

VALUE OF BEING UNION

WE CAN MAKE A DIFFERENCE BY BEING ACTIVELY INVOLVED IN OUR UNION!

We all understand that collective bargaining and organizing are difficult in today's economic environment. Gaining a fair share for our members in bargaining has never been easy or automatic, even at profitable corporations such as General Electric. As IUE-CWA members, however, we are part of a larger community, and when things get tough, we stand up and fight for each other. That's what being part of the labor movement has always been about.

IUE-CWA provides opportunities to build better lives for ourselves and our families. Because we have a union contract and the legal right to act in unity, we can join together and build more leverage at General Electric than any of us could do individually. We won't win on every issue every time, but every time we fight together, for each other, we grow stronger. That's why we refer to ourselves as General Electric Workers United.

The General Electric Workers United Campaign has the short-term goal of mobilizing our members around the 2015 GE contract negotiations *and* the longer-term objective of building worker power by engaging more IUE-CWA members in the affairs of our Union and the broader social and political movements that can improve our lives.

GE Workers United

1. Weekends
2. All breaks at work, including your lunch breaks
3. Paid Vacation
4. FMLA (Family and Medical Leave Act)
5. Sick Leave
6. Social Security
7. Minimum Wage
8. Civil Rights Act (Title VII, Prohibits Employer Discrimination)
9. 8-Hour work day
10. Overtime Pay
11. Child Labor laws
12. Occupational Safety & Health Act (OSHA)
13. 40 Hour Work Week
14. Worker's Compensation (Worker's Comp)
15. Unemployment Insurance
16. Pensions
17. Workplace Safety Standards and Regulations
18. Employer Health Care Insurance
19. Collective Bargaining Rights for Employees
20. Wrongful Termination Laws
21. Age Discrimination in Employment Act of 1967
22. Whistleblower Protection Laws
23. Employee Polygraph Protect Act
(Prohibits Employer from using a lie detector test on an employee)
24. Veteran's Employment and Training Services (VETS)
25. Compensation increases and Evaluations (Raises)
26. Sexual Harassment Laws
27. Americans With Disabilities Act (ADA)
28. Holiday Pay
29. Employer Dental, Life, and Vision Insurance
30. Privacy Rights
31. Pregnancy and Parental Leave
32. Military Leave
33. The Right to Strike
34. Public Education for Children
35. Equal Pay Acts of 1963 & 2011
(Requires employers pay men and women equally for the same amount of work)
36. Laws Ending Sweatshops in the United States

**WANTS
YOU
TO KNOW**

35

**REASONS
WHY YOU
SHOULD
THANK
A UNION!**



IUE-CWA

Because we have a national contract with General Electric, we're already starting from a better place than workers at non-union companies. Our Agreement

establishes rights, wages, and benefits that cannot be changed by management without first negotiating with us through our elected union representatives.

Unless we make sure the Company follows the contract it agreed to, we're giving away some of its advantages and giving the Company too much control.

Get to know your contract! The IUE-CWA GE National Agreement is available online at www.geworkersunited.org.

We also have the right to act as a group to address workplace issues. U.S. legal protections for unions and collective bargaining came about only after a *long* history of worker activism and struggle. Current law gives employees the right to act together to improve their pay and working conditions or fix job-related problems.

Any time a manager tries to interfere with that right, you should alert your shop steward or mobilization coordinator. If you are threatened with or fear discipline, you should stop the activity, but be sure to report it as soon as possible.



***The right to representation, also known as “Weingarten Rights.”**

If a manager wants you to defend your conduct or to ask questions that could be used as a basis for discipline, you have the right to have a steward present. Before or during the interview, clearly tell the manager you want representation.

Being covered under a collective bargaining agreement provides you with rights and protections not afforded to non-union workers. While General Electric typically extends most of the wage and benefit improvements we negotiate for our members to its unrepresented American employees, it does **not** extend them all. In addition, union workers have protections that do not apply to unrepresented GE workers.

