



UNITER



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LOCAL 82162
www.iue-cwa82162.org

Local 82162 Membership Meeting January 7, 2016

LET YOUR VOICE BE HEARD...PLAN TO BE THERE

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Lavonia Billingsley: 126
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...



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December 2015

Dear Union Membership,

My first order of business is to make a correction to a date that was mentioned in the November newsletter concerning Thanksgiving. In that article the date of 1956 was given as the year that congress passed a resolution saying that Thanksgiving was to be celebrated on the fourth Thursday of November. Correction...the year should have been 1941. We also had a little trouble with how the off the clock mind teaser puzzle formatted as it was moved from one computer and printer to the other. We will continue to catch these issues and hope to provide an enjoyable newsletter each month. Thank you for your patience.

Many of you know that Jim Clark, the IUE-CWA Division President, accepted our invitation to attend our December Union meeting and during this meeting Jim pledged his support to our local for the upcoming contract negotiations. He also presented Steve Young

with a gift of appreciation for the work that Steve has provided to our local.

The 2015 elections have been completed and the negotiating committee is in place. Our committee will meet in early January to set some ground rules and have some discussion as to what our strategy will be in obtaining a contract that we all can live with. As President of this local I am so proud of the level of participation that we had in this election. Many of our members placed their names for consideration to the many open positions as stewards and the negotiating committee. I was also proud to watch the election committee use their experience to insure that the election process was carried out carefully and with integrity. The election committee members are as follows: JoJo Argabright, Becky DeWeese, Ann Wright, Gerardia Willis, Gill Edwards and Jason Durham.

It's that time of the year and without a doubt, Christmas is my favorite holiday...not for the gifts that I will receive, but for the gifts and good deeds that I will witness other people provide to their loved ones and even the people that they don't know.

In closing, I want to wish all of you a Merry Christmas and hope you get everything on your list. Remember "You Are The Union" and I look forward to seeing you at the January union meeting.

In Solidarity,
Jeff Moran
President



the likeness of Christ in authority and dominion. And by the way, this garment was sent special delivery to you gift wrapped in swaddling clothes.

~Ray Widener



Thought for the month...

"Unless we make Christmas an occasion to share our blessings, all the snow in Alaska won't make it 'white'.

~Bing Crosby

Inspirational Moments...

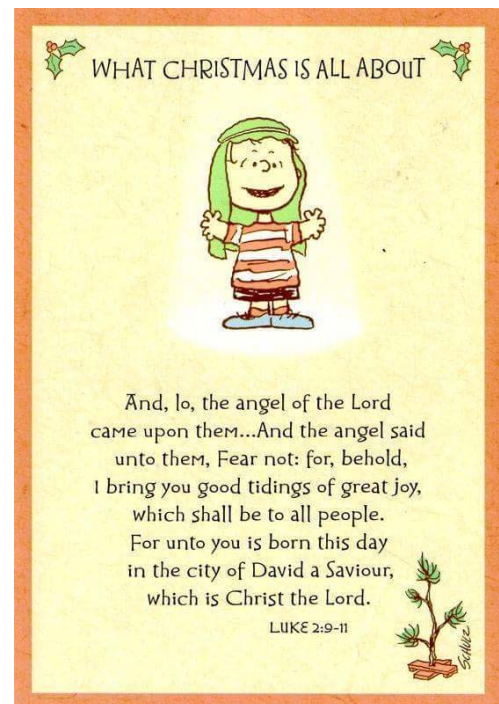
TIS THE SEASON TO BECOME UNGLUED

Luke 19:10 *"For the Son of man is come to seek and to save that which was lost."*

"Lost" meaning in the sense of that which is in ruin to perish.

"But when the fullness of the time had come, God sent forth His Son... to redeem those who were under the law, that we might receive the adoption as sons" (Gal. 4:5). The fullness of time was the time for the coming of Christ as the second Adam to make provision for mankind's transition from bondage to spiritual sonship; recovering that which the first Adam failed to retain. *"...For this purpose the Son of God was manifested, that He might destroy the works of the devil"* (1 John 3:8). The word "destroy" means to unloose the glue of the devil to you! Through receiving Jesus as Savior, there is a resurrection now from spiritual death to eternal life and a resurrection after death; *"an hour is coming and now is, when the dead will hear the voice of the Son of God, and those who hear will live."* (John 5:25) *"...because of His great love with which He loved us, even when we were dead in trespasses, made us alive together with Christ."* Eph. 2:4-5

God determined beforehand that the believer's destiny is to be conformed to the image of Jesus Christ, *"For whom he did foreknow, he also did predestinate to be conformed to the image of his Son..."* (Rom.8:29). Here is the key to your season to become unglued; *"But put on the Lord Jesus Christ and make no provision for the flesh, to fulfill its lusts"* (Rom. 13:14). To put on is to be clothed with. The garment of the believer is the righteousness of Christ walking in authority and dominion. Become unglued from what hinders you and through Christ Jesus put on the believer's garment of



Articles of Interest...

"Right to Work"

The General Assembly session doesn't begin until January, but Delegate Dickie Bell has already introduced HJ2, an amendment to add Virginia's "right to work" law to the State Constitution. This amendment is a second resolution and will be sent to voters for ratification if it's passed by the GA.

