

UNITER



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Editor: Jack Rowland

LOCAL 82162

Local 82162 Membership Meeting August 6, 2015 *(there is no meeting in July)* **LET YOUR VOICE BE HEARD...PLAN TO BE THERE**

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Sherry Coley: 136
Cassie Gravelly: 184, 185, 187, 192
Pam Bonds: 3rd shift
Lee Dillon: C shift
Mark Ryan: D shift

BUILDING TWO STEWARDS

Jay Jackson: 179, 217
Jeno Jackson: 158, 178
Greg Davis: 169, 204
Bryant Ferguson: 168, 222
James Jackson: 2nd shift

Remember: **RED SHIRT THURSDAY**

From the desk of the President...

Dear Union Membership,

With our annual shutdown and 4th of July holiday approaching I hope that you enjoy every minute of your time off. Union negotiated vacation and holidays are days we all should give thanks for. Whether you are going to the beach, making a trip to the mountains or just relaxing at home, I hope you have a great time. Also remember that there will be no July meeting because of the holiday and shutdown.

In June of 2015 I, along with two other elected delegates, had the privilege to represent you and our local at the IUE-CWA Conference and the 75th CWA Convention. We elected Jim Clark as president of the IUE-CWA Conference. We also elected Chris Shelton as President and Sara Steffan as Secretary Treasurer of the CWA.

Members attending the IUE-CWA Conference were treated to a very special guest speaker, Danny Glover. Danny gave a great speech on how organized labor affected him as a child and how labor molded his life as a man. Danny also talked about the middle class in America and how the union has played a key role in creating fair pay for a fair days work. Danny is a huge supporter of the fight for fifteen initiatives, saying that everyone should make a fair wage and fifteen dollars an hour was the best way to improve the economy.



Convention Floor: Delegates mass calling their congressman to vote NO to TPP



Keynote Speaker: Danny Glover

There were more than 1500 delegates that attended the CWA Convention and they exercised their duties to vote for Chris Shelton, who replaced the retiring Larry Cohen. Chris was a District one member and Vice President. The nick name of "The Roaring Lion" was given to him because of his fiery speeches and ability to get things done. I have never seen so many union members in one place all working to achieve one goal of unity. So many people from so many places making

this experience one to remember. I would like to thank Dennis Morgan and Jack Rowland for all of the help that they provided me at the convention and also for their dedication during the voting process. There was at least a three hour delay in voting due to equipment malfunction but we stood in line until we were able to place our locals vote. There is nothing like the democratic process even if it is delayed. President Larry Cohen said to all of us as he turned the gavel over to Chris Shelton, "One day longer and one day stronger". These were powerful words to every union member that heard them. Thank you for allowing me to serve you at the convention and remember you are the Union.

In closing I would ask you all to remember our coworkers that are sick and unable to work and also please continue prayers for our members that have recently lost love ones. Friendships and prayers are what will help them through these times of sorrow and we can comfort them with our encouragement.

In Solidarity,
Jeff Moran
President

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Inspirational Moments...

The God-Image in Fathers

It has been said a child is not likely to find a Father in God unless he finds something of God in his father.

Fathers and mothers have the greatest opportunity as teachers of anyone in the world. You see, that boy or girl in the home has the chance to see if Father and Mother really believe and practice what they teach.

A father who says he believes in Sunday school, and then does not go himself, is teaching by his actions that he really does not feel it very important. A father who teaches love and tolerance to all yet maintains a critical attitude in the home and toward his brothers and sisters in the church is doing a wrong to his children which never in this world can be undone. It is pure poison to the mind of the child, and will most certainly be a stumbling block in the way of the child becoming a Christian.

A father who says he believes the Bible to be the greatest Book, to be God's Word to us, but leaves it on the shelf to gather dust while he spends hours with the newspaper, magazines, radio and television is in reality saying "Children, the Bible is not too important. You should read it if you have any extra time."

Which one of you had not heard a little boy step proudly forward among his playmates and declare, "I KNOW that's so because my Daddy said so!" He has confidence in you, dear

Dad, and the things which he sees you put first in your life are going to stand out as mighty important to him, too.

Is your prayer: "*Lord, fit me to be loved and imitated by my children*"?

~ Ray Widener

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Thank you...

36 Reasons Why You Should Thank A Union

Did you know that labor unions made the following 36 things possible?

1. Weekends without work
2. All breaks at work, including your lunch breaks
3. Paid vacation
4. Social Security
5. Sick leave
6. Minimum wage
7. Family & Medical Leave Act (FMLA)
8. Civil Rights Act/Title VII - prohibits employer discrimination
9. 8-hour work day
10. Overtime pay
11. Child labor laws
12. Occupational Safety & Health Act (OSHA)
13. 40-hour work week
14. Workers' compensation (workers' comp)
15. Unemployment insurance
16. Pensions
17. Workplace safety standards and regulations
18. Employer health care insurance
19. Collective bargaining rights for employees
20. Wrongful termination laws
21. Age Discrimination in Employment Act of 1967 (ADEA)
22. Whistleblower protection laws
23. Employee Polygraph Protection Act (EPPA) - prohibits employers from using a lie detector test on an employee
24. Veteran's Employment and Training Services (VETS)
25. Compensation increases and evaluations (i.e. raises)
26. Sexual harassment laws
27. Americans With Disabilities Act (ADA)
28. Holiday pay
29. Employer dental, life, and vision insurance
30. Privacy rights
31. Pregnancy and parental leave
32. Military leave
33. The right to strike
34. Public education for children
35. Equal Pay Acts of 1963 & 2011 - requires employers pay men and women equally for the same amount of work
36. Laws ending sweatshops in the United States



Thought for the month...