The wages and working conditions for employees at GE's North American competitors vary widely, but are generally lower than those enjoyed by our GE members.

Wages, Benefits and Workplace Rights

Area	Union GE	Non-Union GE	Non-Union, Inc.
Voice In The Workplace	Management is legally required to negotiate over all terms and conditions of employment.	GE management can unilaterally change the terms of the job. They may ask for feedback but can ignore it.	Management can unilaterally change the terms of the job. They may ask for feedback but can ignore it.
Terms & Conditions Of The Job	The IUE-CWA GE National Agreement guarantees pay, benefits & working conditions. Any changes must be negotiated. Your bargaining committee negotiates contract.	GE management can change working conditions at will, at any time, without consultation with employees.	Management can change working conditions at will, at any time, without consultation with employees.
Wages	Hourly rates and salary levels of individuals or groups are set in the GE National Agreement and Local supplements, as are definitions of job classifications, earned rates, and progression schedules.	GE generally passes negotiated wage increases onto non-represented employees, but individual raises are often based on supervisor evaluations that can differ from worker to worker, and can be revoked.	Raises are generally arbitrarily scheduled and can vary from worker to worker depending on supervisor's evaluation. Raises can be revoked at any time. Temporary workers make significantly lower wages.
Health Benefits	Full coverage for employees at costs negotiated with Union. Plan is protected against changes for the term of health care contract.	In recent years, GE has moved toward extending negotiated health care plans to non-represented employees. However, employees, particularly non-represented salaried workers, pay higher premiums than union members.	Company can change benefits and employee cost of coverage at any time. Nationally, only 54% of non-union workers were covered by health insurance in March 2014, compared to 85% of union workers.
Rights On The Job/ Grievance Procedure	Workers can only be fired for just cause and workers have the right to union representation in the disciplinary processes. Also, have right to appeal decisions to independent third parties.	Workers can be fired for any reason (or no reason) and have no right to representation. Can appeal but not as part of a process independent of management.	Workers can be fired at any time, with no right to appeal, and no representation in discipline.

Area	Union GE	Non-Union GE	Non-Union, Inc.
Retirement Plans	Workers hired prior to 1/1/2012 covered by pension plan fully funded by the Company plus a 401K with a company match. Workers hired after 1/1/2012 have 401K with initial Company contribution of 3% and \$600 each year, and 50% match up to 8% of employee contribution.	General Electric extends same retirement benefit plans to non-represented employees.	Retirement plan vary greatly across non-union companies, but they generally do not provide defined-benefit plans. Nationally, only 49% of non-union workers were covered by any retirement plan in March 2014, as compared to 88% of union members.
Job Security	A full 30 pages of the IUE-CWA GE National Agreement is devoted to Job and Income Security Issues, including job preservation, plant closing benefits, recall rights, SERO, etc.	General Electric selectively applies the job security language of the IUE-CWA Agreement at non-represented locations. It is up to management discretion.	Generally provide no protections against contracting or layoffs.
Movement to Other Jobs	IUE-CWA GE National Agreement provides provisions for preferential hiring, job transfers and “bumping” rights based on seniority, experience, and qualification.	General Electric management has total discretion in these decisions and is allowed to show favoritism in selecting employees for transfers.	Openings generally posted. Often no preference for current employees, or seniority-based. Transfers are often based on favoritism.
Paid Time Off	Holidays: 12 per year Vacation: 1 year : 2 weeks 5 years : 3 weeks 15 years : 4 weeks 20 years : 5 weeks 30 years : 6 weeks Sick & Personal Days: 1-14 years: 24 hours/year 15-24 years: 32 hours/year 25-years & up: 40 hrs/year Short-Term disability Long-Term disability	General Electric generally extends same paid time off benefits to non-represented employees, but benefits are not protected by a contract.	Non-union workers generally receive less paid time off than union members at GE. Nationally, 91% of unionized private industry employers provided paid vacation, compared to 75% of non-union; 91% of union companies provided paid holidays, compared to 75% of non-union; and 70% of union firms provided paid sick leave, versus 60% of non-union companies.



