

Unionism Made Nabisco Great. Corporate Greed Is Tearing Us Down

By Robert Struckman

Posted: August 20, 2016

Allied Approaches, AFL-CIO

At 4 a.m., the bridge from Washington to Oregon is gray and quiet. The seasons pass quickly after 41 years, but every morning the drive is just a little different. You've got to pay attention to the details. Otherwise, life just passes you by.

I get to the facility at 5:15 a.m., hit the clock at 6 and punch out at 2. Like many of us, I pride myself on my professionalism and work ethic. We make Oreo cookies, Ritz Crackers, Chicken in a Biskit, Chips Ahoy! and Wheat Thins. Good stuff.

We set a high bar, but managers aren't keeping up. You wouldn't believe the kinds of insults and bullying we deal with daily. It's not a reflection on us, but it says everything about Mondelez International. You probably know that Mondelez owns Nabisco and many of our popular American snack brands.

So here's the deal: We're a good group of people. We work hard and produce

value for Nabisco over the long term. We have a union, too, so some of that value comes back to us. I've got a home, and my four kids have been able to get good educations and good jobs. We bargained hard for retirement security and gave up a lot to get it. I sure hope it's there for me. I'm counting on it. Too many of our new managers are ignorant of Nabisco's history, what this company has been to so many of us and what it can still be.

I'll tell you about it. I'm a 71-year-old black man from Barbados. I'm proud of my heritage, and I'm proud to work at this plant. We have folks from all around the world. We used to say we're like the United Nations. We all get along.

America needs places like this, where folks can get ahead by working hard and playing by the rules.

But the cooperative union culture we built here with Nabisco is in danger. The young people are scared.

Every day we go to work and wonder if today is the day they'll announce our jobs are going to Mexico. They've been chipping away at us in every Mondelez

plant across the country. There's always that threat over your head, and it's real.

Right now, hundreds of jobs are set to leave Chicago. Other plants have closed as jobs have been shipped to Mexico. And our union contract has expired here in Portland, Ore.

When I was a kid in Barbados, my dad joined the U.S. Coast Guard. I followed in his footsteps by becoming a merchant seaman for a British company, and after being laid off, I started working ships up and down the West Coast. That's how I fell in love with Oregon and Washington, and with my wife.

Work comes and work goes. You know how it is. I ended up working for Boise Cascade, a lumber company, until I got laid off in 1975.

I came over to Nabisco because I heard I wouldn't be discriminated against. And I wasn't.

I was treated fairly. I started off in the mixing department. Back then, it was hard, physical work. We'd cut open the 150-pound bags of flour and cocoa and

(Continued on page 3)

President's Report

By Spencer Buchanan

USW Local 115 President

There continues to be large amounts of overtime across the plant especially in Extrusion and Tube Mill. Although, the company does not schedule full mill or all classifications, they've been scheduling numbers beyond the amount of people available. I am not sure if this is their way of being creative or, perhaps, they need a simple lesson in mathematics.

The second thing the company is doing is scheduling people that are on restriction. For example, if I have a 48 hour restriction and the company forces me up to 64 hours, knowing that I will not be in due to my restriction, they still expect me to call in my absences. I have told the company we are not in agreement with this. They are doing this so that Morningstar can track one's restricted hours. Your restriction has given the company your available hours to work and I encourage **you not to call in if you are scheduled beyond your restricted hours!** The company also

complains about the call-offs, however, they already know people are not going to violate their restrictions.

I have requested that Morningstar and the company remove the HIPPA release that is part of the FMLA certification packet. The release is not required and FMLA approval cannot be conditioned upon signing the release (with the exception of a 2nd opinion). If you currently have FMLA, I suggest you contact your committeeperson to revoke this release. I have put the company on

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EEOC

By Ali Edwards

Lithium Plant

The EEOC (Equal Employment Opportunity Commission) was created in the Civil Rights Act of 1964. This Act was an omnibus bill addressing not only discrimination in employment, but also discrimination in voting, public accommodations, and education as well. The law was forged in an atmosphere of urgency. There was growing unrest in the country emanating from the pervasive and egregious racial discrimination and segregation exposed during the civil rights protests in the 1960s. The civil rights struggle was played out in the streets of Birmingham, Alabama and other southern cities and because of television, witnessed by America. During the spring of 1963, the world watched as demonstrators were beaten, attacked by police dogs, sprayed with high pressure water hoses, arrested and jailed. The sight of this kind of brutality against peaceful demonstrators, including children, outraged Americans at home and tarnished the image of the United States abroad. Ironically, these images galvanized the nation by confronting it with its own failings.

