

Communications Workers of America



Local 4501 Communicator

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February 2016

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Local 4501 Officers

President: Kevin Kee
Executive Vice President: Jason Lacey
Secretary: E. Mae Adams
Treasurer: Christal Harris
Vice President: (SOS) Tim Quinn

Board Members: Anthony Brown, Wayne Crawford, Lisa Frew, Mericle Long, Darlene Sunderland, Anthony Tutt



Local 4501 Communicator

Michael Secrest msecrest@cwa4501.org Editor/Contributor. Writes all articles not specifically attributed to others.
Sheila Collins keeps our Facebook current and she and Lolita Thomas serve with Lee Paul, and Michael Secrest, chair, on the Communications Committee.



President Kee

Paid Holidays brought to you by Organized Labor

I hope you had some great holidays. No matter what your faith or how you celebrate, your

love for your traditions should be a great source of pride to you as well as a great source of humility and of comfort.

At the same time, I am compelled to think that no matter what holiday you observe, it was union members long ago that fought, suffered and died for holiday pay, a simple benefit that we now take for granted.

Standing on the mountains those men and women built with their foresight and their strength and their sacrifice, I am proud of that heritage, and humbled by the courage they showed in fighting for what we now have.

But I am saddened by the apathy

that plagues our working class. The apathy is actually visible.

I see apathy each time you ignore a call to action when we fight to keep our union relevant and to keep all of our futures prosperous.

I see apathy in the dwindling union movement across the country

"I see apathy in the dwindling union movement across the country as too many of us sit on our asses and watch our benefits disappear"

as too many of us sit on our asses and watch our benefits disappear.

I see apathy in each empty chair at our monthly membership meetings.

There are thousands of tasks that keep a union strong. One of the simplest and most important is to fill those empty chairs and make us put out more. Let your thoughts be heard and take the union's message back to your workplace for

discussion.

Become part of our communications chain. Receive and share text messages, emails and/or fliers for meetings & events. Join one of our committees to help shape our future.

Think of a job that you think we should have done better, one that you think you could do better. We need many, many, many hands to carry the union banner into the future.

We fought hard together for our benefits and gained them slowly, one at a time through years of action. Now we sit and watch them disappear slowly, one at a time, through years of apathy that is keeping us from working together. Someday our inaction will come back to bite us where we sit.

Someone else watches your apathy with as much concern as I do. But they are not saddened. They do all they can to keep us apart. They are cautiously joyful.

Weekends: brought to you by organized labor.



*They are joyful because you are sleeping, and like a thief in the night they can take things away from you.
 *They are joyful because they know that the longer you sleep, the more they can carry off.
 *They are joyful because the politicians in this state are trying to take away your voice, take away your union and take away your strength. Trying to continue to save money on your backs.
 But they are cautious. They know that they must take it all back a little at a time, because if they take too much at once, you will wake up and start to fight for what you deserve. And they know that if you do not fight together you will fight in vain. Look around. Sign a card. Get a friend to sign a card.

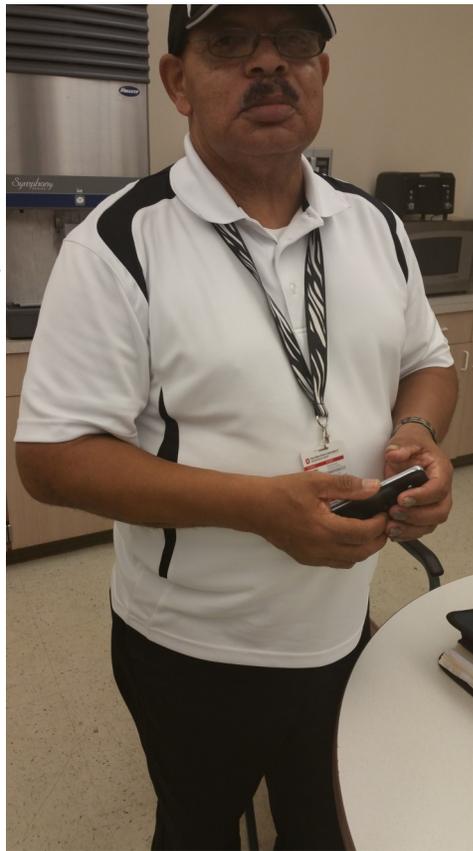
GOOD AND WELFARE

Marvin Newman Retires

At the end of 2015, Local 4501 CWA took an opportunity to wish one of our own a blessed farewell, Mr. Marvin Newman. Mr. Newman, affectionately known as Newman, has dedicated over 44 years of service to the Ohio State Wexner Medical Center, and volunteered for Local 4501 for the last two years as **Chief Steward**, (and a fine one he has been, which many can attest.) Sadly for the local, he decided that 2015 would be the year he would retire to be with his wonderful wife (Gwen) and his family. It goes without saying for many at the medical center, and at the local, that he will be sorely missed by those whose lives he touched, staff and managers alike!

Farewell, Mr. Newman. *Best of Luck* to you with whatever you choose to do next in life.
Know that I will miss you a lot.
 Respectfully,
 Mericle Long, Lead Chief Union Steward Local 4501 CWA .

Editor's note: **We will all miss you Mr. Newman. Don't be a stranger.**



OSUWMC Transportation Workers aspire By Mericle Long



In the Patient Transportation Department there are two workers that I will be giving my support to in their professional endeavors, **Mr. Hakeem Watkins and Monrico Estes**. Mr. Hakeem Watkins will be making his professional boxing debut in the lightweight division at the Hollywood Casino, Columbus, Ohio 43228. For ticket information contact me at (614) 208-6312

Mr. Monrico Estes is an inspiring vocalist who has auditioned for two tryouts on the show "The Voice" which showcases aspiring talent. Information regarding date and time the show will be televised will be in a later letter to come.

