

DISTRICT 54'S E-NEWSLETTER

International Association of Machinists and Aerospace Workers

Ohio Machinists Welcome Former Gov. Strickland to Honor IP Buffenbarger



From left, Ohio State Council of Machinists Vice Presidents Duane Lukens and Nick Kent, President Dean Wright, former OH Governor Ted Strickland, IAM International President Tom Buffenbarger, OSCM Secretary-Treasurer Dennis Wright, OSCM Political Director Neil Douglas and OCSM VP Jude Kollstedt.

Former Ohio Governor, and candidate for Senate, Ted Strickland was on hand to honor IAM International President Tom Buffenbarger at the annual fall meeting of the Ohio State Council of Machinists (OSCM) in Columbus, OH. “Tom Buffenbarger is a hero, at least as far as I’m concerned,” said Strickland. “I’ve known Tom for almost 30 years, and he represents the best of organized labor, and as a former Congressman, Governor, but more so, as an Ohioan I’m extremely proud of what he’s become, what he’s done with his life, how he has contributed to the common good, fought the fight, remaining a person of great integrity doing so. I’ve always admired him, he never forgot where he came from, and we’re really going to miss him.”

OSCM President T. Dean Wright welcomed Buffenbarger and Strickland and noted the meeting was the last Buffenbarger would be attending as IAM International President. The event coincided with the 14th Anniversary of the 9-11 attacks, and Wright asked delegates to honor the memory of fallen IAM brothers and sisters, as well as all the victims of the terrorist attacks on U.S. soil. “I am honored to be here tonight,” said Buffenbarger. “The Ohio State Council of Machinists has been a big part of most of my adult life, and I look forward to many more years of being a part of it.”

The delegates and representatives also took part in a training session and capped the night off with a Texas Hold’em poker tournament that raised more than \$500 for Guide Dogs of America. Nearly \$10,000 was collected for the Machinists Non-Partisan Political League.

Member Spotlight...



Sister Rita Kirchbaum is the Chief Shop Steward at Wyandot Inc. in Marion, Ohio, and a proud Member of Local Lodge 1471. Rita holds a packer position at the Company where she has worked for 33 years; over 15 of those years she has held a position in the Union. Rita is dedicated to her Steward position as well as fair and equal treatment for all her co-workers. On the personal side, Rita and her husband, Steve, have been married for twenty-eight years. When asked what

her hobbies and interests are, Sister Kirchbaum replied, “the Union”.

Unarco Material Handling Negotiates Second

Unarco Material Handling located in Pandora, OH, Local 1346, has recently negotiated their second agreement with a unanimous approval from the membership. The members of Unarco organized themselves in February 2012, and successfully negotiating their first contract in September 2012.

The negotiating team members, Trevor Eisenbach, chief steward, and Mike Ault, steward, had a goal of increasing benefits for all members. The contract includes; increases in wages and 401k, with improvements in the overtime language, vacation language, job transfers and job bidding language. The membership voted unanimously to ratify the three-year agreement on August 28th.

Congratulations to all of our members at Unarco at successfully negotiating their second labor agreement!



Mission Statement:

The vision of the International Association of Machinists & Aerospace Workers District 54 is to establish and support economic and social justice for all workers-regardless of their sex, race or national origin, ensuring that all work is performed by union workers, by furnishing job training and retraining, by enforcing safe and healthy workplaces, by providing fair and reasonable wage rates and benefits, and by establishing secure and portable retirement pension plans.

LATEST FROM IMAIL...

Clinton Backs Bill to Protect Workers Fired for Union Activity

Hillary Clinton reinforced her place as the IAM's candidate for president with an endorsement of proposed legislation to strengthen protections for employees trying to unionize.

The Workplace Action for a Growing Economy (WAGE) Act, sponsored by Sen. Patty Murray (D-WA) and Rep. Bobby Scott (D-VA), will amend the National Labor Relations Act (NLRA) by tripling the amount of back pay awarded for employees fired for union activity. It would also give them the right to seek damages in federal court similar to those who have been discriminated against for race or gender.