On June 11, 1963, during the height of the civil rights protests and demonstrations, President John F. Kennedy went on television to address

the nation. He gave a simple but eloquent message:

"We are confronted primarily with a moral issue. It is as old as the scriptures and it is as clear as the American Constitution. The heart of the question is whether all Americans are afforded equal rights and equal opportunities, whether we are going to treat our fellow Americans as we want to be treated . . .

[O]ne hundred years of delay have passed since President Lincoln freed the slaves, yet their heirs, their grandsons, are not fully free. They are not yet free from the bonds of injustice. And this nation, for all its hopes and all its boasts, will not be fully free until all of its citizens are free.

Now the time has come for this nation to fulfill its promise. The events of Birmingham and elsewhere have so increased the cries for equality that no city or state or legislative body can prudently ignore them. We face, therefore, a moral crisis as a country and as a people. It cannot be met with repressive police action. It cannot be left to increased demonstrations on the streets. It cannot be quieted by token moves or talk. It is a time to act in Congress, in your state and local legislative body and, above all, in all of our daily lives. Next week I will ask the Congress of the United States to act, to make a commitment it has not fully made in this century to the proposition that race has no place in American life or law."

Eight days later, on June 19, 1963, President Kennedy sent comprehensive civil rights legislation to Congress. Although opposition within the Congress was fierce, the need for civil rights legislation to address growing unrest in the country held sway. In August 1963, approximately 250,000 Americans of all races marched in Washington, D.C. in front of the Lincoln Memorial. The event, marked indelibly into the psyche of the nation by the famous "I Have A Dream" speech of Dr. Martin Luther King, Jr. came to symbolize the irresistible insistence for meaningful legislation to address the demand for racial equality and justice. This need, together with the mobilization of the civil rights and labor organizations and strong Presidential leadership, coalesced. The result, on July 2, 1964, was the passage of the Civil Rights Act of 1964. It was to become effective one year later.

This historical event has created a vessel for all of us to work along side of one another under the roof of Arconic, with one goal and one purpose.

Remembering that your USW EEOC is not just a committee, but it is a right. Your right, all of our right. As always please take time to know who the members of the EEO Committee are in your home departments. Ask questions, get answers, and raise awareness. We all benefit from education so remember, let's celebrate diversity by celebrating

ALL of USW 115.

PEC: VOTE

By Doug Herr

In 2012 Mike Pence beat John Gregg by 81,668 votes in the election for Indiana governor. There are far more union voters in this state than 81,668. Even more than enough to make up for the misguided Republicans among us. Even enough to make up for pseudo Republicans. If all union members would vote, Republicans would not be in the governors office. Indiana has the worst voter turnout in the world. Yes, the WORLD. No exaggeration. Fact check it.

There will be opportunities to register to vote outside security. If you have recently moved, reregister. Also, convicted felons are allowed to vote. (So long as you aren't in prison). Register, then remember to vote. Then vote like your job depends on it. **BECAUSE IT DOES!**



President's Report

(Continued from page 1)

notice regarding this matter. I have also requested the names of anyone on FMLA so the union can contact them, too! I believe Morningstar and the company are harassing and trying to intimidate our members regarding FMLA. I further believe the release is the tool be used to do this. Companies hire third party administrators like Morningstar to make it hard for workers to get FMLA or to impede the process. We are in the process of scheduling 3rd

Step grievance hearings with the company. We have been able to resolve several grievances, however, those that have not, will be heard.

The grievance committee has been working on solutions to help with the forced overtime issues. The company tends to hide behind anticipated call offs to justify the forcing levels. We are also raising concerns at the partnership level. The company is also looking at employment level across the plant. I think the 14 new hires that started at the end of July is a good start and hopefully more will be added.

There will be voter registration tables setup at the plant beginning Monday, August 22nd. This is an important election year and I encourage each of you to vote for labor friendly candidates. If you know of anyone that is not registered direct them to Doug Herr (Machine Shop) or Brian Schoolcraft (Extrusion). There will be opportunities to phone bank as Election Day gets closer.

**Thank you for being 100%!
In Solidarity.**

Unionism Made... Vice President's Report

(Continued from page 1)

mix in the oil and water. Since then, I've held about every job in the plant. These days I'm the floor supplier, which means I supply all the raw materials to all six lines in the packing department.