Join me and other Local 4501 members in supporting these fine young men.

Mericle Long Lead Chief Union Steward Local 4501 CWA

The shadow of things that will be, or that may be? by Michael Secrest

A Pennsylvania based company, American Future Systems, Incorporated, was charged 1.75 million dollars for **forcing their employees to clock out for restroom breaks.**

We have also heard about Wal-Mart's long track record of worker abuse, from forced overtime to sex discrimination to illegal child labor to relentless union busting. **Wal-Mart also notoriously fails to provide health insurance to over half of its employees, who are then left to rely on themselves or taxpayers,** who provide for a portion of their healthcare needs through government Medicaid.

Menards, the big box home supply store, forced their managers to

sign a contract saying the manager's **salary would be reduced by 60% if a union formed** in a store they supervised.

So far, it is not so bad for us. But you should know that my retirement pay just this year got reduced by 20%. I called for an explanation and was told it was because this is the year they start reducing pay for coverage for spouses. By 2018 OPERS will not insure spouses at all. Work all your life for something and be forced to sit and watch it disappear like smoke rings in the dark.

These abusers have two things driving them. Greed and fear. One hand is around the throats of workers, squeezing out every possible

penny and the other very heavy hand is a clenched fist being shaken at unionism, and ready to grasp any weapon to fight the resurgence of the American workers' demands for what they deserve.

The future we sit and watch others write will be very different from the future we can write for ourselves. If we will only pick up the pen.

Remain alert and you will feel the fear and notice the anti-union hostility. **Look around you. Sign a card. Get a friend to sign a card**

Hillary Clinton Dominates Union Endorsements, But The CWA Is Endorsing Bernie Sanders

By Doug Cunningham-Worker's Independent News

Hillary Clinton has dominated when it comes to labor union endorsements in the 2016 presidential primary. She has racked up backing from AFSCME, SEIU, the American Federation of Teachers, the National Education Association, North America's Building Trades, and the Machinists union among others. But on Thursday the Communications Workers of America decided to back Senator Bernie Sanders. The CWA's Candice Johnson says

CWA members prefer Sanders because he's a candidate they think will break away from politics as usual and fight for working people. [Candice Johnson]: "Our members are proud to stand with a candidate like Bernie Sanders, who takes on corporate greed, who's fighting back standing up against the big banks. Who is taking on the flood of money in politics that's just really destroying the political system and the value of working people's votes. When a few billionaires can control our political process some-

thing's wrong. The whole idea of a new day, a new agenda for our politics and for our economy has really caught on and caught fire. Not just among CWA members, not just among union members, but among working families across the country."

Sanders is also backed by the American Postal Workers Union and National Nurses United.

Pew Report Shows U.S. Middle Class Is Shrinking

By Doug Cunningham-Worker's Independent News

Pew research says the American middle class is shrinking. Just 49 percent of U.S. households are now middle class, compared with 61 percent in 1971. the report defined middle class as households with annual incomes between \$42,000 to \$126,000.

SECOND LEVEL GRIEVANCE/RESOLUTION OF DISPUTES ROSTER

DEPT	STEWARD	ARTICLE / ISSUE	HRNG	DECISION	CWA ACTION
NEWARK	Kee	Contracting out Custodial Duties	1/12/16	Denied #	Arbed*
OSUWMC	Long, Willis, Lalla	Managerial Harassment	12/1/15	Denied	Arbed*
OSUWMC	Long	Managerial Harassment	11/30/15	Denied	Arbed*
STU LIFE	Kee, Harris	8, Appendix A, Erosion of Bargaining Unit	10/12/15	Denied #	ROD*** Arbed*
STU LIFE	Kee, Long	Bargaining Unit Erosion	10/15/15	Denied #	Arbed*
FOD	Lacey	Attempts to Broadband	10/8/15	Denied #	Arbed*
OSUWMC	Long	Disparate treatment re overtime	9/15/15	Resolved?	
OSUWMC	Long	Disparate Treatment	8/11/15	Denied	Arbed*

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

:# Please, Please Please pay close attention to these bolded denials. Management and their Human Resources Departments are so reluctant to affirm a grievance that they say things like this response to this September 15 hearing “after the grievance was filed, in June 2015, department supervisors ceased in assigning overtime in the manner which led to the original filing... This grievance is denied.”

And this response: “.....the Union’s assertion that an erosion of the bargaining unit exists appears to be premature.” Not unwarranted, but premature! And they are not saying that the erosion is not happening, but are saying that our awareness and protesting of it are premature. A very telling phrase. They don’t want us to protest until it is established practice and too late.

And this is the most telling:”there has been no adverse impact on any bargaining unit member currently classified as a Patient Transporter at the present time.the grievance is denied” They are pretending that they are not trying to destroy your union by eliminating Bargaining Unit positions and by trying everything they feel might be a loophole.

Stand up, fight back or be rolled over.



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 late September, **Local 4501, CWA President Kevin Kee** lost his Aunt *Virginia Louise Scott* Early October saw the loss of *Victoria Hairston*, the sister of **Local 4501 CWA Administrative Secretary Sheila Collins**.

And in early December, **Robin Baker, EVS at OSUWMC** lost her sister *Barbara Reed*. *Barbara’s* nephew *LaQuaill Baker* also works at **OSUWMC EVS in the New Tower**.

Late January **Cierra Cathcart** from **OSUWMC Environmental Services** lost her grandmother *Regina Mitchell*.

and **Rachel Samuel** also of the **OSUWMC Environmental Services** lost her sister *Sonya King*.

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