

BY AND FOR THE MEMBERS OF CWA LOCAL 14164

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- If you have any in plant issues not being addressed by the company, please contact the ethics hotline at 1-800-457-6435

CWA Delegates Re-elect Larry Cohen



CWA 73 Convention CWA held its 73rd Convention July 11-13, 2011 in Las Vegas, NV

Las Vegas – President Larry Cohen was re-elected by delegates to the 73rd convention of the Communications Workers of America as the three-day convention got underway. Cohen was first elected president in 2005; he will serve a four-year term.

In his convention remarks, Cohen said “our challenge is to build a movement that restores the American Dream by making collective bargaining a part of the fabric of the nation.” He linked the loss of workers’ wages to the steady decline of collective bargaining coverage, while productivity – and gains by CEOs and the wealthy – continued to skyrocket. He talked about ways to build our movement, telling delegates that “we need to be in the streets as well as at the ballot box.”

Read Cohen’s remarks and watch CWA’s video on

movement building at www.cwa-union.org. Delegates voted to eliminate the union’s executive vice president position. CWA delegates are meeting July 11-13 in Las Vegas. CWA represents 700,000 workers in telecommunications; media, broadcast and publishing; airlines; public service and health care; and manufacturing. “We march out of here as one union, stronger than ever,” Cohen said. “When we work, when we organize, when we fight, CWA is there together. It’s what we stand for: That we are one union.”

Dan Wasser: Elected to Executive board position

In CWA sectors with elections, delegates re-elected Vice Presidents Ralph Maly, Telecommunications and Technologies; Brooks Sunkett, Public, Health Care and Education Workers; Jim Joyce, National Association of Broadcast Employees and Technicians; and Jim Clark, IUE-CWA. Earlier this year, Vice President Bernie Lunzer, TNG-CWA, was re-elected, and Vice President Veda Shook, AFA-CWA, was elected.

Additionally, Dan Wasser was elected as executive officer of the Printing, Publishing and Media Workers sector.



The 2011 CWA Executive Board, as elected by convention delegates

FELLOW UNION MEMBERS

"now more than ever it's important to wear your red shirts on Thursdays."

Dusty here again. Negotiations will be here before we know it. I think now more than ever it's important to wear your red shirts on Thursdays, union or any red shirt is fine. We need to show a united front to show our strength in numbers.

Interested people are

needed for the Mobilization committee. We will have training and be gearing up very soon. In this issue of the Badger there will be a negotiation survey. Please give us your views and return to any steward or union officer.

Picnic

Due to the results of the survey, we will not be having a picnic this year. There will be a \$25 gift certificate as well as new CWA mug. Mugs and certificates will be distributed in the cafeteria on September 8th from 6am to 6pm.

MOBILIZING FOR CHANGE-2011

Contract year is upon us, and your fellow members and Bargaining Committee needs your help throughout the negotiation process. A systematic mobilization program is being planned to put the grassroots membership of our union directly in the bargaining process.

Never before have we begun bargaining preparation this far in

advance. In fact, we are preparing for more than bargaining. We are strengthening our union from the bottom up so that we can be effective in negotiations and our communities.

This effort depends on the active involvement of every department, shift and member if we are to be successful. The structure will be designed to enhance

communication and participation at every level of our union; and is a continuous process of workplace structure, educating the membership on the issues, and having collective actions either at work or in our communities.

We are seeking numerous volunteers to fill all positions on the Mobilization Committee for every shift and

Department. Your stewards will be maintaining a list and gathering volunteers for this very important committee, in the next coming days. Please also feel free to contact any officer, executive board member or call the union office to get on the list. **Standing Together For A Good Contract....it only makes sense.**

Dan Wasser

SPECIAL INTEREST

Members Relief

Our local has paid out \$3300 since October 2010.

Activities Committee

Dan Strauss has been appointed as chairman of the activities committee.

Monthly Membership Meeting

August 27, 2011 at 11am.

Summer Office Hours

Mon-Tues-Thurs

11am to 2pm

Wed.

12pm to 3pm

closed Fridays

office can be made available if needed

563-9391

The National Convention in Las Vegas

This year the CWA National Convention was held in Las Vegas, Nevada from July 9th to July 13th. Matt Theodore and myself attended the meeting.

Saturday was our sector meeting in which it was decided to nominate Dan Wasser to the position of Executive officer of our sector to sit on the Executive board of our national on our behalf. Dan currently is our local rep. Who assists us in our contract negotiations. He will continue to be our rep. As well as his other duties as the Executive officer of

our sector, the PPMWS (Printing, Publishing and Media Workers).

Sunday was registration day for the National convention and reception day.

Monday through Wednesday was the National Convention. They discussed the current financial state of our country along with the state of our union. One of the topics that will benefit our local is that the National held a vote to be able to utilize money from our SIF fund (strategic industry fund). They will

get \$20 per member of the money and we will receive \$20 per member also. We currently have 518 members and will receive over \$10,000 that we can use for organizing or other needs for our local.