We've had a parade of corporate owners over the years, but Mondelez is the worst. They don't give a damn about customers, and they don't give a damn about the people who make the products. They tell us—I'm not kidding—to get the hell out.

They literally harass me to quit, because they don't think I'm worth my wage. They tell that to all the old-timers. It's disrespectful. But I'm staying, because I won't let them push us around. Our jobs are important, not just for ourselves and our families, but for America. Unionism makes us strong and makes America a better place. And we're going to show the American public how to use unity to turn bad jobs into good jobs, and how to beat back every executive who wants to turn every job into a bad job.

By Scott Wolendowski

Vice President USW Local 115

The major issue we all are dealing with these days is the excessive overtime. Hopefully, with the addition of the new hires this will ease up some.

The KYI on the Holiday weekend should be out now. It looks like most departments will be working heavy to medium partials.

Vacation scheduling will be starting soon. As far as the 2017 shutdowns we do not have an answer on whether there will be 2 shutdowns or just one for some departments. I am getting the impression from the company that it will be very similar to the 2016 shutdowns.

When it is your turn to schedule your

vacation **do not** leave the administrator's office without your copy of your vacation schedule confirmation. This will prevent any confusion down the road.

There have been several injuries across the plant this past month. If you are performing a job that is unsafe, **remember**, you have the ability to stop and ask questions. If that doesn't work get a Safety Representative or a Union Representative to help you out. I do believe the Stop Card is also a tool everyone can use to prevent a possible injury.

I hope everyone has a safe and enjoyable Labor Day.

**Thank you for keeping Local 115
100 % Strong!!!
In Solidarity**



Find us on the Web at
www.usw115.org
Or Like us on Facebook

Members can find our Facebook group
and request to join



"Seven Deadly Sins;
Wealth without work
Pleasure without conscience
Science without humanity
Knowledge without character
Politics without principle
Commerce without morality
Worship without sacrifice."

Mahatma Gandhi

Wellness Committee

COMING SOON!!!

BIGGEST LOSER CHALLENGE #2

BIGGEST LOSER CHALLENGE #2

&

MAINTAIN YOUR WEIGHT CHALLENGE

MAINTAIN YOUR WEIGHT

"GRAB A PARTNER AND BE A LOSER"

SIGN-UP: BEGINS 8/29/16 – ENDS 9/2/16

OR

"GRAB A PARTNER AND MAINTAIN"

First weigh-in is your sign-up.

**Team of "2" – grab a loser and head to
Medical to get signed-up!**

DETAILS TO FOLLOW

UNITED STEELWORKERS **WOS** WOMEN OF STEEL

By Denise Wagner

The Laborers Family Day Picnic at Columbia Park is September 3rd from 12pm-4pm. The WOS are serving free snow cones once again. We need volunteers. Come by help for an hour or so and bring your family. This annual picnic is a lot of fun for the family. Most of the games and rides are free. It will have good food at low cost. Please let a WOS member know if we can count on you to volunteer or just stop by and help.

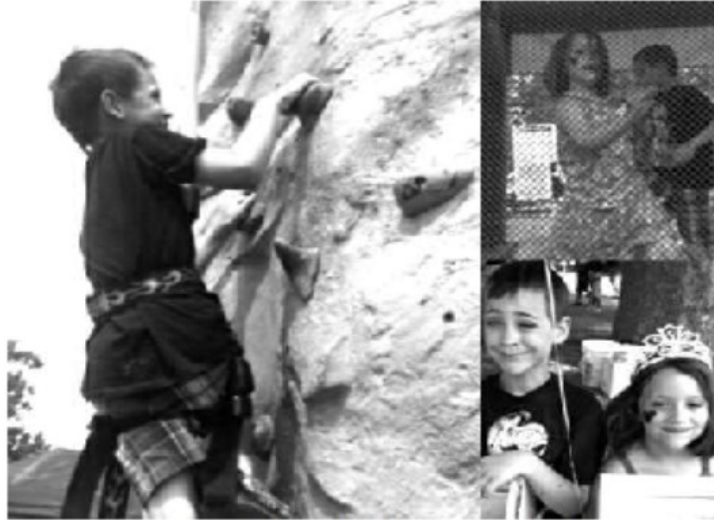
Local 115 is also hosting the District 7/ Sub District 3 quarterly meeting on September 14th from 10am-2pm. Come and meet some of the other women from around our district. Enjoy a good lunch and door prizes. We look forward to seeing you there.

As always a THANK YOU to all of USW Local 115 for all the things you help us do!

