to help provide you with your Medicare needs. They will help make the transition from GM Insurance to Medicare as smooth as possible for you. If you are turning 65 soon, please reach out to me or TLC @ 1.800.543.6461.

The GM Purchasing Centers phone number is 1.800.235.4646. Please call this number for any inquiries about the GM discount. I unfortunately do not handle anything to do with this and will not be able to help other than providing the phone number. They will ask you some security question to verify you.

I want you all to know how important it is to update your MetLife beneficiaries. If something changes with any information or a passing, please call me or MetLife and request to be sent out a beneficiary form so you can update your information. You can also call me or MetLife to have your policy information sent to you so you can keep it on hand. The number to MetLife is 1.888.543.2305.

With it being tax time Fidelity (GM) has sent out the 1099R in January. If you have not received them you may go on your Net Benefits account to print them out. If you don't have that account set up you can call me or Fidelity to have them sent again. Fidelity's phone number is 1.800.489.4646.

As always, I am here for any of your questions or concerns. Please feel free to call me at 937.224.5217 or email me at lshilt@iuecwa.org

Your GM/Delphi Retiree Rep.

Leigh

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

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