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# Union Voice

From The Desk Of  
**Rita Rogers**



Hello:  
Hope everyone's hanging in there!  
The Union Leadership

recently met with the company regarding employees concerns about the different Tests employees are being given for various reasons. We had detailed discussions and tried to cover every issue such as the Plate Test, QA Voluntary Test, the Counter Sink and Written Exam etc. The company states the need to assure every employee has the tools and skills needed to do existing jobs and jobs they may bump/transfer into. The union's overall position is employees have already done what was needed of them to be considered qualified. Though we welcome additional training etc. the company cannot use this just to disqualify employees. We will continue discussions.

Quality and accountability was also discussed. The company talked of a new culture change that would address accountability. The overall cause of an error/workmanship should not be a knee jerk reaction to discipline.

The union along with DBR Steve Rooney attended the 3rd step hearing on the outsourcing grievance last week. We are awaiting an answer and will process this grievance to Arbitration if the company denies the grievance. We will continue the fight for our Jobs.

Salina (our sister lodge) continues to hear talks of more of their Jobs going to Mexico. While there are no definite plans, the talk of Salina closing is still on the minds of our brothers and sisters. As I stated before it is the unknown that keeps morale down. Please keep them in your thoughts and prayers.

On another note we are scheduled for 3 arbitration hearings between Nov 18 - Dec 15th. The District leadership

is utilizing every resource possible to represent our membership with every local.

Contact the office if you have any questions.

ADBR Rita Rogers

## 2009 Communicators Conference

To the membership:

I had the opportunity thanks to you to attend the 2009 communicator's conference which was held at the Westin Bayshore Hotel located in beautiful Vancouver, British Columbia. The view and city were breathtaking. The conference was even better. We were given the opportunity to visit with our Canadian brothers and sisters and to get information about their health care and politics. What we hear in the news in the United States about their health care is nothing like the way it actually is in Canada.

We also had some outstanding speakers. One of them was Rick Sloan who is the head of the communications department at the IAM headquarters in Maryland. Below is a speech he gave at the closing of the conference. It is a very powerful speech. I asked Brother Sloan and was given permission to share it with you. Please read it.

Thanks,

Larry Wilson

Recording Secretary/Communicator

Sherlock Holmes and his sidekick Doctor John Watson are on a camping trip in the Canadian Rockies.

In the middle of the night, Holmes wakes up and nudges Watson.

"Watson," he says, "Look up in the sky and tell me what you see.

The half-asleep Watson replies, "I can see a million stars."

What do you conclude from that, Watson?

Watson thinks long and hard. He answers:

ASTRONOMY tells me there are millions of galaxies and billions of planets.

ASTROLOGY tells me that Saturn is rising in Leo.

HOROLOGY tells me it's 3:00 am.

METEOROLOGY tells me tomorrow will be a beautiful day.

THEOLOGY tells me GOD is all powerful.

But what in heaven's name does it tell you, Holmes?

Watson, you idiot, someone stole our tent.

Well, someone has stolen OUR TENT.

Someone stole the tent that protected organized labor from the rawest and most brutal elements of society.

They stole the TENT called COMMUNITY SUPPORT. It was a large tent. It covered entire cities and states.

They stole our TENT of COMMUNITY SUPPORT, a TENT that sustained and sheltered us in the vicious — and often bloody — strikes and organizing drives of the 1940's, 1950's and 1960's.

That TENT of COMMUNITY SUPPORT led covered us during labor's golden era, a period greatest growth and its unquestioned power.

I grew up in a union town: Erie, PA.

My father was a barber, a union barber, a member of the Journeymen Barbers International Union.

My dad's barbershop was a block from East 12<sup>th</sup> Street and its four mile long string of unionized steel plants and machine shops that fed into the GE locomotive manufacturing facility.

In a union town, union members bought union made clothes. They drank union brewed beer, and drove union made cars. And they had their hair cut in union barber shops.

No one plastered a "UNION YES" bumper sticker on their car. That would have been as redundant as saying Russian Orthodox or Irish Catholic.

Union members were ubiquitous. They WERE the COMMUNITY. And as THE COMMUNITY, they supported unions.

