

IN MEMORY

Give them rest with the devout and the just, in the place of the pasture of rest and refreshment, of waters in the paradise of delight; whence grief and pain and sighing have fled away.

In Early October, **Charlita Deal**, from **OSUMC Patient Transfer**, lost her sister *Annette Foster*. In early November, **Steven Michael**, from **OSUMC Diagnostic Transportation**, lost his mother *Marie E. (Calloway) Morgan*. And in mid-November, the **Secretary of State's Office** lost one of our members, **James W. "Jim" Rogers**. *(See tribute below in Good and Welfare.)
David Greeno, retiree of **OSUMC**, lost his wife *Audrey L. Greeno* in late December. **4501 CWA Vice President** under President James Ervin, **Dave** is a long time activist who is still working with us at Pickaway County Jobs and Family Services. To see more about **Dave**, look inside your newest contract.
Douglas Ellis, retiree of *The Ohio State University Building Department* peacefully departed this life in early January, as did *Abiaha Ann Reaves*. *Ms Reaves* worked at **OSUMC** for 10 years. *Ms Reaves* was also the sister of **Leonard Reaves**, who for many years was Michael Ervin's first successor as **Lead Chief Steward in Student Affairs**.
Denise Wells Luke, member retiree of **FOD**, passed in early February.

Prayer for the grieved: "May the **LORD** bless you and keep you; May the **LORD** make His face shine upon you, and be gracious to you; may the **LORD** lift up His countenance upon you, and give you peace."
Numbers 6:24-26

GOOD AND WELFARE

Taylor Jackson, daughter of proud father **Ivan Jackson**, member of **OSU Wexner Medical Center**, is graduating from **Gahanna Lincoln High School**. Miss Jackson will be attending **Kent State** in the fall.
 *Local 4501 is honored to have had a member such as **Jim Rogers**. Jim always had a joke for you, especially on Halloween. I'd go so far as to say the many who knew him liked him and showed their kindness by being there when he needed them. Our member Paula Dill, and her family, was one of many who helped take care of him. Jim Rogers, member of 4501, you will be missed by all you touched. *This is part of the eulogy from Jim's coworkers at Secretary of State's Office.*

SECOND LEVEL GRIEVANCE/RESOLUTION OF DISPUTES ROSTER

DEPT	STEWARD	ARTICLE / ISSUE	HRNG	DECISION	CWA ACTION
STU LIFE	Kee/Harris	8.1, 11.1	3/07/13	Denied	ARB
FOD	Lacey	Improper Attendance Tallying (see next O.U.C.H)	1/29/13	AFFIRMED	
STU LIFE	Kee	8	2/10/11	Denied	ARB
FOD	Lacey/Murray	1; 11; 8	1/10/13	Denied	ARB
WEXNER MED	Long	Vacation Approval Timeliness Issues	11/16/12	Denied	ARB
MARION	Davis/ Murray/Collins	Management doing bargaining unit work	11/19/12	Denied	ARB
WEXNER MED	Long	Member to clean room w/o all info	10/25/12	Denied	ARB
STU LIFE	Kee	Work area break dispute	10/02/12	denied	ARB
STU LIFE	Kee	8.1 Disparate treatment	10/15/12	denied	ARB
FOD	Lacey/Davis/Murray	8,21 Improper evaluation process	10/18/12	Denied	ARB

*CONSIDERING FOR ARBITRATION **NO FURTHER ACTION ***RESOLUTION OF DISPUTES #SEE O.U.C.H. & SEE NEXT O.U.C.H.

Communications Workers of America



Local 4501 Communicator

Find us at YouTube: 4501 CWA

"Like" us on Facebook

Early Summer, 2013

27 Euclid Avenue, Columbus, Ohio 43201 Phone: (614) 294-5265 Fax: (614) 294-6562

Join us at

www.cwa4501.org

OSU MAIN CAMPUS, WOOSTER, LIMA, MANSFIELD, NEWARK, MARION, PUT-IN BAY, FACULTY CLUB, SECRETARY OF STATE'S OFFICE, PICKAWAY COUNTY JOBS AND FAMILY SERVICES, FRANKLIN COUNTY VETERAN'S COMMISSION

Local 4501 Officers

President, Richard A. Murray Email ramurray@cwa4501.org
 Executive Vice President, Kevin Kee, Email: 779Kee@gmail.com
 Treasurer, Cynthia Stewart, Email: cstewart@cwa4501.org
 Secretary, E. Mae Adams, Email: madams@cwa4501.org
 Vice Pres., (SOS) Paula Dill

Board Members: Anthony Brown, Wayne Crawford, Christal Harris, Nicholas Harrison, Mericle Long, Dennis Woodson



Local 4501 Communicator

Michael Secret msecret@cwa4501.org Editor/Contributor. Writes all articles not specifically attributed to others.
President Richard Murray contributes a quarterly message and oversight
Sheila Collins keeps our Facebook current and serve with **Lolita Thomas**, **Lee Paul** and Michael Secret on the Communications Committee.
Cynthia Stewart cstewart@cwa4501.org writes voter empowerment articles, and more



President Murray

When young folks' hearts turn to thoughts of...

