LL 1471 Members at Mahle End 10 Day Strike

The IAM Membership of Local Lodge 1471 at Mahle Engine Components in McConnelsville, Ohio formed picket lines in August after overwhelmingly rejecting a contract proposal from the company and subsequently voting to strike. The McConnelsville plant manufactures the raw material to produce engine bearings.

The main point of contention was language regarding plant shutdowns and layoff notifications. The company had proposed language that would allow shutdowns and layoffs for periods of less than one week with no notification. The previous language provided protection with the provision of a seven (7) day notification to employees for all shutdown and layoff periods.

“The plant layoff notification language is an all-important protection for these workers,” said District 54 President and Directing Business Representative T. Dean Wright, Jr. “This negotiating committee stood firm, and we were able to not only back the company off of the previous proposal, we were able to make some improvements to the existing language.”

After 10 days on strike, a new contract was able to pass and members returned to work on August 31, 2017.

“The strike at MAHLE ended late last evening [August 30] after our membership ratified the tentative agreement between the parties,” said PDBR T. Dean Wright, Jr. “Thank you to our members and their families that stood union strong and in solidarity! Special thank you to everyone in the McConnelsville community for their support and lastly our Brothers and Sisters at Miba Bearings in supporting their fellow Brothers and Sister on the picket line.”

A special THANK YOU to all the individuals and businesses that assisted our members and their families during the strike. The “Thank You to Our McConnelsville Supporters,” Press Release can be viewed at iamdistrict54.com
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.

Local Lodge 439 and 1297 participated in Cleveland’s North Shore AFL-CIO’s fifth annual Labor Day festival on September 2nd at James Park in Parma, Ohio.

Manning the IAM booth, which focused on the history of the IAM and District 54, was T. Dean Wright Jr., District 54 PDBR, Jack Baker, District 54 BR, Fred Confer, President LL 1297 and Doug Wells, LL 439 Educator.

Those in attendance were able to enjoy live music and food while visiting numerous union table displays, which were all filled with union informational pamphlets and handouts.

Labor Day was founded by Machinist Matthew Maguire while serving as Secretary of the Central Labor Union in New York in 1882, and became a federal holiday in 1894. It is dedicated to the social and economic achievements of American workers and constitutes a yearly national tribute to the contributions workers have made to the strength, prosperity, and well-being of our country.

For more information about the history of Labor Day and its IAM roots, check out Page 1 of the 2014 Summer Newsletter edition at iamdistrict54.com/Newsletters

Pictured (above, left to right): District 54 PDBR, T. Dean Wright, Jr., LL 1297 President, Fred Confer, Ohio Cleveland Municipal Court Candidate, Ann Oakar, and LL 439 Educator, Doug Wells.
Brother Eric Campbell, Chief Steward at Ryder Heil Bronze in Bucyrus, Ohio, punched the time clock one last time on August 18, 2017 and began the next chapter of his life.

“In some ways, it seems like I’ve been here forever, but in other ways it seems like it has gone by so fast,” Brother Eric said. “I think what I will miss most will be the people here. They have become like a family to me. Without a doubt having the IAM pension made my early retirement possible.”

Brother Eric has been the Chief Shop Steward for over 20 years, and leaves behind the legacy of a high standard of representation that will not be easily replaced.

From all the staff and members of District 54 thank you for your years of service and we wish you a long and happy retirement.
Even before the US election, workers in both the US and Canada faced increasing harassment and hate crimes. Between that and the policy environment—from so-called right-to-work laws, to increased penalties for protesting, to budget cuts and safety-net rollbacks—there is a growing urgency for unions and worker organizations to be a source of safety and protection for their members.

Members' identities— including race, gender, immigration status, religion, and sexuality, among others—shape their vulnerabilities and their particular needs for protection. Consider a few examples from the field: a union member's husband threatened with deportation; workers at work in airports and on mass transport—attacked by passengers; a union member in her job uniform attacked on her way to work; a cashier subjected to racist remarks from a customer.

Unions, of course, exist to create more security for workers—against arbitrary firing, discrimination, unfair wages, etc. In this new political moment, the labor movement faces new questions about how to create more safety and protection for people facing new or worsening threats. This question is for leaders at all levels, from international presidents to stewards: How will you intervene?

Stewards have opportunities to expand protection inside unions, workplaces, and communities. There is no single, simple solution to stopping hate crimes and shifting violent systems. Instead, stewards can:

1. Learn about and talk about how and why to intervene.
2. Develop a culture of solidarity, including by learning and talking about difficult subjects, and by making connections across your union, across your workplace, and with other organizations that fight for worker justice.
3. Remain flexible: everything is changing and context matters. Workers' other identities affect their ability to take action as workers—being a woman, gay or bisexual, trans, a member of a religious or ethnic minority, or a person of color—may mean that someone is more vulnerable than a straight, cis man might be. (“Cis” means your gender matches the one you were assigned at birth.) Don’t assume, but do know how social structures—race, class, gender, etc.—affect your industry, your community, and your workplace.