But in those intervening fifty years, that sense of belonging to — of being

part of — of actually *being* — the community was stolen from us. How did that theft occur?

Slowly.

Silently.

Steadily.

And every single night.

Sherlock Holmes and Doctor Watson would never be baffled by this theft.

They'd ask only three questions to determine who STOLE our TENT of COMMUNITY SUPPORT.

Question One: Who owns the major media outlets of this continent?

Answer: General Electric, Mickey Mouse and Rupert Murdoch.

Question Two: Has your child ever had a textbook or homework assignment focusing on union?

Answer: Never.

Question Three: Did a man of the cloth ever invite you to address their congregation during negotiations, an organizing drive or a strike?

Answer: Not in recent memory.

It has been THREE full generations since our TENT of broad COMMUNITY SUPPORT vanished in the night.

Think about that.

For fifty years, the major media outlets have reported only on labor strikes, labor corruption and labor losses. And the local TV and radio stations, cable networks and newspapers followed their lead.

One hundred twenty MILLION American and Canadian children have entered high school in those fifty years. Few ever heard or read an encouraging word about unions.

And the so-called "pillars of the community" have turned their backs on us for three generations. Even our erstwhile friends in the civil rights, women's rights, human rights and environmental movements have forgotten who marched with them in their early battles, financed their organizations and lent them office space and staff.

Only the politicians remember. We're their favorite ATM machine. Every two or four years, they come around to make a withdrawal.

Organized labor has had so little COMMUNITY SUPPORT for so long

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See Conference*

### November Monthly Meeting

Saturday November 7th, 2009

E-Board Meets at 8:30 am

Regular Meeting at 10:00 am



## Fall Is Here Think Safety Doing Yard Work

Well this is your sister coming at you again from the safety committee. We meet every second Wednesday at 4:00pm in the old first aid room in plant



2. Please come join us and let us know how we can be safe at work and at home. Your input is very important to us.

We survived the summer and now its fall and the weather is changing again and there are more things we have to think about. With this new H1N1 flu going around we have to be extra careful. Make sure you wash your hands with hot water, but not too hot. If where you work there is no hot water bring some hand sanitizer. Be sure to cover your mouth when you cough or sneeze as germs can travel very far. Do what you can to help protect yourself and your fellow workers.

Now on to that prize turkey and all the fixings make sure the temperature on every thing is right so as not to get sick from food poisoning. If you are cutting up a lot of different food items be extra careful with the knives. If you are one of the old time cooks don't try to do it all yourself. You can precook some things and freeze them. If you are going out of town and are driving allow yourself plenty of time to arrive there safely.

Now to the yard it's ready to go doormat and you are getting it ready for winter. Take extra care that you don't get overcome from the fumes when using pesticides and fertilizers because you're in a hurry. If we should get some snow and ice you don't want bad things to happen because you're in a hurry. You may not be in the best of shape. If you're like me you don't get the needed exercise with all the overtime that some of us work. Talking about exercise, myself included, need to start some sort of exercise program. We are not getting any younger and even you young people need to get in shape too.

Heart attacks are not just for the old. They can come from stress, not enough sleep almost anything. If you do work a lot of overtime, take time to get some extra exercise, do something you enjoy doing,

eat something healthy and maybe take what they call a power nap which amounts to 10 or 15 minutes. Take care of your body as you only have one time around with it.

I know it's not as hot now so you don't drink as much water as you should. We need to give our bodies a drink even when it's cool it helps wash away the toxins in our bodies.

I hope you have a happy holiday. With all solidarity your sister, Linda Ligons. GOD is good all the time all the time HE is good.

### Conference (Continued from Page 1)

we now cheer politicians who just mouth the word "UNION."

What have we done to deserve to be so ostracized during those forty years?

We tore power from the hands of the high and mighty and gave it to ordinary working people.

We registered voters ... increased turnout ... and taught millions that Democracy works best when they get involved in politics - before, during and after elections.