Laborers Family Day Picnic

Enjoy family friendly fun at Colombian Park!

Good food along with free rides and games makes this event a no brainer when considering how to spend a Saturday with the kids!



Join your union brothers and sisters on September 3rd from 12:00pm to 4:00pm.

Brighten Someone's Day With A Bouquet

Celebrating a special day, an event or milestone or just want to brighten someone's day? Union Plus Flower Service can help you send flowers and other gifts from Teleflora for every occasion anywhere in the world! Union members save 20% off retail prices. Order flowers 24 hours a day. Same day delivery is available.



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Union
Plus

To order call **1-888-667-7779**
or visit: **UnionPlus.org/Flowers**

WEB



7:30AM UNION 1:00PM
MEETINGS 3:30PM

3rd Tuesday of Every
Month

Watch the boards for emergency exceptions.
BE ACTIVE, STAY INFORMED,
ATTEND YOUR UNION MEETING

Today In Labor History at wordpress.com

August 5, 1931 - Fifteen hundred jobless men storm the plant of the Fruit Growers' Express Company in Indiana Harbor, Indiana, demanding that they be given jobs to keep them from starving. The company responded by calling the police, who arrived with clubs and dispersed the men.

August 7, 1890 - Elizabeth Gurley Flynn is born. Flynn was an organizer for the Industrial Workers of the World (IWW), a founding member of the American Civil Liberties Union, and an activist for women's rights, birth control, and women's suffrage. She died in 1964.

August 10, 1935 - Hundreds of Transport Workers Union members descend on a New York City courthouse, offering their own money to bail out their president, Mike Quill, and four other union leaders arrested while making their way through Grand Central Station to union headquarters after picketing the IRT offices in lower Manhattan.

August 12, 1919 - Learning that their boss, Florenz Ziegfeld, was joining the Producing Managers' Association, the chorus girls in his Ziegfeld Follies form their own union, the Chorus Equity Association. Marie Dressler, a former chorus girl, was elected its first president. The union's first action was to march down Broadway in solidarity with the Actors' Equity Association strike.

August 13, 1892 - Grundy County, Tennessee, miners tear down the Tennessee Coal, Iron and Railway Company's stockade — which housed the company's convict workers — at Tracy City. In response to similar actions over the next few days, the governor dispatched 583 militiamen; hundreds of miners were arrested. The state began the practice of leasing its convicts (75% of whom were African-American) to companies willing to pay for the inmates' housing in exchange for their labor in 1866.

August 14, 1935 - President Franklin Roosevelt signs the Social Security Act "to provide for the general welfare by establishing a system of Federal old-age benefits, and by enabling the several States to make more adequate provision for aged persons, blind persons, dependent and crippled children, maternal and child welfare, public health, and the administration of their unemployment compensation laws."

August 15, 2008 - Eight automotive department employees at a Wal-Mart in Gatineau, Quebec, win an arbitrator-imposed contract after voting for UFCW representation, becoming the giant retailer's only location in North America with a collective bargaining agreement. Two months later the company closed the department.

August 19, 1916 - Strikebreakers, hired by mill owner Neil Jamison, attack and beat picketing shingle mill workers in Everett, Washington. Local police did nothing, on the grounds that the location of the mill was outside their jurisdiction; they did, however, intervene when the striking workers retaliated later that evening.

August 22, 1945 - Flight attendants working for United Airlines form the Air Line Stewardesses Association, the first labor union representing flight attendants. They were reacting to an industry in which women were forced to retire at the age of 32, remain single, and adhere to strict weight, height, and appearance requirements. The union later became the Association of Flight Attendants, and since 2004 has been part of the Communications Workers of America.

August 23, 1966 - Gurindji tribal leader Vincent Lingiari leads 200 Aboriginal workers off their jobs at the Wave Hill cattle station, south of Darwin, Australia, where they worked for the British pastoral company Vestey. It was a strike over workers' rights and land rights that would last seven years and was instrumental in the passage of the Aboriginal Land Rights (Northern Territory) Act of 1976.

August 28, 1963 - 250,000 people participate in the March on Washington for Jobs and Freedom in Washington, D.C. The march—initiated by A. Philip Randolph, president of the Brotherhood of Sleeping Car Porters—was organized by a coalition of civil rights, labor, and religious organizations. It was here that Martin Luther King, Jr., delivered his "I Have a Dream" speech.