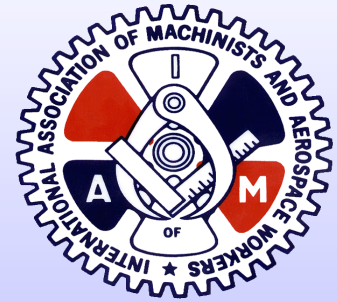
"This law is essential for working Americans. Reforms in our labor laws are long overdue," said IAM International President Tom Buffenbarger. "With Hillary Clinton in the White House backing working Americans, real protection will be in place for those who seek union representation to better their lives."

With the deficiencies in current laws, many employers violate workers' rights with a sense of impunity. The penalties that are supposed to protect workers do little to deter employers from breaking the law.

The WAGE Act, which is widely supported by the AFL-CIO and other labor organizations, would strengthen protections for workers who want to organize by establishing severe penalties that will deter employers from violating the NLRA and interfering with workers' rights.

In addition to the IAM, Clinton has secured endorsements from the American Federation of Teachers, the Roofers and Waterproofers Union, the Bricklayers Union and the Plumbers and Pipefitters Union.

Courtesy of, <http://www.goiam.org/index.php/imap/latest/15043-clinton-backs-bill-to-protect-workers-fired-for-union-activity>



The October 2015 District 54 Delegate Meeting will be held on Oct. 13 at 2625 Winchester Pike, Columbus, OH 43232

5:30 p.m. Executive Board Meeting

6:00 p.m. Delegate Meeting



On Friday Aug. 21 an estimated 3,500+ protesters marched in Columbus, OH protesting an event the billionaire Koch brothers were hosting.

Pictured above are members of Local Lodge 1471 that attended the rally.

STEWARD UPDATE...

IS IT A GRIEVANCE?

One of the most common problems faced by stewards is also one of the most basic: deciding whether a complaint is a legitimate grievance.

A boring or limited food selection in the employer's cafeteria probably couldn't be considered grounds for a grievance. Neither could a co-worker's insistence on showing you--over and over and over again--the pictures of his new grandchild.

But how about the price of food in an employer's cafeteria when there's no other eating establishment for miles around? And What if the proud new grandfather is your supervisor, and he's insisting you look at photos while you're supposed to be working, and it's cutting into your earnings?

Determining what a grievance is, and what isn't can be tricky and it's important. A steward who pursues non-grievances quickly loses his or her credibility--with co-workers, with the union leadership and with the employer. On the other hand, a steward who turns away workers' complaints out of the belief that they aren't legitimate grievances, when in fact they are, will quickly find him or herself on the sidelines.

How do you determine if there are legitimate grounds for a grievance? There are five basic ways.

Does It Violate The Contract?

Look at the union contract (or memorandum of understanding or whatever it's called in your workplace). While the meaning of a specific piece of contract language can be debated, you're usually in a pretty good position to argue that certain section or clause has been violated.

Does It Violate Past Practice?

Is what's going on a violation of past practice? Even if something isn't spelled out in the contract, if it's been done that way for years, a change or crackdown may as well be a violation. Let's say your employer has always

given a little slack to workers who arrive late during bad weather. All of a sudden he starts docking people who arrive even five minutes late when a blizzard is roaring outside. In such a case, you've got a pretty good past practice grievance on your hands.

If your going to cite past practice as the reason for your grievance, be sure the practice has existed for a substantial period of time. Using the example above; be able to document how long the liberal arrival time for inclement weather has been the unspoken rule.

Does It Violate Employer Rules?

Has there been a violation of your employer's own rules and regulations? Uneven enforcement of the rules can provide the grounds for a grievance. For example, a worker caught smoking in a nonsmoking area can't be fired if other people routinely do the same thing and are not disciplined. If supervisors escape employer discipline when they take extra-long breaks, even though the employee handbooks says you will get in trouble by doing so, then workers should get the same latitude.

Does It Violate The Law?

Even if your contract is silent on a specific issue, you still have the right to grieve if the employer does something illegal.

Let's say your contract doesn't speak to health and safety issues, but your boss orders you to do something that's clearly dangerous. You don't have to cite contract language as the basis for your grievance; you can point instead to state, or provincial or federal occupational safety and health legislation.

Does It Violate Basic Rights?

Finally, you can have legitimate grounds for a grievance if a worker's basic rights are violated. If there's been discrimination, you may have something to grieve.