We raised the standard of living of an entire continent ... forced hourly wages up from single to double digits ... made health insurance the rule in our contracts, not the exception ... crafted pensions that provide security for retirees ... trained generation after generation of journeymen ... took care of our parents ... gave our kids the chance to go to college ... made certain that our grandchildren could work in safer, cleaner and healthier offices ... and, AND, did our duty as citizens who loved their country and had the courage to make it better. BUT labor's STORY ... labor's CONTRIBUTIONS ... labor's SACRIFICES ... labor's ACHIEVEMENTS ... and even labor's VICTORIES have been ignored and intentionally hidden. THAT MUST CHANGE. AND WE CAN MAKE THAT CHANGE HAPPEN.

Here's how. WE CAN STOP TALKING TO OURSELVES LIKE CATATONICS AND START TALKING TO THE ENTIRE COMMUNITY LIKE COMMUNITY ACTIVISTS. GOIAM 3.0 offers us the tools to

reach beyond ourselves. Now we can talk to the world at large - and they can talk back. The comment tool allows us to have a conversation with the community at large. So engage in the debate.

Challenge those who abuse us. Defend your union, aggressively. Tell the world about our victories - large and small. Be upbeat about our future, our victories and our potential. But most of all, use this comment tool to lift the blindfolds so many North Americans have worn for so long. These are a TEACHABLE TIMES Don't waste them.

WITH THESE NEW CUTTING EDGE TOOLS, WE SLICE THROUGH CLUTTER AND WHITE NOISE. WE CAN DELIVER SPECIFIC INFORMATION TO AN AUDIENCE EACH OF US CAN CREATE. WE CAN SHARE OUR VICTORIES WITH AN EVER EXPANDING CIRCLE OF FRIENDS AND FANS. Every piece of content on this website can be SHARED with our friends, family and the broader community. Via email, No matching services. Amazon Wishlist, Ask, Backflip, BallHype, Bebo, Blogger, Blogmarks, Buzz, Delicious, Digg, Diigo, Facebook, Fark, Faves, Favorites, FriendFeed, Google, Hatena, Kaboodle and/or KIRTSY - we can leapfrog the traditional media outlets and get our story directly into the hands of family, friends, neighbors and community activists.

So brag it up. Push it out. Share it widely. But don't stop there. A NEW GENERATION is entering our workforces. A NEW GENERATION is trying to do what our parents did and what we did. That NEW GENERATION is trying to: Stand up to INJUSTICE. Serve their COMMUNITIES. Face down the POWERS THAT BE. Treasure their VICTORIES. Act on their CONVICTIONS. And still practice SOLIDARITY. So, as President Buffenbarger said in his Inaugural Address on July 1<sup>st</sup>, "Our charge is to bring a new generation into the leadership circles of this great union."

GOIAM 3.0, the Machinists Union Facebook page, its JOBS Now! campaign, the emerging use of Twitter - these tools can work to our long-term advantage if we place them in the hands of A NEW GENERATION. Leadership takes many forms. Teaching and mentoring is a core



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responsibility of leaders - leaders who have reached the pinnacle of success AND leaders who are just starting out on that path.

Several months ago, I came across the book "The Hundred Mile Walk." It introduced me to a new idea. The authors called it "reverse mentoring." They defined "reverse mentoring" as younger leaders teaching older leaders. The authors were a father and son team. Throughout the book, the old man listened to his son's opinions, challenged his assertions but learned - and eventually admitted - that A NEW GENERATION had much to offer. At the end of the book, the old man warned that "if we do not keep pace with the young leaders waiting to emerge, we will lose the best and the brightest. I don't want that to happen." And neither does the IAM.

In this brave new world of comment fields, shared content, Facebook and Twitter, we must rely on the IAM's young lions - and lionesses - to teach us how to expand our REACH ... To leap over the palisades preventing us from building COMMUNITY SUPPORT ...

and explain to A NEW GENERATION why WE do what we do and how THEY can benefit from it.

These NEW TOOLS are no panacea. But WITH them we CAN thumb our noses at the news media moguls like General Electric, Mickey Mouse and Rupert Murdoch.

WITH these NEW TOOLS, we CAN RESTORE the COMMUNITY SUPPORT required for us to grow our union and enhance its power.

And if we persevere - eventually, EVENTUALLY - these new tools will replace the TENT our foes stole from us so long ago.

Thank you.

Rick Sloan

Communications Dept. IAM&AW



Thursday November 26<sup>th</sup>, 2009