We make a living by what we get, but we make a life by what we give.

~ Winston Churchill



SECURE, SUSTAINABLE JOBS

Our #1 Priority: JOBS

At CWA, our number one priority is jobs – standing up for our members and creating good jobs for all. Americans want good quality jobs that provide for them and their family. The time is now for each of us to take strong action to help restore job security and opportunity and to reaffirm the American dream.

One of the biggest threats to American working families is the continued outsourcing of our good paying jobs. Shipping jobs overseas has become just another corporate business decision without regard for the impact on workers and communities across our country. CWA is fighting back, and holding legislators accountable in their promises to stand up for American families by fighting for fair trade agreements, creating incentives to companies for domestic production, and investing in the critical jobs important for our future – in the green economy and telecommunications infrastructure.

We must support companies that have good business practices, creating jobs here in the United States, and Members of Congress that support policies that encourage such business practices. CWA remains committed to fighting in Washington DC for policies that create more job opportunities for our members, protect the jobs that we have, and ensure those jobs are high quality. Middle class Americans deserve a chance to provide a stable future for them and their families.

Call Center Legislation: Call center and telecommunications workers make up a large number of brothers and sisters in our union, and standing up for these folks has been one of CWA’s top concerns. Working together across the nation, we are urging Congress to introduce specific initiatives that help keep call center jobs in this country.

Reverse Morris Trust: CWA is working to take down this Wall Street-created tax loophole, which is not beneficial to employees, communities, or consumers.

Broadband Build Out: We must bring America into the digital age, because communities all over the nation need broadband to survive. CWA is building a new economy and this is where it starts. Help make our dream of a truly connected world – where nobody gets left behind – a reality.

Read more at: <http://www.cwa-union.org/issues/entry/c/jobs>



Our website is being revamped but is up and running.

Go to www.iue-cwa82162.org

A big thanks to Greg Burks for his hard work in getting our site up and running.



82-162 UNION STRONG UNION PROUD

Back in May our Local President, Jeff Moran got a call from the International. Seems like around March 9th Wisconsin Gov. Scott Walker signed a bill making Wisconsin a "right to work" state. As the union activist had been fighting this law, it seems the local unions were being told it would be "the end of the world" if this law went into effect. As a little time passed and the locals were realizing that this was not the end of the world and that they had to regroup to fight any possible declining membership. That's where our local comes into play.

Virginia has been a right to work state since 1947, so our local was started under these terms. We have always had a 95% plus membership ratio. Because of this the International asked President Jeff if we could send someone to a workshop in Wisconsin (on the International's dime) to explain how we have been able to keep such a high percentage rate. I, Jack Rowland, got the call. Never being that far up north the first thing I learned was that I have an accent...I never knew that. At this workshop there were about 10 locals represented by about 40-50 members who were very eager to learn and who were also worried about what lay ahead for them. When my time to speak came up I had a list of things to go over that I feel make us UNION STRONG/UNION PROUD.

1. Union member short term/long term insurance over and above what was negotiated
2. An occasional one-on-one meeting with non-union members to discuss them rejoining (2 have rejoined since the first of the year and we are glad to have them back)
3. Officers who are visibly present on the shop floor and who are also accessible
4. Shop stewards who help and don't say "I'm not your steward"
5. LMC meetings. We try and work with the company to solve issues so that both sides prosper
6. Newsletter. Every 2 weeks we want our members hearing from the local. Union meeting-newsletter-union meeting
7. Community involvement – Toys for Tots bike drive

My talk with them lasted well over an hour as there were lots of questions and feedback. I left feeling very proud about my part in the workshop, that I made a difference, and that I gave them hope that this new law was not the end of the world for them. I also realized that our local over the years has set very high standards that makes us UNION STRONG UNION PROUD.

IN SOLIDARITY
~Jack Rowland

Delegate Report

First, let me thank you for electing me as your delegate to attend the IUE-CWA Convention. The IUE Conference was held June 5-7 at the Marriott Renaissance Center, Detroit, Michigan.

The conference is structured just like our local meeting – Call To Order, Pledge of Allegiance, Trustee Report, Financial Report, Election for President and Report of Mentorship Program. The keynote speaker for the conference was Danny Glover. President Jeff Moran received recognition for 30 years of service to our union. Sunday we attended classes on FMLA, Advanced Bargaining and Social Media and Mobilizing. Also, on Sunday we attended the Division 2-13 meeting. Ed Mooney was re-elected as Vice President.

The CWA Convention was held June 8-10.

I wanted to share with you one of slides presented during my training class on Sunday that I found very interesting...

UNION MEMBERSHIP

Union membership is like a gym membership. Dues are paid to be part of a larger group with similar interests and goals.

But, just like a gym membership – if you don't show up or participate, you do not become stronger.

Unions are only as strong as their membership. Just like any neighborhood church, non-profit, or community organization – the respective strength rest with how many members of the group who actually stand and deliver.

~Dennis Morgan

Off The Clock...



So about a month ago I get a call from my oldest grandson Noah. He says "pawpaw will you go to a concert with me?" I respond with yes that will be cool so who are we going to see? Now in my mind I'm thinking the Beach Boys or John Mellencamp or someone cool like that. So I was glad he couldn't see my jaw drop when he said "Weird Al" lol. So for a month I dreaded going to this show. On the day of the show I picked up Noah we ate at Taco Bell then went to the show. As painful as it is for me to admit it really was a good (Noah said GREAT) show and I did have a great time hanging out with my grandson. Now if I can only get these off the wall songs out of my head.

~ Jack Rowland



Members: If you would like to submit an article that you think would have interest to our newsletter, please contact our editor, Jack Rowland. Please also feel free to submit fun pictures to our new section "Off The Clock".