August 31, 1921 - The Battle of Blair Mountain in southern West Virginia is underway between upwards of 7,000 coal miners and the private militias employed by the coal companies to crush organizing by the United Mine Workers of America. The battle lasted for five days until President Warren G. Harding sent in federal forces, at which point most of the miners surrendered. The miners' leaders were tried for insurrection and treason, legal fees all but bankrupted the union, and organizing in the coalfields halted until 1933.

Puzzle Solutions

Y	D	L	D	E	W	E	P	S	8	1	7	2	6	4	5	3
D	O	W	E	T	E	G	A	M	E	2	2	3	5	8	9	6
E	S	A	D	E	L	A	N	I	6	6	9	5	3	4	7	8
E	E	I	E	V	I	T	S	7	5	4	1	9	5	2	8	7
P	S	T	E	O	F	O	A	1	5	9	4	7	6	8	9	2
N	O	N	A	E	N	D	A	9	6	5	2	3	4	8	1	7
N	S	R	N	I	T	E	R	2	2	3	8	6	7	1	9	5
Y	S	P	I	I	I	A	M	2	3	5	2	4	7	3	9	8
N	O	G	A	R	O	E	A	3	1	9	6	8	7	5	4	2
E	A	R	O	U	S	E	D	3	6	8	1	9	3	2	5	4
D	B	B	E	D	A	L	T	5	6	8	4	3	2	7	1	9



chump

What kind of voter is Trump targeting?
(TURN UPSIDE DOWN TO SEE ANSWER.)

THE

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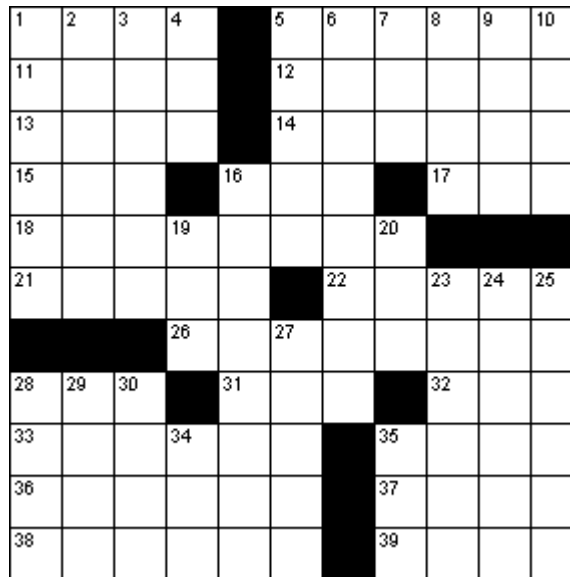
WHAT'S IN
A NAME?



Across

1. Anagram of "Salt"
5. Subjected to laughter
11. Accomplishes
12. Awaken
13. Unit of area
14. Fire-breathing monster
15. Leg (slang)
16. Three in Roman numerals
17. Secret agent
18. Forever
21. A style of car
22. Long periods of geologic time
26. Pace
28. Super Sonic Transport
31. Contend
32. T
33. Beast
35. Marquis de _____
36. A reproductive cell
37. Was indebted to
38. Ejected
39. Refined woman

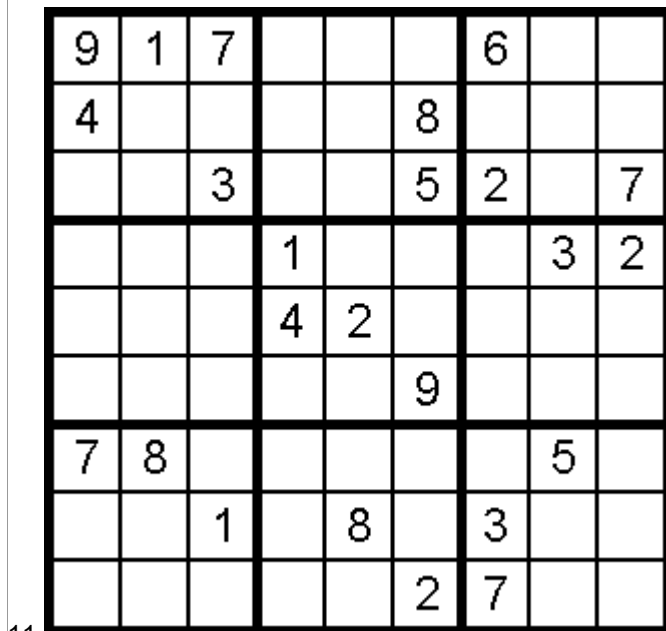
<http://www.crosswordpalace.com>

**Down**

1. Memorable sayings
2. Find
3. Named
4. South-southeast
5. Diameters
6. Annoy
7. Constrictor snake
8. Insects
9. Employee Stock Option Program
10. Declare untrue
16. Make improvements
19. Royal Air Force
20. Affirmative
23. Capital of Canada
24. Required
25. Quick
27. Lubricated
28. Droops
29. Break
30. An indefinite period
34. Cat sound
35. Sun god (Roman mythology)