4. Participate in movements for justice and to oppose escalating violence, in which unions and worker organizations often play a big part. A timely example is the coalition of Portland, OR unions that participated in a demonstration against racism and the “alt-right” in the wake of the murders there in May.

Below we have outlined examples of how unions and worker organizations can intervene at different levels to bolster the safety of members experiencing heightened vulnerability.

In Your Workplace

In January 2017, The Worker Institute at Cornell University partnered with the New York Worker Center Federation (a coalition of worker centers) and Hollaback! (a national organization dedicated to fighting street harassment) to create trainings on self-defense and active bystander intervention for union and worker center members, stewards, and staff. Participants practiced basic self-defense moves as well as defusing confrontations and determining the most effective interventions for particular situations based on real examples from the field. Trainers presented the skills with a power analysis and recognition of how different identities shape both risk and potential responses for victims and bystanders. Many houses of worship and community centers are offering similar trainings, and you could bring them to your union hall. If such trainings are hard to find in your area, organizations like Hollaback! (hollaback.org) offers resources geared to union members. Union Communication Services has posted resources at www.unionist.com/upstander.

In short, bystander intervention involves choosing from among the strategies known as the “Five Ds.”

**Direct, Distract, Delegate, Delay, Document**

“There’s no single right way to address harassment, but data shows that intervening breaks the silence that can be so isolating for the survivor, and demoralizing for others,” said Debjani Roy, Hollaback! deputy director. “We find that practicing with a friend or in a workshop makes people more ready to intervene.” Roy offered some do’s and don’ts for the Five Ds below.

**Direct:** intervene by addressing the harasser consciously—“That’s inappropriate. Please leave her alone.” Roy suggests: Do remain civil, confident, and calm. Don’t escalate the situation further—by using profanity, or insulting the harasser, for example.

**Distract:** de-escalate the situation by focusing on the person being harassed. Do ask for time, directions, or even just greet the person with a warm smile and a hello. Don’t criticize or make suggestions on how to handle the situation in real-time—and consider carefully what calling in authorities might mean for the person being harassed. Differential treatment—because of perceived race, religion, immigration status or other factors—is a real and documented fact for many communities.

**Delegate:** seek help from a third party. For example, if you’re more comfortable with Direct rather than Distract, above, ask someone who might be better at consoling to support the person who is upset.

**Delay:** ensure that the person being harassed is OK and has the time and resources they need to compose themselves. You might ask, would you like me to walk you to your office? Or, can I get you a bottle of water?
Document: use your phone to record the incident with video or photos. Roy notes that it’s best to “first see if there is a better and more urgent intervention needed.” If not, you document with the purpose of offering it to the person who has been harassed for later use. “Never post it without the consent of the person targeted,” she cautioned.

Ask your members what they need to address these issues inside and out of the workplace—such as how to talk about race, gender, or immigration or how to create community safety plans in their neighborhoods. In addition, worker centers are leading efforts to designate “sanctuary workplaces,” whether calling for #SanctuaryHomes for domestic workers or #SanctuaryRestaurants for restaurant workers, and for houses of worship to make clear they offer a place people know they can be safe. The AFL-CIO has been distributing posters, which can go on bulletin boards and other spaces designated for union use (you can download and print it at the Unionist above).

In the Union Movement
Meeting members’ needs for protection happens many ways, from adopting resolutions to lobbying for legislation to showing up at demonstrations. You can develop resolutions for adoption by your local, your safety/health or racial and social justice committees, or constituency groups like the Asian Pacific American Labor Alliance (APALA), Labor Council for Latin American Advancement (LCLAA), A. Philip Randolph Institute, Pride at Work (PAW), Coalition of Labor Union Women (CLUW), and more.

In another example, the National Union of Healthcare Workers in California declared itself a “sanctuary union,” stating that they would prioritize protecting members from deportation as much as they prioritize defending members from management retaliation. They are carrying out this commitment through actions that include: partnering with a law firm that will advise members and their relatives who risk deportation; reviewing union records to ensure they do not reveal members’ immigration status; and refusing to voluntarily share member information with ICE officers. “By declaring itself a sanctuary, our union isn’t just making us feel safer—it’s giving members a safe space to discuss what’s happening in our country and help make a difference,” Porfirio Quintana, a member of the union’s executive board, wrote recently in Labor Notes.

Another example is ATU Local 757’s response to the murders in Portland. The local president, Shirley Block, noted that “union leadership will continue to strengthen our relationships with anti-racist, anti-fascist organizations throughout Oregon to ensure people feel welcome and safe aboard public transit...” as well as voicing the union’s opposition to additional police on mass transit. “As the men and women who operate, maintain, and know Portland’s public transit system the best, we are confident that alternatives to militarization are the wise and just response to transit safety concerns.”

These kinds of statements of solidarity can help galvanize support across the country, across jurisdiction, and across other lines of division. Marc Rodrigues, an OPEIU member from Florida, told us, “This is amazing and heartening to see. Bravo amalgamated ‘Transit Union 757.’ This is what solidarity and leadership and basic human decency look like.”