Make no mistake - *HJ2* is not about freedom. Real freedom in the workplace is about being able to balance life with work, attending a parent-teacher conference or helping a loved one get to a medical appointment.

Virginia's Constitution is a sacred document and should not be changed to include anti-worker amendments like "right to work." Virginia families deserve better, and our representatives should focus on strengthening our communities and creating good jobs.

Want to know more about so-called "right to work" (RTW) laws?

- Despite its misleading name, this type of law does not guarantee anyone a job and it does not protect workers against unfair firing. Virginia is an at-will employment state, so unless you have the protection of a (union) contract, you can be fired without cause.
- No one can be forced to join a union. Federal labor law already guarantees this - in all states, regardless of RTW laws.
- By undermining unions, so-called "right to work" laws weaken the best job security protections workers have - the union contract.
- According to data from the Bureau of Labor Statistics, the average household income in states with RTW laws is \$6,568 (almost 12%) less than in other states.
- Workers in states with RTW laws are less likely to have health insurance provided by their employer than workers in other states. Those who do have insurance generally pay higher premiums and incur greater out of pocket costs for prescription drugs, doctor visits, and other medical care.
- States with RTW laws experience higher than 54% more workplace fatalities each year than other states. These states invest less in education and experience higher poverty and infant mortality rates, too.

Unions improve workers' standard of living - not "right to work" laws. When workers stand together to collectively bargain, they win things like fair wages, safer work places, retirement security, better benefits, and a fair grievance process to address problems when they arise.



70 Bikes-n-70 Days

WOW...what a Christmas season this is turning out to be. Just when we thought we had peaked at 76 bikes, 2 more showed up giving us a grand total of 78 bikes with

helmets. WOW...way to go Santa's Elves!!! In a conversation I had with Charlie, the pick-up driver for Toys-4-Tots, he told me that this year they had requests for 1153 bikes in the Roanoke Valley. I would have never guessed the request to be that high. Thanks to you we have put our mark on that request list. Well done! I didn't want to start thanking people and groups because I know I'll leave someone out, but I just can't help myself. To all the individuals, too many to name, thank you! To the departments that pooled their money and the individuals that headed those up, thank you! To 2nd shift, buildings 1 and 2, who pooled their money, thank you! To 3rd shift, thank you! To Harris Corp security department, thank you and to Harris Corp who donated a pair of goggles for raffle that pushed us over the limit, thank you!

There were lots of awesome stories that came out of this drive, but today there are two I would like to share. The first involves one of our members who touched base with her sisters. She told her sisters that there really wasn't anything she needed for Christmas and she knew they were the same, so if they were okay with it, instead of her getting presents, she was going to buy bikes. She did get bikes. Cool! The other story involved a member coming to me in private. The member told me that he/she had financial issues that just totally made it impossible to help out this year, and yeah I get that, been there. But the member said that we would be in his/her thoughts and prayers to reach our goal. In my book that's a big help too!

When Charlie was talking to Jeff and me, he told us of other needs in the Roanoke valley, so who knows what lies ahead for us Elves, but in the meantime...

**MERRY CHRISTMAS TO ALL AND
TO ALL A GOOD NIGHT...HOHOHO**



Mind Teaser...

Find the Christmas Words

(Words can be vertical, horizontal, angled or backwards)

'Tis The Season

I Z J Q Y J T L Q G H G O O D W I L L K S P
 W R E E F W V E B N L C M T O W T B K A D G
 V U J F G W U G E X G T K Q F T C F E A H U
 N C O Y E G O N L T D A L X P J R Q E Z S D
 B W Y L E L N A L E C A Y R S A P R H W N S
 N S P I V X E O S K J J Q Y N Z B B P A O U
 X E F M J C Q J G I B I D K G R W O L L I A
 G V Z A O C Z D N P W U I R E D N O O A T L
 C L A F R Y H G J S J N E G Q B A V D D A C
 O E E D W W L R C L C E N N D A E P U M R A
 E R T N L E S A I E O I S O W O P A R M O T
 P C R A B U N T N S G O Y U T E I K O O C N
 S P Q E Q D R S N C T T T E S P Z Z X W E A
 N R L J Y S E A A E I M L F U I V M G C D S
 X L E C U G G N Y V S T A S O V Y S H L N L
 S G A L E A D X I F S E M S U R U A X X S A
 T N Z I O L Z T Q I T Y R V D V R W Z E Z O
 E Q L H E R A R M D L M K P P I H Y K V H E
 F R V O J N A M V L A X P D T X U I H S Q H
 H R S G N I K C O T S P G Y Q Q B G R V Z Y
 L V A P I A J H W F M L H H V X U W T I Y R
 H C B Z S E L K Q A F R U I T C A K E N S L

- Angel
- bells
- candle
- candy cane
- carolers
- charity
- Christmas
- cookie
- decorations
- eggnog
- elves
- bikes
- family
- fruitcake
- presents
- goodwill
- holly
- nativity
- mistletoe
- Jesus
- Rudolph
- Santa Claus
- stockings
- love
- frankincense
- jingle bells
- gingerbread

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".