In short, Vegas was hot and very expensive! Would I go again? Probably not. Our conventions have been limited to biannual meetings and last years meeting was held in Washington DC.

Any questions please feel free to ask myself or Matt.

In Unity Dwain Knapp



"It's our special Washington recipe--
WEALTHCARE REFORM!"

Good News

Here we are in the middle of July 2011. I am very pleased to say that 90% or maybe more of the payroll problems have been solved. Most of it was different types of communication problems between MWV and Ceridian. Some of the issues were new codes that needed to be developed according to HR. There were things like health insurance issues, CWA dues, 401k, shift differentials, etc. In a nutshell if it had to do with your paycheck, more than likely it was screwed up.

Example: Ceridian

thought that CWA dues were to go in arrears. What this means is that if you were laid off for eight weeks, Ceridian would take your CWA dues and put them in a bucket so to speak. When you returned to work, that entire bucket would be dumped against your 1st paycheck. Let's say you pay \$8 per week for CWA union dues, Ceridian would take %64 out of your 1st paycheck. We saw a few paychecks that were a lot more than that. Unfortunately, we had to file grievances for just about everything. The good thing is, this

communication language has been resolved. I don't think when we come back from lay off, we will have this problem again. This is one of the many things that I feel have been resolved. Keep in mind we don't live in a perfect world, if it happens again, we'll go after it again.

Things you need to do:

1. Payroll issues are to be addressed to your supervisor.
2. Meet with Shelly if necessary.
3. Let an e-board member know. We can't help if we don't know.

Looking back at the last 7 months that it took to straighten things out. I can't help but to feel like a little clown, in this circus the company created with Ceridian. I don't ever want to hear that the UNION is not willing to work with the company. Once again I wonder if the company would be as understanding.

I want to thank those that stepped to the plate and **truly** made things happen.

Dusty, Brenda, Linda, Rudy, Aleasha, Dwain, and Matt

"United we stand, divided we fall" Izzy

YR ED AFTERTAX:

1. If you were laid off in 2009 for X amount of months. When you come back to work the company will take 1 1/2 times of insurance until you get caught up. So if your insurance is \$50 MWV will take \$75. The end of the year comes around and you still are not caught up. The remainder of your outstanding balance gets divided by 52 weeks. This is what you would see in that lower right hand side of your pay stub in 2010. The reason why it is coming out after tax is because the insurance tax benefit ends at the end of that year.
2. YR ED AFTTAX also goes in arrears bucket. Example: you are paying \$5 a week on your YR ED AFTTAX. You get laid off for 4 weeks. When you come back to work, you should be paying \$7.50 for the next 4 weeks. Once you are caught up then you go back to your normal rate of \$5 a week. Remember, any time you miss a paycheck your insurance and YR ED AFTTAX automatically goes to arrears.

Example: Laid off, disability, leave of absence, etc.

HOURS AND EARNINGS		Y - T - D		TAXES AND DEDUCTIONS		CURRENT Y - T - D		SPECIAL PAYMENTS	
DESCRIPTION	HOURS	EARNINGS	HOURS/UNITS	EARNINGS	DESCRIPTION	AMOUNT	AMOUNT	DESCRIPTION	AMOUNT
REG @ 13.8300 RATE	40.00	553.20	40.00	553.20	SO SEC TAX	23.23	23.23		
					MEDICARE TAX	8.02	8.02		
TOTAL H/E	40.00	553.20	40.00	553.20	FED INC TAX	43.04	43.04		
					PRI-STATE TAX	17.89	17.89		
					SDI/UC TAX	.00	.00		
					TOTAL TAXES	92.18	92.18		
401K				-38.72		AFTER-TAX ITEMS		CWA 14164	
TOTAL PRE-TAX				-38.72		YR ED AFTTAX		408.78	
TOTAL				514.48		TOTAL PER DED		CHECK AMOUNT	
CURRENT				514.48		TOTAL PER DED		.00	
Y-T-D				514.48		TOTAL PER DED		408.78	
GROSS				514.48		LESS TAXES		TOTAL CURRENT NET	
PRE-TAX				514.48		LESS TAXES		PAY	
GROSS				514.48		LESS TAXES		408.78	
PRE-TAX				514.48		LESS TAXES		408.78	
GROSS				514.48		LESS TAXES		408.78	
PRE-TAX				514.48		LESS TAXES		408.78	

"United We Stand, Divided We Fall"



Employee Appreciation Day Barbecue and Health Fair

Date: Thursday, August 18th 2011

Barbecue: During lunch breaks (in the cafeteria) Health Fair: 6:00a.m.-6:00p.m. (Under the tent outside of the cafeteria)

" Employees are encouraged to bring their spouses to these screenings, and not all screenings are free.