Discrimination occurs when two people are treated differently under the same conditions, in a way in which one of them is harmed or treated unequally.

While the most common types of discrimination tend to be based on race or sex, there are other ways as well, including age, physical appearance, personality--and union activity for that matter.

Be aware that discrimination charges can be awfully hard to prove. If you can base your case on contract language, you'll find it a lot easier to pursue.

Winning the "Illegitimate" Grievance

Now that we've established the grounds for a formal grievance, let's take things one-step further. Say you've gone through these guidelines and determined that you don't have grounds to file a grievance. Does that mean you can't do anything? Not necessarily. There are a few grievances--"legitimate" or "illegitimate"--that can't be won, one way or the other. You just have to use a little imagination.

Consider the problem we mentioned earlier: a boring or limited food selection in our employer's cafeteria. While it may not be a grievance in the contract sense of the work, that doesn't mean you and your co-workers have to live with it. Instead of filing a grievance, you can win change by getting everyone involved in a little education project.

One way to convince management that change is needed would be to simply stop buying your food there. Arrange for everyone to bring their lunch one day, and have the union award a prize for the most creative sandwich. The next day you could order out for pizza; the third day you could have union cart in a huge pot of chili. Cafeteria sales would be in the tank. Management would notice and pretty likely be interested in getting things back on track.

There are few workplace situations that can't be improved by people working together in common cause--"legitimate" grievance or not.

-David Prosten. The writer is founding editor of Steward Update.

Mull Machine Company

Mull Machine Company was founded in 1961 in Wheeling, West Virginia. Today Mull Machine provides a wide range of equipment, services, field machining, and parts throughout the United States, Canada and Mexico. There are 12 Machinists employed at Mull. The Machinists at Mull can make just about anything that is found in a Steel Mill, Foundry, Power Plant, etc. The machinery parts that they produce are usually very large in size, such as; Hot Mill Mandrels, Cold Mill Payoff & Reels, Cold Mill Reel Heads and many more. Mull Machine provides services such as, Preliminary Inspection, planning and routine suggestions regarding redesign, tolerance changes, material changes, etc. for its customers that will yield longer equipment life or a better quality product. Mull welcomes the opportunity to show their customers the results of their many years of knowledge, craftsmanship and experience in serving the Metals Industry.



Pictured is IAM Local Lodge 818 President Charlie Mikels; he is performing field machining on a turbine draft tube at the New Martinsville, WV Hydro Electric Plant.

Member Spotlight...



Sister Ann Tate has worked for Muncy Corporation in Springfield, Ohio for 37 years, and has always been active in her union.

Ann served 15 years as President, 20 years as Shop Steward, six years on the Safety Committee and is currently the Recording Secretary, an office that she has held for five years.

She has been married to her husband, Warren who is a Veteran of the United States Army for seven years. She has one child and four grandchildren.

“It is an honor to have Ann in our District, and we want to thank her for her years of service to the IAM. She is always there to do the hard work,” said District Lodge 54 PDBR T. Dean Wright Jr.

IAM Members at Miba Bearings Ratify A Five-year Agreement



Members of Local Lodge 1471 by an overwhelming majority approved a new five-year agreement at Miba Bearings in McConnellsville, Ohio. At the September 13, 2015 ratification meeting; Committee Chairmen Bill Kittle said, "It's a fair deal and I think our Members recognized that and voted accordingly." BR Jim McClelland told the Membership in attendance, "it was the solidarity of the Negotiating Committee (Bill Kittle, Tim Funk, Shane Roberts, Chris Gorrell, and Mike Harper) that made a huge

impact in the results of these negotiations, and for that they should be commended." The new package includes increases in wages and benefits along with elevated contributions to the IAM Pension Fund every year of the agreement.

Congratulations Brother Larry



Brother Larry is pictured next to the machine in the Hydroforming Department that he has set up and operated for many years.

We are pleased to announce that Local Lodge 1285 Member Larry Rehard has reached a milestone by achieving his 50-year service award and IAM Gold Card. Brother Larry has been employed with Jones Metal Products located in West Lafayette, OH for 50 years. This Jones Metal Products location has manufactured a diverse range of formed metal products since 1923. When Larry began his career at the West Lafayette facility in 1965 he worked in the Enameling Room and later advanced to his current position as a Die Setter. Brother Larry also serves on the IAM Local Lodge 1285 grievance and negotiating committee. He enjoys spending his spare time working on his family's 72-acre farm, which keeps him very busy. Larry and his wife, Cheryl, have been married for 37 years. They have two children and eight grandchildren.