Freedom Cities
Lastly, unions historically have helped define freedom for our society as a whole. Samuel Gompers, the first president of the American Federation of Labor, famously said, “What does labor want? We want more schoolhouses and less jails; more books and less arsenals; more learning and less vice; more leisure and less greed...” (Gompers was also known for being anti-immigrant; our union grandparents had arguments similar to the ones we have today.) A new worker effort is Freedom Cities, which redefines “safety” as communities, and community members, having the resources they need to thrive. Safety is defined as economic justice, investment in education, health care, and environment, and ending the criminalization of low-income people, people of color, and immigrants. The New York Worker Center Federation launched the Freedom Cities effort in 2017, and it has been expanding as worker and community organizations across the country join and begin to define what it means to make entire cities, towns, and communities safe. Learn more at www.freedomcities.org.

—Arizona Schindl and Zol West. The authors advise the New York City Worker Center Federation and work with unions locally and internationally through their organizational White Collective.
Workers’ Bill of Rights

At a recent AFL-CIO conference in St. Louis, MO in October, the Worker’s Bill of Rights was updated. Below you can find Resolution #1: Workers’ Bill of Rights made on October 25, 2017.

Working people in America will no longer accept economic rules written of, by and for the wealthiest few. We refuse to accept the reality of struggling to make ends meet in the richest country in the world at its richest point in history. We can do better. We must do better. And so we demand rights that ensure we are able, through our work, to lead better lives.

Working people demand the right to come home safely at the end of the day. We demand the right to be paid enough to support ourselves and our families. We demand the right to quality health care, paid time off to spend with family, a schedule that is flexible and fair, and protection from discrimination. Finally, after decades of hard work, we demand the right to retire with dignity and security.

We demand a comprehensive Workers’ Bill of Rights. Standing together in unions and working with all who share our values, we will make this bill of rights a reality for all working people.

All working people have the right to:

• **A Good Job with Fair Wages**: Everyone who wants to work has the right to a good job where we earn a fair return on our work and receive a wage that allows us to support ourselves and our families.
• **Quality Health Care**: Regardless of income, job or a pre-existing condition.
• **A Safe Job**: Free from harassment and violence.
• **Paid Time Off and Flexible, Predictable Scheduling**: To spend time with family or care for ourselves or a loved one.
• **Freedom from Discrimination**: In hiring, firing and promotions.
• **Retire with Dignity**: And financial security.
• **Education**: Public K-12, higher education and career training that advances our knowledge and skills without leaving us in debt.
• **Freedom to Join Together**: With our co-workers for better wages and working conditions, whether we are in a union or not.
• **A Voice in Democracy**: To freely exercise our democratic voice through voting and civic participation so that we can make sure our government stands up for this Workers’ Bill of Rights.

Information courtesy of aflcio.org/

Happy Holidays!

Don’t forget to buy some Ocean Spray Whole Berry Cranberry Sauce this holiday season and support IAM Local 66 members.
Delegates from across Ohio and West Virginia flooded into Columbus recently for the annual Ohio State Council of Machinists fall meeting. Delegates greeted an all-star lineup of labor-friendly candidates, including Senator Sherrod Brown.

State Council President T. Dean Wright Jr., kicked off the meeting addressing the current climate in Washington, saying “this administration divides us – we are looking for candidates that will bring us together and strengthen the middle class.”

Delegates heard from candidates seeking office across Ohio, and the council took action to endorse.

“The working families of Ohio want representatives who are going to stand up for workers’ rights,” said Wright. “They want candidates that will continue to work with the labor movement, standing up against harmful legislation that would lower wages, create unsafe working conditions and damage collective bargaining rights.”

Eastern Territory General Vice President Jimmy Conigliaro Sr., updated the delegates on activities within the territory, and the importance of growing the IAM for the future.

“Growing our great union should be everyone’s focus,” said Conigliaro. “There are too many working people who don’t have a union, or the respect and dignity that comes with a solid collective bargaining contract. Many of them work in this so-called gig economy, or independent workers, and we are the only ones that can fix that. There’s no reason these workers, regardless of how they are labeled, shouldn’t have the same benefits and privileges that those of us in the labor movement enjoy.”

One of the featured events was Local 1297’s Guide Dogs of America (GDA) Texas Hold’em Poker Benefit Tournament. District 54 staff, delegates, and the 32 affiliated locals raised nearly $21,000 for GDA, MNPL, and the IAM Disaster Relief Fund that has been providing support for members affected by hurricanes in Texas, Florida, Puerto Rico and the U.S. Virgin Islands.

“I’m extremely proud of the staff of District 54 for their efforts to raise funds for these all important efforts,” said Wright. “Our members embody the IAM motto of Service to the Community.”

For a full list of OSCM endorsements, visit iamoscm.org
President & DBR Wright needs to hear from you!

What shop and/or local issues or concerns would you like addressed? Cut this out and mail it directly to me:

T. Dean Wright Jr.
C/O IAM &AW
2625 Winchester Pike
Columbus, OH 43232.

Name:_________________________ Shop:____________________ Local#:_____
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Do you have any organizing leads? Contact us at 54@dl54.com