Unions? Well, yes, but not the kind I'm talking about. I'm not talking about the kind of union that gets you all warm inside, but the kind that allows you to buy food and pay your mortgage to keep you **and** those you love inside where it's warm

GET INVOLVED!!!
 I know! I've beat this drum until you'd think it was worn out. But until I know that all of you are at least hearing, if not listening, I will beat it until I am worn out. There is a handful of great, strong union supporters who attend all of the meetings to stay informed and to keep us informed. There is a smaller handful of member heroes who are always on the lines passing out information, collecting signatures, maintaining a presence or writing to raise public consciousness (see the 2011 newsletters at www.cwa4501.org).

But where is everyone else?!? **I guess we must be doing everything right or people would be in here letting us know otherwise.**

GET INFORMED!!!
 And your best tool for this is your union contract. If you are an electrician and go out on the job without your volt meter or you use it for a doorstop, and decide to start work on the wires without it, tomorrow you might wake up dead. If you take your union contract and throw it in your locker, or take it home and use it under a table leg to level an uneven table, you might wake up jobless, or being paid so little that, like many Walmart employees, you will require food stamps to feed your family.

I don't know if you've had reason to notice, but all of your managers have union contracts in their desks.
 And whenever a new contract comes out, management meets (many times) to discuss the changes and how best to avoid those in your favor and to utilize those in their favor. And these meetings are mandatory and thorough. **Upper management sees to it that**

middle management knows the contract inside and out.

And what do I assume is the advice management gets about changes in your favor? "Completely ignore them. If you don't bring them up, the workers will not know about them, because they won't check for themselves."

Since your manager knows the contract inside and out, shouldn't you? We cannot make knowing your contract mandatory. We can only continue to express how crucial it is that **you** make them a mandatory read. And any questions you have, discuss them with your area steward, your chief or lead chief, or contact the hall if you don't understand.

As you know, we have meetings once a month, usually on the first Saturday. These meetings are recorded and put on YouTube.

Management has meetings on the clock, and whenever the need arises. When there is a perceived loop-hole by OSU's legal staff of some article, managers meet to remain informed. Whenever an arbitrator hands down

NO GENERAL MEMBERSHIP MEETINGS-JULY AND AUGUST

SPRING: A TIME OF RENEWAL IN ALL THINGS

a decision, managers meet to remain informed. Whenever OSUHR hands down a grievance ruling that creates interpretation of our contract, managers... yeah, you guessed it. When we meet to inform you of arbitra-

tor's decisions or Memoranda of Understanding or whatever, 30 people show up. Thirty out of 1700. And yet, when the other 1670 finally realize that something slipped by them, that they are not being evaluated fairly, for instance, they blame

the leadership for not letting them know about it. **We are as strong as we are united and as weak as we are divided.** We have 14 lines of communication open. **Tune in. Get informed. Stay informed.**

Secretary of State members celebrate their success.

Photos by Sheila Collins



At the most recent Secretary of State's



Local 4501 union meeting, our members took time to celebrate themselves (something we should all do more often) and the great job that they have all been doing to serve their customers. The regular order of business was not forgotten, just washed down with coffee and soda



Local 4501 CWA Members, Thank You for Your Great Customer Service

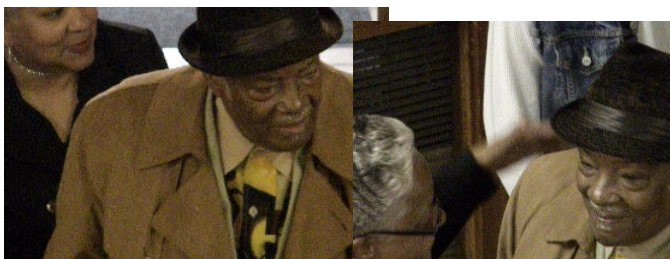
and laughter.

Don Horn rides off into the sunset

After many years of service to the University Hospital and Local 4501 CWA, Don Horn retires. I'm not sure how that much leisure life will work for him, but he's earned it and we wish him all the best.