Please join with us in congratulating Brother Larry on this GREAT achievement!

ORGANIZING...



Organizing is without a doubt the lifeblood of our Union. It not only helps those that work every day as an “at will” employee – it is also the responsibility of every member to help grow our Union and the Labor Movement as a whole. In that regard District Lodge 54 has been very busy in the organizing arena.

We meet on a regular basis with our General Vice President Lynn Tucker and President/Directing Business Representative Wright for the sole purpose of discussing our organizing agenda.

District Lodge 54 has been assigned jurisdiction of all Airbus suppliers in the State of Ohio, and are running multiple other campaigns across Ohio, West Virginia and Northeastern Indiana.

“I want to thank all of our Local Organizing Committee Members that have volunteered in assisting the District in our numerous campaigns,” said President & DBR Wright.



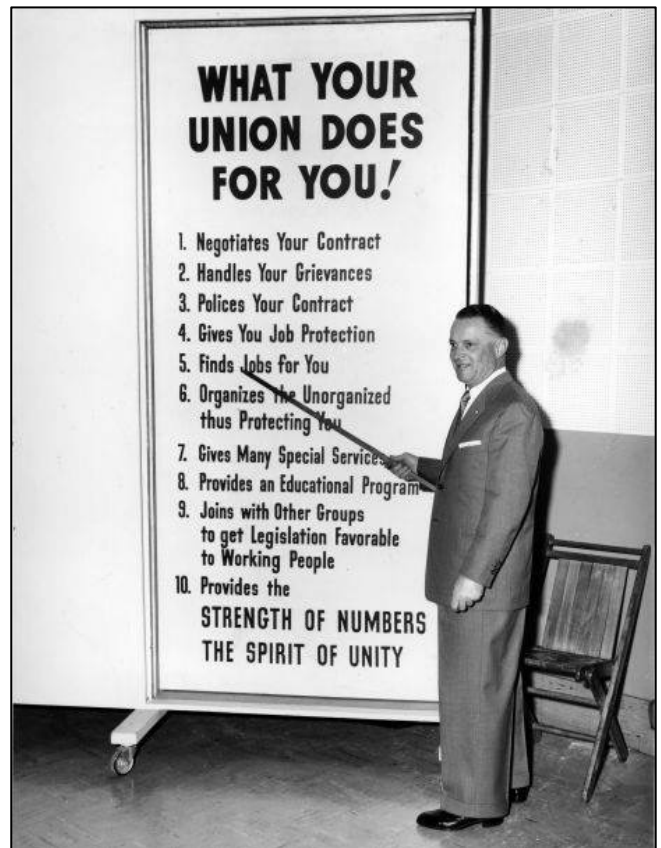
If you know someone who is interested in joining a union or if you would like to volunteer in an organizing campaign, please contact:

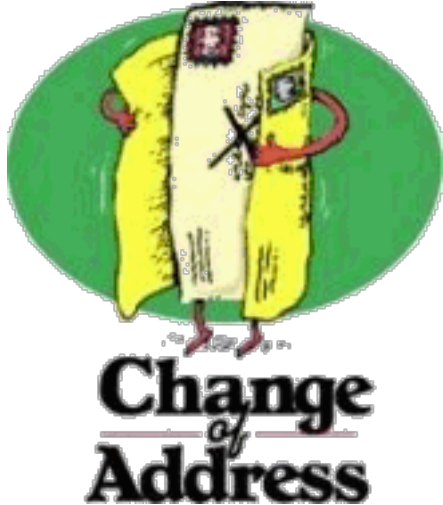
Dennis D. Wright, Business Representative/**Organizer**

Email: denniswright@dl54.com

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🌐 If you have recently moved, please update your mailing address by emailing Jerry Espy, ST DL54 at jespy@DL54.com or mailing him at 2625 Winchester Pike, Columbus, OH 43232. Thank you!



CONTACT US AT:

http://iamd54.com/?page_id=33

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