

UNITER



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Editor: Jack Rowland

LOCAL 82162

Local 82162 Membership Meeting September 3, 2015

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

LOCAL 82162 EXECUTIVE BOARD

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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...

Dear Union Membership,

Have you ever thought about why we wear badges, make phone calls or just simply voice our opinion? All of these things are considered concerted activities. To a lot of us these activities are things that we would rather not be bothered with but sometimes they are a necessity. If we look at the history of labor unions you will find that most of the gains were made by members using concerted activities. We can also look beyond unions and see that many others used concerted activities to obtain individual rights such as the civil rights movement and women demanding the right to vote. Can you imagine your wife, mother or daughter not being able to vote or being told you have no rights because of the color of your skin? One thing for sure is if we set back and do nothing then our rights will be slowly taken away.

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Concerted activity is undertaken jointly by employees for the purpose of union or organization, collective bargaining, or other mutual aid or protection. Such activities frequently are "protected" under federal and state labor laws.

The National Labor Relations Act (NLRA) protects individuals engaged in not just "unions", but also "concerted activities" for their mutual aid and protection. Section 7 of the NLRA states:

"Employees shall have the right to self-organization, to form, join, or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, and shall also have the right to refrain from any or all such activities . . . "

Protected concerted activity sometimes includes employee conduct that has nothing to do with unions directly, as when employees act together to complain about their work places and their jobs. For instance, employees who get together and complain to management about their pay or benefits are engaged in concerted activity protected by Section 7 of the Act.

Remember that concerted activity is permitted in the work place and sometimes needed to achieve certain goals. What you do now will determine what happens to your future. "You are the union" and thank you for participating in our current badge wearing activity. Remember to attend the next union meeting on August 6, 2015

In Solidarity,
Jeff Moran
President

Inspirational Moments...

THE WHITEWASH OF AMERICA

A giant oak tree that was thought to be in good health from outward appearance was blown down during a thunder storm. What started as a tiny corruption at the center of the tree had spread because of deterioration on the inside had weakened the tree until the tree was so weak that it toppled. This tree very well represents America in 2015.

Abraham Lincoln spoke about the legacy the people of his time were leaving, and he clearly is speaking to us today as well. "We have been the recipients of the choicest bounties of heaven; we have grown in number, wealth, and power as no other nation has ever grown. But we have forgotten God. We have forgotten the gracious Hand which preserved us in peace and multiplied and enriched and strengthened us, and we have vainly imagined, in the deceitfulness of our hearts, that all these things were produced by some superior wisdom and virtue of our own. Intoxicated with unbroken success, we have become too self-sufficient to feel the necessity of redeeming and preserving grace, too proud to pray to the God that made us."

Jesus spoke to the people of his day; "Woe to you, scribes and Pharisees, hypocrites! For you are like whitewashed tombs which n the outside appear beautiful, but inside they are full of dead men's bones and all uncleanness." Matthew 23:27

~Ray Widener

Upcoming Events...

Saturday, September 5th: Roanoke Labor Day Parade. Join the Western Virginia Area Labor Federation for the 4th Annual Labor Day Parade in Downtown Roanoke. Line up begins at 9:00 am on Jefferson Street; Parade steps off at 11:00 am. For more information or to sign your group up to participate, please contact Cliff at 540-871-5870.



Community Outreach...

Last year our local teamed up with the Salvation Army Toys-4-Tots to raise 57 bikes and 57 helmets for the kids in our community. That was 7 more over our goal of 50 in about a month's time limit. That just goes to show how awesome the people in our Local truly are. This year we will be starting sooner and finishing the drive sooner. We have picked a goal of 75 bikes and helmets this year. Together as one, it is my dream that we beat this goal!!! The Bike Drive Kick-Off will be during the September Union Membership Meetings. So start preparing yourselves with this song verse "WE ARE SANTA'S ELVES...WE ARE SANTA'S ELVES"



Organizing Corner...

In last month's edition of the newsletter there was a list of 36 reasons what unions have accomplished over the years. This is because the union members have been strong enough to stand together. In a few months our contract will be renegotiated and we need to stand strong together again. Think about the accomplishments that our local has negotiated in the past years. We have survived because we stood together. We make the best night vision, built by union members who are highly skilled at each and every job.

UNITED WE STAND...DIVIDED WE BEG

~Dennis Morgan

Stand Up For Your Rights...

As a Union, one of our most powerful tools is our Collective Bargaining Agreement. In our agreement it is spelled out plain and simple that we (hourly) are to do the production work, not supervisors and not engineers. Unfortunately there are engineers and supervisors in the plant that (a) don't know this or (b) don't care. As responsible Union Members it is our responsibility to put a stop to this practice. When we see this action taking place we need to approach the offender and ask "Why are you doing my work and you need to stop!" Then we need to notify the department shop steward and give him/her the details of who, what, when and where.