Come enjoy a delicious lunch of Smoked BBQ Pulled Pork and Grilled Chicken and all the sides, pick up your new vision t-shirt and then head out to the Health Fair to get important information and participate in activities. *various insurance vendors, weight management info., American Heart Association, American Cancer Society, Tri-Town Wellness Representative, Smoking Cessation, Massage Therapists, Healthy Chef, *Thyroid/Stroke Risk Screenings. **Employees are encouraged to bring their spouses to these screenings, and not all screenings are free.** Excellus reps. will be available from 8am to 4pm to answer any questions.



You may be eligible for other benefits from your union. Check www.cwa-union.org. For Union Plus benefits updates, visit www.unionplus.org. Take advantage of these benefits today!

Union Plus benefits from Union Privilege are the only consumer benefits endorsed by the AFL-CIO and your union.

Member Benefits

On the job, you get the protection of a contract and more strength in the workplace. Off the job, the Union Plus programs, using the collective purchasing power of millions of union members, offer you a wide range of high quality benefits with great value. Union Plus programs deliver the quality, service and savings that your family deserve.

Member and Consumer Advocacy

The Union Plus Member Advocacy Program will assist you if you have questions or concerns about any of the Union Plus programs. Full-time union member advocates are devoted solely to providing you immediate help. Union Plus also provides a wealth of consumer information to help you improve the quality of your life everyday.

Delivering Savings and Unique Benefits

With the Union Plus programs, you and your family will receive union member-only rates, discounts and special features like skip payments and financial assistance in the event of disability or layoff. The Union Plus programs are designed specifically for union members and their families. That is why you won't find the savings and benefits associated with the Union Plus programs anywhere else.

Take Advantage of the Savings

Take a look at all of the money-saving benefits available to you as a union member. Then contact the programs that can help you and your family today!

Legal & Education

Education Rebates

Qualify for a rebate of \$50, \$125 or \$250 for eligible education purchases when you use your Union Plus Credit Card.

<http://www.unionplus.org/EducationRebate>

College Test Prep Discounts

Save 15-60% on college test prep course with The Princeton Review.

1-888-243-7377

<http://www.unionplus.org/CollegePrep>

Consumer Reports Online Discount

Save 27% on an annual subscription to ConsumerReports.org.

<http://www.unionplus.org/ConsumerReports>

Legal Service

Speak to a lawyer free about any legal question or problem. Free document review and 30% off additional services.

1-888-993-8886

<http://www.unionplus.org/Legal>

National Labor College Green Scholarship

Scholarships for union members enrolled in the NLC's Green Workplace Representatives Certificate program.

National Labor College Scholarship

Awards \$25,000 annually to those enrolling in the National Labor College.

<http://www.unionplus.org/NLC>

Union Plus Scholarship

Awards \$150,000 annually to members and their families pursuing higher education.

<http://www.unionplus.org/Scholarships>

Union SAFE

Grant money and advice to help union members facing financial hardship.

<http://www.unionplus.org/UnionSAFE>

OFFICERS

Mathew Theodore	President	5237/1st
Dwain Knapp	Vice-President	5755/1st
Vicky Bill	Secretary	5202/1st

E-BOARD MEMBERS

EXT.

Linda Seneck	165	5414	1st
Cliff Barriger	195	5387	1st
Dustin Manley	505	5510	2nd
Gordy Shields	190	5587	1st
Aleasha Thomson	195	5510/5202	2nd
Isreal Vega	140	5771	3 rd

WEB SITE

citlink.net/~cwa14164

Stewards List

Dept./ Shift

John Nero	505/ 1st
Robert Vance	505/ 1st
Mike Talbot	505/ 1st
Linda Darrow	505/ 1st
Deb Perry	505/ 1st
Pete Taranto	505/ 1st
Deana Tietjen	505/ 1st
Kathy Oswald	505/ 1st
Brian Burdick	140/ 1st
Victor Fitch	275/ 3rd
Scott Genung	190/ 3rd
Sarah Howland-Church	190/ 3rd
Donna Finch	195/ 1st
Dan Strauss	165/ 2nd
Tim McCarthy	180/ 3rd
Paul Gascon	275/1st
Deb Perry	505/1st
Peter Skoglund	Daily Star

Word Search by Labor-Day-Weekend.com

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

BREAK
HOLIDAY
OFFICE
SCHOOL
TRIP

CUBICAL
JOB
PARTY
SEPTEMBER
VACATION

GAMES
MONDAY
RELAX
SUMMER
WORK

2011 Negotiation Survey

Please write what the top 3 issues that are most important for you, in the upcoming negotiations.

Please return the completed survey's to your nearest Union representative.

1) _____

2) _____

3) _____

**Please return to the Union office or an officer or steward
Your feedback is greatly appreciated.**