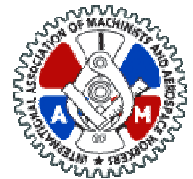


# District Lodge W2 NEWS



July 2006  
Published Quarterly  
[www.iamww2.org](http://www.iamww2.org)

## IAM Holds Staff Conference

The IAM Staff Conference was held June 13-17 in Denver, Colorado. At the conference, all full time staff heard from International President Tom Buffenbarger, and General Secretary Treasurer Warren Mart about the financial standings of the Grand Lodge. The message was clear, organize, organize, organize.

With membership continuing to decline, due primarily to layoffs, and plant closings, the ability to fully represent our membership is being challenged. In 2003, the staff met in Cincinnati to develop goals, and plans to increase membership in the IAM. Since that time, just a few districts have met the goal established of two hundred-fifty (250) new members per year.

Since the goals set in 2003, by and large, have not been met, the staff was challenged to increase its organizing activities, and add thirty one thousand (31,000) new members by the end of the year, and thirty one thousand (31,000) new members each year thereafter. In order to do this, each district must add over four hundred (400) new members this year and over four hundred (400) new members each year thereafter.

Each full time staff member of the IAM have been assigned organizing, as well as the other duties of their respective assignments. Each Local Lodge, who does not have an active "Volunteer Organizing Committee", will be expected to form one. Each Business Representative/Organizer will be working with the "VOC" of each Local Lodge develop plans, targets, and strategies to meet the organizing goals of Woodworkers District Lodge W2, Local Lodges, and the IAM.

If each Local Lodge, under the jurisdiction of District Lodge W2, would increase its membership by sixteen (16) new members by the end of the year, or by three (3) members per month, the District would exceed its organizing goals. With a little work and dedication, the goals are very obtainable.

Organizing is priority #1, if we are to continue the services and representation our members deserve.

## Cliff Miller Accepts New Position

District Lodge Business Representative Cliff Miller has accepted an assignment with the HPWO Department at IAM Headquarters, effective July 1, 2006.

In 1998 he was appointed a Business Representative for District W2; served as a shop steward for Local 108 for

five years; Recording Secretary for two years; local lodge president 12 years; President of the Central North Carolina Labor Council for six years; Vice President of the North Carolina State AFL-CIO for the 8th. Congressional District; Received the North Carolina AFL-CIO Community Services Award in 1996.



Cliff Miller  
Business Representative

For eight (8) years, Cliff has serviced Local Lodges in North Carolina, South Carolina, and Virginia. During his time as District Lodge Business Representative, Cliff has been successful in arbitration, winning several cases, and proving how much it pays to belong to the IAM.

Cliff's experience as a negotiator, has led to many successful contract negotiations in the Local Lodges he serviced. His skills and ability to reach agreement will be very beneficial to the HPWO Department.

Congratulations Cliff, and good luck with your new assignment.

## Arbitration Win at Local Lodge W298

After an accident at the mill, which resulted in minor damage to a flatbed trailer, the Koppers management called for an alcohol test. According to the Company, the test came back positive for alcohol.

The Union did not agree the test was proper, or positive. Although the Company claimed the test was positive, because it was at a positive level for DOT employees, the grievant was not a DOT employee. The Union's position was that the level of alcohol recorded was well below the state level of intoxication, and therefore was not a positive test.

Business Representative Darrell Tharp, in presenting the case, argued the grievant was not a DOT employee, and the states level of intoxication should be the test for being intoxicated. Darrell also argued the testing procedure was flawed, and the grievant was not under the influence, under the Company's policy.

In agreeing with the Union, the arbitrator stated the test was invalid because there was not a fifteen minute wait

between the test and the confirmation test, as required by the DOT, although the grievant was not a DOT covered employee. The arbitrator also agreed the grievant did not fall under the Company's policy definition of "under the influence", as he was not observed to have exhibited abnormal behavior.

Thanks to being covered under a strong Union contract, a member, with twenty-seven years seniority, was able to return to his job.

### Seniority Prevails at Local Lodge W475

When Georgia-Pacific forced a member of the bargaining unit to change shifts, without regard to seniority, a grievance was filed.

On October 17, 2005, the Grievant was assigned to second shift as the second senior employee. The Company arbitrarily moved him to fourth shift, thereby denying his right to exercise his shift preference.

Business Representative Darrell Tharp argued the clear contract language concerning promotions and vacancies. A vacancy existed, and that vacancy was not posted for bid, and was filled by a junior operator. The Grievant remained in the same classification, therefore, his seniority was not recognized. He did not wish to move from second to fourth shift. His plant seniority should have assured his right to remain in the second-shift assignment, instead of being replaced by a junior operator.

I agreeing with the Union, the arbitrator wrote; The Grievant possessed seniority over the operator who eventually succeeded him ... Furthermore, he was denied shift preference. The Union's position is clear relative to this portion of the Agreement. When his seniority and shift preference were not accorded sufficient consideration, he was denied equal treatment. ... I am persuaded that the management rights provisions ... cannot be sustained, in violation of the remaining applicable portions of the Agreement. The rights of management ... must yield to those provisions set forth in Section 8.03.

This is the second time in two years that Georgia-Pacific has attempted to ignore the seniority provisions of the labor agreements at Local Lodge W475, and the second time the Union has been successful in protecting those rights.

### MNPL

Who's fighting to protect your job, pension, health insurance and social security? Who's wrestling with the current administration over CAFTA, Social Security and JOBS? **Who's protecting your health and safety, your right to organize, your job security?** Who's taking on the multi-national corporations' schemes to demean the American Dream, to weaken North

America's might? Who's battling Corporate America's 34,000 high-priced lobbyists day in and day out?

MNPL is. The Machinists Non-Partisan Political League is IAM's heavyweight champion when it comes to politics and legislation. But these fights are expensive. Sadly, money buys access in the halls of power. And politicians listen more closely when contributors come calling. So, MNPL needs your contribution to wage these fights.

### Training Held at Local Lodge W391 Franklin, Virginia

On May 13, 2006, stewards and officers at Local Lodge gathered for steward training. The trainings included the many roles of a steward but focused primarily on grievance handling, organizing and legislative work. Grievance handling included training in grievance investigation, presentation and writing. The grievance investigation class included application of investigation techniques and use of fact sheets. The grievance presentation class discussed presentation techniques and styles, which included role-playing. The grievance writing class covered grievance writing on several types of grievances. Each person was given opportunity to write grievances.



*Standing left to right:* Andrew Whitehead, Steward; Willie Jones Jr, Steward; Alan Echols, Recording Secretary and Communicator; Craig Thomas, Vice President and Steward; Cory Hicks, Secretary-Treasurer; Isaac Holliman Jr., Steward; Rodney Tann, President. *Sitting:* Jerome Kays, Educator

The class also discussed both in-plant organizing and organizing new facilities. Those present agreed to participate in organizing activities. The class discussed the importance of our involvement in legislative and political activity including getting all members to contribute to MNPL. The legislative committee was re-established.

"This was a great group of trade unionist and very enjoyable to teach. It really feels good to see local officers and stewards willing to volunteer their time to come to classes on a Saturday, in order to receive training to better represent working families", stated Business Representative Melvin Montford, who taught the classes.