How to play: The numbers 1 through 9 will appear once only in each row, column, and 3x3 zone. There are 9 such zones in each sudoku grid. There is only one correct solution to each sudoku. Good luck!

Difficulty level: medium.



- | | | | |
|-----------|-------------|--------|--------|
| along | dream | happy | reason |
| anchor | eagle | jolly | route |
| another | event | launch | scroll |
| bargain | expectation | lean | season |
| begin | foreign | learn | tone |
| better | fort | mural | toot |
| blink | gale | nerve | touch |
| chorus | giving | parade | |
| collect | grace | proud | |
| committee | hanky | ready | |

USW115 Pulse

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Pulse is an official publication of the
United Steelworkers, Local 115,
AFL-CIO, CLC

See us on the web at
<http://www.usw115.org>



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always welcome.

To submit an article.
Mail to: USW115 Pulse
2555 South 30th Street
Suite B
Lafayette, IN 47909

Or email: usw115@hotmail.com



The Last Word

By Larry Lewis

I recently reposted a Facebook meme that said "This election is an insult to our intelligence!" My caption on the repost was "No, it's a reflection of our intelligence!"

As I was dropping off copies of our newsletter last month someone made the rhetorical statement "Pence makes sense!" Normally I don't think anything of these statements because I consider the source. But oddly enough this one nagged at me and as I thought more about it, I had to consider that he might be right.

Mike Pence is an absurd, preacher wannabe who has almost completed the devastation of this state that Mitch Daniels had started. He's help alienate many of our citizens and made Indiana just another conservative joke in the eyes of the rest of the country.

As I've said before though, leadership at all levels of any organizational community is a direct reflection of the active and participating members of those communities. Those who can't be bothered to participate or are just looking

for excuses not to, are going to be left at the mercy of those who do. Nobody's going to GIVE us anything. A civil right for minorities has to be fought for. Our pay and benefits have to be fought for. To be able to live without molestation by other groups of people or the dominant governing body has to be fought for. In all those instances, the leaders of those fights need the support and help of all the members of those communities. What we currently have are small groups of individuals with a lot of money who figured out how to steal our future from us for their own personal gain. They figured out the value of participation. And also figured out how to stop us from doing the same. This didn't happen over night, it took decades. But they were patient.

The ignorance, complacency, apathy and disenfranchisement of our fellow community members have constipated the forward progress of the Founding Fathers' dream for our nation. This country needs an enema and Trump and Pence may be the douches we need to wake people up.

In Solidarity.

UNITED STEELWORKERS



Local 115

Executive Board

President	Spencer Buchanan
Vice President	Scott Wolendowski
Recording Secretary	Dylan Buchanan
Financial Secretary	Kenny Cox
Treasurer	Brian Schoolcraft
Guide	Willard Hammond
Inside Guard	Rick Parker Jr.
Outside Guard	Douglas Herr
Trustee	Larry Lewis
Trustee	Hilory(Butch)Hammond
Trustee	Clark McCorkle

Grievance Committees

LABOR UNIONS:

THE FOLKS WHO BROUGHT YOU THE WEEKEND.

CHILD LABOR LAWS, OVERTIME,

MINIMUM WAGE, INJURY PROTECTION,

WORKMENS COMPENSATION INSURANCE,

PENSION SECURITY, RIGHT TO ORGANIZE . .ETC.

LEADERSHIP

District 1 Ingot

Committeeperson	Terri Waymire
Assistant	Willard Hammond

District 2 Tube Mill

Committeeperson	Mike Wortman
Assistant	Rick Parker Jr.

District 3 Maintenance

Committeeperson	Aaron Eldert
Assistant	Doug Herr

District 4 Extrusion/Sonic/Storeroom

Committeeperson	John Ragan
	Robin Buschman
Assistant	Brian Schoolcraft

District 5 Tool & Die/Lithium Plant

Committeeperson	Susie Bending
Assistant	Hilory(Butch)Hammond