Although the IUE was formally founded in November 1949, its origins can be traced back to 1933, when its first President, James B. Carey, helped worker groups in radio manufacturing and related industries establish their own national organization, the National Radio and Allied Trades, which later became part of the historic Committee of Industrial Organizations (CIO). Three years after that, the National Radio and Allied Trades came together to form the United Electrical Radio and Machine Workers (UE), and thirteen years later at the CIO's Eleventh Constitutional Convention, Carey led a break-away movement and founded a new Union—the International Union of Electrical Radio and Machine Workers (IUE).

Within a year after its founding convention, IUE had adopted its first Constitution and negotiated successful national contracts with General Electric, Westinghouse, and General Motors. From founding President Carey, through the administrations of Paul Jennings, David Fitzmaurice, William Bywater, Edward Fire, Michael Bindas, and now James D. Clark, IUE elected leaders have guarded the democratic traditions of our Union and fought for and won middle-class living standards for our members. Over the years, the name of our Union and the face of our membership may have changed, but our dedication to fighting for working people has not.

Forty years ago, faced with GE's adversarial bargaining philosophy (dubbed "Boulwareism" after the Company's chief negotiator and his practice of making a single take-it-or-leave-it offer), IUE pioneered a coordinated approach to bargaining by bringing together all GE (and Westinghouse) unions to jointly develop contract proposals and negotiate together.

Today, IUE-CWA President Jim Clark chairs the Coordinated Bargaining Committee of GE Unions (CBC), and no single union has to stand alone in its fight for justice at GE. The unions of the CBC combine their collective power so the Company cannot use divide-and-conquer tactics to weaken us. During GE bargaining, we set priorities by filling out bargaining surveys, submitting proposals, and electing our leaders, who along with our bargaining committee, negotiate with the Company. The bargaining committee is assisted by IUE-CWA National and GE Conference Board staff.



Structure of the CWA and IUE Division



In 2000, IUE merged with the Communications Workers of America (CWA) and we became IUE-CWA. As an IUE-CWA Local Union member working at General Electric, you are part of this larger national union. The CWA, in turn, is affiliated with the American Federation of Labor-Congress of Industrial Organizations (AFL-CIO) and IndustriAll, the global federation of manufacturing unions.

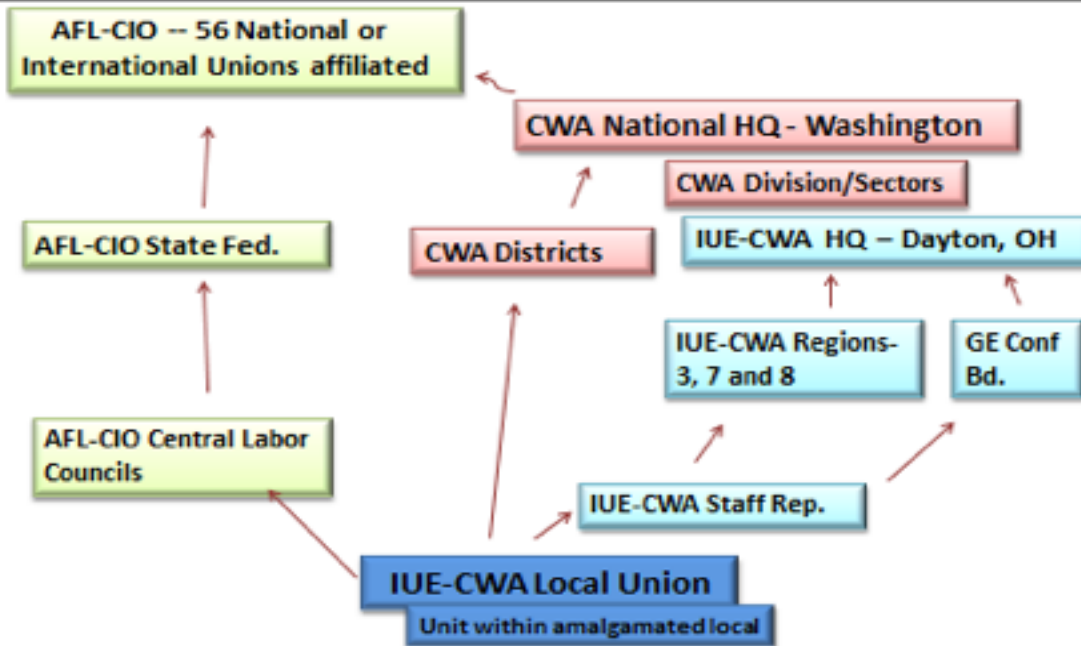
As you get more involved in your Union, you will find that IUE-CWA members *are* the IUE-CWA. Our Union is not just something you belong to, it is an organization that members actively participate in, and direct, through a democratic process. The work of your Local Union is determined by the local union members. Local union leaders are elected every three years and they oversee and coordinate your local union programs and services.