What I find to be really disturbing is to see or hear about engineers/supervisors doing our work and that Union Brothers/Sisters (1) stood by and did or said nothing or (2) worked along beside of them.

We have to Wake Up! These are Your Jobs My Jobs Our Jobs not their jobs. Senior Management and the HR department have committed to this Local's Union Leadership that if we come to them with incidents of this occurring that they will (1) put a stop to it and (2) pay out grievances if need be. So far they have been true to their word on this. For these to happen though it all boils down to one thing

YOU'VE GOT TO STAND UP FOR YOUR RIGHTS!!

In Solidarity,
~Jack Rowland



The \$64,000 Question...

Are you ready to take the "\$64,000 Democracy For All Video Challenge?"

Big money in politics affects all of us. Supreme Court decisions like *Citizens United* have unleashed an onslaught of spending in our elections, creating a government beholden to wealthy interests, rather than "We the People." The question of how we get our democracy back has become the \$64,000 question – the big question – of our day.

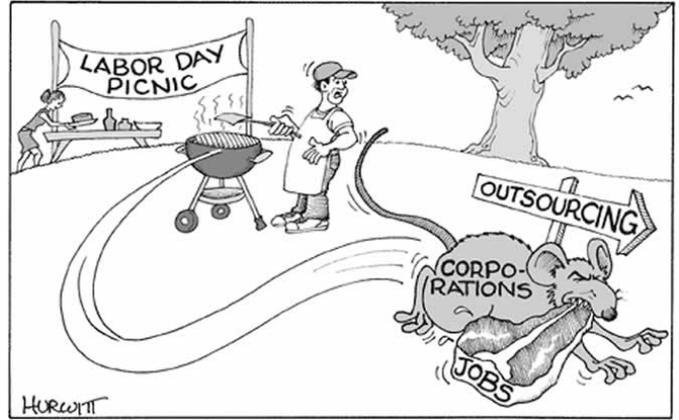
Fortunately, taking action to fight the influence of big money just got a lot easier and more fun. CWA is teaming up with more than 130 other groups to offer a video contest, where you can submit a video about money in politics reform and inspire others to take action, too.

Between August 12 and December 2, go to www.DemocracyForAll.com and submit a short video (30-90 seconds) about big money in politics and the need for a constitutional amendment – the Democracy For All Amendment – to overturn *Citizens United*. You may want to enter early: there's a \$1,000 prize every week, plus five category prizes of \$5,000 each and a grand prize of \$25,000 at the end of the contest.

Even if you've never made a video, it's as simple as picking up your phone and hitting 'record.'

The videos can be funny, serious, creative, dramatic, or musical. You can talk about other issues that are important to you, as long as you tie it back to the influence of money in politics and the need for the Democracy For All Amendment. So take the challenge. Make a video. Maybe win some money. And together, we can spread the word and build our campaign to get big money out of politics.

Learn more at www.DemocracyForAll.com.



Thought for the month...

You will never have a greater or lesser dominion than that over yourself. The height of a man's success is gauged by his self-mastery; the depth of his failure by his self-abandonment. And this law is the expansion of eternal justice. He who cannot establish dominion over himself will have no dominion over others.

~Leonardo Da Vinci

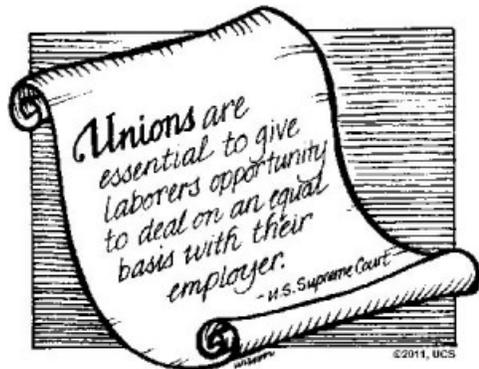


Twenty-Second Biennial Convention and 2015 Political Conference

The Twenty-Second Biennial Convention and 2015 Political Conference of the Virginia AFL-CIO was held in Williamsburg on August 7th and 8th. Delegates enjoyed addresses by Governor McAuliffe, Professor Ted DeLaney of William and Lee University, newly elected General President Marc Perrone of UFCW, and more.

Thank you to all who participated, served on committees, spoke, and altogether helped to make the Convention a success!

Thanks to Tina Campbell for representing our Local.



Off The Clock...



Dennis and Vicky Morgan visiting with the Hokie Bird at a Salem Red Sox game.



Past and Present Leadership...past leader, Red Adams (sitting) and present leader, Jeff Moran...thinking of a bigger fish story to go with this catch.



Joan Sowers was given this beautiful Union Quilt a few years ago by former co-workers, Jamie Mann and Merenda Crotts. The quilt was handmade by Jamie, Merenda and Merenda's sister, Megan Dix. The quilt was made with Union t-shirts and is very special to Joan.



Monday, September 7th

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".