Legendary Local fighter for the working class turns 80



After decades of sitting across from the University and fighting for em-

ployee rights, it takes a lot to surprise Michael Ervin. But that is exactly what his daughter, Sheila Collins, managed to do. Michael was met by dozens of well-wishers (past and present coworkers and com-



munity leaders, including past president Gary Josephson, seen below talking with President Murráy.) Because of Mr. Ervin's tenacity in fighting for the rights of his coworkers, the position of Lead Chief Steward was created for him. Others have served in this capacity since Michael's trail blazing efforts, not only in Student Life, but also the other two large bargaining units. Michael created an extra sharp tool for this Local 4501, CWA to use. We will all owe him a lot for a very long time to come.

I have posted the video on YouTube under "Legendary Local fighter". I will post links on our website and Facebook pages.

Union History, the Triangle Shirtwaist Factory Fire

The Aftermath, the Sorrow, the Step forward

Be thankful for those who died for your rights. And remember: "Those who do not learn from history are doomed to repeat it"

from the Cornell University School of International Labor Relations

Survivors recounted the horrors they had to endure, and passers-by and reporters also told stories of pain and terror they had witnessed. The images of death were seared deeply in their mind's eye. Many of the Triangle factory workers were women, some as young as 14 years old. They were, for the most part, recent Italian and European Jewish immigrants who had come to the United States with their families to seek a better life. Instead, they faced lives of grinding poverty and horrifying working conditions. As recent immigrants struggling with a new language and culture, the working poor were ready victims for the factory owners. For these workers, speaking out could end with the loss of desperately needed jobs, a prospect that forced them to endure personal indignities and severe exploitation. Some turned to labor unions to speak for them; many more struggled alone. The Triangle Factory was a non-union shop, although some of its workers had joined the International Ladies' Garment Workers' Union.



New York City, with its tenements and loft factories, had witnessed a growing concern for issues of health and safety in the early years of the 20th century. Groups such as the International Ladies' Garment Workers' Union (ILGWU) and the Womens' Trade Union League (WTUL) fought for better working conditions and protective legislation. The triangle fire tragically illustrated that fire

inspections and precautions were woefully inadequate at the time. Workers recounted their helpless efforts to open the ninth floor doors to the Washington Place stairs. They and many others afterwards believed they were deliberately locked-- owners had frequently locked the exit doors in the past, claiming that workers stole materials. For all practical purposes, the ninth floor fire escape in the Asch Building led nowhere, certainly not to safety, and it bent under the weight of the factory workers trying to escape the inferno. Others waited at the windows for the rescue workers only to discover that the firefighters' ladders were several stories too short and the water from the hoses could not reach the top floors. Many chose to jump to their deaths rather than to burn alive. In the weeks that followed, the grieving city identified the dead, sorted out their belongings, and reeled in numbed grief at the atrocity that could have been averted with a few precautions. The International Ladies' Garment Workers' Union proposed an official day of mourning. The grief-stricken city gathered in churches, synagogues, and finally, in the streets.

Protesting voices arose, bewildered and angry at the lack of concern and the greed that had made this possible. The people demanded restitution, justice, and action that would safeguard the vulnerable and the oppressed. Outraged cries calling for action to improve the unsafe conditions in workshops could be heard from every quarter, from the mainstream conservative to the progressive and union press. Workers flocked to union quarters to offer testimonies, support mobilization, and demand that Triangle owners Harris and Blanck be brought to trial. The role that strong unions could have in helping prevent such tragedies became clear. Workers organized in powerful unions would be more conscious of their rights

and better able to obtain safe working conditions. Shortly after the fire, the Executive Board of the Ladies' Waist and Dress Makers' Union, Local No. 25 of the ILGWU, (the local to which some of the Triangle factory workers belonged), met to plan relief work for the survivors and the families of the victims. Soon several progressive organizations came forward to help with the relief effort. Representatives from the Women's Trade Union League, the Workmen's Circle (Arbeiter Ring), the Jewish Daily Forward, and the United Hebrew Trades formed the Joint Relief Committee, which, over the course of the next months, allotted lump sums, often to be remitted abroad, to Russia or Italy. In addition, its Executive Committee distributed weekly pensions, supervised and cared for the young workers and children placed in institutions of various kinds, and secured work and proper living arrangements for the workers after they recuperated from their injuries. The Joint Relief Committee worked together with the American Red Cross, which also collected funds from the general public. Estimates indicate that the Joint Relief Committee alone administered about \$30,000. Immediately after the fire, Triangle owners Blanck and Harris declared in interviews that their building was fireproof, and that it had just been approved by the Department of Buildings. Yet the call for bringing those responsible to justice and reports that the doors of the factory were locked at the time of the fire prompted the District Attorney's office to seek an indictment against the owners. On April 11, a grand jury indicted Harris and Blanck on seven counts, charging them with manslaughter in the second degree under section 80 of the Labor Code, which mandated that doors should not be locked during working hours.

This is the second of a three part series on the triangle shirtwaist fire-those who died are some of the shoulders on which we stand. The next: The Trial, the Justice???, the Indignation.