As IUE-CWA members, you elect local union delegates to both the IUE-CWA Division Conference and the CWA National Convention, which are held every two years. These elected delegates form our Union's highest governing body, and the CWA Convention has the final authority over our Union's budget, policies, programs, and dues structure.



CWA's international officers—President and Secretary-Treasurer—are elected by Local Union delegates to the Convention. The President and Secretary-Treasurer serve on CWA's Executive Board along with fifteen elected regional Vice Presidents, and four members-in-good-standing who are local officers. The President of the IUE-CWA Industrial Division is a Vice President of the CWA. The IUE-CWA President is elected every four years at a Division Conference, which is held in conjunction with the CWA Convention. The current President of the IUE-CWA Industrial Division is Jim Clark.

IUE-CWA Local Union Relationship / Resource Chart



Key CWA and IUE-CWA OFFICERS

Larry Cohen
CWA President
501 Third Street, NW
Washington, DC 20001-2797

Annie Hill
CWA Secretary-Treasurer
501 Third Street, NW
Washington, DC 20001-2797

Jim Clark
IUE-CWA Division President
2701 Dryden Road
Dayton, OH 45439

Bob Santamoor
Chairman
IUE-CWA GE Conference Board
20 Prospect Place
Ballston Spa, NY 12020

IUE-GE Conference Board Staff

Bob Santamoor, Chairman
20 Prospect Place, STE. 212
Ballston Spa, NY 12020

Vincent J. Vines, Secretary, IUE-CWA GE Conf. Bd.
Janet M. Bernard, IUE-CWA GE Conf. Bd. Staff Representative
James K. Ledford, IUE-CWA GE Conf. Bd. Staff Representative
Charlie R. Smith, IUE-CWA GE Conf. Bd. Staff Representative
Jordan Marsh, Admin. Secretary

IUE-CWA GENERAL ELECTRIC LOCAL UNIONS

LOCAL	CITY	STATE	BUSINESS
120	Philadelphia	PA	Appliance Service Shop
161	Salem	VA	Lighting
201	Lynn	MA	Aviation/Jet Engines
251	Boston	MA	Appliance Service Shop
264	Daytona	FL	Appliance Service Shop
301	Schenectady	NY	Energy Infrastructure
303	Albany	MULTI	Energy Infrastructure
640	Bridgeville	PA	Lighting
692	Newcomerstown	OH	Appliance Service Shop
701	Madisonville	KY	Aviation/Jet Engines
704	Bucyrus	OH	Lighting
705	Dover	OH	Lighting
707	Cleveland	OH	Lighting
712	Lake Worth	FL	Appliance Service Shop
761	Louisville	KY	Appliances
767	Somerset	KY	Lighting
788	Dallas	TX	Appliance Service Shop
850	LA & San Diego	CA	Appliance Service Shop
850	Mira Loma	CA	Appliances
850	Los Angeles	CA	Appliance Service Shop
859	Evansville	IN	Appliance Service Shop
1004	Arkansas City	KN	Aviation
1020	Denver	CO	Appliance Service Shop
1105	New Orleans	LA	Appliance Service Shop
1124	Tucson	AZ	Appliance Service Shop
1127	Oklahoma City	OK	Appliance Service Shop
1140	Minneapolis	MULTI	Appliance Service Shop

The Chairperson of the IUE-CWA GE Conference Board is elected every three years by delegates from these IUE-CWA GE Local Unions. The current Chairperson of the Conference Board is Bob Santamoor.

THE GE CBC

The President of the IUE-CWA also serves as the Chairperson of the Coordinated Bargaining Committee of General Electric Unions (CBC). The following is a complete list of all of the CBC unions:

- International Union of Electronic, Electrical, Salaried, Machine, and Furniture Workers - Communications Workers of America (IUE-CWA)
- United Electrical, Radio and Machine Workers of America (UE)
- International Brotherhood of Electrical Workers (IBEW)
- International Association of Machinists and Aerospace Workers (IAM)
- National Association of Broadcast Employees & Technicians-Communications Workers of America (NABET-CWA)
- United Auto Workers (UAW)
- International Brotherhood of Teamsters (IBT)
- United Steel Workers of America (USW)
- International Federation of Professional and Technical Engineers (IFPTE)
- Sheet Metal Workers International Association
- United Association of Plumbers and Pipefitters





GENERAL ELECTRIC BARGAINING CONTRACT GAINS TIMELINE

YEAR	SIGNIFICANT GAIN
1936	UNITED ELECTRICAL RADIO AND MACHINE WORKERS UNION (UE) FORMED FROM NATIONAL RADIO AND ALLIED TRADES
1938	UE GAINS FIRST CONTRACT WITH GENERAL ELECTRIC
1946	WAGE INCREASE OF \$0.185 an HOUR WAGE WON AFTER NATIONWIDE MULTI-COMPANY STRIKE SETTLEMENT RECOMMENDED BY U.S. PRESIDENT
1949	INTERNATIONAL UNION OF ELECTRICAL RADIO AND MACHINE WORKERS FOUNDED AT CIO CONVENTION IN CLEVELAND
1950	FIRST NATIONAL AGREEMENT NEGOTIATED BETWEEN IUE (49 GE LOCAL UNIONS) AND GENERAL ELECTRIC
1960	INCOME EXTENTION AID PROVISION WON
1964	NATIONAL LABOR RELATIONS BOARD (NLRB) RULES THAT GE'S "TAKE-IT-OR-LEAVE-IT" BARGAINING STRATEGY IS ILLEGAL
1966	FIRST COURT DECISION AFFIRMING COORDINATED BARGAINING
1969-1970	WON COLA PROVISION, AUTOMATIC RATE PROGRESSION, ADDITIONAL WEEK'S VACATION, SICK AND PERSONAL DAYS' ALLOWANCE, AND IMPROVEMENTS IN MEDICAL COVERAGE (101 DAY STRIKE)
1976	SIXTH WEEK OF VACATION AFTER 30 YEARS WON
1979	DENTAL PLAN PROVISION WON
1985	AGENCY SHOP PROVISION WON

1988	SPECIAL EARLY RETIREMENT OPTION (SERO) WON
1994	PENSION SUPPLEMENTS EXTENDED TO 80 PERCENT SOCIAL SECURITY ELIGIBILITY DATE
1997	MARTIN LUTHER KING, JR. HOLIDAY GAINED
	SPECIAL SERO WITH 30 YEARS OF SERVICE GAINED
	COPE CHECK-OFF PROVISION WON
2000	ONE-YEAR PLANT CLOSING NOTICE PROVISION WON
	AUTOMATIC PENSION UPDATE RESTORED
2007	VETERANS DAY HOLIDAY WON
2011	PENSION INCREASES GRANTED TO RETIREES
2015	IUE-CWA-GENERAL ELECTRIC NATIONAL NEGOTIATIONS